

PDR



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

December 30, 1999

Ms. Ida L. Castro, Chairwoman
U.S. Equal Employment Opportunity Commission
Office of Federal Operations
P.O. Box 19848
Washington, D.C. 20036

Dear Ms. Castro:

I enclose the "Affirmative Action Program Plan Update and Report of Accomplishments for Agency With 1001 or More Employees" for the Nuclear Regulatory Commission (NRC). During this fiscal year, the NRC will reemphasize its commitment to provide opportunities to the disabled to seek employment by participating in additional career fairs, including a fair sponsored by the President's Committee on Employment of People with Disabilities (PCEPD) to be held on April 24, 2000. We will also increase our outreach efforts through advertisements in publications targeted for people with handicaps. In addition, we are exploring other avenues to attract people with disabilities, such as participation in the Workforce Recruitment Program for Persons with Disabilities (sponsored by PCEPD).

The NRC's contact for this plan and report is Mr. James E. Horn, Assistant to Chief, Human Resources Services and Operations (301-415-1534).

Sincerely,

Richard A. Meserve

Enclosures: As stated

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PDR COMMS NRCC CORRES

AFFIRMATIVE ACTION PROGRAM PLAN UPDATE AND REPORT OF ACCOMPLISHMENTS FOR AGENCY WITH 1,001 OR MORE EMPLOYEES

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH HANDICAPS

Plan update for the period Oct. 1, 1999, through Sept. 30, 2000
Report for the period Oct. 1, 1998, through Sept. 30, 1999

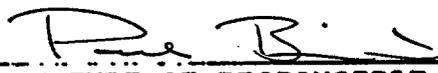
U.S. Nuclear Regulatory Commission
AGENCY

Washington, D.C. 20555-0001
AGENCY ADDRESS

NUMBER OF EMPLOYEES COVERED BY THIS PLAN 2832

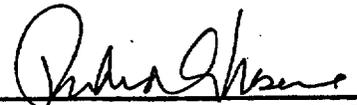
James E. Horn
NAME OF PERSON PREPARING THIS FORM

301-415-1534
TELEPHONE NUMBER


SIGNATURE OF RESPONSIBLE OFFICIAL

12/14/99
DATE

Paul E. Bird, Director, Office of Human Resources
NAME AND TITLE OF RESPONSIBLE OFFICIAL


SIGNATURE OF AGENCY HEAD

December 30, 1999
DATE

Richard A. Meserve, Chairman
NAME AND TITLE OF AGENCY HEAD (CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-713, "AFFIRMATIVE ACTION FOR HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS")

PERMANENT WORK FORCE

PART 1: PROGRAM PLAN UPDATE
FOR THE PERIOD OCTOBER 1, 1999, THROUGH SEPTEMBER 30, 192000

NUMERICAL OBJECTIVES (GOALS) FOR EMPLOYMENT OF PERSONS
WITH TARGETED DISABILITIES (TD) (BASED ON PERMANENT WORK FORCE)

Agencies are to use this format to establish numerical objectives for the period October 1 through September 30. Anticipated changes in the work force are taken into account, as objectives are calculated on the basis of losses from the work force as well as accessions. The planned rate of accessions (if any are anticipated) must be adequate to achieve the desired work force profile as of September 30. Guidance is provided in Appendix B of this directive.

	ANTICIPATED CHANGES IN WORK FORCE FROM OCT. 1, 1999, TO SEPT. 30, 19 <u>2000</u>	
	NUMBER + OR -	PERCENT CHANGE +/-
LOSSES (TOTAL WORK FORCE)	-142	- 5%
LOSSES WITH HANDICAP REPORTED	- 3	- 1.6%
LOSSES TARGETED DISABILITIES (TD)	- 1	- 3.6%
ACCESSIONS (TOTAL WORK FORCE)	+ 95	+ 3.4%
ACCESSIONS WITH HANDICAP REPORTED	+ 3	+ 1.6%
ACCESSIONS TARGETED DISABILITIES (TD)	+ 1	+ 3.6%

	WORK FORCE ACTUAL DATA AS OF 9/30/99		ANTICIPATED CHANGES IN WORK FORCE FROM 10/1/99 TO 9/30/00		ANTICIPATED DATA AS OF 9/30/2000	
	NUMBER	%	NUMBER + OR -	*% CHANGE + OR -	NUMBER	%
	TOTAL WORK FORCE	2832	100	-47	- 1.7%	2785
HANDICAP REPORTED	185	6.5	0	0	185	6.6
TARGETED DISABILITIES	28	1.0	0	0	28	1.0

* CALCULATE THIS PERCENTAGE BY DIVIDING THE NUMBER + OR - BY THE CORRESPONDING NUMBER IN THE WORK FORCE AS OF THE BEGINNING OF THE REPORTING PERIOD.

NUMERICAL OBJECTIVES FOR THE PERIOD 10/1, 1999 TO 9/30, 19 <u>2000</u>	
A. TOTAL NUMBER OF ACCESSIONS OF PERSONS WITH TD	1
B. PERCENT ACCESSIONS OF PERSONS WITH TD	1.4%
C. TOTAL NUMBER OF PERSONS WITH TD ON BOARD AS OF SEPTEMBER 30, <u>2000</u> :	28
D. PERCENT OF WORK FORCE WITH TD AS OF SEPTEMBER 30, <u>2000</u> :	1.0%

PLAN FOR SPECIAL RECRUITMENT PROGRAM

Agencies are to establish and maintain special recruitment programs for individuals with handicaps with the specified severe disabilities. The purpose is to obtain applications from qualified individuals with handicaps. A revised and improved plan for a special recruitment program is required unless:

- A. the agency met its previous year's employment objectives

(If so, check here:)

or

- B. the number of applications received from persons with targeted disabilities was at least two times the number of accessions that would have been necessary to achieve the objectives.

(If so, check here:)

IF NEITHER OF THESE CONDITIONS HAS BEEN MET, list new recruiting strategies that will be instituted so that the agency can meet its current employment objectives.

<u>NEW RECRUITING STRATEGIES</u>	<u>TARGET DATES</u>
N/A.	

FACILITY ACCESSIBILITY

A. LIST ANY UNMET OBJECTIVES FOR BARRIER REMOVAL THAT WERE ESTABLISHED IN PREVIOUS SUBMISSIONS BUT HAVE NOT BEEN ACCOMPLISHED. REMOVAL STRATEGIES ARE TO BE REVISED SO THAT THESE OBJECTIVES CAN BE ACCOMPLISHED PRIOR TO THE END OF THE FISCAL YEAR COVERED BY THIS PLAN.

OBJECTIVES	ORIGINAL TARGET DATES	REVISED TARGET DATES	REVISED REMOVAL STRATEGIES
N/A			

B. LIST ADDITIONAL OBJECTIVES FOR BARRIER REMOVAL DURING THE PERIOD COVERED BY THIS PLAN.

OBJECTIVES	TARGET DATES
N/A	

**ALTERNATIVES TO PERSONNEL OR MANAGEMENT POLICIES, PRACTICES, OR PROCEDURES WHICH RESTRICT
HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS**

**A. LIST BARRIERS WHICH WERE IDENTIFIED IN PREVIOUS SUBMISSIONS BUT FOR WHICH ALTERNATIVES
HAVE NOT YET BEEN INSTITUTED:**

BARRIERS	ALTERNATIVES	PLANNED ACTIONS	CURRENT TARGET DATES	DATES INDICATED PREVIOUSLY
N/A.				

B. LIST BARRIERS NOT PREVIOUSLY IDENTIFIED FOR WHICH ALTERNATIVES SHOULD BE INSTITUTED:

BARRIERS	ALTERNATIVES	PLANNED ACTIONS	TARGET DATES
N/A.			

**ENOUGH OF THE TARGET DATE INDICATED SHOULD BE PRIOR TO THE END OF THE FISCAL YEAR COVERED
BY THIS PLAN SO THAT SUBSTANTIAL PROGRESS TOWARD ELIMINATION OF BARRIERS WILL HAVE BEEN MADE
BY THAT TIME. ALL BARRIERS THAT ARE LISTED IN ITEM "A" ABOVE SHOULD BE REMOVED PRIOR
TO THE END OF THE FISCAL YEAR COVERED BY THIS PLAN.**

PART 2: REPORT OF ACCOMPLISHMENTS

FOR THE PERIOD OCTOBER 1, 1998, THROUGH SEPTEMBER 30, 1999.
AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH HANDICAPS

STAFFING COMMITMENTS

Provide data indicating staffing commitments as of September 30, 1999. Include selective placement coordinators, handicapped program managers, and other key staff assigned to the affirmative action program for individuals with handicaps. Do not include equal employment opportunity counselors and other personnel processing complaints of discrimination on the basis of handicap.

A. HEADQUARTERS PERSONNEL WITH NATIONWIDE RESPONSIBILITY:

1. AGENCYWIDE RESPONSIBILITY (DEPARTMENTWIDE, IF APPLICABLE)

NUMBER OF PERSONS 1 HQ HR Specialist
 TOTAL STAFF YEARS (FULL-TIME EQUIVALENTS ALLOCATED TO THE PROGRAM) .35

2. RESPONSIBILITY FOR MAJOR OPERATING COMPONENTS (IF NONE, INDICATE NOT APPLICABLE)

NUMBER OF PERSONS 4 Regional HR Team Leaders
 TOTAL STAFF YEARS (FULL-TIME EQUIVALENTS ALLOCATED TO THE PROGRAM) .25

B. ALL OTHER PERSONNEL (NOT ACCOUNTED FOR ABOVE) AT HEAD-QUARTERS, IN COMPONENT AGENCIES, OR IN FIELD INSTALLATIONS RESPONSIBLE FOR MANAGEMENT AND COORDINATION OF THE PROGRAM:

PERCENTAGE OF TIME ALLOCATED TO THE PROGRAM	INDICATE NUMBER IN EACH GROUP
1 - 5 %	
6 - 10 %	
11 - 25 %	
26 - 75 %	
76 - 100 %	
TOTAL:	

C. NUMBER OF AGENCY PERSONNEL OFFICES WITH APPOINTING AUTHORITY 5

PERMANENT WORK FORCE

SUMMARY OF ACCOMPLISHMENTS IN AFFIRMATIVE ACT OR PROGRAM FOR EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS • TOTAL (PERMANENT) WORK FORCE

	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONS WITH HANDICAPS (%)	NO. HAND CAP (04-05)	OTHER (01 AND NOT AVAILABLE)	PERSONS WITH TARGETED DISABILITIES (%)	PERSONS WITH TARGETED DISABILITIES
SEPTEMBER 30, 19 98	2961	193	7%	2444	324	11%	28
PT 19 99 OBJECTIVE	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	28
SEPTEMBER 30, 19 99	2832	185	7%	2349	298	11%	28

TOTAL NUMBER OF ACCESSIONS FROM OCT. 1, 19 98, TO SEPT. 30, 19 99

102

TOTAL NUMBER OF LOSSES FROM OCT. 1, 19 98, TO SEPT. 30, 19 99

233

INSTRUCTIONS:

THE DATA ON THIS PAGE ARE FOR PERMANENT TENURE (FULL-TIME, PART-TIME AND INTERMITTENT) AND PERMANENT NON-APPROPRIATED FUND EMPLOYEES.

SPECIAL RECRUITMENT PROGRAM -- ACCESSIONS AND LOSSES -- TARGETED DISABILITIES

	DEAF (16,17)	BLIND (23,25)	MISSING EXTREMITIES (28,32-38)	PARTIAL PARALYSIS (64-68)	COMPLETE PARALYSIS (71-78)	CONVULSIVE DISORDERS (82)	MENTALLY RETARDED (90)	MENTAL ILLNESS (91)	DISORTION/ LIMB/SPINE (92)	TOTAL TARGETED DISABILITIES
ON-BOARD PERSONS TARGETED DISABILITIES AS OF SEPT. 30, 19 98	5	5	2	5	1	2	1	5	2	28
APPLICATIONS FROM OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0
ACCESSIONS FROM OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0
LOSSES FROM VOLUNTARY & INVOLUNTARY SEPARATIONS OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0
ON-BOARD PERSONS WITH TARGETED DISABILITIES AS OF SEPT. 30, 19 99	5	5	2	5	1	2	1	5	2	28

**SUMMARY OF ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS •
TEMPORARY (TEMP) WORK FORCE**

	TOTAL WORK FORCE TEMP	PERSONS WITH HANDICAPS TEMP	NO HANDICAP (04-05) TEMP	OTHER (01 AND NOT AVAILABLE) TEMP	PERSONS WITH TARGETED DISABILITIES TEMP	PERSONS WITH TARGETED DISABILITIES TEMP			
SEPTEMBER 30, 19 98	80	27	34%	37	46%	16	20%	1	1%
SEPTEMBER 30, 19 99	75	20	27%	35	47%	20	27%	0	0%

INSTRUCTIONS: THE DATA ON THIS PAGE ARE FOR TEMPORARY TENURE, TEMPORARY INTERMITTENT, AND TEMPORARY NONAPPROPRIATED FUND EMPLOYEES.

TOTAL NUMBER OF ACCESSIONS (TEMP) FROM OCT. 1, 19 98, TO SEPT. 30, 19 99

40

TOTAL NUMBER OF LOSSES (TEMP) FROM OCT. 1, 19 98, TO SEPT. 30, 19 99

47

ACCESSIONS AND LOSSES (TEMPORARY) -- TARGETED DISABILITIES

	DEAF (16,17)	BLIND (23,25)	MISSING EXTREMITIES (28,32-38)	PARTIAL PARALYSIS (64-68)	COMPLETE PARALYSIS (71-78)	CONVULSIVE DISORDERS (82)	MENTALLY RETARDED (90)	MENTAL ILLNESS (91)	DEFORMATION LIMB/SPINE (92)	TOTAL TARGETED DISABILITIES
TEMPORARY EMPLOYEES ONLY	0	0	0	1	0	0	0	0	0	1
ON-BOARD PERSONS TARGETED DISABILITIES AS OF SEPT. 30, 19 98	0	0	0	0	0	0	0	0	0	0
ACCESSIONS FROM OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	1	0	0	0	0	0	1
LOSSES FROM VOLUNTARY & INVOLUNTARY SEPARATIONS OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0
CONVERSIONS TO PERMANENT EMPLOYMENT OCT. 1, 19 98, TO SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0
ON-BOARD PERSONS TARGETED DISABILITIES AS OF SEPT. 30, 19 99	0	0	0	0	0	0	0	0	0	0

NUMBERS IN PARENTHESES REFER TO CODES ON STANDARD FORM 256.

PERMANENT WORK FORCE

ANALYSIS OF WORK FORCE: WHITE COLLAR (GS,GM,SES AND ALL OTHERS)

DATA AS OF END OF REPORTING YEAR

CATEGORY *	GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS/GM 13	GS/GM 14	GS/GM 15	SES	OTH ER WC **	TOTAL WC
TOTAL WORK FORCE # %	0	0	0	4 0%	10 0%	107 4%	145 5%	88 3%	92 3%	48 2%	91 3%	95 3%	535 19%	761 27%	645 23%	140 5%	62 2%	100% 2823
NOT IDENTIFIED (01) # %				0	0	1 0%	5 2%	7 2%	11 4%	7 2%	18 5%	17 5%	29 10%	52 18%	109 37%	27 9%	10 3%	100% 293
NOT AVAILABLE OR UNSPECIFIED # %				0	0	0	0	0	0	0	0	0	0	0	0	0	0	100%
NO HANDICAP (04-05) # %				3 0%	6 0%	98 4%	133 6%	75 3%	74 3%	40 2%	68 3%	71 3%	479 20%	661 25%	494 21%	103 4%	43 2%	100% 2348
HANDICAP REPORTED (06,13-94) # %				1 1%	4 2%	8 4%	7 4%	6 3%	7 4%	1 1%	5 3%	7 4%	27 15%	48 26%	42 23%	10 5%	9 5%	100% 182
TOTAL TARGETED DISABILITIES # %				1 4%	3 11%	3 11%	2 7%	1 4%	1 4%	0	0	1 4%	1 4%	6 22%	4 15%	2 7%	2 7%	100% 27
DEAFNESS (16,17) # %				0	0	1 25%	1 25%	0	0	0	0	1 25%	0	0	0	0	1 25%	100% 4
BLINDNESS (23.25) # %				0	1 20%	0	0	0	0	0	0	0	1 20%	2 40%	0	0	1 20%	100% 5
MISSING EXTREMITIES (28,32-38) # %				0	0	0	0	0	0	0	0	0	0	1 50%	1 50%	0	0	100% 2
PARTIAL PARALYSIS (64-68) # %				0	1 20%	1 20%	0	1 20%	0	0	0	0	0	2 40%	0	0	0	100% 5
COMPLETE PARALYSIS (71-78) # %				0	0	0	0	0	0	0	0	0	0	0	0	1 100%	0	100% 1
CONVULSIVE DISORDERS (82) # %				0	0	0	0	0	1 50%	0	0	0	0	0	0	1 50%	0	100% 2
MENTAL RETARDATION (90) # %				1 100%	0	0	0	0	0	0	0	0	0	0	0	0	0	100% 1
MENTAL ILLNESS (91) # %				0	0	1 20%	0	0	0	0	0	0	0	1 20%	3 60%	0	0	100% 5
DISTORTION OF LIMBS/SPINE (92) # %	0	0	0	0	1 50%	0	1 50%	0	0	0	0	0	0	0	0	0	0	100% 2

EEOC FORM 440 (pg. 8) (10/87)

*NUMBERS IN PARENTHESES REFER TO CODES ON STANDARD FORM 256
**INCLUDES UNSPECIFIED GS AND ALL OTHER WHITE COLLAR PAY PLANS

NOTE: PERCENTAGES ARE TO BE CALCULATED ON THE BASIS OF TOTAL EMPLOYEES IN EACH OF THE CATEGORIES LISTED IN THE COLUMN ON THE LEFT. THOSE AGENCIES WHICH USE OTHER PERSONNEL SYSTEMS SHOULD ADAPT THIS FORM FOR THEIR SYSTEMS.

PERMANENT WORK FORCE

ANALYSIS OF WORK FORCE: FEDERAL WAGE SYSTEM

DATA AS OF END OF REPORTING YEAR

CATEGORY *	WD/WG 1	WD/WG 2	WD/WG 3	WD/WG 4	WD/WG 5	WD/WG 6	WD/WG 7	WD/WG 8	WD/WG 9	WD/WG 10	WD/WG 11	WD/WG 12	WD/WG 13	WD/WG 14	WD/WG 15	OTHER BC **	TOTAL BC
TOTAL WORK FORCE # %							5 56%		4 44%								# 100% 9
NOT IDENTIFIED (01) # %							3 60%		2 40%								# 100% 5
NOT AVAILABLE OR UNSPECIFIED # %																	# 100%
NO HANDICAP (04-05) # %							1 100%										# 100% 1
HANDICAP REPORTED (06,13-94) # %							1 33%		2 67%								# 100% 3
TOTAL TARGETED DISABILITIES # %									1 100%								# 100% 1
DEAFNESS (16,17) # %									1 100%								# 100% 1
BLINDNESS (23,25) # %																	# 100%
MISSING EXTREMITIES (28,32-38) # %																	# 100%
PARTIAL PARALYSIS (64-68) # %																	# 100%
COMPLETE PARALYSIS (71-78) # %																	# 100%
CONVULSIVE DISORDERS (82) # %																	# 100%
MENTAL RETARDATION (90) # %																	# 100%
MENTAL ILLNESS (91) # %																	# 100%
DISTORTION OF LIMBS/SPINE (92) # %																	# 100%

PERMANENT WORK FORCE

ANALYSIS OF WORK FORCE: TYPES OF OCCUPATIONS
(PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL, OTHER WITH COLLAR,
SUPERVISORY, LEADER, AND NONSUPERVISORY BLUE COLLAR)

CATEGORY*		PROF	ADMIN	TECHNICAL	CLERICAL	OTHER WC	SUPV BC	LEADER BC	NONSUPV BC	TOTAL WF
TOTAL WORK FORCE	# %	1756 62%	573 20%	200 7%	291 10%	3 0%		2 0%	7 0%	100% 2832
NOT IDENTIFIED (01)	# %	159 53%	98 33%	26 9%	10 3%			2 1%	3 1%	100% 298
NOT AVAILABLE OR UNSPECIFIED	# %									100%
NO HANDICAP (04-05)	# %	1488 63%	435 19%	156 7%	266 11%	3 0%			1 0%	100% 2349
HANDICAP REPORTED (06,13-94)	# %	109 59%	40 22%	18 10%	15 8%				3 2%	100% 185
TOTAL TARGETED DISABILITIES	# %	15 54%	1 4%	5 18%	6 21%				1 4%	100% 28
DEAFNESS (16,17)	# %	2 40%		2 40%					1 20%	100% 5
BLINDNESS (23,25)	# %	4 80%		1 20%						100% 5
MISSING EXTREMITIES (28,32-38)	# %	1 50%	1 50%							100% 2
PARTIAL PARALYSIS (64-68)	# %	2 40%		1 20%	2 40%					100% 5
COMPLETE PARALYSIS (71-78)	# %	1 100%								100% 1
CONVULSIVE DISORDERS (82)	# %	1 50%			1 50%					100% 2
MENTAL RETARDATION (90)	# %				1 100%					100% 1
MENTAL ILLNESS (91)	# %	4 80%			1 20%					100% 5
DISTORTION OF LIMBS/SPINE (92)	# %			1 50%	1 50%					100% 2

EEOC FORM 440 (P.G. 10)

NOTE: PERCENTAGES ARE TO BE CALCULATED ON THE BASIS OF TOTAL EMPLOYEES IN EACH OF THE CATEGORIES LISTED IN THE COLUMN ON THE LEFT.
THOSE AGENCIES WHICH USE OTHER PERSONNEL SYSTEMS SHOULD ADAPT THIS FORM FOR THEIR SYSTEMS.

REPORT ON FACILITY ACCESSIBILITY

DESCRIBE YOUR AGENCY'S BARRIER REMOVAL ACTIVITY DURING THE REPORTING YEAR.

A. SUMMARIZE YOUR AGENCY'S BARRIER REMOVAL ACTIVITY.

N/A

B. IS GSA PROVIDING ASSISTANCE WITH BARRIER REMOVAL?
 NOT APPLICABLE YES NO; DESCRIBE

C. DESCRIBE ANY DIFFICULTIES THAT HAVE BEEN ENCOUNTERED IN ATTEMPTING TO REMOVE BARRIERS THAT REMAIN IN AGENCY FACILITIES.

C. DESCRIBE ACTIONS BEING TAKEN TO OVERCOME DIFFICULTIES DESCRIBED IN ITEM "C" ABOVE.

**ALTERNATIVES TO PERSONNEL OR MANAGEMENT POLICIES, PRACTICES, OR PROCEDURES WHICH RESTRICT
HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS**

**LIST BARRIERS WHICH WERE IDENTIFIED IN PREVIOUS YEARS FOR WHICH ACTIONS WERE TAKEN
DURING THE REPORTING YEAR.**

BARRIERS	ALTERNATIVES	ACTIONS TAKEN	COMPLETION DATES
N/A			

PERMANENT WORK FORCE

PROMOTIONS AND CAREER DEVELOPMENT PROGRAMS

OCTOBER 1, 1998, TO SEPTEMBER 30, 1999

CATEGORY *	ON-BOARD AS OF 9/30/99	PROMOTIONS		CAREER DEVELOPMENT (GRADES 5-12)		SENIOR LEVEL CAREER DEVELOPMENT PROGRAMS (GRADES 13-15)		SES DEVELOPMENT PROGRAMS	
		NUMBER	PERCENT	SLOTS FILLED	PERCENT	SLOTS FILLED	PERCENT	SLOTS FILLED	PERCENT
TOTAL WORK FORCE	2832	127	4%	35	1%	9	.3%	7	.2%
NOT IDENTIFIED (01)	298	8	3%	0	0	3	.1%	1	0
NOT AVAILABLE OR UNSPECIFIED	0	0	0	0	0	0	0	0	0
NO HANDICAP (04-05)	2349	114	5%	34	1%	5	.2%	6	.3%
HANDICAP REPORTED (06, 13-94)	185	5	3%	1	0	1	.5%	0	0
TOTAL TARGETED DISABILITIES	28	2	7%	0	0	0	0	0	0

COMPUTATIONS:

PERCENT
PROMOTIONS

• $\frac{\text{NUMBER}}{\text{ON-BOARD IN CATEGORY}}$

PERCENT
DEVELOPMENT PROGRAMS

• $\frac{\text{SLOTS IN CATEGORY}}{\text{ON-BOARD IN CATEGORY}}$

COMPUTATIONS ARE TO BE BASED ON ACTIONS DURING THE REPORTING PERIOD. FOR PROMOTIONS, USE STANDARD FORM 50, NATURE OF ACTION CODES 702 AND 542. FOR CAREER DEVELOPMENT (GRADES 5 - 12), COUNT SLOTS FILLED UNDER FORMAL UPWARD MOBILITY PROGRAMS, APPRENTICESHIP PROGRAMS, AND OTHER TRAINING AND DEVELOPMENT PROGRAMS, AS WELL AS APPOINTMENTS THAT MOVE PEOPLE NONCOMPETITIVELY THROUGH A SERIES OF PROMOTIONS WITH SOME TYPE OF TRAINING IN THE PROCESS. INCLUDE BOTH BLUE COLLAR AND WHITE COLLAR POSITIONS. FOR SENIOR LEVEL CAREER DEVELOPMENT (GRADES 13 THROUGH 15) PROGRAMS, COMPUTATIONS ARE TO BE BASED ON THE NUMBER OF INDIVIDUALS ENROLLED IN FORMAL EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS DURING THE REPORTING PERIOD.