

NOAA's Office of Oceanic & Atmospheric Research
FY 2013 Annual EEO Program Status Report
Management Directive (MD) - 715

Permanent Federal Employees



Notes and Acronyms:

The Annual EEO Program Status Report is for Permanent Federal Employees for FY 13 (10/1/2012 to 9/30/2013). The source of the Employee Demographic Data is from the Management Directive (MD) 715 – EEOC Workforce Data Tables from the National Finance Center (NFC) Personnel Payroll database. The OAR EEO Office produces this report following EEOC instructions, and the purpose is to identify barriers that limit employment opportunities in the Federal workforce. We have included a chart for employees that have been employed at OAR for less than 10 years (page 5). This is not a requirement by the EEOC, but a request made by OAR.

On 3/21/2011, Workforce Management Office did a NOAA wide re-survey of the workforce's Ethnicity and Race Identification (ERI), Gender and Disability. Employees were requested to update their ERI, gender and disability status through the Employee Personnel Page (EPP). The OAR EEO Office requested all OAR employees to comply with the NOAA wide re-survey. The EEO Office requests that laboratory directors continue to have their employees update their information in the EPP so that our office can ensure accurate and up to date statistical information. There are a few ERI discrepancies that have raised a red flag: GFDL (page 14 – American Indian Females) and OAR Grade Distribution Chart – ES/ST/SL employee (page 31 – Black Male). These labs have been notified, however, changes have not been made.

NHOPI - Native Hawaiian or Other Pacific Islander. Although this is a new race category, information has not been populated in the NFC database or is not currently being tracked at NOAA. As of FY13, data for this minority group is absent. NHOPI were previously under the Asian category.

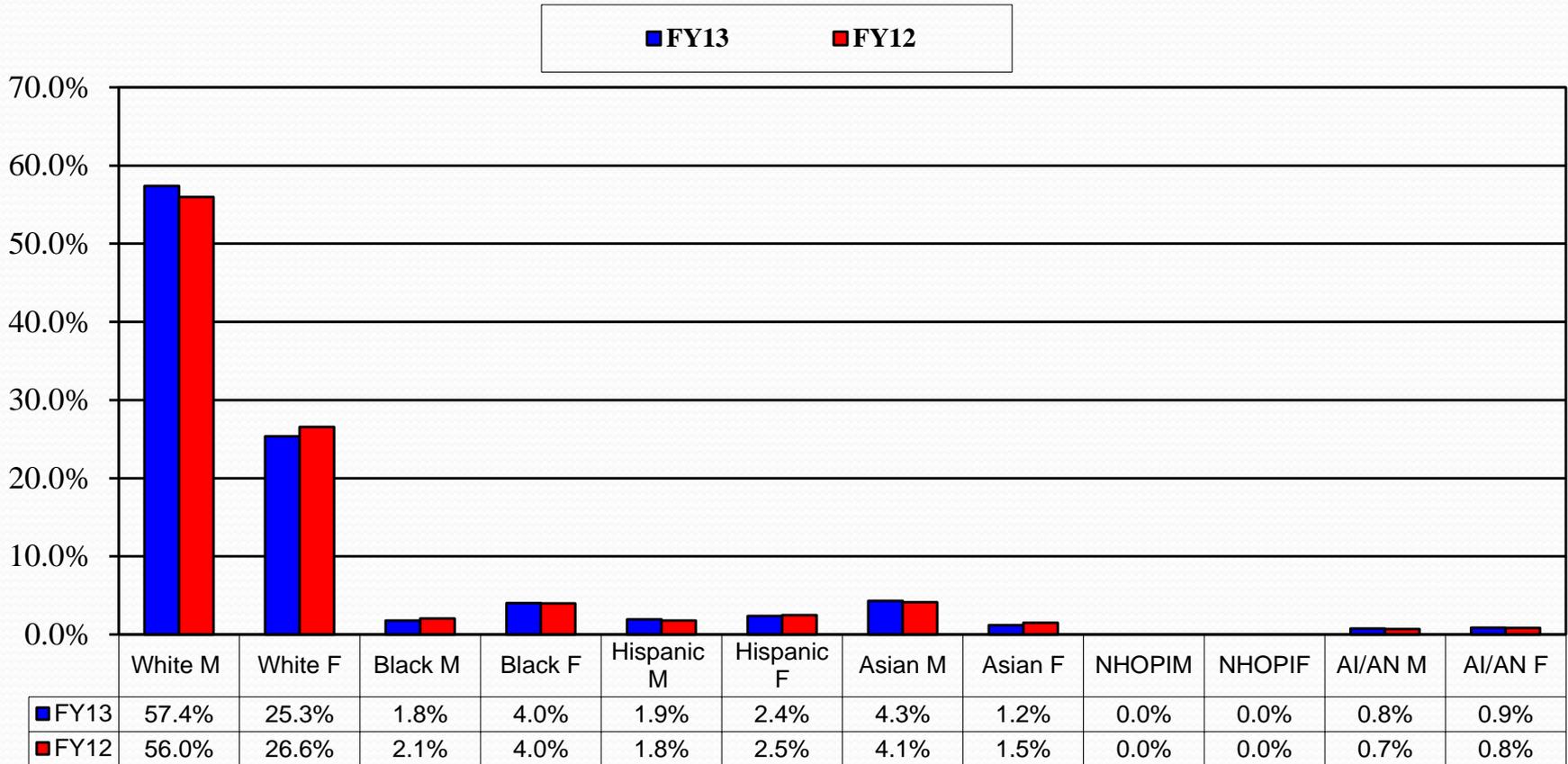
AI/AN – American Indian/Alaska Native.

CLF – Civilian Labor Force for 16 years and over. Data is from the 2006-2010 American Community Survey EEO Tabulation, U.S. Census Bureau. The CLF data is used for each laboratory/program office. Per EEOC, if vacancies are advertised nationwide, must compare with national CLF data.

Total OAR Permanent Workforce - Current and Prior year by Race/Ethnicity

Total Employees FY13 = 671

Total Employees FY12 = 727



NHOPI = Native Hawaiian or Other Pacific Islander
AI/AN = American Indian/Alaska Native

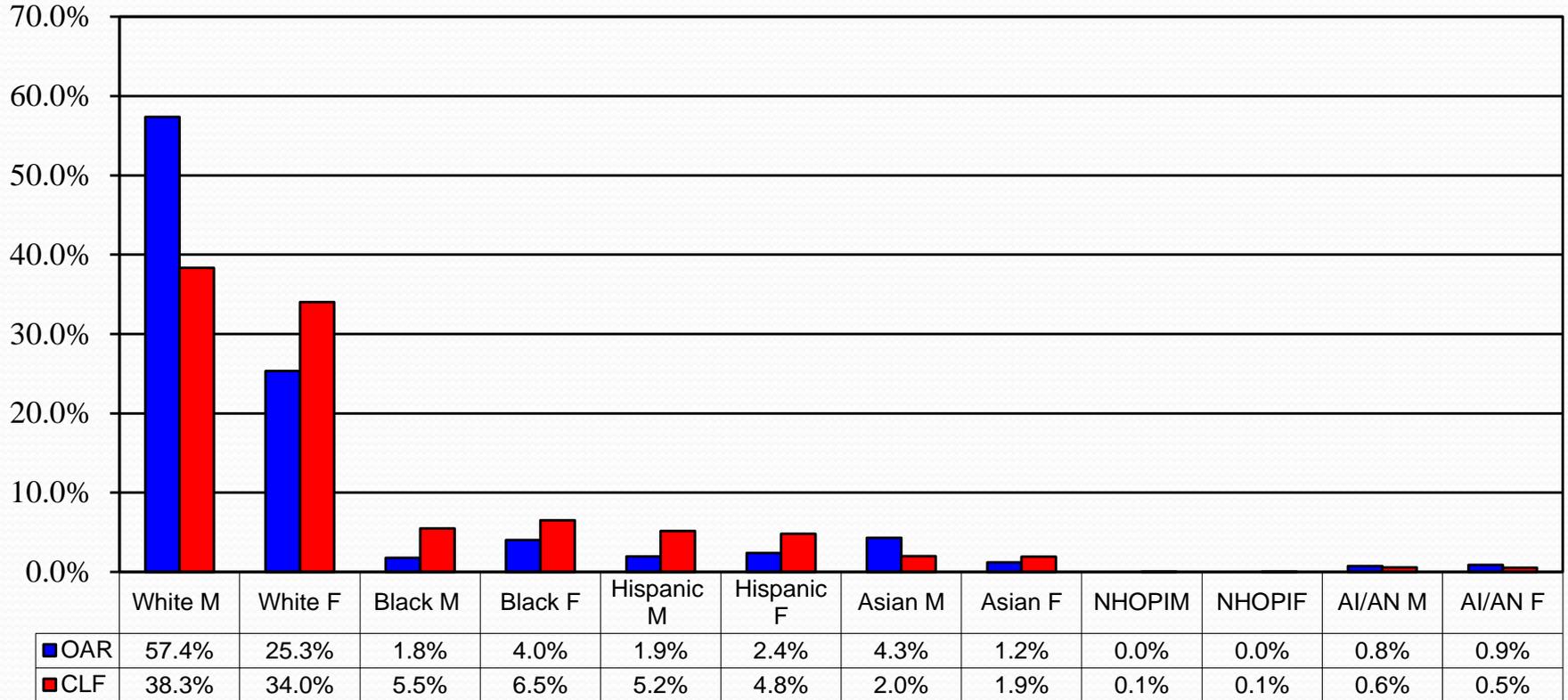
M= Male/ F=Female

Total OAR Permanent Workforce

Total Employees = 671

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

■ OAR ■ CLF

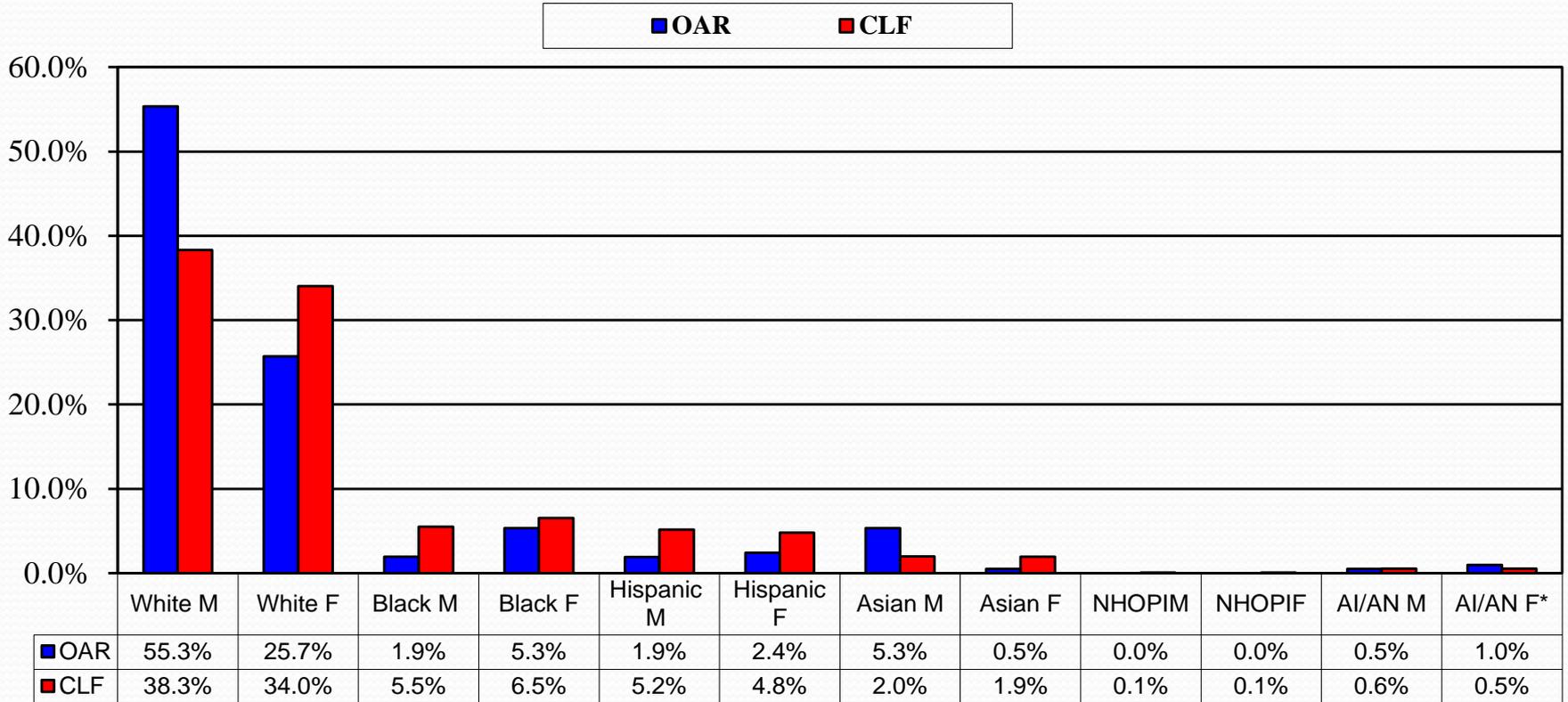


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Total OAR Permanent Workforce - Employees less than 10 Years of Service

Total Employees = 206

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



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 AI/AN = American Indian/Alaska Native

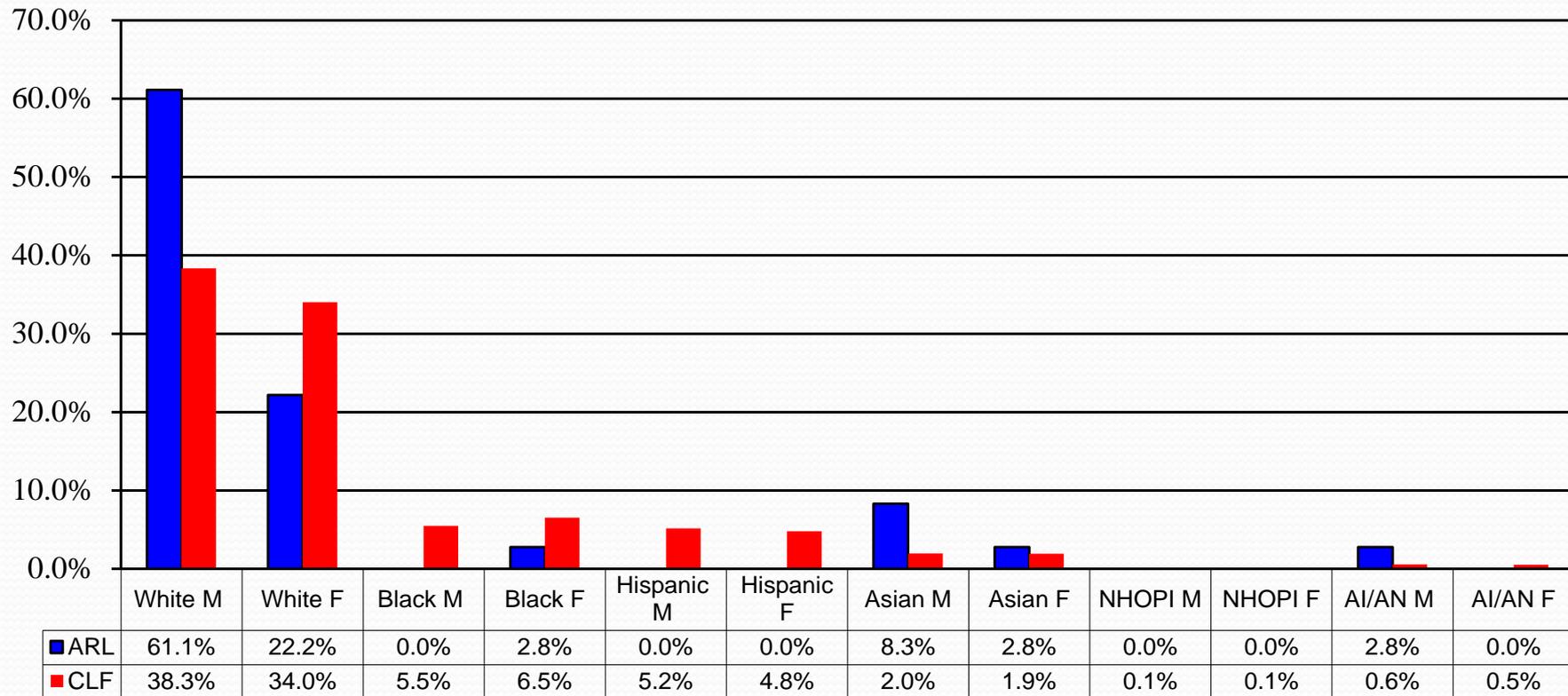
M= Male/ F=Female

*ERI discrepancy.

OAR PERMANENT WORKFORCE BY COMPONENT - ARL

Total Employees = 36

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



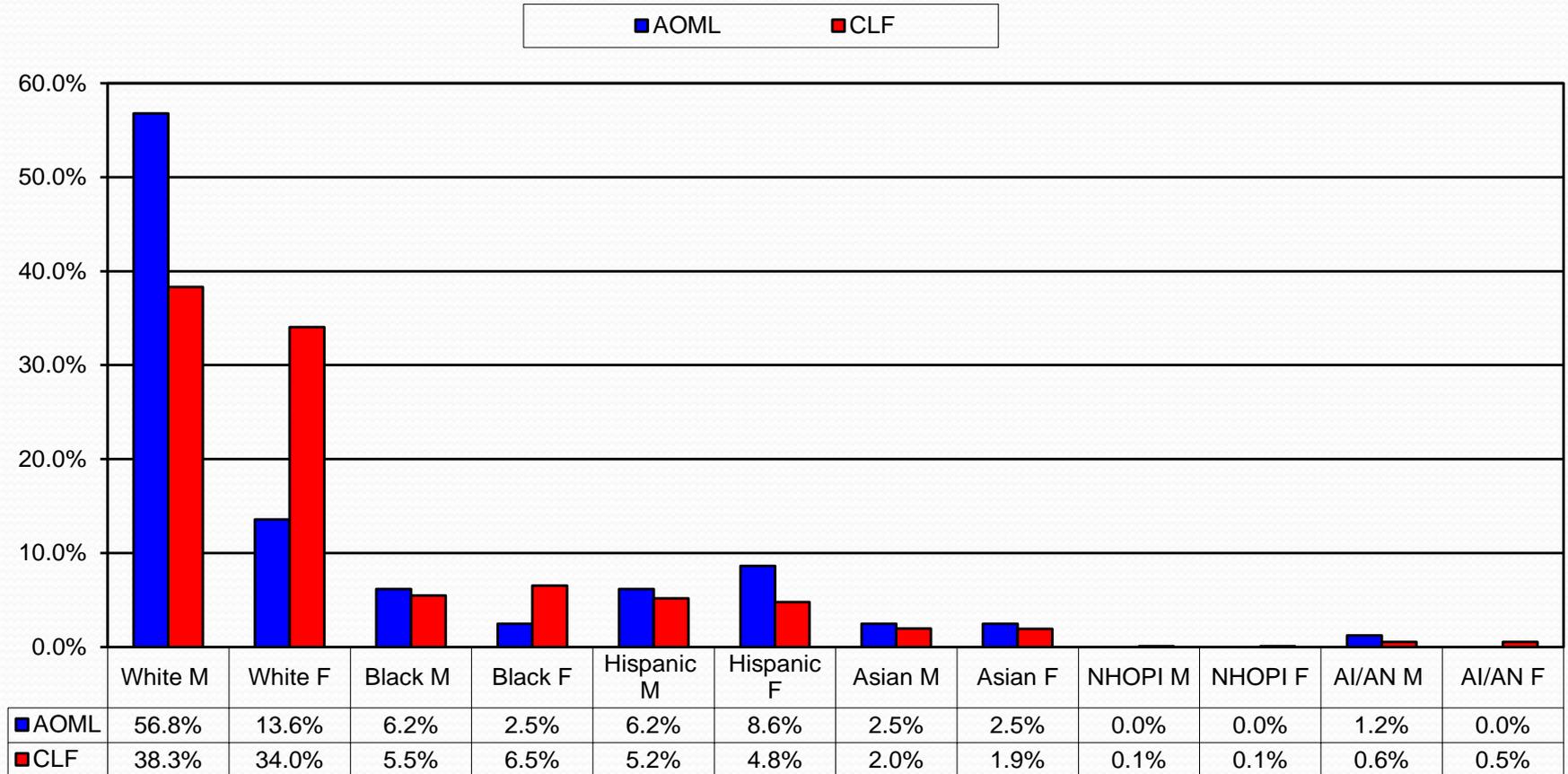
NHOPI = Native Hawaiian or Other Pacific Islander
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M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - AOML

Total Employees = 81

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex

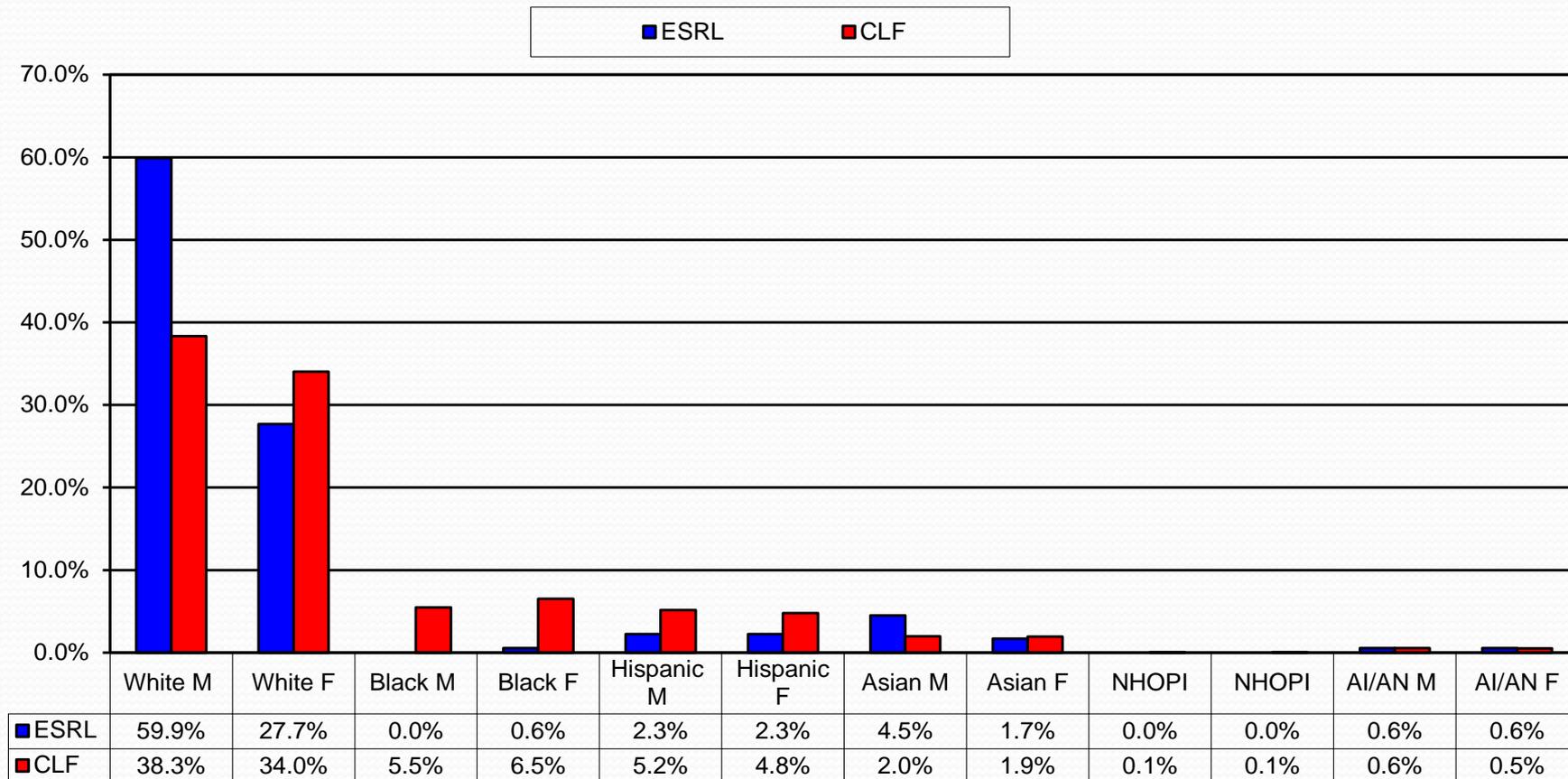


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OAR PERMANENT WORKFORCE BY COMPONENT – ESRL (Includes Directors Office, CSD, GMD, GSD, PSD)

Total Employees = 177

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



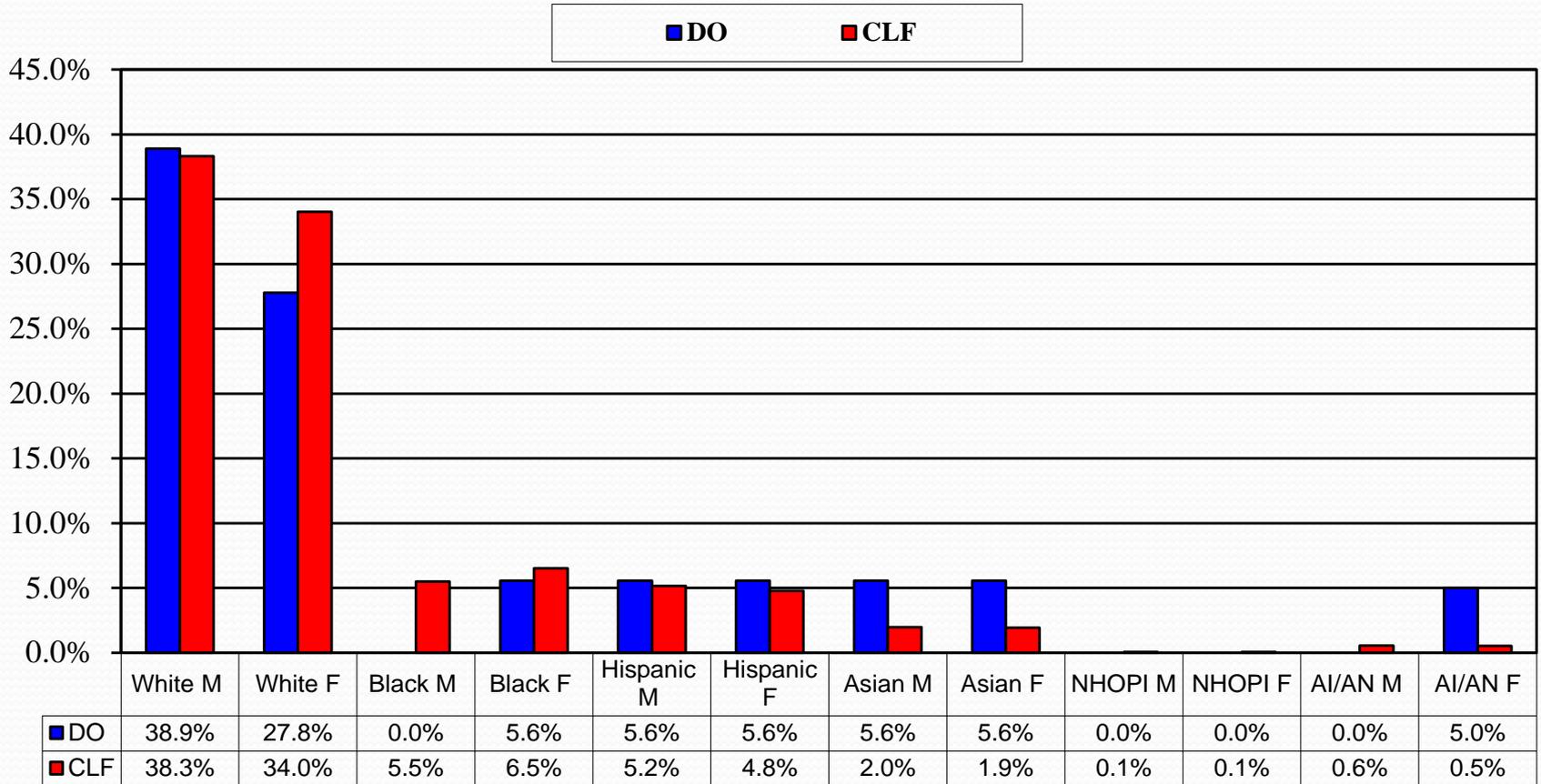
NHOPI = Native Hawaiian Other Pacific Islander
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – ESRL Director’s Office

Total Employees = 18

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

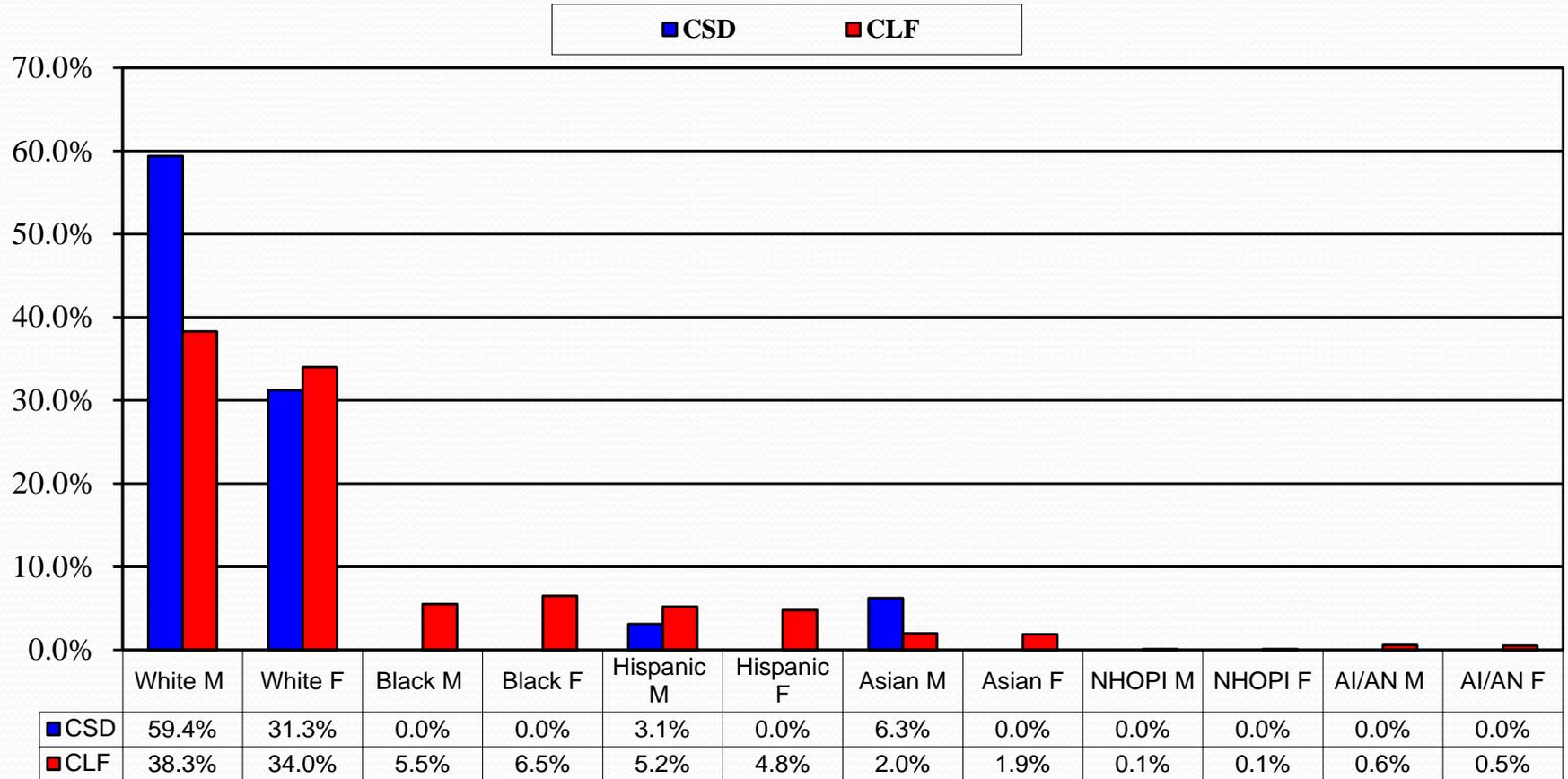


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OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Chemical Sciences Division (CSD)

Total Employees = 32

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



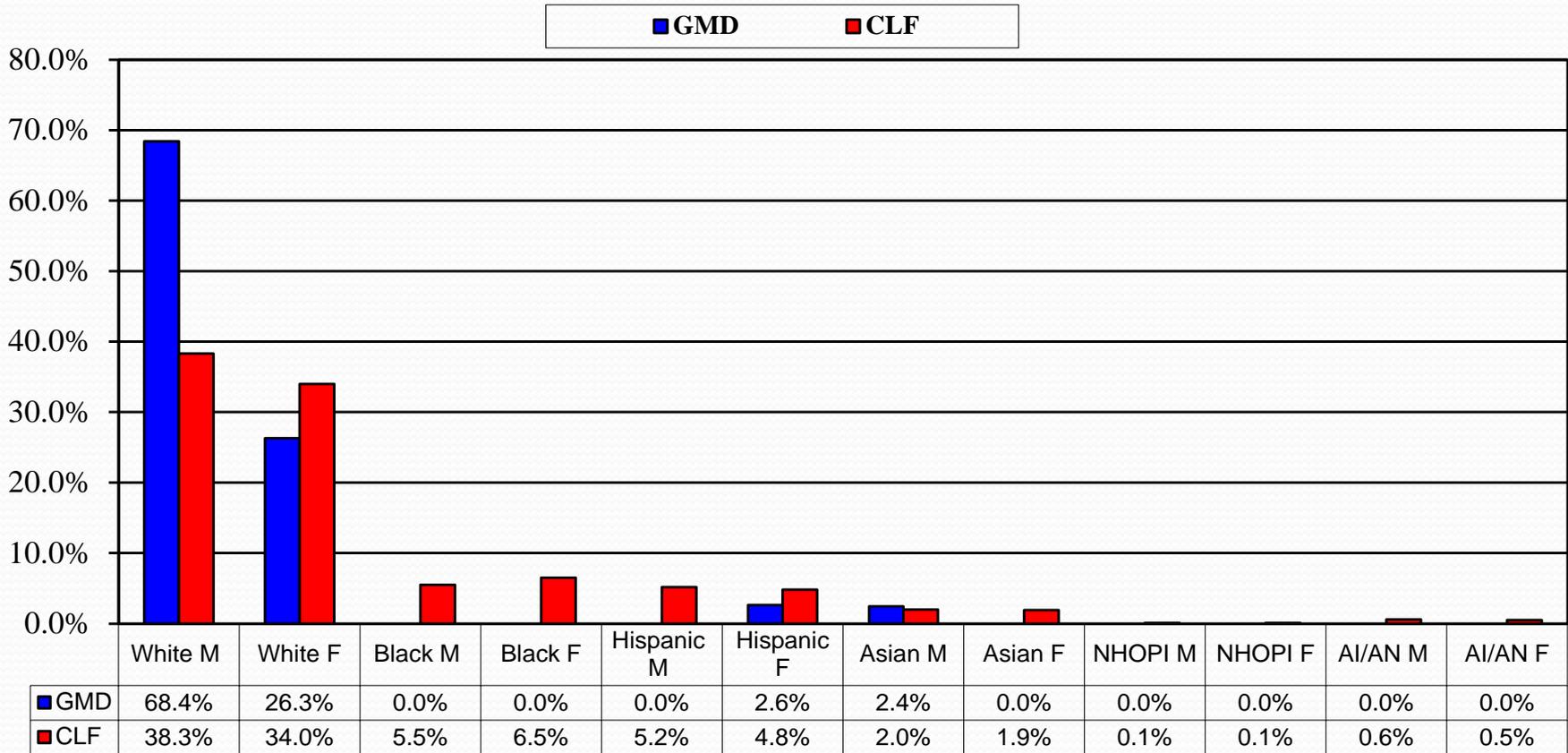
NHOPI = Native Hawaiian or Other Pacific Islander
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OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Global Monitoring Division (GMD)

Total Employees = 38

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

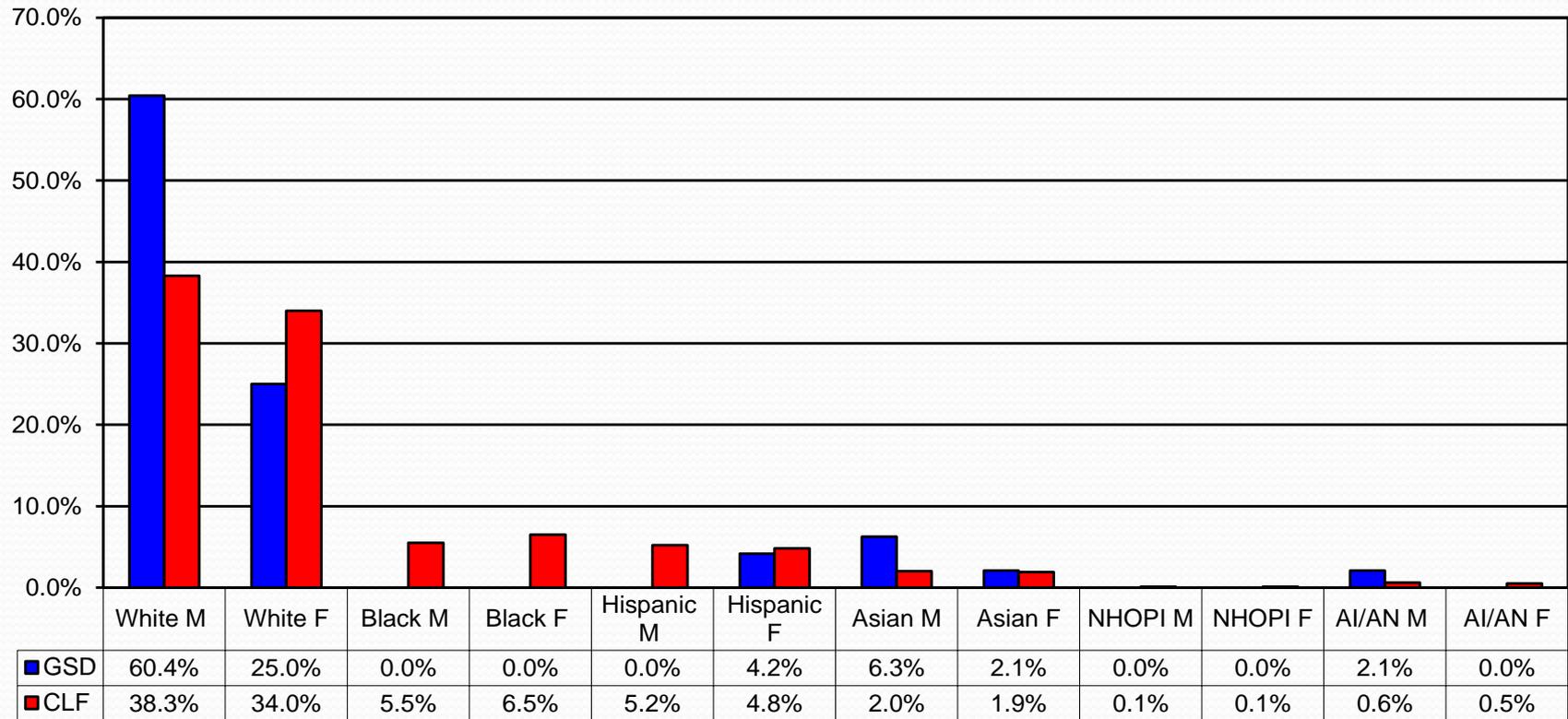


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OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Global Systems Division (GSD)

Total Employees = 48

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

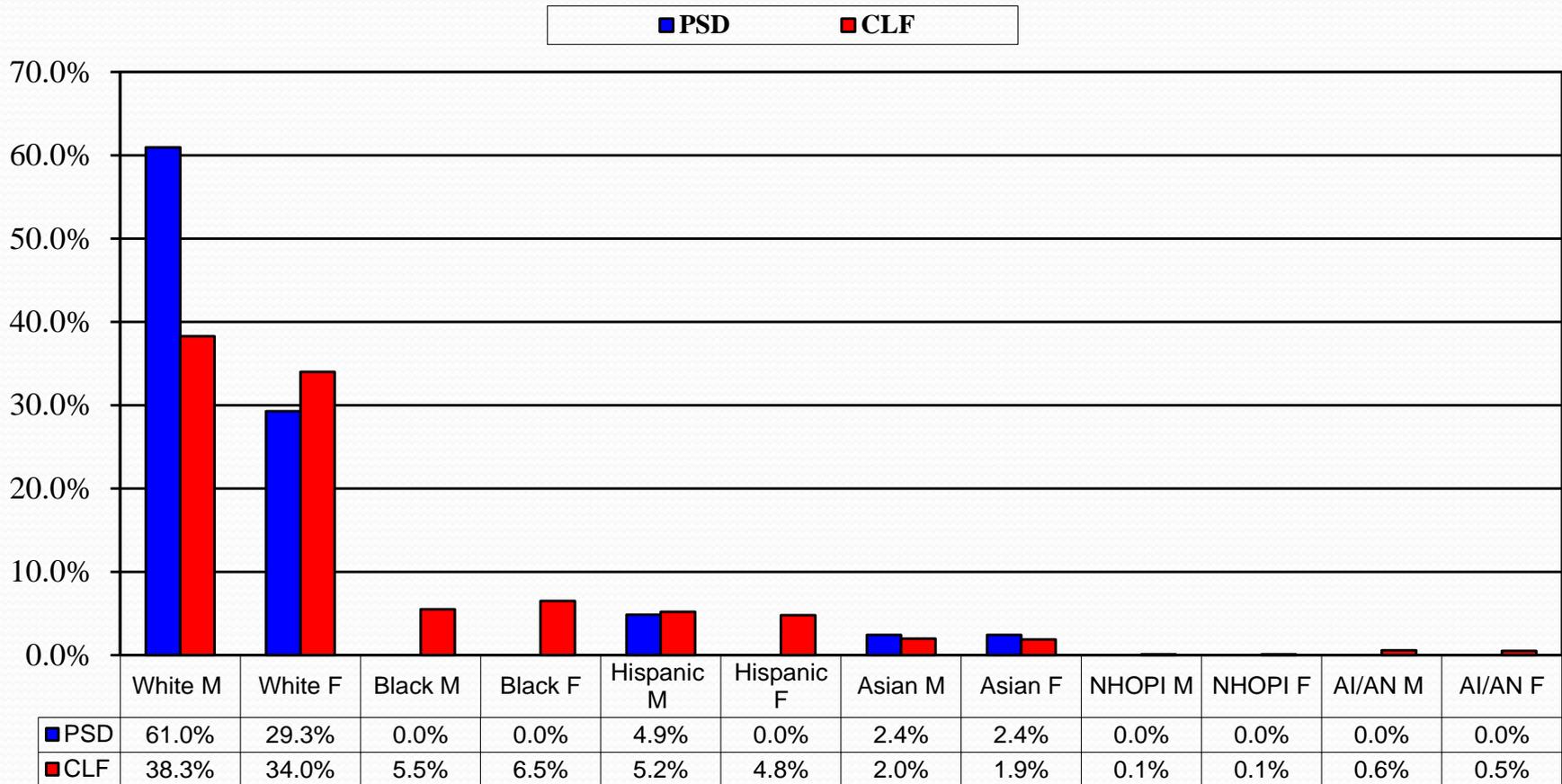


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OAR PERMANENT WORKFORCE BY COMPONENT – ESRL/Physical Sciences Division (PSD)

Total Employees = 41

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

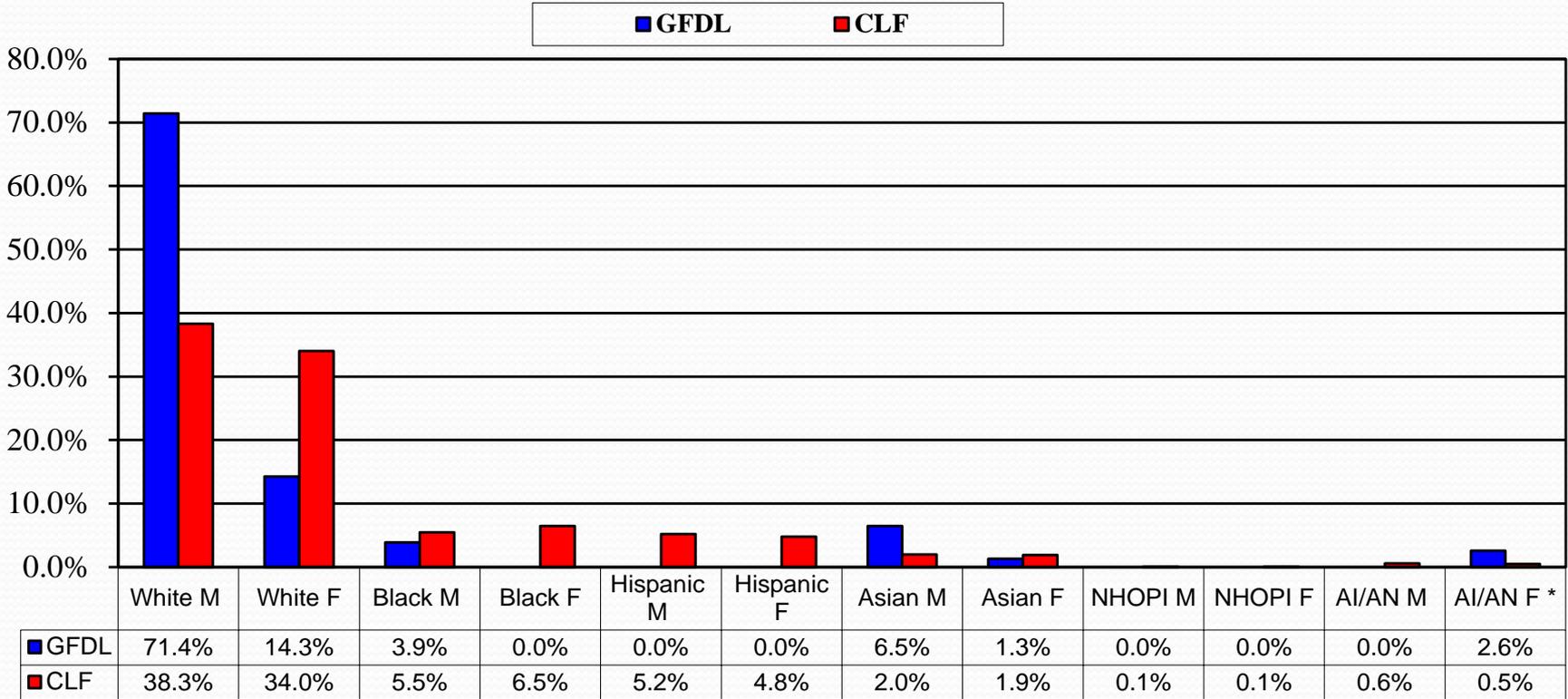


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OAR PERMANENT WORKFORCE BY COMPONENT - GFDL

Total Employees = 77

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

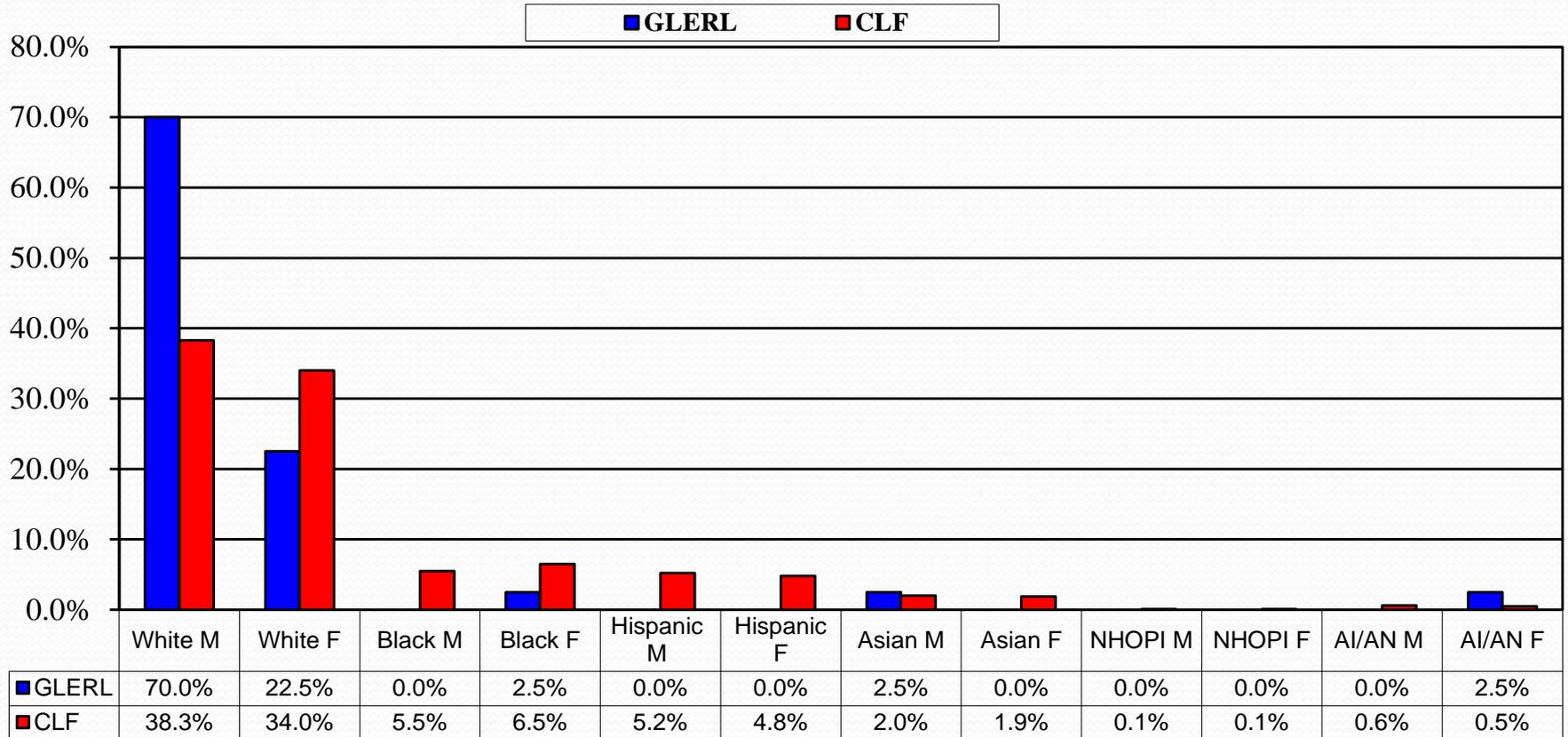


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 *ERI discrepancy, lab notified on 12/7/2006.

OAR PERMANENT WORKFORCE BY COMPONENT – GLERL

Total Employees = 40

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



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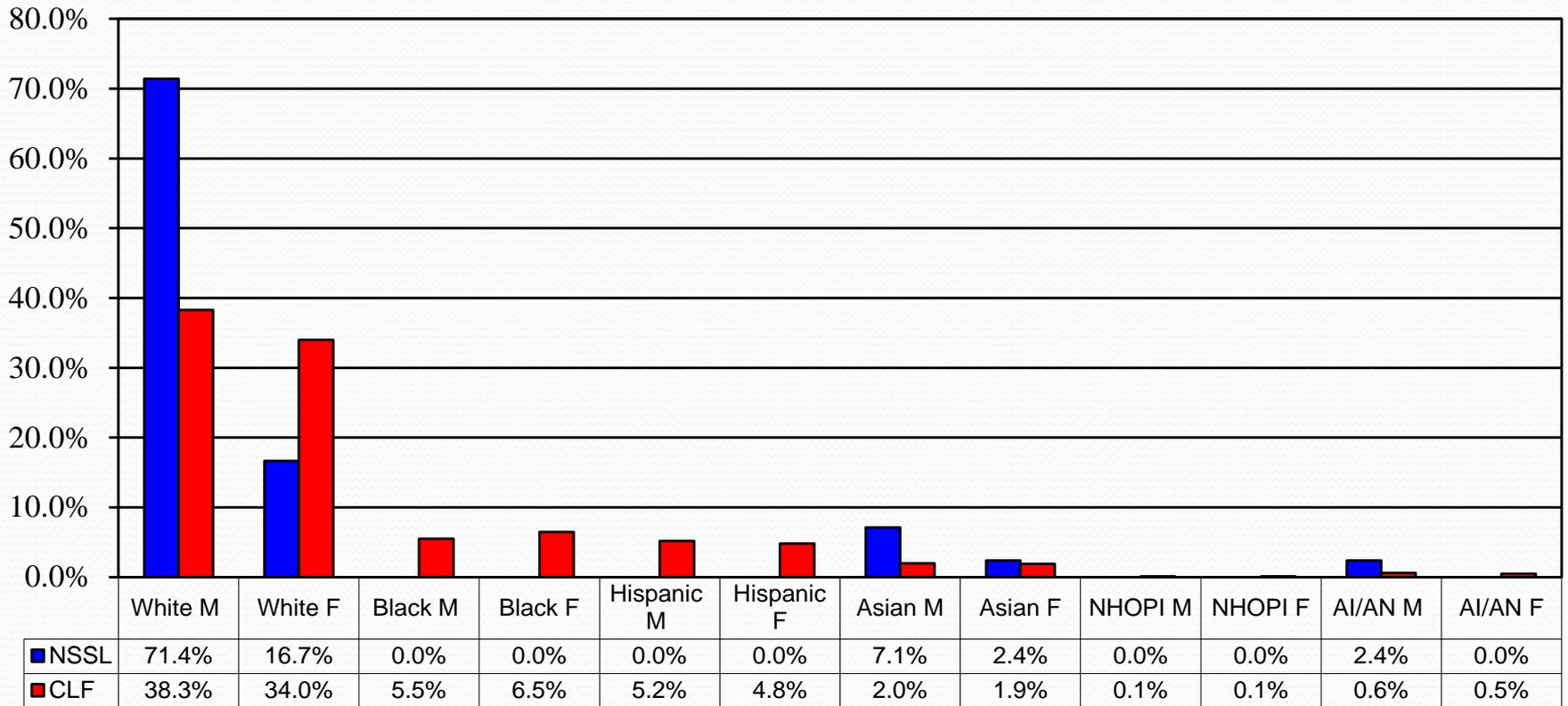
M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – NSSL

Total Employees = 42

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.

■ NSSL ■ CLF



NHOPI = Native Hawaiian or Other Pacific Islander

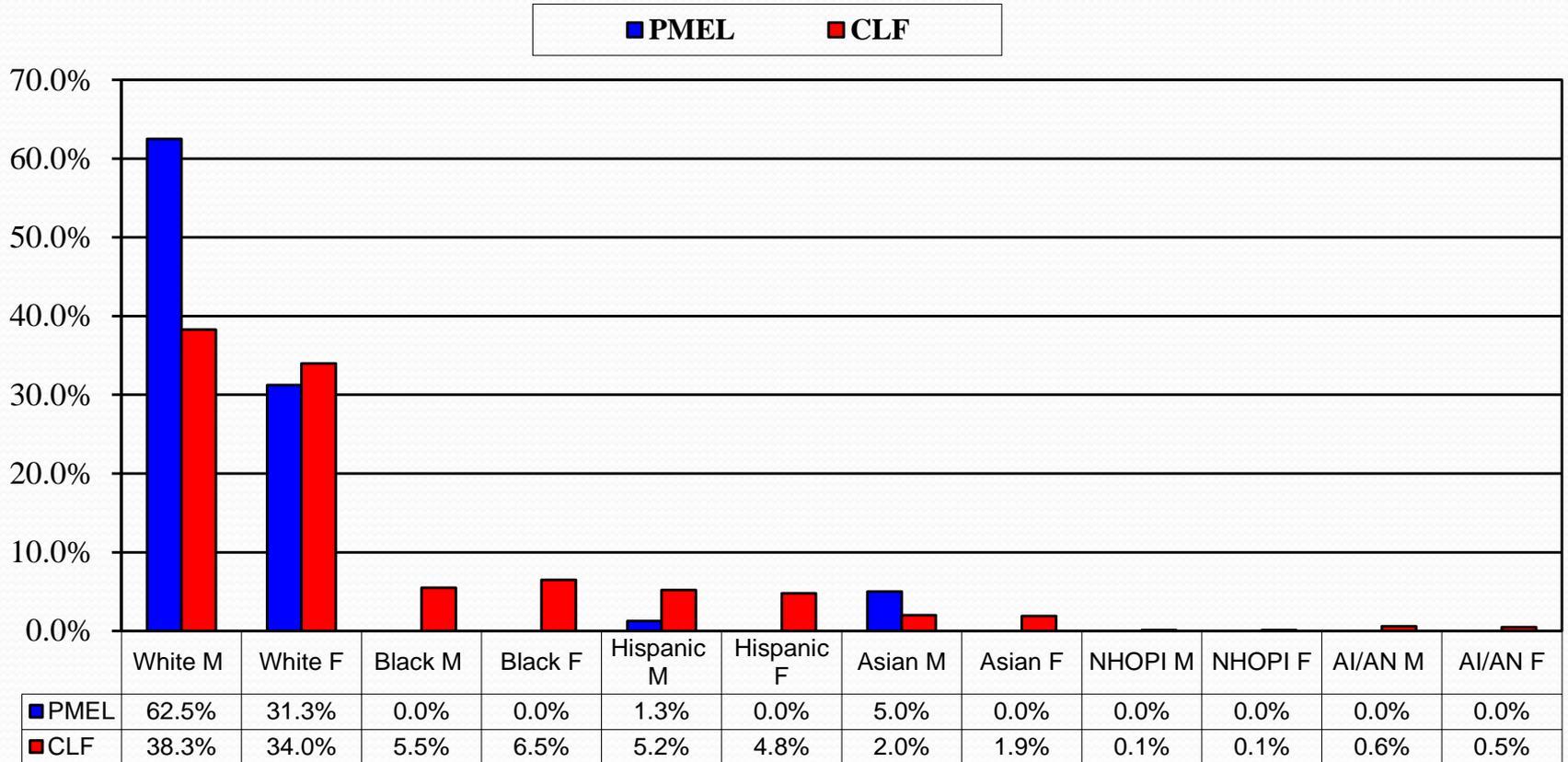
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – PMEL

Total Employees = 80

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



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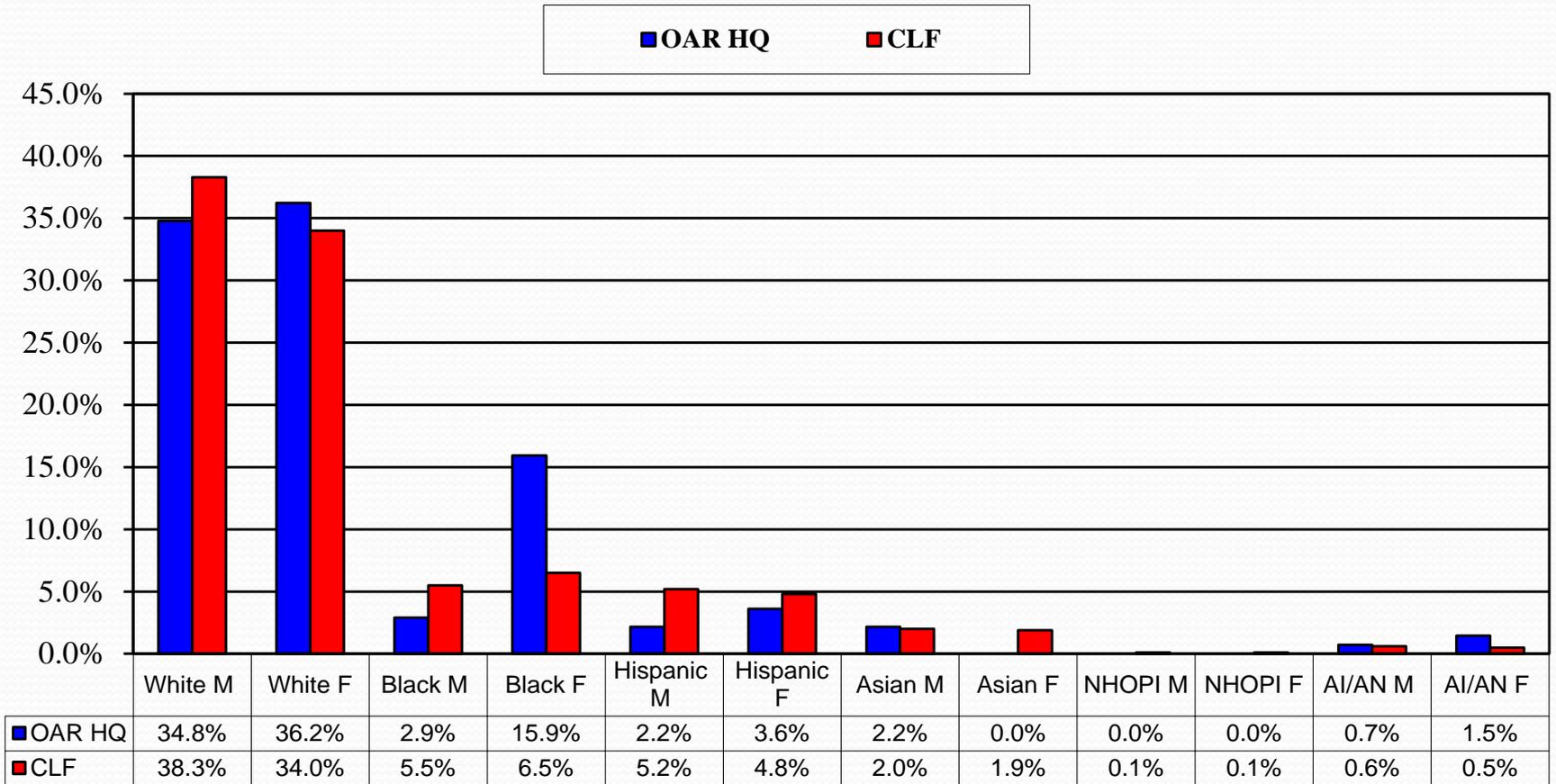
M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT – OAR HQS

(Includes National Sea Grant College Program, Climate Program Office, Office of Exploration and Research)

Total Employees = 138

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



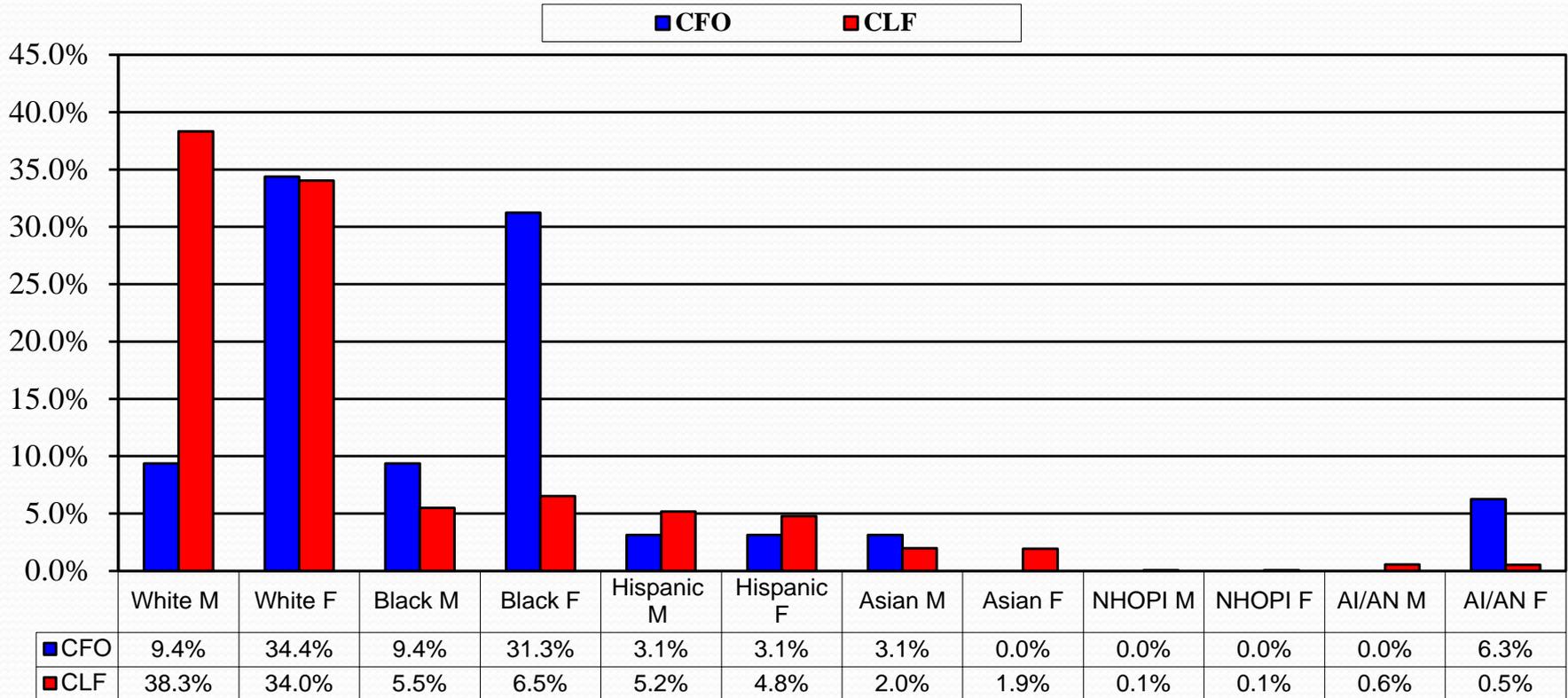
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M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - OAR HQS/Office of Chief Financial Officer (CFO)

Total Employees = 32

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



NHOPI = Native Hawaiian or Other Pacific Islander

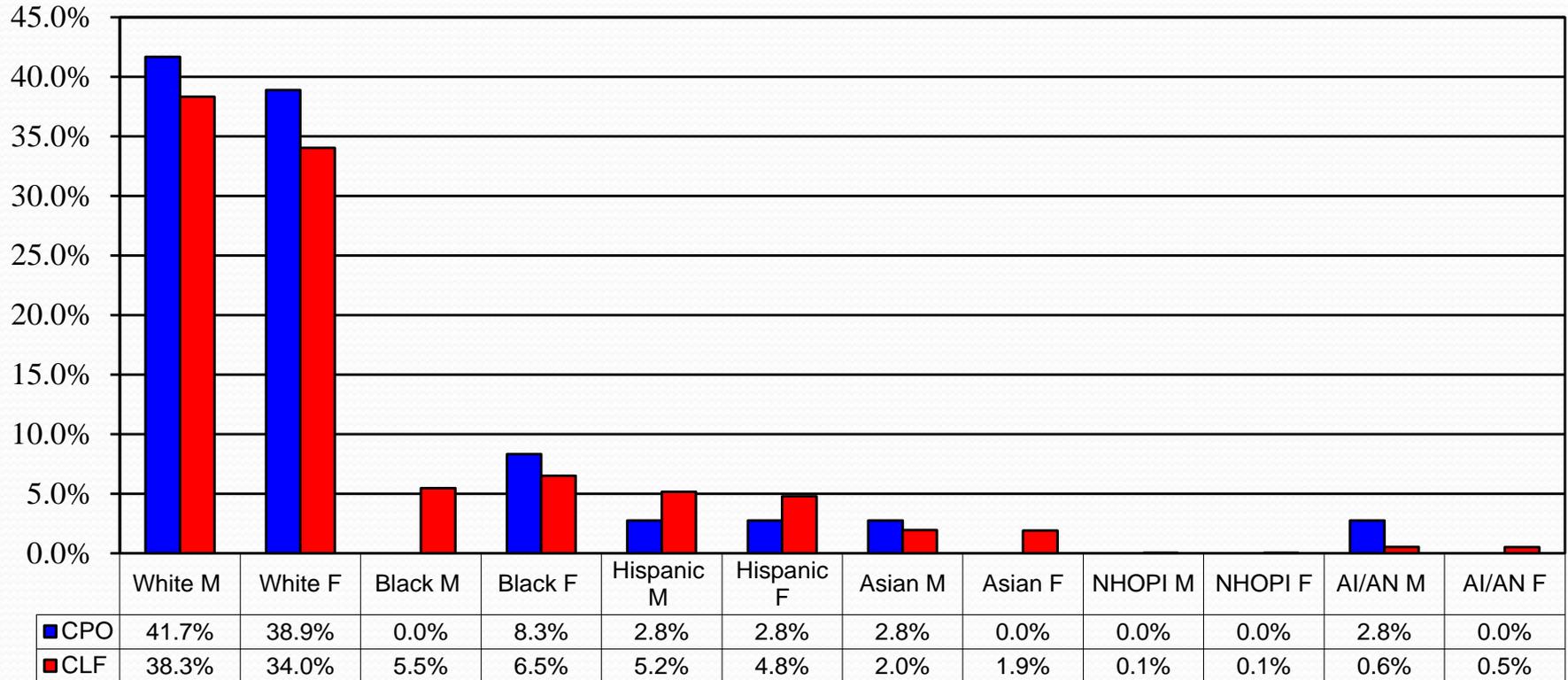
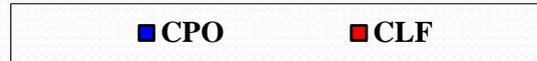
AI/AN = American Indian/Alaska Native

M= Male/ F=Female

OAR PERMANENT WORKFORCE BY COMPONENT - OAR HQS – Climate Program Office (CPO)

Total Employees = 36

Compared to Civilian Labor Force (CLF) by race/ethnicity/sex.



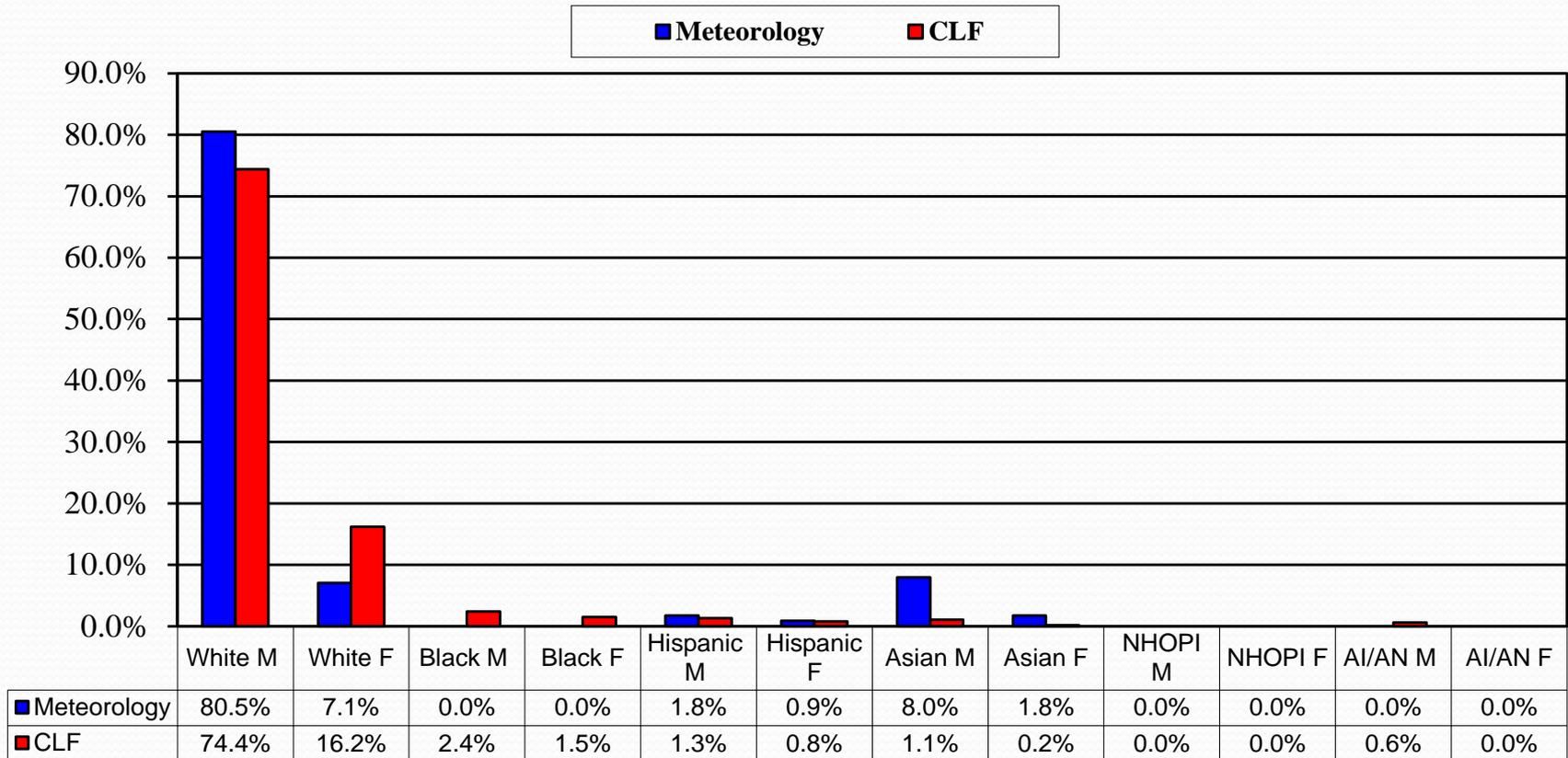
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OAR MAJOR OCCUPATIONS – METEOROLOGY (1340)

Major occupations are mission oriented occupations or those with 100 or more employees.

Total Permanent Employees in Meteorology Series = 113

Compared to Occupational CLF (Civilian Labor Force)



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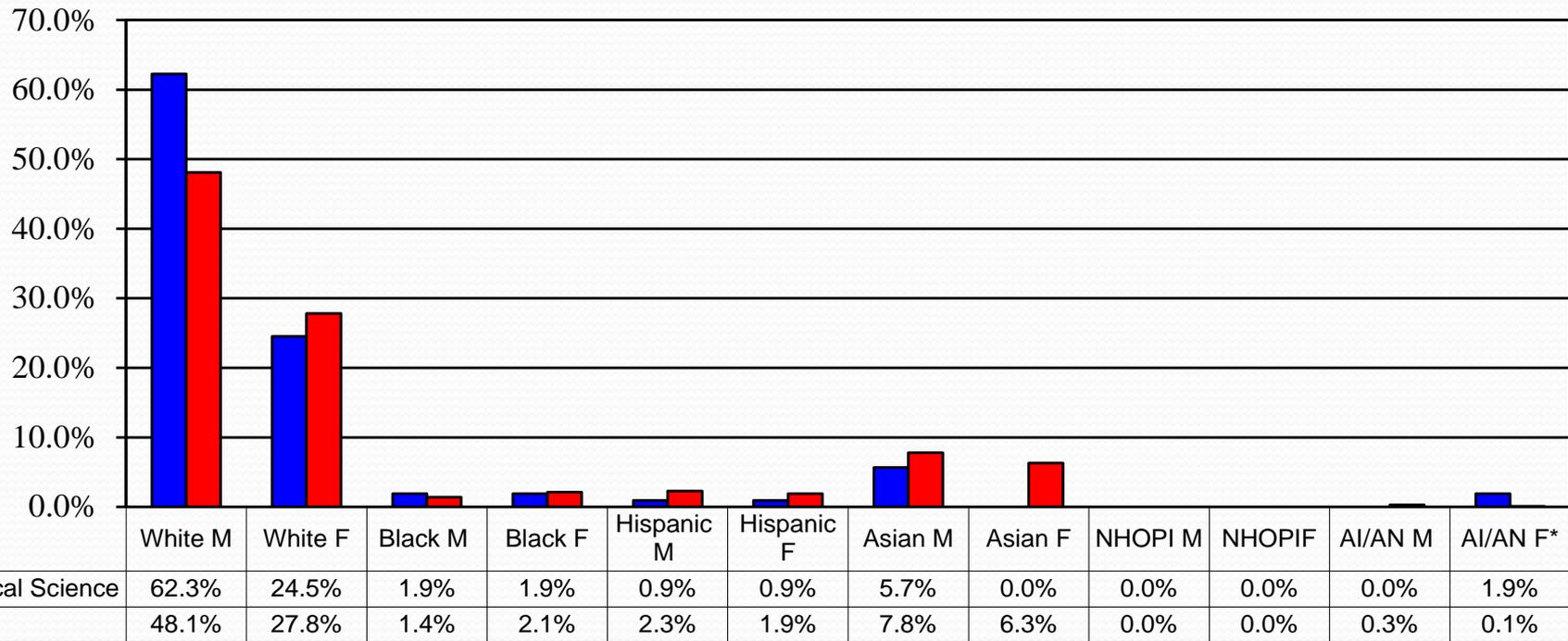
OAR MAJOR OCCUPATIONS – PHYSICAL SCIENCE (1301)

Major Occupations are mission oriented occupations or those with 100 or more employees.

Total Employees in Physical Science series = 106

Compared to Occupational CLF (Civilian Labor Force)

■ Physical Science ■ CLF



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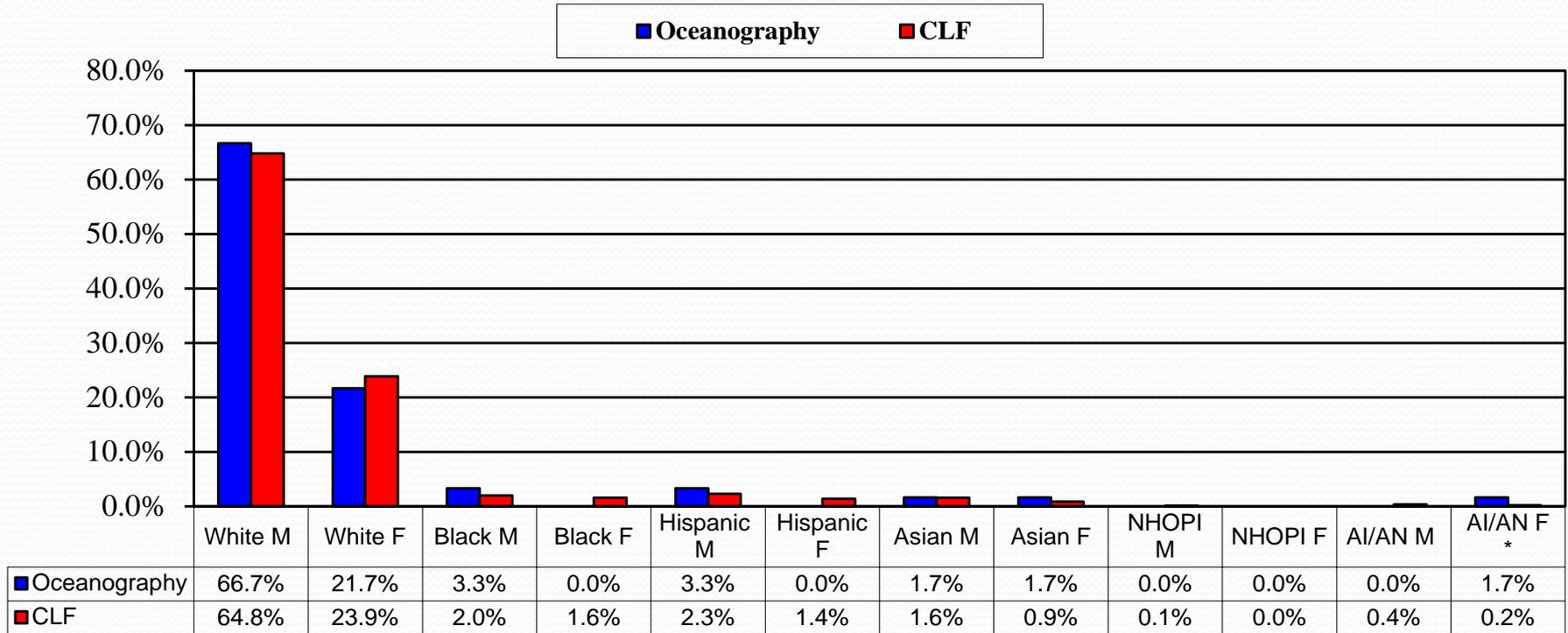
*ERI Discrepancy.

OAR MAJOR OCCUPATIONS – OCEANOGRAPHY (1360)

Major Occupations are mission oriented occupations or those with 100 or more employees.

Total Employees in Oceanography Series = 60

Compared to Occupational CLF (Civilian Labor Force)



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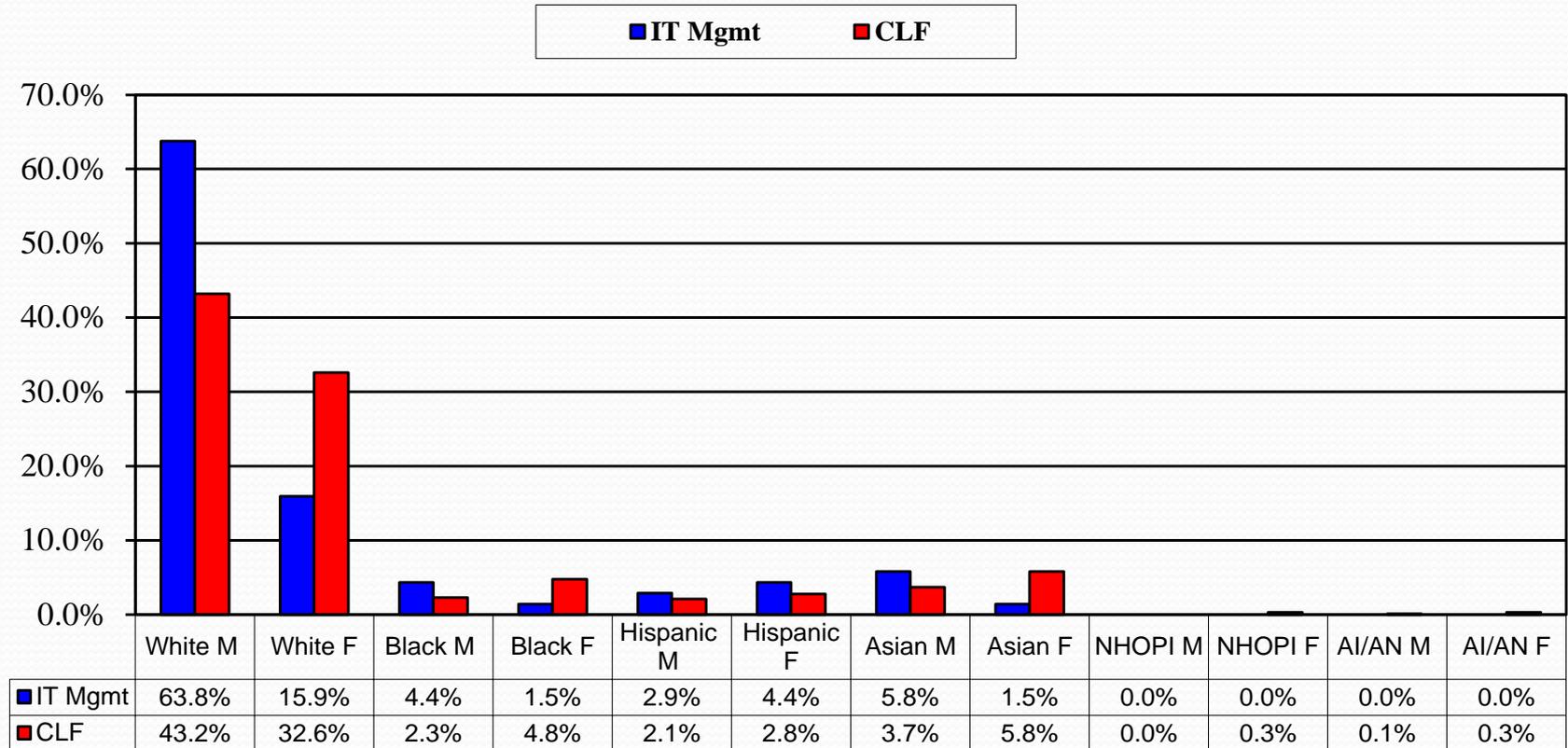
*ERI Discrepancy.

OAR MAJOR OCCUPATIONS – IT MANAGEMENT (2210)

Major Occupations are mission oriented occupations or those with 100 or more employees. IT is included in this data because it is a growing field at OAR.

Total Permanent Employees in IT Series = 69

Compared to Occupational CLF (Civilian Labor Force)



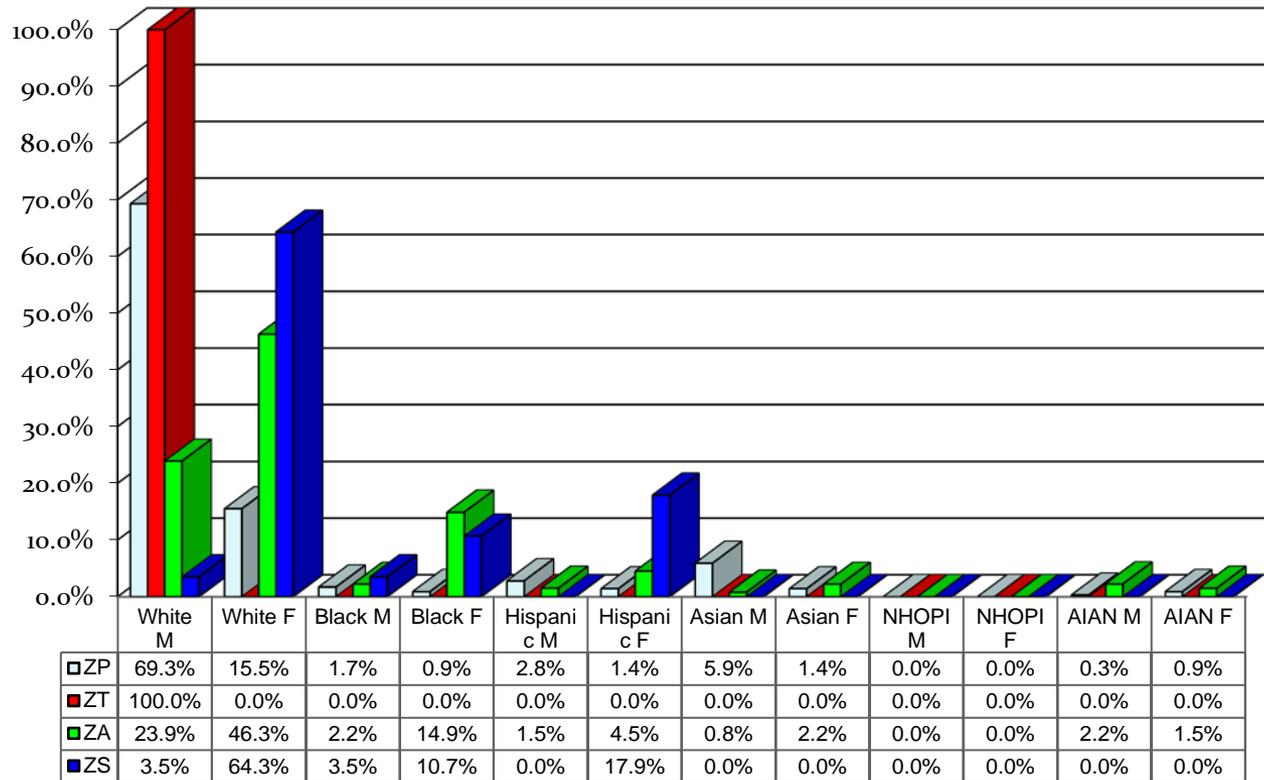
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OAR Grade Level Distribution

All Career Paths and Pay Plan (ZP, ZT, ZA, ZS) by Race/Ethnicity

Total Permanent Employees = 527

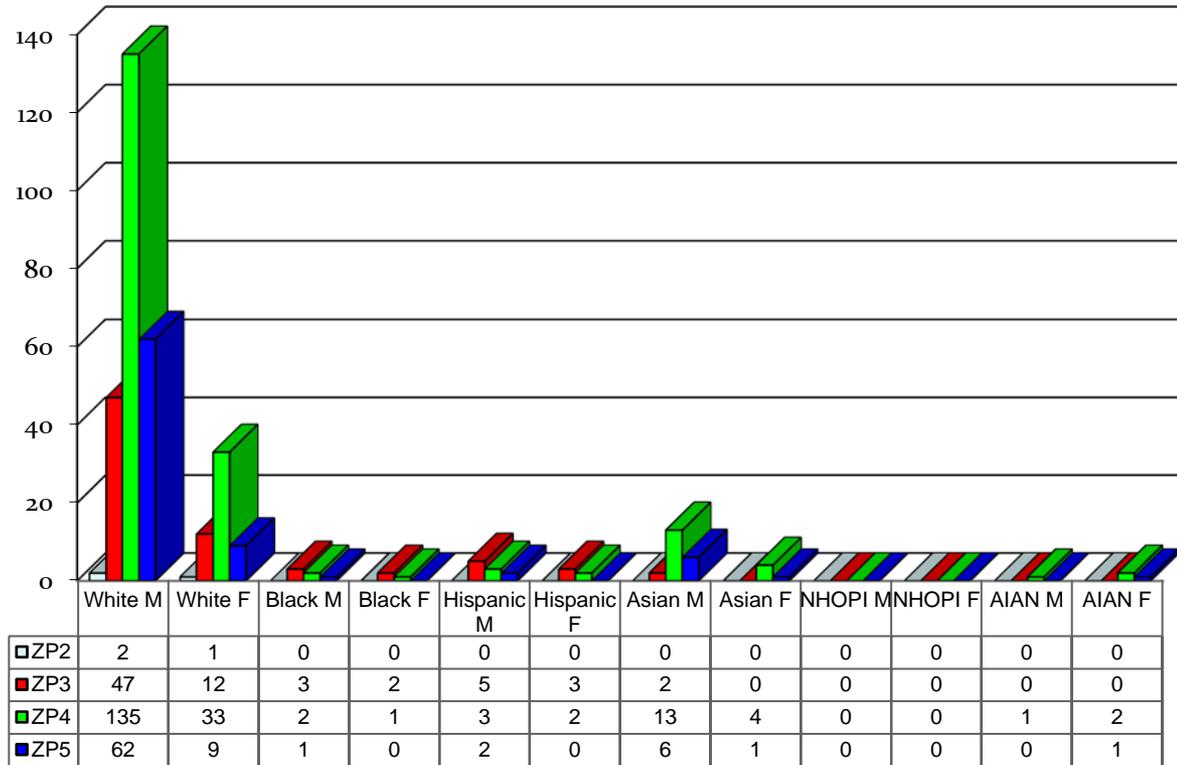


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OAR Grade Level Distribution - ZP (Scientific & Engineering)

Pay Plan/Grade by Race/Ethnicity

Total Permanent Employees = 355



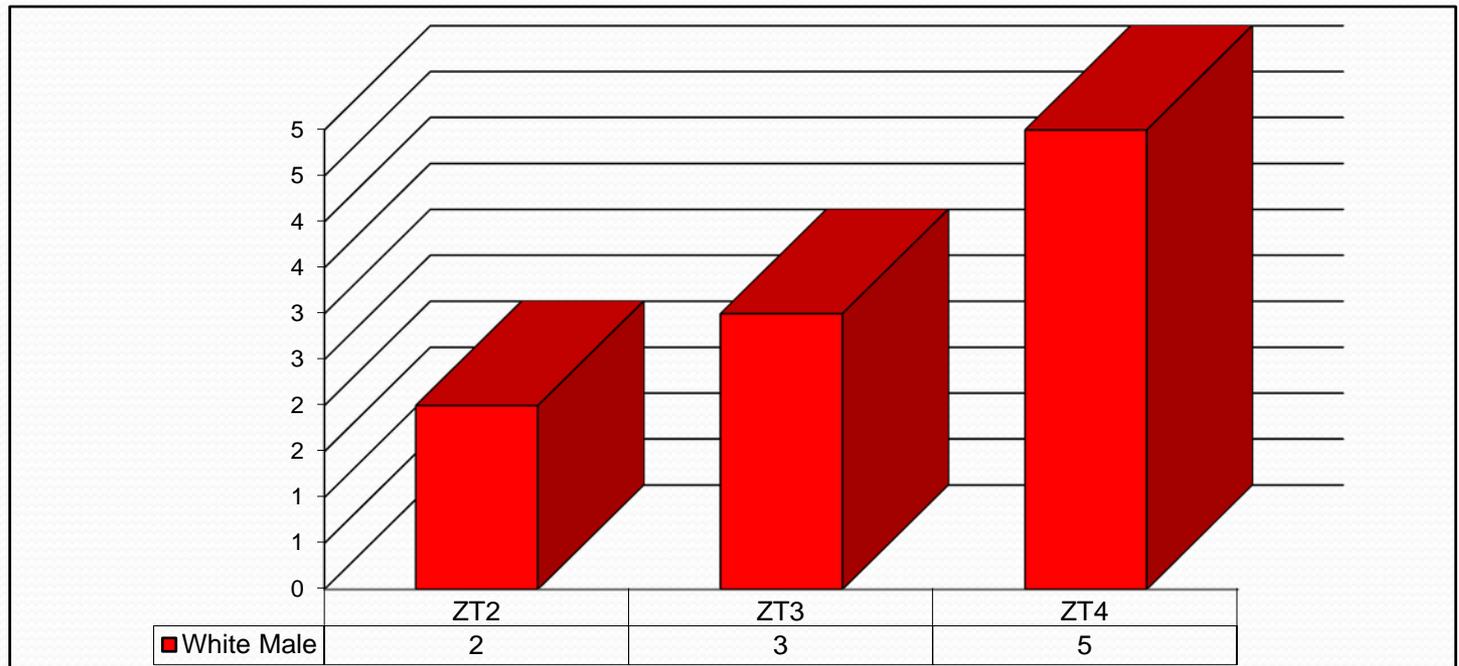
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OAR Grade Level Distribution - ZT (Scientific & Engineering Technician)

Pay Plan/Grade by Race/Ethnicity

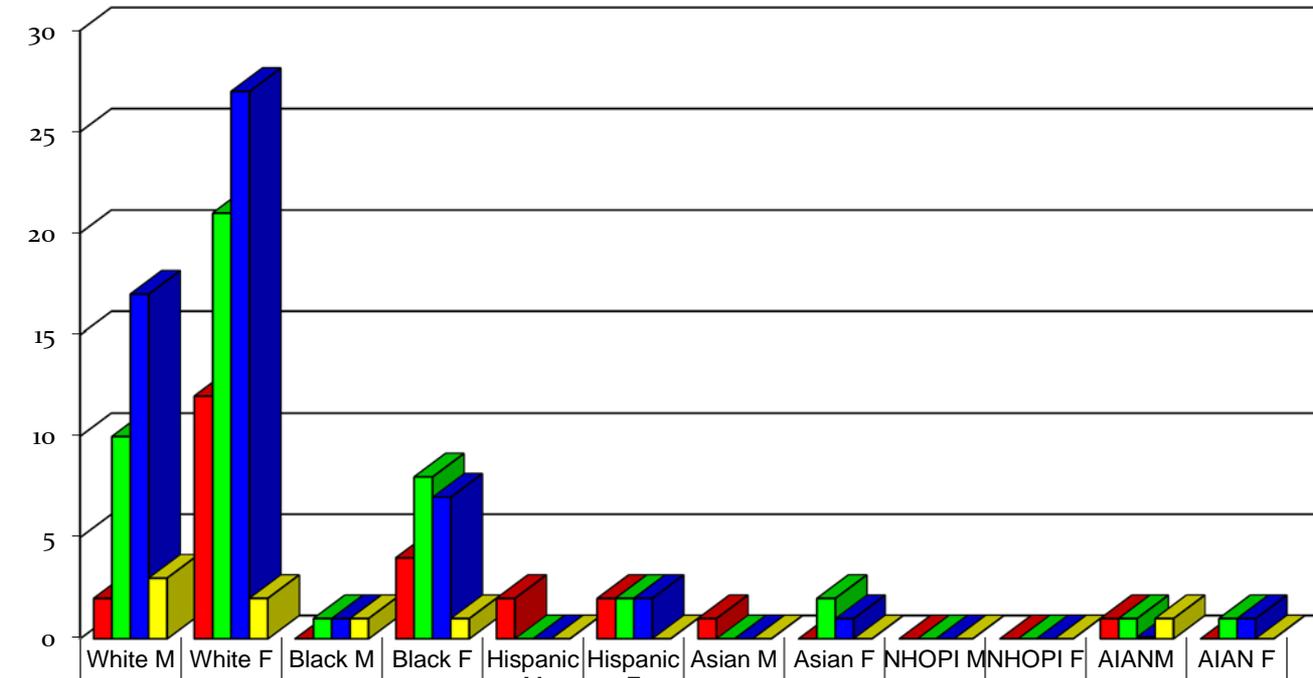
Total Permanent Employees = 10



OAR Grade Level Distribution - ZA (Administrative)

Pay Plan/Grade by Race/Ethnicity

Total Permanent ZA Employees = 134



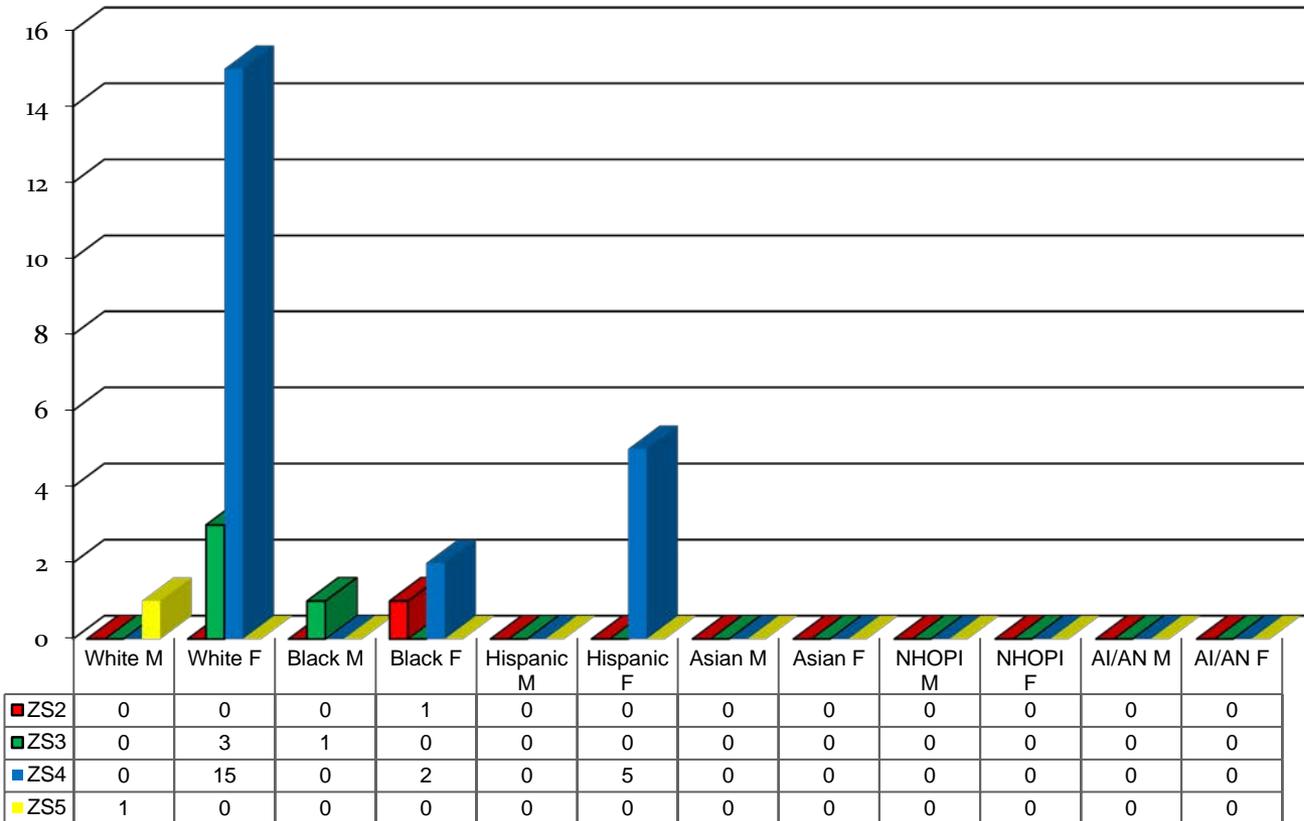
■ ZA2	2	12	0	4	2	2	1	0	0	0	1	0
■ ZA3	10	21	1	8	0	2	0	2	0	0	1	1
■ ZA4	17	27	1	7	0	2	0	1	0	0	0	1
■ ZA5	3	2	1	1	0	0	0	0	0	0	1	0

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OAR Grade Level Distribution - ZS (General Support)

Pay Plan (/Grade by Race/Ethnicity

Total Permanent ZS Employees = 28



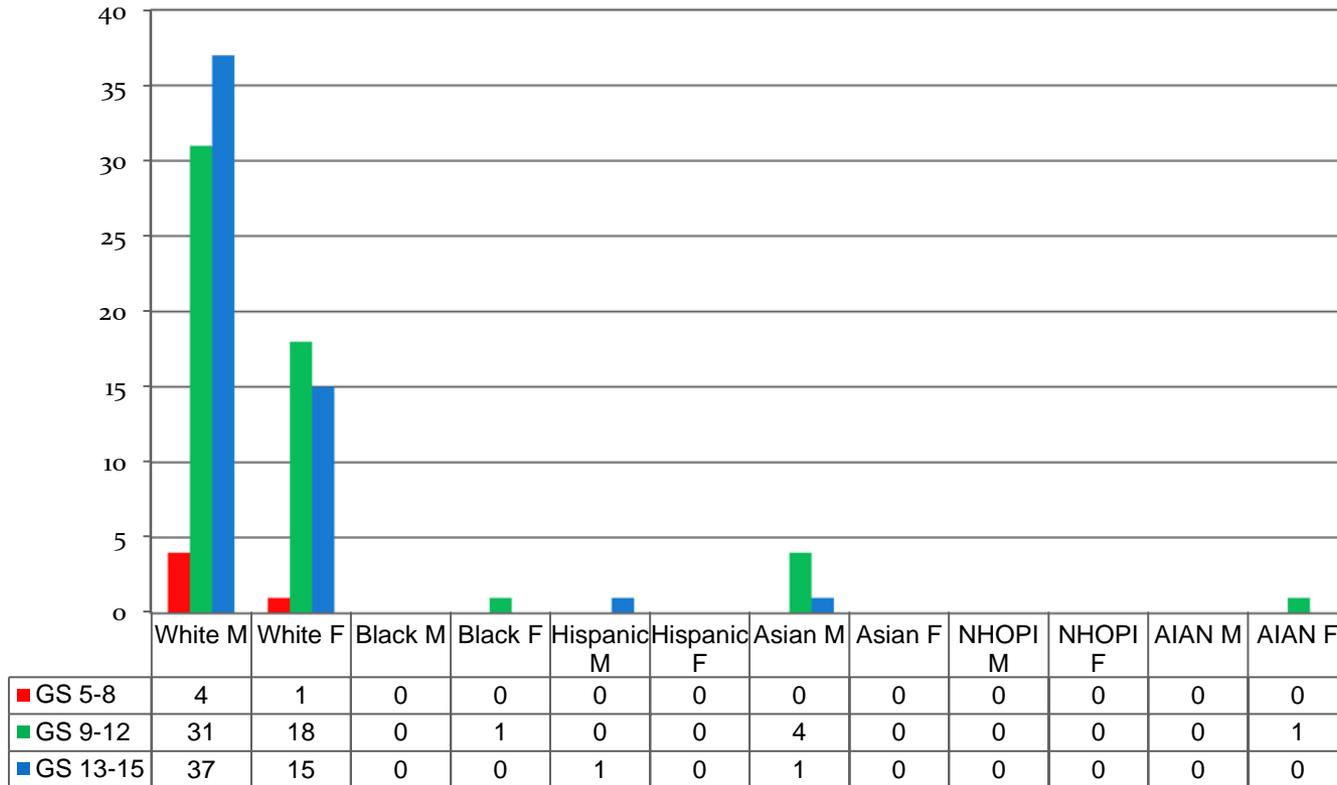
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OAR Grade Level Distribution – General Schedule (GS) Grades

GLERL and PMEL Laboratories

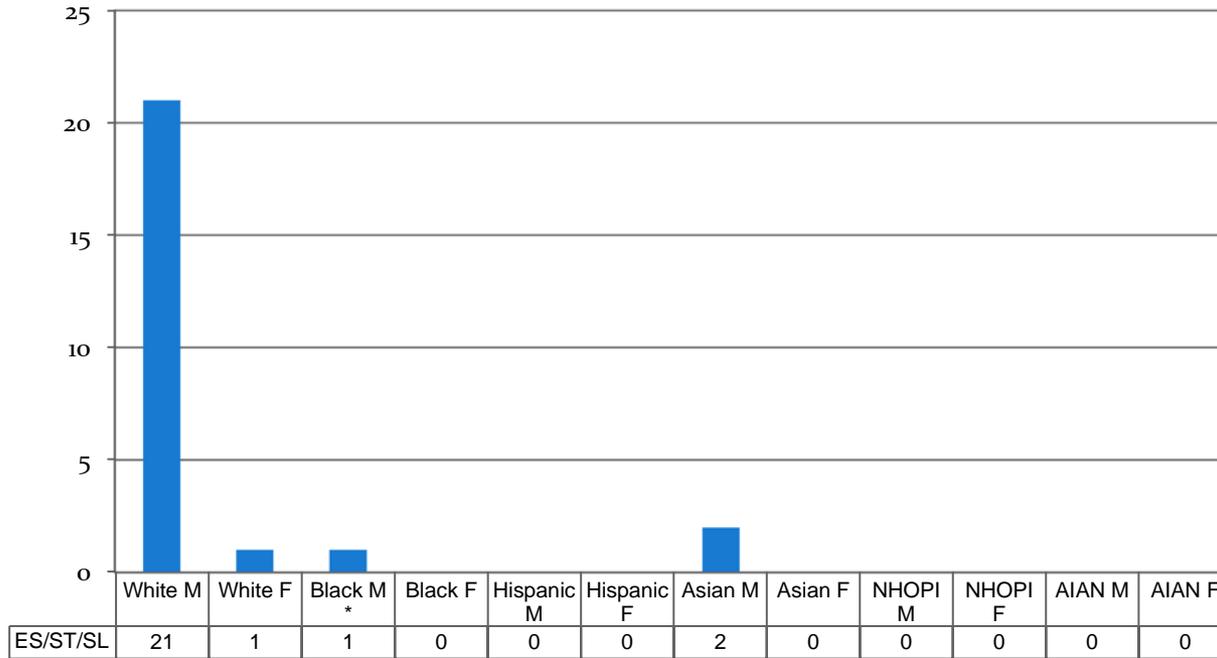
Total Permanent GS Employees = 114



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OAR Grade Level Distribution – ES/ST/SL Pay Plans

Total Employees = 25



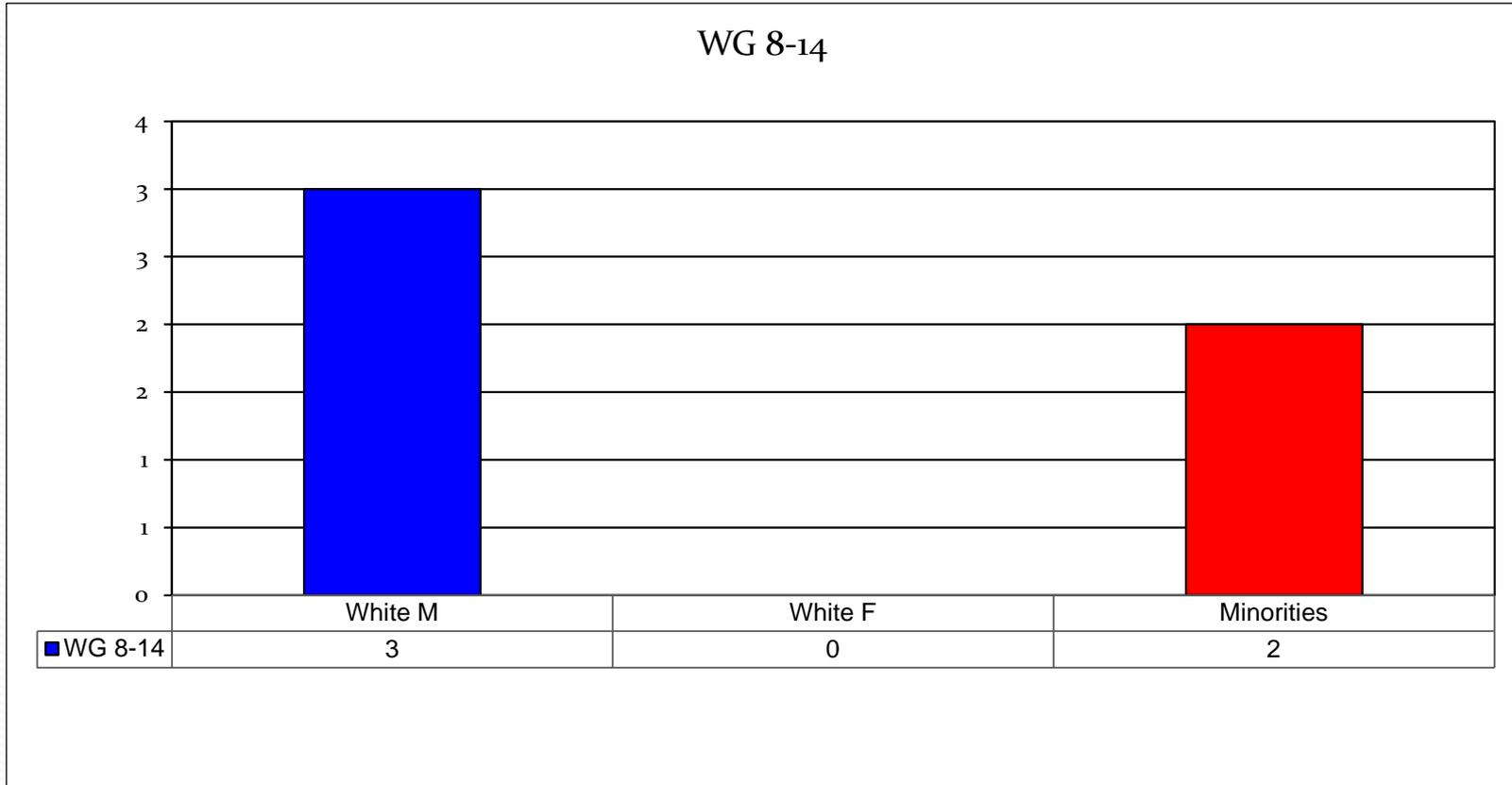
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*ERI discrepancy.

OAR Grade Level Distribution – Wage Grade (WG) Employees

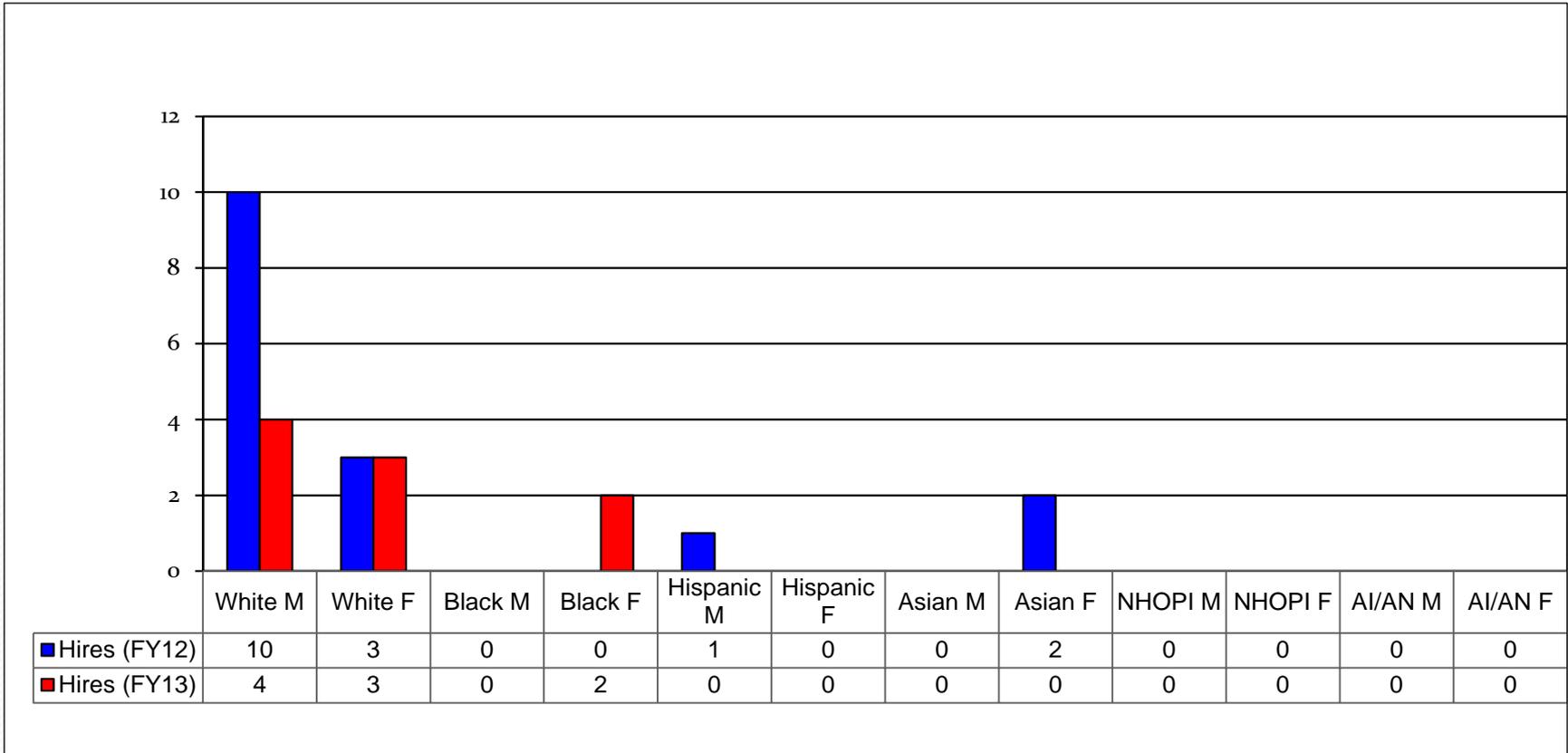
Total Permanent WG = 5



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OAR New Hires – Permanent Full Time

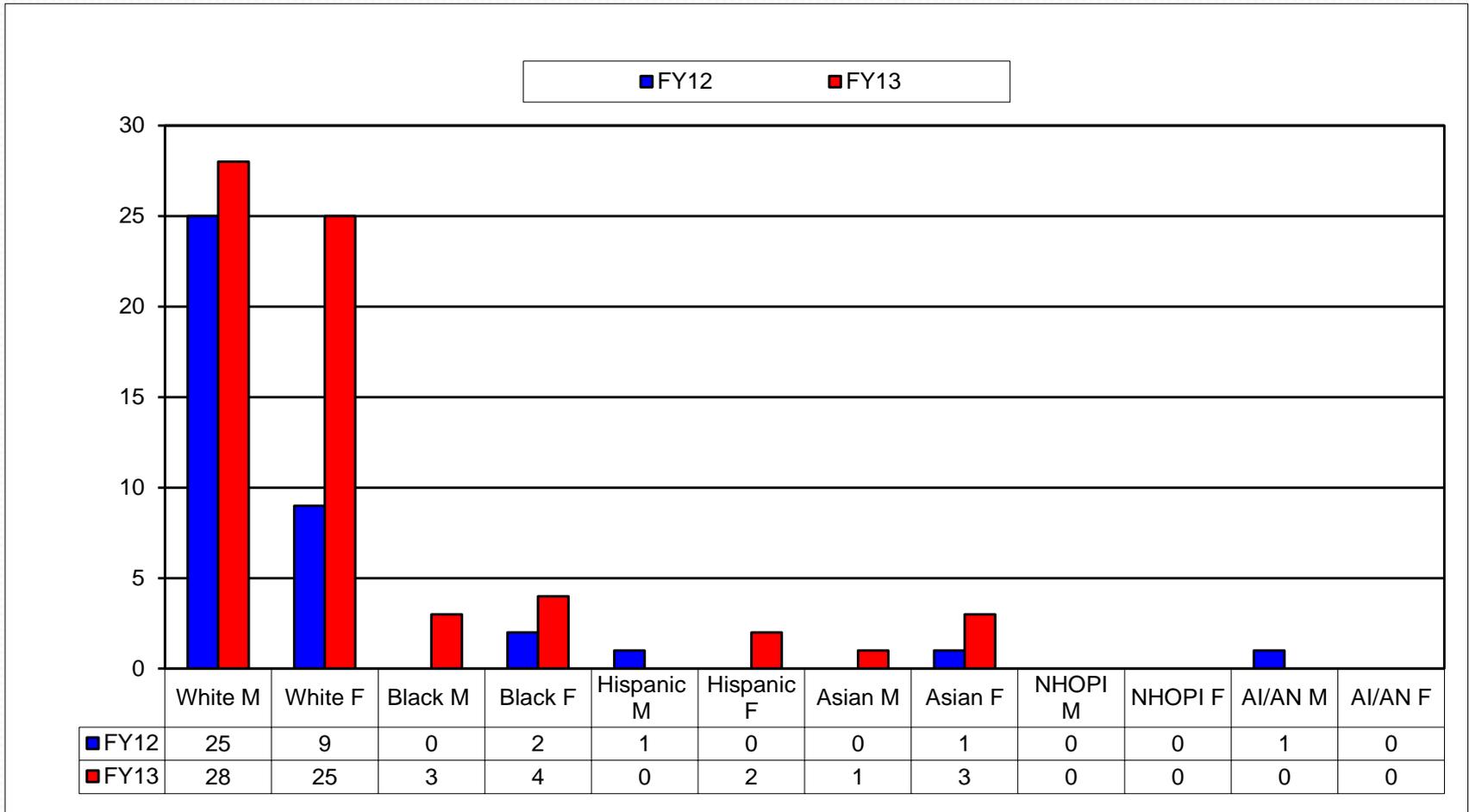
Total FY 12 New Hires was 16 and Total FY13 New Hires was 9.



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OAR Separations – Permanent Employees

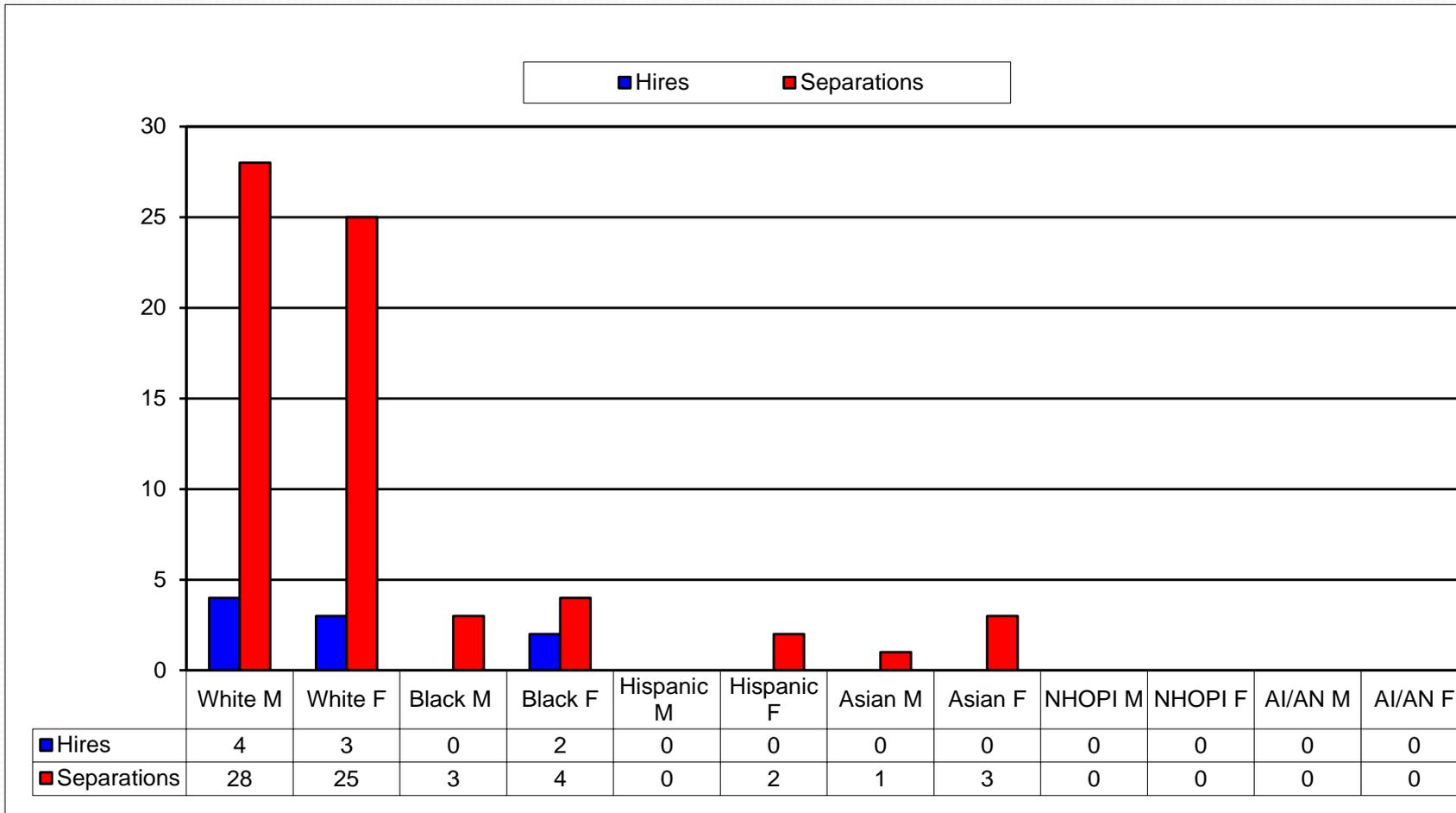
Total FY 12 Separations was 38 and Total FY 13 Separations was 66.



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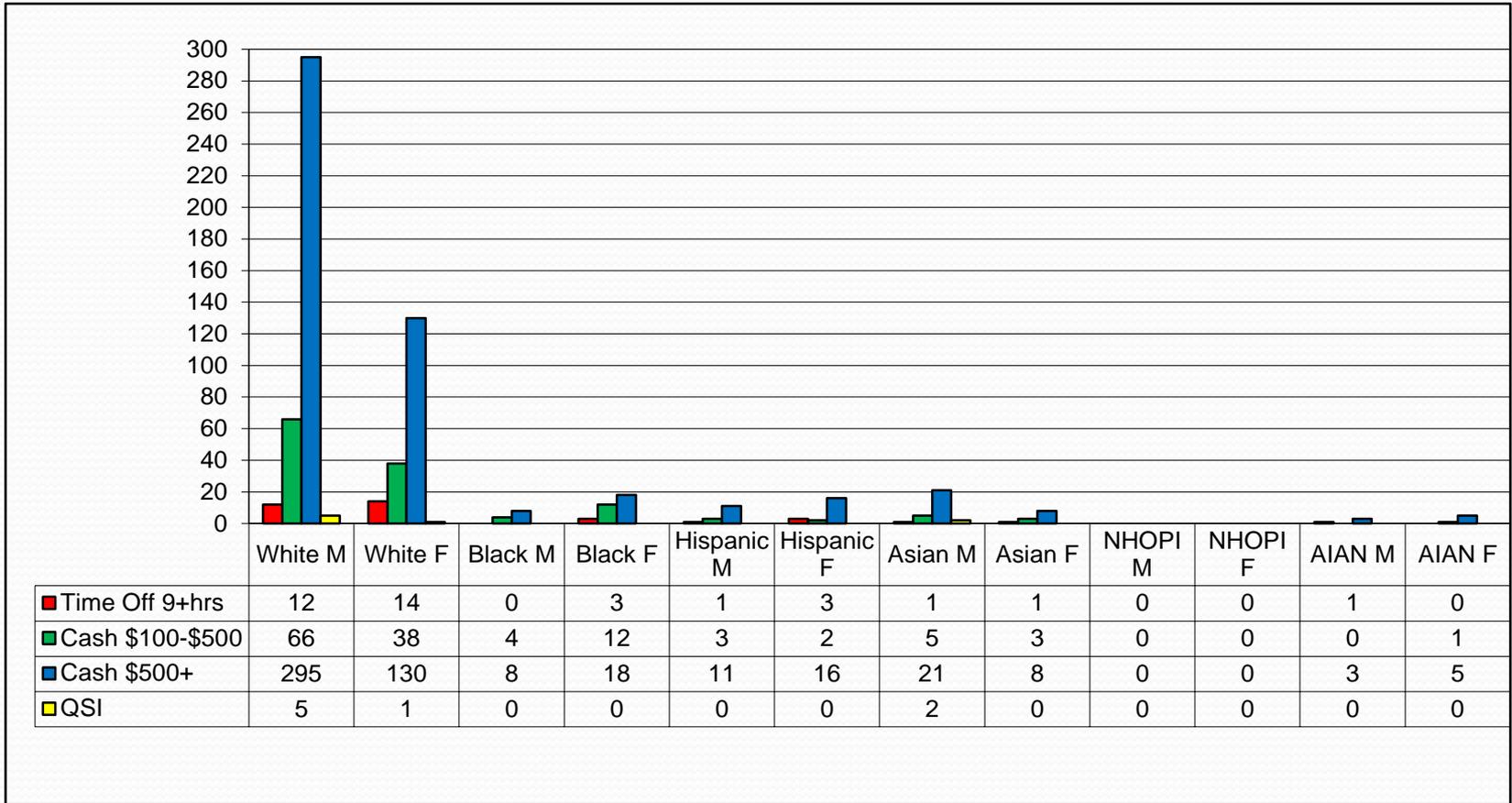
OAR Hires and Separations – Permanent Employees

FY 13



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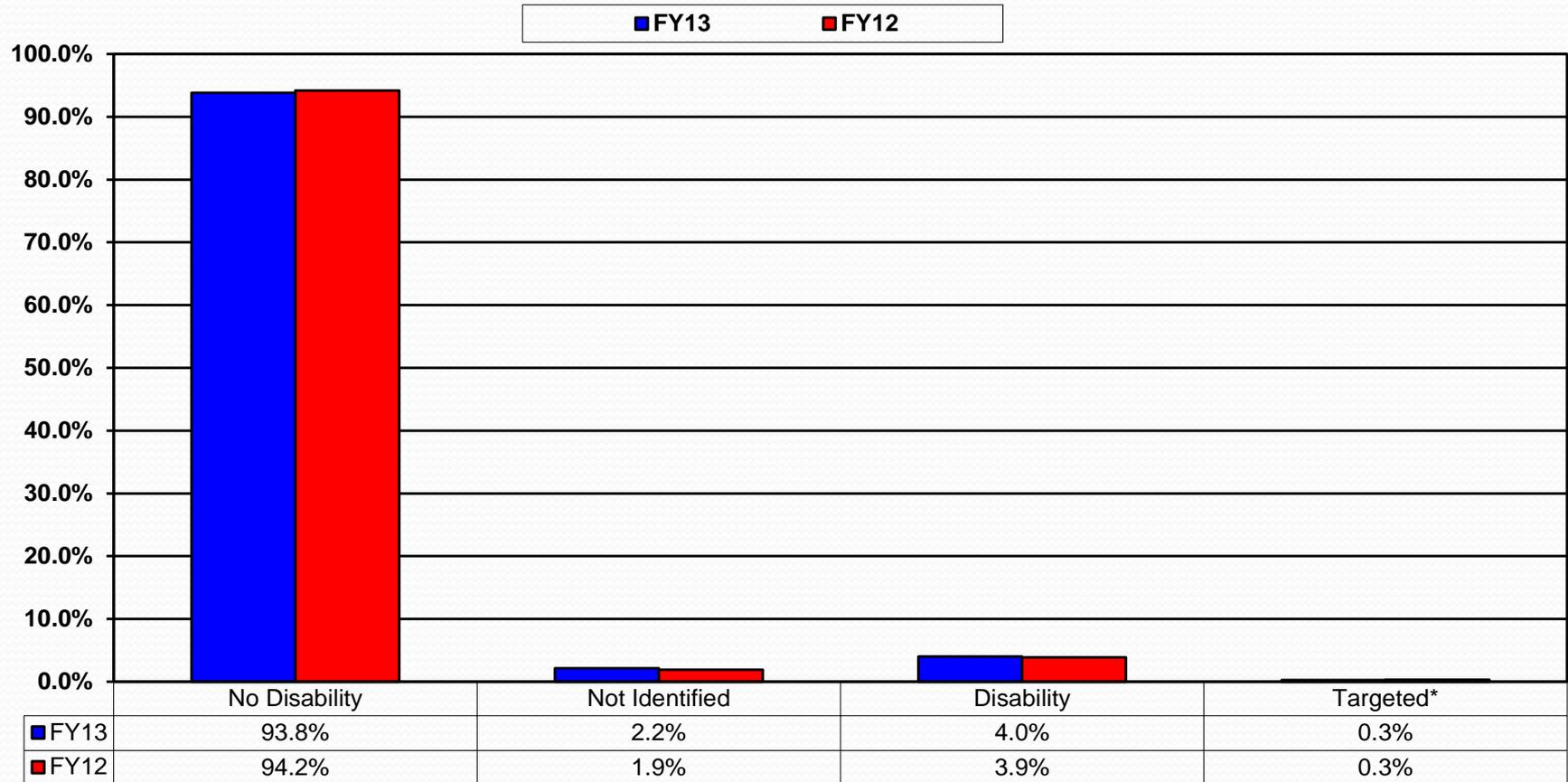
OAR Employee Recognition and Awards Distribution by Race/Ethnicity



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M= Male/ F=Female

Total OAR Workforce – Distribution by Disability Status Current and Prior year



- EEOC Federal Goal for Targeted Disabilities is 2.00%
- The targeted disabilities are: Deafness, Blindness, Missing extremities, Partial paralysis, Complete paralysis, Convulsive disorders, Mental retardation, Mental illness, Distortion of limb or spine.
- The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative employment planning.