



United States
Department of
Agriculture

Grain Inspection,
Packers and Stockyards
Administration

Stop 3601, Room 2055-S
1400 Independence Ave., SW
Washington, DC 20250-3601

NOV 30 2012

TO: Joe Leonard, Jr., Ph.D.
Assistant Secretary for Civil Rights

FROM: Larry Mitchell 
Administrator

SUBJECT: Fiscal Year 2012 Management Directive 715 Report to Equal Employment
Opportunity Commission

The attached information responds to your request for GIPSA's annual Management Directive 715.

Please contact Kevin N. Smith at (202) 690-3640 should you have any questions or require any additional information.

Attachment

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, <u>2011</u> , to September 30, <u>2012</u>				
PART A Department or Agency Identifying Information	1. Agency		1. Department of Agriculture	
	1.a. 2 nd level reporting component		Grain Inspection, Packers and Stockyards Administration	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Ave SW	
	3. City, State, Zip Code		3. Washington, D.C. 20250	
	4. CPDF Code	5. FIPS code(s)	4. AG36	5. 11001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 667
	2. Enter total number of temporary employees			2. 88
	3. Enter total number employees paid from non-appropriated funds			3. 10
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 765
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Larry Mitchell Administrator Grain Inspection, Packers and Stockyards Administration	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official Official Title/series/grade		3. Kevin N. Smith Director 360-GS-15	
	4. Title VII Affirmative EEO Program Official		4. Linda Alston, EEO Specialist	
	5. Section 501 Affirmative Action Program Official		5.	
	6. Complaint Processing Program Manager		6.	
	7. Other Responsible EEO Staff		Dawn Cowan, EEO Specialist	

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

Grain Inspection, Packers and Stockyards Administration	For period covering October 1, <u>2011</u> , to September 30, <u>2012</u>
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EXECUTIVE SUMMARY

Mission

The United States Department of Agriculture’s (USDA) Grain Inspection, Packers and Stockyards Administration (GIPSA) facilitates the marketing of livestock, poultry, meat, cereals, oilseeds, and related agricultural products, and promotes fair and competitive trading practices for the overall benefit of consumers and American agriculture.

Self-Assessment

GIPSA has met 94% (100) of the 106 Essential Elements measures. Several of the measures identified in this report are beyond the control or not the responsibility of this Agency.

Workforce Analysis

At the end of FY 2012, the total of GIPSA’s total workforce was 765 employees. This is a net change of -3.53% (-28), a decrease from 793 total workforce at the end of FY 2011.

The participation rate for Women was 32.29% (247) of GIPSA’s workforce, a net change of -5.73% a decrease from FY 2011. The participation rate for Minorities was 41.57% (318) of the workforce; this is an increase of from the FY 2011 total of 40.10% – Black or African American 31.50% (241), Hispanics 3.40% (26), Asians 2.61% (20), American Indian/Alaska Natives (AI/AN) 1.31% (10), and Two or More Races 8.75% (21).

The participation rates for several protected minority groups exceeded the comparable Civilian Labor Force (CLF) – Black or African American males 20.39% compared to the CLF rate of 4.80%, Black or African American females 11.11% compared to the CLF rate of 5.70%; Two or More Races males 1.96% compared to the CLF rate of 0.80%; AI/AN males 0.78 compared to the CLF rate of 0.30%, and AI/AN females 0.52% compared to the CLF rate of 0.30%.

The total female and several minority categories were below their comparable CLF rates. Total Females 32.29% compared to the CLF rate of 46.80%, White females 17.52% compared to the CLF rate of 33.70%; Hispanic males 2.09% compared to the CLF rate of 6.20%; Hispanic females 1.31% compared to the CLF rate of 4.50%; Asian males 1.57% compared to the CLF rate of 1.90%; and Asian females 1.05% compared to the CLF rate of 1.70%.

Hispanic females, Asian males and Two or More Races males and females have shown increases in employment totals since the end of FY 2011.

Occupational Groups (Table A3)

Of the nine occupational groups, the majority of GIPSA’s 667 permanent employees 43.48% (290) are in the Operatives category; 24.44% (163) are in the Professional category and 22.79% (152) are in the Officials and Managers category.

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Grain Inspection, Packers and Stockyards Administration	For period covering October 1, <u>2011</u> , to September 30, <u>2012</u>
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EXECUTIVE SUMMARY

Grade Levels (Table A4)

The majority of GIPSA's 667 permanent employees are at the GS-09 grade level. Employees at the GS-09 grade level represent 22.19% (148) of grades 3 through 15.

Major Occupations (A6)

Mission critical occupations for GIPSA include 0110-Economist, 0343-Management Analyst, 0511-Auditor, 1101- Legal Specialist, 1146-Agricultural Marketing Specialist, 1980-Agricultural Commodity Grader (ACG), and 2210-Information Technology Specialist. ACGs have the largest representation in this category with a representation of 34.03% (227) of the permanent employees.

New Hires (Table A8)

Of the 47 permanent and temporary new hires 31.91% were females; 14.89% White females; 14.89% Black males; 10.64% Black females; Two or More Races male 6.98%; Asian females, Hispanic females, and AI/AN females categories each represented 2.13% of the new hires.

Employee With Disabilities (Table B1)

In FY 2012, 6.27% (48) of GIPSA's total workforce are classified as having a reported disability. The percent of employees with targeted disabilities totaled 0.13%, an increase from 0.00% in FY 2011. The Federal High rate for People with Targeted Disabilities is 2.00%.

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

I, Kevin N. Smith, Director GS-0360/15 am the
(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official Grain Inspection Packers and Stockyards Administration
for (Insert Agency/Component Name above)

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.

Kevin N. Smith

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

11/30/12

Date

[Signature]

Signature of Agency Head or Agency Head Designee

30 Nov 12

Date



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STOP 3601, Room 2055-S
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JUN 15 2012

TO: All GIPSA Employees

FROM: Larry Mitchell
Administrator 

SUBJECT: Civil Rights Policy Statement

As your Administrator, I am firmly committed to ensuring that the Grain Inspection, Packers and Stockyards Administration (GIPSA) adheres to all Federal civil rights laws, regulations, rules, policies, and procedures. I fully support GIPSA's compliance with civil rights and equal employment opportunity for all employees regardless of age, color disability, gender, national origin, race, religion, family, marital, or parental status, political belief, protected genetic information or sexual orientation.

There is no principle more important. We must comply with every aspect of our Nation's civil rights laws. To do otherwise is simply not acceptable and will not be tolerated. All GIPSA employees, especially managers and supervisors are expected to support and comply with the Secretary's Civil Rights Policy Statement and the principles underlying that statement.

Furthermore, I expect support for GIPSA's policy on Equal Employment Opportunity and for ensuring that the workplace is free of discrimination. All personnel practices, including recruitment, selection, training, promotions, and transfers are required to be free of discrimination. Reprisal of any kind will not be tolerated. Our policy at USDA is zero tolerance for any form of discrimination and this standard applies to every employee and every action. GIPSA will promptly pursue appropriate disciplinary action against any employee who engages in unlawful discrimination.

With your help and commitment, we can create a better workplace based on inclusion where all employees are respected; trusted, valued, and together we create a better Agency that delivers programs and services fairly and with equality and integrity.

I look forward to fulfilling this vision -- our goals -- together.

◆◆ *Treat Every Customer and Employee Fairly, Equitably, and with Dignity and Respect* ◆◆
Visit us on the Internet at www.gipsa.usda.gov Call the GIPSA Hotline at 1-800-998-3447



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GIPSA SEXUAL HARASSMENT POLICY STATEMENT

JUN 15 2012

As your Administrator, I am committed to creating a work environment that is free from discrimination and harassment. All employees have the right to work in an environment that is free from unsolicited and unwelcomed sexual overtures. All employees, especially managers and supervisors are responsible for establishing and maintaining a workplace free from discrimination, including sexual harassment.

GIPSA defines sexual harassment as: (a) participating in coercive or repeated unsolicited and unwelcome verbal comments, gestures, or physical comments of sexual nature; (b) using implicit or explicit coercive sexual behavior in the process or conducting agency business; (c) using implicit or explicit coercive sexual behavior to control, influence, or affect the career, salary, or job of an employee; or (d) displaying of material in the office or via e-mail on the internet that contains offensive images or textual references that are of a sexual nature.

Sexual harassment may include, but is not limited to, the use of sexual references that are overheard and found to be offensive by an employee or customer, the displaying of a poster that is found to be offensive by an employee or customer, or the physical cornering or trapping of an employee or customer. Although reports of sexual harassment are often filed by a woman against a man, reports have also been filed by a man against a woman, a man against a man, and a woman against a woman.

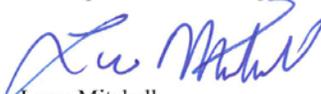
Sexual harassment is illegal according to title VII of the Civil Rights Act of 1964(as amended) and will not be tolerated. All GIPSA employees are responsible for managing their behavior and for immediately reporting any allegations of sexual harassment. A substantiated sexual harassment complaint will receive swift, consistent and fair resolution. Discipline may include letters of reprimand, suspensions, or removal. Reports of sexual harassment may be made to any of the following: (a) the harasser's supervisor; (b) GIPSA's Civil Rights Staff (202-720-0216); (c) the USDA Inspector General (OIG) Hotline (calls may be made anonymously; 1-800-424-9121 or 202-690-1202 TTY); or (d) the Federal Women's' Program (FWP) manager.

The reason that sexual harassment is of particular concern in GIPSA is that its consequences are harmful to individuals and the workplace environment. For the individual, emotions or physical pain may result in costs to managers and to the Agency; may include a poor public image; absenteeism; and high employee turnover rate. Supervisors are particularly charged with establishing and maintaining a safe productive workplace that is free of sexual harassment. Managers and supervisors who tolerate sexual harassment or fail to take appropriate action on reports of such incidents will be subject to disciplinary action.

Prevention is the best tool to eliminate sexual harassment. Managers must clearly communicate to employees that sexual harassment will not be tolerated. Employees may attend training on sexual harassment prevention. Training materials are available from the Civil Rights Office.

I am confident that you will continue to work with me to make GIPSA a workplace free of discrimination and harassment (sexual and non-sexual).

Please post this notice in prominent locations at all GIPSA worksites.



Larry Mitchell
Administrator

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GIPSA Anti-Harassment Policy Statement

JUN 15 2012

GIPSA is committed to preventing and elimination all types of workplace harassment based upon race, religion, color, sex, age, national origin, disability, reprisal, sexual orientation, gender identity and/or expression, marital, parental or familial status, protected genetic information, or receipt of public assistance. USDA's Cultural Transformation initiative is a call to action to transform our policy into practice as we create a workplace where all employees are treated with dignity and respect. Creating this inclusive workplace culture is the responsibility of each and every GIPSA employee. Any actions that are contrary to this mission, vision, and shared values of the Agency are unacceptable.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual; has the purpose or effect of creating an intimidating, hostile, or offensive work environment; unreasonably interfering with an individual's work performance; or otherwise adversely affects employment opportunities. Harassing conduct includes, but is not limited to epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, and written or graphic material that denigrated or shows hostility or aversion toward an individual or group.

Employees seeking relief from harassment based on sex, with or without sexual conduct, race, color, religion, national origin, age, disability, sexual orientation, marital or parental status must contact the Civil Rights Staff at (202-720-0216) within 45 calendar days of an alleged incident. All other allegations of harassment should be reported to a supervisor or manager.

Complaints of harassment may be expressed by an employee, applicant, or beneficiary of a GIPSA program or activity without fear of retaliation. All acts of retaliation must be reported immediately through the appropriate forum indicated in the previous paragraph. All allegations will be investigated, and any individual(s) found to have violated prohibitions on harassment will be subject to disciplinary action.

Enforcement guidance from the Equal Employment Opportunity Commission on employer liability for acts of harassment states that "An employer is always liable for harassment by a supervisor on prohibited basis that culminates in a tangible employment action." Tangible employment actions include: hiring and firing; promotion and failure to promote; demotion; undesirable reassignment; a decision causing significant change in benefits; compensation decisions; and work assignment. The guidance also provides that **"in some circumstances, an employer may be subject to vicarious liability for harassment by a supervisor who does not have actual authority over the employee."**

This policy statement must be posted and disseminated to all employees. Prevention is the most effective tool to successfully eliminate harassment in the workplace.



Larry Mitchell
Administrator

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EEOC FORM 715-01 PART G	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	The Agency Head was installed on <u>June 2012</u> . The EEO policy statement was issued on <u>June 2012</u> . 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		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		
	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 report
		Yes	No	
 Measures				
	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	
 Measures				
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		Agency Newsletter, Civil Rights Policy Statement, and EEO Climate Assessments.
Describe what means were utilized by the agency to 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 available on the World Wide Web or Internet?		X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		

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?			N/A
	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?			N/A
	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
		Yes	No	
 Measures				
	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 Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		
	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		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		

Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
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
 Measures		Yes	No	
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
		Yes	No	
 Measures				
	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
		Yes	No	
 Measures				
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	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		

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination		X		

under Title VII and the Rehabilitation Act?				
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
 Measures		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: <i>We follow up with the complaint investigators according to the requirements outlined in our Statement of Work, whereby time frames are adhered to. Contractors are also made aware of EEOC and GIPSA's requirements for submitting reports timely. GIPSA does not make use of contract counselors.</i>				
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		
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		

When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	USDA, Office of Civil Rights responsibility.
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		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?			X	USDA, Office of Civil Rights responsibility.
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	USDA, Office of Civil Rights responsibility. GIPSA Civil Rights tracks and monitors.
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		X		

to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?				
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 report
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?			X	We have control over submission, but no control over the process.

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.		Director of Civil Rights or Complaints Manager		
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	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Grain Inspection, Packers and Stockyards Administration		FY <u>2012</u>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Any unmet measures have been addressed on EEOC Form 715-01 Part G.	
OBJECTIVE:		
RESPONSIBLE OFFICIAL:		
DATE OBJECTIVE INITIATED:		
TARGET DATE FOR COMPLETION OF OBJECTIVE:		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
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EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Grain Inspection, Packers and Stockyards Administration		FY <u>2012</u>
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?	<p>An analysis of GIPSA's workforce tables shows a low rate of People with Targeted Disabilities (PWTB), Hispanic or Latino males and females, White females, and Asian males and females.</p> <p>Females: White females represent 17.52% of the total workforce, 16.18% below the CLF percentage.</p> <p>Hispanics: Males represent 2.09% of GIPSA's total workforce, 4.11% below the CLF percentage; and females represent 1.31%, 3.19% below the CLF percentage.</p> <p>Asian: males represent 1.57% of the total workforce 0.33% below the CLF percentage; and females represent 1.05% 0.65% below the CLF percentage.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>An analysis of Table B-1 shows that GIPSA employment of PWTB, Hispanic or Latino males and females, White females and Asian males and females are below the Civilian Labor Force percentages for their group. Although the percentage increased slightly, PWTB is below the targeted Federal High of 2.00% for FY 2012.</p>	
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.		
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>GIPSA has developed a Recruitment and Retention Plan. Teams have been selected to address the issues of Recruitment and Outreach, Leadership, Commitment & Accountability, and Employment Retention & Development. Each team is developing a tool kit to assist hiring managers to recruit, retain and develop leadership skills in employees.</p>	
RESPONSIBLE OFFICIAL:	Civil Rights Staff, Recruitment & Retention Team, GIPSA Senior Leadership	
DATE OBJECTIVE INITIATED:	October 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop and implement recruitment and outreach Tool Kit for hiring managers that will provide them with a series of steps to reach underrepresented groups.	September 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>During FY 2012 GIPSA hired 47 permanent and temporary employees. Minorities represented 42.55% of new hires, an increase from FY 2011's 39.13%. Veteran's represented 21.28% of the new hires, up from 7.25% in FY 2011. The number of Veteran's hires increased from 5 in FY 2011 to 10 in FY 2012. Hispanic, Asian, and American Indian females increased slightly in FY 2012.</p> <p>Each quarter, managers are provided with a profile of their individual offices by race, grade, occupation, veteran status, and disability. A Metropolitan Statistical Area (MSA) CLF is provided to the managers so they can compare their office with the CLF of their local area. One of the goals is to get their offices to look like the local area of the specific office, which in turn will help GIPSA reach the national CLF percentages. They are also provided a profile of their office along with the number to reach parity of underrepresented groups and local resources the manager can use to increase diversity within their office. The hope is that the managers will use the additional resources for recruitment instead of continuing to use the resources they have usually used.</p> <p>Currently, GIPSA has not met our recruitment target/goals for the Agency with targeted disabilities, Hispanics, Asians, White Females, or Veteran's (GIPSA's goal was 17%, we were at 15%) to occupy positions. Therefore, GIPSA has developed a recruitment plan that outlines the goals and strategies that will be used to recruit qualified applicants for FY 2013. Three teams were formed to focus on the key components of the plan. The Leadership and Accountability Team will ensure hiring managers evaluate the use of special hiring authorities for new position announcements; develop means to analyze and proactively monitor human capital planning needs, development a Recruitment Took Kit that will provide steps to reach each of the underrepresented groups, and review results of recruitment activities and identify what recruit sources lead to a larger number of qualified hires. The Recruitment and Outreach Team will build partnerships with colleges, organizations supporting underrepresented groups and with other professional employee associations to promote GIPSA as an employer of choice and share knowledge about GIPSA career occupations and increase the use of special hiring authorities for Veterans and People with Disabilities. The Employee Retention and Development Team's goal is develop strategies that will retain top quality employees to ensure a diverse talent pool for future succession planning. The Plan is currently in review stage.</p>		

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Grain Inspection, Packers and Stockyards Administration		FY <u>2012</u>
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?	An overall low participation rate of disabled Veterans and People with Targeted Disabilities (PWTD). GIPSA is below the USDA targeted goal of 12% for Veterans and the Federal High goal of 2% for PWTD	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	An analysis of table A4-1 Participation Rates for General Schedule Grades by Race/Ethnicity and Sex for permanent employees.	
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.		
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop, promote, and retain current Veterans, continue to use Special Hiring Authorities such as the Veteran's Recruitment Authority and Appointments of People with Disability programs.	
RESPONSIBLE OFFICIAL:	Civil Rights Staff, Training Staff	
DATE OBJECTIVE INITIATED:	October 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Recruit disabled Veterans to reach the USDA goal of 12%. Continue to develop and promote disabled Veterans to equip them with skills to fill supervisory and managerial job openings.	September 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>In FY 2012, out of the 48 new hires for GIPSA, 20.83% were disabled veterans, a 12.36% increase over FY 2011. The disabled veteran new hires included 5-point and 10-point compensable and 10-point 30% compensable disability preferences.</p> <p>In FY 2012, there were 115 promotions for permanent employees. Veteran's represented 6.09% of the promotions. This is a slight increase over FY 2011's 6.05%.</p> <p>GIPSA has 94% completion rate, out of 111 managers and officials scheduled to complete Veteran Employment Training.</p> <p>Of the 64 disabled Veterans, 53.13% are in grades GS 09-12, an increase from FY 2011 of 48.75%; 25% are in grade GS 05-08. There was an increase to 18.75% in grades 13-15, up from 17.50% in FY 2011.</p> <p>GIPSA has developed a Leadership Development Program for 2012. This offering consists of two one-week sessions: one for employees and a second session for supervisors. This program is consistent with the GIPSA succession plan, as 40 percent of employees in GIPSA will be retirement eligible in the next 3 years with managers and supervisors expected to have a higher rate of eligibility of over 60 percent. As such, the number of retirements is expected to accelerate, and existing employees and supervisors will need to be equipped to fill supervisory, managerial, and other job openings.</p> <p>Of the 65 employees who attended supervisory, management, or leadership development training 7.69% were Veteran's and 3.08% have a rating of 30% or more Disabled.</p>		

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. Grain Inspection, Packers and Stockyards Administration						
	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	793	100.0	765	100.0	-28	3.53	
	Reportable Disability	36	4.54	48	6.27	12	33.33	
	Targeted Disability*	0	0.0	0	0.00	1	100.00	
	* 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.					Data not available		
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	81	Targeted disabilities data for applicants is not captured pursuant to a Departmental decision.							
4. Non-Competitive Promotions	106	6	5.66	0	0.00	2	1.89	98	94.45
5. Employee Career Development Programs	40	0	0.00	4	10.00	0	0.00	36	90.00
5.a. Grades 5 - 12	25	0	0.00	1	4.00	0	0.00	24	96.00
5.b. Grades 13 - 14	14	0	0.00	3	21.43	0	0.00	11	78.57
5.c. Grade 15/SES	1	0	0.00	0	0.00	0	0.00	1	100.00
6. Employee Recognition and Awards	499	25	5.01	0	0.00	34	6.81	440	88.18
6.a. Time-Off Awards (Total hrs awarded)	758.0	38.0	5.01	0	0.00	80.0	10.55	640.0	84.43
6.b. Cash Awards (total \$\$\$ awarded)	\$332,375	\$16,591	4.99	0	0.00	\$14,514	4.37	\$301,270	93.45
6.c. Quality-Step Increase	18	0	0.00	0	0.00	1	5.56	17	94.44

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>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 effect 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.</p> <p>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.</p>

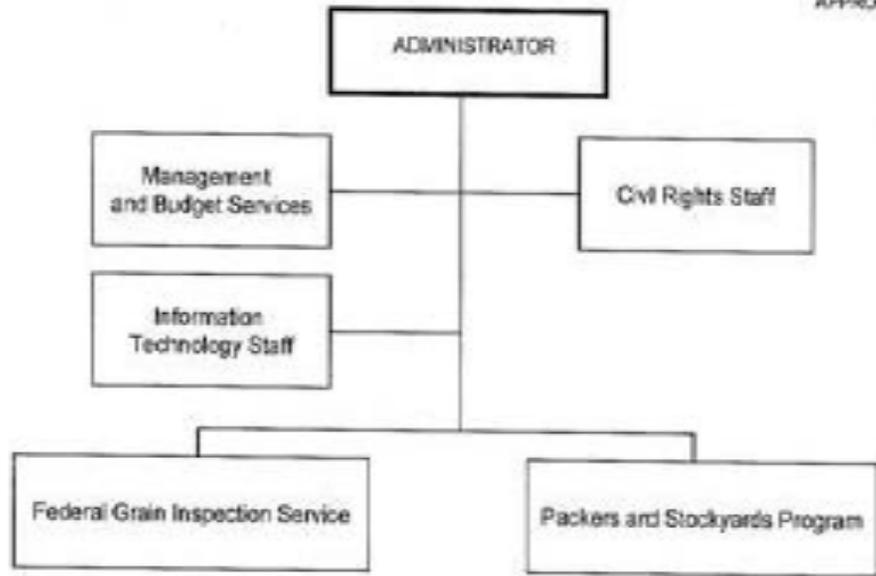
U.S. DEPARTMENT OF AGRICULTURE
 GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

RECOMMENDED: *J. Dudley Butler* JUN 29 2009
Administrator

CONCURRED: *C. [Signature]* JUN 29 2009
Deputy Under Secretary, MRP

APPROVED: _____
Assistant Secretary for Administration

DATE: _____



The Grain Inspection, Packers and Stockyards Administration (GIPSA) facilitates the marketing of livestock, poultry, meat, cereals, oilseeds, and related agricultural products, and promotes fair and competitive trading practices for the overall benefit of consumers and American agriculture.

Supersedes GIPSA chart dated July 31, 2005.

Grain Inspection, Packers and Stockyards Administration

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex FY 2012

		TOTAL WORKFORCE			RACE/ETHNICITY															
					Hispanic or Latino		Non-Hispanic or Latino										American Indian or Alaska Native		Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
							male	female	male	female	male	female	male	female	male	female				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
TOTAL																				
FY 2011	#	793	531	262	20	7	324	151	156	87	12	9	-	-	8	4	11	4		
	%	100.00	66.96	33.04	2.52	0.88	40.86	19.04	19.67	10.97	1.51	1.13	-	-	1.01	0.50	1.39	0.50		
FY 2012	#	765	518	247	16	10	313	134	156	85	12	8	-	-	6	4	15	6		
	%	100.00	67.71	32.29	2.09	1.31	40.92	17.52	20.39	11.11	1.57	1.05	-	-	0.78	0.52	1.96	0.78		
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%		
Difference	#	-28	-13	-15	-4	3	-11	-17	0	-2	0	-1	-	-	(2)	0	4	2		
Ratio	%	0.00	0.75	-0.75	-0.43	0.42	0.06	-1.53	0.72	0.14	0.06	-0.09	-	-	-0.22	0.02	0.57	0.28		
Net Change	%	-3.53	-2.45	-5.73	-20.00	42.86	-3.40	-11.26	0.00	-2.30	0.00	-11.11	-	-	-25.00	0.00	36.36	50.00		
PERMANENT																				
FY 2011	#	691	458	233	15	6	280	130	140	82	10	9	-	-	7	3	6	3		
	%	100.00	66.28	33.72	2.17	0.87	40.52	18.81	20.26	11.87	1.45	1.30	-	-	1.01	0.43	0.87	0.43		
FY 2012	#	667	447	220	13	10	267	117	139	78	10	8	-	-	6	2	12	5		
	%	100.00	67.02	32.98	1.95	1.50	40.03	17.54	20.84	11.69	1.50	1.20	-	-	0.90	0.30	1.80	0.75		
Difference	#	-24	-11	-13	-2	4	-13	-13	-1	-4	0	-1	-	-	(1)	(1)	6	2		
Ratio	%	0.00	0.74	-0.74	-0.22	0.63	-0.49	-1.27	0.58	-0.17	0.05	-0.10	-	-	-0.11	-0.13	0.93	0.32		
Net Change	%	-3.47	-2.40	-5.58	-13.33	66.67	-4.64	-10.00	-0.71	-4.88	0.00	-11.11	-	-	-14.29	-33.33	100.00	66.67		
TEMPORARY																				
FY 2011	#	87	66	21	4	-	43	18	14	2	-	-	-	-	1	-	4	1		
	%	100.00	75.86	24.14	4.60	-	49.43	20.69	16.09	2.30	-	-	-	-	1.15	-	4.60	1.15		
FY 2012	#	88	64	24	3	-	44	17	15	4	-	-	-	-	2	2	2	1		
	%	100.00	72.73	27.27	3.41	-	50.00	19.32	17.05	2.00	-	-	-	-	2.27	2.27	2.27	1.14		
Difference	#	1	-2	3	-1	-	1	-1	1	2	-	-	-	-	-1	2	-2	0		
Ratio	%	0.00	-3.13	3.13	-1.19	-	0.57	-1.37	0.95	-0.30	-	-	-	-	-1.15	2	(2.32)	(0.01)		
Net Change	%	0.01	-3.03	14.29	-25.00	-	2.33	-5.56	7.14	100.00	-	-	-	-	-100.00	-	-50.00	0.00		
NON-APPROPRIATED																				
FY 2011	#	15	7	8	1	1	1	3	2	3	2	-	-	-	-	1	1	-		
	%	100.00	46.67	53.33	6.67	6.67	6.67	20.00	13.33	20.00	13.33	-	-	-	-	6.67	6.67	-		
FY 2012	#	10	7	3	-	-	2	-	2	3	2	-	-	-	-	-	1	-		
	%	100.00	70.00	30.00	-	-	22.00	-	20.00	30.00	20.00	-	-	-	-	-	10.00	-		
Difference	#	-5	0	-5	-1	-1	1	-3	-	-	-	-	-	-	-	-1	0	-		
Ratio	%	0.00	23.33	-23.33	-6.67	(6.67)	15.33	-20.00	6.67	10.00	6.67	-	-	-	-	(6.67)	3.33	0.00		
Net Change	%	-0.33	-	-62.50	-100	(100.00)	100.00	-100.00	0.00	0.00	-	-	-	-	-	(100.00)	0.00	0.00		

Grain Inspection , Packers and Stockyards Administration

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex FY 2012

Permanent Employees		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	667	447	220	13	10	267	117	139	78	10	8	-	-	6	2	12	5
	%	100.00	67.02	32.98	1.95	1.50	40.03	17.54	20.84	11.69	1.50	1.20	-	-	0.90	0.30	1.80	0.75
CLF 2000		100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Office of the Administrator	#	30	12	18	1	2	5	7	3	8	2	1	-	-	-	-	1	-
	%	100.00	40.00	60.00	3.33	6.67	16.67	23.33	10.00	26.67	0	3.33	-	-	-	-	3.33	-
Grain Inspection	#	487	353	134	9	4	193	75	126	49	8	3	-	-	6	1	11	2
	%	100.00	72.48	27.52	1.85	0.82	39.63	15.40	25.87	10.06	1.64	0.62	-	-	1.23	0.21	2.26	0.04
Packers and Stockyards Program	#	150	82	68	3	4	69	35	10	21	-	4	-	-	-	1	-	3
	%	100.00	54.67	45.33	2.00	2.67	46.00	23.33	6.67	14.00	-	2.67	-	-	-	0.67	-	2.00

Grain Inspection, Packers and Stockyards Administration

Table A3-2 OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Employees - FY 2012

Occupational Categories	TOTAL PERMANENT EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	#	13	11	2	-	-	9	2	2	-	-	-	-	-	-	-	-
	%	1.95	2.46	0.91	-	-	3.37	1.71	1.44	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	36	30	6	1	-	25	5	3	1	1	-	-	-	-	-	-
	%	5.40	6.71	2.73	7.69	-	9.36	4.27	2.16	1.28	10.00	-	-	-	-	-	-
First-Level (Grades 12 and Below)	#	53	47	6	1	-	15	5	27	1	2	-	-	-	1	-	1
	%	7.95	10.51	2.73	7.69	-	5.62	4.27	19.42	1.28	20.00	-	-	-	16.67	-	8.33
Other Officials and Managers	#	50	23	27	1	2	21	18	1	7	-	-	-	-	-	-	-
	%	7.50	5.15	12.27	7.69	20.00	7.87	15.38	0.72	8.97	-	-	-	-	-	-	-
Officials and Managers - TOTAL	#	152	111	41	3	2	70	30	33	9	3	-	-	-	1	-	1
	%	22.79	24.83	18.64	23.08	20.00	26.22	25.64	23.74	11.54	30.00	-	-	-	16.67	-	8.33
2. Professionals	#	163	103	60	3	3	83	35	10	12	4	6	-	-	1	1	2
	%	24.44	23.04	27.27	23.08	30.00	31.09	29.91	7.19	15.38	40.00	75.00	-	-	16.67	50.00	16.67
3. Technicians	#	14	10	4	-	-	8	3	1	1	-	-	-	-	-	-	1
	%	2.10	2.24	1.82	-	-	3.00	2.56	0.72	1.28	-	-	-	-	-	-	8.33
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	48	4	44	-	3	-	24	2	15	1	1	-	-	-	-	1
	%	7.20	0.89	20.00	-	30.00	-	20.51	1.44	19.23	10.00	12.50	-	-	-	-	8.33
6. Craft Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	290	219	71	7	2	106	25	93	41	2	1	-	-	4	1	7
	%	43.48	48.99	32.27	53.85	20.00	39.70	21.37	66.91	52.56	20.00	12.50	-	-	66.67	50.00	58.33
8. Laborers and Helpers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	667	447	220	13	10	267	117	139	78	10	8	-	-	6	2	12
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-	-	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A4-2P: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - PERMANENT by Race/Ethnicity and Sex - FY 2012

GS/GM, SES, AND RELATED GRADES		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-03	#	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	0.15	0.22	-	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-
GS-04	#	5	2	3	-	-	2	2	-	1	-	-	-	-	-	-	-	-
	%	0.75	0.45	1.36	-	-	40.00	40.00	-	20.00	-	-	-	-	-	-	-	-
GS-05	#	70	46	24	-	1	16	5	25	15	-	1	-	-	1	1	4	1
	%	10.49	10.29	10.91	-	1.43	22.86	7.14	35.71	21.43	-	1.43	-	-	1.43	1.43	5.71	1.43
GS-06	#	62	37	25	1	1	14	10	18	14	-	-	-	-	1	-	3	-
	%	9.30	8.28	11.36	1.61	1.61	22.58	16.13	29.03	22.58	-	-	-	-	1.61	-	4.84	-
GS-07	#	44	20	24	2	2	10	16	6	4	1	1	-	-	-	-	1	1
	%	6.60	4.47	10.91	4.55	4.55	22.73	36.36	13.64	9.09	2.27	2.27	-	-	-	-	2.27	2.27
GS-08	#	16	1	15	-	1	-	6	1	8	-	-	-	-	-	-	-	-
	%	2.40	0.22	6.82	-	6.25	-	37.50	6.25	50.00	-	-	-	-	-	-	-	-
GS-09	#	148	108	40	3	1	61	21	39	16	2	2	-	-	3	-	-	-
	%	22.19	24.16	18.18	2.03	0.68	41.22	14.19	26.35	10.81	1.35	1.35	-	-	2.03	-	-	-
GS-10	#	6	6	-	-	-	2	-	4	-	-	-	-	-	-	-	-	-
	%	0.90	1.34	-	-	-	33.33	-	66.67	-	-	-	-	-	-	-	-	-
GS-11	#	80	66	14	1	-	31	9	27	4	4	1	-	-	1	-	2	-
	%	11.99	14.77	6.36	1.25	-	38.75	11.25	33.75	5.00	5.00	1.25	-	-	1.25	-	2.50	-
GS-12	#	113	70	43	1	2	61	26	8	10	-	2	-	-	-	1	-	2
	%	16.94	15.66	19.55	0.88	1.77	53.98	23.01	7.08	8.85	-	1.77	-	-	-	0.88	-	1.77
GS-13	#	67	47	20	4	2	34	13	5	3	2	1	-	-	-	-	2	1
	%	10.04	10.51	9.09	5.97	2.99	50.75	19.40	7.46	4.48	2.99	1.49	-	-	-	-	2.99	1.49
GS-14	#	41	31	10	1	-	26	7	3	3	1	-	-	-	-	-	-	-
	%	6.15	6.94	4.55	2.44	-	63.41	17.07	7.32	7.32	2.44	-	-	-	-	-	-	-
GS-15	#	10	9	1	-	-	7	1	2	-	-	-	-	-	-	-	-	-
	%	1.50	2.01	0.45	-	-	70.00	10.00	20.00	-	-	-	-	-	-	-	-	-
All other (unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	4	3	1	-	-	3	1	-	-	-	-	-	-	-	-	-	-
	%	0.60	0.67	0.45	-	-	75	25	-	-	-	-	-	-	-	-	-	-
TOTAL	#	667	447	220	13	10	267	117	139	78	10	8	-	-	6	2	12	5
	%	100.00	100.00	100.00	18.73	19.27	534.61	257.06	353.26	159.56	14.05	9.57	-	-	6.32	2.31	18.31	6.96

NOTE: Percentages computed down columns and NOT across rows.

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A4-2T: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/Ethnicity and Sex - FY 2012

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-02	#	2	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	
	%	2.27	3.13	-	33.33	-	-	-	7	-	-	-	-	-	-	-	-	
GS-03	#	25	22	3	1	-	14	2	6	1	-	-	-	-	-	-	1	
	%	28.41	34.38	12.50	33.33	-	31.82	11.76	40.00	25	-	-	-	-	-	-	50.00	
GS-04	#	31	22	9	-	-	17	7	5	1	-	-	-	-	-	1	-	
	%	35.23	34.38	37.50	-	-	38.64	41.18	33.33	25.00	-	-	-	-	-	50.00	-	
GS-05	#	27	15	12	1	-	10	8	3	2	-	-	-	-	1	1	1	
	%	30.68	23.44	50.00	33.33	-	22.73	47.06	20.00	50.00	-	-	-	-	50.00	50.00	100.00	
GS-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-09	#	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	
	%	2.27	3.13	-	-	-	4.55	-	-	-	-	-	-	-	-	-	-	
GS-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-13	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
	%	1.14	1.56	-	-	-	2.27	-	-	-	-	-	-	-	-	-	-	
GS-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GS-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All other (unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senior Ex. Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	#	88	64	24	3	-	44	17	15	4	-	-	-	-	2	2	1	
	%	100.00	100.00	100.00	100.00	-	100.00	100.00	100.00	100.00	0.00	-	0.00	-	100	100.00	100.00	

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - FY 2012 (Perm)

Series/Job Title		Permanent Employees			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0110 - Economist	#	11	6	5	-	-	6	2	-	2	-	1	-	-	-	-	-	-
	%	100.00	54.55	45.45	-	-	54.55	18.18	-	18.18	-	9.09	-	-	-	-	-	-
<i>Occupational CLF</i>		100%	53.15%	46.86%	3.36%	3.39%	40.18%	33.35%	3.74%	4.50%	0.51%	0.34%	4.14%	4.26%	0.10%	0.04%	1.12%	0.98%
0343 -Management Analyst	#	16	2	14	-	1	2	11	-	2	-	-	-	-	-	-	-	-
	%	100.00	12.50	87.50	-	6.25	12.50	68.75	-	12.50	-	-	-	-	-	-	-	-
<i>Occupational CLF</i>		100%	61.20%	38.50%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.70%	0.50%
0511 Auditor	#	25	17.3	8	1	-	13	2	3	4	-	1	-	-	-	-	-	1
	%	100.00	68.38	31.62	3.95	-	51.38	7.91	13.04	15.81	-	3.95	-	-	-	-	-	3.95
<i>Occupational CLF</i>		100%	85.29%	14.71%	1.39%	0.53%	79.53%	13.25%	1.80%	0.23%	1.32%	0.30%	0.34%	0.23%	0.01%	0.00%	0.90%	0.17%
1101 - Legal Specialist	#	11	6	5	-	-	6	2	-	2	-	1	-	-	-	-	-	-
	%	100.00	54.55	45.45	-	-	54.55	18.18	-	18.18	-	9.09	-	-	-	-	-	-
<i>Occupational CLF</i>		100%	43.20%	56.50%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
1146 - Ag. Marketing Specialist	#	97	61	36	2	3	51	23	7	5	-	2	-	-	-	1	1	2
	%	100.00	62.89	37.11	2.06	3.09	52.58	23.71	7.22	5.15	-	2.06	-	-	-	1.03	1.03	2.06
<i>Occupational CLF</i>		100%	44.69%	55.32%	2.80%	4.31%	36.99%	42.64%	3.04%	5.38%	0.13%	0.22%	1.19%	1.88%	0.04%	0.08%	0.50%	0.81%
1980 - Ag. Commodity Grader	#	227	196	31	7	-	102	17	77	14	4	-	-	-	3	-	3	-
	%	100.00	86.34	13.66	3.08	-	44.93	7.49	33.92	6.17	1.76	-	-	-	1.32	-	1.32	-
<i>Occupational CLF</i>		100%	43.42%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	0.24%	0.40%	2.57%	2.34%	0.07%	0.08%	0.67%	0.94%
2210 - IT Specialist	#	22	16	6	1	-	10	4	2	1	2	1	-	-	-	-	1	-
	%	100.00	72.73	27.27	4.55	-	45.45	18.18	9.09	4.55	9.09	4.55	-	-	-	-	4.55	-
<i>Occupational CLF</i>		100%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	0.24%	0.11%	7.40%	2.89%	0.05%	0.02%	1.23%	0.45%

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - FY 2012 (Temp)

Series/Job Title		Temporary Employees			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
Occupational CLF		100%	44.69%	55.32%	2.80%	4.31%	36.99%	42.64%	3.04%	5.38%	1.19%	1.88%	0.04%	0.08%	0.13%	0.22%	0.50%	0.81%
1980 - Ag. Commodity Grader	#	3	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	43.42%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%

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Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - FY 2012 (Perm)

Employment Tenure	TOTAL		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Job Title/Series: 1146 - Grain Marketing Specialist																		
Total Received*	#	26																
Voluntarily Identified	#	12	10	2	-	-	7	1	2	1	-	-	-	-	-	-	1	-
	%	100.00	83.33	16.67	-	-	58.33	8.33	16.67	8.33	-	-	-	-	-	-	8.33	-
Qualified of those Identified	#	9	7	2	-	-	5	1	2	1	-	-	-	-	-	-	-	-
	%	100.00	77.78	22.22	-	-	55.56	11.11	22.22	11.11	-	-	-	-	-	-	-	-
Selected of those Identified	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
CLF		100%	44.69%	55.32%	2.80%	4.31%	36.99%	42.64%	3.04%	5.38%	0.13%	0.22%	1.19%	1.88%	0.04%	0.08%	0.50%	0.81%
Job Title/Series: 1980 - Agricultural Commodity Grader																		
Total Received*	#	144																
Voluntarily Identified	#	122	97	25	15	1	61	16	9	5	5	2	-	-	-	-	7	1
	%	100.00	79.51	20.49	12.30	0.82	50.00	13.11	7.38	4.10	4.10	1.64	-	-	-	-	5.74	0.82
Qualified of those Identified	#	100	79	21	10	1	50	14	7	4	5	1	-	-	-	-	7	1
	%	100.00	79.00	21.00	10.00	1.00	50.00	14.00	7.00	4.00	5.00	1.00	-	-	-	-	7.00	1.00
Selected of those Identified	#	5	5	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	20.00	-	80.00	-	-	-	-	-	-	-	-	-	-	-
CLF		100%	43.42%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	0.24%	0.40%	2.57%	2.34%	0.07%	0.08%	0.67%	0.94%

* Contains all merit vacancies since the automated Staffing system is unable to distinguish between GIPSA and non-GIPSA applicants

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex - FY 2012

Type of Employment		TOTAL			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Permanent	#	13	10	3	-	1	6	1	1	-	-	1	-	-	-	-	3	-
	%	100.00	76.92	23.08	-	7.69	46.15	7.69	7.69	-	-	7.69	-	-	-	-	23.08	-
Temporary	#	33	21	12	-	-	13	6	6	5	-	-	-	-	-	1	2	-
	%	100.00	63.64	36.36	-	-	39.39	18.18	18.18	15.15	-	-	-	-	-	3.03	6.06	-
NON-Appropriated	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	0.34%	0.32%	1.92%	1.71%	0.06%	0.05%	0.80%	0.80%

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Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex FY 2012

Employment Tenure	TOTAL			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races			
				All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Job Series of Vacancy: 1146 Grain Marketing Specialist																			
Total Applications Received*	#	26																	
Voluntarily Identified	#	12	10	2	-	-	7	1	2	1	-	-	-	-	-	-	-	1	-
	%	100.00	83.33	16.67	-	-	58.33	8.33	16.67	8.33	-	-	-	-	-	-	-	8.33	-
Qualified	#	9	7	2	-	-	5	1	2	1	-	-	-	-	-	-	-	-	-
	%	100.00	77.78	22.22	-	-	55.56	11.11	22.22	11.11	-	-	-	-	-	-	-	-	-
Selected	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Applicant Pool	%	100.00	62.49	37.51	2.08	2.08	52.08	25.02	7.29	5.21	0	2.08	0	0	0	1.04	1.04	2.08	
Job Series of Vacancy: 1980 Agricultural Commodity Grader																			
Total Applications Received*	#	55																	
Voluntarily Identified	#	43	36	7	10	1	20	1	3	4	1	1	-	-	-	-	-	2	-
	%	100.00	83.72	16.28	23.26	2.33	46.51	2.33	6.98	9.30	2.33	2.33	-	-	-	-	-	4.65	-
Qualified	#	27	23	4	5	1	13	-	2	3	1	-	-	-	-	-	-	2	-
	%	100.00	85.19	14.81	18.52	3.70	48.15	-	7.41	11.11	3.70	-	-	-	-	-	-	7.41	-
Selected	#	4	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Applicant Pool	%	100.00	86.47	13.53	3.06	0	45.85	7.42	33.19	6.11	1.75	0	0	0	1.31	0	1.31	0	

* Contains all merit vacancies since the automated Staffing system is unable to distinguish between GIPSA and non-GIPSA applicants

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex - FY 2012

		RACE/ETHNICITY																	
		Permanent Workforce			Non- Hispanic or Latino														
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races		
																			male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Total Employees Eligible for Career Ladder Promotions	#	109	70	39	2	1	31	16	32	15	1	2	-	-	-	1	4	4	
	%	100.00	64.22	35.78	1.83	0.92	28.44	14.68	29.36	13.76	0.92	1.83	-	-	-	0.92	3.67	3.67	
Time in grade in excess of minimum																			
1 - 12 months	#	19	14	5	1	-	5	1	8	4	-	-	-	-	-	-	-	-	
	%	100.00	73.68	26.32	5.26	-	26.32	5.26	42.11	21.05	-	-	-	-	-	-	-	-	
13 - 24 months	#	16	12	4	-	-	3	2	9	2	-	-	-	-	-	-	-	-	
	%	100.00	75.00	25.00	-	-	18.75	12.50	56.25	12.50	-	-	-	-	-	-	-	-	
25+ months	#	23	13	10	-	-	6	3	7	5	-	1	-	-	-	1	-	-	
	%	100.00	56.52	43.48	-	-	26.09	13.04	30.43	21.74	-	4.35	-	-	-	4.35	-	-	

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Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex - FY 2012

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade(s) of Vacancy: GS-13																	
Total Applications Received	#	62	43	19	3	1	23	4	12	14	2	-	-	-	2	-	1
	%	100.00	69.35	30.65	4.84	1.61	37.10	6.45	19.35	22.58	3.23	-	-	-	3.23	-	1.61
Qualified	#	33	24	9	1	-	12	3	9	6	1	-	-	-	-	-	1
	%	100.00	72.73	27.27	3.03	-	36.36	9.09	27.27	18.18	3.03	-	-	-	-	-	3.03
Selected	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-
Relevant Applicant Pool		100.00	62.83	37.17	0.88	1.77	54.87	23.02	7.08	7.96	-	1.77	-	-	-	0.88	1.77
Grade(s) of Vacancy: GS-14																	
Total Applications Received	#	26	23	3	1	-	18	2	-	1	2	-	1	-	-	-	1
	%	100.00	88.46	11.54	3.85	-	69.23	7.69	-	3.85	7.69	-	3.85	-	-	-	3.85
Qualified	#	14	13	1	-	-	11	-	-	1	1	-	1	-	-	-	-
	%	100.00	92.86	7.14	-	-	78.57	-	-	7.14	7.14	-	7.14	-	-	-	-
Selected	#	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-
Relevant Applicant Pool		100.00	69.58	30.42	7.25	2.90	49.28	20.27	7.25	5.80	2.90	1.45	-	-	-	-	2.90
Grade(s) of Vacancy: GS-15																	
Total Applications Received	#	60	39	21	6	2	18	5	13	12	1	1	-	-	1	-	1
	%	100.00	65.00	35.00	10.00	3.33	30.00	8.33	21.67	20.00	1.67	1.67	-	-	1.67	-	1.67
Qualified	#	23	16	7	3	-	7	2	5	5	-	-	-	-	1	-	-
	%	100.00	69.57	30.43	13.04	-	30.43	8.70	21.74	21.74	-	-	-	-	4.35	-	-
Selected	#	2	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	50.00	-	-	-	50.00	-	-	-	-	-	-	-	-
Relevant Applicant Pool		100.00	74.35	25.65	-	-	64.10	17.96	7.69	7.69	2.56	-	-	-	-	-	-
Grade(s) of Vacancy: SES																	
Total Applications Received	#	NO SES POSITIONS ANNOUNCED IN FY 2012															
	%																
Qualified	#																
	%																
Selected	#																
	%																
Relevant Applicant Pool																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

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Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex FY 2012

	RACE/ETHNICITY																	
	TOTAL			Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Career Development Programs for GS 5-12:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	Data not available																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	41	24	17	1	-	13	8	7	6	1	3	-	-	1	-	1	-
	%	100.00	58.54	41.46	2.44	-	31.71	19.51	17.07	14.63	2.44	7.32	-	-	2.44	-	2.44	-
Career Development Programs for GS 13 - 14:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	Data not available																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	19	13	6	1	1	7	3	2	2	3	-	-	-	-	-	-	-
	%	100.00	68.42	31.58	5.26	5.26	36.84	15.79	10.53	10.53	15.79	-	-	-	-	-	-	-
Career Development Programs for GS 15 and SES:																		
Slots	#																	
Relevant Pool	%																	
Applied	#	Data not available																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	5	3	2	-	-	3	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	60.00	40.00	-	-	60.00	40.00	-	-	-	-	-	-	-	-	-	-
"Relevant Pool" includes all employees in pay grades eligible for the career development program.																		

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Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - FY 2012

Recognition or Award	Permanent Workforce			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	80	48	32	-	2	22	17	26	11	-	1	-	-	-	-	1	
	%	100.00	60.00	40.00	-	2.50	27.50	21.25	32.50	13.75	-	1.25	-	-	-	-	1.25	
Total Hours		579	353	226	-	16	165	120	188	78	-	4	-	-	-	-	8	
Average Hours		7	7	7	-	8	8	7	7	7	-	4	-	-	-	-	8	
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	11	6	5	-	-	1	3	5	2	-	-	-	-	-	-	-	
	%	100.00	54.55	45.45	-	-	9.09	27.27	45.45	18	-	-	-	-	-	-	-	
Total Hours		179	74	105	-	-	10	38	64	67	-	-	-	-	-	-	-	
Average Hours		16	12	21	-	-	10	13	13	34	-	-	-	-	-	-	-	
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	148	92	56	2	1	58	27	27	26	1	1	-	-	2	-	2	1
	%	100.00	62.16	37.84	1.35	0.68	39.19	18.24	18.24	17.57	0.68	0.68	-	-	1.35	-	1.35	0.68
Total Amount		\$ 54,463	\$ 35,446	\$ 19,017	589	314	22,864	9,134	10,033	8,783	360	415	-	-	891	-	709	371
Average Amount		\$ 368	\$ 385	\$ 340	\$ 295	\$ 314	\$ 394	\$ 338	\$ 372	\$ 338	\$ 360	\$ 415	\$ -	\$ -	\$ 446	\$ -	\$ 355	\$ 371
Cash Awards \$501+																		
Total Cash Awards Given	#	260	175	85	7	5	128	61	34	14	4	3	-	-	-	1	2	1
	%	100.00	67.31	32.69	2.69	1.92	49.23	23.46	13.08	5.38	1.54	1.15	-	-	-	0.38	0.77	0.38
Total Amount		\$ 277,912	\$ 190,902	\$ 87,010	7,617	5,866	147,698	62,710	29,768	13,909	3,745	2,646	-	-	-	845	2,074	1,034
Average Amount		\$ 1,069	\$ 1,091	\$ 1,024	\$ 1,088	\$ 1,173	\$ 1,154	\$ 1,028	\$ 876	\$ 994	\$ 936	\$ 882	\$ -	\$ -	\$ -	\$ 845	\$ 1,037	\$ 1,034
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	18	6	12	-	-	4	5	2	6	-	1	-	-	-	-	-	-
	%	100.00	33.33	66.67	-	-	22.22	27.78	11.11	33.33	-	0.06	-	-	-	-	-	-
Total Benefit		36,311	15,754	20,557	-	-	10,542	7,205	5,212	10,963	-	2,389	-	-	-	-	-	-
Average Benefit		\$ 2,017	\$ 2,626	\$ 1,713	-	-	\$ 2,636	\$ 1,441	\$ 2,606	\$ 1,827	-	\$ 2,389	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

TABLE A14: SEPARATIONS By Type of Separation - Distribution by Race/Ethnicity and Sex -FY 2012

Permanent Employees		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	50	32	18	1	-	23	12	6	4	1	1	-	-	1	1	-	-
	%	100.00	64.00	36.00	2.00	-	46.00	24.00	12.00	8.00	2.00	2.00	-	-	2.00	2.00	-	-
Involuntary	#	2	1	1	-	-	-	1	-	-	-	-	-	-	1	-	-	-
	%	100.00	50.00	50.00	-	-	-	50.00	-	-	-	-	-	-	50.00	-	-	-
Total Separations	#	52	33	19	1	-	23	13	6	4	1	1	-	-	2	1	-	-
	%	100.00	63.46	36.54	1.92	-	44.23	25.00	11.54	7.69	1.92	1.92	-	-	3.85	1.92	-	-
Total Workforce	#	667	447	220	13	10	267	117	139	78	10	8	-	-	6	2	12	5
	%	100.00	67.02	32.98	1.95	1.50	40.03	17.54	20.84	11.69	1.50	1.20	-	-	0.90	0.30	1.80	0.75

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Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees - Permanent Employees FY 2012

Occupational Category	Total Permanent Workforce	Total by Disability Status				Total for Targeted Disabilities								
		Disability [05]	Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Extremities [28/30/32-38]	Paralysis [64-69]	Paralysis [71-79]	Epilepsy [82]	Intellectual [90]	Disorder [91]	Dwarfism [92]
1. Officials and Managers														
Executive/Senior Level (Grades 15 and Above)	# 13	12	1	-	-	-	-	-	-	-	-	-	-	-
	% 1.95	2.05	2.78	-	-	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	# 36	30	1	5	-	-	-	-	-	-	-	-	-	-
	% 5.40	5.12	2.78	11.11	-	-	-	-	-	-	-	-	-	-
First-Level (Grades 12 and Below)	# 53	42	9	2	-	-	-	-	-	-	-	-	-	-
	% 7.95	7.17	25.00	4.44	-	-	-	-	-	-	-	-	-	-
Other Officials and Managers	# 50	46	2	2	-	-	-	-	-	-	-	-	-	-
	% 7.50	7.85	5.56	4.44	-	-	-	-	-	-	-	-	-	-
Officials and Managers - TOTAL	# 152	130	13	9	-	-	-	-	-	-	-	-	-	-
	% 22.79	22.18	36.11	20.00	-	-	-	-	-	-	-	-	-	-
2. Professionals	# 163	146	6	11	-	-	-	-	-	-	-	-	-	-
	% 24.44	24.91	16.67	24.44	-	-	-	-	-	-	-	-	-	-
3. Technicians	# 14	11	-	3	-	-	-	-	-	-	-	-	-	-
	% 2.10	1.88	-	6.67	-	-	-	-	-	-	-	-	-	-
4. Sales Workers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	# 48	38	1	9	-	-	-	-	-	-	-	-	-	-
	% 7.20	6.48	2.78	20.00	-	-	-	-	-	-	-	-	-	-
6. Craft Workers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	# 290	261	16	13	1	-	-	-	-	-	-	-	1	-
	% 43.48	44.54	44.44	28.89	1	-	-	-	-	-	-	-	1	-
8. Labors and Helpers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL WORKFORCE	# 667	586	36	45	1	-	-	-	-	-	-	-	1	-
	% 100.00	100.00	100.00	100.00	1	-	-	-	-	-	-	-	1	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - Permanent - FY 2012

GS/GM, SES, and Related Grade	Total Permanent Workforce	Total by Disability Status				Total for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]	
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	1	1	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.19	0.21	-	-	-	-	-	-	-	-	-	-	-	-
GS - 04	#	5	5	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.93	1.07	-	-	-	-	-	-	-	-	-	-	-	-
GS - 05	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 06	#	-	-	-	-	1	-	-	-	-	-	-	-	1	-
	%	-	-	-	-	100.00	-	-	-	-	-	-	-	100.00	-
GS - 07	#	44	38	-	6	-	-	-	-	-	-	-	-	-	-
	%	8.22	8.14	-	18.18	-	-	-	-	-	-	-	-	-	-
GS - 08	#	16	14	1	1	-	-	-	-	-	-	-	-	-	-
	%	2.99	3.00	2.86	3.03	-	-	-	-	-	-	-	-	-	-
GS- 09	#	148	128	12	8	-	-	-	-	-	-	-	-	-	-
	%	27.66	27.41	34.29	24.24	-	-	-	-	-	-	-	-	-	-
GS - 10	#	6	6	-	-	-	-	-	-	-	-	-	-	-	-
	%	1.12	1.28	-	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	80	67	10	3	-	-	-	-	-	-	-	-	-	-
	%	14.95	14.35	28.57	9.09	-	-	-	-	-	-	-	-	-	-
GS - 12	#	113	102	6	5	-	-	-	-	-	-	-	-	-	-
	%	21.12	21.84	17.14	15.15	-	-	-	-	-	-	-	-	-	-
GS - 13	#	67	58	4	5	-	-	-	-	-	-	-	-	-	-
	%	12.52	12.42	11.43	15.15	-	-	-	-	-	-	-	-	-	-
GS - 14	#	41	35	1	5	-	-	-	-	-	-	-	-	-	-
	%	7.66	7.49	2.86	15.15	-	-	-	-	-	-	-	-	-	-
GS - 15	#	10	9	1	-	-	-	-	-	-	-	-	-	-	-
	%	1.87	1.93	2.86	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	4	4	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.75	0.86	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	535	467	35	33	1	-	-	-	-	-	-	-	1	-
	%	100.00	100.00	100.00	100.00	100.00	-	-	-	-	-	-	-	100.00	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - TEMPORARY - FY 2012

GS/GM, SES, and Related Grade	TOTAL Temporary Workforce	Total by Disability Status				Total for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	2	1	-	1	-	-	-	-	-	-	-	-	-
	%	2.27	1.18	-	50.00	-	-	-	-	-	-	-	-	-
GS - 03	#	25	24	1	-	-	-	-	-	-	-	-	-	-
	%	28.41	28.24	100.00	-	-	-	-	-	-	-	-	-	-
GS - 04	#	31	31	-	-	-	-	-	-	-	-	-	-	-
	%	35.23	36.47	-	-	-	-	-	-	-	-	-	-	-
GS - 05	#	27	26	-	1	-	-	-	-	-	-	-	-	-
	%	30.68	30.59	-	50.00	-	-	-	-	-	-	-	-	-
GS - 06	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 07	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 08	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 09	#	2	2	-	-	-	-	-	-	-	-	-	-	-
	%	2.27	2.35	-	-	-	-	-	-	-	-	-	-	-
GS - 10	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 12	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 13	#	1	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-
GS - 14	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	88	85	1	2	-	-	-	-	-	-	-	-	-
	%	198.86	198.82	100.00	100.00	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS Distribution by Disability FY 2012

	TOTAL	Total by Disability Status				Total for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]	
Job Series: 1146 Grain marketing Specialist															
Total Applications Received	#	26													
	%	100.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#	9													
	%	100.00	0.00%	0.00%	0.00%								0.00%	0.00%	
Selected	#	1													
	%	100.00	0.00%	0.00%	0.00%								0.00%	0.00%	
Relevant Applicant Pool					Targeted disabilities data for applicants is not captured pursuant to a Departmental decision.										
Job Series: 19820 Agricultural Commodity Grader															
Total Applications Received	#	55													
	%	100.00	0.00%	0.00%	0.00%								0.00%	0.00%	
Qualified	#	27													
	%	100.00	0.00%	0.00%	0.00%								0.00%	0.00%	
Selected	#	4													
	%	100.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool															
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

Grain Inspection, Packers and Stockyards Administration

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

		Total by Disability Status				Total for Targeted Disabilities									
		Total	No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]
Job Series/Grade(s) of Vacancy: GS-13															
Relevant Pool	#	62													
Total Applications	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	33													
	%	100%	0.00%	0.00%	0.00%										
Selected	#	1													
	%	100%	0.00%	0.00%	0.00%										
Job Series/Grade(s) of Vacancy: GS-14															
Relevant Pool	#	26													
Total Applications	%	100%	0.00%	0.00%	0.00%										
Qualified	#	14													
	%	100%	0.00%	0.00%	0.00%										
Selected	#	2													
	%	100%	0.00%	0.00%	0.00%										
Job Series/Grade(s) of Vacancy: GS-15															
Relevant Pool	#	60													
Total Applications	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	23													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool	#														
Total Applications	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Targeted disabilities data for applicants is not captured pursuant to a Departmental decision.

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

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Table B12: PARTICIPATION IN CAREER DEVELOPMENT - By Disability- Permanent FY 2012

	All	Total by Disability Status				Total for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]
Career Development Programs for GS 5-12														
Slots	#													
Relevant Pool	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Applied	#	Data not available for this section												
	%	Data not available for this section												
Participants	#	41	37	2	2	-	-	-	-	-	-	-	-	-
	%	100.00	90.24	4.88	4.88	-	-	-	-	-	-	-	-	-
Career Development Programs for GS 13-14														
Slots	#													
Relevant Pool	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Applied	#	Data not available for this section												
	%	Data not available for this section												
Participants	#	19	14	-	5	-	-	-	-	-	-	-	-	-
	%	100.00	73.68	-	26.32	-	-	-	-	-	-	-	-	-
Career Development Programs for GS 15 and SES														
Slots	#													
Relevant Pool	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Applied	#	Data not available for this section												
	%	Data not available for this section												
Participants	#	5	5	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Grain Inspection, Packers and Stockyards Administration

Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Employees FY 2012

		Total	Total by Disability Status				Total for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability (06-94)	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disorder [90]	Psychiatric Disorder [91]	Dwarfism [92]
Voluntary	#	50	44	5	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	88.00	10.00	2.00	-	-	-	-	-	-	-	-	-	-
Involuntary (RIF)	#	2	1	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	50.00	50.00	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	52	45	6	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	86.54	11.54	1.92	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	667	586	36	45	1	-	-	-	-	-	-	-	1	-
	%	100.00	87.86	5.40	6.75	0.15	-	-	-	-	-	-	-	0.15	-