


Wage & Investment



**Federal
Agency Annual
EEO Program
Status Report
(MD 715
Report)**

FY 2016

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Acronym/Abbreviation

ADR	Alternate Dispute Resolution
AEP	Affirmative Employment Program
AEPP	Affirmative Employment Program Plan
ALERTS	Automated Labor and Employee Relations Tracking System
AMC	Alternative Media Center
AWSS	Agency-Wide Shared Services
BU	Business Unit
CAS	Customer Account Services
CL	Communications and Liaison
CLF	Civilian Labor Force
CPE	Continuing Professional Education
CS	Compliance Services
D&I	Diversity and Inclusion
DVAAP	Disabled Veterans Affirmative Action Program
EEOC	Equal Employment Opportunity Commission
EEO/EDI	Equal Employment Opportunity and Equity, Diversity and Inclusion
EO	Employee Organization
FEORP	Federal Equal Opportunity Recruitment Program
FY	Fiscal Year
GLS	General Legal Services
HACU	Hispanic Association of Colleges and Universities
HBCU	Historically Black Colleges and Universities
HC/HCO	Human Capital/Human Capital Office
HEPM	Hispanic Employment Program Manager
HIRE	Hispanic Internal Revenue Employees
HR	Human Resources
IRS	Internal Revenue Service
L&E	Learning & Education
MD	Management Directive
MYAEPP	Multi-Year Affirmative Employment Program Plan
NHQ	National Headquarters
NTEU	National Treasury Employees Union
OPM	Office of Personnel Management
OU	Operating Unit
POSH	Prevention of Sexual Harassment
RA	Reasonable Accommodation
RMO	Responsible Management Official
RNO	Race/National Origin
SDC	Strategic Disability Committee
SEP	Special Emphasis Program
SB/SE	Small Business/Self-Employed
SRM	Strategic Resources and Management
TEC	Taxpayer, Education and Communication
W&I	Wage & Investment

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2015 to September 30, 2016.					
PART A Department or Agency Identifying Information	1. Agency		The Department of the Treasury		
	1.a. 2 nd level reporting component		Internal Revenue Service		
	1.b. 3 rd level reporting component		Wage and Investment Division		
	1.c. 4 th level reporting component				
	2. Address		2. 401 West Peachtree Street, 23-WI		
	3. City, State, Zip Code		3. Atlanta, GA 30308		
	4. CPDF Code	5. FIPS code(s)	4. BLANK	5. Not reported. All FIPS codes were withdrawn per OPM on 2/8/05.	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 33,630	
	2. Enter total number of temporary employees			2. 459	
	3. Enter total number employees paid from non-appropriated funds			3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 34,089	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Commissioner, Wage and Investment Division		
	2. Agency Head Designee		2. Debra Holland		
	3. Principal EEO Director/Official Official Title/series/grade		3. Yvonne Pitter, Director, Equity, Diversity and Inclusion, IR 260-01		
	4. Title VII Affirmative EEO Program Official		4.		
	5. Section 501 Affirmative Action Program Official		5.		
	6. Complaint Processing Program Manager		6.		
	7. Other Responsible EEO Staff		Pamela McBride, Senior EDI Program Consultant, GS 260-14		
			Patricia Yancey, Secretary GS-318-09		
		Greg Jones, EEO Specialist, GS 260-13			
		Sandra Lewis, EEO Specialist GS 260-13			
		Marcia Sneed, EEO Specialist, GS 260-13			
		Connie Coy, Senior Management and Program Analyst, GS-343-14			

Barbara Zivkovich, Management and Program Analyst, GS-343-13

Michael Knippel, Management and Program Analyst, GS-343-13

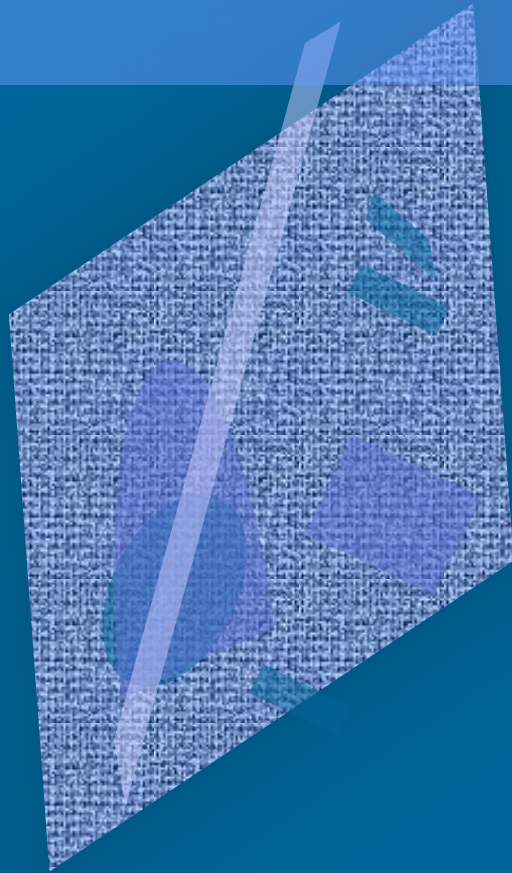
Sheria Herren, Management and Program Analyst, GS-343-11

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	W&I Headquarters, Atlanta, GA		
	Customer Account Services (CAS), Atlanta GA		
	Customer Assistance, Relationships and Education (CARE), Atlanta, GA		
	Return, Integrity and Correspondence Services (RICS), Atlanta, GA		
	Wage and Investment Operations Support (WIOS), Atlanta, GA		
	Communications and Liaison (C&L), Atlanta, GA		
	Equity, Diversity and Inclusion (EDI), Atlanta, GA		

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 715-01 Part G)	X
Brief paragraph describing the agency's mission and mission related functions	X	*EEO Plan to Attain Essential Elements of a Model EEO Program (Form 715-01 Part 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	
Summary Analysis of Workforce Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for agencies with 1,000 or more employees (Form 715-01 Part J)	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data Form 462 Report as necessary to support action items related to Complaint Processing, Program deficiencies, ADR effectiveness, or other compliance issues	NA
*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	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to the EEO Policy Statements	X	*Organizational Chart	X

Wage & Investment



PART E

FY 2016

Department of the Treasury, IRS, Wage &
Investment Division

For period covering October 1, 2015 to September 30, 2016

EXECUTIVE SUMMARY

Executive Summary: Mission & Overview

The mission of the Wage and Investment Division (W&I) is to provide customers top quality service by helping them to understand and comply with applicable tax laws and to protect the public interest by applying the tax law with integrity and fairness to all.

The W&I Division administer tax laws that govern individual wage earners in the United States. It is headed by a commissioner and deputy commissioner, who oversee key components within the organizational structure.

W&I Division is the largest division within the IRS, consisting of 34,089 employees, who staff 376 Taxpayer Assistance Centers, 10 campuses, 15 remote call sites nationwide, and the Atlanta W&I Headquarters office. In 2016, the division served millions of individual and business customers, and processed more than 152.4 million individual tax returns and 48.5 million Business returns. This resulted in issuing 111 million refunds totaling \$315.4 billion.

Summary of self-assessment results

The W&I EDI office conducted a self-assessment for FY 2016 and identified three areas for which we developed an action plan to improve.

1. Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP - AGENCY EEO policy is vigorously enforced by agency management.

On February 1, 2016, the W&I EDI director distributed an email message to all managers reminding leaders to evaluate managers' and supervisors' commitment to EEO policies and principles using the following considerations specific to the MD-715:

- a) use of managerial, communication and interpersonal skills to supervise effectively in a workplace with diverse employees thereby avoiding disputes that arise as a result of ineffective communications
- b) provision of requested religious accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship.
- c) provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship.

According to the plan, the message will be sent to managers annually.

2. Essential Element B: Integration of EEO into the Agency's Strategic Mission – requires the Agency EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing, which will cover all components of the EEO program to show the progress and strategic plans to achieve a model EEO program.

The Part H was developed April 26, 2015, and the W&I EDI Director decided to establish a process to present a division specific 'State of the Agency' briefing document to the W&I Commissioner after the completion of each annual MD-715 report on an annual basis. The purpose is to report on the progress and strategic plans of the division in regards to all components of the EEO and Accessibility programs. A proposed template will be presented to the W&I Commissioner for approval by September 30, 2017.

3. Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY - 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.

To address this area, we are reviewing training programs and leadership development programs. This includes reviewing data on permanent leadership assignments, to determine whether there are potential barriers to full participation by all groups.

Review of leadership programs

Our objective for the leadership programs plan was to establish a timeline for systemic review. In June 2014, we completed the first analysis of the ERI data on employees who were selected for Employee Development Programs during 2012 and found no triggers or barriers to full participation. We have established a timeline to conduct a review every two years. We also intended to analyze the participant assignments upon completion of leadership programs but discovered we do not have the necessary information because W&I does not track temporary assignments or details. We will recommend by September 30, 2017 that the director of Capital Management and Oversight develop a tracking mechanism for these assignments.

Review of training programs

Our objective for the training programs plan was to establish a timeline for systemic review. We reviewed the ERI data of a snapshot of CARE employees who participated in training in fiscal years 2011, 2012 and 2013. We conducted the initial meeting with the MD-715 team in March 2015 to determine if barriers exist. An initial timeline was established to review the data each fiscal year beginning FY 2016; however, we are in the process of revising the template to show the number of employees trained compared to the number of employees trained by ERI, gender, disability, and age to determine whether any triggers are detected.

Next steps in our plan of action is to review and finalize the template to use it for future reporting, create a repeatable process for the entire division, and close the Part H by September 30, 2017.

W&I Analysis of Permanent Work Force Profiles

An analysis of the W&I Division's workforce tables was obtained from Treasury Workforce Analytics database, which shows the total workforce (permanent and temporary), declined from 36,116 to 34,089 employees, resulting in a negative change of 5.61% (2,027) from FY 2015 to FY 2016. This change resulted in a net decrease across the majority of ERI groups except for the Two or More Races men and women group, which gained 5.22% employees. The top three groups that experienced the greatest net decrease are Whites (-7.96%), American and Indian or Alaska Natives (-6.75%), and Asians (-6.21%).

At the end of FY 2016, male employees represented 27.42% (9,346) of the W&I total workforce, a 6.50% decrease compared to FY 2015 (9,996). American Indian or Alaska Native males had the greatest net decrease of -15.19%. Two or More Races males had a net increase of 4.00%.

White males represent 16.64% of the workforce, followed Black or African American males at 5.03%, Hispanic or Latino males at 4.24%, Asian males at 1.18%, American Indian or Alaska Native males at 0.20%, Two or More Races males at 0.08%, and Native Hawaiian or Other Pacific Islander at 0.20%.

Female employees represented 72.58% of the W&I total workforce (24,743) at the end of FY 2016, a slight decrease from 26,120, a net decrease of -5.27% compared to FY 2015. White females represents 33.03% of the total workforce, followed by Black or African American females 24.42%, Hispanic or Latino at 11.82%, Asian females 2.23%, American Indian or Alaska Native females at 0.70%, Two or More Races females at 0.28%, and Native Hawaiian or Other Pacific Islander at 0.70%. Two or More Races females was the only ERI group showing a net increase, +5.56% from FY 2015 to FY 2016.

The participation rate of employees with targeted disabilities in the W&I workforce had a slight decrease from FY 2015 (751) to FY 2016 (713), which shows a net decrease of -0.05%. Despite the modest net decrease, W&I still met the 2% Individuals with Targeted Disabilities Employment goal set by EEOC's initiative.

W&I vs. National Civilian Labor Force

A comparison of the W&I's workforce profile for FY 2016 and the Civilian Labor Force (CLF) reflects that the participation of males in all ERI categories was below the CLF, female participation rate was above. The most significant difference between the W&I workforce percentage and the CLF is that Females, Hispanic females, Black or African American females, Native Hawaiian or Other Pacific Islander females, and American Indian or Alaska Native females are 20% or more above their national rate, while Males, White males, Asian males, Native Hawaiian or Other Pacific Islander males, American Indian or Alaska Native males, and Two or More Races males are 20% or more below their national average.

Key Accomplishments

On December 13, 2015, the W&I HCO Accessibility Office (AO) merged with W&I EDI as a result of the W&I Operations Support reorganization. W&I EDI now provides services including recruitment of veterans and individuals with disabilities, World Services for the Blind, and provide oversight to the Local Accessibility Coordinators program. In addition, during the third quarter, the EDI Director issued an email to all W&I managers alerting them that the Accessibility Office's recruitment services were available to them to fill positions using Special Hiring Authorities. To date, managers in seven sites have contacted the AO program coordinators requesting assistance in recruiting Schedule A or Veteran candidates for their 2016 hiring efforts.

As a result of our outreach efforts to the W&I Accounts Management to recruit via external partners and consultations during the onboarding process, we provided 82 resumes of candidates qualified for Schedule A appointments. Of these, 22 resulted in job offers and 15 placements in GS-05 positions.

We expanded the Mentoring Employees with Disabilities program to include the bargaining unit employees. We have retained all 28 participants, 14 mentors and 14 protégés, and had good feedback via focus groups and a mid-year survey.

We worked with management to prevent late conversions of Schedule A hires into permanent employees. There were no late conversions of Schedule A hires in W&I this fiscal year.

We collaborated with HCO's Executive Services, Employment, Talent and Security (ESETS) function and Veteran Employment Program Office (VEPO) to recruit Schedule A and Veteran candidates for 59 positions for the Corporate Administrative Support Team across several BODs. We also collaborated with them for the Compliance hiring in SBSE, TEGE, LB&I, and RICS.

With our continued efforts to train our W&I upper level management, we conducted five presentations, which reached over 200 W&I managers throughout the fiscal year. We focused our training on the topics of Anti-Harassment Policy, Reasonable Accommodation, EEO and services available from W&I EDI's Accessibility Support programs.

IRS received the Emerging Partner Award from the Missouri Department of Vocational Rehabilitation for our efforts in recruiting and hiring individual with disabilities at the Kanas City Campus and the St. Louis call site. An Operations Manager from Kansas City Accounts Management Operations 3 (St. Louis) accepted the award on our behalf at the event.

In fiscal year 2016, the W&I Division continued to participate in the Veteran Internship Program (VIP). W&I managed 22 new or existing requests, and managers selected four veterans for internships.

The W&I EDI Office continues to partner with World Services for the Blind, a rehabilitation center for the blind and visually impaired in Little Rock, AR, offering four training courses a year to clients interested in a career with the IRS. IRS instructor led courses prepare individuals for positions in W&I Accounts Management, and SB/SE Campus Collections ACS and CSCO operations. For FY 2016, 22 WSB clients were accepted into the training program. Of the 22 students, 15 graduated the IRS/WSB training program and were placed in fulltime permanent positions; seven in W&I AM as customer service reps and eight in SB/SE Campus Collections as collection contact reps or tax examining techs. Sites sponsoring WSB new hires in FY 2016 included: Dallas, Memphis, Atlanta, Indianapolis, Oakland, Philadelphia, St. Louis, Jacksonville, Denver, Seattle, Ogden, and Austin.

The Local Accessibility Coordinators (LAC) serve as a local on-site representatives and liaisons to supporting organizations by facilitating, coordinating and assisting management in the delivery of services to employees with disabilities. They work alongside subject matter experts to resolve accessibility challenges, serve as a conduit for communications, and provide continuing education concerning disability awareness.

In FY 2016, 712 requests for accessibility services were logged into the LAC reporting tool, an increase of 7% from FY 2015. LACs resolved 684 of the logged accessibility issues at the local level utilizing resources available and local support. The remaining 28 requests were resolved with the assistance of the W&I EDI program analyst. The top five issue categories were: Outreach and Awareness (178); Assistive Technology (138); Systems and Applications/Software (106); Physical Accessibility/Environment (70); Training Provided/Requested/Received (48). The common topic of issues elevated continues to be accessibility barriers created by the continual upgrades to systems, applications and software, resulting in automated tools, assistive technology, and/or systems not functioning together properly.

The number of informal complaints filed increased by 0.94% from FY 2015 (213) to FY 2016 (215). However, the number of informal complaints that entered the formal complaint process was the same as last fiscal year (105), which shows a reduction from 49.30% (FY 2015) to 48.83% (FY 2016).

The W&I Division's ADR participation rate continues to increase, 69% in FY 2015 to 74% in FY 2016. More employees are embracing the use of the ADR program.

Executive Summary	
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Wage & Investment

PART F

FY 2016

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

I, Dan Oldham, am the Principal Acting EEO Director/Official for the Department of the Treasury, Internal Revenue Service, Wage and Investment Division.

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 initiated 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.



Yvonne Pitter
Director, Equity, Diversity and Inclusion
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.



Date

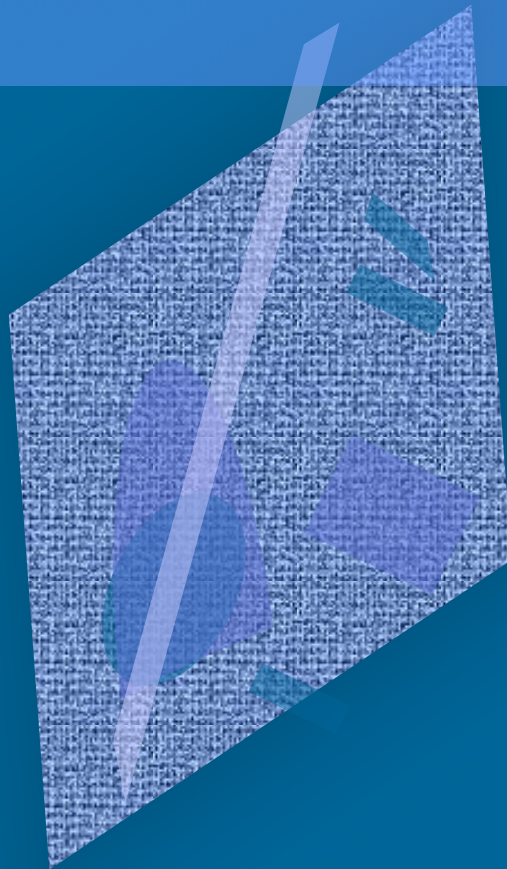


Debra Holland
Commissioner, Wage and Investment Division







Date



Wage & Investment









PART G



FY 2016

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
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 December 23, 2013. The EEO policy statement was issued on May 28, 2014. 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.	N/A		This is function of National EDI COS (Chief of Staff), EEO AH (Anti-Harassment Group)
	Are new employees provided a copy of the EEO policy statement during orientation?	N/A		This is function of National HCO ESETS (Executive Services, Employment, Talent and Security), EDI COS
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	N/A		This is function of National Human Capital Office (HCO), ESETS, EDI IRS Disability Office (IDO), EDI COS
 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		All IRS EEO Policies are on the Corporate EDI website. There is also a link to them from the W&I EDI website http://win.web.irs.gov/eoo/edi_policy_statements.htm
	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?	N/A		This is function of National EDI EOS (EDI Operations Support) and National HCO
	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)]	N/A		This is function of National EDI EOS (EDI Operations Support) and National HCO





 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		W&I EDI sends an annual email in Q1 reminding all managers of this responsibility.
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		N/A		This is function of National HCO WBP (Worklife Benefits & Performance)
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		N/A		This is function of National HCO WBP
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?		N/A		This is function of National HCO WBP
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		N/A		This is function of National HCO WBP
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		N/A		This is function of National HCO WBP
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 ?		N/A		This is function of National HCO WBP
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		N/A		This is function of National HCO WBP
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		N/A		This is function of National HCO WBP
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		N/A		This is function of National HCO WBP
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?		N/A		This is function of National EDI IDO
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		N/A		This is function of National EDI IDO



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		W&I EDI director reports directly to the W&I Commissioner.	
Are the duties and responsibilities of EEO officials clearly defined?	X		W&I staff duties and responsibilities are located at: http://win.web.irs.gov/eoo/edi_roles_responsibilities.htm	
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		W&I staff attends limited paid training and attends free internal and external training.	
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X		W&I Organization chart is located at: http://win.web.irs.gov/aboutus/docs/WageOrgChart_eff_3_20_2016.ppt	
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?				
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		The EEO Director has direct access to all W&I Executives and managers.	



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	See part H
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		EDI Director is on the Senior Leadership Team, attends all meetings and provides feedback.
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		EDI Director is on the Senior Leadership Team, attends all meetings and provides feedback.
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		We are reviewing training and leadership programs. Our volume of work requires that we regularly examine management practices.
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		Director/staff are involved in strategic planning meetings and documents.
 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		EDI has its own budget.
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		We are fully staffed.
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		N/A		This is a function of National EDI D&I (Diversity & Inclusion) Strategy Section
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		N/A		This is a function of National EDI D&I Strategy Section
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		N/A		This is a function of National EDI D&I Strategy Section



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		N/A		This is a function of National EDI IDO and National HCO
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?		N/A		This is a function of National EDI D&I Strategy Section and National HCO
 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		We are fully staffed.
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?)		N/A		This is a function of National EDI Front Office
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		N/A		This is a function of National EDI Front Office
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		N/A		This is a function of National EDI IDO, EDI EOS, and National IT IRAP (Information Technology, Information Resources Accesibility Program)
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		N/A		This is a function of National EDI EOS
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		N/A		This is a function of National EDI Front Office
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)]		N/A		This is a function of National EDI Front Office and National HCO
Is there sufficient funding to ensure that all employees have access to this training and information?		N/A		This is a function of National EDI Front Office
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		N/A		This is a function of National EDI Front Office
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		N/A		This is a function of National EDI Front Office



to provide religious accommodations?	N/A		This is a function of National EDI Front Office
to provide disability accommodations in accordance with the agency's written procedures?	N/A		This is a function of National EDI Front Office
in the EEO discrimination complaint process?	N/A		This is a function of National EDI Front Office
to participate in ADR?	N/A		This is a function of National EDI Front Office





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		Quarterly Briefings are given to commissioners and executives.
	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		We work with all officials as needed.
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	N/A		This is a function of National EDI MARs (Measures, Analysis, & Reports Section), National EDI BIS (Business Integration Section, National HCO ESETS
	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?	N/A		This is a function of National EDI MARs (Measures, Analysis, & Reports Section), National EDI BIS (Business Integration Section, National HCO ESETS





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		See Part H
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		N/A		This is a function of National HCO WRD (Workforce Relations)
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?		N/A		This is a function of National HCO WRD (Workforce Relations)
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		N/A		This is the function of National EDI MARs and National EDI Compliance
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?		N/A		This is a function of National HCO WRP and National EDI Compliance
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		N/A		This is a function of National EDI IDO



Essential Element D: PROACTIVE PREVENTION				
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		N/A		No barriers have been identified that require senior management action
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?		N/A		No barriers have been identified that require senior management action
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		N/A		No barriers have been identified that require senior management action





Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		During our quarterly and fiscal year Operational and Executive Briefings
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		See W&I Trend Analysis
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		During our quarterly and fiscal year Operational and Executive Briefings
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		See W&I Trend Analysis
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?			X	We will communicate with W&I HCO to determine whether this is done at the national level.
 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 under Title VII and the Rehabilitation Act?		N/A		This is a function of National EDI IDO, National EDI Civil Rights Division (CRD), National HCO

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?		N/A		This is a function of National EDI IDO
 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?		N/A		This is a function of Treasury
If yes, briefly describe how:				
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?		N/A		This is a function of EOS
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?		N.A		This is a unction of EOS
 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?		N/A		This is a function of EOS
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?		N/A		This is a function of EOS
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		N/A		This is a function of EOS
Does the agency complete the investigations within the applicable prescribed time frame?		N/A		This is a function of Treasury
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A		This is a function of Treasury

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?		N/A		This is a function of Treasury
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		N/A		This is a function of National EDI Compliance
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		N/A		This is a function of National EDI Compliance
 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?		N/A		This is a function of EOS
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?		N/A		This is a function of EOS
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		N/A		This is a function of EOS
Does the responsible management official directly involved in the dispute have settlement authority?		N/A		This is a function of EOS
 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?		N/A		This is a function of Treasury
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)?		N/A		This is a function of National EDI Front Office and National EDI ICP (Informal Complaint Processing)
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?		N/A		This is a function of National EDI MARs and National HCO ESETS
Do the agency's EEO programs address all of the laws enforced by the EEOC?		NA		This is a function of National EDI COS (Chief of Staff)
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?		N/A		This is a function of National EDI
 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?		N/A		This is a function of Treasury
Does the agency discrimination complaint process ensure a neutral adjudication function?		N/A		This is a function of Treasury
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		N/A		This is a function of Treasury

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.		N/A		This is a function of National EDI Compliance
Are there steps in place to guarantee responsive, timely, and predictable		N/A		This is a function of

processing of ordered monetary relief?				National EDI Compliance
Are procedures in place to promptly process other forms of ordered relief?		N/A		This is a function of National EDI Compliance
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		N/A		This is a function of National EDI Compliance
If so, please identify the employees by title in the comments section, and state how performance is measured.				
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		N/A		This is a function of National EDI Compliance
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?		N/A		This is a function of National EDI Compliance
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		N/A		This is a function of National EDI Compliance
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		N/A		This is a function of National EDI Compliance
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		N/A		This is a function of National EDI Compliance
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?		N/A		This is a function of National EDI Compliance and AWSS (Beckley Finance Center)
Compensatory Damages: The final agency decision and evidence of payment, if made?		N/A		This is a function of National EDI Compliance and AWSS (Beckley Finance Center)
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?		N/A		This is a function of National EDI Compliance and National HCO

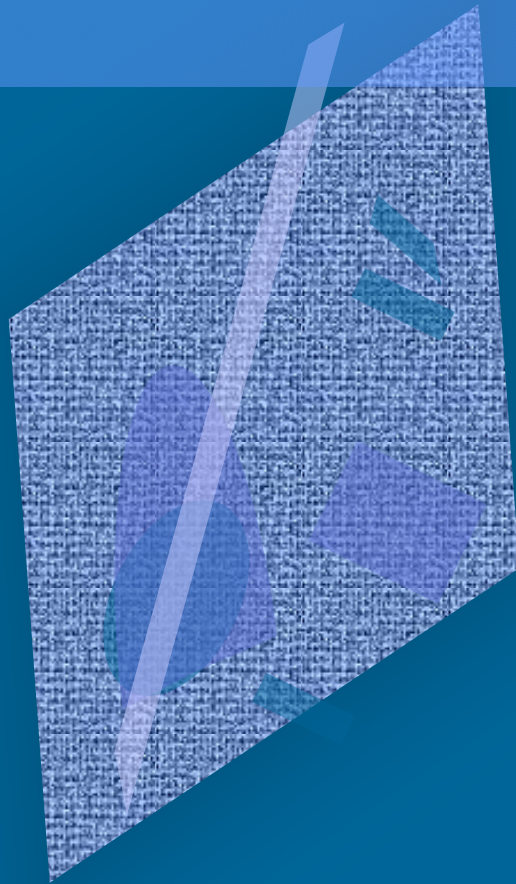
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	N/A		This is a function of National EDI Compliance and National HCO
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	N/A		This is a function of National EDI Compliance
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).	N/A		This is a function of Treasury
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	N/A		This is a function of Treasury
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	N/A		This is a function of National EDI Compliance
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	N/A		This is a function of Treasury
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	N/A		This is a function of National EDI Compliance

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.

Wage & Investment



PART H

FY 2016

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Treasury, IRS, Wage & Investment Division	FY 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The enforcement of the Agency EEO policy needs improvement with respect to Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Indicator: Agency EEO policy is vigorously enforced by agency management.	
OBJECTIVE:	To help ensure leaders effectively evaluate managers and supervisors on their commitment to agency EEO policies and principles.	
RESPONSIBLE OFFICIAL:	Wage and Investment Division	
DATE OBJECTIVE INITIATED:	4/1/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/31/2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
8/31/2015	<p>W&I EDI staff will work with W&I HCO staff to create and distribute an annual message to remind leaders that when evaluating managers' and supervisors' commitment to EEO policies and principles, they should include in the considerations:</p> <ul style="list-style-type: none"> a) their use of managerial, communication and interpersonal skills to supervise effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications. b) their providing requested religious accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship. c) their providing the requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship. 	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Objective is complete. On February 1, 2016 the W&I EDI director coordinate with W&I C&L and sent out an email to all W&I managers reminding them of their responsibility in regards to EEO policies and principles. Please note this Part H is closed.		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Treasury, IRS, Wage & Investment Division	FY 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The enforcement of the Agency EEO policy needs improvement with respect to Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY 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)]	
OBJECTIVE:	Establish time-tables or schedules to review Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups and conduct that review.	
RESPONSIBLE OFFICIAL:	Wage & Investment Division	
DATE OBJECTIVE INITIATED:	9/30/2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2017	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
8/1/2013	Coordinate with HCO to identify ERI data for employee applications to W&I Employee Leadership Development Programs. Completed.	
11/30/2013	Review applicant and selection data of employee Leadership Development Program candidates to identify any potential barriers. Completed.	
8/30/2013	Coordinate with AWSS to acquire FOCUS report on employee Leadership Development Program candidates that will provide ERI data breakdown of 2012 LSR participants. Completed.	
10/23/2013	Review and analyze employee Leadership Development Program FOCUS report to identify any potential barriers. Completed.	
2/28/2014	Complete analysis on ethnicity, race and gender of employee Leadership Development Program participants. Completed.	
6/25/2014	Complete analysis on age and disability of employee Leadership Development Program participants. Completed.	
7/10/2014	Establish timeline for systemic review of employee Leadership Development Programs. Completed.	
See item #3 below 10/31/2015	Provide analysis report to identify assignments of participants after completion of employee Leadership Development Program participation.	
9/30/2017	We will recommend by September 30, 2017 the director of Capital Management and Oversight develop a tracking mechanism for these assignments.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>1. The W&I EDI and HCO successfully partnered to develop participant data for the W&I Leadership Development Programs. The W&I EDI compared participants against the W&I workforce participation rates to analyze them for potential barriers to full participation of any groups. The analysis included comparisons of race, gender, age and disability of participants in relation to their relevant participation rates in the division. The results of the analysis did not reveal significant triggers or barriers for any group.</p> <p>2. The W&I EDI office proposed to conduct systemic reviews of the development programs on a recurring biennial basis.</p> <p>3. The W&I Division does not track assignments such as details and temporary leadership assignments. Therefore, we do not have the information needed to conduct a complete analysis. However, since we have information on permanent assignments, we will examine the ERI statistics to see what conclusions could be drawn about them.</p>		

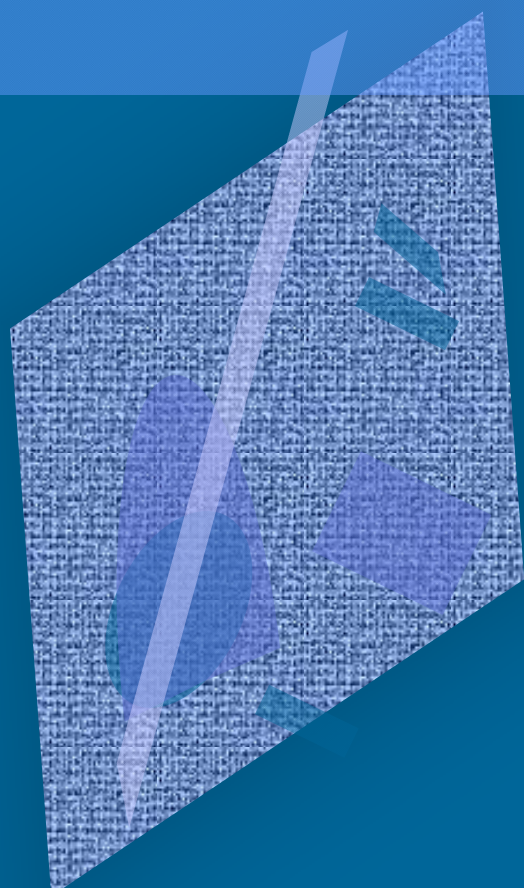
Planned Actions to meet the objective by September 30, 2017 were modified to include examining the ERI statistics to determine our next steps.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Treasury, IRS, Wage & Investment Division	FY 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The enforcement of the Agency EEO policy needs improvement with respect to Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY 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)]	
OBJECTIVE:	Establish time-tables or schedules for the agency to review its training programs for systemic barriers that may be impeding full participation by all groups. C2.c.1	
RESPONSIBLE OFFICIAL:	W&I EDI and W&I HCO	
DATE OBJECTIVE INITIATED:	9/30/2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2017	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
12/17/2013	Contact L&E to obtain a list of CARE employees who attended training for FY 2011, FY 2012, and FY 2013. Completed.	
12/6/2013	HCO create a FOCUS report on CARE employees ERI, gender, disability code and age. Completed	
9/24/2014	Use the FOCUS report to create a snapshot of CARE employees' ERI, gender, disability code and age data. Completed	
2/27/2015	Use the FOCUS report to develop an Access Database of CARE employees' information, which will allow W&I EDI to store the training information on a yearly basis. Completed this using an Excel pivot table.	
7/29/2016	Met with the MD-715 team to review the snapshots that were develop from the FOCUS report next step in determining if any barriers that may exist. Review of the snapshot was completed, but a follow-up meeting will be scheduled.	
9/30/2017	Create and establish timeline for W&I Employee Training Program.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Status - 2015:</p> <p>1) The W&I EDI office contacted W&I, HCO, L&E to obtain a report of W&I employees who participated in non-mandatory classroom training that requires management approval from FY 2009 to FY 2013. Please note, we requested only the classroom training that required management approval not the self-directed ELMS courses. The report we received contained 25,000+ records of W&I employees. After discussing and reviewing the training data, we decided that our starting point would be the CARE organization, which consisted of 629 records. The report contained: employees' names, POD, offices, pay plans, series, grades, types of training attended, and fiscal years of the training.</p> <p>2) We created the snapshots from the data that was provided by L&E and created the categories below:</p> <ul style="list-style-type: none"> • The number of CARE employees who received non-mandatory training that required managerial approval by fiscal years from FY 2011 – FY 2013. • The number of CARE employees who received non-mandatory training that required managerial approval by sub-function from FY 2011 – FY 2013. • The number of CARE employees who received non-mandatory training versus the CARE workforce by CARE sub-function (Field Assistance, Media & Pubs, SPEC, and CARE Headquarters). 		

The MD-715 group held a meeting to discuss the snapshots and to determine the next steps for the action plan. After reviewing the snapshots, it was decided to contact Operations Research Analyst in Strategy & Finance and schedule a meeting to discuss building a Microsoft Access database to house W&I employees' training records. The meeting took place on July 8, 2015. After discussing our needs for the database, it was decided that Microsoft EXCEL Pivot Tables any barriers that may exist within our business unit. We are still finalizing the training template to create a repeatable process to analyze the division's training records. The next steps in our action plan is to finalize the template and set a time schedule to analyze the training records for any triggers that may lead to any barrier/root cause analysis. This action is planned to be completed by 9/30/2017.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Treasury, IRS, Wage & Investment Division	FY 2016	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The enforcement of the Agency EEO policy needs improvement with respect to 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.	
OBJECTIVE:	To ensure EEO staff has an effective means of informing the W&I Commissioner and senior officials of the status of EEO Programs and are involved in, and consulted on, management/personnel actions, EDI will establish a process to present the "State of the Agency" briefing upon completion of each annual MD-715 report.	
RESPONSIBLE OFFICIAL:	Wage and Investment Division	
DATE OBJECTIVE INITIATED:	4/26/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2017	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
4/30/2017	W&I EDI staff will draft a proposed template and obtain approval from the W&I Commissioner.	
9/30/2017	W&I will set a tentative date for FY 2016 State of the Agency briefing. (Will take into account when the W&I Commissioner will receive the Corporate EDI State of the Agency Briefing.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Wage & Investment



PART I

FY 2016

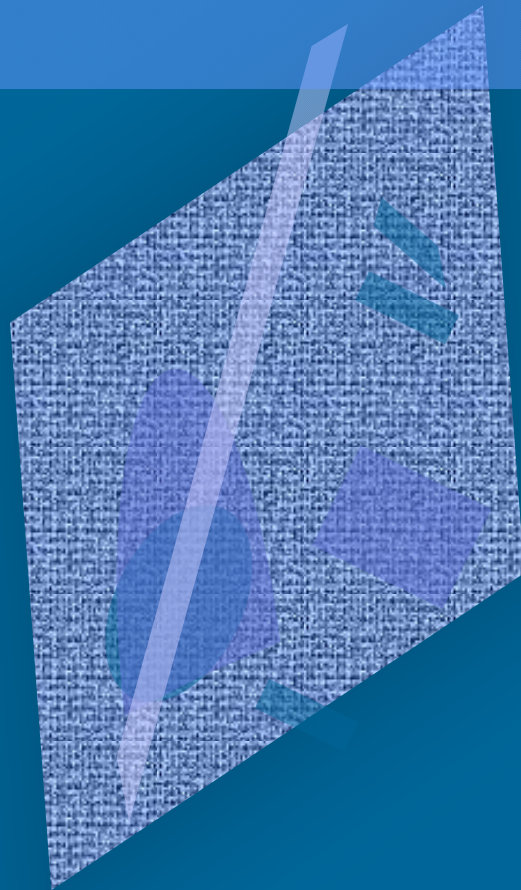
EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of the Treasury, IRS, Wage & Investment Division	FY 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There is no Part I for this reporting period. W&I will continue to review workforce data to identify any potential barriers in the division.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		
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.		
RESPONSIBLE OFFICIAL:		
DATE OBJECTIVE INITIATED:		
TARGET DATE FOR COMPLETION OF OBJECTIVE:		

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Wage & Investment



PART J

FY 2016

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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PART I Department or Agency Information	1. Agency	1. Department of Treasury
	1.a. 2 nd Level Component	1.a. Internal Revenue Service
	1.b. 3 rd Level or lower	1.b. Wage and Investment Division

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY 2016		... end of FY 2016		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	35,259	100.00%	34,089	100.00%	-1,170	-3.32%
	Reportable Disability	3,084	8.75%	2,979	8.74%	-105	-3.40%
	Targeted Disability*	740	2.10%	720	2.11%	-20	-2.70%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						1,387	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						156	

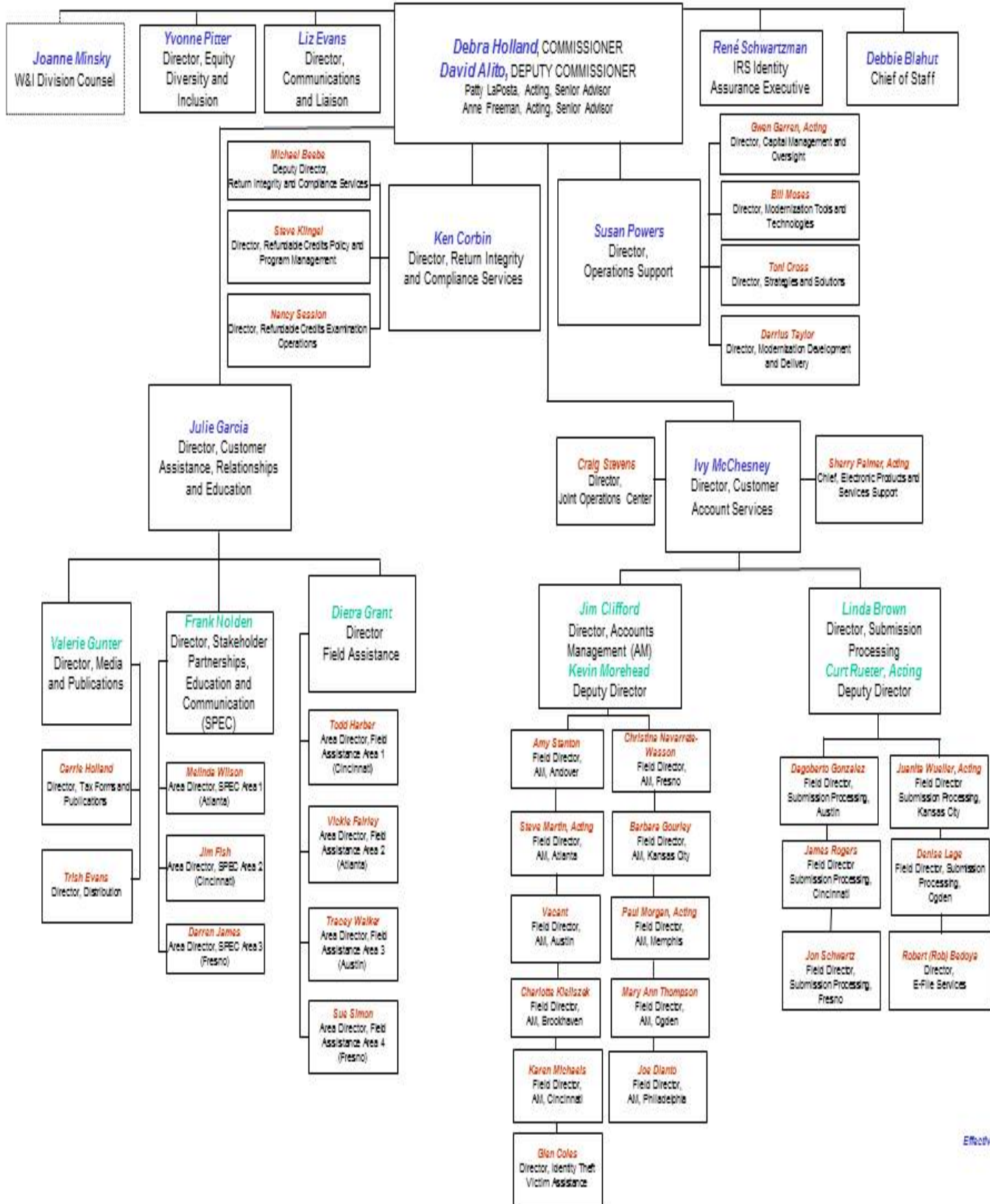
PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	4,435	101	2.28%	58	1.31%	2,983	67.26%	1,293	29.15%
4. Non-Competitive Promotions	5,619	452	8.04%	99	1.76%	109	1.94%	4,959	88.25%
5. Employee Career Development Programs	*	*	*	*	*	*	*	*	*
5.a. Grades 5 - 12	*	*	*	*	*	*	*	*	*
5.b. Grades 13 - 14	*	*	*	*	*	*	*	*	*
5.c. Grade 15/SES	*	*	*	*	*	*	*	*	*
6. Employee Recognition and Awards	22,796	1,824	8.00%	419	1.84%	283	1.24%	20,270	88.92%
6.a. Time-Off Awards (Total hrs awarded)	7,758	698	9.00%	145	1.87%	104	1.34%	6,811	87.79%
6.b. Cash Awards (total \$\$\$ awarded)	14,955	1,121	7.50%	273	1.83%	178	1.19%	13,383	89.49%
6.c. Quality-Step Increase	83	5	6.02%	1	1.20%	1	1.20%	76	91.57%

* Data is not available

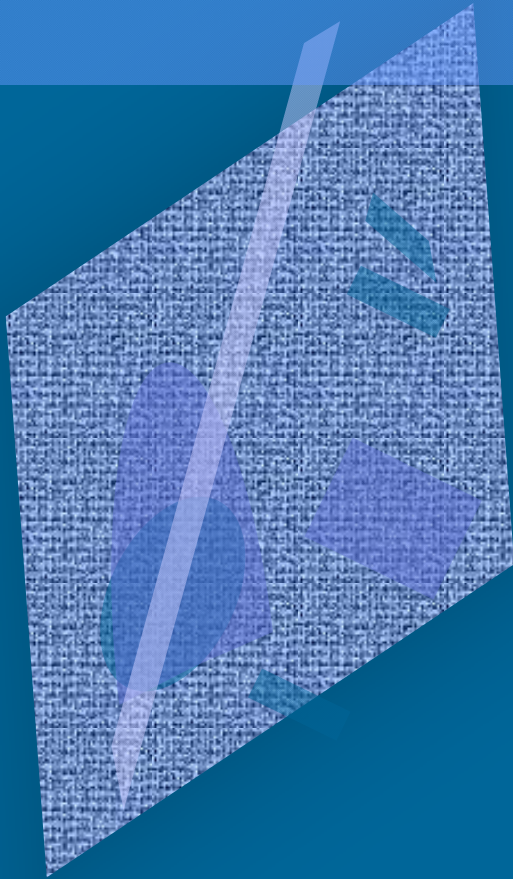
<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Post Assessment of Disability Initiative: In FY 2010, W&I led an IRS initiative to improve the participation rate of persons with targeted disabilities (PWTD) through hiring, retention and advancement. W&I championed work with executive led teams from IRS Business Units to identify improvements to address barriers. At the conclusion of the initiative in FY 2012, some programs and processes were implemented to address challenges identified. In FY 2015-2016, W&I EDI reviewed the progress of the numerous programs implemented to determine the success of the Disability Initiative and next steps. Initial review and analysis has been completed showing retention of PWTD remains a concern for the business unit. For FY 2017, W&I is considering adding survey, focus groups and other options to determine current barriers for retention and viable solutions for eliminating these barriers, once identified.</p>
<p>Part V Goals for Targeted Disabilities</p>	<ul style="list-style-type: none"> • Provide PWTD a workplace that is inclusive and free from discrimination where the employee is considered a valued member of the workforce. • Improve the participation rate through hiring, retention and advancement of PWTD in our workforce. • Provide assistance as needed, to ensure a timely resolution to requested Reasonable Accommodation services for employees.

INTERNAL REVENUE SERVICE - WAGE & INVESTMENT DIVISION



Effective 09/18/2016

Wage & Investment



**TRIGGER
NOTEBOOK**

FY 2016

Wage & Investment
MD-715 Triggers At-A-Glance

for Fiscal Year 2016 Permanent Workforce

	RACE/ETHNICITY (Non-Hispanic or Latino)																Targeted Disabilities
	Total		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Races		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 01 Permanent Workforce - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Net Change	-4.19%	-2.84%	0.42%	-2.35%	-5.84%	-5.88%	-2.25%	1.09%	-4.58%	-1.31%	0.00%	-2.50%	-9.59%	-3.27%	8.33%	5.75	-2.86%
W&I Current %	27.33%	72.67%	4.25%	11.86%	16.55%	33.02%	5.04%	24.45%	1.18%	2.24%	0.04%	0.12%	0.20%	0.70%	0.08%	0.27%	2.12%
RCLF Comparison	19.65%	80.35%	1.94%	7.61%	13.92%	59.95%	2.34%	8.95%	1.11%	2.47%	0.03%	0.11%	0.19%	0.83%	0.13%	0.42%	2.00%
W&I Current/RCLF Comparison		X				X				X				X	X	X	
A/B 02 Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Wage & Investment		X				X				X		X		X	X	X	
W&I Service Centers		X				X				X			X	X	X	X	
A/B 03 Occupational Categories - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
First Level Officials and Managers	X		X	X	X				X	X	X	X	X	X	X	X	X
Mid Level Officials and Managers		X	X	X		X				X	X			X		X	X
(Grade 15 and SES) Officials and Managers		X	X	X		X			X	X	X	X	X		X	X	X
Other Non-Supervisory Officials		X	X				X	X				X					X
A/B 04 Participation Rates for General Schedule/Equivalent Grades by Race/Ethnicity and Sex & Targeted Disabilities																	
GS/GM 13		X	X	X		X			X	X	X	X	X	X		X	X
GS/GM 14		X	X	X		X				X	X	X	X	X			X
GS/GM 15		X	X	X		X			X	X	X	X	X		X	X	X
Senior Executive Services		X		X		X		X	X	X	X	X	X		X	X	X
A/B 06 Participation Rates for Major Occupation - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
HR Specialist	X		X	X	X	X			X	X		X	X	X	X	X	X
Financial Admin	X				X	X			X	X		X		X	X	X	X
Tax Examiner	X		X		X	X	X		X		X	X				X	X
Contact Representative		X		X		X				X			X	X	X	X	X
Tax Law Specialist		X				X			X	X		X	X	X	X	X	X
IT Specialist	X		X	X	X		X		X		X		X	X	X	X	X

Note: The X identifies the low participation rate for the particular ERI/gender.

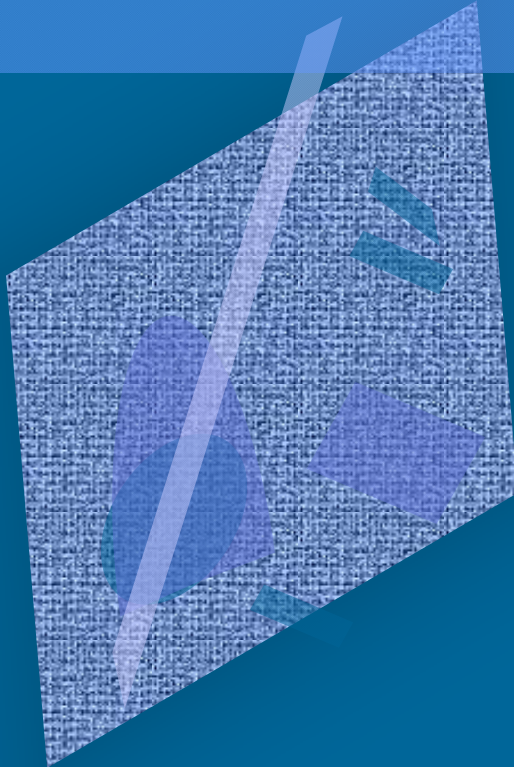
MD-715 Triggers At-A-Glance

for Fiscal Year 2016 Permanent Workforce

	RACE/ETHNICITY (Non-Hispanic or Latino)																Targeted Disabilities
	Total		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More Races		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 08 New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Permanent Hires		X				X					X			X			X
Temporary Hires		X				X					X			X	X	X	X
Total Hires		X				X					X			X			X
A/B 10 Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Participation in Career Ladders	1,596	4,023	261	558	865	1,447	378	1,798	76	148	2	8	7	35	7	29	99
1 - 12 Months in Excess of Minimum		X		X	X	X							X	X			X
13 - 24 Months in Excess of Minimum		X		X	X	X		X	X	X	X	X	X		X		X
25+ Months in Excess of Minimum	X		X				X	X	X		X	X	X	X	X	X	X
A/B 13 Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Time-Off Awards 1-9 Hours		X	X			X		X	X	X	X	X	X		X	X	X
Time-Off Awards 9+ Hours	X		X	X	X		X	X	X	X	X	X	X		X	X	X
Cash \$100 - \$500	X				X	X	X	X	X		X	X			X	X	X
Cash \$501+		X	X	X		X				X	X	X		X	X	X	X
SES Cash Awards		X		X		X		X	X	X	X	X	X	X	X	X	X
Quality Step Increase		X		X			X	X			X	X	X	X	X		X
A/B 14 Separations by Type of Separation - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Voluntary Separations	X				X	X	X	X	X	X			X	X	X	X	
Reduction in Force																	
Involuntary Separations	X			X			X	X	X			X		X		X	
Total Separations	7,274	2,914	162	396	821	1,472	224	940	46	67	2	4	15	27	4	8	97

Note: The X identifies the low participation rate for the particular ERI/gender.

Wage & Investment



DATA TABLES

FY 2016

Sub Organization(s) Codes Included: 41,40

_All

Employment Tenure	TOTAL EMPLOYEES			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	
TOTAL																		
FY2015	#	3616	9996	26120	1478	4234	6138	12261	1822	8446	439	800	15	42	79	247	25	90
	%	100	27.68	72.32	4.09	11.72	17.00	33.95	5.04	23.39	1.22	2.22	0.04	0.12	0.22	0.68	0.07	0.25
FY2016	#	34089	9346	24743	1446	4029	5674	11261	1715	8323	403	759	15	39	67	237	26	95
	%	100.00	27.42	72.58	4.24	11.82	16.64	33.03	5.03	24.42	1.18	2.23	0.04	0.11	0.20	0.70	0.08	0.28
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Difference	#	-2027	-650	-1377	-32	-205	-464	-1000	-107	-123	-36	-41	0	-3	-12	-10	1	5
Ratio Change	%	0.00	-0.26	0.26	0.15	0.10	-0.35	-0.91	-0.01	1.03	-0.03	0.01	0.00	-0.00	-0.02	0.01	0.01	0.03
Net Change	%	-5.61	-6.50	-5.27	-2.17	-4.84	-7.56	-8.16	-5.87	-1.46	-8.20	-5.13	0.00	-7.14	-15.19	-4.05	4.00	5.56

PERMANENT

Prior FY	#	34747	9594	25153	1422	4084	5910	11800	1735	8135	415	762	15	40	73	245	24	87
	%	100	27.61	72.39	4.09	11.75	17.01	33.96	4.99	23.41	1.19	2.19	0.04	0.12	0.21	0.71	0.07	0.25
Current FY	#	33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	%	100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27
Difference	#	-1117	-402	-715	6	-96	-345	-694	-39	89	-19	-10	0	-1	-7	-8	2	5
Ratio Change	%	0.00	-0.28	0.28	0.15	0.10	-0.46	-0.94	0.05	1.04	-0.02	0.04	0.00	0.00	-0.01	-0.00	0.01	0.02
Net Change	%	-3.21	-4.19	-2.84	0.42	-2.35	-5.84	-5.88	-2.25	1.09	-4.58	-1.31	0.00	-2.50	-9.59	-3.27	8.33	5.75

Table A1: Total Workforce
Distribution by Race/Ethnicity and Gender

Sub Organization(s) Codes Included: 41,40

_All

Employment Tenure	TOTAL EMPLOYEES			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

TEMPORARY

Prior FY	#	1369	402	967	56	150	228	461	87	311	24	38	0	2	6	2	1	3
	%	100.00	29.36	70.64	4.09	10.96	16.65	33.67	6.36	22.72	1.75	2.78	0.00	0.15	0.44	0.15	0.07	0.22
Current FY	#	459	154	305	18	41	109	155	19	99	7	7	0	0	1	0	0	3
	%	100.00	33.55	66.45	3.92	8.93	23.75	33.77	4.14	21.57	1.53	1.53	0.00	0.00	0.22	0.00	0.00	0.65
Difference	#	-910	-248	-662	-38	-109	-119	-306	-68	-212	-17	-31	0	-2	-5	-2	-1	0
Ratio Change	%	0.00	4.19	-4.19	-0.17	-2.02	7.09	0.09	-2.22	-1.15	-0.23	-1.25	0.00	-0.15	-0.22	-0.15	-0.07	0.43
Net Change	%	-66.47	-61.69	-68.46	-67.86	-72.67	-52.19	-66.38	-78.16	-68.17	-70.83	0.00	0.00	-100.00	-83.33	-100.00	-100.00	0.00

NON-APPROPRIATED

Prior FY	#																	
	%																	
Current FY	#																	
	%																	
Difference	#																	
Ratio Change	%																	
Net Change	%																	

Table B1 : Total Workforce By Component B

Distribution by Disability [OPM Form 256 Self-Identification Codes]

IRS

Sub Organization(s) Codes Included: 40,41

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	

TOTAL

Prior FY	#	36116	31713	480	3923	751	100	172	29	79	31	95	22	211	12
	%	100.00	87.81	1.33	10.86	2.08	13.32	22.90	3.86	10.52	4.13	12.65	2.93	28.10	1.60
Current FY	#	34089	29928	462	3699	720	103	171	32	69	30	85	23	194	13
	%	100.00	87.79	1.36	10.85	2.11	14.31	23.75	4.44	9.58	4.17	11.81	3.19	26.94	1.81
Difference	#	-2027	-1785	-18	-224	-31	3	-1	3	-10	-1	-10	1	-17	1
Ratio Change	%	0.00	-0.02	0.03	-0.01	0.03	0.03	0.03	0.01	-0.02	0.00	-0.01	0.01	-0.02	0.00
Net Change	%	-5.61	-5.63	-3.75	-5.71	-4.13	3.00	-0.58	10.34	-12.66	-3.23	-10.53	4.55	-8.06	8.33
Federal High	%					0.00									

PERMANENT

Prior FY	#	34747	30495	462	3790	734	100	172	29	77	31	89	22	202	12
	%	100.00	87.76	1.33	10.91	2.11	0.29	23.43	3.95	10.49	4.22	12.13	3.00	27.52	1.63
Current FY	#	33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13
	%	100.00	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	4.21	11.50	3.23	26.65	1.82
Difference	#	-1117	-970	-7	-140	-21	3	-1	3	-8	-1	-7	1	-12	1
Ratio Change	%	0.00	0.03	0.02	-0.05	0.01	0.02	0.01	0.01	-0.02	-0.00	-0.01	0.01	-0.02	0.00
Net Change	%	-3.21	-3.18	-1.52	-3.69	-2.86	3.00	-0.58	10.34	-10.39	-3.23	-7.87	4.55	-5.94	8.33

FY2016

Table A2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2016

Report Executed: 11/17/2016

Distribution by Race/Ethnicity and Gender

Employment Tenure	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African		Asian		Native Hawaiian		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL	#	5911	1776	4135	245	648	1086	1771	348	1543	76	112	2	5	16	48	3	8
	%	100.00	30.05	69.95	4.14	10.96	18.37	29.96	5.89	26.10	1.29	1.89	0.03	0.08	0.27	0.81	0.05	0.14
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
IRS	#	5911	1776	4135	245	648	1086	1771	348	1543	76	112	2	5	16	48	3	8
	%	100.00	30.05	69.95	4.14	10.96	18.37	29.96	5.89	26.10	1.29	1.89	0.03	0.08	0.27	0.81	0.05	0.14

FY2016

Table A2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2016

Report Executed: 11/17/2016

Distribution by Race/Ethnicity and Gender

Employment Tenure	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African		Asian		Native Hawaiian		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL	#	27719	7416	20303	1183	3340	4479	9335	1348	6681	320	640	13	34	50	189	23	84
	%	100.00	26.75	73.25	4.27	12.05	16.16	33.68	4.86	24.10	1.15	2.31	0.05	0.12	0.18	0.68	0.08	0.30
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
IRS	#	27719	7416	20303	1183	3340	4479	9335	1348	6681	320	640	13	34	50	189	23	84
	%	100.00	26.75	73.25	4.27	12.05	16.16	33.68	4.86	24.10	1.15	2.31	0.05	0.12	0.18	0.68	0.08	0.30

FY2016

Table A2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2016

Report Executed: 12/13/2016

Distribution by Race/Ethnicity and Gender

Employment Tenure	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African		Asian		Native Hawaiian		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL	#	33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	%	100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
IRS	#	33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	%	100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27

FY2016

Table B2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2016

Report Executed: 11/17/2016

Distribution by Disability

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Workforce	#	5911	5186	83	642	131	25	26	4	17	8	17	5	27	2
	%	100.00	87.73	1.40	10.86	2.22	19.08	19.85	3.05	12.98	6.11	12.98	3.82	20.61	1.53
IRS	#	5911	5186	83	642	131	25	26	4	17	8	17	5	27	2
	%	100.00	87.73	1.40	10.86	2.22	19.08	19.85	3.05	12.98	6.11	12.98	3.82	20.61	1.53

Distribution by Disability

Employment Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Workforce	# 27719	24339	372	3008	582	78	145	28	52	22	65	18	163	11	
	% 100.00	87.81	1.34	10.85	2.10	13.40	24.91	4.81	8.93	3.78	11.17	3.09	28.01	1.89	
IRS	# 27719	24339	372	3008	582	78	145	28	52	22	65	18	163	11	
	% 100.00	87.81	1.34	10.85	2.10	13.40	24.91	4.81	8.93	3.78	11.17	3.09	28.01	1.89	

Distribution by Disability

Employment Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Workforce	# 33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13	
	% 100.00	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	4.21	11.50	3.23	26.65	1.82	
IRS	# 33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13	
	% 100.00	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	4.21	11.50	3.23	26.65	1.82	

Distribution by Race/Ethnicity and Gender

IRS

Sub Organization(s) Codes Included: 40,41

Occupational Categories	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African		Asian		Native Hawaiian or		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	#	224	92	132	9	7	59	62	22	59	2	1	0	0	0	3	0	0
	%	100.00	41.07	58.93	4.02	3.13	26.34	27.68	9.82	26.34	0.89	0.45	0.00	0.00	0.00	1.34	0.00	0.00
1b. MID-LEVEL (GRADES 13-14)	#	771	261	510	15	51	175	238	55	205	13	9	0	1	2	5	1	1
	%	100.00	33.85	66.15	1.95	6.61	22.70	30.87	7.13	26.59	1.69	1.17	0.00	0.13	0.26	0.65	0.13	0.13
1c. First Level (Grades 12 and Below)	#	1865	476	1389	74	174	287	673	105	516	7	12	0	1	3	11	0	2
	%	100.00	25.52	74.48	3.97	9.33	15.39	36.09	5.63	27.67	0.38	0.64	0.00	0.05	0.16	0.59	0.00	0.11
1d. Other	#	9284	2589	6695	369	1165	1626	3284	421	1825	137	311	4	8	22	77	10	25
	%	100.00	27.89	72.11	3.97	12.55	17.51	35.37	4.53	19.66	1.48	3.35	0.04	0.09	0.24	0.83	0.11	0.27
1. Officials and Managers Total	#	12144	3418	8726	467	1397	2147	4257	603	2605	159	333	4	10	27	96	11	28
	%	100.00	28.15	71.85	3.85	11.50	17.68	35.05	4.97	21.45	1.31	2.74	0.03	0.08	0.22	0.79	0.09	0.23
Category CLF		100.00	56.10	43.90	3.70	3.40	45.70	32.70	3.70	5.10	2.20	1.90	0.10	0.10	0.40	0.40	0.20	0.20
2. Professionals	#	446	187	259	18	42	125	118	30	87	12	11	0	0	1	0	1	1
	%	100.00	41.93	58.07	4.04	9.42	28.03	26.46	6.73	19.51	2.69	2.47	0.00	0.00	0.22	0.00	0.22	0.22
Category CLF		100.00	45.30	54.70	2.70	3.40	36.00	41.40	3.10	5.50	3.10	3.40	0.00	0.00	0.30	0.50	0.20	0.20
4. Sales Workers	#	72	11	61	2	9	8	32	1	17	0	3	0	0	0	0	0	0
	%	100.00	15.28	84.72	2.78	12.50	11.11	44.44	1.39	23.61	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Category CLF		100.00	39.10	60.90	4.40	7.50	28.30	40.20	4.10	9.60	1.80	2.30	0.00	0.10	0.40	0.70	0.20	0.50
5. Administrative Support Workers	#	20945	5560	15385	941	2540	3277	6692	1054	5515	225	405	11	29	38	141	14	63
	%	100.00	26.55	73.45	4.49	12.13	15.65	31.95	5.03	26.33	1.07	1.93	0.05	0.14	0.18	0.67	0.07	0.30
Category CLF		100.00	24.70	75.30	3.10	7.70	16.50	55.70	3.70	8.60	1.00	2.10	0.00	0.10	0.20	0.80	0.10	0.40
7. Operatives	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category CLF		100.00	70.30	29.70	8.90	4.50	47.30	17.30	10.60	5.70	2.20	1.60	0.10	0.00	0.90	0.30	0.40	0.10
8. Laborers and Helpers	#	12	11	1	0	0	4	1	7	0	0	0	0	0	0	0	0	0
	%	100.00	91.67	8.33	0.00	0.00	33.33	8.33	58.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category CLF		100.00	82.00	18.00	12.00	2.10	53.90	12.90	13.00	2.20	1.40	0.30	0.20	0.00	1.20	0.30	0.50	0.10
9. Service Workers	#	9	3	6	0	0	2	6	1	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	22.22	66.67	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category CLF		100.00	48.70	51.30	6.40	5.70	30.90	32.60	8.70	10.30	1.60	1.40	0.10	0.10	0.60	0.80	0.40	0.40
Grand Total	#	33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	%	100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27

Table B3-1 (Permanent) : Occupational Categories
Distribution by Disability

Data as of: 9/30/2016

IRS

Sub Organization(s) Codes Included: 40,41

Report Executed: 11/17/2016

Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism		
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	# 224	208	2	14	2	0	1	0	0	0	0	0	0	0	0	0
	% 100.00	92.86	0.89	6.25	0.89	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
1b. MID-LEVEL (GRADES 13-14)	# 771	714	8	49	7	1	3	0	0	1	1	0	1	0	1	0
	% 100.00	92.61	1.04	6.36	0.91	14.29	42.86	0.00	0.00	14.29	14.29	0.00	14.29	0.00	14.29	0.00
1c. First Level (Grades 12 and Below)	# 1865	1700	16	149	19	0	9	1	0	1	3	0	5	0	0	0
	% 100.00	91.15	0.86	7.99	1.02	0.00	47.37	5.26	0.00	5.26	15.79	0.00	26.32	0.00	0.00	0.00
1d. Other	# 9284	8130	136	1018	163	34	22	8	17	7	21	3	46	5	0	5
	% 100.00	87.57	1.46	10.97	1.76	20.86	13.50	4.91	10.43	4.29	12.88	1.84	28.22	3.07	0.00	0.00
1. Officials and Managers Total	# 12144	10752	162	1230	191	35	35	9	17	9	25	3	53	5	0	5
	% 100.00	88.54	1.33	10.13	1.57	18.32	18.32	4.71	8.90	4.71	13.09	1.57	27.75	2.62	0.00	0.00
2. Professionals	# 446	392	7	47	14	2	7	0	0	0	1	0	4	0	0	0
	% 100.00	87.89	1.57	10.54	3.14	14.29	50.00	0.00	0.00	0.00	7.14	0.00	28.57	0.00	0.00	0.00
4. Sales Workers	# 72	61	0	11	4	1	0	1	1	0	1	0	0	0	0	0
	% 100.00	84.72	0.00	15.28	5.56	25.00	0.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	# 20945	18302	286	2357	501	65	129	22	51	21	55	19	132	7	0	7
	% 100.00	87.38	1.37	11.25	2.39	12.97	25.75	4.39	10.18	4.19	10.98	3.79	26.35	1.40	0.00	0.00
7. Operatives	# 2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	# 12	9	0	3	1	0	0	0	0	0	0	0	1	0	0	0
	% 100.00	75.00	0.00	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
9. Service Workers	# 9	7	0	2	2	0	0	0	0	0	0	1	0	0	0	1
	% 100.00	77.78	0.00	22.22	22.22	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00
Grand Total	# 33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13	0	13
	% 100.00	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	4.21	11.50	3.23	26.65	1.82	0.00	0.00

IRS

Sub Organization(s) Codes Included: 40,41

Report Executed: 11/17/2016

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or		Asian		Native Hawaiian or		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
GS-02	#	27	12	15	4	3	6	7	2	4	0	0	0	0	0	1	0	0
	%	100.00	44.44	55.56	14.81	11.11	22.22	25.93	7.41	14.81	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
GS-03	#	1538	359	1179	80	306	204	547	51	274	18	38	2	4	2	7	2	3
	%	100.00	23.34	76.66	5.20	19.90	13.26	35.57	3.32	17.82	1.17	2.47	0.13	0.26	0.13	0.46	0.13	0.20
GS-04	#	4793	1069	3724	191	802	659	1885	149	821	51	129	1	9	14	61	4	17
	%	100.00	22.30	77.70	3.98	16.73	13.75	39.33	3.11	17.13	1.06	2.69	0.02	0.19	0.29	1.27	0.08	0.35
GS-05	#	4399	1117	3282	192	486	600	1313	255	1301	57	126	2	6	6	36	5	14
	%	100.00	25.39	74.61	4.36	11.05	13.64	29.85	5.80	29.57	1.30	2.86	0.05	0.14	0.14	0.82	0.11	0.32
GS-06	#	3583	986	2597	133	437	626	1317	156	662	58	132	2	5	5	32	6	12
	%	100.00	27.52	72.48	3.71	12.20	17.47	36.76	4.35	18.48	1.62	3.68	0.06	0.14	0.14	0.89	0.17	0.33
GS-07	#	4202	1084	3118	139	512	690	1493	212	963	30	113	1	4	8	26	4	7
	%	100.00	25.80	74.20	3.31	12.18	16.42	35.53	5.05	22.92	0.71	2.69	0.02	0.10	0.19	0.62	0.10	0.17
GS-08	#	7982	2351	5631	369	814	1410	2317	454	2308	98	125	3	6	16	35	1	26
	%	100.00	29.45	70.55	4.62	10.20	17.66	29.03	5.69	28.92	1.23	1.57	0.04	0.08	0.20	0.44	0.01	0.33
GS-09	#	2615	810	1805	141	270	485	816	132	660	41	37	4	2	5	13	2	7
	%	100.00	30.98	69.02	5.39	10.33	18.55	31.20	5.05	25.24	1.57	1.41	0.15	0.08	0.19	0.50	0.08	0.27
GS-10	#	312	64	248	15	30	37	125	10	87	2	3	0	0	0	2	0	1
	%	100.00	20.51	79.49	4.81	9.62	11.86	40.06	3.21	27.88	0.64	0.96	0.00	0.00	0.00	0.64	0.00	0.32
GS-11	#	1630	464	1166	75	150	286	521	88	464	11	17	0	2	4	11	0	1
	%	100.00	28.47	71.53	4.60	9.20	17.55	31.96	5.40	28.47	0.67	1.04	0.00	0.12	0.25	0.67	0.00	0.06
GS-12	#	667	207	460	33	59	125	213	42	177	4	7	0	0	3	2	0	2
	%	100.00	31.03	68.97	4.95	8.85	18.74	31.93	6.30	26.54	0.60	1.05	0.00	0.00	0.45	0.30	0.00	0.30
GS-13	#	1014	330	684	35	81	215	307	68	279	10	11	0	1	1	5	1	0
	%	100.00	32.54	67.46	3.45	7.99	21.20	30.28	6.71	27.51	0.99	1.08	0.00	0.10	0.10	0.49	0.10	0.00
GS-14	#	630	234	396	12	31	157	182	48	165	14	13	0	0	2	3	1	2
	%	100.00	37.14	62.86	1.90	4.92	24.92	28.89	7.62	26.19	2.22	2.06	0.00	0.00	0.32	0.48	0.16	0.32
GS-15	#	196	78	118	7	6	50	54	19	55	2	1	0	0	2	0	0	0
	%	100.00	39.80	60.20	3.57	3.06	25.51	27.55	9.69	28.06	1.02	0.51	0.00	0.00	0.00	1.02	0.00	0.00
Senior Level Position	#	28	14	14	2	1	9	8	3	4	0	0	0	0	0	1	0	0
	%	100.00	50.00	50.00	7.14	3.57	32.14	28.57	10.71	14.29	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
Total GS Permanent Workforce	#	33616	9179	24437	1428	3988	5559	11105	1689	8224	396	752	15	39	66	237	26	92
	%	100.00	27.31	72.69	4.25	11.86	16.54	33.03	5.02	24.46	1.18	2.24	0.04	0.12	0.20	0.71	0.08	0.27
Total Permanent Workforce	#	33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	%	100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27

Distribution by Disability

Data as of: 9/30/2016

IRS

Report Executed: 11/17/2016

Sub Organization(s) Codes Included: 40,41

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-02	# 27	9	0	18	10	5	0	0	1	0	0	4	0	0
	%	33.33	0.00	66.67	37.04	50.00	0.00	0.00	10.00	0.00	0.00	40.00	0.00	0.00
GS-03	# 1538	1289	18	231	54	11	1	2	8	2	3	6	19	2
	%	83.81	1.17	15.02	3.51	20.37	1.85	3.70	14.81	3.70	5.56	11.11	35.19	3.70
GS-04	# 4793	4133	61	599	134	40	8	7	13	2	19	9	34	2
	%	86.23	1.27	12.50	2.80	29.85	5.97	5.22	9.70	1.49	14.18	6.72	25.37	1.49
GS-05	# 4399	3813	83	503	102	21	14	4	11	3	15	3	29	2
	%	86.68	1.89	11.43	2.32	20.59	13.73	3.92	10.78	2.94	14.71	2.94	28.43	1.96
GS-06	# 3583	3147	47	389	56	8	8	4	5	3	7	0	21	0
	%	87.83	1.31	10.86	1.56	14.29	14.29	7.14	8.93	5.36	12.50	0.00	37.50	0.00
GS-07	# 4202	3689	50	463	83	10	13	5	11	4	14	1	23	2
	%	87.79	1.19	11.02	1.98	12.05	15.66	6.02	13.25	4.82	16.87	1.20	27.71	2.41
GS-08	# 7982	7043	101	838	173	3	87	7	10	8	12	0	43	3
	%	88.24	1.27	10.50	2.17	1.73	50.29	4.05	5.78	4.62	6.94	0.00	24.86	1.73
GS-09	# 2615	2304	44	267	45	1	15	3	7	3	5	0	9	2
	%	88.11	1.68	10.21	1.72	2.22	33.33	6.67	15.56	6.67	11.11	0.00	20.00	4.44
GS-10	# 312	286	2	24	3	0	1	0	0	1	1	0	0	0
	%	91.67	0.64	7.69	0.96	0.00	33.33	0.00	0.00	33.33	33.33	0.00	0.00	0.00
GS-11	# 1630	1468	22	140	20	0	10	0	2	0	3	0	5	0
	%	90.06	1.35	8.59	1.23	0.00	50.00	0.00	10.00	0.00	15.00	0.00	25.00	0.00
GS-12	# 667	617	4	46	11	1	7	0	0	1	0	0	2	0
	%	92.50	0.60	6.90	1.65	9.09	63.64	0.00	0.00	9.09	0.00	0.00	18.18	0.00
GS-13	# 1014	926	13	75	15	2	5	0	1	1	3	0	3	0
	%	91.32	1.28	7.40	1.48	13.33	33.33	0.00	6.67	6.67	20.00	0.00	20.00	0.00
GS-14	# 630	582	8	40	4	1	1	0	0	2	0	0	0	0
	%	92.38	1.27	6.35	0.63	25.00	25.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
GS-15	# 196	182	2	12	2	0	1	0	0	0	0	0	1	0
	%	92.86	1.02	6.12	1.02	0.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
SeniorLevel Position	# 28	26	0	2	0	0	0	0	0	0	0	0	0	0
	%	92.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Permanent Workforce	# 33616	29514	455	3647	712	103	171	32	69	30	82	23	189	13
	%	87.80	1.35	10.85	2.12	14.47	24.02	4.49	9.69	4.21	11.52	3.23	26.54	1.83
Total Permanent Workforce	# 33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13
	%	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	0.09	11.50	3.23	26.65	1.82

Distributions by Race/Ethnicity and Gender

Report Executed:
11/17/2016

IRS

Sub Organization(s) Codes Included: 40,41

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African		Asian		Native Hawaiian		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
0201	#	20	5	15	0	0	4	3	1	12	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	0.00	20.00	15.00	5.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF		100.00	39.70	60.30	3.70	5.80	30.40	44.20	3.30	7.10	1.80	2.40	0.00	0.10	0.20	0.40	0.10	0.30
0501	#	2596	825	1771	125	298	497	736	148	668	42	45	2	2	9	19	2	3
	%	100.00	31.78	68.22	4.82	11.48	19.14	28.35	5.70	25.73	1.62	1.73	0.08	0.08	0.35	0.73	0.08	0.12
Occupational CLF		100.00	43.70	56.30	4.10	5.70	32.50	38.60	4.70	7.60	1.80	3.20	0.00	0.10	0.30	0.80	0.40	0.20
0592	#	6636	1707	4929	231	889	1094	2544	261	1143	97	265	2	5	13	61	9	22
	%	100.00	25.72	74.28	3.48	13.40	16.49	38.34	3.93	17.22	1.46	3.99	0.03	0.08	0.20	0.92	0.14	0.33
Occupational CLF		100.00	35.80	64.20	4.70	6.00	23.30	39.80	5.00	14.90	2.50	2.30	0.10	0.10	0.20	0.50	0.10	0.40
0962	#	13467	3930	9537	640	1240	2279	3730	826	4239	152	209	6	14	20	60	7	45
	%	100.00	29.18	70.82	4.75	9.21	16.92	27.70	6.13	31.48	1.13	1.55	0.04	0.10	0.15	0.45	0.05	0.33
Occupational CLF		100.00	17.90	82.10	3.20	15.70	9.40	42.50	3.50	18.30	1.60	3.60	0.00	0.10	0.20	1.50	0.10	0.40
0987	#	261	116	145	14	33	79	49	20	56	3	5	0	0	0	1	0	1
	%	100.00	44.44	55.56	5.36	12.64	30.27	18.77	7.66	21.46	1.15	1.92	0.00	0.00	0.00	0.38	0.00	0.38
Occupational CLF		100.00	16.10	83.90	1.80	8.70	11.30	63.90	1.90	7.60	0.90	2.50	0.00	0.10	0.20	0.60	0.10	0.50
1169	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF		100.00	35.80	64.20	4.70	6.00	23.30	39.80	5.00	14.90	2.50	2.30	0.10	0.10	0.20	0.50	0.10	0.40
2210	#	45	22	23	2	0	13	15	5	6	2	2	0	0	0	0	0	0
	%	100.00	48.89	51.11	4.44	0.00	28.89	33.33	11.11	13.33	4.44	4.44	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF		100.00	70.40	29.60	5.40	2.20	52.20	20.90	6.60	4.50	5.10	1.50	0.10	0.00	0.50	0.30	0.30	0.10

IRS

Occupations by disability

Report Executed: 11/17/2016

Sub Organization(s) Codes Included: 40,41

Job Title/Series Agency Rate	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism				
0201	#	20	19	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	95.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0501	#	2596	2303	43	250	39	0	16	1	8	3	3	0	6	2			
	%	100.00	88.71	1.66	9.63	1.50	0.00	41.03	2.56	20.51	7.69	7.69	0.00	15.38	5.13			
0592	#	6636	5787	86	763	116	32	6	6	8	3	15	3	40	3			
	%	100.00	87.21	1.30	11.50	1.75	27.59	5.17	5.17	6.90	2.59	12.93	2.59	34.48	2.59			
0962	#	13467	11945	207	1315	258	3	123	9	18	13	22	1	65	4			
	%	100.00	88.70	1.54	9.76	1.92	1.16	47.67	3.49	6.98	5.04	8.53	0.39	25.19	1.55			
0987	#	261	231	5	25	9	1	5	0	0	0	1	0	2	0			
	%	100.00	88.51	1.92	9.58	3.45	11.11	55.56	0.00	0.00	0.00	11.11	0.00	22.22	0.00			
1169	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
2210	#	45	40	0	5	1	1	0	0	0	0	0	0	0	0			
	%	100.00	88.89	0.00	11.11	2.22	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

FY2016

Table A8 (Permanent) : New Hires

Data as of: 9/30/2016

Distribution by Race/Ethnicity and Gender

Report Executed: 11/17/2016

IRS

Sub Organization(s) Codes Included: 40,41

Type of Appointment	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or		Asian		Native Hawaiian or		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	4596	1266	3330	231	455	678	1202	259	1485	81	122	0	6	10	31	7	29
	%	100.00	27.55	72.45	5.03	9.90	14.75	26.15	5.64	32.31	1.76	2.65	0.00	0.13	0.22	0.67	0.15	0.63
TOTAL	#	4596	1266	3330	231	455	678	1202	259	1485	81	122	0	6	10	31	7	29
	%	100.00	27.55	72.45	5.03	9.90	14.75	26.15	5.64	32.31	1.76	2.65	0.00	0.13	0.22	0.67	0.15	0.63
CLF	%	100.00	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

FY2016

Table A8 (Temporary) : New Hires

Data as of: 9/30/2016

Distribution by Race/Ethnicity and Gender

Report Executed: 11/17/2016

IRS

Sub Organization(s) Codes Included: 40,41

Type of Appointment	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or		Asian		Native Hawaiian or		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
Temporary	#	1312	352	960	72	167	186	342	74	390	16	45	0	2	3	9	1	5
	%	100.00	26.83	73.17	5.49	12.73	14.18	26.07	5.64	29.73	1.22	3.43	0.00	0.15	0.23	0.69	0.08	0.38
TOTAL	#	1312	352	960	72	167	186	342	74	390	16	45	0	2	3	9	1	5
	%	100.00	26.83	73.17	5.49	12.73	14.18	26.07	5.64	29.73	1.22	3.43	0.00	0.15	0.23	0.69	0.08	0.38
CLF	%	100.00	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

FY2016

Table A8 (All) : New Hires

Data as of: 9/30/2016

Distribution by Race/Ethnicity and Gender

Report Executed: 11/17/2016

IRS

Sub Organization(s) Codes Included: 40,41

Type of Appointment	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or		Asian		Native Hawaiian or		American Indian		Two or more		
						male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	4596	1266	3330	231	455	678	1202	259	1485	81	122	0	6	10	31	7	29
	%	100.00	27.55	72.45	5.03	9.90	14.75	26.15	5.64	32.31	1.76	2.65	0.00	0.13	0.22	0.67	0.15	0.63
Temporary	#	1312	352	960	72	167	186	342	74	390	16	45	0	2	3	9	1	5
	%	100.00	26.83	73.17	5.49	12.73	14.18	26.07	5.64	29.73	1.22	3.43	0.00	0.15	0.23	0.69	0.08	0.38
TOTAL	#	5908	1618	4290	303	622	864	1544	333	1875	97	167	0	8	13	40	8	34
	%	100.00	27.39	72.61	5.13	10.53	14.62	26.13	5.64	31.74	1.64	2.83	0.00	0.14	0.22	0.68	0.14	0.58
CLF	%	100.00	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

FY2016

Table B8 (Permanent) : New hires by Type of Appointment B

Distribution by Disability

Data as of: 9/30/2016

IRS

Sub Organization(s) Codes Included: 40,41

Report Executed: 11/17/2016

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Permanent	#	4596	4068	107	421	64	9	12	1	5	0	6	1	29	1
	%	100.00	88.51	2.33	9.16	1.39	14.06	18.75	1.56	7.81	0.00	9.38	1.56	45.31	1.56
Total	#	4596	4068	107	421	64	9	12	1	5	0	6	1	29	1
	%	100.00	88.51	2.33	9.16	1.39	14.06	18.75	1.56	7.81	0.00	9.38	1.56	45.31	1.56
Prior FY	#	2723	2365	62	296	50	2	11	2	6	1	5	1	22	0
	%	100.00	86.85	2.28	10.87	1.84	4.00	22.00	4.00	12.00	2.00	10.00	2.00	44.00	0.00

FY2016

Table B8 (Temporary) : New hires by Type of Appointment B

Distribution by Disability

Data as of: 9/30/2016

IRS

Sub Organization(s) Codes Included: 40,41

Report Executed: 11/17/2016

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Temporary	#	1312	1175	15	122	22	6	1	0	0	1	2	2	10	0
	%	100.00	89.56	1.14	9.30	1.68	27.27	4.55	0.00	0.00	4.55	9.09	9.09	45.45	0.00
Total	#	1312	1175	15	122	22	6	1	0	0	1	2	2	10	0
	%	100.00	89.56	1.14	9.30	1.68	27.27	4.55	0.00	0.00	4.55	9.09	9.09	45.45	0.00
Prior FY	#	1756	1554	39	163	25	8	0	0	2	0	5	0	10	0
	%	100.00	88.50	2.22	9.28	1.42	32.00	0.00	0.00	8.00	0.00	20.00	0.00	40.00	0.00

FY2016

Table B8 (All) : New hires by Type of Appointment B

Distribution by Disability

Data as of: 9/30/2016

IRS

Sub Organization(s) Codes Included: 40,41

Report Executed: 11/17/2016

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Permanent	#	4596	4068	107	421	64	9	12	1	5	0	6	1	29	1
	%	100.00	88.51	2.33	9.16	1.39	14.06	18.75	1.56	7.81	0.00	9.38	1.56	45.31	1.56
Temporary	#	1312	1175	15	122	22	6	1	0	0	1	2	2	10	0
	%	100.00	89.56	1.14	9.30	1.68	27.27	4.55	0.00	0.00	4.55	9.09	9.09	45.45	0.00
Total	#	5908	5243	122	543	86	15	13	1	5	1	8	3	39	1
	%	100.00	88.74	2.06	9.19	1.46	17.44	15.12	1.16	5.81	1.16	9.30	3.49	45.35	1.16
Prior FY	#	4479	3919	101	459	75	10	11	2	8	1	10	1	32	0
	%	100.00	87.50	2.25	10.25	1.67	13.33	14.67	2.67	10.67	1.33	13.33	1.33	42.67	0.00

Table A10: Non-Competitive Promotions - Time in Grade
Distribution by Race/Ethnicity and Gender

Sub Organization(s) Codes Included: 40,41

Employment Tenure	TOTAL EMPLOYEES			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		
						male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career	#	5619	1596	4023	261	558	865	1447	378	1798	76	148	2	8	7	35	7	29
Ladder Promotions	%	100.00	28.40	71.60	4.64	9.93	15.39	25.75	6.73	32.00	1.35	2.63	0.04	0.14	0.12	0.62	0.12	0.52
Time in grade in excess of minimum																		
1-12 Months	#	5536	1571	3965	257	550	853	1423	369	1775	76	147	2	8	7	34	7	28
	%	100.00	28.38	71.62	4.64	9.93	15.41	25.70	6.67	32.06	1.37	2.66	0.04	0.14	0.13	0.61	0.13	0.51
13-24 Months	#	21	11	10	2	2	2	3	7	3	0	0	0	0	0	1	0	1
	%	100.00	52.38	47.62	9.52	9.52	14.29	33.33	14.29	0.00	0.00	0.00	0.00	0.00	4.76	0.00	4.76	
25+ Months	#	43	10	33	0	6	8	16	2	10	0	1	0	0	0	0	0	0
	%	100.00	23.26	76.74	0.00	13.95	18.60	37.21	4.65	23.26	0.00	2.33	0.00	0.00	0.00	0.00	0.00	0.00
Did not receive career ladder promotion	#	19	4	15	2	0	2	5	0	10	0	0	0	0	0	0	0	0
	%	100.00	21.05	78.95	10.53	0.00	10.53	26.32	0.00	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B10: Non-Competitive Promotions - Time in Grade
Distribution by Disability Groups

Sub Organization(s) Codes Included: 40,41

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Employees Eligible for Career	#	5619	4959	109	551	99	10	29	4	7	2	13	1	32	1
Ladder Promotions	%	100.00	88.25	1.94	9.81	1.76	10.10	29.29	4.04	7.07	2.02	13.13	1.01	32.32	1.01
Time in grade in excess of minimum															
1-12 Months	#	5536	4888	108	540	99	10	29	4	7	2	13	1	32	1
	%	100.00	88.29	1.95	9.75	1.79	10.10	29.29	4.04	7.07	2.02	13.13	1.01	32.32	1.01
13-24 Months	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.48	0.00	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25+ Months	#	43	35	0	8	0	0	0	0	0	0	0	0	0	0
	%	100.00	81.40	0.00	18.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Did not receive career ladder promotion	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.47	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A13 : Employees Recognition and Awards
Distribution by Race/Ethnicity and Gender

FY2016

Includes NOA Codes: 840,846,849,879,885,886,887,892

Recognition or Award Program # Awards Given Total Cash	TOTAL EMPLOYEES			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	
Total Cash Awards \$500 and Under	#	6557	1787	4770	600	1464	865	2039	232	1038	69	155	2	5	15	63	4	6
	%	100.00	27.25	72.75	9.15	22.33	13.19	31.10	3.54	15.83	1.05	2.36	0.03	0.08	0.23	0.96	0.06	0.09
Total	\$	2,472,009	679,477	1,792,532	214,129	527,408	338,606	772,203	93,257	413,279	25,231	54,102	625	1,413	6,386	22,102	1,243	2,025
Average	\$	377.00	380.23	375.79	356.88	360.25	391.45	378.72	401.97	398.15	365.67	349.05	312.50	282.60	425.73	350.83	310.75	337.50
Total Cash Awards between \$501 and \$1500	#	7005	2077	4928	277	666	1339	2323	353	1773	89	120	2	1	16	39	1	6
	%	100.00	29.65	70.35	3.95	9.51	19.11	33.16	5.04	25.31	1.27	1.71	0.03	0.01	0.23	0.56	0.01	0.09
Total	\$	5,389,747	1,631,792	3,757,955	212,228	499,307	1,053,886	1,788,785	278,763	1,346,058	70,630	89,378	1,967	553	13,438	29,599	880	4,275
Average	\$	769.41	785.65	762.57	766.17	749.71	787.07	770.03	789.70	759.20	793.60	744.82	983.50	553.00	839.88	758.95	880.00	712.50
Total Cash Awards greater than \$1500	#	1349	389	960	38	132	249	429	82	366	16	22	0	0	3	9	1	2
	%	100.00	28.84	71.16	2.82	9.79	18.46	31.80	6.08	27.13	1.19	1.63	0.00	0.00	0.22	0.67	0.07	0.15
Total	\$	2,765,882	824,574	1,941,308	79,215	251,176	528,086	866,998	177,108	764,810	31,611	38,117	0	0	6,678	16,649	1,876	3,558
Average	\$	2,050.32	2,119.73	2,022.20	2,084.61	1,902.85	2,120.83	2,020.97	2,159.85	2,089.64	1,975.69	1,732.59	0.00	0.00	2,226.00	1,849.89	1,876.00	1,779.00
Total Time-Off Awards 1-9 Hours	#	52	17	35	2	8	12	17	3	8	0	1	0	0	0	1	0	0
	%	100.00	32.69	67.31	3.85	15.38	23.08	32.69	5.77	15.38	0.00	1.92	0.00	0.00	0.00	1.92	0.00	0.00
Total	\$	339	103	236	18	63	73	116	12	43	0	8	0	0	0	6	0	0
Average	\$	6.52	6.06	6.74	9.00	7.88	6.08	6.82	4.00	5.38	0.00	8.00	0.00	0.00	0.00	6.00	0.00	0.00
Total Time-Off Awards Over 9 Hours	#	7701	1619	6082	258	911	1064	3297	221	1637	60	161	1	7	10	57	5	12
	%	100.00	21.02	78.98	3.35	11.83	13.82	42.81	2.87	21.26	0.78	2.09	0.01	0.09	0.13	0.74	0.06	0.16
Total	\$	201,695	42,233	159,462	6,076	22,493	28,250	88,677	5,806	42,202	1,657	4,094	32	210	286	1,495	126	291
Average	\$	26.19	26.09	26.22	23.55	24.69	26.55	26.90	26.27	25.78	27.62	25.43	32.00	30.00	28.60	26.23	25.20	24.25
Total Cash Awards greater than \$1500	#	17	8	9	1	1	5	5	2	3	0	0	0	0	0	0	0	0
	%	100.00	47.06	52.94	5.88	5.88	29.41	29.41	11.76	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total SES		192,565.00	81,342.00	111,223.00	8,950.00	12,848.00	51,393.00	69,080.00	20,999.00	29,295.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average		11,327.35	10,167.75	12,358.11	8,950.00	12,848.00	10,278.60	13,816.00	10,499.50	9,765.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total QSI Awarded	#	83	23	60	5	6	15	31	2	19	1	3	0	0	0	0	0	1
	%	100.00	27.71	72.29	6.02	7.23	18.07	37.35	2.41	22.89	1.20	3.61	0.00	0.00	0.00	0.00	0.00	1.20
Total		151,969.00	42,297.00	109,672.00	7,407.00	11,314.00	31,175.00	52,062.00	2,560.00	37,335.00	1,155.00	7,548.00	0.00	0.00	0.00	0.00	0.00	1,413.00
Average		1,830.95	1,839.00	1,827.87	1,481.40	1,885.67	2,078.33	1,679.42	1,280.00	1,965.00	1,155.00	2,516.00	0.00	0.00	0.00	0.00	0.00	1,413.00

Distribution by Disability Groups

IRS

Sub Organization(s) Codes Included: 40,41

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Total Cash Awards \$500 and Under	# 6,557	5829	85	643	109	21	13	4	14	6	15	7	29	0	
	% 100.00	88.90	1.30	9.81	1.66	19.27	11.93	3.67	12.84	5.50	13.76	6.42	26.61	0.00	
Total	2,472,009	2,189,283	33,090	249,636	45,769	9,467	5,011	1,875	5,555	2,040	6,151	3,154	12,516	0	
Average	377.00	375.58	389.29	388.24	419.90	450.81	385.46	468.75	396.79	340.00	410.07	450.57	43159	0.00	
Total Cash Awards between \$501 and \$1500	# 7,005	6286	79	640	142	10	47	4	16	8	15	2	37	3	
	% 100.00	89.74	1.13	9.14	2.03	7.04	33.10	2.82	11.27	5.63	10.56	1.41	26.06	2.11	
Total	5,389,747	4,848,426	60,318	481,003	109,837	10,665	32,854	2,689	11,975	6,822	12,872	2,397	27,466	2,097	
Average	769.41	771.31	763.52	751.57	773.50	1,066.50	699.02	672.25	748.44	852.75	858.13	1,198.50	742.32	699.00	
Total Cash Awards greater than \$1500	# 1,349	1229	14	106	21	1	13	1	0	1	2	0	3	0	
	% 100.00	91.10	1.04	7.86	1.56	4.76	61.90	4.76	0.00	4.76	9.52	0.00	14.29	0.00	
Total	2,765,882	2,517,104	30,272	218,506	40,746	2,361	25,464	1,709	0	1,504	4,038	0	5,670	0	
Average	2,050.32	2,048.09	2,162.29	2,061.38	1,940.29	2,361.00	1,958.77	1,709.00	0.00	1,504.00	2,019.00	0.00	1,890.00	0.00	
Total Time-Off Awards 1-9 Hours	# 52	45	0	7	1	0	0	0	0	0	0	0	1	0	
	% 100.00	86.54	0.00	13.46	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	
Total	339	287	0	52	6	0	0	0	0	0	0	0	6	0	
Average	6.52	6.38	0.00	7.43	6.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	0.00	
Total Time-Off Awards Over 9 Hours	# 7,701	6762	103	836	144	16	36	10	14	6	15	4	40	3	
	% 100.00	87.81	1.34	10.86	1.87	11.11	25.00	6.94	9.72	4.17	10.42	2.78	27.78	2.08	
Total	201,695	176,973	2,666	22,056	3,733	418	926	247	407	155	367	18	1,023	72	
Average	26.19	26.17	25.88	26.38	25.92	26.13	25.72	24.70	29.07	25.83	24.47	29.50	25.58	24.00	
Total Cash Awards greater than \$1500	# 17	15	0	2	0	0	0	0	0	0	0	0	0	0	
	% 100.00	88.24	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total SES	182,565	180,490	0	12,075	0	0	0	0	0	0	0	0	0	0	
Average	11,327.35	12,032.67	0.00	6,037.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total QSI Awarded	# 83	76	1	6	1	0	0	0	1	0	0	0	0	0	
	% 100.00	91.57	1.20	7.23	1.20	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	
Total	151,969	137,870	1,413	12,686	1,155	0	0	0	1,155	0	0	0	0	0	
Average	1,830.95	1,814.08	1,413.00	2,114.33	1,155.00	0.00	0.00	0.00	1,155.00	0.00	0.00	0.00	0.00	0.00	

Distribution by Race/Ethnicity and Gender

IRS

Sub Organization(s) Codes Included: 41,40

Type of Separation	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
IVOL	# 330	103	227	13	40	46	78	37	96	7	7	0	1	0	3	0	2
	% 100.00	31.21	68.79	3.94	12.12	13.94	23.64	11.21	29.09	2.12	2.12	0.00	0.30	0.00	0.91	0.00	0.61
VOL	# 4450	1312	3138	173	412	808	1478	236	1091	75	101	1	2	13	35	6	19
	% 100.00	29.48	70.52	3.89	9.26	18.16	33.21	5.30	24.52	1.69	2.27	0.02	0.04	0.29	0.79	0.13	0.43
TOTAL Separations	# 4780	1415	3365	186	452	854	1556	273	1187	82	108	1	3	13	38	6	21
	% 100.00	29.60	70.40	3.89	9.46	17.87	32.55	5.71	24.83	1.72	2.26	0.02	0.06	0.27	0.79	0.13	0.44
TOTAL Workforce	# 33630	9192	24438	1428	3988	5565	11106	1696	8224	396	752	15	39	66	237	26	92
	% 100.00	27.33	72.67	4.25	11.86	16.55	33.02	5.04	24.45	1.18	2.24	0.04	0.12	0.20	0.70	0.08	0.27

Sub Organization(s) Codes Included: 40,41

Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
IVOL	# 330	277	6	47	6	0	0	0	1	0	0	0	5	0	
	% 100.00	83.94	1.82	14.24	1.82	0.00	0.00	0.00	16.67	0.00	0.00	0.00	83.33	0.00	
VOL	# 4450	3833	100	517	81	7	14	1	11	1	13	0	34	0	
	% 100.00	86.13	2.25	11.62	1.82	8.64	17.28	1.23	13.58	1.23	16.05	0.00	41.98	0.00	
Total Separatons	# 4780	4110	106	564	87	7	14	1	12	1	13	0	39	0	
	% 100.00	85.98	2.22	11.80	1.82	8.05	16.09	1.15	13.79	1.15	14.94	0.00	44.83	0.00	
Total Workforce	# 33630	29525	455	3650	713	103	171	32	69	30	82	23	190	13	
	% 100.00	87.79	1.35	10.85	2.12	14.45	23.98	4.49	9.68	4.21	11.50	3.23	26.65	1.82	