

Federal Agency Annual EEO Program Status Report

EEOC-MD 715-01

BLM

Alaska



**for period covering October 1, 2005,
to September 30, 2006**

**FEDERAL AGENCY ANNUAL EEO
PROGRAM STATUS REPORT
EEOC-MD 715-01**

**Bureau of Land Management - Alaska State Office
For period covering October 1, 2005, to September 30, 2006**

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Bureau of Land Management – Alaska

**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, 2005, to September 30, 2006.

PART A Department or Agency Identifying Information	1. Agency		1. Department of the Interior	
	1.a. 2 nd level reporting component		Bureau of Land Management	
	1.b. 3 rd level reporting component		Bureau of Land Management, Alaska	
	1.c. 4 th level reporting component			
	2. Address		2. 222 W. 7th Avenue, Box 13	
	3. City, State, Zip Code		3. Anchorage, Alaska 99513	
	4. CPDF Code	5. FIPS code(s)	4. IN05	5. 1422
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 799
	2. Enter total number of temporary employees			2. 118
	3. Enter total number employees paid from non-appropriated funds			3.
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 917
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. KATHLEEN CLARK BLM DIRECTOR	
	2. Agency Head Designee		2. THOMAS P. LONNIE BLM-AK STATE DIRECTOR	
	3. Principal EEO Director/Official Official Title/series/-grade		3. SANDRA MARTINEZ BLM-ALASKA EEO OFFICER	
	4. Title VII Affirmative EEO Program Official		4. TONYUA ABROM MANAGER, AEP PROGRAM	
	5. Section 501 Affirmative Action Program Official		5. TONYUA ABROM MANAGER, SECTION 501	
	6. Complaint Processing Program Manager		6. CHARLES LUDDINGTON COMPLAINTS MANAGER	
	7. Other Responsible EEO Staff		N/A	

Bureau of Land Management – Alaska

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in This Report	BLM-ALASKA STATE OFFICE (ASO)	IN05	1422
	ANCHORAGE FIELD OFFICE (AFO)	"	"
	FAIRBANKS DISTRICT OFFICE (FDO)	"	"
	GLENNALLEN FIELD OFFICE (GFO)	"	"
	JUNEAU MINERAL INFO CENTER (JMIC)	"	"
	ALASKA FIRE SERVICE (AFS)	"	"

EEOC FORMS and Documents Included With This Report			
Executive Summary [FORM 715-01 PART E], that includes:	X	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions		EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		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		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		Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
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	
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		Organizational Chart	

Bureau of Land Management – Alaska

EEOC FORM 715-01 PART E
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

BUREAU OF LAND MANAGEMENT – ALASKA
for the Period Covering October 1, 2005, to September 30, 2006

EXECUTIVE SUMMARY

The Bureau of Land Management, Alaska (BLM-AK) continues work to ensure equity in employment and personnel practices. National and local recruitment efforts are made to increase public awareness of our agency and to increase diversity in the applicant pool and in overall employment. Our initiatives are aligned with Department of Interior plans which include, but are not limited to the Strategic Plan, the Strategic Human Capital Management Plan, the Strategic Plan for Improving Diversity and the goal to increase the number of employees with disabilities. The plans were established and are being applied to facilitate equal opportunity in all areas of employment.

At the end of FY06 our workforce totaled 917 and was comprised of 799 permanent and 118 temporary employees. The at-a-glance chart below depicts overall changes experienced from FY05 to FY06.

All	MEN	WOM	WM	WW	BM	BW	HM	HW	AAPIM	AAPIW	AIANM	AIANW
-11	- 17	+ 6	- 21	+ 5	+ 4	- 3	- 5	- 2	+ 1	+ 4	+ 4	+2

Of notable mention during this period:

- White female and American Indian/Alaska Native male and female representation levels exceed the National Civilian Labor Force.
- Females - overall increase of 6 for a total of 328 or 35.8% of the workforce:
 - ✓ White females by 5 for a total of 255 or 27.8% of workforce
 - ✓ Asian/PI females by 4 for a total of 13 or 1.4% of the workforce
 - ✓ AKNat/AmI females by 2 for a total of 34 or 3.7% of the workforce
- Males - overall decrease of 17 for a total of 589 or 64.2% of the workforce. However, increases were realized in:
 - ✓ Black males by 4 for a total of 15 or 1.6% of the workforce
 - ✓ Asian/PI males by 1 for a total of 11 or 1.2% of the workforce
 - ✓ AKNat/AmI males by 4 for a total of 25 or 2.7% of the workforce

Bureau of Land Management – Alaska

EXECUTIVE SUMMARY continued

- Persons with Disabilities - overall decrease of 7, however, representation is 7.6% of workforce.
- Disabled Veterans (30% > disabled) – representation remained at 2.8%
- Student Programs - healthy and continue to produce a pipeline of diverse and qualified candidates:
 - ✓ A total of 47 students were employed in our 3 student programs, i.e. SCEP (11), STEP (28), SBP (8) and the following activity occurred
 - Conversion of 3 SCEP students to permanent positions
(1 Alaska Native Female; 1 White Female; 1 White Male)
 - Conversion of 5 STEP students to SCEP appointments
(1 White Female; 1 White Male; 2 Black Females; 1 Black Male)
 - Conversion of 3 SBP students to STEP appointments
(1 Asian/PI Male; 2 White Females)
- The relationship between the HR and EEO offices has improved significantly during this reporting period. The HR and EEO work closely together to provide collaborative coverage for recruitment conference opportunities.
 - ✓ Recruitment strategy meetings have improved tremendously in identifying alternate methods, such as DVR appointments, volunteer opportunities, student programs, etc.
 - ✓ EEO and HR periodically collaborate and share costs on training needs for managers and supervisors, such as *When Employee Medical Leave Turns Excessive: Strategies for Federal Agencies* (LRP), etc.
- To provide career development opportunities, and retain quality employees BLM-Alaska has, in many cases, restructured several vacant positions to include career ladders.
 - ✓ Out of 140 MERIT job vacancies, 86 or 61% had career ladder opportunities. Of the 109 DEU job vacancies, 65 or 59% had career ladder opportunities.
- Our Alternative Dispute Resolution (ADR) Program experienced increased usage and success. The Complaints Manager conducted 6 mediations with each resulting in positive resolutions, thus preventing complaints. This is a 100% increase from last year, when no aggrieved employees were interested in pursuing mediation.

Bureau of Land Management – Alaska

EXECUTIVE SUMMARY continued

Areas of concern that were revealed with this report:

- Hispanics – continued under-representation in both male and female categories
 - ✓ Overall decreases: 5 Males, 2 Females (resulted from voluntary separations)
- Blacks – continued under-representation in both male and female categories
 - ✓ Males increased by 4, however, remain under-represented
 - ✓ Females decreased by 3 and remain under-represented
- Asians – continued under-representation in both male and female
 - ✓ Overall increases: 1 male, 4 females, however, both categories remain under-represented
- Persons with Targeted Disabilities – continued under-representation
 - ✓ Overall decreases: 1 with targeted disability (Note: resulted from voluntary separation)

The EEOC MD-715 Self-Assessment Checklist provides 80 performance measures of a Model EEO Program and continues to serve as a beneficial tool in assisting BLM-AK to determine where EEO program implementation and administration require attention. As a result of our first assessment in fall 2004, 14 measures previously not met have been met and objectives identified for meeting measures that remain unmet, which include, but are not limited to the following. See Appendix A for the 18 page assessment.

- ✓ To increase the number of diverse employees in the applicant pool.
- ✓ To increase the number of diverse employees receiving training and promotional opportunities.
- ✓ To provide a consistent means of completing and analyzing exit interviews.

As the BLM-AK continues to work on individual goals and objectives, we will also work toward the common goals of the Department as identified by the Office of Civil Rights.

Bureau of Land Management – Alaska

EEOC FORM - 715-01 PART F

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

I, Sandra Martinez, EEO Manager, GS-260-13, am the Principal EEO Official for the Bureau of Land Management-Alaska.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

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

Date

Signature of Agency Head or Agency Head Designee

Date

Bureau of Land Management – Alaska

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

AGENCY SELF-ASSESSMENT CHECKLIST - MEASURING ESSENTIAL ELEMENTS

The EEOC MD-715 Self-Assessment Checklist* provides 80 performance measures of a Model EEO Program and continues to serve as a beneficial tool in assisting BLM-AK officials to determine where EEO program implementation and administration require attention.

As a result of our first assessment in fall 2004, 14 measures previously not met have been met and objectives identified for meeting measures that remain unmet, which include, but are not limited to the following.

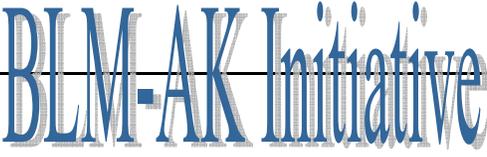
- ✓ To increase the number of diverse employees in the applicant pool.
- ✓ To increase the number of diverse employees receiving training and promotional opportunities.
- ✓ To provide a consistent means of completing and analyzing exit interviews.

*See Appendix A for a comprehensive examination of the performance measures and the status of progress toward each measure. (EEOC Form 715-01-Part G)

Bureau of Land Management – Alaska

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Bureau of Land Management - Alaska		FY 06
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element A: Demonstrated Commitment from Agency Leadership [Questions 4, 5] New employees and newly appointed supervisors are not receiving copies of the EEO Policy Statements.	
OBJECTIVE:	To provide policy statement to new employees through the in-processing hiring packet & new employee orientation; and to newly appointed supervisors upon EEO notification of selection.	
RESPONSIBLE OFFICIAL:	HR / EEO Offices	
DATE OBJECTIVE INITIATED:	March 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continuous as new employees are hired and as employees are hired/appointed in supervisory positions.	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	Develop "Welcome to BLM-Alaska" letter for new employees, signed by the EEO Program Manager, with EEO Program points of contact and attach EEO policy statements	
The BLM EEO Office will provide copies of EEO Policy Statements to HR to include in the New Employee Orientation package.	DONE: Implemented in BLM-AK August 2006.	
EEO will obtain list of new supervisors from HR. Once supervisor list is received, EEO will send email with policy statements	DONE: Quarterly	
Reference / discuss policies during staff meetings and other appropriate forums.	DONE: As needed	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>The BLM-AK has implemented this objective as a standard practice.</p> <ul style="list-style-type: none"> ▪ As new supervisors are appointed, the EEO Program Manager sends a "Congratulations" letter with EEO Program information and points of contact, with copies of EEO Policy Statements attached. ▪ A "Welcome to BLM-Alaska" letter for new employees, signed by the EEO Program Manager, is included as part of the New Employee Orientation Package. The letter provides EEO Program information, EEO Program points of contact and copies of EEO Policy Statements. 		

Bureau of Land Management – Alaska

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Bureau of Land Management - Alaska	FY 06	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element A: Demonstrated Commitment from Agency Leadership [Question 12, 13] Written procedures for requesting, monitoring, and tracking reasonable accommodations for individuals with disabilities have not been established and made readily available. Supervisory Training regarding roles, responsibilities, and procedures for processing reasonable accommodation.	
OBJECTIVE:	To implement procedures for requesting, processing, and monitoring reasonable accommodations. To provide supervisory training on their roles and responsibilities regarding reasonable accommodations.	
RESPONSIBLE OFFICIAL:	HR / EEO Office	
DATE OBJECTIVE INITIATED:	March 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continue to process as requests are received.	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATES	
<u>WO Initiative:</u> Develop policy, procedures and tracking methods for processing requests regarding reasonable accommodations.	<i>September 2006 (Modified target date)</i>	
<u>WO Initiative:</u> Provide supervisory training on their roles and responsibilities regarding reasonable accommodations.	<i>September 2007 (Modified target date)</i>	
<u>*BLM-AK:</u> Develop Reasonable Accommodation Users Guide that will assist both requesters and supervisors understand and move efficiently and effectively through the process.	* February 2007	
<u>*BLM-AK:</u> Provide training to all employees: Augment WO supervisory training with BLM-AK Users Guide training for both supervisory personnel as well as employees	*September 2007	
*New Objective and target dates		
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>On September 7, 2005 the Department of Interior issued policy on Reasonable Accommodation for Individuals with Disabilities and the BLM affirmed the DOI policy by issuing Instruction Bulletin #2006-25 on September 19, 2006.</p>		

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EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Bureau of Land Management-Alaska	FY 06	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: Integration of EEO into the Agency's Strategic Mission [Question 21] Some officials are not included in discussions on recruitment, vacancy projections, and succession planning.	
OBJECTIVE:	To implement procedures to ensure EEO Officials are included in discussions regarding recruitment, vacancy projections, and succession planning.	
RESPONSIBLE OFFICIAL:	HR / EEO	
DATE OBJECTIVE INITIATED:	October 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Until objective is accomplished.	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE: September 2006 (and Continuous)	
Discussions of succession planning regarding workforce.	September 2006 (and continuous)	
Inclusion of EEO in the recruitment strategy and vacancy projections process	DONE: October 2004 (BLM-AK) September 2006 (and continuous)	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>BLM-AK's process engages EEO, HR, and SEP's to capitalize on opportunities to recruit for the best and brightest talent available through broader outreach strategies. In addition to the role the EEO office plays in the planning of recruitment strategy, participation was expanded to include the review of referral and selection certificates prior to issuing to the selecting official and final approving officials. This enhanced EEO involvement was implemented to maximize the full potential of our affirmative employment outreach strategic management goals. In cases where EEO feels recruitment efforts need to be re-emphasized, justification and recommendation are provided to the HR Manager.</p> <p>Through BLM-AK succession planning discussions, leadership was concerned of imminent mass retirements and recognized the potential to replenish skills, through student programs, as well as an opportunity improve diversity. As the agency replenishes skills via student programs, it also recognized the necessity to develop the remaining workforce by passing on institutional knowledge. One method being utilized is to "match" new student hires with an employee who is within 5 years of retirement. Additionally, the BLM-Alaska enhanced its high school student employment program, School Business Partnership, by developing opportunities for high school juniors and seniors to work along side natural resource specialists in the field environment as a way of introducing them to careers in natural resource management and science. Our student programs are healthy and continue to produce a pipeline of diverse candidates for entry-level positions.</p> <p>The WO developed and published the following tools which will be utilized by BLM-AK: "Vacancy Projection Recruitment Checklist", "Quick Tip Guide for Strategic Recruitment", and "Quick Tips for Barrier Identification and Analysis". This is an objective that was not previously identified, but accomplished during FY06.</p>		

Bureau of Land Management – Alaska

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT														
Bureau of Land Management-Alaska	FY 06														
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: Integration of EEO into Agency's Strategic Mission. Questions 34 a, b Lack of consistent coordination among the headquarters and Field level components in areas affecting the integrations of EEO in the agency's strategic mission.														
OBJECTIVE:	To bring more awareness of the vital role of the EEO office to the forefront and mainstream of budget planning, allocation, and operation(s).														
RESPONSIBLE OFFICIAL:	HR, EEO, Team Leaders, Managers, and Supervisors														
DATE OBJECTIVE INITIATED:	May 2005														
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continuous														
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE														
Increase the career development of minorities and persons with disabilities through development programs.	Update June 2006														
To avoid staff shortfalls, anticipate losses due to retirements, separations, and turnover, plan in advance for attrition and lead-time needed to fill critical positions through workforce planning. Suggest ALT take a look at positions that could be used as developmental positions and make a commitment to restructure the positions and duties, if necessary, to allow individuals to acquire additional experiences which would make them competitive or at least qualified to apply for higher graded positions.	June 2006 (and continuous)														
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE															
<p>The BLM-AK Leadership Team analyzed projected retirements in positions that could potentially be used for career development initiatives. Recognizing the tendency to hire at full performance level, the agency identified the need to build skills for the future. To accomplish this, managers are encouraged to restructure vacancies to include career ladders which ultimately provide for continuity and develop different levels of expertise and experience. This method realized nearly 60% utilization during FY06, resulting in over one half of all vacancies being filled by career ladder positions:</p>															
<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th># Job Announcements</th> <th># w/Career Ladders</th> <th>% Growth Positions</th> </tr> </thead> <tbody> <tr> <td>MERIT</td> <td style="text-align: center;">140</td> <td style="text-align: center;">86</td> <td style="text-align: center;">61.4%</td> </tr> <tr> <td>DEU</td> <td style="text-align: center;">109</td> <td style="text-align: center;">65</td> <td style="text-align: center;">59.6%</td> </tr> </tbody> </table>					# Job Announcements	# w/Career Ladders	% Growth Positions	MERIT	140	86	61.4%	DEU	109	65	59.6%
	# Job Announcements	# w/Career Ladders	% Growth Positions												
MERIT	140	86	61.4%												
DEU	109	65	59.6%												
<p>BLM-AK student programs are healthy and continue to produce a pipeline of diverse candidates for entry-level positions. During FY06, there were 47 students in our three student programs and in FY05, 9 SCEP students were converted to permanent positions and 4 were converted in FY06.</p>															
<table border="1" style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td>Student Career Experience Program (SCEP)</td> <td style="text-align: center;">11</td> </tr> <tr> <td>Student Training & Education Program (STEP)</td> <td style="text-align: center;">28</td> </tr> <tr> <td>School Business Partnership (SBP)</td> <td style="text-align: center;">8</td> </tr> </tbody> </table>				Student Career Experience Program (SCEP)	11	Student Training & Education Program (STEP)	28	School Business Partnership (SBP)	8						
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Bureau of Land Management – Alaska

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE, continued

There was a 75% increase in recruitment of STEP student during FY06. BLM-AK managers are encouraged to consider converting eligible STEP students to SCEP appointments in concert with succession planning strategies.

BLM-AK made one excepted appointment for an individual with a disability through coordination and collaboration with the Alaska Division of Vocational Rehabilitation (DVR).

BLM-WO held a one-week training course on “Assessing EEO Workforce Data and Conducting Barrier Analysis Under EEOC MD – 715. (One EEO practitioner for Alaska attended).

BLM-WO produced and presented training (via satellite broadcast) on EEO and Leadership, Diversity, Harassment and Alternative Dispute Resolution (ADR) that was provided to all Managers/Supervisors and Employees at BLM-AK.

Department of Interior Human Capital Program leaders continue to improve coordination of related programs through increased communication and joint ventures such as the DOI Human Capital Conference held in September 2006.

Bureau of Land Management – Alaska

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Bureau of Land Management	FY 06
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element C: Management and Program Accountability [Questions 38, 39, 40] The Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program and Procedures and Employee Development Training Programs need to be reviewed for systematic barriers that may impede equal access by groups.
OBJECTIVE:	To ensure that diverse employees are gaining equal access to Promotions, Awards, and Career Development opportunities by improving management and program accountability at all levels.
RESPONSIBLE OFFICIAL:	EEO/HR Officials
DATE OBJECTIVE INITIATED:	August 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continuous and until all groups are equally represented in promotions, awards and career development programs/assignments.
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	Update FY 2006 and FY 2007
Joint review (HR/EEO), biannually, of Merit Promotion, Employee Recognition, and Employee Development Programs	October 2004

Report of Accomplishments and Modifications to Objective

Accomplishments:

BLM-AK EEO and HR managers meet bi-annually to review Merit Promotion Program, Employee Recognition Awards Program, and Employee Development Program, or as needed on other policy issues, to identify potential systemic barriers that may be impeding full participation in the promotion, recognition, and development opportunities.

BLM-WO is working in concert with the Department on the OPM government-wide initiative of a new training system called GO Learn.

DOI continues to refine and improve the DOI Learn training database.

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EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Bureau of Land Management	FY 06
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element D: Proactive Prevention [Questions 49, 50, 51] Trend Analysis needs to be generated more easily through reports by race and national origin, sex, disability, gender, and grade. The current data system is labor intensive and time consuming.
OBJECTIVE:	To ensure that diverse employees are gaining equal access to Promotions, Awards, and Career Development opportunities by improving management and program accountability at all levels.
RESPONSIBLE OFFICIAL:	EEO/HR Officials, Executive Leadership Team,
DATE OBJECTIVE INITIATED:	May 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continuous and until all groups are equally represented in promotions, awards and career development programs/assignments.
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
To promote the efficiency and effectiveness of training through a new system called GO Learn. This is a government wide initiative lead by the Office of Personnel.	Update August FY 2006 and Continuous
Will review test data system throughout the Fiscal Year. The DOI Office of Civil Rights will schedule the Training for new system.	(Start April 2006)
Report of Accomplishments and Modifications to this Objective:	
<u>Accomplishments:</u> -Conducted a more thorough review of the instructions in MD 715. EEO Team went through the self assessment and outlined steps to assist with eliminating negative responses. Monitors throughout FY 2005. -Met with potential vendors to review the data retrieval and analysis capabilities. Purchased a reporting system in FY 05 that will be implemented in phases starting in FY 2006.	

WFO Initiative

Bureau of Land Management – Alaska

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Bureau of Land Management	FY 06
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency [Questions 76] Federal Personnel Payroll System does not have adequate tracking to capture the needed information such as the applicant flow data.
OBJECTIVE:	To establish procedures and incorporate necessary information regarding application flow.
RESPONSIBLE OFFICIAL:	EEO/HR Official
DATE OBJECTIVE INITIATED:	June 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Continuous and until all applicant flow data is captured for purposes of analysis.
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Implement procedures to obtain access to applicant flow by disability, gender, national origin, and race	January 2007

WO Initiative

Bureau of Land Management – Alaska

EEOC Form 715-01 I	
Bureau of Land Management	FY 06
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	The goal of reducing the overall under representation of minorities and granting equal access has not been achieved.
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Data reveals that there has not been significant increase in granting equal access to groups that have been traditionally under represented.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	Managers and supervisors may not fully understand the benefits of a diverse workforce.
<p>OBJECTIVE:</p>	To train and educate managers of the benefits of a diverse workforce.
Responsible Official:	HR Staff, EEO Staff
Date Objective Initiated:	June 2004
Target Date for Completion of Objective:	September 2007
Planned Activities Toward Completion of Objective:	Work with the Special Emphasis Program Coordinators and Workforce Planning Team to discuss vacancies and recruitment strategies.
Report of Accomplishment and Modifications to Objectives:	
<p>BLM-AK SEPM's forward BLM-AK vacancies to respective constituency groups as a form of recruitment outreach.</p> <p>One hundred percent of BLM-AK managers and supervisors received diversity training during FY06.</p> <p>BLM-AK policy requires EEO involvement in recruitment strategy meeting with management and HR officials to discuss and explore diversity, with the ultimate goal of increasing diversity in the applicant pool.</p>	

Bureau of Land Management – Alaska

EEOC Form 715-01 I	
Bureau of Land Management	FY 06
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	Application software <u>Quick Hire</u> utilizes a keyword identifier which may eliminate a qualified applicant.
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Actual data does not exist, however, based on common knowledge of numerous applicants qualifications, software criteria may cause an adverse impact because all applicants may not know language needed to use within the bureau or within the Quick Hire system. This system still does not adequately track categories of applicants.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	Quick Hire could cause hardship for those with little or no computer skills. The average time referenced is nearly 2 hours. The time requirement could discourage the better qualified candidates.
<p>OBJECTIVE:</p>	To use an approach that is more equally beneficial for HR, the agency and applicant.
Responsible Official:	HR, EEO Team
Date Objective Initiated:	September 2006
Target Date for Completion of Objective:	September 2007
Planned Activities Toward Completion of Objective:	
Report of Accomplishment and Modifications to Objectives:	
Reduce the number of questions and narratives in vacancy announcements that may not be needed to ascertain the best candidate.	August 2007

W/O Initiative

Bureau of Land Management – Alaska

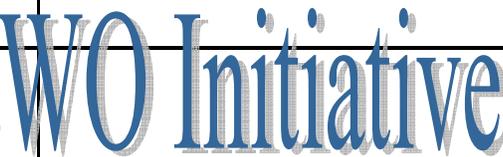
EEOC Form 715-01 I	
Bureau of Land Management	FY 06
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The number of persons with disabilities has not increased significantly and consistently throughout the bureau.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Employment data of persons with Disabilities does not reveal much progress.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Recruitment of persons with Disabilities does not reveal that current efforts are making significant progress.</p>
<p>OBJECTIVE:</p>	<p>To incorporate the hiring of persons with disabilities in our every day practices.</p>
Responsible Official:	HR, Human Capital Management Team, EEO Team
Date Objective Initiated:	September 2006
Target Date for Completion of Objective:	September 2007
Planned Activities Toward Completion of Objective:	
Report of Accomplishment and Modifications to Objectives:	
<p>Incorporate sensitivity training to managers and supervisors which may include but not be limited to devices and equipment that would assist with employment of persons with disabilities.</p>	October 2007

Bureau of Land Management – Alaska

EEOC Form 715-01 I	
Bureau of Land Management	FY 06
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The BLM has not resurveyed employees to reflect categories according to:</p> <ul style="list-style-type: none"> -The Equal Employment Opportunity Commission (EEOC) -The Office of Personnel Management (OPM) -current employee disabilities.
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	N/A
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	There is no current system in place to capture the new requirements according to the EEOC and the OPM.
<p>OBJECTIVE:</p>	To resurvey the environment to capture categories outlined according to the EEOC, OPM, and to update current employee disabilities.
Responsible Official:	HR, Human Capital Management Team, EEO Team
Date Objective Initiated:	October 2006
Target Date for Completion of Objective:	September 2007
Planned Activities Toward Completion of Objective:	
Report of Accomplishment and Modifications to Objectives:	
Incorporate sensitivity training to managers and supervisors which may include but not be limited to devices and equipment that would assist with employment of persons with disabilities.	October 2007

WFO Initiative

Bureau of Land Management – Alaska

EEOC Form 715-01 I	
Bureau of Land Management	FY 06
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The bureau continues to remain under represented in the traditionally major mission occupations.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The current FPPS System reflects that women and minorities remain under represented in the following occupations:</p> <p>455 Range Technicians 401 General Natural Resources 301 Miscellaneous Administration 462 Forestry Technician 340 Program Management</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The BLM must incorporate more proactive Strategies that include more journeyman level positions for vacancies referenced above. The HR EEO Teams, managers and supervisors throughout the bureau need to reach communities that have larger representation of groups that have traditionally lacked equal access to employment.</p>
<p>OBJECTIVE:</p>	<p>To resurvey the environment to capture categories outlined according to the EEOC, OPM, and to update current employee disabilities.</p>
Responsible Official:	HR, Human Capital Management Team, EEO Team
Date Objective Initiated:	October 2006
Target Date for Completion of Objective:	September 2007 Continuous
Planned Activities Toward Completion of Objective:	
<p>Develop recruitment Calendar and efforts to attract more applicants at various locations: schools, websites, organizations,...that have a larger pool of diverse candidates to employ more women and minorities in occupations such as :</p> <p>455 Range Technicians 401 General Natural Resources 301 Miscellaneous Administration 462 Forestry Technician 340 Program Management</p>	
Report of Accomplishment and Modifications to Objectives:	

Bureau of Land Management – Alaska
EEOC FORM 715-01 PART J

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

BUREAU OF LAND MANAGEMENT – ALASKA

For the period of October 1, 2005 to September 30, 2006

PART I Department or Agency Information	1. Agency	1. Department of the Interior						
	1.a. 2 nd Level Component	1.a. Bureau of Land Management						
	1.b. 3 rd Level or lower	1.b. Bureau of Land Management-Alaska						
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change		
		#	%	#	%	Number	Rate of Change	
	Total Work Force (includes temps)	928	100%	917	100%	-11	-1.2%	
	Reportable Disability	77	8.3%	70	7.6%	-7	-9.1%	
	Targeted Disability*	13	1.4%	12	1.3%	-1	-7.7%	
	* 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 (of those who identified) during the reporting period.					78		
2. Total Number of Selections of Individuals with Targeted Disabilities (of those who identified) during the reporting period.					2			

Bureau of Land Management – Alaska

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	138	8	5.8%	1	0.7%	0	0	129	93.4%
4. Non-Competitive Promotions	83	5	6.0%	0	0	3	3.6%	75	90.4%
5. Employee Development/Training									
5.a. Grades 5 - 12									
5.b. Grades 13 - 14									
5.c. Grade 15/SES Development Training									
6. Employee Recognition and Awards	561	54	9.6%	13	2.3%	18	3.2%	489	87.1%
6.a. Time-Off Awards (Total hrs awarded -)	36	2	5.5%	1	2.7%	0	0	34	94.4%
6.b. Cash Awards (Total \$\$\$ awarded)	490	52	10.6%	12	2.4%	18	3.6%	420	85.7%
6.c. Quality-Step Increase	35	0	0	0	0	0	0	35	100%
7. Details and Task Force Assignments									

DATA NOT AVAILABLE

DATA NOT AVAILABLE

Bureau of Land Management – Alaska

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

Page 3

<p align="center">Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>N/A for BLM-Alaska (815 Permanent Employees for FY06)</p> <p>Agencies with <u>1,000</u> or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p align="center">Part V</p> <p>Goals for Targeted Disabilities</p>	<p>N/A for BLM-Alaska (815 Permanent Employees for FY06)</p> <p>Agencies with <u>1,000</u> or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

Bureau of Land Management - Alaska

EEOC FORM
715-01 PART G

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

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				
1. The Agency Head was installed on <u>8-02</u> . The EEO policy was statement issued on <u>8/6/04</u> .				EEO Policy Statements re-issued in September 2006. (See Appendix C)
2. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X*		
3. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.			X*	
4. Are new employees provided a copy of the EEO policy statement during orientation?			X	
5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X*	

* Indicates measure previously reported as not met.

Bureau of Land Management – Alaska

 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
 Measures		Yes	No	
6. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X*		
7. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X*		
8. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
9. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
a. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
b. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
c. support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		

* Indicates measure previously reported as not met.

Bureau of Land Management – Alaska

d. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
e. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
f. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X		
g. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
h. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
10. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		
11. Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
12. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
13. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Bureau of Land Management – Alaska

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
		 Measures	Yes	
14. 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		
15. Are the duties and responsibilities of EEO officials clearly defined?		X		
16. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
17. If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
18. If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				

Bureau of Land Management – Alaska

 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	
19. 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		
20. 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?		N/A		N/A
21. 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		
22. 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*		
23. 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*		
24. 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		

Bureau of Land Management – Alaska

 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	
25. 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		
26. 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		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
a. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
b. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
c. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
28. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		

Bureau of Land Management – Alaska

 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	
29. 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	<i>OCR is working this . . . See OCR memo 2004-01. Systems are avail in FPPS, but some data, such as training is not available through FPPS.</i>
30. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
31. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
32. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
33. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
34. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
a. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		X		
b. Is there sufficient funding to ensure that all employees have access to this training and information?		X		
35. Is there sufficient funding to provide all managers and supervisors with training and periodic		X		

* Indicates measure previously reported as not met.

Bureau of Land Management – Alaska

up-dates on their EEO responsibilities:			
a. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
b. to provide religious accommodations?	X		
c. to provide disability accommodations in accordance with the agency's written procedures?	X		
d. in the EEO discrimination complaint process?	X		
e. to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
36. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
37. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X*		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an

* Indicates measure previously reported as not met.

Bureau of Land Management – Alaska

 Measures	management directives. [see 29 CFR § 1614.102(b)(3)]	Yes	No	EEOC FORM 715-01 PART H to the agency's status report
	38. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X*		
	39. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X*		
	40. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X*		

 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	41. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	42. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	43. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	N/A	N/A	
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				

Bureau of Land Management – Alaska

44. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
45. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	46. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X*		
	47. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X*		
	48. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X*		
	49. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	50. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		

* Indicates measure previously reported as not met.

Bureau of Land Management – Alaska

51. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
52. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
53. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		

 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
54. Are all employees encouraged to use ADR?		X		
55. 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
		Yes	No	
56. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		

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57. 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	Quickhire not equipped to provide data collection in order to analyze trends; however, this is being addressed at the BLM HQ level.
58. 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?		X		
59. 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		
60. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
61. 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		
62. 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		
63. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how:				
64. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		

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65. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
66. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
a. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
b. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
c. Does the agency complete the investigations within the applicable prescribed time frame?		X		
d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A	N/A	Final Agency Decisions are issued by the Department of Interior, Office of Civil Rights.
e. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
f. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
g. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		

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 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	
	67. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	X		
	68. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
	69. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	X		
	70. Does the responsible management official directly involved in the dispute have settlement authority?	X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	71. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	X		
	72. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	X		
	73. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?	X		

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74. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
75. 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		
76. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X*		
77. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
78. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?			X	DOI issue. Solicitor's Office is not separate and apart from agency.
79. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
80. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

* Indicates measure previously reported as not met.

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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	
	81. 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	
	82. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	a. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	b. Are procedures in place to promptly process other forms of ordered relief?	X		

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 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	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
	If so, please identify the employees by title in the comments section, and state how performance is measured.	ALT (Alaska Leadership Team)		
84. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
	If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
85. Have the involved employees received any formal training in EEO compliance?		X		
86. Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
a. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
b. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
c. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		X		

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d. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
e. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
f. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
g. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
h. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
i. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
j. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
k. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
l. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Bureau of Land Management - Alaska FY 2006
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Workforce																		
Prior FY	#	928	606	322	16	13	548	250	11	18	10	9	-	-	21	32	-	-
	%	100%	65.3%	34.7%	1.7%	1.4%	59.1%	26.9%	1.2%	1.9%	1.1%	1.0%	-	-	2.3%	3.4%	-	-
Current FY	#	917	589	328	11	11	527	255	15	15	11	13	-	-	25	34	-	-
	%	100%	64.2%	35.8%	1.2%	1.2%	57.5%	27.8%	1.6%	1.6%	1.2%	1.4%	-	-	2.7%	3.7%	-	-
Federal CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	2.0%	1.8%	-	-	0.3%	0.3%	-	-
	#																	
Difference	#	-11	-17	6	-5	-2	-21	5	4	-3	1	4	-	-	4	2	-	-
Ratio Change	%	-	-1.1%	1.1%	-0.5%	-0.2%	-1.6%	0.9%	0.5%	-0.3%	0.1%	0.4%	-	-	0.5%	0.3%	-	-
Net Change	%	-1.2%	-2.8%	1.9%	-31.3%	-15.4%	-3.8%	2.0%	36.4%	-16.7%	10.0%	44.4%	-	-	19.0%	6.3%	-	-
Permanent Workforce																		
Prior FY	#	815	528	287	15	13	479	224	10	16	7	7	-	-	17	27	-	-
	%	100%	64.8%	35.2%	1.8%	1.6%	58.8%	27.5%	1.2%	2.0%	0.9%	0.9%	-	-	2.1%	3.3%	-	-
Current FY	#	799	515	284	11	11	467	225	11	14	8	10	-	-	18	24	-	-
	%	100%	64.5%	35.5%	1.4%	1.4%	58.4%	28.2%	1.4%	1.8%	1.0%	1.3%	-	-	2.3%	3.0%	-	-
Difference	#	-16	-13	-3	-4	-2	-12	1	1	-2	1	3	-	-	1	-3	-	-
Ratio Change	%	-	-0.3%	0.3%	-0.5%	-0.2%	-0.3%	0.7%	0.1%	-0.2%	0.1%	0.4%	-	-	0.2%	-0.3%	-	-
Net Change	%	-2.0%	-2.5%	-1.0%	-26.7%	-15.4%	-2.5%	0.4%	10.0%	-12.5%	14.3%	42.9%	-	-	5.9%	-11.1%	-	-
Temporary Workforce																		
Prior FY	#	113	78	35	1		69	26	1	2	3	2	-	-	4	5	-	-
	%	100%	69.0%	31.0%	0.9%	0.0%	61.1%	23.0%	0.9%	1.8%	2.7%	1.8%	-	-	3.5%	4.4%	-	-
Current FY	#	118	74	44			60	30	4	1	3	3	-	-	7	10	-	-
	%	100%	62.7%	37.3%	0.0%	0.0%	50.8%	25.4%	3.4%	0.8%	2.5%	2.5%	-	-	5.9%	8.5%	-	-
Difference	#	5	-4	9	-1	0	-9	4	3	-1	0	1	-	-	3	5	-	-
Ratio Change	%	-	-6.3%	6.3%	-0.9%	0.0%	-10.2%	2.4%	2.5%	-0.9%	-0.1%	0.8%	-	-	2.4%	4.0%	-	-
Net Change	%	4.4%	-5.1%	25.7%	-100.0%	-	-13.0%	15.4%	300.0%	-50.0%	0.0%	50.0%	-	-	75.0%	100.0%	-	-

Federal CLF is based on all occupations represented in the federal workforce.

Non-Appropriated Fund Workforce = 0 for BLM-Alaska

Bureau of Land Management - Overall as of September 30, 2006

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total	#	9669	6125	3544	374	274	5397	2837	107	225	78	70	-	-	169	138	-	-
	%	100%	63.3%	36.7%	3.9%	2.8%	55.8%	29.3%	1.1%	2.3%	0.8%	0.7%	-	-	1.7%	1.4%	-	-
Federal CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	2.0%	1.8%	-	-	0.3%	0.3%	-	-
Alaska	#	799	515	284	11	11	467	225	11	14	8	10	-	-	18	24	-	-
	%	100%	64.5%	35.5%	1.4%	1.4%	58.4%	28.2%	1.4%	1.8%	1.0%	1.3%	-	-	2.3%	3.0%	-	-
Arizona	#	486	297	189	23	24	256	147	7	8	5	4	-	-	6	6	-	-
	%	100%	61.1%	38.9%	4.7%	4.9%	52.7%	30.2%	1.4%	1.6%	1.0%	0.8%	-	-	1.2%	1.2%	-	-
California	#	821	548	273	49	36	462	197	10	21	11	11	-	-	16	8	-	-
	%	100%	66.7%	33.3%	6.0%	4.4%	56.3%	24.0%	1.2%	2.6%	1.3%	1.3%	-	-	1.9%	1.0%	-	-
Colorado	#	561	341	220	18	13	313	198	4	1	5	4	-	-	1	4	-	-
	%	100%	60.8%	39.2%	3.2%	2.3%	55.8%	35.3%	0.7%	0.2%	0.9%	0.7%	-	-	0.2%	0.7%	-	-
Idaho	#	664	434	230	28	9	392	206	1	1	5	6	-	-	8	8	-	-
	%	100%	65.4%	34.6%	4.2%	1.4%	59.0%	31.0%	0.2%	0.2%	0.8%	0.9%	-	-	1.2%	1.2%	-	-
Montana	#	559	336	223	7	5	314	205			3		-	-	12	13	-	-
	%	100%	60.1%	39.9%	1.3%	0.9%	56.2%	36.7%	0.0%	0.0%	0.5%	0.0%	-	-	2.1%	2.3%	-	-
New Mexico	#	715	465	250	108	89	326	125	4	8	8	1	-	-	19	27	-	-
	%	100%	65.0%	35.0%	15.1%	12.4%	45.6%	17.5%	0.6%	1.1%	1.1%	0.1%	-	-	2.7%	3.8%	-	-
Nevada	#	709	450	259	25	18	392	214	6	6	3	3	-	-	24	18	-	-
	%	100%	63.5%	36.5%	3.5%	2.5%	55.3%	30.2%	0.8%	0.8%	0.4%	0.4%	-	-	3.4%	2.5%	-	-
Oregon	#	1509	1021	488	31	10	952	433	3	17	12	13	-	-	23	15	-	-
	%	100%	67.7%	32.3%	2.1%	0.7%	63.1%	28.7%	0.2%	1.1%	0.8%	0.9%	-	-	1.5%	1.0%	-	-
Utah	#	723	472	251	22	10	428	232	3	4	3	1	-	-	16	4	-	-
	%	100%	65.3%	34.7%	3.0%	1.4%	59.2%	32.1%	0.4%	0.6%	0.4%	0.1%	-	-	2.2%	0.6%	-	-

Bureau of Land Management - Overall as of September 30, 2006

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Wyoming	#	728	445	283	20	16	412	255	2	4	2	3	-	-	9	5	-	-
	%	100%	61.1%	38.9%	2.7%	2.2%	56.6%	35.0%	0.3%	0.5%	0.3%	0.4%	-	-	1.2%	0.7%	-	-
Eastern States	#	164	88	76	1	1	65	42	16	31	2	2	-	-	4		-	-
	%	100%	53.7%	46.3%	0.6%	0.6%	39.6%	25.6%	9.8%	18.9%	1.2%	1.2%	-	-	2.4%	0.0%	-	-
Washington, DC Office	#	556	303	253	8	14	255	129	30	102	2	4	-	-	8	4	-	-
	%	100%	54.5%	45.5%	1.4%	2.5%	45.9%	23.2%	5.4%	18.3%	0.4%	0.7%	-	-	1.4%	0.7%	-	-
Denver Natl Ctrs	#	262	128	134	9	13	108	112	4	4	4	4	-	-	3	1	-	-
	%	100%	48.9%	51.1%	3.4%	5.0%	41.2%	42.7%	1.5%	1.5%	1.5%	1.5%	-	-	1.1%	0.4%	-	-
Training Center	#	69	36	33	2	2	29	27	4	3		1	-	-	1		-	-
	%	100%	52.2%	47.8%	2.9%	2.9%	42.0%	39.1%	5.8%	4.3%	0.0%	1.4%	-	-	1.4%	0.0%	-	-
Fire & Aviation	#	344	246	98	12	3	226	90	2	1	5	3	-	-	1	1	-	-
	%	100%	71.5%	28.5%	3.5%	0.9%	65.7%	26.2%	0.6%	0.3%	1.5%	0.9%	-	-	0.3%	0.3%	-	-

Federal CLF is based on all occupations in the Federal workforce.

Bureau of Land Management - Alaska as of September 30, 2006
Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	5	3	2			3	2					-	-			-	-
	%	100%	60.0%	40.0%	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Mid-level (Grades 13-14)	#	48	33	15		1	32	12				1	-	-	1	1	-	-
	%	100%	68.8%	31.3%	0.0%	2.1%	66.7%	25.0%	0.0%	0.0%	0.0%	2.1%	-	-	2.1%	2.1%	-	-
First-Level (Grades 12 and Below)	#	68	54	14	3		47	12	2	2			-	-	2		-	-
	%	100%	79.4%	20.6%	4.4%	0.0%	69.1%	17.6%	2.9%	2.9%	0.0%	0.0%	-	-	2.9%	0.0%	-	-
- Other	#	122	64	58	1	3	57	47	3	3	1	1	-	-	2	4	-	-
	%	100%	52.5%	47.5%	0.8%	2.5%	46.7%	38.5%	2.5%	2.5%	0.8%	0.8%	-	-	1.6%	3.3%	-	-
Officials and Managers - TOTAL	#	243	154	89	4	4	139	73	5	5	1	2	-	-	5	5	-	-
	%	100%	63.4%	36.6%	1.6%	1.6%	57.2%	30.0%	2.1%	2.1%	0.4%	0.8%	-	-	2.1%	2.1%	-	-
2. Professionals	#	215	160	55	2		153	47		2	4	1	-	-	1	5	-	-
	%	100%	74.4%	25.6%	0.9%	0.0%	71.2%	21.9%	0.0%	0.9%	1.9%	0.5%	-	-	0.5%	2.3%	-	-
3. Technicians	#	118	102	16			97	13			2	3	-	-	3		-	-
	%	100%	86.4%	13.6%	0.0%	0.0%	82.2%	11.0%	0.0%	0.0%	1.7%	2.5%	-	-	2.5%	0.0%	-	-
4. Sales Workers	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	142	25	117	3	7	19	86	2	7		3	-	-	1	14	-	-
	%	100%	17.6%	82.4%	2.1%	4.9%	13.4%	60.6%	1.4%	4.9%	0.0%	2.1%	-	-	0.7%	9.9%	-	-
6. Craft Workers	#	31	29	2	1		21	1	3		1	1	-	-	3		-	-
	%	100%	93.5%	6.5%	3.2%	0.0%	67.7%	3.2%	9.7%	0.0%	3.2%	3.2%	-	-	9.7%	0.0%	-	-
7. Operatives	#	30	29	1			25	1	1				-	-	3		-	-
	%	100%	96.7%	3.3%	0.0%	0.0%	83.3%	3.3%	3.3%	0.0%	0.0%	0.0%	-	-	10.0%	0.0%	-	-
8. Laborers and Helpers	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
9. Service Workers	#	17	13	4	1		11	4					-	-	1		-	-
	%	100%	76.5%	23.5%	5.9%	0.0%	64.7%	23.5%	0.0%	0.0%	0.0%	0.0%	-	-	5.9%	0.0%	-	-

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Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	5	3	2			3	2					-	-			-	-
	%	0.6%	0.6%	0.7%	0.0%	0.0%	0.6%	0.9%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Mid-level (Grades 13-14)	#	48	33	15		1	32	12				1	-	-	1	1	-	-
	%	6.0%	6.4%	5.3%	0.0%	9.1%	6.9%	5.3%	0.0%	0.0%	0.0%	10.0%	-	-	5.6%	4.2%	-	-
First-Level (Grades 12 and Below)	#	68	54	14	3		47	12	2	2			-	-	2		-	-
	%	8.5%	10.5%	4.9%	27.3%	0.0%	10.1%	5.3%	18.2%	14.3%	0.0%	0.0%	-	-	11.1%	0.0%	-	-
- Other	#	122	64	58	1	3	57	47	3	3	1	1	-	-	2	4	-	-
	%	15.3%	12.4%	20.4%	9.1%	27.3%	12.2%	20.9%	27.3%	21.4%	12.5%	10.0%	-	-	11.1%	16.7%	-	-
Officials and Managers - TOTAL	#	243	154	89	4	4	139	73	5	5	1	2	-	-	5	5	-	-
	%	30.4%	29.9%	31.3%	36.4%	36.4%	29.8%	32.4%	45.5%	35.7%	12.5%	20.0%	-	-	27.8%	20.8%	-	-
2. Professionals	#	215	160	55	2		153	47		2	4	1	-	-	1	5	-	-
	%	26.9%	31.1%	19.4%	18.2%	0.0%	32.8%	20.9%	0.0%	14.3%	50.0%	10.0%	-	-	5.6%	20.8%	-	-
3. Technicians	#	118	102	16			97	13			2	3	-	-	3		-	-
	%	14.8%	19.8%	5.6%	0.0%	0.0%	20.8%	5.8%	0.0%	0.0%	25.0%	30.0%	-	-	16.7%	0.0%	-	-
4. Sales Workers	#												-	-			-	-
	%	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. Administrative Support Workers	#	142	25	117	3	7	19	86	2	7		3	-	-	1	14	-	-
	%	17.8%	4.9%	41.2%	27.3%	63.6%	4.1%	38.2%	18.2%	50.0%	0.0%	30.0%	-	-	5.6%	58.3%	-	-
6. Craft Workers	#	31	29	2	1		21	1	3		1	1	-	-	3		-	-
	%	3.9%	5.6%	0.7%	9.1%	0.0%	4.5%	0.4%	27.3%	0.0%	12.5%	10.0%	-	-	16.7%	0.0%	-	-
7. Operatives	#	30	29	1			25	1	1				-	-	3		-	-
	%	3.8%	5.6%	0.4%	0.0%	0.0%	5.4%	0.4%	9.1%	0.0%	0.0%	0.0%	-	-	16.7%	0.0%	-	-
8. Laborers and Helpers	#	1	1				1						-	-			-	-
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
9. Service Workers	#	17	13	4	1		11	4					-	-	1		-	-
	%	2.1%	2.5%	1.4%	9.1%	0.0%	2.4%	1.8%	0.0%	0.0%	0.0%	0.0%	-	-	5.6%	0.0%	-	-
Permanent Workforce	#	799	515	284	11	11	467	225	11	14	8	10	-	-	18	24	-	-
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	-	-

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Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-03	#	1		1					1				-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-04	#	4	1	3				1	1				-	-		2	-	-
	%	100%	25.0%	75.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	-	-	0.0%	50.0%	-	-
GS-05	#	26	11	15		1	11	9		1		3	-	-		1	-	-
	%	100%	42.3%	57.7%	0.0%	3.8%	42.3%	34.6%	0.0%	3.8%	0.0%	11.5%	-	-	0.0%	3.8%	-	-
GS-06	#	41	14	27		1	12	21	1	1			-	-	1	4	-	-
	%	100%	34.1%	65.9%	0.0%	2.4%	29.3%	51.2%	2.4%	2.4%	0.0%	0.0%	-	-	2.4%	9.8%	-	-
GS-07	#	90	46	44	2	3	41	35		1	2		-	-	1	5	-	-
	%	100%	51.1%	48.9%	2.2%	3.3%	45.6%	38.9%	0.0%	1.1%	2.2%	0.0%	-	-	1.1%	5.6%	-	-
GS-08	#	42	32	10			30	8				1	-	-	2	1	-	-
	%	100%	76.2%	23.8%	0.0%	0.0%	71.4%	19.0%	0.0%	0.0%	0.0%	2.4%	-	-	4.8%	2.4%	-	-
GS-09	#	92	52	40	3	1	45	33	1	2	2	3	-	-	1	1	-	-
	%	100%	56.5%	43.5%	3.3%	1.1%	48.9%	35.9%	1.1%	2.2%	2.2%	3.3%	-	-	1.1%	1.1%	-	-
GS-10	#	10	9	1			8	1					-	-	1		-	-
	%	100%	90.0%	10.0%	0.0%	0.0%	80.0%	10.0%	0.0%	0.0%	0.0%	0.0%	-	-	10.0%	0.0%	-	-
GS-11	#	167	88	79	3	3	83	65		5		1	-	-	2	5	-	-
	%	100%	52.7%	47.3%	1.8%	1.8%	49.7%	38.9%	0.0%	3.0%	0.0%	0.6%	-	-	1.2%	3.0%	-	-
GS-12	#	165	126	39	2	1	117	32	3	3	3		-	-	1	3	-	-
	%	100%	76.4%	23.6%	1.2%	0.6%	70.9%	19.4%	1.8%	1.8%	1.8%	0.0%	-	-	0.6%	1.8%	-	-
GS-13	#	72	54	18		1	51	14	1			1	-	-	2	2	-	-
	%	100%	75.0%	25.0%	0.0%	1.4%	70.8%	19.4%	1.4%	0.0%	0.0%	1.4%	-	-	2.8%	2.8%	-	-
GS-14	#	12	11	1			11	1					-	-			-	-
	%	100%	91.7%	8.3%	0.0%	0.0%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-15	#	4	2	2			2	2					-	-			-	-
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
All other (unspecified GS)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-

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Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-01	#													-	-			-	-
	%	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%	-	-
GS-02	#													-	-			-	-
	%	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%	-	-
GS-03	#	1		1					1					-	-			-	-
	%	0.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%		-	-	0.0%	0.0%	-	-
GS-04	#	4	1	3				1	1					-	-		2	-	-
	%	0.6%	0.2%	1.1%	0.0%	0.0%	0.0%	0.5%	14.3%	0.0%	0.0%	0.0%		-	-	0.0%	8.3%	-	-
GS-05	#	26	11	15		1	11	9		1		3		-	-		1	-	-
	%	3.6%	2.5%	5.4%	0.0%	9.1%	2.7%	4.1%	0.0%	7.1%	0.0%	33.3%		-	-	0.0%	4.2%	-	-
GS-06	#	41	14	27		1	12	21	1	1				-	-	1	4	-	-
	%	5.6%	3.1%	9.6%	0.0%	9.1%	2.9%	9.5%	14.3%	7.1%	0.0%	0.0%		-	-	9.1%	16.7%	-	-
GS-07	#	90	46	44	2	3	41	35		1	2			-	-	1	5	-	-
	%	12.4%	10.3%	15.7%	20.0%	27.3%	10.0%	15.8%	0.0%	7.1%	28.6%	0.0%		-	-	9.1%	20.8%	-	-
GS-08	#	42	32	10			30	8				1		-	-	2	1	-	-
	%	5.8%	7.2%	3.6%	0.0%	0.0%	7.3%	3.6%	0.0%	0.0%	0.0%	11.1%		-	-	18.2%	4.2%	-	-
GS-09	#	92	52	40	3	1	45	33	1	2	2	3		-	-	1	1	-	-
	%	12.7%	11.6%	14.3%	30.0%	9.1%	10.9%	14.9%	14.3%	14.3%	28.6%	33.3%		-	-	9.1%	4.2%	-	-
GS-10	#	10	9	1			8	1						-	-	1		-	-
	%	1.4%	2.0%	0.4%	0.0%	0.0%	1.9%	0.5%	0.0%	0.0%	0.0%	0.0%		-	-	9.1%	0.0%	-	-
GS-11	#	167	88	79	3	3	83	65		5		1		-	-	2	5	-	-
	%	23.0%	19.7%	28.2%	30.0%	27.3%	20.1%	29.3%	0.0%	35.7%	0.0%	11.1%		-	-	18.2%	20.8%	-	-
GS-12	#	165	126	39	2	1	117	32	3	3	3			-	-	1	3	-	-
	%	22.7%	28.2%	13.9%	20.0%	9.1%	28.4%	14.4%	42.9%	21.4%	42.9%	0.0%		-	-	9.1%	12.5%	-	-
GS-13	#	72	54	18		1	51	14	1			1		-	-	2	2	-	-
	%	9.9%	12.1%	6.4%	0.0%	9.1%	12.4%	6.3%	14.3%	0.0%	0.0%	11.1%		-	-	18.2%	8.3%	-	-
GS-14	#	12	11	1			11	1						-	-			-	-
	%	1.7%	2.5%	0.4%	0.0%	0.0%	2.7%	0.5%	0.0%	0.0%	0.0%	0.0%		-	-	0.0%	0.0%	-	-
GS-15	#	4	2	2			2	2						-	-			-	-
	%	0.6%	0.4%	0.7%	0.0%	0.0%	0.5%	0.9%	0.0%	0.0%	0.0%	0.0%		-	-	0.0%	0.0%	-	-
All other (unspecified GS)	#													-	-			-	-
	%	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%	-	-
Senior Executive Service	#	1	1				1							-	-			-	-
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%		-	-	0.0%	0.0%	-	-
TOTAL	#	727	447	280	10	11	412	222	7	14	7	9		-	-	11	24	-	-
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		-	-	100%	100%	-	-

NOTE: Percentages computed down columns and NOT across rows.

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Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				male	female			male	female	male	female	male	female	male	female	male	female	male
GS-01	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-02	#	4	2	2			1	1		1	1							
	%	4.2%	3.4%	5.4%	-	-	0.0%	4.0%	50.0%	0.0%	33.3%	33.3%	-	-	0.0%	0.0%	-	-
GS-03	#	6	6				5	1										
	%	6.3%	10.2%	0.0%	-	-	10.2%	0.0%	50.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-04	#	25	17	8			15	5		1	1			1	2			
	%	26.0%	28.8%	21.6%	-	-	30.6%	20.0%	0.0%	0.0%	33.3%	33.3%	-	-	20.0%	25.0%	-	-
GS-05	#	29	16	13			14	7		1	1			2	4			
	%	30.2%	27.1%	35.1%	-	-	28.6%	28.0%	0.0%	100.0%	0.0%	33.3%	-	-	40.0%	50.0%	-	-
GS-06	#	1		1				1										
	%	1.0%	0.0%	2.7%	-	-	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-07	#	22	11	11			10	10			1				1			
	%	22.9%	18.6%	29.7%	-	-	20.4%	40.0%	0.0%	0.0%	33.3%	0.0%	-	-	0.0%	12.5%	-	-
GS-08	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-09	#	3	2	1			1	1							1			
	%	3.1%	3.4%	2.7%	-	-	2.0%	4.0%	0.0%	0.0%	0.0%	0.0%	-	-	20.0%	0.0%	-	-
GS-10	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-11	#	5	4	1			3								1	1		
	%	5.2%	6.8%	2.7%	-	-	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	20.0%	12.5%	-	-
GS-12	#	1	1				1											
	%	1.0%	1.7%	0.0%	-	-	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-13	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-14	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
GS-15	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Senior Executive Service	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
TOTAL	#	96	59	37			49	25	2	1	3	3			5	8		
	%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%	-	-	100%	100%	-	-

NOTE: Percentages computed down columns and NOT across rows.

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Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	1	1				1						-	-			-	-
	%	1.5%	1.6%	0.0%	0.0%	-	2.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-02	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-03	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-04	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-05	#	6	6				2		2				-	-	2		-	-
	%	9.1%	9.7%	0.0%	0.0%	-	4.1%	0.0%	50.0%	-	0.0%	0.0%	-	-	28.6%	-	-	-
Grade-06	#	14	13	1			13	1					-	-			-	-
	%	21.2%	21.0%	25.0%	0.0%	-	26.5%	33.3%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-07	#	11	11		1		9						-	-	1		-	-
	%	16.7%	17.7%	0.0%	100.0%	-	18.4%	0.0%	0.0%	-	0.0%	0.0%	-	-	14.3%	-	-	-
Grade-08	#	5	4	1			3	1					-	-	1		-	-
	%	7.6%	6.5%	25.0%	0.0%	-	6.1%	33.3%	0.0%	-	0.0%	0.0%	-	-	14.3%	-	-	-
Grade-09	#	7	7				6						-	-	1		-	-
	%	10.6%	11.3%	0.0%	0.0%	-	12.2%	0.0%	0.0%	-	0.0%	0.0%	-	-	14.3%	-	-	-
Grade-10	#	19	17	2			13	1	2		1	1	-	-	1		-	-
	%	28.8%	27.4%	50.0%	0.0%	-	26.5%	33.3%	50.0%	-	100.0%	100.0%	-	-	14.3%	-	-	-
Grade-11	#	2	2				1						-	-	1		-	-
	%	3.0%	3.2%	0.0%	0.0%	-	2.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	14.3%	-	-	-
Grade-12	#	1	1				1						-	-			-	-
	%	1.5%	1.6%	0.0%	0.0%	-	2.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-13	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-14	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Grade-15	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
All Other Non-supervisory Wage Grades	#												-	-			-	-
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-
Total Non-supervisory Wage Grades	#	66	62	4	1		49	3	4		1	1	-	-	7		-	-
	%	100%	100%	100%	100%	-	100%	100%	100%	-	100%	100%	-	-	100%	-	-	-

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Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-02	#	7	2	5			2	3							2		
	%	31.8%	13.3%	71.4%	-	-	18.2%	60.0%	0.0%	-	-	-	-	-	0.0%	100.0%	-
Grade-03	#	2	2					1							1		
	%	9.1%	13.3%	0.0%	-	-	0.0%	0.0%	50.0%	-	-	-	-	-	50.0%	0.0%	-
Grade-04	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-05	#	7	6	1			4	1	1						1		
	%	31.8%	40.0%	14.3%	-	-	36.4%	20.0%	50.0%	-	-	-	-	-	50.0%	0.0%	-
Grade-06	#	5	4	1			4	1									
	%	22.7%	26.7%	14.3%	-	-	36.4%	20.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-07	#	1	1				1										
	%	4.5%	6.7%	0.0%	-	-	9.1%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-08	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-09	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-10	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-11	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Grade-15	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	-	-	-	-	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	22	15	7			11	5	2						2	2	
	%	100%	100%	100%	-	-	100%	100%	100%	-	-	-	-	-	100%	100%	-

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Miscellaneous Administration and Program (0301)	#	60	34	26	1	2	30	21	2	3			-	-	1		-	-
	%	100%	56.7%	43.3%	1.7%	3.3%	50.0%	35.0%	3.3%	5.0%	0.0%	0.0%	-	-	1.7%	0.0%	-	-
Occupational CLF		100%	43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.9%	2.8%	2.6%	-	-	0.4%	0.6%	-	-
General Natural Resources Management (0401)	#	31	21	10			20	10			1		-	-			-	-
	%	100%	67.7%	32.3%	0.0%	0.0%	64.5%	32.3%	0.0%	0.0%	3.2%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Biological Science Technician (0404)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-
Range Technician (0455)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-
Forestry Technician (0462)	#	118	107	11	3		97	9	1		1	2	-	-	5		-	-
	%	100%	90.7%	9.3%	2.5%	0.0%	82.2%	7.6%	0.8%	0.0%	0.8%	1.7%	-	-	4.2%	0.0%	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-
Fish Biology (0482)	#	9	9				9						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Wildlife Biology (0486)	#	10	7	3			7	3					-	-			-	-
	%	100%	70.0%	30.0%	0.0%	0.0%	70.0%	30.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Civil Engineering (0810)	#	7	7				6						-	-	1		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	14.3%	0.0%	-	-
Occupational CLF		100%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.8%	1.2%	-	-	0.6%	0.1%	-	-
Environmental Engineering (0819)	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	77.8%	22.2%	2.2%	0.9%	65.4%	17.8%	3.0%	1.2%	6.0%	2.0%	-	-	0.6%	0.1%	-	-

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White	Black or African American	Asian			Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races											
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Electrical Engineering (0850)	#	1	1				1							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.6%	0.9%	10.8%	1.7%	-	-	0.5%	0.1%	-	-	
Mining Engineering (0880)	#	2	2				2							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-	
Petroleum Engineering (0881)	#	1	1				1							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-	
Realty (1170)	#	29	15	14			14	14						-	-	1		-	-
	%	100%	51.7%	48.3%	0.0%	0.0%	48.3%	48.3%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	3.4%	0.0%	-	-
Occupational CLF		100%	48.7%	51.3%	3.5%	4.2%	39.9%	40.9%	3.1%	4.2%	1.4%	1.1%	-	-	0.4%	0.6%	-	-	
Appraising (1171)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	66.7%	33.3%	1.6%	1.2%	61.2%	29.4%	1.9%	1.5%	1.1%	0.6%	-	-	0.5%	0.3%	-	-	
General Physical Science (1301)	#	8	4	4			4	3				1		-	-			-	-
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	37.5%	0.0%	0.0%	0.0%	12.5%		-	-	0.0%	0.0%	-	-
Occupational CLF		100%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.7%	1.4%	15.5%	8.0%		-	-	0.2%	0.1%	-	-
Physical Science Technician (1311)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%		-	-	0.8%	0.5%	-	-
Hydrology (1315)	#	4	4				4							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	75.8%	24.1%	1.8%	0.9%	69.0%	20.6%	1.7%	1.0%	2.2%	1.0%		-	-	0.8%	0.3%	-	-
Hydrologic Technician (1316)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%		-	-	0.8%	0.5%	-	-

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Cartography (1370)	#	4	3	1			3	1					-	-			-	-
	%	100%	75.0%	25.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-
Cartographic Technician (1371)	#	21	16	5			15	5			1		-	-			-	-
	%	100%	76.2%	23.8%	0.0%	0.0%	71.4%	23.8%	0.0%	0.0%	4.8%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	91.1%	8.9%	5.6%	0.5%	79.8%	7.1%	2.7%	0.8%	1.0%	0.2%	-	-	1.6%	0.2%	-	-
Land Surveying (1373)	#	51	48	3	1		45	2			1		-	-	1	1	-	-
	%	100%	94.1%	5.9%	2.0%	0.0%	88.2%	3.9%	0.0%	0.0%	2.0%	0.0%	-	-	2.0%	2.0%	-	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-
General Inspection, Investigation, and Compliance (1801)	#	9	7	2			7	1					-	-		1	-	-
	%	100%	77.8%	22.2%	0.0%	0.0%	77.8%	11.1%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	11.1%	-	-
Occupational CLF		100%	52.9%	47.1%	4.2%	3.5%	41.3%	34.1%	4.5%	7.0%	1.8%	1.6%	-	-	0.7%	0.6%	-	-
Criminal Investigating (1811)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.3%	0.4%	-	-	0.7%	0.2%	-	-

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Miscellaneous Administration and Program (0301)	#	4	2	2				1					-	-	2	1	-	-
	%	100%	50.0%	50.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	-	-	50.0%	25.0%	-	-
Occupational CLF		100%	43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.9%	2.8%	2.6%	-	-	0.4%	0.6%	-	-
General Natural Resources Management (0401)	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Biological Science Technician (0404)	#	1		1			1						-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-
Range Technician (0455)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-
Forestry Technician (0462)	#	28	25	3			23	2			1	1	-	-	1		-	-
	%	100%	89.3%	10.7%	0.0%	0.0%	82.1%	7.1%	0.0%	0.0%	3.6%	3.6%	-	-	3.6%	0.0%	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-
Fish Biology (0482)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Wildlife Biology (0486)	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Civil Engineering (0810)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.8%	1.2%	-	-	0.6%	0.1%	-	-
Environmental Engineering (0819)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	77.8%	22.2%	2.2%	0.9%	65.4%	17.8%	3.0%	1.2%	6.0%	2.0%	-	-	0.6%	0.1%	-	-

Bureau of Land Management - Alaska as of September 30, 2006

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female	
Electrical Engineering (0850)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.6%	0.9%	10.8%	1.7%	-	-	0.5%	0.1%	-	-	
Mining Engineering (0880)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-	
Petroleum Engineering (0881)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-	
Realty (1170)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	48.7%	51.3%	3.5%	4.2%	39.9%	40.9%	3.1%	4.2%	1.4%	1.1%	-	-	0.4%	0.6%	-	-	
Appraising (1171)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	66.7%	33.3%	1.6%	1.2%	61.2%	29.4%	1.9%	1.5%	1.1%	0.6%	-	-	0.5%	0.3%	-	-	
General Physical Science (1301)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.7%	1.4%	15.5%	8.0%	-	-	0.2%	0.1%	-	-	
Physical Science Technician (1311)	#	1		1				1						-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	
Hydrology (1315)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	75.8%	24.1%	1.8%	0.9%	69.0%	20.6%	1.7%	1.0%	2.2%	1.0%	-	-	0.8%	0.3%	-	-	
Hydrologic Technician (1316)	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	

Bureau of Land Management - Alaska as of September 30, 2006

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Cartography (1370)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-
Cartographic Technician (1371)	#	6	4	2			2	2	1		1		-	-			-	-
	%	100%	66.7%	33.3%	0.0%	0.0%	33.3%	33.3%	16.7%	0.0%	16.7%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	91.1%	8.9%	5.6%	0.5%	79.8%	7.1%	2.7%	0.8%	1.0%	0.2%	-	-	1.6%	0.2%	-	-
Land Surveying (1373)	#	3	3				3						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-
General Inspection, Investigation, and Compliance (1801)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	52.9%	47.1%	4.2%	3.5%	41.3%	34.1%	4.5%	7.0%	1.8%	1.6%	-	-	0.7%	0.6%	-	-
Criminal Investigating (1811)	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.3%	0.4%	-	-	0.7%	0.2%	-	-

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Miscellaneous Administration and Program (0301)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#	1	1				1							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Total Hires	#	1	1				1							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.9%	2.8%	2.6%	-	-	0.4%	0.6%	-	-	
General Natural Resources Management (0401)																			
Accessions	#	2	2				2							-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
From Temporary	#	1		1				1						-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Total Hires	#	3	2	1			2	1						-	-			-	-
	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-	
Biological Science Technician (0404)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-	

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Range Technician (0455)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-
Forestry Technician (0462)																		
Accessions	#	23	19	4			18	3				1	-	-	1		-	-
	%	100%	82.6%	17.4%	0.0%	0.0%	78.3%	13.0%	0.0%	0.0%	0.0%	4.3%	-	-	4.3%	0.0%	-	-
From Temporary	#	2	1	1			1					1	-	-			-	-
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	-	-	0.0%	0.0%	-	-
Total Hires	#	25	20	5			19	3				2	-	-	1		-	-
	%	100%	80.0%	20.0%	0.0%	0.0%	76.0%	12.0%	0.0%	0.0%	0.0%	8.0%	-	-	4.0%	0.0%	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-
Fish Biology (0482)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#	1	1				1							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Total Hires	#	1	1				1							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Wildlife Biology (0486)																		
Accessions	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
From Temporary	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-
Civil Engineering (0810)																		
Accessions	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.8%	1.2%	-	-	0.6%	0.1%	-	-
Environmental Engineering (0819)																		
Accessions	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	77.8%	22.2%	2.2%	0.9%	65.4%	17.8%	3.0%	1.2%	6.0%	2.0%	-	-	0.6%	0.1%	-	-

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Electrical Engineering (0850)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.6%	0.9%	10.8%	1.7%	-	-	0.5%	0.1%	-	-
Mining Engineering (0880)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-
Petroleum Engineering (0881)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Realty (1170)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	48.7%	51.3%	3.5%	4.2%	39.9%	40.9%	3.1%	4.2%	1.4%	1.1%	-	-	0.4%	0.6%	-	-	
Appraising (1171)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	66.7%	33.3%	1.6%	1.2%	61.2%	29.4%	1.9%	1.5%	1.1%	0.6%	-	-	0.5%	0.3%	-	-	
General Physical Science (1301)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.7%	1.4%	15.5%	8.0%	-	-	0.2%	0.1%	-	-	

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Physical Science Technician (1311)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	
Hydrology (1315)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	75.8%	24.1%	1.8%	0.9%	69.0%	20.6%	1.7%	1.0%	2.2%	1.0%	-	-	0.8%	0.3%	-	-	
Hydrologic Technician (1316)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Cartography (1370)																		
Accessions	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-
Cartographic Technician (1371)																		
Accessions	#	1	1				1							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-
From Temporary	#													-	-		-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	1	1				1							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-
Occupational CLF		100%	91.1%	8.9%	5.6%	0.5%	79.8%	7.1%	2.7%	0.8%	1.0%	0.2%	-	-	1.6%	0.2%	-	-
Land Surveying (1373)																		
Accessions	#	3	3				3							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-
From Temporary	#	1	1				1							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-
Total Hires	#	4	4				4							-	-		-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-
Occupational CLF		100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Inspection, Investigation, and Compliance (1801)																			
Accessions	#	2	1	1			1	1					-	-			-	-	
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	
From Temporary	#												-	-			-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Hires	#	2	1	1			1	1					-	-			-	-	
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	
Occupational CLF		100%	52.9%	47.1%	4.2%	3.5%	41.3%	34.1%	4.5%	7.0%	1.8%	1.6%	-	-	0.7%	0.6%	-	-	
Criminal Investigating (1811)																			
Accessions	#												-	-			-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
From Temporary	#												-	-			-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Hires	#												-	-			-	-	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.3%	0.4%	-	-	0.7%	0.2%	-	-	

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Miscellaneous Administration and Program (0301)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.9%	2.8%	2.6%	-	-	0.4%	0.6%	-	-		
General Natural Resources Management (0401)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-		
Biological Science Technician (0404)																			
Accessions	#	1		1				1						-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF	100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-		
Range Technician (0455)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	49.1%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	5.3%	6.6%	-	-	1.0%	0.5%	-	-		
Forestry Technician (0462)																			
Accessions	#	39	35	4			33	3			1	1	-	-	1		-	-	
	%	100%	89.7%	10.3%	0.0%	0.0%	84.6%	7.7%	0.0%	0.0%	2.6%	2.6%	-	-	2.6%	0.0%	-	-	
Occupational CLF	100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-		
Fish Biology (0482)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-		
Wildlife Biology (0486)																			
Accessions	#	1		1				1						-	-			-	-
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.3%	4.5%	-	-	0.6%	0.3%	-	-		

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Civil Engineering (0810)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	89.9%	10.1%	3.7%	0.6%	74.1%	7.5%	2.9%	0.6%	7.8%	1.2%	-	-	0.6%	0.1%	-	-		
Environmental Engineering (0819)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	77.8%	22.2%	2.2%	0.9%	65.4%	17.8%	3.0%	1.2%	6.0%	2.0%	-	-	0.6%	0.1%	-	-		
Electrical Engineering (0850)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.6%	0.9%	10.8%	1.7%	-	-	0.5%	0.1%	-	-		
Mining Engineering (0880)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-		
Petroleum Engineering (0881)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	93.7%	6.3%	2.8%	0.6%	83.8%	4.7%	2.1%	0.4%	3.7%	0.4%	-	-	0.9%	0.1%	-	-		
Realty (1170)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	48.7%	51.3%	3.5%	4.2%	39.9%	40.9%	3.1%	4.2%	1.4%	1.1%	-	-	0.4%	0.6%	-	-		
Appraising (1171)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	66.7%	33.3%	1.6%	1.2%	61.2%	29.4%	1.9%	1.5%	1.1%	0.6%	-	-	0.5%	0.3%	-	-		

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Physical Science (1301)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.7%	1.4%	15.5%	8.0%	-	-	0.2%	0.1%	-	-	-	
Physical Science Technician (1311)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	-	
Hydrology (1315)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	75.8%	24.1%	1.8%	0.9%	69.0%	20.6%	1.7%	1.0%	2.2%	1.0%	-	-	0.8%	0.3%	-	-	-	
Hydrologic Technician (1316)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	53.1%	46.9%	3.4%	3.4%	40.2%	33.4%	3.8%	4.6%	4.5%	4.5%	-	-	0.8%	0.5%	-	-	-	
Cartography (1370)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-	-	
Cartographic Technician (1371)																			
Accessions	#	6	5	1			1	1	3		1		-	-			-	-	
	%	100%	83.3%	16.7%	0.0%	0.0%	16.7%	16.7%	50.0%	0.0%	16.7%	0.0%	-	-	0.0%	0.0%	-	-	
Occupational CLF	100%	91.1%	8.9%	5.6%	0.5%	79.8%	7.1%	2.7%	0.8%	1.0%	0.2%	-	-	1.6%	0.2%	-	-	-	
Land Surveying (1373)																			
Accessions	#	5	5				5						-	-			-	-	
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	
Occupational CLF	100%	82.0%	18.0%	3.2%	0.6%	72.8%	15.1%	2.6%	1.0%	1.9%	0.9%	-	-	0.8%	0.2%	-	-	-	

Bureau of Land Management - Alaska FY 2006

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Inspection, Investigation, and Compliance (1801)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	52.9%	47.1%	4.2%	3.5%	41.3%	34.1%	4.5%	7.0%	1.8%	1.6%	-	-	0.7%	0.6%	-	-		
Criminal Investigating (1811)																			
Accessions	#													-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.3%	0.4%	-	-	0.7%	0.2%	-	-		

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent Workforce																		
Accessions	#	81	53	28			50	26			1	2	-	-	2		-	-
	%	100%	65.4%	34.6%	0.0%	0.0%	61.7%	32.1%	0.0%	0.0%	1.2%	2.5%	-	-	2.5%	0.0%	-	-
From Temporary	#	11	6	5			5	3	1	1		1	-	-			-	-
	%	100%	54.5%	45.5%	0.0%	0.0%	45.5%	27.3%	9.1%	9.1%	0.0%	9.1%	-	-	0.0%	0.0%	-	-
Total Hires	#	92	59	33			55	29	1	1	1	3	-	-	2		-	-
	%	100%	64.1%	35.9%	0.0%	0.0%	59.8%	31.5%	1.1%	1.1%	1.1%	3.3%	-	-	2.2%	0.0%	-	-
Temporary Workforce																		
Accessions	#	135	91	44			76	30	6		3	3	-	-	6	11	-	-
	%	100%	67.4%	32.6%	0.0%	0.0%	56.3%	22.2%	4.4%	0.0%	2.2%	2.2%	-	-	4.4%	8.1%	-	-
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	2.0%	1.8%	-	-	0.3%	0.3%	-	-

Federal CLF is based on all occupations in the Federal workforce.

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

Permanent Workforce		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees Eligible for Career Ladder Promotions	#	83	38	45	2	1	34	36		2	2	2	-	-		4	-	-
	%	100%	45.8%	54.2%	2.4%	1.2%	41.0%	43.4%	0.0%	2.4%	2.4%	2.4%	-	-	0.0%	4.8%	-	-
Time in grade in excess of minimum																		
1 - 12 months	#	5	1	4			1	4					-	-			-	-
	%	100%	20.0%	80.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
13 - 24 months	#	5	3	2	1		1	2			1		-	-			-	-
	%	100%	60.0%	40.0%	20.0%	0.0%	20.0%	40.0%	0.0%	0.0%	20.0%	0.0%	-	-	0.0%	0.0%	-	-
25+ months	#	1	1				1						-	-			-	-
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-

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Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	96	65	31	4	2	60	24		2			-	-	1	3	-	-
	%	100%	67.7%	32.3%	4.2%	2.1%	62.5%	25.0%	0.0%	2.1%	0.0%	0.0%	-	-	1.0%	3.1%	-	-
Involuntary	#	2	1	1			1			1			-	-			-	-
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-
RIF	#												-	-			-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	98	66	32	4	2	61	24		3			-	-	1	3	-	-
	%	100%	67.3%	32.7%	4.1%	2.0%	62.2%	24.5%	0.0%	3.1%	0.0%	0.0%	-	-	1.0%	3.1%	-	-
Permanent Workforce (09/30/2005)	#	815	528	287	15	13	479	224	10	16	7	7	-	-	17	27	-	-
	%	100%	64.8%	35.2%	1.8%	1.6%	58.8%	27.5%	1.2%	2.0%	0.9%	0.9%	-	-	2.1%	3.3%	-	-