



DIVERSITY MANAGEMENT & EQUAL OPPORTUNITY OFFICE
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VA 22203-1635

March 31, 2008

Mr. Clarence Johnson
Principal Director
Office of Diversity Management and Equal Opportunity
Office of the Under Secretary of Defense
Personnel and Readiness
4000 Defense Pentagon
Room 5D641
Washington, DC 20301-4000

Dear Mr. Johnson:

Attached is the Department of Defense Education Activity's (DoDEA)
Management Directive 715 Report for Fiscal Year 2007.

Please direct questions concerning this report to the undersigned, Chief, Diversity
Management and Equal Opportunity Office, (703) 588-3232.

Sincerely,

A handwritten signature in black ink, appearing to read "Alina Doreste-Johnson", with a long horizontal flourish extending to the right.

Alina Doreste-Johnson
Chief, Diversity Management &
Equal Opportunity

Enclosure:
As stated

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

For period covering October 1, 2006, to September 30, 2007.

PART A Department or Agency Identifying Information	1. Agency		1. DoDEA	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 4040 North Fairfax Drive	
	3. City, State, Zip Code		3. Arlington, Virginia 22203	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 10090
	2. Enter total number of temporary employees			2. 5773
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 15863
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Joseph D. Tafoya Director, Department of Defense Education Activity	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official Official Title/series/grade		3. Alina Doreste-Johnson	
	4. Title VII Affirmative EEO Program Official		4. Theodore Agnew	
	5. Section 501 Affirmative Action Program Official		5. Deborah Cannon	
	6. Complaint Processing Program Manager		6. Allison Kennedy	
	7. Other Responsible EEO Staff		7. Dora Ford Archie Turner	

EEOC FORM
715-01
PARTS A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes		
List of Subordinate Components Covered in This Report				

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

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

**DoDEA
October 1, 2006, to September 30, 2007.**

EXECUTIVE SUMMARY

The Department of Defense Education Activity (DoDEA) is a civilian agency of the U.S. Department of Defense (DoD). The Agency is headed by a Director who oversees all functions from DoDEA Headquarters (HQ) in Arlington, Virginia. DoDEA's mission is to provide exemplary educational programs in military communities to military and DoD civilian dependents worldwide. Military dependents represent 85% of the total enrollment in DoDEA schools. The schools are divided into three areas, each managed by an area director. Within each of the three areas, schools are organized into districts headed by superintendents. DoDEA operates 199 schools in 14 districts located in 12 foreign countries, 7 states, Guam, and Puerto Rico. Schools within DoDEA are fully accredited by U.S. accreditation agencies. Approximately 8,700 teachers serve 88,000 students.

DoDEA's Diversity Management and Equal Opportunity (DMEO) office has a stated mission to create and sustain a workplace free of discrimination and harassment through commitment, integration, prevention, and accountability. DoDEA's mission and vision of the agency's EEO programs is capsulated in the agency's Community Strategic Plan, Goal 3, which states "to continually recruit, hire, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated, and committed workforce."

To accomplish this goal, measures and milestones are identified. The 2008 milestones applicable to this report are:

- Establish and implement a performance appraisal process in support of the new DoD National Security Personnel System (NSPS).
- All GS and support staff will have access to quality DoDEA/DoD standardized training for career enhancement and improved job-related proficiencies.
- DoDEA will implement a comprehensive leadership development plan for the training of leaders to ensure the continuity and high quality of DoDEA leadership.
- Assess and prioritize the professional development and training needs of employees using multiple approaches.
- Implement an automated process for evaluating professional development.
- Design, implement, and evaluate DoDEA standardized training for GS and support staff for career enhancement and improved job-related proficiencies.
- Design and implement a comprehensive plan for the development of leaders to ensure the high quality of all levels of DoDEA leadership in supervision, management, systems technology, curriculum, instruction, and assessment.

DoDEA's Fiscal Year (FY) 06 DMEO plan to attain the essential elements of a model EEO program (Part H) set 2 objectives that set time tables for (1) implementing the review of incentive and performance awards and (2) DMEO and HR collaboration on vacancy projections and succession planning. For FY07, DMEO amended the plan to include 2 additional objectives: (3) functional and structural reorganization within DMEO and (4) establish standard operating procedures with the investigative entity for DoD to improve the investigative processing times.

A review of the Agency Assessment (Part G) was completed and 5 sub-items were found to be deficient: Element A - Up to Date Policies - In June 2007, policies were updated with the intent for issuance at the beginning of the school year. These policies incurred inordinate delays in the correspondence coordination process and consequently, the policies have been carried over to FY 08 for issuance; Element B - Central Funding for Disability Accommodation - Although DoDEA does not have a central fund for reasonable accommodations, DoDEA does have access to the centralized DoD Computer/Electronic Accommodations Program for most reasonable accommodations requests; Element C - Budget Allocation for EEO Program Implementation - DMEO is funded for the Special Emphasis Programs but all other programs such as FEORP, Veteran's Employment Program fall under the purview of Human Resources; Element E - Compliance with Timeframes - Timely investigations pose challenges for the following reasons: 1) DoDEA is geographically dispersed organization composed of largely of educators who are inaccessible while teaching and during summer breaks; 2) DoDEA's cases are investigated by another DoD entity and does not have full control of the investigative process. DoDEA and the responsible investigative component are working jointly to devise solutions to ensure that cases are investigated during the school year; Element E - Mandatory Participation for Managers in the Alternative Dispute Resolution (ADR) Process - DoDEA ADR process is voluntary, however, management is strongly encouraged to participate when ADR is proposed or selected by the aggrieved/complainant.

The summary analysis of DoDEA's workforce profile is as follows: DoDEA's total workforce is 15,863 (Table A1) and predominantly female at 12,409 (78%). White females are the largest female group at 9,499 (60%) of the total workforce. Males represent 3,454 (22%) of the total workforce. White males are the largest male group at 2,655 (17%). White employees at 12,154 represent 77% of the total workforce. The remaining 23% of our workforce is made up of 9.54% (1,514) black female, 2.42% (384) black male, 1.83% (291) Hispanic male, 4.99% (791) Hispanic female, 0.54% (79) Asian male, .5% (79), Asian female, 2.76% (438), 0.13% (20) American Indian/Alaskan Native (AI/AN) male, and 0.46% (73) AI/AN female, 0.11% (18) Native Hawaiian or Other Pacific Islander (NH/PI) male, and 0.37% (58) females, 0.04% (7) males and 0.23% (36) females identified two or more races. Additional information addressing low male representation is under Part I.

Teacher Pay (TP - Table A4-2P) and Administratively Determined (AD - Table A4-2P) positions dominate DoDEA pay plans and makeup 83% of DoDEA's workforce. These pay plans are our school-level positions stateside and overseas and include classroom teachers, counselors, media specialists, administrators, and other school-level positions. Classroom teachers are the majority of TP at 55%. Table A3-1 reports DoDEA's Officials and Managers (GS-15/SES under Executive/Senior Level Officials & Managers, GS-13/14 under Mid-Level, and GS-12 and below under the First-Level) make up 6% of the total workforce. Of those officials and managers, females fill 64% percent of those positions.

The following identifies areas that have exceeded or are below the 2000 Civilian Labor Force (CLF):

Table A1:

Total Permanent and Temporary Workforce (females): DoDEA is above the CLF in representation of Hispanic females by 0.47% (CLF 4.52%, DoDEA 4.99%); above the CLF in black females by 3.88% (CLF 5.66%, DoDEA 9.54%); above the CLF in Asian females by 1.05%, (CLF 1.71%, DoDEA 2.76%). White females exceed by 26.14% (CLF 33.74%, DoDEA 59.88%). DoDEA is above the CLF in representation of American Indian/Alaskan Native females by 0.14% (CLF 0.32%, DoDEA 0.46%). DoDEA is above the CLF in Native Hawaiian/Other Pacific Islander females by 0.32% (CLF 0.05%, DoDEA 0.37%). DoDEA is below the CLF in Two or More Races females by -0.53% (CLF 0.76%, DoDEA 0.23%).

Total Permanent and Temporary Workforce (males): DoDEA is below the CLF in representation of Hispanic males by -4.34% (CLF 6.17%, DoDEA 1.83%); below the CLF in white males by -21.29% (CLF 39.03%, DoDEA 16.74%); below the CLF in black males by -2.42% (CLF 4.84%, DoDEA 2.42%); below the CLF in American Indian/Alaskan Native males by -0.21% (CLF 0.34%, DoDEA 0.13%); below the CLF in Asian males by -1.42% (CLF 1.92%, DoDEA 0.50%); above the CLF in Native Hawaiian/Other Pacific Islanders males by 0.05% (CLF 0.06%, DoDEA 0.11%); and below the CLF in Two or More Races males by -0.84% (CLF 0.88%, DoDEA 0.04%).

Table A3-1P: Occupational Groups- Distribution by Race/Ethnicity & Sex: DoDEA's three largest occupational groups are (1) Officials/Managers [574 (Executive/Senior level, Mid-Level, First-Level and Other officials and managers)]; (2) Professionals (8,669); and (3) Administrative Support Worker (506). In the category of Two or More Races, the Officials/Managers group, DoDEA has less than 1% of participation of male and female Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native.

Table B1: Total Permanent and Temporary Workforce by Disability (OPM Form 256, Self Identification Codes): DoDEA is below the DoD standard of 2% in representation of employees with targeted disabilities. Of 15,863 employees, 15,117 (95.3%) reported no disability, 264 (1.66%) did not identify, and 482 (3.04%) identified a disability, 38 (0.24%) identified a targeted disability. Based on the recruitment information provided below, DoDEA did not advertise or attend events to specifically recruit individuals with disabilities this FY. Notwithstanding, this FY07, DoDEA hired 8 individuals who identified a targeted disability. This is a significant improvement in hiring practices in light of numerous school closings and diminishing resources.

Regarding data collection, DMEO continues to partner with Human Resources (HR) to improve data collection so that reporting requirements can be met. Of noteworthy importance, this year, DoDEA HR has given employees access to MyBiz (an automated employee information data tracking system). This user friendly system allows employees to update their RNO and disability information from their desktop. DMEO anticipates this access to personal information will improve the integrity of the RNO and disability workforce data for next year's MD 715 Report.

Current challenges in data collection are as follows:

Table A7 (by RNO/gender) and B7 (by disability): Applicant Flow Data for Major Occupations - Permanent & Temporary. Data was not available and not reportable for these tables. DoDEA has two applicant tracking systems, Educator Application System (EAS), and Applicant Tracking System (ATS). Neither system captures the type of appointment (permanent/temporary), # qualified of those identified or # selected of those identified. As a result we cannot report that data. This also impacts our ability to provide data for Table A9/B9 - Selections for Internal Competitive Promotions, on the # of qualified and # selected. ATS also does not capture RNO, gender, and disability data. The RNO data reported this FY is from EAS. HQ GS vacancies are not tracked. While we are able to provide meaningful data in other areas, DoDEA needs one on-line applicant flow tracking system for all of our vacancies as part of our personnel data system (Defense Civilian Personnel Data System, DCPDS). Without applicant flow data data, it is impossible to measure the effectiveness of recruitment efforts. A possible solution may lay ahead for DoD components when DoD deploys a DoD-wide staffing tool called the Enterprise Staffing Solution (ESS). DoDEA, as well as, other DoD components are expected to participate in the

use of the new system. This is further outlined in Part H.

Tables A10 and B10: Non-Competitive Promotions - Time in Grade. DME0 is unable to report the data for time in grade in excess of the minimum one year time in grade. DME0 has discussed this requirement with HR in order to set up the personnel system to capture this data. However, the January 2008 DoDEA conversion to NSPS may further complicate compliance with this reporting requirement for next year.

Tables A12 and B12: Training Data (Career development training programs only). DoDEA has three career development programs: (1) Leadership/Supervision for Women; (2) Executive Leadership at the Brookings Institute; and (3) Managing Organizational Change. To date, there are 4 participants in the Leadership/Supervision for Women program consisting of 1 white female GS-06; 1 black female GS-09, 1 Hispanic female GS-14; and 1 white female GS-14. There are 2 participants, a black male and a white male, participating in the Executive Leadership at the Brookings Institute. One white female GS-14 is partaking in the Managing Organizational Change program. No disabilities were identified among the participants.

During FY07, HQ DoDEA HR actively pursued attracting and hiring minorities through advertisements, recruitment events, and interviews. Advertising included: NACE Job Choices Diversity Edition Magazine and the Teachers of Color Magazine. Recruitment events included: February 2007 HBCU eFair, an online job fair; March 24, 2007, National Minorities In Education Expo job fair; July 7-12, 2007, NAACP Annual Convention; July 21-24, 2007, National Council of La Raza Expo Convention; and September 18, 2007, Opportunity Conference. Also, 84 minority student teachers applied to the Student Teacher program, of which 71 were approved. For FY07, 48 minority student teachers applied for the 22 total positions available, and 8 minorities (36%) were hired among the 179 applicants.

EEOC FORM
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PART F

**U.S. Equal Employment Opportunity Commission
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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Alina Doreste-Johnson, Chief DMEO, GS-0260-15, am the
Principal EEO Director/Official for the Department of Defense Education Activity (DoDEA).

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.





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

Date





Signature of Agency Head or Agency Head Designee

Date

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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		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	
	EEO policy statements are up-to-date.			
	The Agency Head was installed on September 2000. The EEO policy statement was issued on April 2001. 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 an explanation.		x	EEO policy statements have been updated. However, the coordination process and navigation of the new administrative data system has posed challenges and delays.
	Are new employees provided a copy of the EEO policy statement during orientation?	X		New employees informed of EEO policy statement and directed to go to DoDEA web-site where the policy is posted.
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
➔ 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
➔ Measures		Yes	No	

				report
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 §1614.102(b)(5)]		x		
→ 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
		Yes	No	
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
	address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
	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		
	ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
	ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
	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		
	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
	ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		Disciplinary Action regulations are posted on the DoDEA website accessible to all employees.
	Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
	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	X		

available on the World Wide Web or Internet?			
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

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				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
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 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
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		
Following the submission of the immediately preceding FORM 715-01, did the EEO		X		

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?				
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		
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		
→ Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
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?		x		
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	DMEQ is responsible for the Special Emphasis Programs (SEP). Human Resources is responsible for the Federal Equal Opportunity Recruitment Program (FEORP) and the Veterans Employment Program.

 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
		Yes	No	
 Measures				
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	Although there is no central fund to provide for accommodations, DoDEA has access to DoD's centralized Computer/Electronic Accommodations Program for most reasonable accommodations. Otherwise, individual DoDEA divisions are responsible for funding their own accommodations.
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. § 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
		Yes	No	
Measures				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		x		
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 § 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		
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 on a prohibited basis?		x		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		x		

If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			
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
		Yes	No	
➔ Measures				
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		
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		
Is the participation of supervisors and managers in the ADR process required?	x		Participation of supervisors and managers in the ADR process is encouraged but not mandated.

Essential Element E: EFFICIENCY
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	

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		
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		

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	

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?		x		
If yes, briefly describe how: Counselors are providing timely counseling and investigative services to the Agency.				
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		For FY07, 61% of all counselings were timely.
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	DoDEA does not investigate its own cases, nor does it have control of the investigative process. Investigations are conducted independently by a DoD component that conducts investigations. Investigation timeframes decreased from last FY. In FY07, 17% of our cases were timely investigated. In FY06, 37% of our cases were timely investigated. In FY05, 31% were timely and in FY04, 21% were timely. DoDEA is a geographically dispersed workforce composed of

				educators who are in a non-duty status during school recess periods.
	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	x		
	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		
	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. §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		ADR is an essential component of all EEO training.
	After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		x	Participation in ADR is voluntary. Management is strongly encouraged to participate in ADR if a Complainant elects to participate in ADR.
	Does the responsible management official directly involved in the dispute have settlement authority?	x		The 1 st , 2 nd , or 3 rd level management official may either be involved in the dispute or have settlement authority.
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	

				agency's status report
	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. § 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		
	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
Measures		Yes	No	

				report
	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? If Yes, answer the two questions below.		x		DoDEA can exercise more control over lump-sum payments. DFAS, another DoD Agency, has purview over payroll and pay issuances.
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?		x		
If so, please identify the employees by title in the comments section, and state how performance is measured.		All management/supervisory positions have an EEO standard addressing support for Special Emphasis Programming, affirmative employment, and complaint processing.		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		x		
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.				
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:		x		
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		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2007 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Investigation of complaints not completed within the applicable time frame (180 days). 17% of investigations completed within 180 days or less.
OBJECTIVE:	Improve timeliness by establishing Standard Operating Procedures with the DoD investigative unit (DoDEA does not investigate its own cases).
RESPONSIBLE OFFICIAL:	Chief, DMEO
DATE OBJECTIVE INITIATED:	2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2008-09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish standard operating procedures to improve investigation timelines with IRD Officials and DMEO personnel. Request frequent status reports from investigators.	2008-09
Prioritize cases in order to conclude investigations prior to the end of the school year.	2008-09

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Civilian Personnel Management Services (CPMS), Investigations Resolution Division (IRD) is the DoD component responsible for investigating our cases. In February 2007, IRD realigned case management functions. As a result, all of our Europe and Pacific cases are being processed through Sacramento, California. IRD is also promoting electronic case file submissions to their office to assist with quicker processing.

Although there has been improvement in our investigation timeframes over a 3 year time period (FY04 -FY06), this year (FY07) the investigation timeliness rate dropped to 17%. The decrease in timeliness can be attributed to several factors, i.e. staffing issues in IRD; the majority of our workforce is off duty during school recess periods and throughout the summer, which puts a burden on coordinating participants involved in the investigation; increased case load. For the investigations that run into our recess periods, DMEO request that complainants and witnesses leave contact data during recess periods so investigators can make contact. However, there are instances when this does not happen and the process is delayed.

DoDEA's preferred method of investigation is e-mail interrogatories as it is effective for our geographically dispersed organization. However, this method is time consuming. To improve processing times, both IRD and DMEO have become stringent in imposing deadlines for responses and have limited the levels of review for responses. DMEO has also tried to limit General Counsel's involvement in the complaints process and their role in the investigative process. In October 2005 and again on February 2007 the EEO Office and General Counsel met to define roles and responsibilities throughout the complaints process. As a result, a memorandum of understanding was executed consistent with having a model agency EEO program.

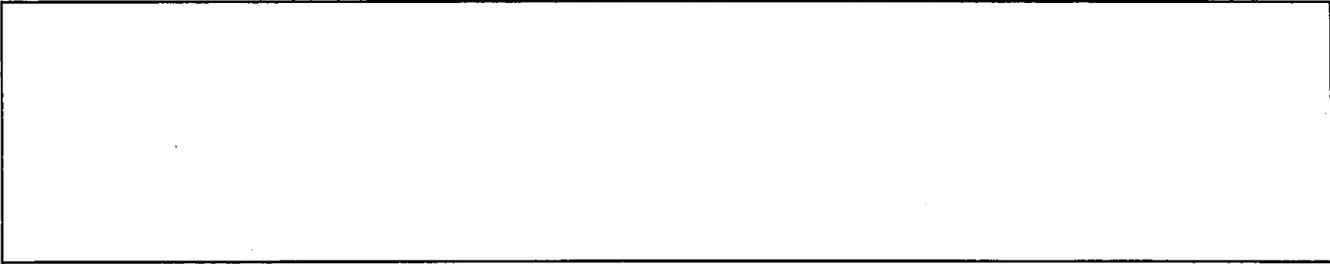
In 2008, DMEO has reached an informal understanding with IRD to complete cases in the investigative process that may run into the summer break. IRD is looking to identify those cases and expedite their investigations so no further delays will be incurred during the summer break. IRD has also agreed to identify the most dated cases and move them up in the investigative queue. This understanding has to be translated into a standard operating procedure to ensure accountability and timeliness.

FY 2007 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DMEO is not structured by program functions.
OBJECTIVE:	Reorganize DMEO to attain the essential elements of a Model EEO Program.
RESPONSIBLE OFFICIAL:	DMEO Chief and Director EEO
DATE OBJECTIVE INITIATED:	2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Reorganize DMEO to include Manager of Diversity, Manager of ADR, Manager of Discrimination Complaints	2008
Restructure DMEO HQ and field components to have maximum program visibility and program efficacy.	2008

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In April 2007 the Equal Employment Opportunity Office name was officially changed to the Diversity Management & Equal Opportunity Office. The name change was the first step in restructuring of the office followed by the actual restructuring in October 2007. DMEO began restructuring the functional responsibilities within the office. Prior to the reorganization, all EEO Specialists were processing EEO complaints and training (Sexual harassment, EEO Process, NO FEAR, etc.). In October 2007, the DMEO office was restructured in functional areas as follows: Complaints Processing, Diversity (including Special Emphasis Programs, Training), Alternate Dispute Resolution, and Informal Complaints and Business Administration. The expectation is that this change will bring efficacy and better oversight for each functional area.



FY <u>2007</u> DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Agency does not have an established procedure to deliberate on vacancy projections and succession planning.
OBJECTIVE:	For DMEO to work in partnership with HR to develop a strategic plan for addressing underrepresentation, vacancy projections, and succession planning.
RESPONSIBLE OFFICIAL:	DMEO Chief and Human Resources Director
DATE OBJECTIVE INITIATED:	2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a plan that addresses vacancy projections and succession planning strategies in partnership with HR.	2008
Provide feedback on planning and strategies.	2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The agency vacancy projections, succession planning strategies and achieving a diverse motivated workforce have been included in the DoDEA Community Strategic Plan (CSP). Goal 3 reads in part, "The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement." Outcome A of the CSP dictates that administrators at all levels will continually recruit, hire, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated and committed workforce.

Successful implementation of the CSP is an Agency responsibility, as well as creating symbiotic partnerships with senior management officials. Goal 3 of the CSP sets out timelines and a strategy, with regular monitoring by senior management officials, to include EEO representation in all regularly scheduled meetings. In November 2005, the DMEO Chief participated in

the update of the Agency CSP for years 2006-11. This year the DMEO chief will participate again in the revision of the CSP. This significant inclusion of EEO in the drafting of the Agency's CSP ensures future EEO involvement in the implementation of Goal 3 and participation in all decisions and discussions impacting vacancy projections and succession planning for DoDEA.

FY 2007
DoDEA
Part H

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Time tables or schedules have not 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.
OBJECTIVE:	Establish timeframes for implementing the review of our incentive and performance award program.
RESPONSIBLE OFFICIAL:	DMEO Chief and HR Director
DATE OBJECTIVE INITIATED:	2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
DMEO Chief will meet with HR Director regarding the development of a strategic plan to address to awards and other actions in this report.	2008
DMEO Chief and HR Director to obtain data and review for any systemic barriers.	2008-09

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In November 2005, the DoDEA Community Strategic Plan (CSP) was revised to include an implementation milestone regarding awards. The CSP commits to revise "the performance appraisal system to ensure that it recognized and rewards high performance, motivation and commitment to supporting student achievement." This agenda item has been incorporated into our agency CSP and timelines will be established to ensure that this item is reviewed yearly. The 2008 CSP deadline takes into consideration the deployment DoD National Security Personnel System (NSPS).

A review of DoDEA's incentive and performance award policy, regulations, and award data does not reveal systemic barriers impeding full participation. In January 2008, DoDEA converted to NSPS, a pay for performance system with pay bands, affect approximately 3K employees. The focus of NSPS is to coach, mentor, and award employees based on performance. For the purposes of this report, it is premature to speculate on how NSPS will affect our incentive and performance award program or data collection thereof. However, DMEO and HR will continue to gather data and monitor the incentive and performance awards programs.

EEOC FORM
715-01
PART I

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2007

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

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Identification rate of people with disabilities is 3.04% and the rate of people with targeted disabilities is 0.24%. For targeted disabilities,

DoDEA is significantly lower than the DoD goal of 2% of the workforce.

BARRIER ANALYSIS:

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

A meeting between DMEO and HR revealed that HR has no automated tracking system for application flow for GS employees. Training of HR and DMEO personnel at EEOC -offered training revealed that DoDEA managers are not trained or are not taking full advantage of Schedule A hiring authorities. Numbers attributed to persons with disabilities may not be accurate because DoDEA did not resurvey the workforce to see if current employees have developed disabilities.

**STATEMENT OF
IDENTIFIED BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

The majority of our positions, vacant or filled, are for educators working overseas. DoDEA's applicant-flow data is only available for teaching positions, and the data shows that candidates with disabilities are applying for positions. However, problems associated with mobility and medical care for persons with disabilities may deter employees from accepting offers overseas. In addition, managers are not trained in or taking advantage of Schedule A hiring authorities.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Expand recruitment efforts, improve screening and hiring processes; continue to provide training to management and employees on reasonable accommodations. In FY07, there were 2 persons with targeted disabilities voluntarily separated and 8 were hired.

Diversity managers will collaborate with HR personnel to target ads, events, and educational institutions.

Encourage the current workforce to update their personal information profile within MyBiz to more accurately account for persons with disabilities employed with DoDEA.

DoDEA will build on its success with the Workforce Recruitment Program, and STEP, for hiring individuals with disabilities.

DoD is looking at a DoD-wide staffing tool that will be called the Enterprise Staffing Solution

	<p>(ESS) that will satisfy the requirement for tracking applicant-flow data by RNO and disability. . In the meantime, DoDEA will collect the data on its automated system (Applicant Tracking System - ATS) to include RNO for all of the positions, however, disability demographics will not be included because the system does not contain fields for this information. While DoDEA continues to await guidance and policy from OPM, DoD, and CPMS regarding applicant flow data collection, DoDEA will continue to work within its current data collection processes.</p> <p>Establish a diversity committee to address the barriers of hiring persons with disabilities and create innovative ideas through collaboration of employees on the committee with recruitment and staffing personnel, such as having persons with disabilities attend recruitment fairs with HR personnel; and fortifying recruitment efforts for all employees, not just for educators, but also GS/NSPS employees.</p>
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RESPONSIBLE OFFICIAL:	HR director in partnership with DMEO Chief.
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DATE OBJECTIVE INITIATED:	2007
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TARGET DATE FOR COMPLETION OF OBJECTIVE:	2008
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
DoDEA will coordinate with HR HQ and area offices to collect, track and report applicant flow data.	2008-09
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM
715-01
PART I

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2007

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

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

The participation rate of males in all groups is below the national Civilian labor Force (CLF), Table A1: Total Workforce. Males being hired to permanent and temporary positions (31% and 10% respectively) at a rate below the CLF (53%) (Table A8: New Hires).

This condition has a direct effect on the representation of males.

BARRIER ANALYSIS:

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

Condition was recognized after review of workforce statistics in all major categories including professional, teaching, administrator, and GS series.

**STATEMENT OF
IDENTIFIED BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

No agency policy, procedure or practice was identified as a barrier of low representation of males in the workforce. The teaching profession has historically been dominated by women. DoDEA's statistics are consistent with the demographics of the teaching profession nation-wide.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Partner with HR to conduct proactive training and bolster recruitment efforts to focus on a diverse workforce. DME0 program managers will create a diversity committee to develop innovative ideas to maximize recruitment efforts for men and minorities to educational positions and collaborate with recruitment and staffing to implement those ideas. Market career opportunities to appeal to educators and non-educators alike.

RESPONSIBLE OFFICIAL:

**DATE OBJECTIVE
INITIATED:**

2008

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish a Diversity Committee for identifying barriers and developing innovative ways to break through the barriers for recruiting and staffing males and minorities in educator positions.	2008
Work in partnership with HR to develop a strategic plan which will include recruitment, retention, succession planning, vacancy projections in order to achieve a balanced diverse workforce.	2008-09
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM
715-01
PART I

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

DoDEA		FY 2007
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Specific groups of minority males and females are not represented in the occupational groups of executive/senior level officials/managers, mid-level officials/managers, and first-level officials/managers, professionals and office/clerical.</p> <p>The absence of specific groups may indicate a potential barrier in career advancement opportunities and mentorship programs.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of our employee statistical data revealed that a potential barrier existed. Compared current workforce data to determine under-representation and absence of representation.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No agency policy, procedure or practice was identified as a barrier that created low representation of minority males and females in specific occupational groups or overall. DoDEA lacks representation of Native Hawaiian/Other Pacific Islander males and females in our three largest occupational groups: Officials/Managers all levels (Executive/Senior-Level, Mid-Level, and First-Level), and Technicians. DoDEA lacks representation of American Indian/Alaskan Native males and females in two occupational groups (Mid-Level and First-Level-Level), and Technicians. Hispanic and Asian males and females not represented in Mid-Level occupational group.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The DoDEA workforce is largely composed of educators who receive longevity increases and additional increases based on education. To advance into management from the educational field, educators must go into administration. The majority of these positions are our principal and assistant principal positions. Although the turnover rate in administrative positions is low, DoDEA has to ensure that leadership programs exist to prepare individuals for career advancement to the superintendent and director levels. The same leadership and career enhancement opportunities must apply for DoDEA's GS/NSPS positions. This may easier to accomplish now that DoDEA is under NSPS personnel system which allows for more flexibility in hiring and promoting individuals. Internships, mentoring and leadership programs should be either developed or expanded for all major functional areas in all career levels.</p> <p>Establish a diversity committee to address these issues and create innovative ways to resolve issues and implement special programs for promotional opportunities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>		
<p>DATE OBJECTIVE INITIATED:</p>	2008	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	2009-10	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

PART J

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

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. DoDEA
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	10611	100.00%	10090	100.00%	-521	-4.91%
	Reportable Disability	363	3.42%	351	3.48%	-12	-3.31%
	Targeted Disability*	36	0.34%	33	0.33%	-3	-8.33%
* 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.						0	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

PART III Participation Rates In Agency Employment Programs

Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	246	24	9.76	0	0.0	6	2.44	216	87.8
4. Non-Competitive Promotions	0	0	0.0	0	0.0	0	0.0	0	0.0
5. Employee Development/Training	0	0	0.0	0	0.0	0	0.0	0	0.0
5.a. Grades 5-12	0	0	0.0	0	0.0	0	0.0	0	0.0
5.b. Grades 13-14	0	0	0.0	0	0.0	0	0.0	0	0.0
5.c. Grade 15/SES Development Training	0	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards	6026	225	3.73	25	0.41	163	2.7	5638	93.56
6.a. Time-Off Awards (Total hrs awarded)	0	0	0.0	0	0.0	0	0.0	0	0.0
6.b. Cash Awards (total \$\$\$ awarded)	3326346	113455	3.41	8388	0.25	95901	2.88	3116990	93.71
6.c. Quality-Step Increase	178	8	4.49	1	0.56	6	3.37	164	92.13
7. Details and Task Force Assignments	0	0	0.0	0	0.0	0	0.0	0	0.0

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	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this

group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Employment Tenure	Race/Ethnicity																	
	Total Employees						Non-Hispanic or Latino						Two or more races					
	All	Male	Female	Hispanic or Latino	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Female	Male	Female	Male			
TOTAL	#	16439	3613	12826	279	833	2813	9964	408	1504	88	455	0	0	7	20	18	50
	%	100.0	21.98	78.02	1.7	5.07	17.11	60.61	2.48	9.15	0.54	2.77	0.0	0.0	0.04	0.12	0.11	0.3
	#	15863	3454	12409	291	791	2655	9499	384	1514	79	438	18	58	20	73	7	36
	%	100.0	21.77	78.23	1.83	4.99	16.74	59.88	2.42	9.54	0.5	2.76	0.11	0.37	0.13	0.46	0.04	0.23
	#	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
	#	-576	-159	-417	12	-42	-158	-465	-24	10	-9	-17	18	58	13	53	-11	-14
	%	0.0	-0.21	0.21	0.13	-0.08	-0.37	-0.73	-0.06	0.39	-0.04	-0.01	0.11	0.37	0.09	0.34	-0.07	-0.07
	%	-3.5	-4.4	-3.25	4.3	-5.04	-5.62	-4.67	-5.88	0.66	10.23	-3.74	0.0	0.0	185.71	265.0	-61.11	-28.0
PERMANENT	#	10611	3040	7571	234	490	2396	5959	325	865	70	225	0	0	2	4	13	28
	%	100.0	28.65	71.35	2.21	4.62	22.58	56.16	3.06	8.15	0.66	2.12	0.0	0.0	0.02	0.04	0.12	0.26
	#	10090	2889	7201	231	487	2260	5571	306	859	66	217	9	30	14	29	3	8
	%	100.0	28.63	71.37	2.29	4.83	22.4	55.21	3.03	8.51	0.65	2.15	0.09	0.3	0.14	0.29	0.03	0.08
	#	-521	-151	-370	-3	-3	-136	-388	-19	-6	-4	-8	9	30	12	25	-10	-20
	%	0.0	-0.02	0.02	0.08	0.21	-0.18	-0.95	-0.03	0.36	-0.01	0.03	0.09	0.3	0.12	0.25	-0.09	-0.18
	%	-4.91	-4.97	-4.89	-1.28	-0.61	-5.68	-6.51	-5.85	-0.69	-5.71	-3.56	0.0	0.0	600.0	625.0	-76.92	-71.43
TEMPORARY	#	5828	573	5255	45	343	417	4005	83	639	18	230	0	0	5	16	5	22
	%	100.0	9.83	90.17	0.77	5.89	7.16	68.72	1.42	10.96	0.31	3.95	0.0	0.0	0.09	0.27	0.09	0.38
	#	5773	565	5208	60	304	395	3928	78	655	13	221	9	28	6	44	4	28
	%	100.0	9.79	90.21	1.04	5.27	6.84	68.04	1.35	11.35	0.23	3.83	0.16	0.49	0.1	0.76	0.07	0.49
	#	55	8	47	-15	39	22	77	5	-16	5	9	-9	-28	-1	-28	1	-6

Ratio Change	%	0.0	-0.04	0.04	0.27	-0.62	-0.32	-0.68	-0.07	0.39	-0.08	-0.12	0.16	0.49	0.01	0.49	-0.02	0.11
Net Change	%	0.94	1.4	0.89	-33.33	11.37	5.28	1.92	6.02	-2.5	27.78	3.91	0.0	0.0	-20.0	-175.0	20.0	-27.27
NON - APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net Change	%	-5.16	-5.23	-5.14	-1.3	-0.62	-6.02	-6.96	-6.21	-0.7	-6.06	-3.69	100.0	100.0	85.71	86.21	-333.33	-250.0

Table A2P: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Employment Tenure	Race/Ethnicity																
	Total Employees						Hispanic or Latino				Non-Hispanic or Latino				Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
#	10090	2889	7201	231	487	2260	5571	306	859	66	217	9	30	14	29	3	8
%	100.0	28.63	71.37	2.29	4.83	22.4	55.21	3.03	8.51	0.65	2.15	0.09	0.3	0.14	0.29	0.03	0.08
CLF (2000)	%	100.0	53.23	46.77	6.17	4.52	39.03	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Headquarters	#	354	108	246	3	9	74	25	97	3	10	0	0	3	0	0	2
	%	100.0	30.51	69.49	0.85	2.54	20.9	7.06	27.4	0.85	2.82	0.0	0.0	0.85	0.0	0.0	0.56
Europe	#	4010	1234	2776	38	68	1100	2483	188	9	27	1	2	3	7	0	1
	%	100.0	30.77	69.23	0.95	1.7	27.43	61.92	4.69	0.22	0.67	0.02	0.05	0.07	0.17	0.0	0.02
Pacific	#	2048	765	1283	24	49	637	958	175	34	90	0	1	3	8	2	2
	%	100.0	37.35	62.65	1.17	2.39	31.1	46.78	8.54	1.66	4.39	0.0	0.05	0.15	0.39	0.1	0.1
DDESS	#	3678	782	2896	166	361	449	2002	399	20	90	8	27	5	14	1	3
	%	100.0	21.26	78.74	4.51	9.82	12.21	54.43	10.85	0.54	2.45	0.22	0.73	0.14	0.38	0.03	0.08

Table A3-1P: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Categories	Total Employees		Race/Ethnicity						Non-Hispanic or Latino						Two or More Races				
	All	Female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Male	Female			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female					
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	# 222	31	191	1	7	25	150	3	20	0	12	0	0	2	1	0	1	0	0.45
	% 100.0	13.96	86.04	0.45	3.15	11.26	67.57	1.35	9.01	0.0	5.41	0.0	0.0	0.9	0.45	0.0	0.45	0.0	0.45
- Mid-Level (Grades 13-14)	# 83	35	48	0	1	31	32	2	12	1	2	0	0	1	0	1	0	1	0
	% 100.0	41.46	58.54	0	1.22	36.59	39.02	2.44	14.63	1.22	2.44	0	0	1.22	0	1.22	0	1.22	0
- First-Level (Grades 12 and Below)	# 41	18	23	2	2	12	18	2	0	2	3	0	0	0	0	0	0	0	0
	% 100.0	43.9	56.1	4.88	4.88	29.27	43.9	4.88	0.0	4.88	7.32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	# 301	154	147	8	4	111	99	24	36	10	8	1	0	0	0	0	0	0	0
	% 100	51	49	3	1	37	33	8	12	3	3	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	# 647	238	409	11	14	179	299	31	68	13	25	1	0	3	1	1	1	1	1
	% 100.0	35.89	64.11	1.92	2.26	26.13	47.39	5.23	10.1	2.09	4.01	0.17	0.0	0.35	0.17	0.0	0.17	0.0	0.17
2. Professionals	# 8596	2238	6358	133	426	1904	5029	137	671	44	173	7	27	10	26	2	7	2	7
	% 100.0	26.04	73.96	1.55	4.96	22.16	58.50	1.59	7.81	0.51	2.01	0.08	0.31	0.12	0.30	0.02	0.08	0.02	0.08
3. Technicians	# 3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	66.67	33.33	0.0	0.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	# 506	164	342	13	39	88	204	54	81	8	15	1	3	0	0	0	0	0	0
	% 100.0	32.41	67.59	2.57	7.71	17.39	40.32	10.67	16.01	1.58	2.96	0.2	0.59	0.0	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	# 58	55	3	12	1	33	1	9	1	0	0	0	0	1	0	0	0	0	0
	% 100.0	94.83	5.17	20.69	1.72	56.9	1.72	15.52	1.72	0.0	0.0	0.0	0.0	1.72	0.0	0.0	0.0	0.0	0.0
7. Operatives	# 54	38	16	26	1	4	12	8	3	0	0	0	0	0	0	0	0	0	0
	% 100.0	70.37	29.63	48.15	1.85	7.41	22.22	14.81	5.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	# 48	45	3	27	2	10	1	8	0	0	0	0	0	0	0	0	0	0	0

	%	100.0	93.75	6.25	56.25	4.17	20.83	2.08	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	157	104	53	9	4	35	17	59	26	1	4	0	0	0	2	0	0	0
9. Service Workers	%	100.0	66.24	33.76	5.73	2.55	22.29	10.83	37.58	16.56	0.64	2.55	0.0	0.0	1.27	0.0	0.0	0.0	0.0
	#	21	5	16	0	0	5	7	0	9	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	%	100.0	23.81	76.19	0.0	0.0	23.81	33.33	0.0	42.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	10090	2889	7201	231	487	2260	5571	306	859	66	217	9	30	14	29	3	8	8
Total Workforce	%	100.0	28.63	71.37	2.29	4.83	22.4	55.21	3.03	8.51	0.65	2.15	0.09	0.3	0.14	0.29	0.03	0.08	0.08

Table A3-1T: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Categories	Total Employees												Race/Ethnicity																									
	Hispanic or Latino						White						Black or African American						Asian						Native Hawaiian or Other Pacific Islander						American Indian and Alaska Native						No. of Inbre Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	16	1	15	0	1	10	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	100.0	6.25	93.75	0.0	6.25	62.5	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0							
- Mid-Level (Grades 13-14)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
- First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
- Other	#	19	8	11	0	0	8	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	%	100.0	42.11	57.89	0.0	0.0	42.11	47.37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Officials and Managers TOTAL	#	35	9	26	0	1	9	19	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	%	100.0	25.71	74.29	0.0	2.86	25.71	54.29	0.0	11.43	0.0	5.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
2. Professionals	#	5011	448	4563	36	273	317	3449	66	558	12	188	7	28	6	44	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	%	100.0	8.94	91.06	0.72	5.45	6.33	68.83	1.32	11.14	0.24	3.75	0.14	0.56	0.12	0.88	0.46	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
5. Administrative Support Workers	#	615	63	552	7	25	48	408	6	84	1	30	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	10.24	89.76	1.14	4.07	7.8	66.34	0.98	13.66	0.16	4.88	0.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.81				
6. Craft Workers	#	4	4	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	100.0	0.0	25.0	0.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
7. Operatives	#	22	15	7	13	3	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.0	68.18	31.82	59.09	13.64	4.55	18.18	4.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
8. Laborers and Helpers	#	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				

Table A3-2P: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Categories	Total Employees				Race/Ethnicity													
	All		Hispanic or Latino		Black or African American				Asian				Non - Hispanic or Latino				Two or more races	
	#	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	222	31	191	1	7	25	150	3	20	0	12	0	0	2	1	0	1
	%	2.2	1.07	2.65	0.43	1.44	1.11	2.69	0.98	2.33	0.0	5.53	0.0	0.0	14.29	3.45	0.0	12.5
- Mid-Level (Grades 13-14)	#	83	35	48	0	1	31	32	2	12	2	2	0	0	1	0	1	0
	%	0.81	1.18	0.67	0.00	0.21	1.33	0.57	0.65	1.40	1.52	0.92	0.00	0.00	7.14	0.00	33.33	0.00
- First-Level (Grades 12 and Below)	#	41	18	23	2	2	12	18	2	0	2	3	0	0	0	0	0	0
	%	0.41	0.62	0.32	0.87	0.41	0.53	0.32	0.65	0.0	3.03	1.38	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	301	154	147	8	4	111	99	24	36	10	8	1	0	0	0	0	0
	%	3	5	2	3	1	5	2	8	4	15	4	11	0	0	0	0	0
Officials and Managers TOTAL	#	647	238	409	11	14	179	299	31	68	13	25	1	0	3	1	1	1
	%	5.69	7.13	5.11	4.76	2.67	6.64	4.88	9.8	6.75	18.18	10.6	11.11	0.0	14.29	3.45	0.0	12.5
2. Professionals	#	8596	2238	6358	133	426	1904	5029	137	671	44	173	7	27	10	26	2	7
	%	85.20	77.50	88.29	57.58	87.47	84.29	90.27	44.77	78.11	66.67	79.72	77.78	90.00	71.43	89.66	66.67	87.50
3. Technicians	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.03	0.07	0.01	0.0	0.0	0.09	0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	#	506	164	342	13	39	88	204	54	81	8	15	1	3	0	0	0	0
	%	5.01	5.68	4.75	5.63	8.01	3.89	3.66	17.65	9.43	12.12	6.91	11.11	10.0	0.0	0.0	0.0	0.0
6. Craft Workers	#	58	55	3	12	1	33	1	9	1	0	0	0	1	0	0	0	0
	%	0.57	1.9	0.04	5.19	0.21	1.46	0.02	2.94	0.12	0.0	0.0	0.0	0.0	7.14	0.0	0.0	0.0
7. Operatives	#	54	38	16	26	1	4	12	8	3	0	0	0	0	0	0	0	0
	%	0.54	1.32	0.22	11.26	0.21	0.18	0.22	2.61	0.35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	48	45	3	27	2	10	1	8	0	0	0	0	0	0	0	0	0

	%	0.48	1.56	0.04	11.69	0.41	0.44	0.02	2.61	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	157	104	53	9	4	35	17	59	26	1	4	0	0	0	2	0	0	0
9. Service Workers	%	1.56	3.6	0.74	3.9	0.82	1.55	0.31	19.28	3.03	1.52	1.84	0.0	0.0	6.9	0.0	0.0	0.0	0.0
	#	21	5	16	0	0	5	7	0	9	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	%	0.21	0.17	0.22	0.0	0.0	0.22	0.13	0.0	1.05	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	#	10090	2889	7201	231	487	2260	5571	306	859	66	217	9	30	29	3	14	100.0	100.0
Total Workforce	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A3-2T: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Categories	Total Employees		Race/Ethnicity													
	Occupational Categories		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	16	1	15	0	1	10	0	4	0	0	0	0	0	0	0
	%	0.28	0.18	0.29	0.0	0.33	0.25	0.0	0.61	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	19	8	11	0	0	8	9	0	0	2	0	0	0	0	0
	%	0.33	1.42	0.21	0.0	0.0	2.03	0.23	0.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	35	9	26	0	1	9	19	4	0	2	0	0	0	0	0
	%	0.61	1.59	0.5	0.0	0.33	2.28	0.48	0.61	0.0	0.9	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	5011	448	4563	36	273	317	3449	66	558	12	188	7	28	44	23
	%	86.8	79.29	87.62	60.0	89.8	80.25	87.81	85.19	92.31	85.07	77.78	100.0	100.0	100.0	82.14
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	#	615	63	552	7	25	48	408	6	84	1	30	1	0	0	5
	%	10.65	11.15	10.6	11.67	8.22	12.15	10.39	7.69	12.82	7.69	13.57	11.11	0.0	0.0	17.86
6. Craft Workers	#	4	4	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	0.07	0.71	0.0	1.67	0.0	0.51	0.0	1.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	22	15	7	13	3	1	4	1	0	0	0	0	0	0	0
	%	0.38	2.65	0.13	21.67	0.99	0.25	0.1	1.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0

AD - 11	#	252	35	217	11	26	20	159	3	23	0	5	0	2	1	2	0	0
	%	100.0	13.89	86.11	4.37	10.32	7.94	63.1	1.19	9.13	0.0	1.98	0.0	0.79	0.4	0.79	0.0	0.0
AD - 12	#	159	24	135	1	17	20	94	2	12	1	8	0	2	0	2	0	0
	%	100.0	15.09	84.91	0.63	10.69	12.58	59.12	1.26	7.55	0.63	5.03	0.0	1.26	0.0	1.26	0.0	0.0
AD - 13	#	221	47	174	2	12	39	132	2	17	3	12	0	0	1	1	0	0
	%	100.0	21.27	78.73	0.9	5.43	17.65	59.73	0.9	7.69	1.36	5.43	0.0	0.0	0.45	0.45	0.0	0.0
AD - 14	#	682	99	583	22	118	66	396	7	50	2	9	2	5	0	3	0	2
	%	100.0	14.52	85.48	3.23	17.3	9.68	58.06	1.03	7.33	0.29	1.32	0.29	0.73	0.0	0.44	0.0	0.29
AD - 15	#	201	24	177	1	7	21	139	1	19	0	12	0	0	1	0	0	0
	%	100.0	11.94	88.06	0.5	3.48	10.45	69.15	0.5	9.45	0.0	5.97	0.0	0.0	0.5	0.0	0.0	0.0
AD - 16	#	567	82	485	12	49	59	367	3	47	5	13	3	7	0	2	0	0
	%	100.0	14.46	85.54	2.12	8.64	10.41	64.73	0.53	8.29	0.88	2.29	0.53	1.23	0.0	0.35	0.0	0.0
AD - 17	#	151	21	130	0	3	20	103	1	23	0	0	0	0	0	1	0	0
	%	100.0	13.91	86.09	0.0	1.99	13.25	68.21	0.66	15.23	0.0	0.0	0.0	0.0	0.0	0.66	0.0	0.0
AD - 18	#	80	18	62	8	25	8	25	2	8	0	1	0	3	0	0	0	0
	%	100.0	22.5	77.5	10.0	31.25	10.0	31.25	2.5	10.0	0.0	1.25	0.0	3.75	0.0	0.0	0.0	0.0

GS - 12	#	72	35	37	6	2	27	28	1	4	1	2	0	0	0	0	0	1
	%	100.0	48.61	51.39	8.33	2.78	37.5	38.89	1.39	5.56	1.39	2.78	0.0	0.0	0.0	0.0	0.0	1.39
GS - 13	#	20	9	11	0	0	7	6	1	4	0	0	0	0	0	1	0	0
	%	100.0	45.0	55.0	0.0	0.0	35.0	30.0	5.0	20.0	0.0	0.0	0.0	0.0	0.0	5.0	5.0	0.0
GS - 14	#	8	4	4	0	0	4	3	0	1	0	0	0	0	0	0	0	0
	%	100.0	50.0	50.0	0.0	0.0	50.0	37.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	6	2	4	0	0	1	3	0	0	0	0	0	0	0	0	0	1
	%	100.0	33.33	66.67	0.0	0.0	16.67	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.67

Table A4-1P: PARTICIPATION RATES ACROSS Y Pay Plans GRADES - PERMANENT by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

YD, YB, YC, YF, YG, YH, YA, YB, YC, YD, YE, YF, YG, YH, YI, YJ, YK, YL, YM, YN, YO, YP	Total Employees		Race/Ethnicity															
	Total Employees		Hispanic or Latino				Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EH - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO - 00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 01	#	27	11	16	1	0	7	8	3	8	0	0	0	0	0	0	0	0
	%	100.0	40.74	59.26	3.7	0.0	25.93	29.63	11.11	29.63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA - 02	#	377	207	170	5	4	148	96	37	56	14	12	1	1	1	0	1	1
	%	100.0	54.91	45.09	1.33	1.06	39.26	25.46	9.81	14.85	3.71	3.18	0.27	0.27	0.27	0.0	0.27	0.27
YA - 03	#	78	31	47	0	1	29	37	2	8	0	1	0	0	0	0	0	0
	%	100.0	39.74	60.26	0.0	1.28	37.18	47.44	2.56	10.26	0.0	1.28	0.0	0.0	0.0	0.0	0.0	0.0
YB - 01	#	139	82	57	6	0	45	33	29	20	2	3	0	1	0	0	0	0
	%	100.0	58.99	41.01	4.32	0.0	32.37	23.74	20.86	14.39	1.44	2.16	0.0	0.72	0.0	0.0	0.0	0.0
YB - 02	#	74	38	36	3	6	25	10	9	19	1	1	0	0	0	0	0	0
	%	100.0	51.35	48.65	4.05	8.11	33.78	13.51	12.16	25.68	1.35	1.35	0.0	0.0	0.0	0.0	0.0	0.0
YC - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YC - 02	#	54	28	26	2	1	21	17	4	5	0	2	0	0	1	0	0	1
	%	100.0	51.85	48.15	3.7	1.85	38.89	31.48	7.41	9.26	0.0	3.7	0.0	0.0	1.85	0.0	0.0	1.85
YC - 03	#	35	18	17	0	1	17	14	1	2	0	0	0	0	0	0	0	0
	%	100.0	51.43	48.57	0.0	2.86	48.57	40.0	2.86	5.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YD - 02	#	18	15	3	1	0	12	2	1	1	1	0	0	0	0	0	0	0
	%	100.0	83.33	16.67	5.56	0.0	66.67	11.11	5.56	5.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: PARTICIPATION RATES ACROSS Administratively Determined (AD) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM, SES, and Related Grade	Race/Ethnicity																	
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
AD - 00	#	756	80	676	5	36	48	449	22	156	4	25	1	2	0	5	0	3
	%	100.0	10.58	89.42	0.66	4.76	6.35	59.39	2.91	20.63	0.53	3.31	0.13	0.26	0.0	0.66	0.0	0.4
AD - 01	#	3	0	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	33.33	0.0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	33.33	66.67	0.0	0.0	33.33	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	#	66	2	64	0	5	0	36	2	18	0	2	0	0	0	0	0	3
	%	100.0	3.03	96.97	0.0	7.58	0.0	54.55	3.03	27.27	0.0	3.03	0.0	0.0	0.0	0.0	0.0	4.55
AD - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	#	7	1	6	0	1	0	5	1	0	0	0	0	0	0	0	0	0
	%	100.0	14.29	85.71	0.0	14.29	0.0	71.43	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	#	105	20	85	15	69	2	9	0	1	0	0	3	6	0	0	0	0
	%	100.0	19.05	80.95	14.29	65.71	1.9	8.57	0.0	0.95	0.0	0.0	2.86	5.71	0.0	0.0	0.0	0.0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

AD - 11	#	66	61	1	5	3	55	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.42	1.52	7.58	4.55	83.33	1.52	1.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 12	#	14	13	0	2	1	9	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.86	0.0	14.29	7.14	64.29	0.0	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 13	#	27	26	0	0	1	22	0	1	0	1	0	0	2	0	0	0	0	0
	%	100.0	96.3	0.0	0.0	3.7	81.48	0.0	3.7	0.0	3.7	0.0	0.0	7.41	0.0	0.0	0.0	0.0	0.0
AD - 14	#	85	82	1	10	3	64	0	6	0	1	0	0	1	0	0	0	0	0
	%	100.0	95.35	1.16	11.63	3.49	74.42	0.0	6.98	0.0	1.16	0.0	0.0	1.16	0.0	0.0	0.0	0.0	0.0
AD - 15	#	16	15	0	1	1	10	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.75	0.0	6.25	6.25	62.5	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 16	#	27	21	1	1	4	19	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	77.78	3.7	3.7	14.81	70.37	0.0	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 17	#	3	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	0.0	0.0	33.33	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 18	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS (GM, SES, and Related Grade)	Rate/Ethnicity																	
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS - 01	#	5	1	4	0	0	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	20.0	80.0	0.0	0.0	20.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02	#	8	2	6	0	0	1	5	1	0	1	0	0	0	0	0	0	0
	%	100.0	25.0	75.0	0.0	0.0	12.5	62.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03	#	26	1	25	0	4	1	11	0	7	0	2	0	0	0	0	0	1
	%	100.0	3.85	96.15	0.0	15.38	3.85	42.31	0.0	26.92	0.0	7.69	0.0	0.0	0.0	0.0	0.0	3.85
GS - 04	#	210	13	197	3	10	8	148	1	28	1	10	1	0	0	0	0	0
	%	100.0	6.19	93.81	1.43	4.76	3.81	70.48	0.48	13.33	0.48	4.76	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	#	48	7	41	4	11	2	23	0	6	0	0	0	0	0	0	1	1
	%	100.0	14.58	85.42	8.33	22.92	4.17	47.92	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	2.08	2.08
GS - 06	#	14	3	11	2	0	0	10	0	1	0	0	1	0	0	0	0	0
	%	100.0	21.43	78.57	14.29	0.0	0.0	71.43	0.0	7.14	0.0	0.0	7.14	0.0	0.0	0.0	0.0	0.0
GS - 07	#	3	0	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	33.33	0.0	33.33	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	#	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A4-1T: PARTICIPATION RATES ACROSS Y Pay Plans GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

YD/YE/NO/YA/GM/YC/YL & YP	Total Employees		Hispanic or Latino				White				Black or African American				Asian				Non-Hispanic or Latino Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native		Two or more races	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
EH - 00	7	5	2	0	0	0	1	5	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
		100.0	71.43	0.0	0.0	14.29	0.0	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
NO - 00	10	2	8	0	1	6	1	1	6	1	0	0	1	0	0	0	0	0	0	0	0	0	0			
		100.0	20.0	80.0	0.0	10.0	60.0	10.0	60.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YA - 01	5	3	2	0	1	3	1	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		100.0	60.0	40.0	0.0	20.0	20.0	60.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YA - 02	20	6	14	0	0	6	9	2	0	2	0	0	2	0	2	0	0	0	0	0	0	0	1			
		100.0	30.0	70.0	0.0	0.0	45.0	0.0	10.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0			
YA - 03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YB - 01	1546	101	1445	6	70	78	1076	13	176	3	91	3	176	3	91	0	6	1	18	0	0	0	8			
		100.0	6.53	93.47	0.39	4.53	69.6	0.84	11.38	0.19	5.89	0.19	11.38	0.19	5.89	0.0	0.39	0.06	1.16	0.0	0.0	0.0	0.52			
YB - 02	45	7	38	1	1	5	31	0	3	1	3	0	3	1	3	0	0	0	0	0	0	0	0			
		100.0	15.56	84.44	2.22	68.89	0.0	6.67	2.22	6.67	2.22	6.67	2.22	6.67	2.22	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YC - 01	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YC - 02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YC - 03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
YD - 02	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

Table A4-1T: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

CS/Grades/Teaching Position	Total Employees		Hispanic or Latino				White				Black or African American				Asian				Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native		Two or More Races		
			Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
TP - 01	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		100.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 02	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 03	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 04	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 05	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 06	3592	197	3395	3	63	154	1603	28	196	4	70	3	9	4	17	1	11	4	0.18	0.42	0.18	0.78	0.05	0.51	0	0.0	
	100.0	9.1	90.9	0.14	2.91	7.11	74.01	1.29	9.05	0.18	3.23	0.14	0.42	0.18	0.78	0.05	0.51	0.18	0.42	0.18	0.78	0.05	0.51	0	0.0	0.0	
TP - 07	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 08	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 09	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 11	389	44	345	0	8	41	289	2	34	0	10	0	0	0	4	1	0	0	0.0	0.0	0.0	1.03	0.26	0	0.0		
	100.0	11.31	88.69	0.0	2.06	10.54	74.29	0.51	8.74	0.0	2.57	0.0	0.0	0.0	1.03	0.26	0.0	0.0	0.0	0.0	1.03	0.26	0.0	0.0	0.0	0.0	

Table A4-2P: PARTICIPATION RATES ACROSS Administratively Determined (AD) GRADES - PERMANENT by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/IG/SES and Related Grade	Total Employees		Hispanic or Latino				White				Black or African American				Asian				Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native				Two or more races	
	#	%	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female				
			All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
AD - 00	210	188	6	8	8	142	8	34	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	7.49	4.94	8.22	2.85	2.55	8.36	22.22	12.14	0.0	6.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 01	8	6	2	0	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.29	1.35	0.08	0.0	1.59	0.12	2.78	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 02	10	3	7	0	1	3	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.36	0.67	0.3	0.0	0.36	0.29	0.0	0.36	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 03	88	7	81	2	7	4	43	1	27	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0				
	3.14	1.57	3.43	2.74	2.49	1.27	2.53	2.78	9.64	0.0	3.03	0.0	9.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 04	20	8	12	1	4	11	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.71	1.8	0.51	1.37	0.36	1.27	0.65	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 05	94	27	67	3	5	22	54	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	3.35	6.07	2.84	4.11	1.78	7.01	3.18	2.78	2.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 06	14	6	8	2	1	4	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.5	1.35	0.34	2.74	0.36	1.27	0.29	0.0	0.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 07	16	5	11	0	1	3	8	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0				
	0.57	1.12	0.47	0.0	0.36	0.96	0.47	0.0	0.71	8.33	0.0	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 08	24	7	17	0	0	7	9	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.86	1.57	0.72	0.0	0.0	2.23	0.53	0.0	2.5	0.0	0.0	0.0	4.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 09	8	4	4	2	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.29	0.9	0.17	2.74	0.0	0.32	0.24	2.78	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
AD - 10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				

AD - 11	#	252	35	217	11	26	20	159	3	23	0	5	0	2	1	2	0	0
	%	8.98	7.87	9.19	15.07	9.25	6.37	9.36	8.33	8.21	0.0	7.58	0.0	9.09	25.0	18.18	0.0	0.0
AD - 12	#	159	24	135	1	17	20	94	2	12	1	8	0	2	0	2	0	0
	%	5.67	5.39	5.72	1.37	6.05	6.37	5.54	5.56	4.29	8.33	12.12	0.0	9.09	0.0	18.18	0.0	0.0
AD - 13	#	221	47	174	2	12	39	132	2	17	3	12	0	0	1	1	0	0
	%	7.88	10.56	7.37	2.74	4.27	12.42	7.77	5.56	6.07	25.0	18.18	0.0	0.0	25.0	9.09	0.0	0.0
AD - 14	#	682	99	583	22	118	66	396	7	50	2	9	2	5	0	3	0	2
	%	24.31	22.25	24.7	30.14	41.99	21.02	23.32	19.44	17.86	16.67	13.64	33.33	22.73	0.0	27.27	0.0	100.0
AD - 15	#	201	24	177	1	7	21	139	1	19	0	12	0	0	1	0	0	0
	%	7.17	5.39	7.5	1.37	2.49	6.69	8.19	2.78	6.79	0.0	18.18	0.0	0.0	25.0	0.0	0.0	0.0
AD - 16	#	567	82	485	12	49	59	367	3	47	5	13	3	7	0	2	0	0
	%	20.21	18.43	20.55	16.44	17.44	18.79	21.61	8.33	16.79	41.67	19.7	50.0	31.82	0.0	18.18	0.0	0.0
AD - 17	#	151	21	130	0	3	20	103	1	23	0	0	0	0	0	1	0	0
	%	5.38	4.72	5.51	0.0	1.07	6.37	6.07	2.78	8.21	0.0	0.0	0.0	0.0	0.0	9.09	0.0	0.0
AD - 18	#	80	18	62	8	25	8	25	2	8	0	1	0	3	0	0	0	0
	%	2.85	4.04	2.63	10.96	8.9	2.55	1.47	5.56	2.86	0.0	1.52	0.0	13.64	0.0	0.0	0.0	0.0
Total	#	2805	445	2360	73	281	314	1698	36	280	12	66	6	22	4	11	0	2
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0

Table A4-2P: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - PERMANENT by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/EM, SES, and related Grade	Total Employees		Race/Ethnicity														
	#	%	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS - 01	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		0.16	0.0	0.0	0.0	0.35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03	#	2	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.0	0.41	0.0	0.0	0.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	#	232	12	220	1	31	3	123	5	58	2	6	1	2	0	0	0
	%	37.12	9.09	44.62	4.76	42.47	3.9	42.71	21.74	56.86	28.57	27.27	50.0	40.0	0.0	0.0	0.0
GS - 05	#	62	11	51	5	24	4	17	0	5	1	3	1	2	0	0	0
	%	9.92	8.33	10.34	23.81	32.88	5.19	5.9	0.0	4.9	14.29	13.64	50.0	40.0	0.0	0.0	0.0
GS - 06	#	114	22	92	2	11	9	53	9	20	2	7	0	1	0	0	0
	%	18.24	16.67	18.66	9.52	15.07	11.69	18.4	39.13	19.61	28.57	31.82	20.0	20.0	0.0	0.0	0.0
GS - 07	#	51	12	39	4	4	3	26	5	7	0	2	0	0	0	0	0
	%	8.16	9.09	7.91	19.05	5.48	3.9	9.03	21.74	6.86	0.0	9.09	0.0	0.0	0.0	0.0	0.0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	#	37	13	24	3	1	10	20	0	3	0	0	0	0	0	0	0
	%	5.92	9.85	4.87	14.29	1.37	12.99	6.94	0.0	2.94	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	#	19	11	8	0	0	8	6	2	0	1	2	0	0	0	0	0
	%	3.04	8.33	1.62	0.0	0.0	10.39	2.08	8.7	0.0	14.29	9.09	0.0	0.0	0.0	0.0	0.0

GS - 12	#	72	35	37	6	2	27	28	1	4	1	2	0	0	0	0	0	0	1
	%	11.52	26.52	7.51	28.57	2.74	35.06	9.72	4.35	3.92	14.29	9.09	0.0	0.0	0.0	0.0	0.0	0.0	50.0
GS - 13	#	20	9	11	0	0	7	6	1	4	0	0	0	0	0	0	0	1	0
	%	3.2	6.82	2.23	0.0	0.0	9.09	2.08	4.35	3.92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
GS - 14	#	8	4	4	0	0	4	3	0	1	0	0	0	0	0	0	0	0	0
	%	1.28	3.03	0.81	0.0	0.0	5.19	1.04	0.0	0.98	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.16	0.76	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Senior Executive Service	#	6	2	4	0	0	1	3	0	0	0	0	0	0	0	0	0	0	1
	%	0.96	1.52	0.81	0.0	0.0	1.3	1.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0
TOTAL	#	625	132	493	21	73	77	288	23	102	7	22	5	1	1	1	1	1	2
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A4-2P: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - PERMANENT by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/EM, SES, and Related Grade	Total Employees		Race/Ethnicity														
	#	%	Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino Native Hawaiian or Other Pacific Islands		American Indian or Alaska Native		Two or More Races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TP - 01	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 02	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 03	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 04	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 05	1	0.02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 06	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 07	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 08	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 09	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 10	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TP - 11	4838	1428	4216	40	105	1287	2917	69	271	25	100	0	6	14	1	1	2

	%	88.84	86.97	89.49	86.96	93.75	87.02	87.36	83.13	82.37	92.59	93.46	0.0	100.0	100.0	93.33	100.0	100.0
TP - 12	#	549	136	413	5	4	123	357	8	46	0	5	0	0	0	1	0	0
	%	8.64	8.28	8.77	10.87	3.57	8.32	10.69	9.64	13.98	0.0	4.67	0.0	0.0	0.0	6.67	0.0	0.0
TP - 13	#	159	78	81	1	3	69	64	6	12	2	2	0	0	0	0	0	0
	%	2.50	4.75	1.72	2.17	2.68	4.67	1.92	7.23	3.65	7.41	1.87	0.0	0.0	0.0	0.0	0.0	0.0
TP - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified TP)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	6353	1642	3905	46	112	1479	3339	83	329	27	107	0	1	6	15	1	2
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	100.0	100.0

AD - 11	#	66	61	1	5	3	55	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	5.59	4.07	5.77	4.35	3.85	8.05	3.85	0.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 12	#	14	1	13	0	2	9	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.19	0.81	1.23	0.0	1.54	1.32	0.0	1.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 13	#	27	1	26	0	1	22	0	1	0	1	0	0	2	0	0	0	0	0	0
	%	2.29	0.81	2.46	0.0	1.54	3.22	0.0	0.52	0.0	3.33	0.0	18.18	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 14	#	86	4	82	1	10	64	0	6	0	1	0	0	1	0	0	0	0	0	0
	%	7.28	3.25	7.75	4.35	7.69	9.37	0.0	3.11	0.0	3.33	0.0	9.09	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 15	#	16	1	15	0	1	10	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	1.35	0.81	1.42	0.0	0.77	1.46	0.0	2.07	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 16	#	27	6	21	1	4	19	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	2.29	4.88	1.98	4.35	0.77	2.78	0.0	0.52	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
AD - 17	#	3	1	2	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.25	0.81	0.19	0.0	0.0	0.15	0.0	0.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 18	#	2	0	2	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.17	0.0	0.19	0.0	0.0	0.15	0.0	0.52	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	1181	123	1058	23	130	683	26	193	4	30	4	11	11	1	5	0	0	0	6
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0

Table A4-2T: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/ GM, SES, and Related Grade	Total Employees												Rate of Absenteeism											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		Non-Hispanic or Latino		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS - 01	#	5	1	4	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	1.58	3.7	1.38	0.0	0.0	7.69	1.97	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 02	#	8	2	6	0	0	1	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	2.53	7.41	2.08	0.0	0.0	7.69	2.46	50.0	2.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 03	#	26	1	25	0	4	1	11	7	0	2	0	0	0	0	0	0	0	0	0	0	0	1	
	%	8.23	3.7	8.65	0.0	16.0	7.69	5.42	0.0	15.91	0.0	15.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	
GS - 04	#	210	13	197	3	10	8	148	1	28	1	10	0	0	0	0	0	0	0	0	0	0	0	
	%	66.46	48.15	68.17	33.33	40.0	61.54	72.91	50.0	63.64	100.0	76.92	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 05	#	48	7	41	4	11	2	23	0	6	0	0	0	0	0	0	0	0	0	0	0	1	1	
	%	15.19	25.93	14.19	44.44	44.0	15.38	11.33	0.0	13.64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	50.0	
GS - 06	#	14	3	11	2	0	0	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	4.43	11.11	3.81	22.22	0.0	0.0	4.93	0.0	2.27	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 07	#	3	0	3	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.95	0.0	1.04	0.0	0.0	0.0	0.49	0.0	2.27	0.0	7.69	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 09	#	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.63	0.0	0.69	0.0	0.0	0.0	0.49	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
GS - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table A4-2T: PARTICIPATION RATES ACROSS Y Pay Plans GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

	2007 DODEA Personnel File														LEAVE RATES				AMERICAN INHERITANCE				
	SCHEDULED GRADES							NON-SCHEDULED GRADES							OF OTHER RACIAL OR ETHNIC GROUPS		OF AMERICAN INHERITANCE		OF AMERICAN INHERITANCE				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	Male	Female	Male	Female	Male	Female	Male	Female	
EH - 00	0.43	1.15	0.54	1.63	0.46	1.63	0.83	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NO - 00	0.61	0.46	2.14	0.33	2.76	0.83	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YA - 01	0.30	0.69	0.54	0.98	0.46	0.98	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
YA - 02	1.22	1.39	3.75	1.96	4.15	1.67	1.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YA - 03	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	0.00	0.00	0.00	0.00	0.00	0.00
YB - 01	93.92	23.33	387.40	25.49	495.85	15.12	146.67	15.79	478.95	0.00	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YB - 02	2.73	1.62	10.19	1.63	14.29	2.50	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YC - 01	0.06	0.00	0.27	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	0.00	0.00	0.00
YC - 02	0.06	0.23	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YC - 03	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	0.00	0.00	0.00	0.00	0.00	0.00
YD - 02	0.06	0.23	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YD - 03	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	0.00	0.00	0.00	0.00	0.00	0.00
YE - 02	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	0.00	0.00	0.00	0.00	0.00	0.00

Table A4-2T: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - TEMPORARY by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM, SES and related Grade	Total Employees		Race/Ethnicity						Race/Ethnicity								
	#	%	Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more				
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
TP - 01	#	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 06	#	3812	197	3615	3	63	154	1603	28	196	4	70	3	9	4	17	11
	%	90.26	80.08	90.89	75.0	87.5	77.78	84.1	93.33	84.85	100.0	86.42	100.0	100.0	100.0	80.95	33.33
TP - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 11	#	389	44	345	0	8	41	289	2	34	0	10	0	0	0	4	1

	%	15.1	17.89	14.8	0.0	11.11	20.71	15.16	6.67	14.72	0.0	12.35	0.0	0.0	0.0	19.05	33.33	0.0
	#	21	5	16	1	1	3	13	0	1	0	1	0	0	0	0	1	0
TP - 12	%	0.81	2.03	0.69	25.0	1.39	1.52	0.68	0.0	0.43	0.0	1.23	0.0	0.0	0.0	0.0	33.33	0.0
TP - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other (Unspecified TP)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	4223	246	3977	4	72	198	1906	30	231	4	81	4	9	4	21	3	11
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A5-1P: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/MS/ML/WS & Other Wage Grades	Total Employees				Race/Ethnicity													
	All		Hispanic/Latino		White		Black/African American		Asian		Native Hawaiian or Other Pacific Islander		Non-Hispanic of Latino		American Indian or Alaska Native		Two or More Races	
	#	%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	4	100.0	4	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0
			50.0	0.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	151	103	48	3	8	4	37	15	24	1	3	0	0	0	0	2	0	0
			68.21	31.79	5.3	2.65	24.5	9.93	15.89	0.66	1.99	0.0	0.0	0.0	0.0	1.32	0.0	0.0
Grade - 03	39	36	3	2	25	2	7	1	4	0	0	0	0	0	0	0	0	0
			92.31	7.69	64.1	5.13	17.95	2.56	10.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	11	10	1	3	0	0	2	1	5	0	0	0	0	0	0	0	0	0
			90.91	9.09	27.27	0.0	18.18	9.09	45.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	2	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
			100.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	52	37	15	21	1	1	9	11	6	3	0	0	0	0	1	0	0	0
			71.15	28.85	40.38	1.92	17.31	21.15	11.54	5.77	0.0	0.0	0.0	0.0	1.92	0.0	0.0	0.0
Grade - 08	15	15	0	0	0	0	12	0	3	0	0	0	0	0	0	0	0	0
			100.0	0.0	0.0	0.0	80.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	10	9	1	6	1	1	3	0	0	0	0	0	0	0	0	0	0	0
			90.0	10.0	60.0	10.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	23	21	2	7	0	0	13	1	1	1	0	0	0	0	0	0	0	0
			91.3	8.7	30.43	0.0	56.52	4.35	4.35	4.35	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A5-2T: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/WG, WL/WS, & Other Wage Grades	Race/Ethnicity																	
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	25	20	5	2	0	15	2	3	0	3	0	0	0	0	0	0	0
	%	47.17	48.78	41.67	11.76	0.0	83.33	33.33	60.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03	#	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	%	3.77	4.88	0.0	5.88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	3.77	4.88	0.0	0.0	0.0	5.56	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	#	22	15	7	13	3	1	4	1	0	0	0	0	0	0	0	0	0
	%	41.51	36.59	58.33	76.47	100.0	5.56	66.67	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.89	2.44	0.0	0.0	0.0	5.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.89	2.44	0.0	5.88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A6P: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - PERMANENT Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series Agency Rate Occupational CLF	Total Employees						Race/Ethnicity											
	#	Male		Female		Hispanic or Latino	White		Black or African American		Asian		Non-Hispanic or Latino Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
School Support (303)	#	181	100	81	6	7	53	55	36	14	5	5	0	0	0	0	0	0
	%	100.0	55.25	44.75	3.31	3.87	29.28	30.39	19.89	7.73	2.76	2.76	0.0	0.0	0.0	0.0	0.0	0.0
School Support (303) CLF	%	100.0	26.6	73.4	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	0.5	1.15
Secretary (318-326)	#	230	18	212	3	26	8	131	5	43	1	9	1	3	0	0	0	0
	%	100.0	7.83	92.17	1.3	11.3	3.48	56.96	2.17	18.7	0.43	3.91	0.43	1.3	0.0	0.0	0.0	0.0
Secretary (318-326) CLF	%	100.0	3.84	96.16	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	0.07	1.22
Teachers (1700+)	#	8386	2091	6295	120	418	1802	5008	111	639	39	177	7	24	11	24	1	5
	%	100.0	24.93	75.07	1.43	4.98	21.49	59.72	1.32	7.62	0.47	2.11	0.08	0.29	0.13	0.29	0.01	0.06
Teachers (1700+) CLF	%	100.0	33.36	66.64	2.62	4.47	25.05	51.75	3.03	6.08	1.6	2.55	0.03	0.09	0.26	0.49	0.76	1.23
Laborers (3500+)	#	200	145	55	36	6	42	17	66	26	1	4	0	0	0	2	0	0
	%	100.0	72.5	27.5	18.0	3.0	21.0	8.5	33.0	13.0	0.5	2.0	0.0	0.0	0.0	1.0	0.0	0.0
Laborers (3500+) CLF	%	100.0	75.61	24.39	12.94	4.86	46.0	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	1.3	0.44

Table A6T: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TEMPORARY Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series Agency Rate Occupational CLF	Total Employees		Race/Ethnicity														
	#	%	Hispanic or Latino		White		Black or African American		Asian		Non - Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
School Support (303)	242		51	191	6	12	39	141	4	24	1	11	1	0	0	0	3
		%	100.0	21.07	2.48	4.96	16.12	58.26	1.65	9.92	0.41	4.55	0.41	0.0	0.0	0.0	1.24
School Support (303) CLF		%	100.0	26.6	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	1.15
Secretary (318-326)	330		10	320	1	12	7	233	2	56	0	17	0	0	0	0	2
		%	100.0	3.03	0.3	3.64	2.12	70.61	0.61	16.97	0.0	5.15	0.0	0.0	0.0	0.0	0.61
Secretary (318-326) CLF		%	100.0	3.84	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	1.22
Teachers (1700+)	4996		445	4551	36	271	315	3440	65	560	12	187	7	27	6	44	22
		%	100.0	8.91	0.72	5.42	6.31	68.86	1.3	11.21	0.24	3.74	0.14	0.54	0.12	0.88	0.44
Teachers (1700+) CLF		%	100.0	33.36	2.62	4.47	25.05	51.75	3.03	6.08	1.6	2.55	0.03	0.09	0.26	0.49	1.23
Laborers (3500+)	27		22	5	3	0	15	2	3	3	0	0	1	0	0	0	0
		%	100.0	81.48	11.11	0.0	55.56	7.41	11.11	11.11	0.0	0.0	3.7	0.0	0.0	0.0	0.0
Laborers (3500+) CLF		%	100.0	75.61	12.94	4.86	46.0	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	0.44

Table A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - PERMANENT Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

Job Title/Series CLF	Race/Ethnicity												Two or more races				
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	
Job Title/Series:																	
Total Received	#	53422	15221	38197	890	2216	11377	27303	1240	5067	415	1211	0	138	280	1	16
# Voluntarily Identified	#	53422	15221	38197	890	2216	11377	27303	1240	5067	415	1211	0	138	280	1	16
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified **	#	373	46	327	5	21	181	110	7	42	0	5	0	0	2	0	0
	%	100.0	12.3	87.66	1.3	5.6	48.5	29.4	1.9	11.3	0.0	1.3	0.0	0.0	.54	0.0	0.0
CLF	%	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.34	0.32	0.88	0.76
Job Title/Series:	teachers, school psychologists, school counselors, librarians, school nurses/1701																

*Applicant tracking system does not capture data on # qualified, # selected or if position is permanent/temporary.

**Data collected from DoDDS-Europe only. Most of the positions are temporary and few positions are permanent. The report is combined temporary and permanent. Most our clerical positions at school are part-time positions.

Table A7T: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - TEMPORARY Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series CLF	Total Employees						Race/Ethnicity											
	All		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Job Title/Series:																		
Total Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Qualified of those Identified	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLF	%	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	
Job Title/Series:																		

Table A8-1: NEW HIRES BY TYPE OF APPOINTMENT - by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Appointment	Race/Ethnicity																		
	Total Employees				Hispanic or Latino				White				Non-Hispanic or Latino						
	All	Male	Female		Male	Female		Male	Female		Male	Female		Male	Female				
Permanent	#	2482	770	1712	43	96		595	1265	105	255	20	71	2	4	3	11	2	10
	%	100.0	31.02	68.98	1.73	3.87		23.97	50.97	4.23	10.27	0.81	2.86	0.08	0.16	0.12	0.44	0.08	0.4
Temporary	#	6920	680	6240	77	373		461	4680	103	786	20	291	4	14	10	62	5	34
	%	100.0	9.83	90.17	1.11	5.39		6.66	67.63	1.49	11.36	0.29	4.21	0.06	0.2	0.14	0.9	0.07	0.49
Non-Appropriated	#	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total workforce	#	15863	3454	12409	291	791		2655	9499	384	1514	79	438	18	58	20	73	7	36
	%	100.0	21.77	78.23	1.83	4.99		16.74	59.88	2.42	9.54	0.5	2.76	0.11	0.37	0.13	0.46	0.04	0.23
CLF	%	100.0	53.23	46.77	6.17	4.52		39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76

Table A8-2: NEW HIRES BY TYPE OF APPOINTMENT - by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Appointment	Race/Ethnicity												Two or more races					
	Total Employees				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Male	Female
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Permanent	#	546	181	365	6	16	136	246	30	80	6	16	0	0	2	2	1	5
	%	17.02	41.71	13.16	13.95	11.27	46.26	12.04	41.1	20.0	50.0	13.79	0.0	0.0	40.0	5.88	33.33	19.23
Temporary	#	2662	253	2409	37	126	158	1797	43	320	6	100	4	13	3	32	2	21
	%	82.98	58.29	86.84	86.05	88.73	53.74	87.96	58.9	80.0	50.0	86.21	100.0	100.0	60.0	94.12	66.67	80.77
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Accessions	#	3208	434	2774	43	142	294	2043	73	400	12	116	4	13	5	34	3	26
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CLF	%	100.0	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Series of Vacancy	Race/Ethnicity															
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy:																
Total Applications Received	#	107	139	7	9	64	92	30	29	3	7	0	2	3	0	0
	%	43.5	56.5	2.85	3.66	26.02	37.4	12.2	11.79	1.22	2.85	0.0	0.81	1.22	0.0	0.0
# Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Applicant Pool	%	28.78	71.22	2.18	4.64	22.5	55.35	3.18	8.46	0.66	2.12	0.1	0.3	0.14	0.28	0.07
Job Series of Vacancy:																
Job Series of Vacancy:																

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Appointment	Race/Ethnicity																	
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		Non-Hispanic or Latino		American Indian or Alaska Native		Two or more races	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees in Career Ladder	#	11067	7882	241	513	2490	6126	352	936	73	235	11	33	15	31	3	8	
	%	100.0	28.78	71.22	4.64	22.5	55.35	3.18	8.46	0.66	2.12	0.1	0.3	0.14	0.28	0.03	0.07	
Time in grade in excess of minimum																		
1 - 12 Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13 - 24 Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
25 + Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Grade Vacancy	Race/Ethnicity															
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	Sex	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade(s) of Vacancy:																
# Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade(s) of Vacancy:																

Table A12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING by Race/Ethnicity and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

Career Development Programs for GS 5 - 12, 13 - 15, and SES	Race/Ethnicity															
	Total Employees		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Career Development Programs for GS 5 - 12:																
# Slots		0		0		0		0		0		0		0		0
% Relevant Pool		0.0		0.0		0.0		50.0		0.0		0.0		0.0		0.0
# Applied		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0
# Participants		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0
Career Development Programs for GS 13 - 14:																
# Slots		0		0		1		0		0		0		0		0
% Relevant Pool		0.0		0.0		33.3		0.0		66.6		0.0		0.0		0.0
# Applied		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0
# Participants		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0
Career Development Programs for GS 15 and SES:																
# Slots		0		2		0		0		0		0		0		0
% Relevant Pool		0.0		100.0		0.0		50.0		0.0		50.0		0.0		0.0
# Applied		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0
# Participants		0		0		0		0		0		0		0		0
%		0.0		0.0		0.0		0.0		0.0		0.0		0.0		0.0

Relevant Pool includes all employees in the pay grades eligible for the career development program.

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

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Recognition or Award Program # Awards Given Total Cash	Races/Ethnicity													
	Total Employees						Non-Hispanic or Latino							
	All	Male	Female	Hispanic or Latino	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards - 1-9 Hours														
Total Time-Off Awards	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Given	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off awards - 9+ Hours														
Total Time-Off Awards	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Given	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards - \$100-\$500														
Total Cash Awards	#	3949.0	1229.0	2720.0	102.0	86.0	970.0	2251.0	114.0	279.0	34.0	86.0	0.0	3.0
Given	%	100	31	69	3	2	25	57	3	7	1	2	0	0
Total Amount	#	1404819	441843	962976	30544	30089	357382	807216	40929	95357	10488	25378	0	1000
Average Amount	#	355.74	359.51	354.04	299.45	349.87	368.44	358.6	359.03	341.78	308.47	295.09	0.0	333.33
Cash Awards - \$501+														
Total Cash Awards	#	1524	642	882	35	51	501	642	77	145	18	34	2	3
Given	%	100.0	42.13	57.87	2.3	3.35	32.87	42.13	5.05	9.51	1.18	2.23	0.13	0.2
Total Amount	#	2251530	1015995	1235535	48122	56773	830169	947985	83989	165771	24218	47310	1443	2964
Average Amount	#	1477	1583	1401	1375	1113	1657	1477	1091	1143	1345	1391	722	988
Quality Step Increases (QSIs):														
Total QSIs Awarded	#	178	76	102	8	11	58	68	5	11	4	8	1	0
	%	100.0	42.7	57.3	4.49	6.18	32.58	38.2	2.81	6.18	2.25	4.49	0.56	0.0

Total Benefit	#	178	76	102	8	11	58	68	5	11	4	8	1	0	0	0	4
Average Benefit	#	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	0.0	1.0

Table A14: SEPARATIONS (Permanent Employees) by Type of Separation - Distribution by Race/National Origin and Sex

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Separation	Total Employees		Race/Ethnicity														
	All	Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		American Indian or Alaska Native		Two or more Races			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Voluntary	# 889	239	650	5	28	194	536	33	65	5	17	1	3	1	1	0	0
	% 100.0	26.88	73.12	0.56	3.15	21.82	60.29	3.71	7.31	0.56	1.91	0.11	0.34	0.11	0.11	0.0	0.0
Involuntary (RIF)	# 7	2	5	0	0	1	4	1	1	0	0	0	0	0	0	0	0
	% 100.0	28.57	71.43	0.0	0.0	14.29	57.14	14.29	14.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Separations	# 924	251	673	5	30	201	551	38	71	5	17	1	3	1	1	0	0
	% 100.0	27.16	72.84	0.54	3.25	21.75	59.63	4.11	7.68	0.54	1.84	0.11	0.32	0.11	0.11	0.0	0.0
Total workforce	# 10090	2889	7201	231	487	2260	5571	306	859	66	217	9	30	14	29	3	8
	% 100.0	28.78	71.22	2.18	4.64	22.5	55.35	3.18	8.46	0.66	2.12	0.1	0.3	0.14	0.28	0.03	0.07
Involuntary (Other)	# 28	10	18	0	2	6	11	4	5	0	0	0	0	0	0	0	0
	% 100.0	35.71	64.29	0.0	7.14	21.43	39.29	14.29	17.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Employment Tenure	Total by Disability Status				Detail for Targeted Disabilities									
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[15-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL														
Prior FY	# 16439	276	482	44	3	5	5	7	1	17	0	6	0	
	% 100.0	1.68	2.93	0.27	0.02	0.03	0.03	0.04	0.01	0.1	0.0	0.04	0.0	
Current FY	# 15863	264	482	38	3	4	5	6	2	15	0	3	0	
	% 100.0	1.66	3.04	0.24	0.02	0.03	0.03	0.04	0.01	0.09	0.0	0.02	0.0	
Difference	# -576	-12	0	-6	0	-1	0	-1	1	-2	0	-3	0	
	% 0.0	-0.02	0.11	-0.03	0.0	0.0	0.0	0.0	0.0	-0.01	0.0	-0.02	0.0	
Net Change	% -3.5	-4.35	0.0	-13.64	0.0	-20.0	0.0	-14.29	100.0	-11.76	0.0	-50.0	0.0	
PERMANENT														
Prior FY	# 10611	237	363	36	3	5	5	7	1	13	0	2	0	
	% 100.0	2.23	3.42	0.34	0.03	0.05	0.05	0.07	0.01	0.12	0.0	0.02	0.0	
Current FY	# 10090	223	351	33	3	4	5	6	2	11	0	2	0	
	% 100.0	2.21	3.48	0.33	0.03	0.04	0.05	0.06	0.02	0.11	0.0	0.02	0.0	
Difference	# -521	-14	-12	-3	0	-1	0	-1	1	-2	0	0	0	
	% 0.0	-0.02	0.06	-0.01	0.0	-0.01	0.0	-0.01	0.01	-0.01	0.0	0.0	0.0	
Net Change	% -4.91	-5.91	-3.31	-8.33	0.0	-20.0	0.0	-14.29	100.0	-15.38	0.0	0.0	0.0	
TEMPORARY														
Prior FY	# 5828	39	119	8	0	0	0	0	0	4	0	4	0	
	% 100.0	0.67	2.04	0.14	0.0	0.0	0.0	0.0	0.0	0.07	0.0	0.07	0.0	
Current FY	# 5773	41	131	5	0	0	0	0	0	4	0	1	0	
	% 100.0	0.71	2.27	0.09	0.0	0.0	0.0	0.0	0.0	0.07	0.0	0.02	0.0	

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

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Employment Tenure	Total by Disability Status				Detail for Targeted Disabilities								1924 Dislocation of Limb/Spine
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23-25] Blindness	[28, 32-36] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[95] Mental Illness	
Total Work Force	# 10090	223	351	33	3	4	5	6	2	11	0	2	0
	% 100.0	94.31	3.48	0.33	0.03	0.04	0.05	0.06	0.02	0.11	0.0	0.02	0.0
Federal High				2.27%									
Headquarters	# 354	12	31	4	1	1	1	1	0	0	0	0	0
	% 100.0	87.85	8.76	1.13	0.28	0.28	0.28	0.28	0.0	0.0	0.0	0.0	0.0
Europe	# 4010	109	122	12	0	1	2	1	1	6	0	1	0
	% 100.0	94.24	3.04	0.3	0.0	0.02	0.05	0.02	0.02	0.15	0.0	0.02	0.0
Pacific	# 2048	55	72	7	1	0	0	3	1	2	0	0	0
	% 20.3	20.19	20.51	21.21	33.33	0.0	0.0	50.0	50.0	18.18	0.0	0.0	0.0
DDESS	# 3678	47	126	10	1	2	2	1	0	3	0	1	0
	% 100.0	95.3	3.43	0.27	0.03	0.05	0.05	0.03	0.0	0.08	0.0	0.03	0.0

Table B3-1P: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underepresented data is shown in square brackets]

Occupational Category	Total WF		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,47] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	222	211	3	8	1	0	0	0	0	0	1	0	0	0
	%	100.0	95.05	1.35	3.6	0.45	0.0	0.0	0.0	0.0	0.0	0.45	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	83	77	2	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	92.68	2.44	4.88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	41	34	4	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	82.93	9.76	7.32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	301	272	13	16	1	0	0	1	0	0	0	0	0	0
	%	100.0	90.37	4.32	5.32	0.33	0.0	0.33	0.33	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	647	594	22	31	2	0	0	1	0	0	1	0	0	0
	%	100.0	91.46	3.66	4.88	0.35	0.0	0.17	0.17	0.0	0.0	0.17	0.0	0.0	0.0
2. Professionals	#	8596	8119	189	288	28	2	4	4	2	4	10	0	2	0
	%	100.0	94.45	2.19	3.36	0.32	0.02	0.05	0.05	0.02	0.02	0.12	0.0	0.02	0.0
3. Technicians	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	#	506	478	9	19	2	0	0	0	2	0	0	0	0	0
	%	100.0	94.47	1.78	3.75	0.4	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	#	58	54	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.1	0.0	6.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	54	51	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	94.44	1.85	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	48	48	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B3-2P: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF	Total by Disability Status					Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-04] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortions of Limb/Spine				
1. Officials and Managers	# 222	211	3	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
- Executive/Senior Level (Grades 15 and Above)	% 2.2	2.22	1.35	2.28	3.03	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	# 83	77	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.81	0.80	0.45	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	# 41	34	0.90	1.14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.41	0.36	1.79	0.85	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	# 301	272	13	16	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 2.98	2.86	5.83	4.56	3.03	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	# 647	594	22	31	2	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 6.40	6.23	9.87	8.83	6.06	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	# 8669	8119	190	291	28	2	4	4	4	2	4	2	4	2	10	0	2	0
	% 85.92	85.31	85.2	82.91	84.85	66.67	100.0	80.0	66.67	100.0	0.0	0.0	0.0	0.0	90.91	0.0	100.0	0.0
3. Technicians	# 3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.03	0.02	0.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	# 506	478	9	19	2	0	0	0	0	0	0	2	0	0	0	0	0	0
	% 5.01	5.02	4.04	5.41	6.06	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	# 58	54	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.57	0.57	0.0	1.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	# 54	51	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.54	0.54	0.45	0.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	# 48	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.48	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

9. Service Workers	#	157	151	1	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.56	1.59	0.45	1.42	3.03	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10090	9516	223	351	33	3	4	5	6	2	11	2	2	11	2	2	2	2	2
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table B3-1T: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF	Total by Disability Status					Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
1. Officials and Managers	# 16	14	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
- Executive/Senior Level (Grades 15 and Above)	% 100.0	87.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- First-Level (Grades 12 and Below)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Other	# 19	17	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	% 100.0	89.47	5.26	5.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	# 35	31	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Technicians	% 100.0	88.57	2.86	8.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	# 5011	4865	32	114	4	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	% 100.0	97.09	0.64	2.27	0.08	0.0	0.0	0.0	0.0	0.0	0.0	0.08	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B3-2T: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF		Total by Disability Status				Detail for Targeted Disabilities									
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,37] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0	
	%	0.28	0.25	0.0	1.53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Mid-Level (Grades 13-14)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
- Other	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0	
	%	0.33	0.3	2.44	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Officials and Managers TOTAL	#	35	31	1	3	0	0	0	0	0	0	0	0	0	0	
	%	0.61	0.55	2.44	2.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2. Professionals	#	5011	4865	32	114	4	0	0	0	0	0	4	0	0	0	
	%	86.8	86.86	78.05	87.02	80.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
5. Administrative Support Workers	#	615	597	7	11	1	0	0	0	0	0	0	0	1	0	
	%	10.65	10.66	17.07	8.4	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	
6. Craft Workers	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.07	0.05	0.0	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
7. Operatives	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.38	0.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
8. Laborers and Helpers	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.03	0.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B4-1P: PARTICIPATION RATES ACROSS ADMINISTRATIVELY DETERMINED (AD) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM, SES and Related Grade	Total #	Total by Disability Status				Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
AD - 00	# 210	202	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	96.19	0.48	3.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 01	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	# 10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	# 88	84	0	4	2	0	0	1	1	0	0	0	0	0	0	0	0
	% 100.0	95.45	0.0	4.55	2.27	0.0	0.0	1.14	1.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 04	# 20	19	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	95.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	# 94	90	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	95.74	2.13	2.13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 06	# 14	12	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	85.71	7.14	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	# 16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 08	# 24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 11	# 252	236	3	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	93.65	1.19	5.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-1P: PARTICIPATION RATES ACROSS Y GRADES- PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

YD, YB, YF, YE, NO, YA, GM, YC, YI, & YP	Total		Total by Disability Status				Detail for Targeted Disabilities								
	#	%	[05] No Disability	[03] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distraction of Limb/Spine
EH-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO-00	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA-01	#	27	25	1	1	1	0	0	0	0	0	0	0	0	0
	%	100.0	92.59	3.7	3.7	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA-02	#	377	341	10	26	4	4	2	1	1	0	0	0	0	0
	%	100.0	90.45	2.65	6.9	1.06	0.53	0.27	0.27	0.0	0.0	0.0	0.0	0.0	0.0
YA-03	#	78	75	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.15	1.28	2.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YB-01	#	139	128	2	9	1	1	0	0	1	0	0	0	0	0
	%	100.0	92.09	1.44	6.47	0.72	0.0	0.0	0.0	0.72	0.0	0.0	0.0	0.0	0.0
YB-02	#	74	68	3	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	91.89	4.05	4.05	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YC-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YC-02	#	54	46	4	4	1	1	0	0	0	1	0	0	0	0
	%	100.0	85.19	7.41	7.41	1.85	0.0	0.0	0.0	0.0	1.85	0.0	0.0	0.0	0.0
YC-03	#	35	31	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	88.57	5.71	5.71	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YD-02	#	18	16	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0	88.89	5.56	5.56	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YD-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-1P: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/SES, and Related Grade	Total by Disability Status			Detail for Targeted Disabilities									
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TP - 01	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 02	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 03	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 04	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 05	# 1	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 06	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 07	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 08	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 09	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 11	# 4838	4558	130	150	16	1	2	4	1	8	0	0	0
	% 100.0	94.21	2.69	3.1	0.33	0.0	0.04	0.08	0.02	0.17	0.0	0.0	0.0
TP - 12	# 549	518	13	18	1	0	0	0	0	0	0	1	0
	% 100.0	94.35	2.37	3.28	0.18	0.0	0.0	0.0	0.0	0.0	0.0	0.18	0.0

Table B4-1T: PARTICIPATION RATES ACROSS Administratively Determined (AD) GRADES - TEMPORARY by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM,SES and Relaxed Grade	Total		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
AD - 00	#	756	708	8	40	1	0	0	0	0	0	1	0	0	0
	%	100.0	93.65	1.06	5.29	0.13	0.0	0.0	0.0	0.0	0.0	0.13	0.0	0.0	0.0
AD - 01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	#	66	62	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.94	3.03	3.03	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	#	105	101	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.19	0.0	3.81	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 11	#	66	63	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.0	95.45	0.0	4.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Employment Tenure	Total		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[94] Mental Illness	[92] Distortion of Limb/Spine
Total Work Force	#	10090	9516	223	351	33	3	4	5	6	2	11	0	2	0
	%	100.0	94.31	2.21	3.48	0.33	0.03	0.04	0.05	0.06	0.02	0.11	0.0	0.02	0.0
Federal High	#				2.27%										
Headquarters	#	354	311	12	31	4	1	1	1	1	0	0	0	0	0
	%	100.0	87.85	3.39	8.76	1.13	0.28	0.28	0.28	0.28	0.0	0.0	0.0	0.0	0.0
Europe	#	4010	3779	109	122	12	0	1	2	1	1	6	0	1	0
	%	100.0	94.24	2.72	3.04	0.3	0.0	0.02	0.05	0.02	0.02	0.15	0.0	0.02	0.0
Pacific	#	2048	1921	55	72	7	1	0	0	3	1	2	0	0	0
	%	20.3	20.19	24.66	21.21	33.33	0.0	0.0	0.0	50.0	50.0	18.18	0.0	0.0	0.0
DDESS	#	3678	3505	47	126	10	1	2	2	1	0	3	0	1	0
	%	100.0	95.3	1.28	3.43	0.27	0.03	0.05	0.05	0.03	0.0	0.08	0.0	0.03	0.0

Table B3-1P: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF	Total by Disability Status					Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,47] Deafness	[23,25] Blindness	[28,32,38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dislocation of Limb/Spine				
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	# 222	211	3	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	95.05	1.35	3.6	0.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	# 83	77	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	92.68	2.44	4.88	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	# 41	34	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	82.93	9.76	7.32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	# 301	272	13	16	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 100.0	90.37	4.32	5.32	0.33	0.0	0.0	0.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	# 647	594	22	31	2	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 100.0	91.45	3.66	4.88	0.35	0.0	0.0	0.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	# 8596	8119	189	288	28	2	4	4	4	2	4	2	10	0	0	0	0	0
	% 100.0	94.45	2.19	3.36	0.32	0.02	0.05	0.05	0.05	0.02	0.05	0.02	0.12	0.0	0.02	0.0	0.0	0.0
3. Technicians	# 3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	66.67	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	# 506	478	9	19	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	94.47	1.78	3.75	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	# 58	54	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	93.1	0.0	6.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	# 54	51	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	94.44	1.85	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	# 48	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

9. Service Workers	#	157	151	1	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.18	0.64	3.18	0.64	0.64	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	90	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10090	9516	223	351	33	3	4	5	6	2	11	2	0	2	0	2	0	0
	%	100.0	94.31	2.21	3.48	0.33	0.03	0.04	0.05	0.06	0.02	0.11	0.02	0.0	0.02	0.0	0.02	0.0	0.0

Table B3-2P: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF	Total by Disability Status					Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,47] Deafness	[23,25] Blindness	[28,32,38] Missing Limbs	[54-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
1. Officials and Managers	#	222	3	8	1	0	0	0	0	0	0	0	0	0	0	0	0
- Executive/Senior Level (Grades 15 and Above)	%	2.22	1.35	2.28	3.03	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	83	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.80	0.45	0.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	41	0.90	1.14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.41	1.79	0.85	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	301	13	16	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	2.98	5.83	4.56	3.03	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	647	22	31	2	0	0	1	0	0	0	0	0	0	0	0	0
	%	6.40	9.87	8.83	6.06	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	8669	190	291	28	2	4	4	4	2	10	2	10	2	2	2	2
	%	85.92	85.2	82.91	84.85	66.67	100.0	80.0	66.67	100.0	90.91	0.0	100.0	0.0	100.0	0.0	0.0
3. Technicians	#	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.03	0.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	#	506	9	19	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.01	4.04	5.41	6.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6. Craft Workers	#	58	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.57	0.0	1.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	54	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.54	0.45	0.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.48	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B3-1T: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,47] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
1. Officials and Managers	# 16	14	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
- Executive/Senior Level (Grades 15 and Above)	% 100.0	87.5	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	# 19	17	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	89.47	5.26	5.26	5.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	# 35	31	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	88.57	2.86	8.57	8.57	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	# 5011	4865	32	114	4	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	97.09	0.64	2.27	0.08	0.0	0.0	0.0	0.0	0.0	0.0	0.08	0.0	0.0	0.0	0.0	0.0	0.0
3. Technicians	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	# 615	597	7	11	1	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	97.07	1.14	1.79	0.16	0.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.16	0.0
6. Craft Workers	# 4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	# 22	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B3-2T: OCCUPATIONAL GROUPS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underepresented data is shown in square brackets]

Occupational Category	Total WF		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[101] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23-25] Blindness	[28,32,38] Missing Limbs	[64-68] Partial Paralysis	[71-79] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	16	14	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.28	0.25	0.0	1.53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Mid-Level (Grades 13-14)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
- Other	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.3	2.44	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Officials and Managers TOTAL	#	35	31	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.61	0.55	2.44	2.29	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2. Professionals	#	5011	4865	32	114	4	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	%	86.8	86.86	78.05	87.02	80.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Administrative Support Workers	#	615	597	7	11	1	20.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0
	%	10.65	10.66	17.07	8.4	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
6. Craft Workers	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.07	0.05	0.0	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7. Operatives	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.39	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8. Laborers and Helpers	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.03	0.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

9. Service Workers	#	32	31	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	0.55	0.0	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10. Other (Unknown)	#	52	50	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.9	0.89	2.44	0.76	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WORKFORCE	#	5773	5601	41	131	5	0	0	0	0	0	0	0	0	4	0	0	1	0
	%	100.0	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0

Table B4-1P: PARTICIPATION RATES ACROSS ADMINISTRATIVELY DETERMINED (AD) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GW, SES and Related Grade	Total by Disability		Detail for Targeted Disabilities											
	Total #	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Fitness	[92] Distortion of Limb/Spine
AD - 00	# 210	202	1	7	0	0	0	0	0	0	0	0	0	0
	% 100.0	96.19	0.48	3.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 01	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	# 10	10	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	# 88	84	0	4	2	0	0	1	1	0	0	0	0	0
	% 100.0	95.45	0.0	4.55	2.27	0.0	0.0	1.14	1.14	0.0	0.0	0.0	0.0	0.0
AD - 04	# 20	19	0	1	0	0	0	0	0	0	0	0	0	0
	% 100.0	95.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	# 94	90	2	2	0	0	0	0	0	0	0	0	0	0
	% 100.0	95.74	2.13	2.13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 06	# 14	12	1	1	0	0	0	0	0	0	0	0	0	0
	% 100.0	85.71	7.14	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	# 16	16	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 08	# 24	24	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 11	# 252	236	3	13	0	0	0	0	0	0	0	0	0	0
	% 100.0	93.65	1.19	5.16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-2P: PARTICIPATION RATES ACROSS Administratively Determined (AD) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM SES and Related Grade	Total	Total by Disability Status			Detail for Targeted Disabilities												
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] convulsive Disorder	[90] Mental Retardation	[93] Mental Illness	[92] Distortion of Limb/Spine			
AD - 00	# 210	202	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 7.49	7.55	3.03	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 01	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.29	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 02	# 10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.36	0.37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 03	# 88	84	0	4	2	0	0	1	1	0	0	0	0	0	0	0	0
	% 3.14	3.14	0.0	4.08	22.22	0.0	50.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 04	# 20	19	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.71	0.71	0.0	1.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 05	# 94	90	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 3.35	3.37	6.06	2.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 06	# 14	12	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.5	0.45	3.03	1.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 07	# 16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.57	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 08	# 24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.86	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 09	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.29	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 11	# 252	236	3	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 8.98	8.83	9.09	13.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

AD - 12	#	159	147	1	11	3	0	1	0	0	0	0	1	0	1	0	0
	%	5.67	5.5	3.03	11.22	33.33	0.0	50.0	0.0	0.0	0.0	0.0	33.33	0.0	100.0	0.0	0.0
AD - 13	#	221	205	6	10	0	0	0	0	0	0	0	0	0	0	0	0
	%	7.88	7.67	18.18	10.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 14	#	682	655	6	21	1	0	0	0	0	0	0	1	0	0	0	0
	%	24.31	24.5	18.18	21.43	11.11	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0	0.0	0.0	0.0
AD - 15	#	201	191	3	7	1	0	0	0	0	0	0	1	0	0	0	0
	%	7.17	7.14	9.09	7.14	11.11	0.0	0.0	0.0	0.0	0.0	0.0	33.33	0.0	0.0	0.0	0.0
AD - 16	#	567	543	9	15	1	0	0	1	0	0	0	0	0	0	0	0
	%	20.21	20.31	27.27	15.31	11.11	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 17	#	151	149	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.38	5.57	0.0	2.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AD - 18	#	80	75	1	4	1	0	1	0	0	0	0	0	0	0	0	0
	%	2.85	2.8	3.03	4.08	11.11	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	#	2805	2674	33	98	9	0	2	2	1	1	0	3	0	1	0	0
	%	100.0	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	100.0	0.0	100.0	0.0	100.0	0.0	0.0

Table B4-2P: PARTICIPATION RATES ACROSS General Schedule (GS) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/Gr, SES, and related Grade	Total		Total by Disability Status				Detail for Targeted Disabilities								
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[15-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Fitness	[92] Distortion of Limb/Spine
GS - 01	1	0.16	1	0	0	0	0	0	0	0	0	0	0	0	0
			0.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03	2	0.32	2	0	0	0	0	0	0	0	0	0	0	0	0
			0.34	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	232	37.12	222	2	8	0	0	0	0	0	0	0	0	0	0
			37.56	13.33	42.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	62	9.92	60	0	2	0	0	0	0	0	0	0	0	0	0
			10.15	0.0	10.53	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06	114	18.24	112	2	0	0	0	0	0	0	0	0	0	0	0
			18.95	13.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	51	8.16	48	3	0	0	0	0	0	0	0	0	0	0	0
			8.12	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	37	5.92	36	0	1	0	0	0	0	0	0	0	0	0	0
			6.09	0.0	5.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	19	3.04	16	2	1	0	0	0	0	0	0	0	0	0	0
			2.71	13.33	5.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12	72	11.52	64	3	5	0	0	0	0	0	0	0	0	0	0
			10.83	20.0	26.32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-2P: PARTICIPATION RATES ACROSS Y GRADES- PERM by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

YD, YB, YF, YE, NO, YA, GM, YC, YL & YP	Total		Total by Disability Status				Detail for Targeted Disabilities								
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32,38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
EH-00	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NO-00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA-01	27	3.35	25	1	1	4	2	1	1	0	0	0	0	0	0
			3.41	4.0	2.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YA-02	377	46.77	341	10	26	66.67	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
			46.52	40.0	54.17	66.67	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
YA-03	78	9.68	75	1	2	0	0	0	0	0	0	0	0	0	0
			10.23	4.0	4.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YB-01	139	17.25	128	2	9	1	0	0	0	1	0	0	0	0	0
			17.46	8.0	18.75	16.67	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
YB-02	74	9.18	68	3	3	0	0	0	0	0	0	0	0	0	0
			9.28	12.0	6.25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YC-01	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YC-02	54	6.7	46	4	4	1	0	0	0	0	1	0	0	0	0
			6.28	16.0	8.33	16.67	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
YC-03	35	4.34	31	2	2	0	0	0	0	0	0	0	0	0	0
			4.23	8.0	4.17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YD-02	18	2.23	16	1	1	0	0	0	0	0	0	0	0	0	0
			2.18	4.0	2.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YD-03	1	0.12	1	0	0	0	0	0	0	0	0	0	0	0	0
			0.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-2P: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GR, SES, and Related Grade	Total		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[07] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[26-32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Arms/Spine
TP - 01	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 05	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
			0.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 09	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TP - 11	4838	4558	130	150	16	1	2	4	1	8	0	0	0	0	0
			87.22	87.84	86.21	94.12	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0
TP - 12	549	518	13	18	1	0	0	0	0	0	0	0	0	1	0

Table B4-2T: PARTICIPATION RATES ACROSS ADMINISTRATIVELY DETERMINED (AD) GRADES - TEMPORARY by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/EM/SES and Related Grade	Total by Disability Status				Detail for Targeted Disabilities									
	[05] No Disability	[01] Not Identified	[06-09] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-36] Missing Limbs	[64-66] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[99] Mental Retardation	[94] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	# 756	8	40	1	0	0	0	0	0	0	0	0	0	
	% 64.01	66.67	70.18	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	
AD - 01	# 3	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 02	# 3	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.25	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 03	# 66	2	2	0	0	0	0	0	0	0	0	0	0	
	% 5.59	16.67	3.51	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 04	# 0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 05	# 7	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.59	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 06	# 0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 07	# 0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 08	# 0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 09	# 105	0	4	0	0	0	0	0	0	0	0	0	0	
	% 8.89	0.0	7.02	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
AD - 11	# 66	0	3	0	0	0	0	0	0	0	0	0	0	
	% 5.59	0.0	5.26	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B4-2T: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM/SES and Related Grade	Total	Total by Disability Status			Detail for Targeted Disabilities													
		[05] No Disability	[03] Not Identified	[06-02] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28-32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine				
GS - 01	# 5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.58	1.32	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 02	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 2.53	2.63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 03	# 26	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 8.23	8.55	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 04	# 210	206	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 66.46	67.76	0.0	44.44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 05	# 48	45	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 15.19	14.8	0.0	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 06	# 14	13	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 4.43	4.28	33.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 07	# 3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.95	0.33	66.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 08	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 09	# 2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.63	0.33	0.0	11.11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 11	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GS - 12	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B4-2T: PARTICIPATION RATES ACROSS Y GRADES- TEMP by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

YD, YB, YE, YF, NO, YA, GM, YC, YI, & YP	Total		Total by Disability Status							Detail for Targeted Disabilities						
	#	%	[005] No Disability	[001] Not Identified	[00-94] Disability	Targeted Disability	[136-171] Deafness	[123-251] Blindness	[28-32, 361] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
EH-00	7		6	1	0	0	0	0	0	0	0	0	0	0	0	
		0.43	0.37	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
NO-00	10		10	0	0	0	0	0	0	0	0	0	0	0	0	
		0.61	0.62	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YA-01	5		5	0	0	0	0	0	0	0	0	0	0	0	0	
		0.3	0.31	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YA-02	20		19	1	0	0	0	0	0	0	0	0	0	0	0	
		1.22	1.18	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YA-03	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YB-01	1546		1510	9	27	2	0	0	0	0	0	1	0	1	0	
		93.92	94.08	75.0	93.1	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0	
YB-02	45		43	1	1	0	0	0	0	0	0	0	0	0	0	
		2.73	2.68	8.33	3.45	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC-01	1		1	0	0	0	0	0	0	0	0	0	0	0	0	
		100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC-02	1		1	0	0	0	0	0	0	0	0	0	0	0	0	
		0.06	0.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YC-03	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD-02	1		1	0	0	0	0	0	0	0	0	0	0	0	0	
		0.06	0.06	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
YD-03	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B4-2T: PARTICIPATION RATES ACROSS Teaching Position (TP) GRADES - TEMPORARY by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

GS/GM, SES, and Related Grade	Total		Total by Disability Status				Detail for Targeted Disabilities									
	#	%	[05] No Disability	[01] Not Identified	[06-04] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-66] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Emb/Spine	
TP - 01	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.04	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 06	#	2166	2123	14	29	1	0	0	0	0	0	0	0	0	0	
	%	84.05	83.95	100.0	85.29	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	
TP - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
TP - 11	#	389	385	0	4	1	0	0	0	0	0	0	0	0	0	
	%	15.1	15.22	0.0	11.76	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	
TP - 12	#	21	20	0	1	0	0	0	0	0	0	0	0	0	0	

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/WG, WL/WS, & Other Wage Grades	Total	Totally by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-09] Disability	Targeted Disability	[06-17] Deafness	[23-25] Blindness	[28-32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[30] Mental Retardation	[94] Mental Illness	[92] Distortion of Limb/Spine		
Grade - 01	# 4 % 100.0	4 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 02	# 151 % 100.0	145 96.03	1 0.66	5 3.31	1 0.66	1 0.66	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 03	# 39 % 100.0	39 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 04	# 0 % 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 05	# 11 % 100.0	11 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 06	# 2 % 100.0	2 100.0	1 50.0	1 50.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 07	# 52 % 100.0	48 92.31	1 1.92	3 5.77	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 08	# 15 % 100.0	15 100.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 09	# 10 % 100.0	8 80.0	0 0.0	2 20.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 10	# 23 % 100.0	22 95.65	0 0.0	1 4.35	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 11	# 0 % 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 12	# 0 % 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
Grade - 13	# 0 % 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY BY Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[25-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[72-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[93] Mental Illness	[92] Education or Family Sit.			
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	#	25	24	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	96.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - PERMANENT by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/WG, WL/WMS, & Other Wage Grades	Total		Total by Disability Status				Detail for Targeted Disabilities									
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28-32-36] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limbs/Span	
Grade - 01	4		4	0	0	0	0	0	0	0	0	0	0	0	0	
		%	1.37	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 02	151		145	1	5	1	1	1	0	0	0	0	0	0	0	
		%	49.19	50.0	41.67	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 03	39		39	0	0	0	0	0	0	0	0	0	0	0	0	
		%	12.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 04	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 05	11		11	0	0	0	0	0	0	0	0	0	0	0	0	
		%	3.58	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 06	2		1	0	1	0	0	0	0	0	0	0	0	0	0	
		%	0.65	0.0	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 07	52		48	1	3	0	0	0	0	0	0	0	0	0	0	
		%	16.94	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 08	15		15	0	0	0	0	0	0	0	0	0	0	0	0	
		%	4.89	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 09	10		8	0	2	0	0	0	0	0	0	0	0	0	0	
		%	3.26	0.0	16.67	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 10	23		22	0	1	0	0	0	0	0	0	0	0	0	0	
		%	7.49	0.0	8.33	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 11	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 12	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
		%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Grade - 13	0		0	0	0	0	0	0	0	0	0	0	0	0	0	

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - TEMPORARY by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

WD/WG, WL/WLS, & Other Wage Grades	Total	Total by Disability Status					Detail for Targeted Disabilities																		
		[95] No Disability	[04] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[26, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[8-21] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Disposition of Employment Status											
Grade - 01	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 02	# 25	24	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 47.17	47.06	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 03	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 3.77	3.92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 04	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 05	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 3.77	3.92	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 06	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 07	# 22	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 41.51	43.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 08	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 09	# 1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.89	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 10	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.89	1.96	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 11	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 12	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grade - 13	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - PERMANENT Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series Agency Rate Occupational CLF	Total		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[03] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
School Support (303)	#	181	169	3	9	0	0	0	0	0	0	0	0	0	0
	%	100.0	93.37	1.66	4.97	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Secretary (318- 326)	#	230	223	1	6	1	0	0	0	1	0	0	0	0	0
	%	100.0	96.96	0.43	2.61	0.43	0.0	0.0	0.0	0.43	0.0	0.0	0.0	0.0	0.0
Teachers (1700+)	#	8386	7935	183	268	23	0	2	4	4	1	11	0	1	0
	%	100.0	94.62	2.18	3.2	0.27	0.0	0.02	0.05	0.05	0.01	0.13	0.0	0.01	0.0
Laborers (3500+)	#	200	194	1	5	1	1	0	0	0	0	0	0	0	0
	%	100.0	97.0	0.5	2.5	0.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - TEMPORARY - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities																			
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32, 58] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Dislocation of Limb/Spine											
School Support (303)	# 242 % 100.0	237	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Secretary (318- 326)	# 330 % 100.0	97.93	0.41	1.65	0.41	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Teachers (1700+)	# 4996 % 100.0	96.67	1.52	1.82	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Laborers (3500+)	# 27 % 100.0	97.06	0.64	2.3	0.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.08	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		26	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		96.3	0.0	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - PERMANENT - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Applicants and Hires	Total by Disability Status			Detail for Targeted Disabilities									
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[26, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[95] Mental Illness	[92] Distortion of Limb/Spine
Schedule A													
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntarily Identified (Outside of Schedule A Applicants)													
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS - TEMPORARY - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Applicants and Hires	Total		Total by Disability Status					Detail for Targeted Disabilities						
	[05] No Disability	[01] Not Identified	[06-99] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[90] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A														
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B8-1: NEW HIRES - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Appointment	Total	Total by Disability Status					Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distraction of Limb/Spine				
Permanent	# 2482	2341	51	90	8	2	0	0	2	0	0	0	2	2	0	0	0	0
	% 100.0	94.32	2.05	3.63	0.32	0.08	0.0	0.0	0.08	0.0	0.0	0.0	0.08	0.08	0.0	0.0	0.0	0.0
Temporary	# 6919	6747	52	120	10	0	0	0	0	0	0	0	0	5	0	4	1	1
	% 100.0	94.32	2.05	3.63	0.32	0.08	0.0	0.0	0.08	0.0	0.0	0.0	0.08	0.08	0.0	0.0	0.0	0.0
Non - Appropriated	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	# 15863	15117	264	482	38	3	4	5	6	2	15	0	3	0	0	0.02	0.0	0.0
	% 100.0	95.3	1.66	3.04	0.24	0.02	0.03	0.03	0.04	0.01	0.09	0.0	0.02	0.09	0.0	0.0	0.02	0.0
Prior Year	% 100.0	95.72	1.48	2.81	0.28	0.01	0.03	0.02	0.06	0.01	0.08	0.0	0.05	0.08	0.0	0.0	0.05	0.01

Table B8-2: NEW HIRES - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Appointment	Total		Total by Disability Status					Detail for Targeted Disabilities							
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limbs/Space
Permanent	#	546	517	8	21	1	0	0	0	0	1	0	0	0	0
	%	17.02	16.67	28.57	26.92	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
Temporary	#	2662	2585	20	57	1	0	0	0	0	0	1	0	0	0
	%	82.98	83.33	71.43	73.08	50.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
Non - Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	#	3208	3102	28	78	2	0	0	0	0	1	1	0	0	0
	%	100.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0
Prior Year	%	100.0	96.67	1.1	2.23	0.19	0.02	0.0	0.02	0.02	0.07	0.0	0.04	0.01	0.01

Table B9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Job Title/Series	Total		Total by Disability Status							Detail for Targeted Disabilities						
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Job Series of Vacancy:																
Total Applications Received	#	100.0	152	5	10	0	0	0	0	0	0	0	0	0	0	
	%		91.02	2.99	5.99	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Qualified	#		0	0	0	0	0	0	0	0	0	0	0	0	0	
	%		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Selected	#		0	0	0	0	0	0	0	0	0	0	0	0	0	
	%		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Relevant Applicant Pool	%		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Job Series of Vacancy:																
Job Series of Vacancy:																

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Time in Grade	Total		Total by Disability Status							Detail for Targeted Disabilities						
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	(16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[51-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Employees Eligible for Career Ladder Promotions	#	11067	10452	241	374	35	3	4	5	6	2	13	0	2	0	
	%	100.0	94.44	2.18	3.38	0.32	0.03	0.04	0.05	0.05	0.02	0.12	0.0	0.02	0.0	
Time in grade in excess of minimum																
1 - 12 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
13 - 24 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
25 + months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Disability [OPM Form 256 Self-Identification Codes]

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Time In Grade	Total	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Fitness	[92] Distortion of Limb/Spine		
Relevant Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Grade(s) of Vacancy:

Table B12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Career Development Programs for GS 5 - 12, 13 - 15, and SES	Total by Disability Status				Detail for Targeted Disabilities								
	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16-17] Deafness	[23-25] Blindness	[28-32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Career Development Programs for GS 5 - 12:													
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 13 - 14:													
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Career Development Programs for GS 15 and SES:													
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table B13: EMPLOYEE RECOGNITION AND AWARDS BY DISABILITY

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Recognition or Award Program # Awards Given Total Cash	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23-25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-Off awards - 1-9 Hours															
Total Time-Off Awards 1-9 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Time-Off awards - 9+ Hours															
Total Time-Off Awards Over 8 hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Awards - \$100-\$500															
Total Cash Awards \$500 and under	#	3949	3733	103	113	2	20	2	3	1	4	4	6	0	0
	%	100	95	3	3	0	1	0	0	0	0	0	0	0	0
Total Amount	#	1404819.0	1327690.0	36939.0	40190.0	653.0	7279.0	522.0	1300.0	500.0	1211.0	1370.0	2245.0	0.0	0.0
Average Amount	#	355.74	355.66	358.63	355.66	326.5	363.95	326.5	433.33	500.0	302.75	342.5	374.17	0.0	0.0
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	1524	1412	47	65	1	3	1	1	0	0	0	0	1	0
	%	100.0	92.65	3.08	4.27	0.07	0.2	0.07	0.07	0.0	0.0	0.0	0.0	0.0	0.0
Total Amount	#	2251530.0	2089829.0	71704.0	89997.0	522.0	3756.0	522.0	2647.0	0.0	0.0	0.0	0.0	587.0	0.0
Average Amount	#	1477.38	1480.05	1525.62	1384.57	522.0	1252.0	522.0	2647.0	0.0	0.0	0.0	0.0	587.0	0.0
Quality Step Increases (QSIs):															
Total QSIs Awarded	#	178	164	6	8	1	1	0	1	0	0	0	0	0	0
	%	100.0	92.13	3.37	4.49	0.0	0.56	0.0	0.56	0.0	0.0	0.0	0.0	0.0	0.0
Total Benefit	#	178	164	6	8	1	1	0	1	0	0	0	0	0	0

Average Benefit	#	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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Table B14: SEPARATIONS by Type of Separation - Distribution by Disability

Plan Level: DODEA
 Analysis Level: DODEA
 Source of Data: 2007 DODEA personnel File

[Underrepresented data is shown in square brackets]

Type of Separation	Total		Total by Disability Status							Detail for Targeted Disabilities						
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Voluntary	#	889	856	16	17	2	0	0	0	0	0	2	0	0	0	
	%	100.0	96.29	1.8	1.91	0.22	0.0	0.0	0.0	0.0	0.0	0.22	0.0	0.0	0.0	
Involuntary (RIF)	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Separations	#	924	888	17	19	2	0	0	0	0	0	2	0	0	0	
	%	100.0	96.1	1.84	2.06	0.22	0.0	0.0	0.0	0.0	0.0	0.22	0.0	0.0	0.0	
Total workforce	#	10090	9516	223	351	33	3	4	5	6	2	11	0	2	0	
	%	100.0	94.31	2.21	3.48	0.33	0.03	0.04	0.05	0.06	0.02	0.11	0.0	0.02	0.0	
Involuntary (Other)	#	28	25	1	2	0	0	0	0	0	0	0	0	0	0	
	%	100.0	89.29	3.57	7.14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	