



United States
Department of
Agriculture

Grain Inspection
Packers and Stockyards
Administration

STOP 3602
1400 Independence Ave., SW
Washington, DC 20250-3602

NOV 24 2010

TO: Joe Leonard
Assistant Secretary for Civil Rights

FROM: J. Dudley Butler
Administrator *Alan R. P... ..*

SUBJECT: Fiscal Year 2010 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 Eugene Bass at (202) 720-0216 should you have any questions or require additional information regarding this matter.

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>2009</u> , to September 30, <u>2010</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. 699
	2. Enter total number of temporary employees			2. 96
	3. Enter total number employees paid from non-appropriated funds			3. 10
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 805
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. J. Dudley Butler Administrator Grain Inspection, Packers and Stockyards Administration	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official Official Title/series/grade		3. Eugene Bass, Jr. 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. Kevin N. Smith Complaints Manager	
	7. Other Responsible EEO Staff		Rita Bhanot, Mediator/Counselor	
Jacques Meadows, EEO Specialist				
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>2009</u> , to September 30, <u>2010</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 2010, the total of GIPSA’s total workforce was 805 employees. This is a net change of -.86% (-8), a decrease from 812 total workforce at the end of FY 2009.

The participation rate for Women was 34.04% (274) of GIPSA’s workforce, a net change of -2.49% a decrease from FY 2009. The participation rate for Minorities was 38.26% (308) of the workforce – Black or African American 29.56% (238), Hispanics 3.11% (25), Asians 2.86% (23), American Indian/Alaska Natives (AI/AN) 1.49% (12), and Two or More Races 1.24% (10).

The participation rates for several protected minority groups exceeded the comparable Civilian Labor Force (CLF) – Black or African American males 18.63% compared to the CLF rate of 4.80%, Black or African American females 10.93% compared to the CLF rate of 5.70%, AI/AN males 0.99% compared to the CLF rate of 0.30%, and AI/AN females 0.50% compared to the CLF rate of 0.30%.

The total female and several minority categories were below their comparable CLF rates. Total Females 34.04% compared to the CLF rate of 46.80%, White females 19.75% compared to the CLF rate of 33.70%, Hispanic males 1.99% compared to the CLF rate of 6.20%, Hispanic females 1.12% compared to the CLF rate of 4.50%, Asian males 1.49% compared to the CLF rate of 1.90%, and Asian females 1.37% compared to the CLF rate of 1.70%. Although, these categories are below the CLF, each category, with the exception of Total Females, have increased slightly since the end of FY 2009.

Occupational Groups (Table A3)

Of the nine occupational groups, the majority of GIPSA’s 699 permanent employees 42.06% (294) are in the Operatives category, 23.75% (166) are in the Professional category and 22.60% (158) are in the Officials and Managers category.

Grain Inspection, Packers and Stockyards Administration	For period covering October 1, <u>2009</u> , to September 30, <u>2010</u> .
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EXECUTIVE SUMMARY

Grade Levels (Table A4)

The majority of GIPSA's 699 permanent employees are at the GS-09 grade level. Employees at the GS-09 grade level represent 22.98% (160) of grades 2 through 15.

Major Occupations (A6)

Mission critical occupations for GIPSA include Economist, Auditor, Agricultural Marketing Specialist, Agricultural Commodity Grader (ACG), and Information Technology Specialist. ACGs have the largest representation in this category with a representation of 31.61% (221).

New Hires (Table A8)

Of the 85 permanent new hires 30.59% were females, 20.004% White females, 17.65% Black males, 7.06% Black females, and 4.71% were Asian males, 2.35% were Two or More Races, Asian females, Native Hawaiian or Other Pacific Islander females, American Indian males and females each new hire equaled 1.18%.

Employee With Disabilities (Table B1)

In FY 2010, 4.10% (33) of GIPSA's total workforce are classified as having a reported disability. The percent of employees with targeted disabilities totaled 0.12% (1). The number of employees with target disabilities remained the same as in FY 2009. The Federal High rate is 2.27%.

**EEOC FORM
715-01
PART F**

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

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

I, Eugene Bass, Jr., Director GS-0360/15 am the

(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official
for

Grain Inspection, Packers and Stockyards Administration

(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.

Eugene Bass, Jr.

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

11/19/10

Date

Al R. ...

Signature of Agency Head or Agency Head Designee

11/23/10



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Stop 3601
1400 Independence Ave., SW
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JUL - 8 2009

TO: All GIPSA Employees

FROM: J. Dudley Butler
Administrator

A handwritten signature in cursive script that reads "J. Dudley Butler".

SUBJECT: Civil Rights Policy Statement

As your Administrator, I am firmly committed to ensuring that the Grain Inspection, Packers and Stockyards Administration (GIPSA) adhere 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 beliefs, protected genetic information, or sexual orientation.

We must comply with every aspect of our Nations 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, promotion, and transfers are required to be free of discrimination. Reprisal of any kind will not be tolerated. GIPSA will pursue appropriate disciplinary action against any employee who engages in unlawful discrimination.

Our policy at USDA is to understand that there will be zero tolerance for any form of discrimination. This standard is *applicable to every employee* at USDA and to every action taken at USDA.

The Secretary pledged his full support for Equal Opportunity and Civil Rights in a meeting with all USDA headquarters employees and said that "discrimination of any form will not be tolerated."

To realize our vision of a modern workforce working in a modern workplace, USDA must become a model department of tolerance and inclusion. Only then will we live up



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GIPSA SEXUAL HARASSMENT POLICY STATEMENT JUL - 8 2009

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 of unsolicited and unwelcome sexual overtures. Therefore, 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 a sexual nature; (b) using implicit or explicit coercive sexual behavior in the process of 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 or 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 may also be filed by a man against a man, a woman against a man, a man against a woman, or a woman against a woman.

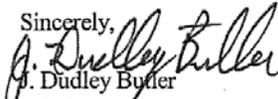
Sexual harassment is illegal according to Title VII of the Civil Rights Act of 1964. In GIPSA it will neither be condoned nor tolerated. All GIPSA employees are responsible for managing their behavior and for immediately reporting any allegations of sexual harassment. Substantiated sexual harassment complaints will receive swift, consistent and fair resolution; discipline may include demotion, suspension, or removal. Reports 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 to the workplace environment. For the individual, emotional or physical pain may result; costs to managers and to the agency may include a poor public image, absenteeism, and a high employee turnover rate. Supervisors are particularly charged with establishing and maintaining a safe and 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 may be disciplined.

Prevention is the best tool to eliminate sexual harassment. Managers must clearly communicate to employees that sexual harassment will not be tolerated. Sexual harassment prevention training is mandatory for all employees. 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.

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

Sincerely,

J. Dudley Butler
Administrator

ηη *Treat Every Customer and Employee Fairly, Equitably, and with Dignity and Respect* ηη
Visit us on the Internet at www.usda.gov/gipsa



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GIPSA Anti-Harassment Policy Statement

JUL - 8 2009

This Anti-Harassment Policy Statement reaffirms my commitment to prohibit sexual and non-sexual harassment in GIPSA. Managers, supervisors, and employees must remain cognizant of this policy and refrain from perpetuating acts of harassment. Any reported claim of harassment must be resolved before it becomes severe or pervasive.

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 denigrates 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 (202-720-0216) within 45 days of an alleged incident. All other allegations of harassment should be reported to supervisors or managers.

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 a 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."**

Managers must disseminate this policy statement to all employees within their program areas. Prevention is the most effective tool to successfully eliminate harassment in the workplace.


J. Dudley Butler
Administrator

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission 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> 2009 </u> . The EEO policy statement was issued on <u> July 2009 </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 Compliance Reviews.
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures 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	X		

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)]				
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: We follow up with the complaint investigator 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. GIPS does not make use of contract counselors.				
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, OCR 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, OCR 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, OCR 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 to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		

Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status 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
		Yes	No	
 Measures				
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		X		

restored, if applicable. If not, an explanation or statement.			
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>2010</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		
Empty space for report content		

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>2010</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?	Participation rate of employees with targeted disabilities continues to remain at a low level.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	An analysis of Table B-1 shows that GIPSA employment of people with target disabilities has remained below the targeted Federal High of 2.23% for FY 2010.	
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.	Standard recruiting practices are not acquiring qualified candidates with targeted disabilities to occupy vacant positions. Stereotyping and preconceived ideas could possibly be the cause of the low hiring rate for people with disabilities and disabled veterans.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Through ongoing education and information campaigns, publicize the two special appointment authorities that apply to veterans (Veterans Recruitment Appointment and noncompetitive or direct appointment of a 30% or more disabled veteran).	
RESPONSIBLE OFFICIAL:	Human Resources, Civil Rights Staff	
DATE OBJECTIVE INITIATED:	September 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2011	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Educate and emphasize the importance of recruiting disabled veterans to management staff and hiring officials when advising them of best hiring practices.	September 2011	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>In order to meet the above mentioned goals, GIPSA has committed itself to working with the Human Resources Division (HRD) in aligning its recruitment plan with agency workforce plans and other human capital initiatives. This information will be used for a myriad of activities from determining how to develop and implement marketing strategies, build networks, and stay current on program needs. In addition, the agency is committed to implementing Executive Order 13518, Employment of Veterans in the Federal Government, and Executive Order 13173, Increasing Federal Employment of Individuals with Disabilities</p> <p>GIPSA has participated jointly with other USDA agencies in support of recruitment initiatives to increase the level of employment for persons with disabilities, and continues to work with HRD to expand the area of consideration of job announcements to target more applicants with disabilities.</p> <p>GIPSA staff members met with the National Veterans Employment Manager within the Animal and Plant Health Inspection Service (APHIS) to discuss ways GIPSA can increase the employment of Disabled Veterans.</p> <p>In FY 2010, out of the 85 new hires for GIPSA, 8.23 percent were disabled veterans, an increase over the last fiscal year of by 1.60 percent. The disabled veteran new hires included 5-point and 10-point compensable and 10-point and 30-percent compensable disability preferences.</p> <p>Recruitment and outreach continues to be conducted at such organizations as the U.S. Department of Veterans Affairs, the U.S. Department of Labor, the Office of Disability Employment Policy, the Office of Personnel Management (OPM), Disabled American Veterans, Paralyzed Veterans of America, and the Blinded Veterans Association.</p> <p>A workforce profile of each of GIPSA's programs, divisions and staffs is completed each quarter. The profile shows the diversity of each office by RNOG, grade, and number of persons with disabilities. Future reports will include a chart of the total number or percentage of disabled veterans in each office.</p>		

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>2010</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?	Hispanic females. Asian Males, American Indian or Alaska Native males and females underrepresented in GIPSA's major job applications.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Through analyzing table A6 of the MD-715 report, it is noted that the above groups have no or very little representation in the major job occupations.
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.	Maintain contact with Hispanic Serving Institutions, Tribal Colleges, and Institutes of Higher Learning with a high percentage of Asian students in order to recruit and retain applicants. Continue to hire summer interns from HACU, WINS, and use the Basu Scholarship to recruit Asian students.
RESPONSIBLE OFFICIAL:	Civil Rights Staff, APHIS Human Resources
DATE OBJECTIVE INITIATED:	January 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2011

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
GIPSA will work with Human Resources to identify recruitment and outreach sources to develop a larger pool of applicants.	September 2011	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>The Equal Employment Opportunity Committee and GIPSA's Special Emphasis Program Managers are in the process of developing a professional video that focuses on attracting diverse students to apply for various positions in GIPSA. Professional narrators with expertise are being used to make the video.</p> <p>GIPSA is currently recruiting for a Mission Critical Occupation using the Federal Career Intern Program (FCIP), which is designed to help agencies recruit and attract exceptional individuals. Individuals selected for this position will serve as interns for the Federal Gain Inspection Service. Individuals are appointed to a 2-year internship. Upon successful completion of the program, the intern may be eligible for non-competitive conversion to a permanent position. Incumbents work rotating assignments and participate in the full range of inspection work to acquire on-the-job experience and training necessary for advancement. Individuals in this program will travel throughout the United States.</p> <p>As a Federal Career Intern, individual will participate in developmental assignments that will provide them with the necessary skills to be the next generation of GIPSA leaders. After successful completion of the FCIP, interns will become Agricultural Commodity Graders responsible for a wide variety of grain inspection services.</p> <p>In, FY 2010, GIPSA supported the Washington Internship for Native Students (WINS) program by hiring two students through the American University. One student was a member of the Cherokee Tribe of Alabama and the other a member of the Navajo Indian Tribe. They participated in several Native American conferences. The WINS program provides productive learning opportunities and experience for American Indian and Alaskan Native Students. The program has four components: academic course work, action research, workplace internship, and cultural and social activities.</p>		

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	812	100.00	805	100.00	2	0.25	
	Reportable Disability	32	3.94	33	4.09	1	0.15	
	Targeted Disability*	1	0.12	1	0.12	0	0.0	
	* 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	Data Not Available								
4. Non-Competitive Promotions	149	6	4.03	0	0	4	2.68	139	93.29
5. Employee Career Development Programs	69	3	4.35	0	0	0	0	66	95.66
5.a. Grades 5 - 12	33	3	9.09	0	0	0	0	30	90.91
5.b. Grades 13 - 14	24	0	0	0	0	0	0	24	100.00
5.c. Grade 15/SES	12	0	0	0	0	0	0	12	100.00
6. Employee Recognition and Awards	442	20	4.52	1	0.22	28	6.33	393	88.91
6.a. Time-Off Awards (Total hrs awarded)	99	6	6.06	0	0	4	4.04	89	89.90
6.b. Cash Awards (total \$\$\$ awarded)	324	14	4.32	1	.30	24	7.40	286	88.27
6.c. Quality-Step Increase	19	0	0	0	0	0	0	19	100.00

<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>

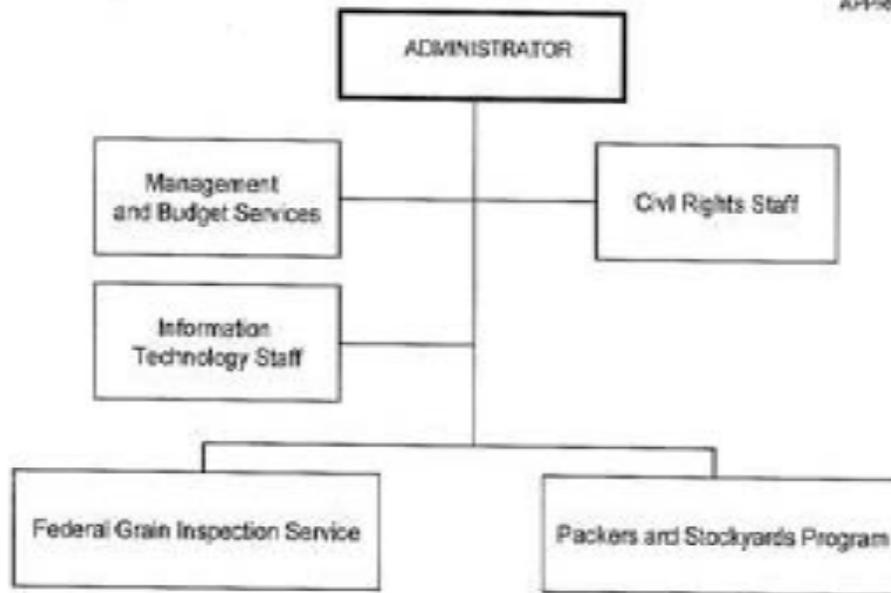
U.S. DEPARTMENT OF AGRICULTURE
GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

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 2010

		RACE/ETHNICITY																
		TOTAL WORKFORCE			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY 2009	#	812	531	281	14	7	339	156	151	98	9	10	-	-	7	1	11	9
	%	100.00	65.39	34.61	1.72	0.86	41.75	19.21	18.60	12.07	1.11	1.23	-	-	0.86	0.12	1.35	1.11
FY 2010	#	805	531	274	16	9	338	159	150	88	12	11	-	-	8	4	7	3
	%	100.00	65.96	34.04	1.99	1.12	41.99	19.75	18.63	10.93	1.49	1.37	-	-	0.99	0.50	0.87	0.37
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	#	-7	0	-7	2	2	-1	3	-1	-10	3	1	-	-	1	3	-4	-6
Ratio	%	0.00	0.57	-0.57	0.26	0.26	0.24	0.54	0.04	-1.14	0.38	0.13	-	-	0.13	0.37	(0.49)	(0.74)
Net Change	%	-0.86	0.00	-2.49	14.29	28.57	-0.29	1.92	-0.66	-10.20	33.33	10.00	-	-	14.29	300.00	-36.36	-66.67
PERMANENT																		
FY 2009	#	673	446	227	11	7	296	130	119	77	8	9	-	-	6	1	6	3
	%	100.00	66.27	33.73	1.63	1.04	43.98	19.32	17.68	11.44	1.19	1.34	-	-	0.89	0.15	0.89	0.45
FY 2010	#	699	463	236	14	8	299	133	131	81	9	10	-	1	7	3	3	-
	%	100.00	66.24	33.76	2.00	1.14	42.78	19.03	18.74	11.59	1.29	1.43	-	0.14	1.00	0.43	0.43	-
Difference	#	26	17	9	3	1	3	3	12	4	1	1	-	1	1	2	(3)	(3)
Ratio	%	0.00	-0.03	0.03	0.37	0.10	-1.21	-0.29	1.06	0.15	0.10	0.09	-	0.14	0.11	0.28	(0.46)	-0.45
Net Change	%	3.86	3.81	3.96	27.27	14.29	1.01	2.31	10.08	5.19	12.50	11.11	-	-	16.67	200.00	-50.00	-100.00
TEMPORARY																		
FY 2009	#	129	79	50	2	-	40	24	31	20	1	1	-	-	1	-	4	5
	%	100.00	61.24	38.76	1.55	-	31.01	18.60	24.03	15.50	0.78	0.78	-	-	0.78	-	3.10	3.88
FY 2010	#	96	64	32	1	1	38	23	19	5	1	-	-	-	1	-	4	3
	%	100.00	66.67	33.33	1.04	1.04	39.58	23.96	19.79	5.21	1.04	0.00	-	-	1.04	-	4.17	3.13
Difference	#	-33	-15	-18	-1	1	-2	-1	-12	-15	0	-1	-	-	0	-	0	-2
Ratio	%	0.00	5.43	-5.43	-0.51	1.04	8.58	5.35	-4.24	-10.30	0.27	-0.78	-	-	0.27	-	1.07	(0.75)
Net Change	%	-0.26	-18.99	-36.00	-50.00	-	-5.00	-4.17	-38.71	-75.00	0.00	-100.00	-	-	0.00	-	0.00	-40.00
NON-APPROPRIATED																		
FY 2009	#	10	6	4	1	-	3	2	1	1	-	-	-	-	-	-	1	1
	%	100.00	60.00	40.00	10.00	-	30.00	20.00	10.00	10.00	-	-	-	-	-	-	10.00	10.00
FY 2010	#	10	4	6	1	-	1	3	-	2	2	-	-	-	-	1	-	-
	%	100.00	40.00	60.00	10.00	-	11.00	30.00	-	20.00	20.00	-	-	-	-	10.00	-	-
Difference	#	0	-2	2	0	0	-2	1	-1	1	2	0	0	0	0	1	-1	-1
Ratio	%	0.00	(20.00)	20.00	0.00	-	(19.00)	10.00	-10.00	10.00	20.00	-	-	-	-	10.00	(10.00)	(10.00)
Net Change	%	0.00	(33.33)	50.00	0	-	(66.67)	50.00	-100.00	100.00	-	-	-	-	-	-	-100.00	-100.00

Grain Inspection , Packers and Stockyards Administration

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex FY 2010

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	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL FY	#	699	463	236	14	8	299	133	131	81	9	11	-	-	7	3	3	-
	%	100.00	66.24	33.76	2.00	1.14	42.78	19.03	18.74	11.59	1.29	1.57	-	-	1.00	0.43	0.43	-
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	#	43	19	24	1	1	12	10	5	11	-	2	-	-	-	-	1	-
	%	100.00	44.19	55.81	2.33	2.33	27.91	23.26	11.63	25.58	-	4.65	-	-	-	-	2.33	-
Grain Inspection	#	483	349	134	9	3	208	77	115	48	8	4	-	-	7	2	2	-
	%	100.00	72.26	27.74	1.86	0.62	43.06	15.94	23.81	9.94	1.66	0.83	-	-	1.45	0.41	0.41	-
Packers and Stockyards Program	#	173	95	78	4	4	79	46	11	22	1	5	-	-	-	1	-	-
	%	100.00	54.91	45.09	2.31	2.31	45.66	26.59	6.36	12.72	0.58	2.89	-	-	-	0.58	-	-

Grain Inspection, Packers and Stockyards Administration

Table A3-2 OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Employees - FY 2010

Occupational Categories		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	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	11	9	2	-	-	8	2	1	-	-	-	-	-	-	-	-	-
	%	1.57	1.94	0.85	-	-	2.68	1.50	0.76	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	34	26	8	-	-	23	7	3	1	-	-	-	-	-	-	-	-
	%	4.86	5.62	3.39	-	-	7.69	5.26	2.29	1.23	-	-	-	-	-	-	-	-
First-Level (Grades 12 and Below)	#	49	41	8	-	-	16	7	22	1	1	-	-	-	2	-	-	-
	%	7.01	8.86	3.39	-	-	5.35	5.26	16.79	1.23	11.11	-	-	-	28.57	-	-	-
Other	#	64	31	33	1	1	25	19	4	9	1	3	-	-	-	1	-	-
	%	9.16	6.70	13.98	7.14	12.50	8.36	14.29	3.05	11.11	11.11	27.27	-	-	-	33.33	-	-
Officials and Managers - TOTAL	#	158	107	51	1	1	72	35	30	11	2	3	-	-	2	1	-	-
	%	22.60	23.11	21.61	7.14	12.50	24.08	26.32	22.90	13.58	22.22	27.27	-	-	28.57	33.33	-	-
2. Professionals	#	180	115	65	5	3	93	45	11	11	3	5	-	-	2	1	1	-
	%	25.75	24.84	27.54	35.71	37.50	31.10	33.83	8.40	13.58	33.33	45.45	-	-	28.57	33.33	33.33	-
3. Technicians	#	15	9	6	-	-	8	3	1	3	-	-	-	-	-	-	-	-
	%	2.15	1.94	2.54	-	-	2.68	2.26	0.76	3.70	-	-	-	-	-	-	-	-
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	52	7	45	-	2	3	25	2	16	1	2	-	-	-	-	1	-
	%	7.44	1.51	19.07	-	25.00	1.00	18.80	1.53	19.75	11.11	18.18	-	-	-	-	33.33	-
6. Craft Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	294	225	69	8	2	123	25	87	40	3	1	-	-	3	1	1	-
	%	42.06	48.60	29.24	57.14	25.00	41.14	18.80	66.41	49.38	33.33	9.09	-	-	42.86	33.33	33.33	-
8. Laborers and Helpers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	699	463	236	14	8	299	133	131	81	9	11	-	-	7	3	3	-
	%	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	0.00

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 2010

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	#	2	1	1	-	-	-	-	1	1	-	-	-	-	-	-	-
	%	0.29	0.22	0.42	-	-	-	-	0.76	1.23	-	-	-	-	-	-	-
GS-03	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-04	#	22	14	8	-	-	5	3	8	5	-	-	-	-	1	-	-
	%	3.15	3.02	3.39	-	-	1.67	2.26	6.11	6.17	-	-	-	-	14.29	-	-
GS-05	#	74	51	23	4	-	20	6	25	15	-	1	-	-	-	1	2
	%	10.59	11.02	9.75	28.57	-	6.69	4.51	19.08	18.52	-	9.09	-	-	-	33.33	66.67
GS-06	#	47	25	22	1	1	14	9	9	12	-	-	-	-	1	-	-
	%	6.72	5.40	9.32	7.14	12.50	4.68	6.77	6.87	14.81	-	-	-	-	14.29	-	-
GS-07	#	48	15	33	-	1	10	21	3	7	2	4	-	-	-	-	-
	%	6.87	3.24	13.98	-	12.50	3.34	15.79	2.29	8.64	22.22	36.36	-	-	-	-	-
GS-08	#	14	1	13	-	1	-	5	1	7	-	-	-	-	-	-	-
	%	2.00	0.22	5.51	-	12.50	-	3.76	0.76	8.64	-	-	-	-	-	-	-
GS-09	#	160	121	39	2	1	75	23	40	14	2	1	-	-	2	-	-
	%	22.89	26.13	16.53	14.29	12.50	25.08	17.29	30.53	17.28	22.22	9.09	-	-	28.57	-	-
GS-10	#	8	8	-	-	-	4	-	3	-	1	-	-	-	-	-	-
	%	1.14	1.73	-	-	-	1.34	-	2.29	-	11.11	-	-	-	-	-	-
GS-11	#	79	58	21	1	1	32	15	21	4	2	1	-	-	2	-	-
	%	11.30	12.53	8.90	7.14	12.50	10.70	11.28	16.03	4.94	22.22	9.09	-	-	28.57	-	-
GS-12	#	105	70	35	1	2	60	23	9	8	-	1	-	-	-	1	-
	%	15.02	15.12	14.83	7.14	25.00	20.07	17.29	6.87	9.88	-	9.09	-	-	-	33.33	-
GS-13	#	85	57	28	5	1	41	17	7	6	2	3	-	-	1	1	1
	%	12.16	12.31	11.86	35.71	12.50	13.71	12.78	5.34	7.41	22.22	27.27	-	-	14.29	33.33	33.33
GS-14	#	39	28	11	-	-	26	9	2	2	-	-	-	-	-	-	-
	%	5.58	6.05	4.66	-	-	8.70	6.77	1.53	2.47	-	-	-	-	-	-	-
GS-15	#	13	11	2	-	-	9	2	2	-	-	-	-	-	-	-	-
	%	1.86	2.38	0.85	-	-	3.01	1.50	1.53	-	-	-	-	-	-	-	-
All other (unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	3	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-
	%	0.43	0.65	-	-	-	1.00	-	-	-	-	-	-	-	-	-	-
TOTAL	#	699	463	236	14	8	299	133	131	81	9	11	-	-	7	3	3
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-	0.00	100.00	100.00	100.00

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 2010

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	#	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
	%	1.04	1.56	-	-	-	-	-	5.26	-	-	-	-	-	-	-	-	-
GS-03	#	15	9	6	-	-	6	5	3	1	-	-	-	-	-	-	-	-
	%	15.63	14.06	18.75	-	-	15.79	21.74	15.79	20.00	-	-	-	-	-	-	-	-
GS-04	#	33	23	10	-	1	15	6	5	2	-	-	-	-	1	-	2	1
	%	34.38	35.94	31.25	-	100.00	39.47	26.09	26.32	40.00	-	-	-	-	100.00	-	50.00	33.33
GS-05	#	43	27	16	1	-	13	12	10	2	1	-	-	-	-	-	2	2
	%	44.79	42.19	50.00	100.00	-	34.21	52.17	52.63	40.00	100.00	-	-	-	-	-	50.00	66.67
GS-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-09	#	4	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
	%	4.17	6.25	-	-	-	10.53	-	-	-	-	-	-	-	-	-	-	-
GS-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All other (unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	96	64	32	1	1	38	23	19	5	1	-	-	-	1	-	4	3
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-	0.00	-	100.00	-	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													
				Hispanic or Latino		Non- Hispanic or Latino										Two or more races	
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
TOTAL	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - FY 2010 (Perm)

Job Title/Series Agency Rate Occupational CLF		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	#	12	7	5	-	-	7	2	-	2	-	1	-	-	-	-	-	
	%	100.00	58.33	41.67	-	-	58.33	16.67	-	16.67	-	8.33	-	-	-	-	-	
<i>Occupational CLF</i>		100%	53.15%	46.85%	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%
0511 Auditor	#	31	20	11	2	-	16	7	2	3	-	1	-	-	-	-	-	
	%	100.00	64.52	35.48	6.45	-	51.61	22.58	6.45	9.68	-	3.23	-	-	-	-	-	
<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%
1146 - Ag. Marketing Specialist	#	101	62	39	2	3	53	28	6	5	-	2	-	-	1	1	-	
	%	100.00	61.39	38.61	1.98	2.97	52.48	27.72	5.94	4.95	-	1.98	-	-	0.99	0.99	-	
<i>Occupational CLF</i>		100%	44.68%	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	#	221	191	30	3	1	112	18	68	11	4	-	-	-	4	-	-	
	%	100.00	86.43	13.57	1.36	0.45	50.68	8.14	30.77	4.98	1.81	-	-	-	1.81	-	-	
<i>Occupational CLF</i>		100%	43.44%	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	#	23	15	8	1	-	11	6	2	2	-	-	-	-	-	-	1	
	%	100.00	65.22	34.78	4.35	-	47.83	26.09	8.70	8.70	-	0.00	-	-	-	-	4.35	
<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 2010 (Temp)

Job Title/Series Agency Rate Occupational CLF		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	
							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	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.15%	46.85%	3.36%	3.39%	40.18%	33.35%	3.74%	4.50%	4.14%	4.26%	0.10%	0.04%	0.51%	0.34%	1.12%	0.98%
0511 Auditor	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	85.29%	14.71%	1.39%	0.53%	79.53%	13.25%	1.80%	0.23%	0.34%	0.23%	0.01%	0.00%	1.32%	0.30%	0.90%	0.17%
1146 - Ag. Marketing Specialist	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	44.68%	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	#	4	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	43.44%	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%
2210 - IT Specialist	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%

Grain Inspection, Packers and Stockyards Administration

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	100%	0.00%	0.00%														
Qualified of those Identified	#																	
	%	100%	0.00%	0.00%														
Selected of those Identified	#																	
	%	100%	0.00%	0.00%														
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	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%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	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%
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	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%
Qualified of those Identified	#																	
	%	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%
Selected of those Identified	#																	
	%	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%
CLF																		

Data Not Available

Grain Inspection, Packers and Stockyards Administration

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex - FY 2010

Type of Employment	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
Permanent	#	33	22	11	-	-	16	5	4	3	1	1	-	1	1	1	-	-	
	%	100.00	66.67	33.33	-	-	48.48	15.15	12.12	9.09	3.03	3.03	-	3.03	3.03	3.03	-	-	
Temporary	#	48	35	13	-	-	21	11	11	2	1	-	-	-	-	-	-	2	
	%	100.00	72.92	27.08	-	-	43.75	22.92	22.92	4.17	2.08	-	-	-	-	-	-	4.17	
NON-Appropriated	#	4	2	2	-	-	-	1	-	1	2	-	-	-	-	-	-	-	
	%	100.00	50.00	50	-	-	-	25.00	-	25.00	50.00	-	-	-	-	-	-	-	
Total	#	85	59	26	-	-	37	17	15	6	4	1	-	1	1	1	2	-	
	%	100.00	69.41	30.59	-	-	43.53	20.00	17.65	7.06	4.71	1.18	-	1.18	1.18	1.18	2.35	-	
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 2010

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	
Job Series of Vacancy:																		
Total Applications Received	#																	
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%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%											0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	

Data Not Available

"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 A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex - FY 2010

		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
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees Eligible for Career Ladder Promotions	#	90	52	38	4	-	23	18	25	18	-	1	-	-	-	1	-	
	%	100.00	57.78	42.22	4.44	-	25.56	20.00	27.78	20.00	-	1.11	-	-	-	1.11	-	
Time in grade in excess of minimum																		
1 - 12 months	#	21	12	9	1	-	4	4	7	4	-	-	-	-	-	1	-	
	%	100.00	57.14	42.86	4.76	-	19.05	19.05	33.33	19.05	-	-	-	-	-	4.76	-	
13 - 24 months	#	12	11	1	2	-	4	1	5	-	-	-	-	-	-	-	-	
	%	100.00	91.67	8.33	16.67	-	33.33	8.33	41.67	-	-	-	-	-	-	-	-	
25+ months	#	12	9	3	-	-	5	-	4	3	-	-	-	-	-	-	-	
	%	100.00	75.00	25.00	-	-	41.67	0.00	33.33	25.00	-	-	-	-	-	-	-	

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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 2010

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	male	female
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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%
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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%
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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%
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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%
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%	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%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		

Data Not Available

"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 2010

	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	female	
Career Development Programs for GS 5-12:																	
Slots	#																
Relevant Pool	%	Data not available															
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	28	14	14	-	1	11	7	1	5	2	1	-	-	-	-	-
	%	100.00	50.00	50.00	-	3.57	39.29	25.00	3.57	17.86	7.14	3.57	0.00	-	-	-	-
Career Development Programs for GS 13 - 14:																	
Slots	#																
Relevant Pool	%	Data not available															
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	24	13	11	1	1	10	7	2	2	-	1	-	-	-	-	-
	%	100.00	54.17	45.83	4.17	4.17	41.67	29.17	8.33	8.33	-	4.17	-	-	-	-	-
Career Development Programs for GS 15 and SES:																	
Slots	#																
Relevant Pool	%	Data not available															
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	12	10	2	-	-	8	2	2	-	-	-	-	-	-	-	-
	%	100.00	83.33	16.67	-	-	66.67	17	16.67	-	-	-	-	-	-	-	-

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

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TABLE A14: SEPARATIONS By Type of Separation - Distribution by Race/Ethnicity and Sex -FY 2010

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	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
Voluntary	#	39	27	12	-	-	20	5	7	6	-	1	-	-	-	-	-	-
	%	100.00	69.23	30.77	-	-	51.28	12.82	17.95	15.38	-	2.56	-	-	-	-	-	-
Involuntary (RIF)	#	6	1	5	-	-	1	2	-	3	-	-	-	-	-	-	-	-
	%	100.00	16.67	83.33	-	-	16.67	33.33	-	50.00	-	-	-	-	-	-	-	-
Total Separations	#	45	28	17	-	-	21	7	7	9	-	1	-	-	-	-	-	-
	%	100.00	62.22	37.78	-	-	46.67	15.56	15.56	20.00	-	2.22	-	-	-	-	-	-
Total Workforce	#	699	463	236	14	8	299	133	131	81	9	10	-	1	7	3	3	-
	%	100.00	66.24	33.76	2.00	1.14	42.78	19.03	18.74	11.59	1.29	1.43	-	0.14	1.00	0.43	0.43	-

Grain Inspection, Packers and Stockyards Administration

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees - Permanent Employees FY 2010

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers														
Executive/Senior Level (Grades 15 and Above)	#	11	10	1	-	-	-	-	-	-	-	-	-	-
	%	1.57	1.62	2.00	-	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	34	30	2	2	-	-	-	-	-	-	-	-	-
	%	4.86	4.85	4.00	6.67	-	-	-	-	-	-	-	-	-
First-Level (Grades 12 and Below)	#	49	38	10	1	-	-	-	-	-	-	-	-	-
	%	7.01	6.14	20.00	3.33	-	-	-	-	-	-	-	-	-
Other Officials and Managers	#	64	61	2	1	-	-	-	-	-	-	-	-	-
	%	9.16	9.85	4.00	3.33	-	-	-	-	-	-	-	-	-
Officials and Managers - TOTAL	#	158	139	15	4	-	-	-	-	-	-	-	-	-
	%	22.60	22.46	30.00	13.33	-	-	-	-	-	-	-	-	-
2. Professionals	#	180	157	12	11	-	-	-	-	-	-	-	-	-
	%	25.75	25.36	24.00	36.67	-	-	-	-	-	-	-	-	-
3. Technicians	#	15	14	-	1	-	-	-	-	-	-	-	-	-
	%	2.15	2.26	-	3.33	-	-	-	-	-	-	-	-	-
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	52	46	-	6	1	-	-	-	-	-	1	-	-
	%	7.44	7.43	-	20.00	100.00	-	-	-	-	-	100.00	-	-
6. Craft Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	294	263	23	8	-	-	-	-	-	-	-	-	-
	%	42.06	42.49	46.00	26.67	-	-	-	-	-	-	-	-	-
8. Labors and Helpers	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL WORKFORCE	#	699	619	50	30	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 - Permanent - FY 2010

GS/GM, SES, and Related Grade	TOTAL Permanent Employees	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	2	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.29	0.32	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 04	#	22	19	3	-	-	-	-	-	-	-	-	-	-
	%	3.15	3.07	6.00	-	-	-	-	-	-	-	-	-	-
GS - 05	#	74	70	1	3	-	-	-	-	-	-	-	-	-
	%	10.59	11.31	2.00	10.00	-	-	-	-	-	-	-	-	-
GS - 06	#	47	44	1	2	-	-	-	-	-	-	-	-	-
	%	6.72	7.11	2.00	6.67	-	-	-	-	-	-	-	-	-
GS - 07	#	48	44	-	4	1	-	-	-	-	-	1	-	-
	%	6.87	7.11	-	13.33	2.08	-	-	-	-	-	2.08	-	-
GS - 08	#	14	13	-	1	-	-	-	-	-	-	-	-	-
	%	2.00	2.10	-	3.33	-	-	-	-	-	-	-	-	-
GS - 09	#	160	137	16	7	-	-	-	-	-	-	-	-	-
	%	22.89	22.13	32.00	23.33	-	-	-	-	-	-	-	-	-
GS - 10	#	8	7	1	-	-	-	-	-	-	-	-	-	-
	%	1.14	1.13	2.00	-	-	-	-	-	-	-	-	-	-
GS - 11	#	79	66	11	2	-	-	-	-	-	-	-	-	-
	%	11.30	10.66	22.00	6.67	-	-	-	-	-	-	-	-	-
GS - 12	#	105	91	10	4	-	-	-	-	-	-	-	-	-
	%	15.02	14.70	20.00	13.33	-	-	-	-	-	-	-	-	-
GS - 13	#	85	76	3	6	-	-	-	-	-	-	-	-	-
	%	12.16	12.28	6.00	20.00	-	-	-	-	-	-	-	-	-
GS - 14	#	39	35	3	1	-	-	-	-	-	-	-	-	-
	%	5.58	5.65	6.00	3.33	-	-	-	-	-	-	-	-	-
GS - 15	#	13	12	1	-	-	-	-	-	-	-	-	-	-
	%	1.86	1.94	2.00	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	3	3	-	-	-	-	-	-	-	-	-	-	-
	%	0.43	0.48	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	699	619	50	30	1	-	-	-	-	-	1	-	-
	%	100.00	100.00	100.00	100.00	2.08	-	-	100.00	-	-	-	2.08	-

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 2010

GS/GM, SES, and Related Grade	TOTAL Temporary Employees	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	1	1	-	-	-	-	-	-	-	-	-	-	-
	%	1.04	1.09	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	15	14	1	-	-	-	-	-	-	-	-	-	-
	%	15.63	15.22	1.09	-	-	-	-	-	-	-	-	-	-
GS - 04	#	33	33	-	-	-	-	-	-	-	-	-	-	-
	%	34.38	35.87	-	-	-	-	-	-	-	-	-	-	-
GS - 05	#	43	40	1	2	-	-	-	-	-	-	-	-	-
	%	44.79	43.48	2.33	4.65	-	-	-	-	-	-	-	-	-
GS - 06	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 07	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 08	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 09	#	4	4	-	-	-	-	-	-	-	-	-	-	-
	%	4.17	4.35	-	-	-	-	-	-	-	-	-	-	-
GS - 10	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 12	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 13	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 14	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	96	92	2	2	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	3.41	4.65	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS Distribution by Disability FY 2010

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series:															
Total Applications Received	#														
	%	0.00%										0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%										0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%										0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Data Not Available															
Job Series:															
Total Applications Received	#														
	%	0.00%										0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%										0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	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	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	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	#														
	%	0.00%	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	#														
	%	0.00%	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	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	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	#														
	%	0.00%	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	#														
	%	0.00%	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					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	

Data Not Available

"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

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Career Development Programs for GS 5-12															
Slots	#														
Relevant Pool	%		Data not available for this section												-
Applied	#														
	%														
Participants	#	28	25	-	3	-	-	-	-	-	-	-	-	-	
	%	89.29%	89.29%	-	10.71%	-	-	-	-	-	-	-	-	-	
Career Development Programs for GS 13-14															
Slots	#														
Relevant Pool	%		Data not available for this section												-
Applied	#														
	%														
Participants	#	24	24	-	-	-	-	-	-	-	-	-	-	-	
	%	100.00%	100.00%	-	-	-	-	-	-	-	-	-	-	-	
Career Development Programs for GS 15 and SES															
Slots	#														
Relevant Pool	%		Data not available for this section												-
Applied	#														
	%														
Participants	#	12	12	-	-	-	-	-	-	-	-	-	-	-	
	%	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.															

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Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Employees FY 2010

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Voluntary	#	36	31	4	1	-	-	-	-	-	-	-	-	-
	%	100.00	86.11	11.11	2.78	-	-	-	-	-	-	-	-	-
Involuntary (RIF)	#	6	6	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	42	37	4	1	-	-	-	-	-	-	-	-	-
	%	100.00	88.10	9.52	2.38	-	-	-	-	-	-	-	-	-
Total Workforce	#	699	619	50	30	1	-	-	-	-	-	1	-	-
	%	100.00	88.56	7.15	4.29	0.14	-	-	-	-	-	0.14	-	-