



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

March 22, 2001

CHAIRMAN

The Honorable Ida L. Castro
Chairwoman
Equal Employment Opportunity Commission
1801 L Street, NW
Washington, D.C. 20507

Dear Ms. Castro:

Enclosed is the U.S. Nuclear Regulatory Commission's (NRC) "Annual Affirmative Employment Program Accomplishment Report" for Fiscal Year 2000, which was developed in accordance with EEOC's Management Directive No. 714 (MD-714). This report reflects NRC's affirmative employment accomplishments with respect to recruitment, hiring, career development, and retention of women and minorities.

As reflected in the report, we piloted a new recruitment strategy to enhance our efforts to recruit highly qualified Hispanics who are under-represented in several occupations at the NRC. As a result of our success in this area, this strategy will be used to recruit other highly qualified women and minorities. We have continued to engage in special efforts to ensure that our streamlining activities do not have an adverse impact on women and minorities.

We continue to promote a strong diversity management approach, emphasizing equal opportunity and full productivity of all NRC employees and applicants for employment. During FY 2000, the agency conducted 25 Managing Diversity awareness sessions for employees and managers. The objective of these sessions is to assist all employees in understanding management and employee accountability in effective management of a diverse workforce.

We continue to meet the challenges established by the EEO guiding principles, goals, and objectives of the agency's Affirmative Employment Plan (AEP) for FY 1999-2003. The AEP will be updated in FY 2001 to provide ongoing guidance in meeting our challenge to manage a more diverse, efficient, effective, and high-performing organization.

If you have questions regarding this report, please contact Ms. Irene P. Little, Director, Office of Small Business and Civil Rights, at 301-415-7380.

Sincerely,

Richard A. Meserve

Enclosure: As stated

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FOR FISCAL YEAR 2000

- * SUMMARY ANALYSIS OF WORKFORCE
- * ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
- * NOTEWORTHY ACTIVITIES AND INITIATIVES

United States Nuclear Regulatory Commission
NAME OF ORGANIZATION

Washington, D.C. 20555
ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY X MOC REGION
COMMAND INSTALLATION HEADQUARTERS

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 2828
PROFESSIONAL 1748 ADMINISTRATIVE 592 TECHNICAL 191
CLERICAL 287 OTHER 3 BLUE COLLAR 7

Barbara Williams 301-415-7380
NAME OF CONTACT PERSON/PERSON PREPARING FORM TELEPHONE NO.

Director, Office of Small Business and Civil Rights
NAME OF TITLE OF PRINCIPAL EEO OFFICIAL

Irene P. Little Irene Little 3/5/2001
SIGNATURE OF PRINCIPAL EEO OFFICIAL DATE
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

Chairman, U.S. Nuclear Regulatory Commission
NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

Richard A. Meserve Richard A. Meserve
SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT**

SUMMARY ANALYSIS OF WORKFORCE

PROVIDE A NARRATIVE WORKFORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

The following narrative summarizes the analysis of NRC's workforce in five major occupations by grades and Professional, Administrative, Technical, Clerical, Other, and Blue Collar (PATCOB) categories.

MAJOR OCCUPATIONS

The NRC workforce decreased from 2832 in FY 1999 to 2828 in FY 2000. This reduction of 4 (.01%) employees was absorbed across-the-board and to date has not had an adverse impact on the representation of women and minorities. During FY 2000, representation of women and minorities increased in number for Hispanics, African American women and Asian women; decreased for African American men, Asian men, and Native American women; and remained the same for White women and Native American men. The percentage of representation of women and minorities in PATCOB categories remained relatively the same in the professional and administrative categories except for African American women, who increased by 6 (.58%), and Native American women, who increased by 1 (.17%) in the administrative category.

The relative percentage of minority men in the technical category remained the same while the relative percentage of representation of minority women and White women in the technical category increased or decreased as follows: White women decreased by 2 (1.36%), Native American women decreased by 2 (1.00%) Hispanic women increased by 2 (1.14%), and Asian women increased by 3 (1.71%). The percentage of African American women decreased significantly in the technical category by 7 (2.16%). The relative percentage of all minority men, Hispanic women, and Asian women in the clerical category remained relatively the same, while the relative percentage of White women and Native American women in the clerical category decreased significantly by 7 (1.50%) and 1 (0.34%), respectively. African American women in the clerical category increased significantly by 7 (2.73%).

The chart on page 19 reflects the change in NRC's workforce from FY 1999 to FY 2000 by EEO groups in the five major PATCOB categories. The chart on page 20 reflects the distribution of NRC's workforce in FY 2000 by EEO group in the five major PATCOB categories in comparison to the 1990 Census Availability Data (CAD). The chart on page 21 reflects the distribution of NRC's workforce by EEO group in the five major occupational series (343, 801, 840, 1301, and 1306) in comparison to the 1990 CAD.

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The chart on page 21 reflects an under-representation of EEO groups (based on the 1990 CAD) in the following job series:

Management/Program Analyst (343):

- White men (15.74%)
- African American men (1.27%)
- Hispanic men (1.82%); Hispanic women (1.05%)
- Asian Pacific American men (1.40%); Asian Pacific American women (0.62%)

General Engineer (801):

- White men (4.96%); White women (0.65%)
- Hispanic men (1.04%)
- Native American men (0.04%)

Nuclear Engineer (840):

- White men (0.64%); White women (0.32%)
- African American men (0.35%)
- Asian Pacific American women (0.11%); Asian Pacific American men (0.66%)
- Native American women (0.07%)

General Physical Scientist (1301):

- White women (4.94%)
- African American men (1.46%), African American women (0.62%)
- Hispanic men (0.72%)
- Asian Pacific American men (0.73%)
- Native American men (0.23%); Native American women (0.21%)

Health Physicist (1306):

- White men (2.77%); White women (5.88%)
- Asian Pacific American women (0.34%)
- Native American men (0.23%); Native American women (0.21%)

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The chart on pages 22-26 reflect a comparison of the distribution of NRC employees by grade (7 and above) for the five major occupational categories from FY 1998 to FY 2000. The following summary provides an analysis of NRC employees at the full performance levels (grades GG-13 and above), in the five occupational categories for FY 2000:

Management Analyst (343):

- 129 employees: 34 (26%) White men, 70 (54%) White women, and 25 (20%) minorities
- 19 employees at the GG-15 level: 9 (47%) White men, 7 (37%) White women, and 3 (16%) minorities
- 45 employees at the GG-14 level: 18 (40%) White men, 19 (42%) White women, and 8 (18%) minorities
- 27 employees at the GG-13 level: 5 (19%) White men, 20 (74%) White women, and 2 (7%) minorities

General Engineer (801):

- 582 employees: 428 (74%) White men, 42 (7%) White women, and 112 (19%) minorities
- 62 employees above GG-15 level: 49 (79%) White men, 4 (6%) White women, and 9 (15%) minorities
- 241 employees at GG-15 level: 191 (79%) White men, 15 (6%) White women, and 35 (15%) minorities
- 162 employees at GG-14 level: 116 (72%) White men, 15 (9%) White women, and 31 (19%) minorities
- 95 employees at GG-13 level: 61 (64%) White men, 6 (6%) White women, and 28 (30%) minorities

Nuclear Engineer (840):

- 412 employees: 347 (84%) White men, 20 (5%) White women, and 45 (11%) minorities
- 47 employee above GG-15 level: 45 (96%) White men and 2 (4%) minorities
- 99 employees at GG-15 level: 86 (87%) White men, 3 (3%) White women, and 10 (10%) minorities
- 151 employees at GG-14 level: 127 (84%) White men, 9 (6%) White women, and 15 (10%) minorities
- 112 employees at GG-13 level: 87 (78%) White men, 8 (7%) White women, and 17 (15%) minorities

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General Physical Scientist (1301):

- 147 employees: 98 (67%) White men, 32 (22%) White women, and 17 (11%) minorities
- 29 employees above GG-15 level: 14 (48%) White men, 8 (28%) White women, and 7 (24%) minorities
- 49 employees at GG-15 level: 33 (67%) White men, 12 (25%) White women, and 4 (8%) minorities
- 43 employees at GG-14 level: 34 (79%) White men, 7 (16%) White women, and 2 (5%) minorities
- 22 employees at GG-13 level: 16 (73%) White men, 4 (18%) White women, and 2 (9%) minorities

Health Physicist (1306):

- 208 employees: 129 (62%) White men, 41 (20%) White women, and 38 (18%) minorities
- 7 employees above GG-15 level: 5 (71%) White men and 2 (29%) White women
- 34 employees at GG-15 level: 21 (62%) White men, 7 (20%) White women, and 6 (18%) minorities
- 76 employees at GG-14 level: 51 (67%) White men, 13 (17%) White women, and 12 (16%) minorities
- 80 employees at GG-13 level: 47 (59%) White men, 17 (21%) White women, and 16 (20%) minorities

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PROVIDE A NARRATIVE WORKFORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

The chart included at page 27 reflects a comparison of the distribution of NRC employees for FY 1999 and FY 2000 by grades in the EEO groups. The following summary provides a comparison of the total number of employees and their representation in the workforce for FY 1999 and FY 2000 by EEO group:

	FY 1999	FY 2000	Change
Total Employees:	2832	2828	-4
White Men	1467 (51.8%)	1455 (51.4%)	-12 (-0.8%)
White Women	731 (25.8%)	731 (25.8%)	0 (0.0%)
African American Men	114 (4.0%)	110 (3.9%)	-4 (-3.5%)
African American Women	252 (8.9%)	258 (9.1%)	6 (2.4%)
Hispanic Men	40 (1.4%)	44 (1.6%)	4 (10.0%)
Hispanic Women	23 (0.8%)	27 (1.0%)	4 (17.4%)
Asian Pacific Men	151 (5.3%)	150 (5.3%)	-1 (-0.7%)
Asian Pacific Women	45 (1.6%)	46 (1.6%)	1 (2.2%)
Native American Men	5 (0.2%)	5 (0.2%)	0 (0.0%)
Native American Women	4 (0.1%)	2 (0.01%)	-2 (-50.0%)

The chart also reflects a decrease in the total number of employees from 2832 in FY 1999 to 2828 in FY 2000, while the number of African American women, Hispanics, and Asian women increased.

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: There is an under-representation of Hispanic employees in each of NRC's three major occupational categories (343, 801, 1301) (See Chart on page 21).

OBJECTIVE: Increase the number of Hispanic employees in all occupational groups at the NRC.

RESPONSIBLE OFFICIAL: Office of Small Business and Civil Rights, Office of Human Resources, Managers, and Supervisors,

TARGET DATE: FY 2001

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Develop and Implement new recruiting strategies	Office of Human Resources(HR) Office of Small Business and Civil Rights(SBCR)	FY 2001
Continue advertising positions in Hispanic publications.	HR	FY 2001
Continue to encourage Hispanic employees to participate in the Agency's mentoring program.	Managers and Supervisors SBCR	FY 2001
Continue to review and evaluate exit interview data to determine reasons for Hispanic attrition and ways to reduce it.	HR, SBCR	FY 2001

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Increase the number of Hispanic employees in all occupational groups at the NRC.

A team composed of staff from the Office of Human Resources (HR), Office of Small Business and Civil Rights (SBCR), managers, and members of NRC's Hispanic Employment Program Advisory Committee developed creative recruiting strategies, which include identifying a target school with significant Hispanic representation, building relationships with academic institutions and professional organizations, increasing the numbers of managers who participate in recruitment, authorizing managers to do on-the-spot hiring, and expediting follow-up with potential applicants. As a result of this effort, 55 Hispanics were interviewed, 15 on-the-spot offers were made, and 20 applicants were invited to visit NRC for additional interviews. To date, 25 offers have been extended and 10 have been accepted.

Advertisements were placed in several Hispanic newspapers, journals, and web sites. NRC also participated in several diversity career fairs which focused on Hispanic applicants. NRC continued to make contact with the Hispanic Association of Colleges and Universities (HACU) to discuss ways to enhance cooperative efforts with Hispanic colleges.

Numerous recruitment trips were made to minority schools and career fairs sponsored by women/minority technical organizations. From these events, the resumes of highly qualified applicants were forwarded to managers in Headquarters and the regions to fill current and future vacancies. Every effort was made to assure that recruitment team participants reflected the diversity NRC is seeking. As a result, 11 (7%) of the NRC's hires in FY 2000 were Hispanic. This has increased NRC's Hispanic representation from 63 (2%) to 71 (3%).

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**NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN
INCREASING THE NUMBER OF HISPANIC EMPLOYEES IN ALL OCCUPATIONS**

Advertising in Hispanic newspapers, journals, and web sites.

Recruiting at institutions that have at least 10% Hispanic enrollment.

Team effort to coordinate recruitment activities.

Having senior managers serve as technical recruiters.

Making "on-the-spot" job offers.

Providing expedient and continuous follow-up with potential candidates of a school with a significant Hispanic enrollment.

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

PROBLEM/BARRIER STATEMENT: There is an under representation of women and minorities in professional occupations at the NRC (See Chart on page 20).

OBJECTIVE: Enhance opportunities for hiring and advancement of minorities and women in professional positions.

RESPONSIBLE OFFICIAL: Office Directors and Regional Administrators, Office of Human Resources, Office of Small Business and Civil Rights, Managers and Supervisors,

TARGET DATE: FY 2001

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
Utilize more entry level hiring to broaden available pool of candidates.	HR, Office Directors, Regional Administrators	FY 2001
Continue target recruitment at HBCU and HACU institutions.	HR, Office Directors, Regional Administrators, SBCR	FY 2001
Continue use of women and minorities on recruiting teams.	HR, Office Directors, Regional Administrators, SBCR	FY 2001
Increase the utilization of managers as technical representatives on recruiting teams.	HR, SBCR, Office Directors Regional Administrators, managers	FY 2001
Continue advertising in publications targeting minorities and women.	HR	FY 2001

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING CONTINUED

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Enhance opportunities for advancement of minorities and women in professional positions.

The FY 2000 recruitment plan continued to focus on attracting women and minority applicants for entry-level and higher-level positions in the fields of science and engineering by increasing diversity in the applicant pools for professional positions. The plan included 35 recruitment trips and advertisements in several newspapers, journals, and web sites.

The agency established a goal to hire at least 25% of new employees at the entry-level. Although, the agency did not reach this goal, the Executive Director for Operations re-emphasized the agency's commitment to the goal. Office Directors and Regional Administrators are enhancing efforts to achieve the 25% hiring goal for entry-level/interns in FY 2001.

Recruitment brochures for the Entry-level Development Program were sent to several universities with significant enrollment of women and minorities. NRC participated in career fairs sponsored by the National Council of Minorities in Engineering, Society of Hispanic Professional Engineers, Hispanic Engineer National Achievement Award Conference (HENAAC), National Society of Black Engineers, Society for Women in Engineering, Native Americans in Science (SACNAS) and the American Indian Science and Engineering Society. Advertisements were placed in numerous publications targeting women and minorities including Native American publications such as the Native American Yearbook, Winds of Change, American College Guide for Native Americans, Indian Report, and Indian Country Today. Advertisements were also placed in several newspapers in areas having a high Native American population.

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**NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN
INCREASING THE REPRESENTATION OF WOMEN AND MINORITIES IN PROFESSIONAL
OCCUPATIONS**

- Recruiting at Hispanic Association of Colleges and Universities (HACU), and Historically Black Colleges and Universities (HBCU), and at campuses with significant diversity among their graduating engineers and scientists.
- Including managers, supervisors, women, and minority employees as members of recruitment teams.
- Implementing new recruitment strategies to include on-the-spot hiring, building relationships with academic institutions and professional organizations, and expediting follow-up and continuous contact with potential applicants.
- Advertising to recruit for entry-level engineers and scientists on the World Wide Web through coordination with the National Association of Colleges and Employers.
- Announcing vacancies externally through the Federal Research Service, the Office of Personnel Management, the World Wide Web, the Agency's external web site, and in journals and newspapers targeting women and minorities.
- Utilizing the Technical Intern Program/entry-level hiring to recruit college graduates at the GG-5 and 7 trainee levels for positions at the GG-13 full performance level.

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT

PROBLEM/BARRIER STATEMENT: There is under-representation of women and minorities in positions at the GG-15 level and above. (See Chart on page 27).

OBJECTIVE: Expand the pool of women and minority candidates for positions at the GG-15 level and above, including developmental programs that prepare individuals for positions at grade 15 and above.

RESPONSIBLE OFFICIAL: Office of Executive Director for Operations, Office Directors and Regional Administrators, HR, SBCR, Managers and Supervisors

TARGET DATE: FY 2001

ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
Implement a new Leadership Development Program to prepare individuals at grades 13 - 15 for supervisory and management positions.	HR, Office Directors, Regional Administrators, Managers, Supervisors, and SBCR	FY 2001
Continually assess the need to Implement the SES Candidate Development/Supervisory Development Programs.	EDO, HR, Office Directors, Regional Administrators, SBCR	FY 2001
Continue to place special emphasis on development of rating factors and rating criteria to ensure job relatedness and consistency in the merit selection evaluation process.	HR, Office Directors, Regional Administrators, Managers, and Supervisors	FY 2001
Continue to increase utilization of women and minorities in "Acting" supervisory capacities.	Managers and Supervisors	FY 2001
Continue to utilize and publicize rotational opportunities to NRC staff on agency Web Site.	HR, Managers and Supervisors	FY 2001

ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
Continue to broker rotational assignments to broaden skills and opportunities for staff at grades 15 and below.	SBCR, Office Directors, Regional Administrators, Managers and Supervisors	FY 2001
Continue to use Executive Succession Planning to identify, assess, and build management skills and competencies needed for successful executive performance.	EDO, HR	FY 2001
Continue to use a panel of management officials to review best qualified lists of non-bargaining unit positions GG-15 and above to ensure the widest possible consideration of women and minorities	EDO, HR, Office Directors, Regional Administrators	FY 2001
Continue to include women and minorities on rating panels, whenever possible, to provide a broad and balanced perspective in the evaluation of candidates.	Office Directors, Managers Regional Administrators, and HR	FY 2001
Continue to emphasize the value of Individual Development Plans (IDP) and work with employees and managers to make the IDP process more valuable.	SBCR, Office Directors, Regional Administrators, Managers and Supervisors	FY 2001
Continue to encourage and support the facilitated mentoring program; train mentors and mentees to enhance their effectiveness.	Managers and Supervisors and SBCR	FY 2001

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT

REPORT ON ACCOMPLISHMENT OF OBJECTIVE: Expand the pool of women and minorities for positions at grades 15 and above, and for development programs that prepare individuals for positions at grades 15 and above.

At the end of FY 2000, there were 59 employees in Senior Level Service (SLS): 44 White men, 10 White women, 4 Asian Pacific American men, and 1 Hispanic woman. Ten selections were made during FY 2000: 9 White men and 1 White woman.

The total number of women in the Senior Executive Service (SES) increased from 18 in FY 1999 to 19 in FY 2000. The number of minority men increased from 12 to 13 and the number of minority women remained at 3.

Several supervisors, managers and executives participated as mentors in the Mentoring Program.

In FY 2000, 193 employees (77/40% women and 116/60% men) participated in rotational assignments to enhance their technical, supervisory and managerial skills. The percentage of employees participating in rotational assignments were closely aligned with the percentage of employee representation in the NRC workforce. The participation of employees was distributed as follows:

97 (50%) White men
46 (24%) White women
24 (12%) African American women
8 (4%) African American men
2 (1%) Hispanic women
3 (2%) Hispanic men
3 (2%) Asian Pacific American women
8 (4%) Asian Pacific American men
2 (1%) Native American woman

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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: INTERNAL RECRUITMENT AND CAREER DEVELOPMENT
CONTINUED

PROBLEM/BARRIER STATEMENT: Perception by agency employees of unfairness and preselection in the merit staffing process.

OBJECTIVE: To enhance credibility in the merit staffing system.

RESPONSIBLE OFFICIAL: Office Directors and Regional Administrators, Office of Human Resources, Office of Small Business and Civil Rights

TARGET DATE: FY 2001

ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
Continue "Effective Management Participation in Merit Staffing" course for all supervisors and managers.	HR, Office Directors and Regional Administrators	FY 2001
Update & conduct the "EEO for Managers and Supervisors" course for all new supervisors and encourage current managers and supervisors to attend.	HR, SBCR	FY 2001
Continue the Managing Diversity process.	SBCR, Office Directors, Regional Administrators, and employees	FY 2001
Continue to work with the five EEO Advisory Committees, the Joint Labor Management EEO Advisory Committee (JLMEEOC), and EEO Counselors to address issues that may adversely impact the perception of equal opportunity in the workplace.	SBCR, HR, Office Directors Managers, EEO Advisory Committees HR, and Office Directors	FY 2001
Continue to review vacancy announcements to ensure that rating factors are as broad as the requirements of the position will permit.	HR, Managers and Supervisors	FY 2001

ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
Continue agencywide initiative to revise position descriptions to ensure that they accurately reflect the current duties and responsibilities of the positions.	HR, Managers and Supervisors	FY 2001
Continue use of the merit staffing checklist to assist managers in thinking through the merit selection process in the early stages.	HR, Managers and Supervisors	FY 2001

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NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING COMMUNICATION ABOUT EEO AND AFFIRMATIVE ACTION OBJECTIVES, IMPROVING MANAGEMENT RESPONSIVENESS, AND EVALUATING PROGRESS.

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

The course *EEO for Managers & Supervisors* was piloted for new supervisors. Relevant modifications are being incorporated to include the Alternative Dispute Resolution process, managing diversity, and new EEO related Executive Orders. The course will be offered in FY 2001.

The merit staffing checklist was continually used by the HR Specialist to assist management officials in objectively developing accurate qualifications and rating factors for vacancies.

Several position descriptions were reviewed and evaluated to certify the accuracy of appropriate title, series, and grade, and to ensure that employees are credited with the duties they performed.

The Office of Human Resources continued to conduct the course, "Effective Management Participation in Merit Staffing," stressing the role of supervisors in providing feedback to employees regarding applications for positions in merit staffing competitions and in performance evaluations. In addition to new managers and supervisors, several current managers participated in the course.

Twenty-five managing diversity awareness and advocacy sessions were conducted for employees. Management and staff participation is critical to the agency's effort to move toward long-term organizational change. Specific follow-up activities were planned for some offices to assist managers and employees in identifying areas for improvement.

CHANGE IN NRC EEO GROUPS BY PATCOB CATEGORIES
FISCAL YEARS 1999 - 2000

OCCUPATIONAL CATEGORY	TOTAL		WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
	ALL	FEMALE	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
TOTAL												
FY 1999	2832	1055	1467	731	114	252	40	23	151	45	5	4
%	100%	37.25%	51.80%	25.81%	4.03%	8.90%	1.41%	0.81%	5.33%	1.59%	0.18%	0.14%
FY 2000	2828	1064	1455	731	110	258	44	27	150	46	5	2
%	100%	37.62%	51.45%	25.85%	3.89%	9.12%	1.56%	0.95%	5.30%	1.63%	0.18%	0.07%
% CHANGE	0%	0.37%	-0.35%	0.04%	-0.14%	0.22%	0.14%	0.14%	-0.03%	0.04%	0.00%	-0.07%
NRC Professional												
FY 1999	1756	302	1207	222	64	50	32	6	149	23	2	1
%	100%	17.20%	68.74%	12.64%	3.64%	2.85%	1.82%	0.34%	8.49%	1.31%	0.11%	0.06%
FY 2000	1748	306	1196	226	60	50	36	7	148	22	2	1
%	100%	17.51%	68.42%	12.93%	3.43%	2.86%	2.06%	0.40%	8.47%	1.26%	0.11%	0.06%
% Change	0%	0.31%	-0.31%	0.29%	-0.21%	0.01%	0.24%	0.06%	-0.02%	-0.05%	0.00%	0.00%
NRC Administrative												
FY 1999	573	301	230	210	33	78	6	4	1	9	2	0
%	100%	52.53%	40.14%	36.65%	5.76%	13.61%	1.05%	0.70%	0.17%	1.57%	0.35%	0.00%
FY 2000	592	312	235	215	35	84	7	4	1	8	2	1
%	100%	52.70%	39.70%	36.32%	5.91%	14.19%	1.18%	0.68%	0.17%	1.35%	0.34%	0.17%
% Change	3%	0.17%	-0.44%	-0.33%	0.15%	0.58%	0.14%	-0.02%	-0.01%	-0.22%	-0.01%	0.17%
NRC Technical												
FY 1999	200	178	12	102	8	64	1	4	1	6	0	2
%	100%	89.00%	6.00%	51.00%	4.00%	32.00%	0.50%	2.00%	0.50%	3.00%	0.00%	1.00%
FY 2000	191	172	10	100	7	57	1	6	1	9	0	0
%	100%	90.05%	5.24%	52.36%	3.66%	29.84%	0.52%	3.14%	0.52%	4.71%	0.00%	0.00%
% Change	-5%	1.05%	-0.76%	1.36%	-0.34%	-2.16%	0.02%	1.14%	0.02%	1.71%	0.00%	-1.00%
NRC Clerical												
FY 1999	291	273	11	196	6	60	0	9	0	7	1	1
%	100%	93.81%	3.78%	67.35%	2.06%	20.62%	0.00%	3.09%	0.00%	2.41%	0.34%	0.34%
FY 2000	287	272	8	189	6	67	0	9	0	7	1	0
%	100%	94.77%	2.79%	65.85%	2.09%	23.34%	0.00%	3.14%	0.00%	2.44%	0.35%	0.00%
% Change	-1%	0.96%	-0.99%	-1.50%	0.03%	2.73%	0.00%	0.04%	0.00%	0.03%	0.00%	-0.34%
NRC Blue Collar												
FY 1999	9	1	5	1	3	0	0	0	0	0	0	0
%	100%	11.11%	55.56%	11.11%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2000	7	1	4	1	2	0	0	0	0	0	0	0
%	100%	14.29%	57.14%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% Change	-22%	3.17%	1.59%	3.17%	-4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NRC Other												
FY 1999	3	0	2	0	0	0	1	0	0	0	0	0
%	100%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2000	3	1	2	0	0	0	0	1	0	0	0	0
%	100%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
% Change	0%	33.33%	0.00%	0.00%	0.00%	0.00%	-33.33%	33.33%	0.00%	0.00%	0.00%	0.00%

DISTRIBUTION OF NRC EEO GROUPS BY PATCOB CATEGORIES
FISCAL YEAR 2000
(OCTOBER 1, 1999 - SEPTEMBER 30, 2000)

OCCUPATIONAL CATEGORY	TOTAL	WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
TAFF	2828	1455	731	110	258	44	27	150	46	5	2
NRC Professional											
#	1748	1196	226	60	50	36	7	148	22	2	1
%	100%	68.42%	12.93%	3.43%	2.86%	2.06%	0.40%	8.47%	1.26%	0.11%	0.06%
Civilian Work Force											
%	100%	54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%
NRC Administrative											
#	592	235	215	35	84	7	4	1	8	2	1
%	100%	39.70%	36.32%	5.91%	14.19%	1.18%	0.68%	0.17%	1.35%	0.34%	0.17%
Civilian Work Force											
%	100%	42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%
NRC Technical											
#	191	10	100	7	57	1	6	1	9	0	0
%	100%	5.24%	52.36%	3.66%	29.84%	0.52%	3.14%	0.52%	4.71%	0.00%	0.00%
Civilian Work Force											
%	100%	36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%
NRC Clerical											
#	287	8	189	6	67	0	9	0	7	1	0
%	100%	2.79%	65.85%	2.09%	23.34%	0.00%	3.14%	0.00%	2.44%	0.35%	0.00%
Civilian Work Force											
%	100%	14.00%	63.40%	2.80%	9.60%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%
NRC Blue Collar											
#	7	4	1	2	0	0	0	0	0	0	0
%	100%	57.14%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Civilian Work Force											
%	100%	65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%
NRC Other											
#	3	2	0	0	0	0	1	0	0	0	0
%	100%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
Civilian Work Force											
%	100%	67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%

DISTRIBUTION OF NRC EEO GROUPS AND COMPARISONS FOR MAJOR OCCUPATIONS
FISCAL YEAR 2000
(OCTOBER 1, 2000 - SEPTEMBER 30, 2001)

OCCUPATIONAL CATEGORY	TOTAL	WHITE		AFRICAN AMERICAN		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
GG-343 Mgmt & Prog Analyst											
#	129	34	70	3	15	1	2	0	1	2	1
%	100%	26.36%	54.26%	2.33%	11.63%	0.78%	1.55%	0.00%	0.78%	1.55%	0.78%
Civilian Work Force											
#											
%	100%	42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%
UNDERREPRESENTATION		15.74%		1.27%		1.82%	1.05%	1.40%	0.62%		
GG-801 General Engineer											
#	520	379	38	22	5	8	3	54	9	1	1
%	100%	72.88%	7.31%	4.23%	0.96%	1.54%	0.58%	10.38%	1.73%	0.19%	0.19%
Civilian Work Force											
#	341,722	266,021	27,183	9,597	2,131	8,828	1,370	23,081	2,608	785	118
%	100%	77.85%	7.95%	2.81%	0.62%	2.58%	0.40%	6.75%	0.76%	0.23%	0.03%
UNDERREPRESENTATION		4.96%	0.85%			1.04%				0.04%	
GG-840 Nuclear Engineer											
#	365	302	20	5	4	11	1	20	1	1	0
%	100%	82.74%	5.48%	1.37%	1.10%	3.01%	0.27%	5.48%	0.27%	0.27%	0.00%
Civilian Work Force											
#	10,801	9,006	626	186	5	232	13	663	41	21	8
%	100%	83.38%	5.80%	1.72%	0.05%	2.15%	0.12%	6.14%	0.38%	0.19%	0.07%
UNDERREPRESENTATION		0.64%	0.32%	0.35%				0.66%	0.11%		0.07%
GG-1301 Gen. Physical Scientist											
#	118	84	24	1	2	1	2	2	2	0	0
%	100%	71.19%	20.34%	0.85%	1.69%	0.85%	1.69%	1.69%	1.69%	0.00%	0.00%
Civilian Work Force											
#	18,769	12,098	4,745	433	433	295	68	455	158	44	40
%	100%	64.46%	25.28%	2.31%	2.31%	1.57%	0.36%	2.42%	0.84%	0.23%	0.21%
UNDERREPRESENTATION			4.94%	1.46%	0.62%	0.72%		0.73%		0.23%	0.21%
GG-1306 Health Physicist											
#	201	124	39	7	10	7	1	12	1	0	0
%	100%	61.69%	19.40%	3.48%	4.98%	3.48%	0.50%	5.97%	0.50%	0.00%	0.00%
Civilian Work Force											
#	18,769	12,098	4,745	433	433	295	68	455	158	44	40
%	100%	64.46%	25.28%	2.31%	2.31%	1.57%	0.36%	2.42%	0.84%	0.23%	0.21%
UNDERREPRESENTATION		2.77%	5.88%						0.34%	0.23%	0.21%

**ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-343**

03/13/2001

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	1	0	0	0	1	0	0	0	0	0	0
	FY-00	0	0	0	0	0	0	0	0	0	0	0
9	FY-98	3	0	3	0	0	0	0	0	0	0	0
	FY-99	2	0	2	0	0	0	0	0	0	0	0
	FY-00	3	0	0	0	3	0	0	0	0	0	0
11	FY-98	12	3	7	0	2	0	0	0	0	0	0
	FY-99	11	1	7	0	3	0	0	0	0	0	0
	FY-00	14	1	9	0	3	0	0	0	0	0	1
12	FY-98	18	2	10	1	4	0	0	0	1	0	0
	FY-99	24	2	16	1	4	0	0	0	1	0	0
	FY-00	21	1	15	1	3	0	0	0	1	0	0
13	FY-98	24	5	17	0	2	0	0	0	0	0	0
	FY-99	24	5	17	0	1	0	1	0	0	0	0
	FY-00	27	5	20	0	1	0	1	0	0	0	0
14	FY-98	43	19	18	1	3	1	1	0	0	0	0
	FY-99	41	18	17	1	3	1	1	0	0	0	0
	FY-00	45	18	19	2	4	1	1	0	0	0	0
15	FY-98	18	7	8	0	1	0	0	0	0	2	0
	FY-99	16	7	6	0	1	0	0	0	0	2	0
	FY-00	19	9	7	0	1	0	0	0	0	2	0
TOTAL	FY-98	118	36	63	2	12	1	1	0	1	2	0
	FY-99	119	33	65	2	13	1	2	0	1	2	0
	FY-00	129	34	70	3	15	1	2	0	1	2	1

**ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-801**

03/13/2001

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
5	FY-98	1	1	0	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
	FY-00	0	0	0	0	0	0	0	0	0	0	0
7	FY-98	4	3	0	0	0	1	0	0	0	0	0
	FY-99	5	3	1	0	1	0	0	0	0	0	0
	FY-00	6	2	1	1	0	0	2	0	0	0	0
9	FY-98	5	1	1	0	0	0	0	2	1	0	0
	FY-99	4	1	0	0	1	1	0	0	0	0	0
	FY-00	4	2	1	0	1	0	0	0	0	0	0
11	FY-98	3	2	0	1	0	0	0	0	0	0	0
	FY-99	3	2	0	0	0	0	0	1	0	0	0
	FY-00	7	3	0	1	1	1	0	0	0	0	1
12	FY-98	7	2	2	0	0	0	0	0	3	0	0
	FY-99	2	1	1	0	0	0	0	0	0	0	0
	FY-00	5	4	0	0	0	0	0	0	1	0	0
13	FY-98	79	50	5	7	4	1	0	10	2	0	0
	FY-99	76	48	5	7	2	1	0	9	4	0	0
	FY-00	95	61	6	7	2	3	0	13	3	0	0
14	FY-98	168	118	12	9	2	2	1	19	4	1	0
	FY-99	151	106	11	7	2	4	0	18	3	0	0
	FY-00	162	116	15	9	1	4	0	16	1	0	0
15	FY-98	243	191	15	7	0	0	0	28	2	0	0
	FY-99	240	189	14	6	0	0	1	26	3	1	0
	FY-00	241	191	15	4	0	0	1	25	4	1	0
>15	FY-98	73	59	6	2	0	0	0	6	0	0	0
	FY-99	61	47	6	2	0	1	0	5	0	0	0
	FY-00	62	49	4	2	0	1	0	6	0	0	0
TOTAL	FY-98	583	427	41	26	6	4	1	65	12	1	0
	FY-99	542	397	38	22	6	7	1	59	10	1	1
	FY-00	582	428	42	24	5	9	3	60	9	1	1

ACCOMPLISHMENTS BY GRADE												03/01/2001
FOR MAJOR OCCUPATION GG-840												
GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
11	FY-98	2	1	0	1	0	0	0	0	0	0	0
	FY-99	2	2	0	0	0	0	0	0	0	0	0
	FY-00	1	0	0	0	0	1	0	0	0	0	0
12	FY-98	4	2	1	0	0	0	1	0	0	0	0
	FY-99	3	1	1	1	0	0	0	0	0	0	0
	FY-00	2	2	0	0	0	0	0	0	0	0	0
13	FY-98	126	98	10	3	2	8	1	2	1	1	0
	FY-99	122	92	11	2	2	10	2	1	1	1	0
	FY-00	112	87	8	3	2	7	1	2	1	1	0
14	FY-98	197	164	13	6	0	5	0	9	0	0	0
	FY-99	174	148	9	4	0	2	0	11	0	0	0
	FY-00	151	127	9	2	1	2	0	10	0	0	0
15	FY-98	106	93	1	0	0	2	0	10	0	0	0
	FY-99	100	88	3	0	0	1	0	8	0	0	0
	FY-00	99	86	3	0	1	1	0	8	0	0	0
>15	FY-98	58	53	0	1	0	2	0	2	0	0	0
	FY-99	62	55	1	2	1	1	0	2	0	0	0
	FY-00	47	45	0	0	0	1	0	1	0	0	0
TOTAL	FY-98	493	411	25	11	2	17	2	23	1	1	0
	FY-99	463	386	25	9	3	14	2	22	1	1	0
	FY-00	412	347	20	5	4	12	1	21	1	1	0

ACCOMPLISHMENTS BY GRADE												03/01/2001
FOR MAJOR OCCUPATION GG-1301												
GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
11	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
	FY-00	3	1	1	0	1	0	0	0	0	0	0
12	FY-98	1	0	1	0	0	0	0	0	0	0	0
	FY-99	0	0	0	0	0	0	0	0	0	0	0
	FY-00	1	0	0	0	0	0	0	0	1	0	0
13	FY-98	18	8	4	1	3	0	0	1	1	0	0
	FY-99	20	13	3	0	2	0	0	1	1	0	0
	FY-00	22	16	4	0	1	0	0	1	0	0	0
14	FY-98	45	36	7	0	0	0	1	1	0	0	0
	FY-99	41	33	6	0	0	1	1	0	0	0	0
	FY-00	43	34	7	0	0	1	1	0	0	0	0
15	FY-98	53	40	9	1	0	0	1	2	0	0	0
	FY-99	50	37	10	1	0	0	1	1	0	0	0
	FY-00	49	33	12	1	0	0	1	1	1	0	0
>15	FY-98	16	10	4	0	1	0	0	1	0	0	0
	FY-99	13	7	5	0	0	0	0	1	0	0	0
	FY-00	29	14	8	6	0	0	0	1	0	0	0
TOTAL	FY-98	133	94	25	2	4	0	2	5	1	0	0
	FY-99	124	90	24	1	2	1	2	3	1	0	0
	FY-00	147	98	32	7	2	1	2	3	2	0	0

**ACCOMPLISHMENTS BY GRADE
FOR MAJOR OCCUPATION GG-1306**

03/01/2001

GRADE	FISCAL YEAR	TOTAL	WHITE		AFRICAN AM		HISPANIC		ASIAN PAC AM		NATIVE AM	
			MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
9	FY-98	0	0	0	0	0	0	0	0	0	0	0
	FY-99	2	0	1	0	1	0	0	0	0	0	0
	FY-00	3	2	1	0	0	0	0	0	0	0	0
11	FY-98	4	3	1	0	0	0	0	0	0	0	0
	FY-99	3	1	0	0	1	0	0	1	0	0	0
	FY-00	2	1	0	0	1	0	0	0	0	0	0
12	FY-98	7	2	4	0	0	0	0	1	0	0	0
	FY-99	4	2	2	0	0	0	0	0	0	0	0
	FY00	6	2	1	0	2	0	0	1	0	0	0
13	FY-98	85	53	13	6	3	3	1	5	1	0	0
	FY-99	85	49	15	5	3	4	1	7	1	0	0
	FY-00	80	47	17	3	3	4	1	4	1	0	0
14	FY-98	78	55	14	1	3	2	0	3	0	0	0
	FY-99	81	57	14	1	3	2	0	3	1	0	0
	FY-00	76	51	13	2	3	2	0	5	0	0	0
15	FY-98	32	24	4	0	1	1	0	2	0	0	0
	FY-99	34	22	7	1	1	1	0	2	0	0	0
	FY-00	34	21	7	2	1	1	0	2	0	0	0
>15	FY-98	8	5	3	0	0	0	0	0	0	0	0
	FY-99	6	4	2	0	0	0	0	0	0	0	0
	FY-00	7	5	2	0	0	0	0	0	0	0	0
TOTAL	FY-98	214	142	39	7	7	6	1	11	1	0	0
	FY-99	215	135	41	7	9	7	1	13	2	0	0
	FY-00	208	129	41	7	10	7	1	12	1	0	0

DISTRIBUTION OF NRC EEO GROUPS BY GRADE

03/02/2001

ADE	FISCAL YEAR	TOTAL	WHITE				AFRICAN AMERICAN				HISPANIC				ASIAN PACIFIC AMERICAN				NATIVE AMERICAN			
			MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
1	FY-99	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-00	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	FY-99	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-00	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	FY-99	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-00	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4	FY-99	4	2	0.1%	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-00	4	2	0.1%	1	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5	FY-99	15	6	0.2%	7	0.2%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	FY-00	10	5	0.2%	3	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	CHANGE	-5	-1	-16.7%	-4	-57.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
6	FY-99	107	3	0.1%	78	2.8%	6	0.2%	14	0.5%	1	0.0%	2	0.1%	0	0.0%	3	0.1%	0	0.0%	0	0.0%
	FY-00	120	4	0.1%	85	3.0%	7	0.2%	15	0.5%	1	0.0%	4	0.1%	0	0.0%	4	0.1%	0	0.0%	0	0.0%
	CHANGE	13	1	33.3%	7	9.0%	1	16.7%	1	7.1%	0	0.0%	2	100.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
7	FY-99	150	13	0.5%	72	2.5%	5	0.2%	45	1.6%	0	0.0%	7	0.2%	1	0.0%	6	0.2%	1	0.0%	0	0.0%
	FY-00	126	7	0.2%	59	2.1%	4	0.1%	40	1.4%	0	0.0%	8	0.3%	1	0.0%	6	0.2%	1	0.0%	0	0.0%
	CHANGE	-24	-6	-46.2%	-13	-18.1%	-1	-20.0%	-5	-11.1%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
8	FY-99	88	2	0.1%	52	1.8%	2	0.1%	30	1.1%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%
	FY-00	80	0	0.0%	44	1.6%	2	0.1%	30	1.1%	0	0.0%	1	0.0%	0	0.0%	3	0.1%	0	0.0%	0	0.0%
	CHANGE	-8	-2	-100.0%	-8	-15.4%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	2	200.0%	0	0.0%	-1	-100.0%
9	FY-99	96	11	0.4%	45	1.6%	4	0.1%	31	1.1%	1	0.0%	1	0.0%	0	0.0%	2	0.1%	0	0.0%	1	0.0%
	FY-00	105	12	0.4%	51	1.8%	2	0.1%	38	1.3%	0	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%
	CHANGE	9	-2	9.1%	6	13.3%	-2	-50.0%	7	22.6%	-1	0.0%	0	0.0%	0	0.0%	-1	-50.0%	0	0.0%	-1	-100.0%
10	FY-99	48	0	0.0%	35	1.2%	0	0.0%	9	0.3%	0	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	2	0.1%
	FY-00	41	0	0.0%	27	1.0%	1	0.0%	10	0.4%	0	0.0%	1	0.0%	0	0.0%	2	0.1%	0	0.0%	0	0.0%
	CHANGE	-7	0	0.0%	-8	-22.9%	1	0.0%	1	11.1%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	-2	-100.0%
11	FY-99	91	12	0.4%	45	1.6%	4	0.1%	25	0.9%	0	0.0%	1	0.0%	3	0.1%	1	0.0%	0	0.0%	0	0.0%
	FY-00	92	12	0.4%	49	1.7%	4	0.1%	22	0.8%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
	CHANGE	1	0	0.0%	4	8.9%	0	0.0%	-3	-12.0%	1	0.7%	-1	-100.0%	-3	0.1%	-1	-100.0%	0	0.0%	2	0.0%
12	FY-99	95	18	0.6%	49	1.7%	7	0.2%	18	0.6%	0	0.0%	1	0.0%	0	0.0%	2	0.1%	0	0.0%	0	0.0%
	FY-00	90	17	0.6%	40	1.4%	5	0.2%	20	0.7%	0	0.0%	2	0.1%	2	0.1%	4	0.1%	0	0.0%	0	0.0%
	CHANGE	-5	-1	-5.6%	-9	-18.4%	-2	-28.6%	2	11.1%	0	0.0%	1	100.0%	2	0.1%	2	100.0%	0	0.0%	0	0.0%
13	FY-99	530	278	9.8%	124	4.4%	28	1.0%	38	1.3%	16	0.6%	5	0.2%	28	1.0%	12	0.4%	1	0.0%	0	0.0%
	FY-00	556	299	10.6%	128	4.5%	28	1.0%	42	1.5%	16	0.6%	4	0.1%	29	1.0%	9	0.3%	1	0.0%	0	0.0%
	CHANGE	26	21	7.6%	4	3.2%	0	0.0%	4	10.5%	0	0.0%	-1	-20.0%	1	3.6%	-3	-25.0%	0	0.0%	0	0.0%
14	FY-99	744	494	17.5%	123	4.3%	27	1.0%	22	0.8%	13	0.5%	2	0.1%	52	1.8%	11	0.4%	0	0.0%	0	0.0%
	FY-00	722	467	16.5%	130	4.6%	27	1.0%	21	0.7%	15	0.5%	2	0.1%	52	1.8%	8	0.3%	0	0.0%	0	0.0%
	CHANGE	-22	-27	-5.5%	7	5.7%	0	0.0%	-1	-4.5%	2	15.4%	0	0.0%	0	0.0%	-3	-27.3%	0	0.0%	0	0.0%
15	FY-99	645	460	16.3%	78	2.8%	21	0.7%	15	0.5%	4	0.1%	2	0.1%	57	2.0%	5	0.2%	3	0.1%	0	0.0%
	FY-00	642	453	16.0%	82	2.9%	18	0.6%	16	0.6%	4	0.1%	2	0.1%	56	2.0%	8	0.3%	3	0.1%	0	0.0%
	CHANGE	-3	-7	-1.5%	4	5.1%	-3	-14.3%	1	6.7%	0	0.0%	0	0.0%	-1	0.0%	3	0.1%	0	0.0%	0	0.0%
15	FY-99	219	168	5.9%	22	0.8%	10	0.4%	3	0.1%	4	0.1%	1	0.0%	10	0.4%	1	0.0%	0	0.0%	0	0.0%
	FY-00	240	177	6.3%	32	1.1%	12	0.4%	2	0.1%	4	0.1%	2	0.1%	10	0.4%	1	0.0%	0	0.0%	0	0.0%
	CHANGE	21	9	5.4%	10	45.5%	2	20.0%	-1	-33.3%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	FY-99	2832	1467	51.8%	731	25.8%	114	4.0%	252	8.9%	40	1.4%	23	0.8%	151	5.3%	45	1.6%	5	0.2%	4	0.1%
	FY-00	2828	1455	51.4%	731	25.8%	110	3.9%	258	9.1%	44	1.6%	27	1.0%	150	5.3%	46	1.6%	5	0.2%	2	0.1%
	CHANGE	-4	-12	-0.8%	0	0.0%	-4	-3.5%	6	2.4%	4	10.0%	4	17.4%	-1	-0.7%	1	2.2%	0	0.0%	-2	-50.0%