

**US Army Corps of Engineers
North Atlantic Division
New England District**



**U.S. EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
(EEO) PROGRAM STATUS
MD 715 REPORT FOR FY 2020**

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

EEOC FORM 715-01 PART A - D				
For period covering October 1, 2019, to September 30, 2020.				
PART A Department or Agency Identifying Information	1. Agency		Department of the Army	
	1.a. 2 nd level reporting component		USACE, New England District	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		696 Virginia Road	
	3. City, State, Zip Code		Concord, MA 01742	
	4. Agency Code	5. FIPS Code		
PART B Total Employment	1. Enter total number of permanent workforce			502
	2. Enter total number of temporary workforce			51
	3. Enter total number employees paid from non-appropriated funds			0
	TOTAL Workforce [add lines]			553
PART C.1 Head of Agency and Head of Agency Designee	Agency Leadership		Name & Title	
	1. Head of Agency		COL John A. Atilano II	
	2. Head of Agency Designee			
EEO Program Staff		Name, Title, Series, Pay Plan and Grade		
PART C.2 Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Principal EEO Director/Official		Jacqueline DiDomenico, EEO Manager, GS-0260-12	
	2. Affirmative Employment Program Manager		Jacqueline DiDomenico, EEO Manager, GS-0260-12	
	3. Complaint Processing Program Manager		Jacqueline DiDomenico, EEO Manager, GS-0260-12	
	4. Disability Program Manager (SEPM)		Jacqueline DiDomenico, EEO Manager, GS-0260-12	
	5. Other Responsible EEO Staff			
	6.			
	7.			
	9.			

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

EEOC FORM 715-01 PART A - D				
For period covering October 1, 2017, to September 30, 2018.				
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		Agency and FIPS Codes	
	PART D.2 Mandatory and Optional Documents for this Report	Did the agency submit the following documents		Please respond Yes or No
Organizational Chart		Yes		
462 Report		No		
EEO Policy		Yes		
Anti-harassment Policy		Yes		
Disabled Veterans Affirmative Action Plan		Yes		
FEORP		Yes		
Facility Accessibility Surveys		No		

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

715 - PART E
EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

New England District includes the home of the Revolutionary War site of Bunker Hill which is where the U.S. Army Engineer tradition began with GEN George Washington's appointment of Boston native COL Richard Gridley, a surveyor and civil engineer, as Chief Engineer of the Continental Army. Today's U.S. Army Corps of Engineers traces its roots to this appointment and COL Gridley's engineer work to construct the Bunker Hill fortifications and then serve as the Engineer General in New England.

The U.S. Army Corps of Engineers, New England District is headquartered in Concord, Massachusetts. We have approximately 500 civilian professional employees; over 300 work in our Headquarters Building with the remaining staff working in our field offices. We are responsible for work in the six New England States (Maine, New Hampshire, Vermont, Connecticut, Massachusetts and Rhode Island). We report to the North Atlantic Division located in New York City. We have 5 sister Districts (New York, Philadelphia, Baltimore, Norfolk and Europe) that along with New England District make up the North Atlantic Division. There are eight Regional Divisions that make up the Corps of Engineers across the United States.

Our work here in New England covers 66,000 square miles, 6,100 miles of coastline, 11 deep harbor ports, 13 major river basins and 13 million people.

The mission of the Corps of Engineers is to provide vital public engineering services in peace and war to strengthen our Nation's security, energize the economy, and reduce risks from disasters.

Our Focus Areas in New England to Support this Mission are:

1. Navigation – We support the navigation needs of national defense, petroleum and other commercial goods, commercial fishing vessels, and recreational boating. Under the navigation program, we perform dredging when necessary. We regulate construction and other work in navigable waterways, and we regulate the discharge of dredged or fill material into water.
2. Flood Risk Management – We have strong scientific and engineering expertise in flood risk management and have constructed many dams, levees, and other non-structural flood risk reduction projects to protect the residents and environment of the New England Region.
3. Environmental Protection – We are knowledgeable in the planning and implementing of major water resource projects as well as for restoring some of our most precious ecosystems. We protect and regulate wetlands and other aquatic environments. The program's goal is to ensure protection of the aquatic environment. Many of our water resources projects have expanded the quantity and quality of our wetlands. Work in this area includes significant wetlands of the Charles River and sensitive coastal resources of the Cape Cod Canal.
4. Environmental Remediation – Currently, this is one of our larger programs/missions. We perform environmental clean-up on military installations, Formerly Used Defense Sites, and EPA Superfund Sites.

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

This work is Hazardous Toxic and Radioactive Waste (HTRW) clean-up. This work involves engineering design and construction.

5. Military Construction – We provide military design and construction as well as installation support to Army and Air Force installations in New England. Major customers include the Soldiers System Center at Natick Labs, MA; the Army's 99th Reserve Support Command in Devens, MA; Hanscom Air Force Base in Bedford, MA; and Westover Air Reserve Base in Chicopee, MA.

6. Disaster Responses - Throughout the Nation's history, citizens have relied on the Army to respond to their needs in disasters to include hurricanes, earthquakes, floods, and terrorist attacks. In a typical year, the Corps of Engineers responds to more than 30 Presidential disaster declarations nationally, plus numerous state and local emergencies. Emergency responses usually involve cooperation with other military elements and Federal agencies in support of State and local efforts. Also, civilian employees respond to Army missions during times of war and on occasion humanitarian missions the U.S. Government supports.

The Command seeks to ensure that equal employment opportunity exists for everyone – providing a fair chance to compete and excel without regard to race, color, religion, sex (gender identity, sexual orientation, sexual harassment, pregnancy, transgender), national origin, age (40 and older), genetic information or physical and/or mental disability. Additionally, the Command strives to provide a work environment that is free from sexual harassment/assault and retaliation.

This report addresses management's support of the Affirmative Employment Program; the EEO critical element in employee performance plans; activities for hiring, retaining, and promoting minorities, women, and people with disabilities; and, the development of minority and women initiatives and activities. It is a compilation of the progress and effectiveness of the Affirmative Employment Program at USACE NAE. It has been prepared for inclusion into a consolidated report in response to a request from the Equal Employment Opportunity Commission.

The Equal Employment Opportunity (EEO) Office is comprised of the EEO Officer. The EEO Officer is responsible for providing services to leadership, employees, and applicants for employment.

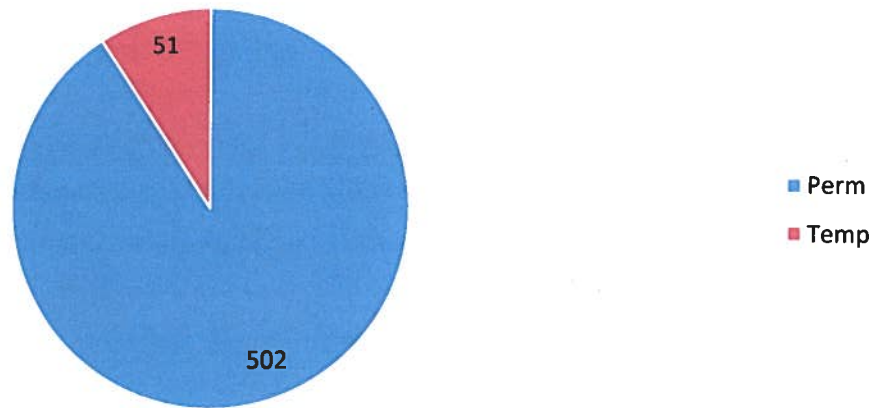
The EEO Manager reports to the Chief of Staff and has regular access to the Executive Office staff and senior leadership for reporting the effectiveness, efficiencies, and compliance of the DE's EEO Program, and direct access to managers/supervisors at all levels.

EEO is a staff advisory element of the DE. The DE provides sufficient resources to recruit, hire, develop and retain supervisors and managers. EEO information is distributed using various media, but not limited to, *Weekly Bulletin*, *Yankee Engineer*, emails, DE's staff meetings, face-to-face meetings, organizational group meetings, etc., concerning Federal EEO laws, regulations and requirements, rights, duties, and responsibilities promoting best workplace practices.

As of August 2020, USACE NAE maintained a workforce of 502 permanent and 51 temporary employees for a total workforce of 553.

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

NAE Total Staff Distribution



For comparison purposes, a review of the FY19 workforce statistics was done. This review indicates changes in our staffing levels. Permanent staff increased by 15 from last year. Temporary staff increased by 10, this change is a result of temporary summer hires still being on rolls at the time the data was extracted. This review indicates that overall, females make up 35.98% (National Civilian Labor Force (NCLF) is 46.80%) and males make up 64.01% of the total workforce (NCLF is 53.20%). The statistics do not show any significant changes. (Table A1: Total Workforce-Distribution by Race/Ethnicity and Sex by FY 2020).

General Schedule Positions: NAE has 529 GS employees ranging in grades GS-2 through GS-15 positions. Females total 197 employees while males make up the remaining 332. The District has 13 individuals self-identified as Hispanic, this number remains unchanged from last year.

Hispanic's by Grade and Sex

Grade	Male	Female
GS-6		2
GS-9	1	2
GS-10	1	
GS-11		3
GS-12	4	
Total	6	7

In the Black or African American population, the District is represented by 12 individuals, an increase of 2 from last year.

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

Black/African Americans by Grade and Sex

Grade	Male	Female
GS-5	1	
GS-9	2	
GS-10	1	
GS-11		2
GS-12	1	4
GS-13		1
Total	5	7

In the Asian population the District is represented by 11 individuals, no change from last year.

Asian Americans by Grade and Sex

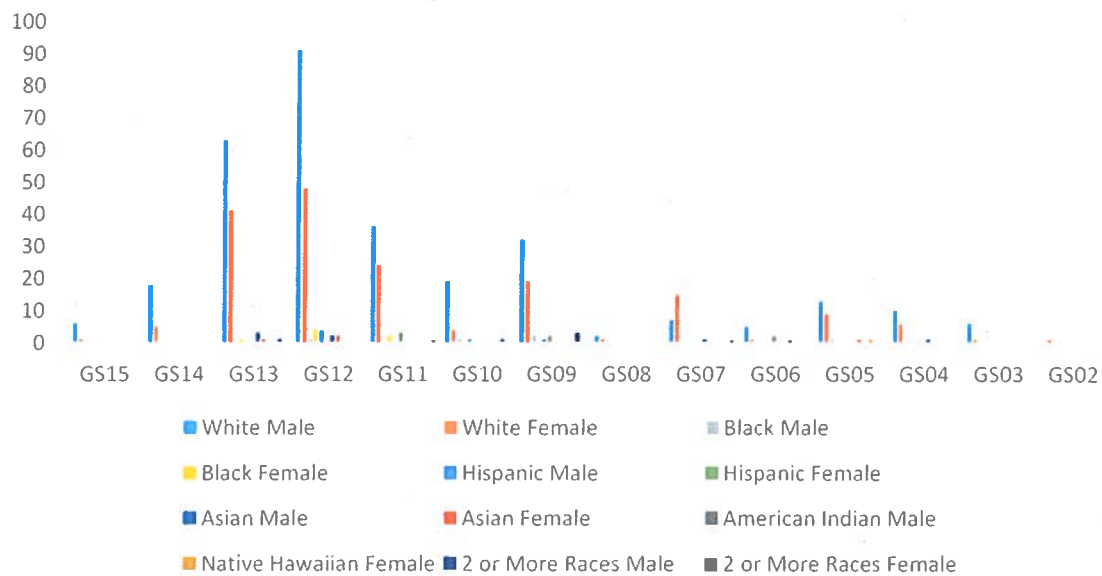
Grade	Male	Female
GS-4	1	1
GS-7	1	
GS-12	2	2
GS-13	3	1
Total	7	4

NAE has 1 female identified as Native Hawaiian or Pacific Islander, this remains unchanged from last year. Additionally, NAE has 1 male that self-identifies as American Indian/Alaskan Native. Lastly, we have 5 males and 2 females that self-designated as two or more races.

At our senior level, GS-15, we have 5 white males and 1 white female. At the GS-14 level we have 18 white males and 6 white females. There remains an absence of minorities at our most senior levels. See Table A4-1: Participation Rates across General Schedule (GS) by Race/Ethnicity and Sex FY 2019.

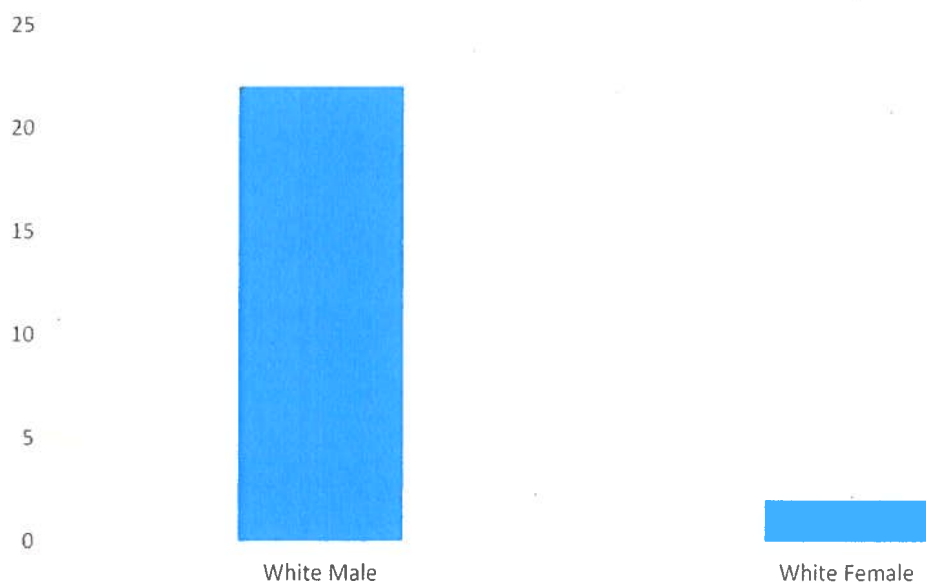
EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

GS Positions by Race and Sex



Wage Grade Positions: There are 24 wage grade employees within NAE. Females are represented by 2 white employees and white males are 22. NAE does not have any minorities in the wage grade system. See Table A5: Participation Rates across Wage Grades by Race/Ethnicity and Sex FY 2020.

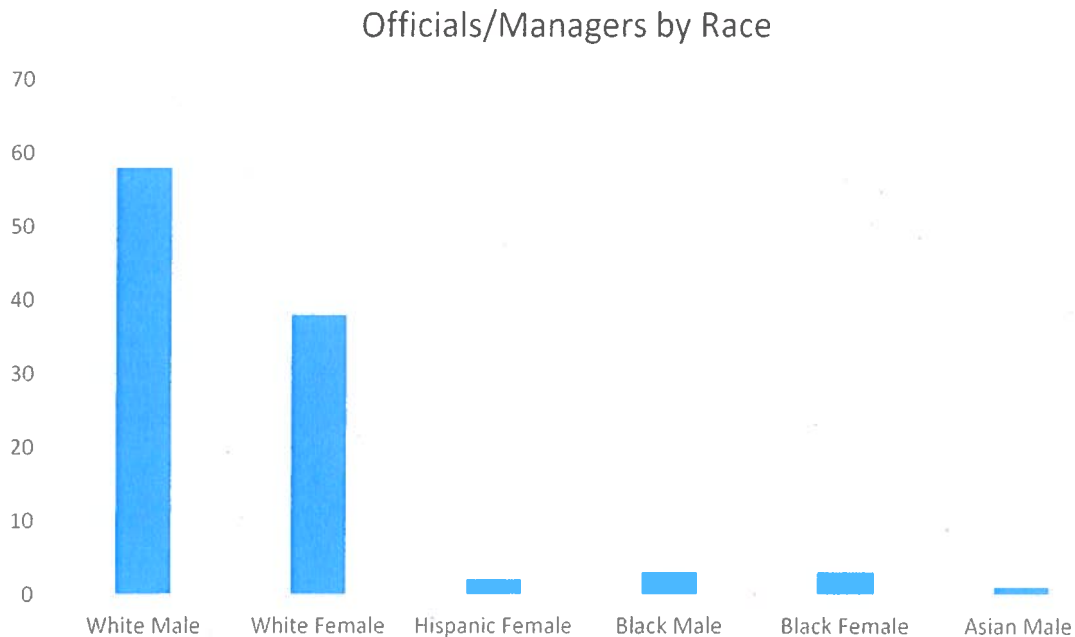
Wage Grade Postions by Race and Sex



EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Supervisory Status: A total of 105 individuals are identified as Officials/Managers (62 males, 43 females). Of these 105 individuals 96 are white. The remainder are 2 Hispanic females, 3 Black males, 3 Black females and 1 Asian male. (Table A3-3-1 Distribution by Supervisory Status FY 2020).



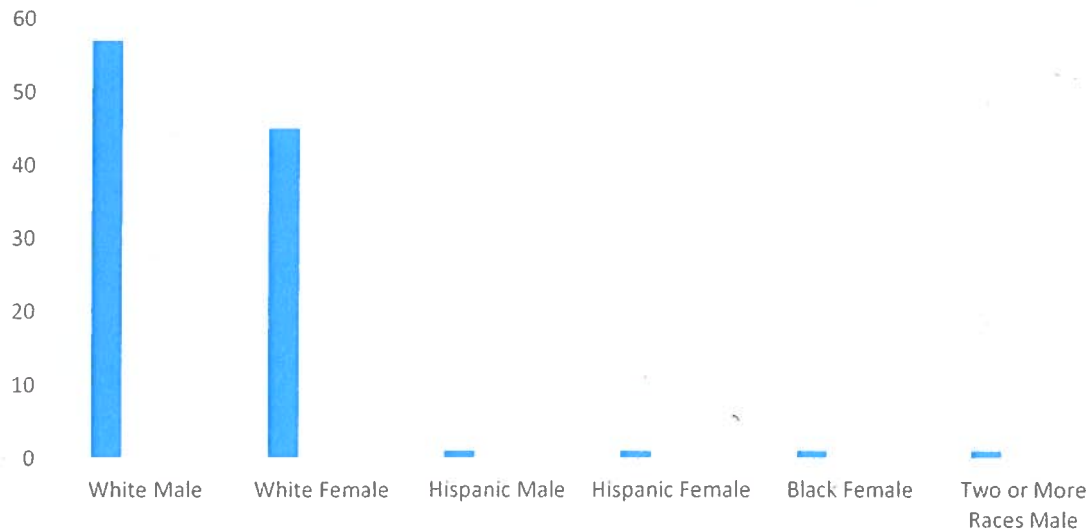
Major Occupations: The three major occupations for the District, as shown on Table A6-1: Distribution by Major Occupations, are:

General Natural Resources Management (401) – This year General Natural Resources Management is the largest major occupation with a total of 106. A small number of minorities, Hispanic male (1), Hispanic female (1) Black female (1) and Two or more races male (1), are identified as GS-401. White males are represented with 57 and white females 45.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

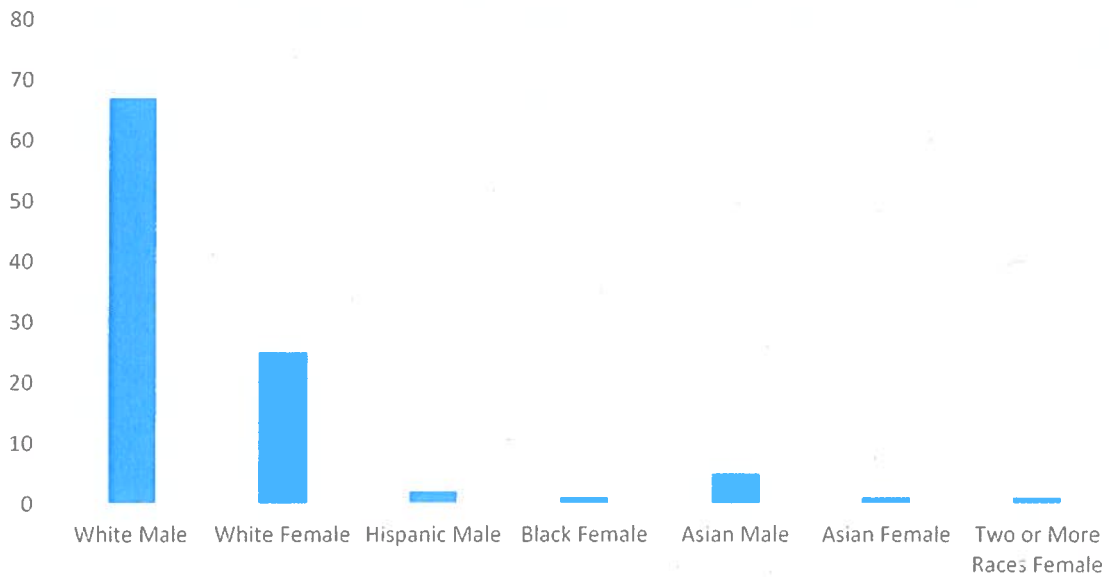
General Natural Resources Mgmt Distribution
by Race and Sex



Civil Engineer (810) - No surprise civil engineers are one of the larger major occupation codes with a total of 102 (a decrease of 2 from last year). A small number of minorities, Hispanic male (2), Black female (1), Asian males (5), and Asian females (1) and 2 or more races female (1) are identified as Civil Engineers. Overall this occupation code has 67 males and 25 females.

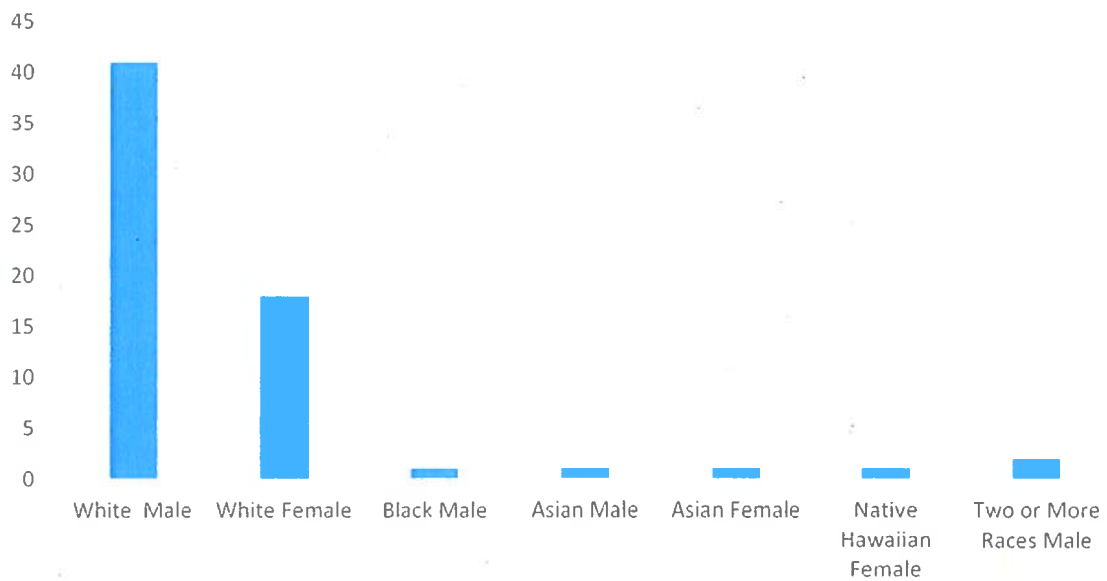
EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Civil Engineer Distribution by Race and Sex



Park Rangers (025) - Again no surprise that park ranger is a major occupation with a total of 65 (an increase of 13). Minorities in this category are identified as 1 Black male, 1 Asian male, 1 Asian female, 1 Native Hawaiian female, and 2 males with 2 or more races. White males are represented with 41 and white females 18.

Park Ranger Distribution by Race and Sex



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

NAE is below the Federal goal of 2% for individuals with targeted disabilities. Our numbers remain unchanged in this area with 3 individuals (0.57%) identified, 1 individual with partial paralysis and 2 individuals with a psychiatric disability. Targeted disabilities include:

1. Hearing
2. Vision
3. Missing Extremities
4. Partial Paralysis
5. Paralysis
6. Epilepsy
7. Several Intellectual Disability
8. Psychiatric Disability
9. Dwarfism

EEO Complaints of Discrimination. Currently NAE has five formal complaints being processed (this number has increased by 3 from last year). Although the District currently have 5 formal complaints being processes, it should be noted that 3 of these complaints are from the same individual. Complaints of Civilians employees in the work force may be filed under 29 CFR 1614 and are recognizable under Title VII of the Civil Rights Act 1964, as amended. Data on complaints will continue to be reported in the annual 462 Report.

2020 Affirmative Employment Accomplishments
for USACE New England District

- During FY20 the EEO office distributed several PowerPoint Presentations, Presidential Proclamations, Posters and emails in lieu of hosting special emphasis programs. Information was also posted in the Weekly Bulletin.
- In compliance with the Americans with Disabilities Act, the EEO office continues to work with management to provide reasonable accommodations for individuals with disabilities.
- EEO meets with new employees to provide a brief overview of the program responsibilities.
- EEO meets with out-processing employees to determine if any discriminatory actions affected their reason for leaving the organization.
- Mandatory SHARP training was conducted by the National Guard SARC with 100% of District staff completing the training.
- Mandatory No FEAR Training was completed online with 100% of District staff completing the training.
- EEO serves as a representative on all corporate selection panels

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

NOTE: The statistical data for workforce participation used in this report was obtained from the Department of Defense Civilian Personnel Data Systems (DCPDS). It is recognized that the top loaded Department of Army database contains anomalies and that the reporting statistics used may differ from the local HR staffing database. DA EEO channels determined the variance did not appear severe enough to affect calculations.

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


715 - PART F
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT PROGRAMS

I, Jacqueline DiDomenico, Equal Employment Opportunity Manager, am the Principal EEO Director/Official for: the U.S. Army Corps of Engineers New England District


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.


JACQUELINE DIDOMENICO
Equal Employment Opportunity Manager

10 Nov 2020
Date


JOHN A. ATILANO II
COL, EN
Commanding

10 DEC 2020
Date

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT





715-01 Part G
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	The agency issues an effective, up-to-date EEO policy statement.	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	
The Agency Head was installed on 7/8/2020. A.1.a Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X		All District policy letters are issued upon Change of Command, approximately once every three years (not annually).
A.1.b Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR Â§ 1614.101(a)]		X		
Compliance Indicator	The agency has communicated EEO policies and procedures 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	
A.2.a Does the agency disseminate the following policies and procedures to all employees:				
A.2.a.1 Anti-harassment policy? [see MD 715, II(A)]		X		
A.2.a.2 Reasonable accommodation procedures? [see 29 C.F.R. Â§ 1614.203(d)(3)]		X		
A.2.b Does the agency prominently post the following information throughout the workplace and on its public website:				
A.2.b.1 The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R. Â§ 1614.102(b)(7)]		X		
A.2.b.2 Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R. Â§ 1614.102(b)(5)]		X		
A.2.b.3 Reasonable accommodation procedures? [see 29 C.F.R. Â§ 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		X		
A.2.c Does the agency inform its employees about the following topics:				
A.2.c.1 EEO complaint process? [see 29 CFR Â§Â§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.		X		Information is posted on the EEO SharePoint site

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

A.2.c.2 ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.		X		Information is posted on the EEO SharePoint site
A.2.c.3 Reasonable accommodation program? [see 29 CFR Â§ 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.		X		Information is posted on the EEO SharePoint site
A.2.c.4 Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1] If "yes", please provide how often.		X		Information is posted on the EEO SharePoint site
A.2.c.5 Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR Â§ 2635.101(b)] If "yes", please provide how often.		X		Information is posted on the EEO SharePoint site
 Compliance Indicator	The agency assesses and ensures EEO principles are part of its culture.	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	
A.3.a Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR Â§ 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.		X		Supervisor of the Year Award
A.3.b Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]		X		
<p style="text-align: center;">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.</p>				
 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	No	
B.1.a Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR Â§1614.102(b)(4)]			X	EEO Manager reports to the Chief of Staff; however, EEO Manager's DPMAP higher level reviewer is the District Commander.
B.1.a.1 If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.		X	X	EEO, along with PAO, Safety, Security, Internal Review, Knowledge Mgmt, and admin all report to the Chief of Staff. Emergency Mgmt, Small Business, HR, Logistics, and IT all report to the DDE.
B.1.a.2 Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR Â§1614.102(b)(4)]		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT



715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.1.b Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR Â§1614.102(c)(1); MD-715 Instructions, Sec. I]	X		
B.1.c During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	X		On or about 5 November 2019
B.1.d Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X		
Compliance Indicator	Compl_Indic_Desc EssElementID The EEO Director controls all aspects of the 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	No	
B.2.a Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR Â§1614.102(c)]	X		
B.2.b Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR Â§1614.102(c)(4)]	X		
B.2.c Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR Â§1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X		
B.2.d Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR Â§1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X		
B.2.e Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR Â§Â§ 1614.102(e); 1614.502]	X		
B.2.f Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR Â§1614.102(c)(2)]	X		
B.2.g If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR Â§Â§ 1614.102(c)(2) and (c)(3)]			not applicable
Compliance Indicator	The EEO Director and other EEO professional staff 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	

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.3.a Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]			X	EEO does not participate in these meetings
B.3.b Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		X		The District falls under the USACE Strategic Human Capital Plan, which includes diversity and inclusion.
 Compliance Indicator	The agency has sufficient budget and staffing to support the success of its 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	No	
B.4.a Pursuant to 29 CFR Â§1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:				
B.4.a.1 To conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]		X		
B.4.a.2 To enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		X		
B.4.a.3 To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR Â§ 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]		X		
B.4.a.4 To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.		X		
B.4.a.5 To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR Â§1614.102(c)(2)]			X	not applicable
B.4.a.6 To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]		X		
B.4.a.7 To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.		X		
B.4.a.8 To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC Â§ 7201; 38 USC Â§ 4214; 5 CFR Â§ 720.204; 5 CFR Â§ 213.3102(t) and (u); 5 CFR Â§ 315.709]			X	Currently have no Special Emphasis Program Managers

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.4.a.9 To effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1]	X		
B.4.a.10 To effectively manage its reasonable accommodation program? [see 29 CFR Â§ 1614.203(d)(4)(ii)]	X		
B.4.a.11 To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X		
B.4.b Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR Â§ 1614.102(a)(1)]	X		
B.4.c Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X		
B.4.d Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	X		
B.4.e Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X		
Compliance Indicator	The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.		Measure has been met
Measures			
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			
B.5.a Pursuant to 29 CFR Â§ 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
B.5.a.1 EEO Complaint Process? [see MD-715(II)(B)]	X		
B.5.a.2 Reasonable Accommodation Procedures? [see 29 C.F.R. Â§ 1614.102(d)(3)]	X		
B.5.a.3 Anti-Harassment Policy? [see MD-715(II)(B)]	X		
B.5.a.4 Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X		
B.5.a.5 ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X		
Compliance Indicator	The agency involves managers in the implementation of its EEO program.		Measure has been met
Measures			
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			

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

B.6.a Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X	DE is considering options to involve senior managers in future programs
B.6.b Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X	Barrier analysis was not done
B.6.c When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X	Barriers have not been identified
B.6.d Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR Â§ 1614.102(a)(5)]	X	District does not have a strategic plan
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	Measure has been met <div style="display: flex; justify-content: space-around; font-size: 0.8em;"> Yes No </div>	
Measures		
The agency conducts regular internal audits of its component and field offices.	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	
C.1.a Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR Â§1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X	not applicable
C.1.b Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR Â§1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X	not applicable
C.1.c Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X	not applicable
Compliance Indicator	Measure has been met <div style="display: flex; justify-content: space-around; font-size: 0.8em;"> Yes No </div>	
Measures		
The agency has established procedures to prevent all forms of EEO discrimination.	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	
C.2.a Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, Â§ V.C.1 (June 18, 1999)]	X	
C.2.a.1 Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1]	X	

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT



715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.2.a.2 Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		X	not applicable
C.2.a.3 Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, Â§ V.C.1 (June 18, 1999)]	X		
C.2.a.4 Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	X		
C.2.a.5 Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X		
C.2.a.6 Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	X		
C.2.b Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	X		
C.2.b.1 Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	X		
C.2.b.2 Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]		X	The EEO Manager serves as the Reasonable Accommodation Program Manager
C.2.b.3 Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	X		
C.2.b.4 Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	X		
C.2.b.5 Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.		X	[0% Reasonable Accommodation requests within the time frame]

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT



715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.2.c Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]		X		
C.2.c.1 Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR Â§ 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.			X	Have not had any requests of this type
C.3.a Pursuant to 29 CFR Â§1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?		X		
 Compliance Indicator	The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	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	
C.3.b Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
C.3.b.1 Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X		
C.3.b.2 Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR Â§1614.102(b)(6)]		X		
C.3.b.3 Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X		
C.3.b.4 Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		X		
C.3.b.5 Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR Â§1614.102(a)(7)]		X		
C.3.b.6 Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR Â§1614.102(a)(8)]		X		
C.3.b.7 Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]		X		
C.3.b.8 Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

C.3.b.9 Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X		
C.3.c Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR Â§1614.102(c)(2)]			X	EEO is not aware of any supervisors who have failed in this area
C.3.d When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR Â§1614.102(c)(2)]			X	not applicable as EEO is not aware of supervisors who have failed in this area
 Compliance Indicator	The agency ensures effective coordination between its EEO programs and Human Resources (HR) 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	
C.4.a Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR Â§1614.102(a)(2)]		X		
C.4.b Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		X		
C.4.c Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR Â§1614.601(a)]		X		
C.4.d Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]		X		
C.4.e Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
C.4.e.1 Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR Â§1614.203(d); MD-715, II(C)]			X	EEO does not involve HR in this process
C.4.e.2 Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		X		
C.4.e.3 Develop and/or provide training for managers and employees? [see MD-715, II(C)]			X	HR is not responsible for training
C.4.e.4 Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		X		
C.4.e.5 Assist in preparing the MD-715 report? [see MD-715, II(C)]			X	HR is not involved in the process

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Compliance Indicator	Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	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	
C.5.a Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR Â§ 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)		X		
C.5.b When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR Â§1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.			X	Not applicable
C.5.c If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]		X		not applicable as we have had no findings
Compliance Indicator	The EEO office advises managers/supervisors on EEO matters.	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	
C.6.a Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.		X		monthly and ad hoc
C.6.b Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]		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	The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
D.1.a Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

D.1.b Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X		
D.1.c Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	X		
Compliance Indicator	The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)		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	Measure has been met <div style="display: flex; justify-content: space-around; font-size: 0.8em;"> Yes No </div>		
D.2.a Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X		
D.2.b Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR Â§1614.102(a)(3)]	X		
D.2.c 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 realignments? [see 29 CFR Â§1614.102(a)(3)]	X		
D.2.d Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X		FEVS, reasonable accommodations, complaints, and grievance data are regularly reviewed
Compliance Indicator	The agency establishes appropriate action plans to remove identified barriers.		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	Measure has been met <div style="display: flex; justify-content: space-around; font-size: 0.8em;"> Yes No </div>		
D.3.a Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR Â§1614.102(a)(3)]	X		
D.3.b If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		X	no barriers identified

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT




715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

D.3.c Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]		X		
Compliance Indicator	The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	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	
D.4.a Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.			X	Agency will post them this year
D.4.b Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]		X		
D.4.c Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]		X		
D.4.d Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]			X	the agency uses various recruitment tools to hire
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 maintains an efficient, fair, and impartial complaint resolution process.	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	
E.1.a Does the agency timely provide EEO counseling, pursuant to 29 CFR Â§1614.105?		X		
E.1.b Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR Â§1614.105(b)(1)?		X		
E.1.c Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X		
E.1.d Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.		X		
E.1.e Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR Â§1614.102(b)(6)?		X		
E.1.f Does the agency timely complete investigations, pursuant to 29 CFR Â§1614.108?		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT




715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

E.1.g If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR Â§1614.108(g)?		X		
E.1.h When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR Â§1614.110(b)?		X		
E.1.i Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR Â§1614.110(a)?		X		
E.1.j If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.			X	Contractors are not used
E.1.k If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X		
E.1.l Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR Â§ 1614.403(g)]		X		
 Compliance Indicator	The agency has a neutral EEO process.	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	
E.2.a Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.b When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.		X		Europe District OC provides this service
E.2.c If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]			X	We do not rely on local OC
E.2.d Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.e If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)		X		
 Compliance Indicator	The agency has established and encouraged the widespread use of a fair alternative dispute	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

 Measures	resolution (ADR) program.	Yes	No	715-01 PART H to the agency's status report
E.3.a Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR Â§1614.102(b)(2)]		X		
E.3.b Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]		X		
E.3.c Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]		X		
E.3.d Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]		X		
E.3.e Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]		X		
E.3.f Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]		X		
 Compliance Indicator	The agency has effective and accurate data collection systems in place to evaluate its 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	No	
E.4.a Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
E.4.a.1 Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]		X		
E.4.a.2 The race, national origin, sex, and disability status of agency employees? [see 29 CFR Â§1614.601(a)]		X		
E.4.a.3 Recruitment activities? [see MD-715, II(E)]		X		
E.4.a.4 External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]			X	This data in not available
E.4.a.5 The processing of requests for reasonable accommodation? [29 CFR Â§ 1614.203(d)(4)]		X		
E.4.a.6 The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.2]		X		
E.4.b Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT



715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Compliance Indicator	The agency identifies and disseminates significant trends and best practices in its 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	No	
E.5.a Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	X			EEO is continually reviewing updates provided by EEOC
E.5.b Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	X			NAD CoP meetings result in shared information that can be used within our program
E.5.c Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	X			Review data on the EEOC website
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	The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	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	
F.1.a Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR Â§1614.102(e); MD-715, II(F)]	X			
F.1.b Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
F.1.c Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
F.1.d Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
F.1.e When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	X			
Compliance Indicator	The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	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	

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

F.2.a.1 When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR Â§1614.108(g)]		X		
F.2.a.2 When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR Â§1614.501]		X		
F.2.a.3 When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR Â§1614.403(e)]		X		
F.2.a.4 Pursuant to 29 CFR Â§1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?		X		
F.3.a Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), Â§203(a)]				
 Compliance Indicator	The agency reports to EEOC its program efforts and accomplishments.	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	
F.3.b Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR Â§1614.703(d)]				

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part H
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2020 CENE	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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.: Statutory/regulatory EEO Related Special Emphasis Programs are not sufficiently staffed due to budgeting constraints.
OBJECTIVE:	To adopt a policy to provide funding to technical staff members collaterally assigned SEPM responsibilities.
RESPONSIBLE OFFICIAL:	EEO Manager, RM, Senior Leaders
DATE OBJECTIVE INITIATED:	9/1/2020
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2021
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific)

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part H
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2020 CENE	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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.: 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?
OBJECTIVE:	To increase EEO participation during planning/discussion on the above topics.
RESPONSIBLE OFFICIAL:	EEO Manager, CPAC Chief, Senior Leaders .
DATE OBJECTIVE INITIATED:	10/1/2020
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2021
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific)

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

715-01 PART I
EEO Plan To Eliminate Identified Barrier

FY 2020, CENE	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	
BARRIER ANALYSIS	
STATEMENT OF IDENTIFIED BARRIER:	
OBJECTIVE:	
RESPONSIBLE OFFICIAL:	EEO Manager
DATE OBJECTIVE INITIATED:	10/1/2020
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2021

EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific)

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

715-01 PART J
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

Part I Department of Agency Information	1. Agency	1. Department of the Army					
	1.a. 2 nd Level Component	1.a. USACE, New England District					
	1.b. 3 rd Level or lower	1.b.					

Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	%
	Total Work Force	518	100.00%	544	100.00%	26	5.01%
	Reportable Disability	35	6.75%	29	5.33%	-6	-17.14%
	Targeted Disability*	2	0.38%	2	0.36%	0	0.00%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					0	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					0		

Part III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	59	6	10.16 %	2	3.38%	9	15.25 %	43	72.88 %
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5. Employee Career Development Programs	521	25	4.79%	2	0.38%	38	7.29%	450	86.37 %
5.a. Grades 5 - 12	384	25	6.51%	2	0.52%	31	8.07%	320	83.33 %
5.b. Grades 13 - 14	133	3	2.25%	0	0.00%	9	6.76%	120	90.22 %
5.c. Grade 15/SES	7	0	0.00%	0	0.00%	0	0.00%	7	100.00 %

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

6. Employee Recognition and Awards	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6.a. Time-Off Awards (Total hrs awarded)	1	0	0.00%	0	0.00%	0	0.00%	1	100.00 %
6.b. Cash Awards (total \$\$\$ awarded)	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6.c. Quality-Step Increase	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers									
Part V Goals for Targeted Disabilities									

Appendix A Definitions

- The following definitions apply to Management Directive 715: **Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **EEO Groups:** Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes: White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Federal Categories (Fed9):** For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the category in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website:

<http://www.eeoc.gov/federal/715instruct/00-09opmcode.html>. This crosswalk is intended as general guidance in cross-classifying OPM occupational codes to the EEO nine categories. Agencies are encouraged to contact EEOC with specific questions about what category might be appropriate for their particular occupations.

- **The nine job category titles are:**

- **Officials and Manager** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) **Executive/Senior-Level**, (2) **Mid-Level**, (3) **First-Level** and (4) **Other**. When an employee is classified as a supervisor or manager, that employee should be placed in the *Officials and Managers* category rather than in the category in the crosswalk that they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level sub-category of Officials and Managers, those at the GS-13 or 14 should be in the **Mid-Level** sub-category, and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called "**Other**" contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "**Other**" sub-category.
- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.
- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.

- **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Craft Workers (skilled)** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.
- **Operatives (semiskilled)** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
- **Laborers (unskilled)** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
- **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses' aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.

- **Goal:** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
- **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
- **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).
- **Relevant Labor Force:** The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.
- **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
- **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing,

over the telephone or in person.

- **Under representation:** Result of conditions in which the representation of EEO groups is lower than expected.

DATABASE NOTES

1. The data for this report reflects the organization as of 31 August 2018. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term "under representation". Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Because the HR data system has not been retooled to meet MD 715 requirements, and OPM has not issued an authorization for the retooling, many data points in the accompanying data tables will not consistently sum to the total Army workforce. This is especially true in the calculations for persons with disabilities. The reportable codes used by EEOC vary from those in the HR data system in that some codes were excluded. Because of this exclusion, many of the data tables will not sum to the total Army workforce. In addition, many of the tables that capture data on RNO groups, because of the variety of pay plans used in Army do not fit into the aspects of "GS" or "Wage Grade" equivalents. Therefore, many of those data points were excluded.

Appendix B

Data Tables

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY (CENE, FY 2020)

Table A4-1 : PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
(CENE, FY 2020)

GS/GM, and Related Grades	Total Employees				RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
	All	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG/GR/GP	# 529	332	197		6	7	308	176	5	7	7	4	0	0	1	0	5	2
Grade - 2	# 1	0	1		0	0	0	1	0	0	0	0	0	0	0	0	0	0
Grade - 3	# 7	6	1		0	0	6	1	0	0	0	0	0	0	0	0	0	0
Grade - 4	# 17	11	6		0	0	10	6	0	0	1	0	0	0	0	0	0	0
Grade - 5	# 25	14	11		0	0	13	9	1	0	0	1	0	1	0	0	0	0
Grade - 6	# 9	6	3		0	2	5	1	0	0	0	0	0	0	1	0	0	0
Grade - 7	# 24	8	16		0	0	7	15	0	0	1	0	0	0	0	0	0	1
Grade - 8	# 3	2	1		0	0	2	1	0	0	0	0	0	0	0	0	0	0
Grade - 9	# 59	38	21		1	2	32	19	2	0	0	0	0	0	0	0	0	0
Grade - 10	# 26	22	4		1	0	19	4	1	0	0	0	0	0	0	0	1	0
Grade - 11	# 66	36	30		0	3	36	24	0	2	0	0	0	0	0	0	0	1
Grade - 12	# 152	98	54		4	0	91	48	1	4	2	2	0	0	0	0	0	0
Grade - 13	# 110	67	43		0	0	63	41	0	1	3	1	0	0	0	0	1	0
Grade - 14	# 23	18	5		0	0	18	5	0	0	0	0	0	0	0	0	0	0
Grade - 15	# 7	6	1		0	0	6	1	0	0	0	0	0	0	0	0	0	0
Total Non Wage Grade Pay Plans	# 529	332	197		6	7	308	176	5	7	7	4	0	0	1	0	5	2
General CLF 2000	% 100.00%	53.20%	46.80%		6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.00%	0.30%	0.30%	0.80%	0.80%
Grade - 2	% 100.00%	0.00%	100.00%		0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 3	% 100.00%	85.71%	14.28%		0.00%	0.00%	85.71%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 4	% 100.00%	64.70%	35.29%		0.00%	0.00%	58.82%	35.29%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	% 100.00%	56.00%	44.00%		0.00%	0.00%	52.00%	36.00%	4.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	% 100.00%	66.66%	33.33%		0.00%	0.00%	55.55%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%
Grade - 7	% 100.00%	33.33%	66.66%		0.00%	0.00%	29.16%	62.50%	0.00%	0.00%	4.16%	0.00%	0.00%	0.00%	0.00%	0.00%	4.16%	0.00%
Grade - 8	% 100.00%	66.66%	33.33%		0.00%	0.00%	66.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	% 100.00%	64.40%	35.59%		1.69%	3.38%	54.23%	32.20%	3.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.08%	0.00%
Grade - 10	% 100.00%	84.61%	15.38%		3.84%	3.84%	73.07%	15.38%	3.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.84%	0.00%
Grade - 11	% 100.00%	54.54%	45.45%		0.00%	4.54%	54.54%	36.36%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.51%
Grade - 12	% 100.00%	64.47%	35.52%		2.63%	0.00%	59.86%	31.57%	0.65%	2.63%	1.31%	1.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	% 100.00%	60.90%	39.09%		0.00%	0.00%	57.27%	37.27%	0.00%	0.90%	2.72%	0.90%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%
Grade - 14	% 100.00%	78.26%	21.73%		0.00%	0.00%	78.26%	21.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	% 100.00%	85.71%	14.28%		0.00%	0.00%	85.71%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	% 100.00%	62.75%	37.24%		1.13%	1.32%	58.22%	33.27%	0.94%	1.32%	1.32%	0.75%	0.00%	0.18%	0.00%	0.94%	0.37%	0.37%
Grade - 2	% 0.18%	0.00%	0.50%		0.00%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 3	% 1.32%	1.80%	0.50%		0.00%	0.00%	1.94%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 4	% 3.21%	3.31%	3.04%		0.00%	0.00%	3.24%	3.40%	0.00%	0.00%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	% 4.72%	4.21%	5.58%		0.00%	0.00%	4.22%	5.11%	20.00%	0.00%	0.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	% 1.70%	1.80%	1.52%		0.00%	0.00%	1.62%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Grade - 7	% 4.53%	2.40%	8.12%		0.00%	0.00%	2.27%	8.52%	0.00%	0.00%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 8	% 0.56%	0.60%	0.50%		0.00%	0.00%	0.64%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	% 11.15%	11.44%	10.65%		16.66%	28.37%	10.38%	10.79%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.00%	0.00%
Grade - 10	% 4.91%	6.62%	2.03%		16.66%	0.00%	6.16%	2.27%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Grade - 11	% 12.47%	10.84%	15.22%		0.00%	0.00%	11.68%	13.63%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Grade - 12	% 28.73%	29.51%	27.41%		66.66%	0.00%	29.54%	27.27%	20.00%	57.14%	28.57%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	% 20.79%	20.18%	21.82%		0.00%	0.00%	20.45%	23.29%	0.00%	14.28%	42.85%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	% 4.34%	5.42%	2.53%		0.00%	0.00%	5.84%	2.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	% 1.32%	1.80%	0.50%		0.00%	0.00%	1.94%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	% 100.00%	100.00%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%	100.00%

Table As: PARTICIPATION RATES ACROSS WAGE GRADES by Race/Ethnicity and Sex
(CENE, FY 2020)

**Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
(CENE, FY 2020)**

Occupational Groups	Total Employees						Hispanic or Latino				RACE/ETHNICITY (Non-Hispanic or Latino)							
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Managers	#	105	62	43	0	2	58	38	3	3	1	0	0	0	0	0	0	0
	%	314	194	120	5	2	182	111	1	3	5	3	0	0	0	0	1	1
Technicians	#	35	32	3	1	1	29	2	0	0	0	0	0	0	0	0	2	0
	%	14	3	11	0	2	2	8	0	0	0	0	0	0	1	0	0	1
Craft Workers	#	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
	%	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	65	45	20	0	0	41	18	1	1	1	1	0	1	0	0	2	0
Service Workers	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	553	354	199	6	7	330	178	5	7	7	4	0	1	1	0	5	2
Administrative Support Workers	%	100.00%	59.04%	40.95%	0.00%	1.90%	55.23%	36.19%	2.85%	2.85%	0.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%	0.70%	0.50%
	%	100.00%	61.78%	38.21%	1.59%	0.63%	57.96%	35.35%	0.31%	0.95%	1.59%	0.95%	0.00%	0.00%	0.00%	0.00%	0.31%	0.31%
	%	100.00%	46.30%	53.70%	2.29%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%
	%	100.00%	91.42%	8.57%	2.85%	2.85%	82.85%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.71%	0.00%
	%	100.00%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.60%	2.20%	2.40%	0.10%	0.00%	0.30%	0.40%	0.70%	0.90%
	%	100.00%	21.42%	78.57%	0.00%	14.28%	14.28%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	7.14%	1.20%
	%	100.00%	24.40%	75.60%	2.90%	6.70%	16.50%	56.30%	3.30%	8.90%	1.00%	2.00%	0.00%	0.10%	0.10%	0.50%	0.40%	1.20%
	%	100.00%	90.90%	9.09%	0.00%	0.00%	90.90%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100.00%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.20%	0.60%	1.50%	0.20%	0.10%	0.00%	0.80%	0.10%	1.40%	0.00%
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100.00%	71.80%	28.20%	10.80%	5.09%	48.40%	16.30%	8.90%	4.50%	2.00%	1.60%	0.10%	0.00%	0.50%	0.20%	1.10%	0.30%
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	100.00%	85.10%	14.90%	21.50%	3.10%	50.20%	9.40%	10.00%	1.60%	1.20%	0.30%	0.10%	0.00%	0.80%	0.10%	1.40%	0.20%
	%	100.00%	69.23%	30.76%	0.00%	0.00%	63.07%	27.69%	1.53%	0.00%	1.53%	1.53%	0.00%	0.00%	1.53%	0.00%	3.07%	0.00%
%	100.00%	40.60%	59.40%	6.60%	7.90%	25.00%	38.00%	6.20%	9.60%	1.60%	1.90%	0.10%	0.10%	0.40%	0.50%	0.90%	1.20%	
%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
%	100.00%	64.01%	35.98%	1.08%	1.26%	59.67%	32.18%	0.90%	1.26%	1.26%	0.72%	0.00%	0.18%	0.18%	0.00%	0.90%	0.36%	
%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	
Administrative Support Workers	%	2.53%	0.84%	5.52%	0.00%	28.57%	0.60%	4.49%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	50.00%	0.00%
	%	1.98%	2.82%	0.50%	0.00%	0.00%	3.03%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	0.36%	0.56%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	0.36%	0.28%	0.50%	0.00%	0.00%	0.30%	0.00%	0.00%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	18.98%	17.51%	21.60%	0.00%	28.57%	17.57%	21.34%	60.00%	42.85%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	0.90%	1.41%	0.00%	0.00%	0.00%	1.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	56.78%	54.80%	60.30%	83.33%	28.57%	55.15%	62.35%	20.00%	42.85%	71.42%	75.00%	0.00%	0.00%	0.00%	0.00%	20.00%	50.00%
	%	11.75%	12.71%	10.05%	0.00%	0.00%	12.42%	10.11%	20.00%	0.00%	14.28%	25.00%	100.00%	100.00%	0.00%	0.00%	40.00%	0.00%
	%	6.32%	9.03%	1.50%	16.66%	14.28%	8.78%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%
	%	100.00%	64.01%	35.98%	1.08%	1.26%	59.67%	32.18%	0.90%	1.26%	1.26%	0.72%	0.00%	0.18%	0.18%	0.00%	0.90%	0.36%

Table A6-1: DISTRIBUTION BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex (CENE, FY 2020)

Job Title/Series		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)						American Indian or Alaskan 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		
401 - GEN NATURAL RESOURCES MGMT AN	#	106	59	47	1	1	45	57	45	0	1	0	0	0	0	1	0	
Percent	%	100.00%	55.66%	44.33%	0.94%	0.94%	53.77%	42.45%	42.45%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	
19-1020 - Biological Scientists	%	100.00%	55.90%	44.10%	1.90%	2.10%	35.00%	47.30%	35.00%	1.20%	1.80%	4.10%	4.30%	0.00%	0.00%	0.90%	0.60%	
810 - CIVIL ENGINEERING	#	102	74	28	2	0	25	67	25	0	1	5	1	0	0	0	1	
Percent	%	100.00%	72.54%	27.45%	1.96%	0.00%	65.68%	24.50%	0.00%	0.00%	0.98%	4.90%	0.98%	0.00%	0.00%	0.00%	0.98%	
17-2051 - Civil Engineers	%	100.00%	89.90%	10.10%	3.70%	0.60%	74.10%	74.10%	7.50%	2.90%	0.60%	7.40%	1.10%	0.00%	0.30%	1.30%	0.20%	
25 - PARK RANGER	#	65	45	20	0	0	18	41	18	1	0	1	1	0	0	2	0	
Percent	%	100.00%	69.23%	30.76%	0.00%	0.00%	63.07%	27.69%	27.69%	1.53%	0.00%	1.53%	1.53%	0.00%	0.00%	3.07%	0.00%	
33-909X - Lifeguards and Other Protective S	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1301 - GENERAL PHYSICAL SCIENCE	#	19	11	8	1	0	8	9	8	1	0	0	0	0	0	0	0	
Percent	%	100.00%	57.89%	42.10%	5.26%	0.00%	47.36%	42.10%	42.10%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
19-2099 - Physical Scientists, All Other	%	100.00%	65.60%	34.40%	2.20%	1.70%	45.40%	22.90%	22.90%	1.60%	1.40%	15.30%	7.80%	0.00%	0.10%	0.80%	0.60%	
1350 - GEOLOGY	#	18	12	6	0	0	6	12	6	0	0	0	0	0	0	0	0	
Percent	%	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
19-2040 - Environmental Scientists and Geo	%	100.00%	75.80%	24.10%	1.80%	0.90%	69.00%	20.60%	20.60%	1.70%	1.00%	2.00%	0.90%	0.00%	0.40%	0.70%	0.40%	
802 - ENGINEERING TECHNICAL	#	16	16	0	1	0	14	0	0	0	0	0	0	0	0	1	0	
Percent	%	100.00%	100.00%	0.00%	6.25%	0.00%	87.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	
17-3020 - Engineering Technicians, Except	%	100.00%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.40%	1.10%	0.40%	
809 - CONSTRUCTION CONTROL TECHNICAL	#	16	16	0	0	0	16	0	0	0	0	0	0	0	0	0	0	
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
47-4011 - Construction and Building Inspect	%	100.00%	90.20%	9.80%	5.50%	0.80%	74.50%	74.50%	7.20%	6.50%	1.40%	1.50%	0.10%	0.00%	0.70%	1.20%	0.10%	
801 - GENERAL ENGINEERING	#	15	8	7	0	0	6	8	6	0	0	0	1	0	0	0	0	
Percent	%	100.00%	53.33%	46.66%	0.00%	0.00%	53.33%	40.00%	40.00%	0.00%	0.00%	0.00%	6.66%	0.00%	0.00%	0.00%	0.00%	
17-2XXX - Miscellaneous Engineers, Includin	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1102 - CONTRACTING	#	15	3	12	0	1	10	2	10	1	1	0	0	0	0	0	0	
Percent	%	100.00%	20.00%	80.00%	0.00%	6.66%	66.66%	13.33%	66.66%	6.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
13-1023 - Purchasing Agents, Except Whole	%	100.00%	47.00%	53.00%	2.90%	3.20%	42.70%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.10%	0.20%	0.40%	0.80%	
1170 - REALTY	#	12	5	7	0	0	5	3	5	1	2	1	0	0	0	0	0	
Percent	%	100.00%	41.66%	58.33%	0.00%	0.00%	41.66%	25.00%	41.66%	8.33%	16.66%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
Nov-41 - Property, Real Estate, and Commu	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

[illegible]



DEPARTMENT OF THE ARMY
US ARMY CORPS OF ENGINEERS
NEW ENGLAND DISTRICT
696 VIRGINIA ROAD
CONCORD MA 01742-2751

CENAE-ZC

19 July 2017

DISTRICT COMMANDER'S POLICY MEMORANDUM #001

SUBJECT: Equal Employment Opportunity

1. Purpose: The purpose of this memorandum is to provide policy and general information about the Equal Employment Opportunity Program.

2. Applicability: This memorandum applies to all personnel employed by the U.S. Army Corps of Engineers, New England District.

3. References:

a. AR 690-12, Equal Employment Opportunity and Affirmative Action.

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints.

4. Policy:

a. The New England District fully supports and enforces U.S. Army Equal Employment Opportunity (EEO) and Affirmative Action/Employment Program policy. Army EEO policy mandates equal opportunity and treatment for all employees and applicants for employment without regard to race, color, religion, sex (gender identity, sexual orientation, sexual harassment, pregnancy), national origin, age (40 and older), genetic information, physical and/or mental disability, reprisal or when engaging in protected activities. Unlawful discrimination based on any of these reasons is prohibited.

b. All leaders shall foster a positive work environment which is free of any and all forms of discrimination and in which EEO is the norm. Leaders shall address issues of discrimination, unfair treatment, and consideration of others, and shall foster transparent communication within the organization. To reinforce this commitment, managerial and supervisory performance objectives shall include specific EEO program progress and achievements.

CENAE-ZC

SUBJECT: Equal Employment Opportunity

c. Leaders at all levels shall apply the EEO principles to all personnel policies and practices, or actions affecting employment. Leaders must make selections for training and career development programs, merit promotion actions, awards, and other types of recognition and personnel actions in accordance with sound personnel management practices.

d. The EEO complaint processing system is available to all New England District employees. Leaders shall insure that EEO complaints are addressed without any form of intimidation or reprisal. Employees who believe they are the subject of unfair and/or unequal treatment should first address their complaint with their supervisor. If the supervisor is unable or unwilling to remedy the problem, or if an employee does not feel comfortable discussing the matter with their supervisor, the employee should contact Ms. Jacqueline DiDomenico, EEO Manager, at (978) 318-8448 for assistance.

e. We encourage all members of the New England District team to strive for, achieve and maintain a positive workplace environment. Together we best serve the people of New England and the Nation through a workplace imbued with character in which we respect each other, accept diversity, and accomplish our mission by passionately delivering superior results.



WILLIAM M. CONDE
COL, EN
Commanding



DEPARTMENT OF THE ARMY
US ARMY CORPS OF ENGINEERS
NEW ENGLAND DISTRICT
696 VIRGINIA ROAD
CONCORD MA 01742-2751

CENAE-ZC

19 July 2017

DISTRICT COMMANDER'S POLICY MEMORANDUM #003

SUBJECT: Sexual Harassment/Assault Prevention and Response Program (SHARP)

1. Purpose. To provide policy and general information about the Sexual Harassment/Assault Response and Prevention (SHARP) Program.
2. Applicability. This policy applies to all personnel employed by the U.S. Army Corps of Engineers, New England District (NAE).
3. References:
 - a. Department of Defense Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program, 30 April 2013.
 - b. Department of Defense Directive 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, 28 March 2013.
 - c. AR 600-20, Army Command Policy, 18 March 2008: Rapid Action Revision (RAR) 20 September 2012.
 - d. HODA EXORD 221-12-2012, Sexual Harassment/Assault Response and Prevention (SHARP) Program Synchronization Order.
4. Policy. As District Commander, I am personally committed to maintaining a work environment free of sexual harassment and sexual assault. Each individual deserves the right to be treated with dignity and respect. Inappropriate or criminal behaviors undermine the integrity and mission of the District. Mandatory SHARP training educates our workforce about what constitutes sexual harassment and sexual assault and includes information on actions to take.

CENAE-ZC

SUBJECT: Sexual Harassment/Assault Prevention and Response Program (SHARP)

5. Responsibilities. Prevention and reporting of sexual harassment and sexual assault is the responsibility of all employees and leadership. However, managers and supervisors have the unique responsibility of guaranteeing a work environment free from sexual harassment and sexual assault. Supervisory officials will ensure that their subordinates understand the consequences of such behavior and the importance of promptly notifying appropriate officials of incidents perceived to be in violation of this policy. Supervisory officials will effectively deal with all reports of sexual harassment or sexual assault and report it to their superiors and the Equal Employment Opportunity Office. They will also demonstrate sensitivity and urgency during the investigation of such events. Additionally, supervisors will ensure that no retaliatory action is taken against those reporting sexual harassment or sexual assault.



WILLIAM M. CONDE
COL, EN
Commanding



**US Army Corps
of Engineers®**
New England District

ORGANIZATION POSITION CHARTS



August 2020

EXECUTIVE OFFICE	
COL ATILANO, JOHN A. EXT 200	COMMANDER CENAE-ZC
MAJ GILLMAN, MARK EXT 222	DEPUTY CMDR CENAE-ZD
ACONE, SCOTT* EXT 162	DEP DIST ENGR – PROJ MGMT CENAE-ZP
BELMONT, JON EXT 886	DISTRICT CHIEF OF STAFF CENAE-Z

EXECUTIVE OFFICE	
COL ATILANO, JOHN A. EXT 200	COMMANDER CENAE-ZC
MAJ GILLMAN, MARK EXT 222	DEPUTY CMDR CENAE-ZD
ACONE, SCOTT* EXT 162	DEP DIST ENGR – PROJ MGMT CENAE-ZP
BELMONT, JON EXT 886	DISTRICT CHIEF OF STAFF CENAE-Z

EXECUTIVE OFFICE	
COL ATILANO, JOHN A. EXT 200	COMMANDER CENAE-ZC
MAJ GILLMAN, MARK EXT 222	DEPUTY CMDR CENAE-ZD
ACONE, SCOTT* EXT 162	DEP DIST ENGR – PROJ MGMT CENAE-ZP
BELMONT, JON EXT 886	DISTRICT CHIEF OF STAFF CENAE-Z

EXECUTIVE OFFICE	
COL ATILANO, JOHN A. EXT 200	COMMANDER CENAE-ZC
MAJ GILLMAN, MARK EXT 222	DEPUTY CMDR CENAE-ZD
ACONE, SCOTT* EXT 162	DEP DIST ENGR – PROJ MGMT CENAE-ZP
BELMONT, JON EXT 886	DISTRICT CHIEF OF STAFF CENAE-Z

EXECUTIVE OFFICE – NEW ENGLAND		
COL ATILANO, JOHN A. COMMANDER		EXT 220 O6
MAJ GILLMAN, MARK DEPUTY CMDR		EXT 222 O5
ACONE, SCOTT DEP DISTRICT ENGINEER		EXT 162 GS-15
BELMONT, JON DISTRICT CHIEF OF STAFF		EXT 886 GS-14
1 PROJECT ENGINEER/MGR		O3
1 KNOWLEDGE MANAGEMENT OFFICER		GS-13
1 ADMINISTRATIVE OFFICER		GS-10
E600000		

**U.S. ARMY ENGINEER DISTRICT
NEW ENGLAND
EXECUTIVE OFFICE**

NEW ENGLAND DISTRICT
ADVISORY &
ADMINISTRATIVE STAFF

NEW ENGLAND DISTRICT
NATIONALIZED OFFICES

INTERNAL REVIEW OFFICE	
VASQUEZ, DIMITRIOS AUDITOR E6Y0000	EXT 553 GS-12 CENAE-IR

PUBLIC AFFAIRS OFFICE	
GOSSELIN, ELIZABETH SUPV PUBLIC AFF SPEC E6C0000	EXT 657 GS-13 CENAE-PA

OFFICE OF SMALL BUSINESS	
D'ANTUONO, EVA MARIE PROCUREMENT ANALYST E6V0000	EXT 427 GS-13 CENAE-SB

SAFETY & OCCUPATIONAL HEALTH OFFICE	
HARVEY, SHEILA SUPR SAFETY & OCC HEALTH E6D0000	EXT 504 GS-13 CENAE-SO

RESOURCE MANAGEMENT OFFICE	
KEELER, JOHN SUPV FINANCIAL MANAGER E6B0000	EXT GS-14 CENAE-RM

EQUAL OPPORTUNITY EMPLOYMENT OFFICE	
DIDOMENICO, JACQUELINE EEO MANAGER E6A0000	EXT 448 GS-12 CENAE-EE

SECURITY AND LAW ENFORCEMENT	
MAYNARD, TIMOTHY SECURITY SPECIALIST E600000	EXT 467 GS-12 CENAE-SE

CIVILIAN PERSONNEL ADVISORY CENTER (CPAC)	
KAMINSKI-DONAHUE, KIM SUPV HUMAN RESOURCES SPEC CENAE-HR	EXT 221 GS-13

OFFICE OF COUNSEL	
KILLMAN, RYAN SUPV GENERAL ATTORNEY E6E0000	EXT 292 GS-15 CENAE-OC

ACE-IT	
FINLEY, DANIEL IT-CHIEF	EXT 014 GS-14

LOGISTICS DELIVERY POINT	
CLOTZ, ANDREA DISTRICT LOG MGMT SPEC CELA-NAE	EXT 432 GS-12

SAFETY & OCCUPATIONAL HEALTH OFFICE

HARVEY, SHEILA	EXT 504
SUPR SAFETY & OCC HEALTH SPEC	GS-13
02 SAFETY & OCC HEALTH SPEC	GS-09/12
01 OFFICE SUPPORT ASSIST	GS-07
E6D0000	CENAE-SO

SECURITY AND LAW ENFORCEMENT	
MAYNARD, TIMOTHY SECURITY SPECIALIST	EXT 467 GS-12
01 SECURITY SPECIALIST	GS-09
E600000	CENAE-SE

PUBLIC AFFAIRS OFFICE		
GOSSELIN, ELIZABETH		EXT 657
SUPV PUBLIC AFFAIRS SPEC		GS-13
01 PUBLIC AFFAIRS SPEC		GS-12
02 PUBLIC AFFAIRS SPEC		GS-11
01 PUBLIC AFFAIRS SPEC (WEB CONTENT)		GS-11
E6C0000		CENAE-PA

RESOURCE MANAGEMENT OFFICE	
KEELER, JOHN	EXT 128
SUPV FINANCIAL MANAGER	GS-14
01 ACCOUNTANT	GS-13
01 FINANCIAL MGT ANALYST	GS-12
E6B0000	CENAE-RM

BUDGET/MANPOWER/MGMT BRANCH	
RUSO, MICHAEL	EXT 822
BUDGET OFFICER	GS-13
01 BUDGET ANALYST	GS-12
01 MGMT ANALYST	GS-12
01 BUDGET ANALYST	GS-11
E6B0400	CENAE-RMB

FINANCE AND ACCOUNTING BRANCH	
BAUDY-PATTERSON, KIMBERLY	EXT 077
ACCOUNTING OFFICER	GS-13
02 ACCOUNTANT (VACANT)	GS-11
03 FINANCIAL MGT ANALYST	GS-07/12
E6B0300	CENAE-RMF

CIVILIAN PERSONNEL ADVISORY CENTER (CPAC)		
KAMINSKI-DONAHER, KIM		EXT 221
SUPV HUMAN RESOURCES SPEC		GS-13
01 HUMAN RES SPEC		GS-12
01 LEAD HR SPEC (STAFFING/CLASS)		GS-12
01 HR SPEC (STAFFING/CLASS)		GS-11
03 HR SPEC (STAFFING/CLASS)		GS-09/11

ACE-IT	
FINLEY, DANIEL IT-CHIEF	EXT 014 GS-14
01 IT OPERATIONS OFFICER	GS-13
01 VISUAL INFORMATION PROGRAM MANAGER	GS-13
01 INFORMATION ASSURANCE SECURITY OFFICER	GS-12
01 VISUAL INFORMATION SPEC	GS-11
01 RECORDS AND INFORMATION MGMT SPEC	GS-09
02 SYSTEM ADMINISTRATOR	CTR
01 PC TECHNICIAN	CTR
03 PC SUPPORT TECHNICIAN	CTR

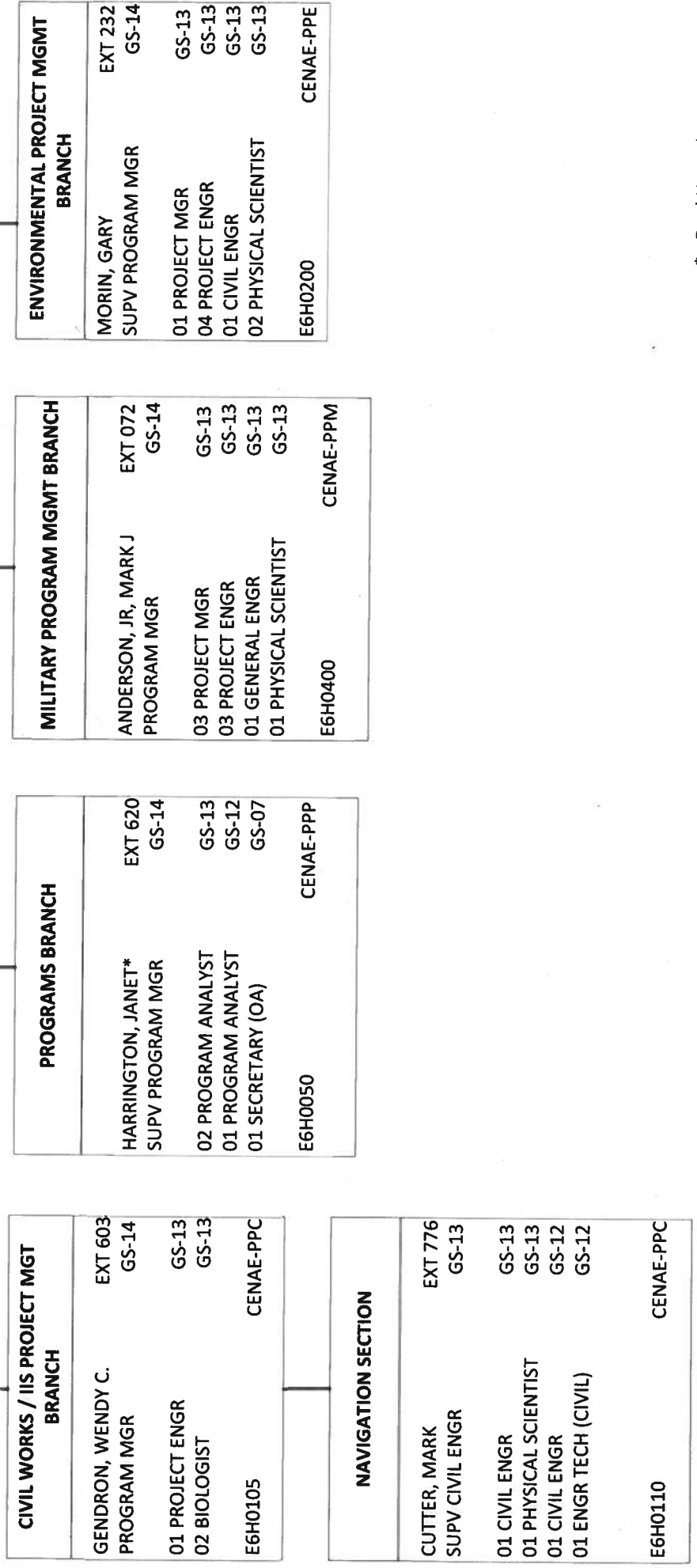
OFFICE OF COUNSEL	
KILLMAN, RYAN	EXT 292
SUPV ATTORNEY	GS-15
02 GENERAL ATTORNEY	GS-14
01 GENERAL ATTORNEY	GS-13
02 ATTORNEY-ADVISER (GENERAL)	GS-13
02 ATTORNEY-ADVISOR (GENERAL)	GS-12
01 PARALEGAL SPEC	GS-07/11
01 LEGAL ASSISTANT (VACANT)	GS-5/7
E6E0000	CENAE-OC

LOGISTICS DELIVERY POINT	
CLOTZ, ANDREA	EXT 432
DISTRICT LOG MGMT SPEC	GS-12
01 LOG MGMT SPEC	GS-11
01 SUPPLY TECH	GS-07
01 TRANSPORTATION TECH	GS-07

NEW ENGLAND DISTRICT

PROGRAMS/PROJECT MANAGEMENT
DIVISION

PROGRAMS/ PROJECT MANAGEMENT DIVISION	
ACONE, SCOTT* SUPV PROGRAM MGR E6H0000	CHIEF GS-15 CENAE-ZP
HARRINGTON, JANET* SUPV PROGRAM MGR E6H0050	DEPUTY CHIEF GS-14 CENAE-PP
MICHALAK, SCOTT C PROGRAM MANAGER E6H0000	EXT 350 GS-14 CENAE-PP



REAL ESTATE DIVISION		
DALY, GAELEN	EXT 585	
SUPV REALTY SPECIALIST	GS-14	
CENAE-RE		E6N0000

PLANNING AND CONTROL BR	
01 REALTY SPECIALIST	GS-11
01 PROGRAM ANALYST	GS-11
01 REALTY SPECIALIST	GS-09
E6N0300	CENAE-REP

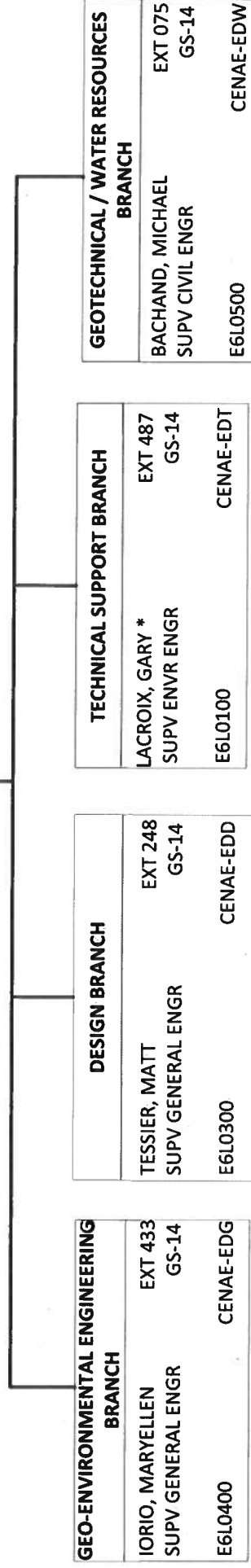
CONVEYANCING BRANCH	
LEAD ATNY-ADVSR (REAL PROP)	GS-13
LEAD REALTY SPECIALIST	GS-13
02 REALTY SPECIALIST	GS-12
04 REALTY SPECIALIST	GS-11
02 REALTY SPECIALSIT	GS-09
E6N0200	CENAE-REE

APPRAISAL BRANCH	
02 REVIEW APPRAISER	GS-12
E6N0100	CENAE-REA

EMERGENCY MANAGEMENT OFFICE	
SCHAFER, DAVID EMER OPS MGR	EXT 274 GS-13
01 EMER MGT SPEC E6R3000	GS-12 CENAE-EM

NEW ENGLAND DISTRICT
ENGINEERING DIVISION

ENGINEERING DIVISION	
MARGOLIS, DAVID SUPV GENERAL ENGINEER EXT 627	CHIEF GS-15 CENAE-ED
LACROIX, GARY * SUPV GENERAL ENGR EXT 487	DEPUTY CHIEF GS-14 CENAE-EDG



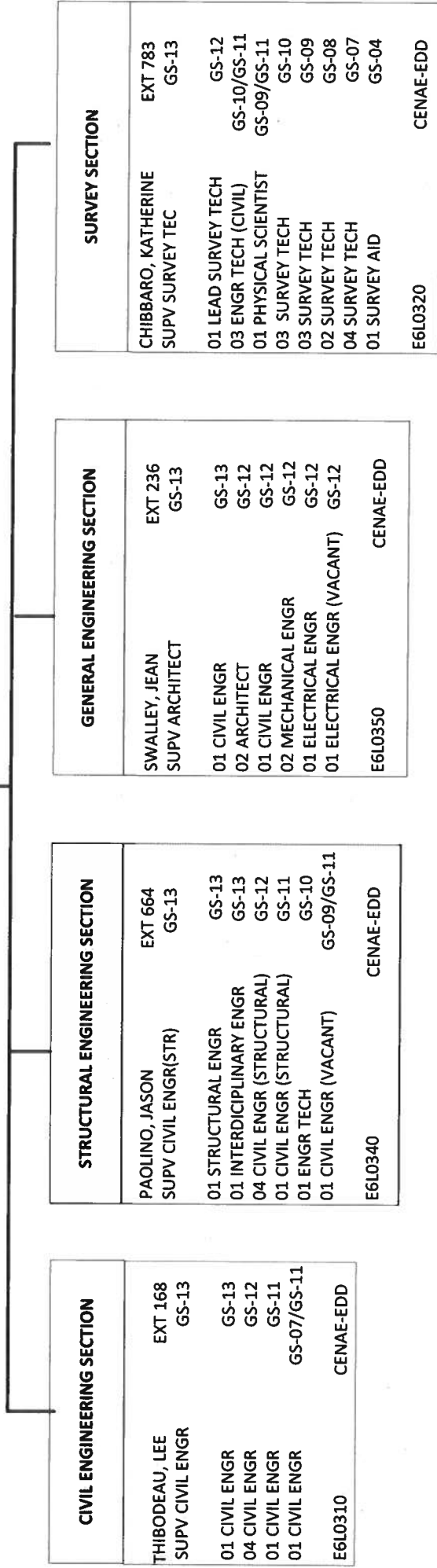
GEO-ENVIRONMENTAL ENGINEERING BRANCH	
IORIO, MARYELLEN SUPV GENERAL ENGR E6L0400	EXT 433 GS-14 CENAE-EDG

DESIGN BRANCH	
TESSIER, MATT SUPV GENERAL ENGR E6L0300	EXT 248 GS-14 CENAE-EDD

TECHNICAL SUPPORT BRANCH	
LACROIX, GARY * SUPV ENVR ENGR E6L0100	EXT 487 GS-14 CENAE-EDT

GEOTECHNICAL / WATER RESOURCES BRANCH	
BACHAND, MICHAEL SUPV CIVIL ENGR E6L0500	EXT 075 GS-14 CENAE-EDW

DESIGN BRANCH	
TESSIER, MATT SUPV GENERAL ENGR EXT 248	CHIEF GS-14
01 CIVIL ENGR 01 CIVIL ENGR 01 ENGR TECH	GS-13 GS-12 GS-12
E6L0300	CENAE-EDD



GEO-ENVIRONMENTAL ENGINEERING BRANCH		
IORIO, MARYELLEN SUPV GEN ENGR	EXT 433 GS-14	CENAE-EPG
E6L0400		

ENVIRONMENTAL ENGINEERING SECTION		
ACONE, DEBORAH E SUPV CIVIL ENGR	EXT 130 GS-13	
01 INTRDIS CIVIL ENGR	GS-13	
01 ENVIRONMENTAL ENGR	GS-13	
01 PHYSICAL SCIENTIST	GS-13	
03 CIVIL ENGR	GS-12	
01 ENVIRONMENTAL ENGR	GS-12	
01 GEN PHYSICAL SCIENTIST	GS-12	
01 CHEMIST	GS-12	
03 GEOLOGIST	GS-12	
E6L0440		CENAE-EPG

GEOLOGY SECTION		
SCHMIDT, ROSEMARY SUPV GEOLOGIST	EXT 345 GS-13	
04 GEOLOGIST	GS-13	
01 PHYSICAL SCIENTIST (HYDRO)	GS-13	
04 GEOLOGIST	GS-12	
01 GEOLOGIST	GS-09/GS-12	
E6L0430		CENAE-EPG

CHEMISTRY / RISK ASSESSMENT SECTION		
LEWIS, DION SUPV GEOLOGIST	EXT 785 GS-13	
01 ENVIRONMENTAL ENGR	GS-13	
02 BIOLOGIST	GS-13	
01 GEOLOGIST	GS-13	
03 CHEMIST	GS-12	
01 CHEMIST (VACANT)	GS-12	
E6L0450		CENAE-EPG

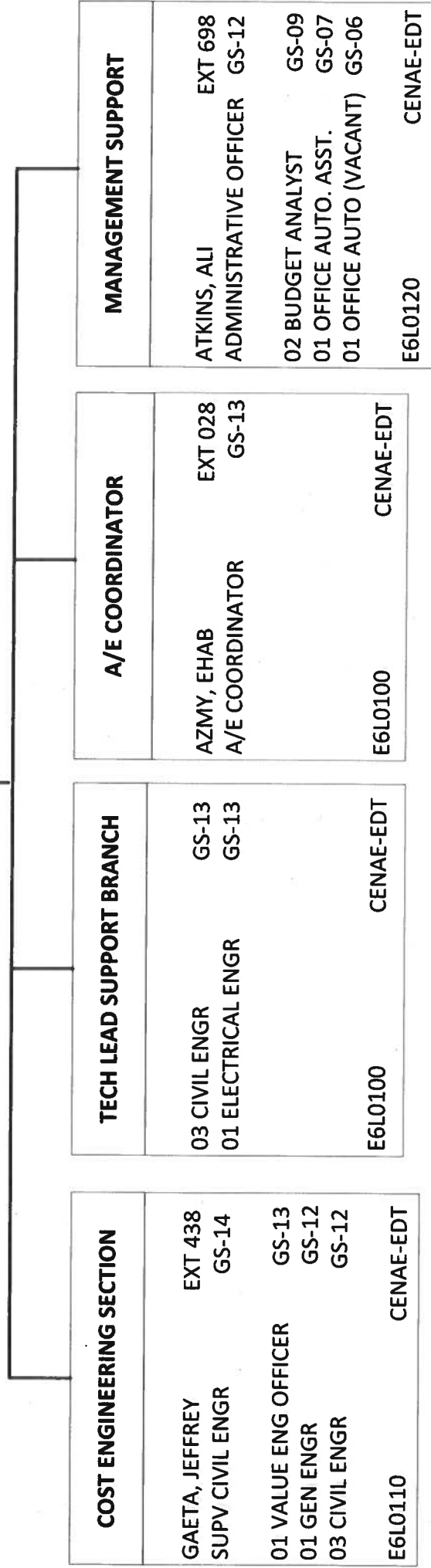
GEOTECHNICAL / WATER RESOURCES BRANCH	
BACHAND, MICHAEL SUPV CIVIL ENGR	EXT 075 GS-14
01 CIVIL ENGR 01 CIVIL ENGR (GEOTECHNICAL)	GS-13 GS-13
E6L0500	CENAE-EDW

WATER MANAGEMENT SECTION	
EKHOLM, KRISTINA SUPV CIVIL ENGR(HYDRAULICS)	EXT 091 GS-13
02 HYDRAULIC ENGR 07 CIVIL ENGR (HYDRAULICS) 01 CIVIL ENGR (HYDRAULICS)	GS-12 GS-12 GS-11
E6L0510	CENAE-EDW

RESERVOIR REGULATION SECTION	
KEENAN, JACK SUPV CIVIL ENGR	EXT 310 GS-13
01 CIVIL ENGR (HYDRAULICS) 01 HYDRAULIC ENGR 01 CIVIL ENGR (HYDRAULICS) 01 CIVIL ENGR (HYDRAULICS) 01 HYDRAULIC ENGR	GS-13 GS-12 GS-12 GS-11 GS-11
E6L0520	CENAE-EDW

GEOTECH ENGINEERING SECTION	
VAGHAR, SIAMAC SUPV CIVIL ENGR	EXT 133 GS-13
01 CIVIL ENGR (GEOTECH) 03 CIVIL ENGR 08 CIVIL ENGR (GEOTECH) 02 MECHANICAL ENGR 02 CIVIL ENGR (GEOTECH) 01 CIVIL ENGR 02 ENGR TECH (CIVIL) 02 STUDENT TRAINEE (ENG)	GS-13 GS-12 GS-12 GS-12 GS-11 GS-11 GS-10 GS-04
E6L0540	CENAE-EDW

TECHNICAL SUPPORT BRANCH		
LACROIX, GARY	EXT 252	
SUPV ENVIRONMENTAL ENGR	GS-14	
E6L0100	CENAE-EDT	

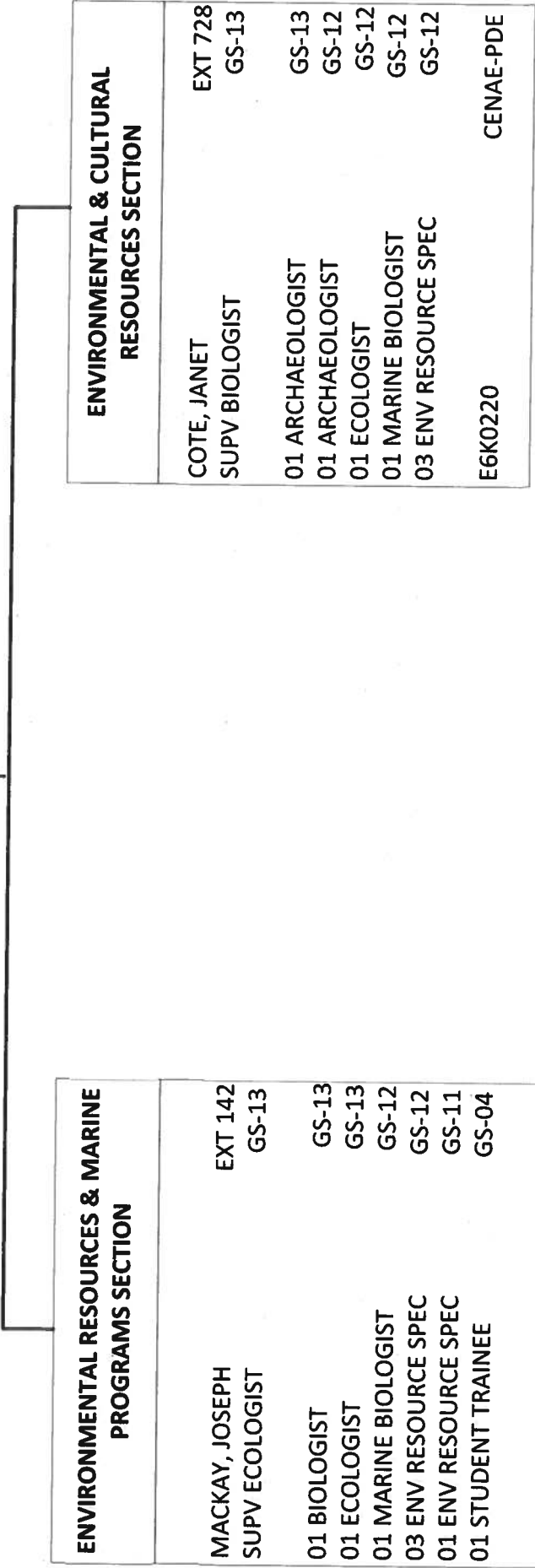


PLANNING DIVISION		
KENNELLY, JOHN R SUPV CIVIL ENG E6K0000	EXT 505 GS-15	CENAE-PD

EVALUATION BRANCH		
OLIVER, LAWRENCE SUPV BIOLOGIST E6K0200	EXT 347 GS-14	CENAE-PDE

PLAN FORMULATION BRANCH		
HATFIELD, CHRISTOPHER SUPV CIVIL ENGR E6K0100	EXT 520 GS-14	CENAE-PDP

EVALUATION BRANCH		
OLIVER, LAWRENCE	EXT 347	
SUPV BIOLOGIST	GS-14	
E6K0200		CENAE-PDE



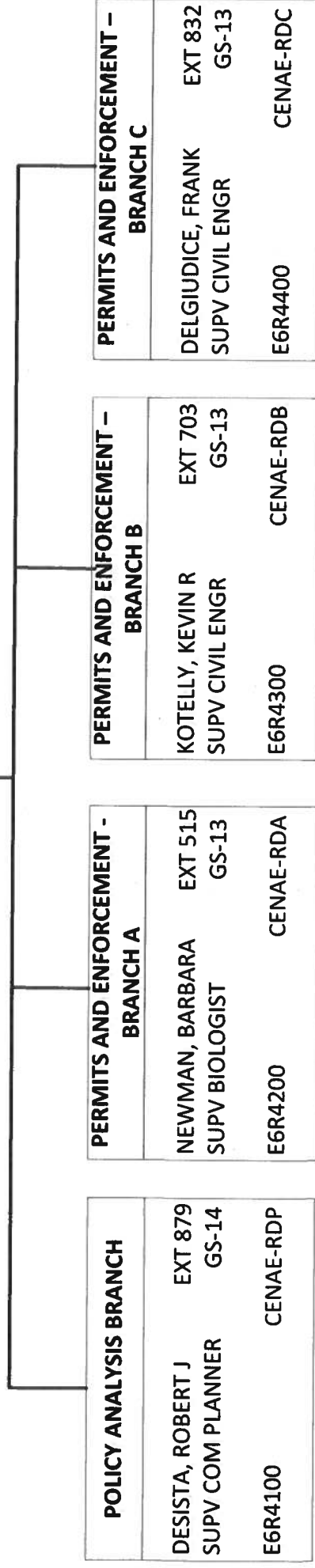
PLAN FORMULATION BRANCH		
HATFIELD, CHRISTOPHER	EXT 520	
SUPV CIVIL ENGR	GS-14	
E6K0100		CENAE-PDP

PHYSICAL SCIENTIST		
HABEL, MARK	EXT 871	
	GS-14	
E6K0100		CENAE-PDP

NAVIGATION, COASTAL & ENVIRONMENTAL PLANNING SECTION		
VACANT	EXT	
SUPV PHYSICAL SCIENTIST	GS-13	
01 BIOLOGIST	GS-13	
01 CIVIL ENGR	GS-13	
01 PHY SCI (REGIONAL PLAN)	GS-13	
01 HYDROLOGIST	GS-13	
01 BIOLOGIST	GS-12	
E6K0110		CENAE-PDP

FLOOD RISK MANAGEMENT, ECONOMICS & GIS SECTION		
KAMMERER-CODY, DENISE	EXT 105	
SUPV BIOLOGIST	GS-13	
01 ECONOMIST	GS-12	
02 PHYSICAL SCIENTIST	GS-12	
01 HYDROLOGIST	GS-12	
02 ECONOMIST	GS-07/ GS-12	
01 GENERAL BIOLOGY SCI	GS-11	
E6K0120		CENAE-PDP

REGULATORY DIVISION	
TURLEY, TAMMY REG PRGM MNGR E6R4000	EXT 174 GS-15 CENAE-RD



POLICY ANALYSIS BRANCH		
DESISTA, ROBERT J		EXT 879
SUPV COM PLANNER		GS-14
01 ECOLOGIST		GS-13
01 PHYSICAL SCIENTIST		GS-13
01 ENVIRONMENTAL ENGINEER		GS-12
02 BIOLOGIST		GS-12
01 GENERAL PHYSICAL SCIENTIST		GS-12
01 BUDGET ANALYST (VACANT)		GS-09
E6R4100		CENAE-RDP

PERMITS AND ENFORCEMENT - BRANCH A		
NEWMAN, BARBARA SUPV BIOLOGIST	EXT 515 GS-13	
03 BIOLOGIST	GS-12	
01 ENV SCIENTIST	GS-12	
01 ECOLOGIST	GS-12	
01 GEN BIOLOGICAL SCIENTIST	GS-12	
01 BIOLOGIST	GS-11	
01 GEOLOGIST	GS-09/11	
E6R4200	CENAE-RDA	

PERMITS AND ENFORCEMENT – BRANCH B	
KOTELLY, KEVIN R SUPV CIVIL ENGR	EXT 703 GS-13
01 PHYSICAL SCIENTIST	GS-12
01 BIOLOGIST	GS-12
01 BIOLOGIST (VACANT)	GS-12
02 ENV SCIENTIST	GS-12
01 REGULATORY PGM MGR	GS-12
02 BIOLOGIST	GS-07/GS-11
01 GEOLOGIST	GS-09/GS-11
01 REGULATORY PGM ASSISTANT	GS-06/GS-07
E6R4300	CENAE-RDB

PERMITS AND ENFORCEMENT – BRANCH C	
DELGIUDICE, FRANK SUPV CIVIL ENGR	EXT 832 GS-13
01 ENV SCIENTIST	GS-12
01 CIVIL ENGR	GS-12
01 PHYSICAL SCIENTIST	GS-12
01 BIOLOGIST	GS-11
01 REGULATORY PROGRAM ASST	GS-07
E6R4400	CENAE-RDC

VERMONT PROJECT OFFICE	
01 PHYSICAL SCIENTIST	GS-12
01 ENVIRONMENTAL SCIENTIST	GS-12
01 REGULATORY PROJ MGR	GS-11
01 ECOLOGIST	GS-07/11

MAINE PROJECT OFFICE	
01 LEAD GEN PHYS SCIENTIST	GS-13
02 ENV PROTECTION SPEC	GS-12
01 BIOLOGIST	GS-12
02 BIOLOGIST	GS-11

CONTRACTING DIVISION(NCO)		
WINSTON-VINCUILLA, SHEILA	EXT 159	
SUPV CONTRACT SPEC	GS-14	
E6P0000		CECT-NAE

CONTRACTS BRANCH		
KIDD, JESSICA	EXT 699	
SUPV CONTRACT SPEC	GS-13	
01 CONTRACT SPEC	GS-13	
02 CONTRACT SPEC	GS-12	
03 CONTRACT SPEC	GS-09/ GS-12	
01 CONTRACT SPEC (VACANT)	GS-07/ GS-12	
E6P0100		CECT-NAE-C

PURCHASE BRANCH		
VACANT	EXT	
LEAD CONTRACT SPEC	GS-12	
01 CONTRACT SPEC	GS-11	
01 CONTRACT SPEC	GS-09/ GS-11	
01 CONTRACT SPEC	GS-07/ GS-11	
E6P0200		CECT-NAE-P

BUSINESS OVERSIGHT BRANCH		
CARNEY, TINA	EXT 268	
PROCUREMENT ANALYST	GS-13	
01 MGT & PRGM ASST (VACANT)	GS-11	
01 PROCUREMENT TECH	GS-09	
E6P0300		CECT-NAE-B

CONSTRUCTION DIVISION	
DOLAN, SEAN SUPV CIVIL ENGR	EXT 079 GS-15
JOHNSON-BATTISTA, CHRISTINE* SUPV CIVIL ENGR E6M1000	EXT 125 GS-14 CENAE-CD

SOUTHWEST AREA OFFICE	
GOFF, RAYMOND SUPR CIVIL ENGR	EXT 279 GS-14
01 ADMIN OFFICER (VACANT) E6M1000	GS-07/ GS-09 CENAE-CDS

CONSTRUCTION SUPPORT BRANCH	
MANGELSON, NATHAN SUPR CIVIL ENGR	EXT 245 GS-13
01 CIVIL ENGR (VACANT) 01 ENGR TECH (CIVIL) E6M1000	GS-13 GS-11 CENAE-CDS

NORTHEAST AREA OFFICE	
JOHNSON-BATTISTA, CHRISTINE* SUPR CIVIL ENGR	EXT 125 GS-14
01 ADMIN OFFICER E6M1000	GS-07/ GS-09 CENAE-CDS

DA INTERN PROGRAM	
04 DA INTERN	GS-07/09

SOUTHWEST AREA OFFICE		
GOFF, RAYMOND	EXT 279	
SUPR CIVIL ENGR	GS-14	
E6M1000		CENAE-CDS

WESTOVER	
NIEMITZ, CARL	EXT 825
SUPV CIVIL ENGR	GS-13
01 LEAD CIVIL ENGR	GS-13
01 CIVIL ENGR	GS-13
02 CIVIL ENGR	GS-12
03 CON REP	GS-10
E6M1000	CENAE-CDW

NEW BEDFORD	
(VACANT)	EXT 641
SUPV CIVIL ENGR	GS-13
01 LEAD MECHANICAL ENGR	GS-13
01 CON CONTROL REP	GS-12
01 CIVIL ENGR	GS-12
01 GEOLOGIST	GS-12
01 CON CONTROL REP	GS-11
01 CON CONTROL REP	GS-10
01 OFFICE ASSISTANT	GS-06
E6M1000	CENAE-CDN

NORTHEAST AREA OFFICE	
JOHNSON-BATTISTA, CHRISTINE*	EXT125
SUPV CIVIL ENGR	GS-14
E6M1000	CENAE-CDS



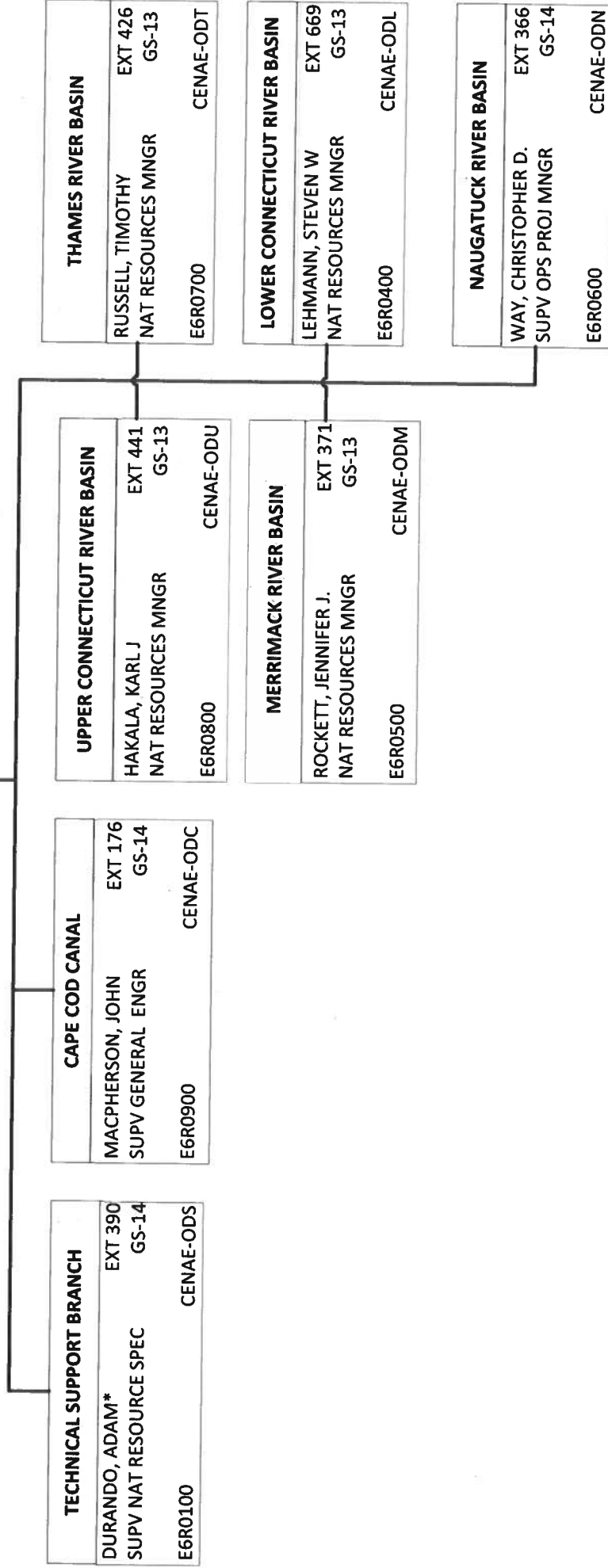
BOSTON	
UMBRELL, STEPHEN	EXT 225
SUPV CIVIL ENGR	GS-13
01 CON CONTROL REP	GS-12
02 CIVIL ENGR	GS-12
01 CON CONTROL REP	GS-11
02 CON CONTROL SPEC	GS-10
E6M1000	CENAE-CDB

DEVENS	
GRANT, SUSANNE	EXT 100
SUPV, CIVIL ENGR	GS-13
01 CON CONTROL REP	GS-12
04 CIVIL ENGR	GS-12
02 CON CONTROL REP	GS-11
01 CIVIL ENGR	GS-07
E6M1000	CENAE-CDD

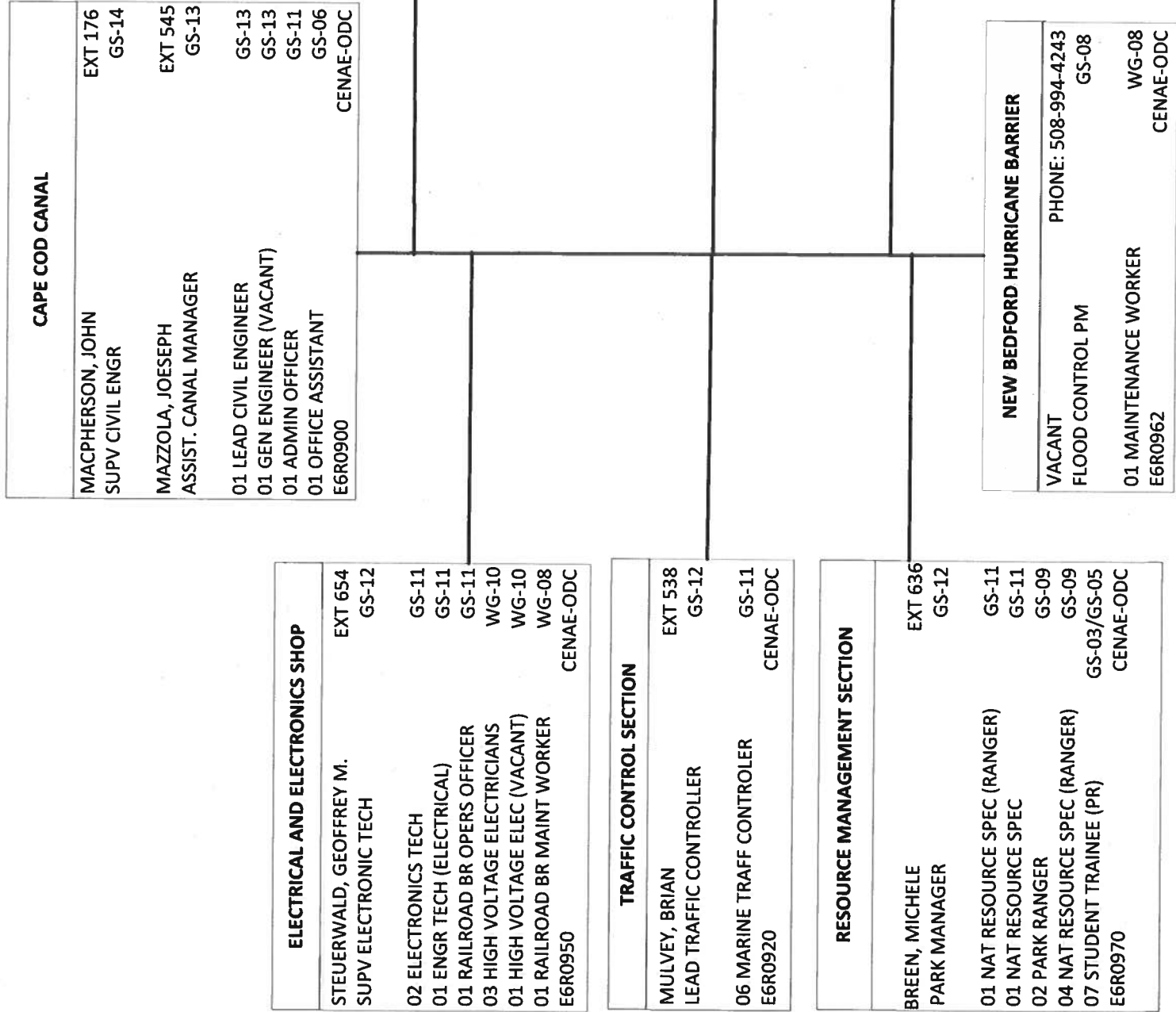
HANSCOM	
CONWAY, JAMES	EXT 100
SUPV, CIVIL ENGR	GS-13
01 LEAD CIVIL ENGR	GS-13
01 CON CONTROL REP	GS-12
01 CIVIL ENGR	GS-12
01 MECHANICAL ENGR	GS-11
02 CON REP	GS-10
01 CIVIL ENG	GS-09
E6M1000	CENAE-CDH

OPERATIONS DIVISION		
PEDERSEN, ERIC	EXT 286	
CHIEF, OPERATIONS DIVISION	GS-15	
01 SECRETARY	GS-06	
E6R0000	CENAE-OD	

Dams and Lakes



TECHNICAL SUPPORT BRANCH		
DURANDO, ADAM		EXT 390
SUPV NAT RESOURCE SPEC		GS-14
01 SAFETY & OCC HEALTH SPEC		GS-12
01 PROGRAM MGR		GS-12
01 NAT RESOURCES SPEC		GS-12
01 PROGRAM ANALYST		GS-12
01 NAT RESOURCES SPEC		GS-11
01 ENGR TECH (CIVIL)		GS-11
E6R0100		CENAE-ODS



UPPER CONNECTICUT RIVER BASIN PERKINSVILLE, VT	
HAKALA KARL	EXT 411
SUPV OPS PROJECT MGR	GS-13
01 ENV PROTECTION SPEC	GS-11
01 FLOOD CONTROL MGR	GS-11
01 ADMIN OFFICER	GS-10
01 BASIN ASSISTANT	GS-06
E6R0800	CENAE-ODU

BALL MOUNTAIN OFFICE (Ball Mountain Lake, Townshend Lake)	
BERKNESS, DALE H	EXT 459
SUPV NAT RESOURCE MGR	GS-12
01 PARK RANGER	GS-09
03 NAT RESOURCE SPEC	GS-09
05 STUDENT TRAINEE (PR)	GS-03/GS-05
02 LABORER	WG-03
E6R0810	CENAE-ODU

NORTH SPRINGFIELD OFFICE (North Springfield Lake)	
FARNSWORTH, JASON	EXT 456
01 NAT RESOURCE SPEC (RNGR)	GS-11
01 NAT RESOURCE SPEC (RNGR)	GS-09
02 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0830	CENAE-ODU

NORTH HARTLAND OFFICE (North Hartland Lake, Union Village Dam)	
MORSE, HEATHER L	EXT 469
SUPV NAT RESOURCE MGR	GS-12
01 PARK RANGER	GS-09
01 NAT RESOURCES SPEC	GS-09
01 PARK RANGER	GS-07
02 STUDENT TRAINEE (P)	GS-03/GS-05
02 LABORER	GS-03
E6R0820	CENAE-ODU

OTTER BROOK OFFICE (Otter Brook Lake, Surry Mountain Lake)	
ASSENG, JOHN E	EXT 481
SUPV PARK RANGER	GS-12
03 NAT RESOURCE SPEC	GS-09
01 PARK RANGER	GS-07
01 MAINTENANCE WRKR (SEASONAL)	WG-08
03 STUDENT TRAINEE (PR)	GS-03/GS-05
01 LABORER	WG-03
E6R0840	CENAE-ODU

MERRIMACK RIVER BASIN HOPKINTON, NH	
ROCKET, JENNIFER	EXT 371
SUPV NATURAL RESOURCE SPEC	GS-13
01 ENV PROTECTION SPEC	GS-11
01 FLOOD CONTROL MGR	GS-11
01 ADMIN OFFICER	GS-10
E6R0500	CENAE-ODM

EDWARD MACDOWELL OFFICE (Edward MacDowell Dam)	
TREMBLAY, JASON C	EXT 314
01 NAT RESOURCE SPEC (RNGR)	GS-11
01 NAT RESOURCE SPEC (RNGR)	GS-09
02 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0510	CENAE-ODM

FRANKLIN FALLS OFFICE (Franklin Falls Dam, Blackwater Dam)	
MERCER, TIA M.	EXT 323
SUPV PARK RANGER	GS-12
02 PARK RANGER	GS-09
01 NAT RESOURCE SPEC (RNGR)	GS-09
01 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0520	CENAE-ODM

HOPKINTON - EVERETT OFFICE (Hopkinton Lake, Everett Lake)	
DERMODY, STEPHEN P	EXT 325
SUPV NAT RESOURCE MGR	GS-12
01 NAT RESOURCE SPEC (RNGR)	GS-09
02 NAT RESOURCE SPEC (RNGR)	GS-05
03 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0530	CENAE-ODM

LOWER CONNECTICUT RIVER BASIN ROYALSTON, MA			
LEHMANN, STEVE	EXT 669		
NATURAL RESOURCES MGR	GS-13		
01 ENV RESOURCE SPEC	GS-11		
01 FLOOD CONTROL MGR	GS-11		
01 ADMIN OFFICER	GS-10		
E6R0400	CENAE-ODL		
LITTLEVILLE PROJECT OFFICE (Knightville Dam, Litteville Lake)		TULLY LAKE PROJECT OFFICE (Tully Lake, Birch Hill Dam)	
COLEMAN, MATTHEW S.	EXT 846	MANGUM, JEFFREY C	EXT 282
SUPV. PARK MANGER	GS-12	SUPV NAT RESOURCE SPEC	GS-12
01 NAT RESOURCE SPEC (RNGR)	GS-11	03 PARK RANGER	GS-09
02 NAT RESOURCE SPEC (RNGR)	GS-09	03 STUDENT TRAINEE (PR)	GS-03/GS-05
03 STUDENT TRAINEE (PR)	GS-03/GS-05	E6R0440	CENAE-ODL
E6R0430	CENAE-ODL		
		BARRE FALLS PROJECT OFFICE (Barre Falls Dam)	
		KOZIOL, ZACHERY	EXT 265
		01 NAT RES SPEC	GS-11
		01 NAT RESOURCE SPEC	GS-09
		02 STUDENT TRAINEE (PR)	GS-03/GS-05
		E6R0410	CENAE-ODL

NAUGATUCK RIVER BASIN MIDDLEBURY, CT	
WAY, CHRISTOPHER	EXT 366
SUPV OPS PROJECT MGR	GS-13
01 ENV PROTECTION SPEC	GS-11
01 FLOOD CONTROL MGR	GS-11
01 ADMIN OFFICER	GS-10
E6R0600	CENAE-ODN

BLACK ROCK LAKE OFFICE (Black Rock Lake)	
01 NAT RESOURCE SPEC	GS-09
01 NAT RES	GS-07
01 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0670	CENAE-ODN

HOP BROOK LAKE OFFICE (Hop Brook Lake, Hancock Brook Lake, Stamford Hurricane Barrier)	
ERRICO-TOPOLSKI, DIANA J	EXT 370
SUPV NAT RESOURCE MGR	GS-12
01 PARK RANGER	GS-09
02 NAT RESOURCE SPEC (RNGR)	GS-09
01 PARK RANGER	GS-07
01 MAINTENANCE WORKER	WG-08
05 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0620	CENAE-ODN

COLEBROOK RIVER OFFICE (Colebrook River Lake)	
HALUCHAK, JOHN	EXT 439
01 NAT RESOURCE SPEC (RNGR)	GS-11
01 PARK RANGER	GS-09
01 MAINTENANCE WRKR (SEASONAL)	WG-08
E6R0610	CENAE-ODN

THOMASTON OFFICE (Thomaston Dam, Northfield Brook Lake)	
PATCHKOFKY, STEVEN	EXT 369
SUPV NAT RESOURCES SPEC	GS-12
01 NAT RESOURCE SPEC	GS-09
01 MAINTENANCE WRKR (SEASONAL)	WG-08
02 STUDENT TRAINEE (PR)	GS-03/GS-05
E6R0630	CENAE-ODN

THAMES RIVER BASIN OXFORD, MA	
RUSSELL, TIMOTHY SUPV PARK MGR	EXT 426 GS-13
01 NAT RESOURCEC SPEC 01 FLOOD CONTROL MGR 01 ADMIN OFFICER	GS-11 GS-11 GS-10
E6R0700	CENAE-ODT

BUFFUMVILLE OFFICE (Buffumville Lake, Hodges Village Dam)	
GILES, NICOLE SUPV NAT RES MGR	EXT 411 GS-12
01 PARK RANGER 02 NAT RESOURCE SPEC (RNGR) 01 PARK RANGER 03 STUDENT TRAINEE (PR)	GS-09 GS-09 GS-05 GS-03/GS-05
E6R0710	CENAE-ODT

EAST BRIMFIELD OFFICE (East Brimfield Lake, Conant Brook Dam, Westville Lake)	
BEECHER, KEITH W 01 PARK MANAGER	EXT 405 GS-12
01 PARK RANGER 02 NAT RESOURCE SPEC (RNGR) 03 STUDENT TRAINEE (PR)	GS-09 GS-09 GS-03/GS-05
E6R0720	CENAE-ODT

WEST HILL OFFICE (West Hill Dam, Charles River NVS, Woonsocket Flood Damage Reduction Project)	
ZANCA, JOSEPH L. SUPV PARK MGR	EXT 419 GS-12
04 PARK RANGER 02 STUDENT TRAINEE (PR)	GS-09 GS-03/GS-05
E6R0730	CENAE-ODT

WEST THOMPSON OFFICE (West Thompson Lake, Mansfield Hollow Lake)	
GREENOUGH, EDWARD P PARK MGR	EXT 554 GS-12
02 PARK RANGER 01 NAT RESOURCE SPEC (RNGR) 03 STUDENT TRAINEE (PR)	GS-09 GS-09 GS-03/GS-05
E6R0740	CENAE-ODT