

NOAA's Office of Oceanic & Atmospheric Research
FY 2020 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 20 (10/1/2019 to 9/30/2020).
- The OAR EEO Office produces the report following EEOC instructions. The purpose is to identify barriers that limit employment opportunities in the Federal workforce.
- The source of the Employee Demographic Data is from the Management Directive (MD) 715 – EEOC Workforce Data Tables from the National Finance Center (NFC) Reporting System. Data is from charts downloaded on **December 22, 2020**
- The Civilian Labor Force (CLF) is from the Census Bureau EEO Tabulation 2006-2010 (5-year ACS data) for Federal agencies responsible for monitoring employment practices and enforcing civil rights laws in the workforce and for all employers so they can measure their compliance with the laws. The EEO Tabulation 2006-2010 (5-year ACS data) serves as the primary external benchmark for conducting comparisons between the racial, ethnic, and sex composition of each employer's workforce to its available labor market. www.eeoc.gov
 - CLF is the sum of civilian employment and unemployment. These individuals are civilians (not members of the Armed Services) who are age 16 years or older, and are not in institutions such as prisons, mental hospitals or nursing homes. Per EEOC, if vacancies are advertised nationwide, agencies must compare data with the national CLF data.
 - OCLF – Occupational Civilian Labor Force is the CLF data that is directly comparable to the population being considered in the labor force by specific occupation/career series, e.g. Meteorologists are compared to Meteorologists.
 - Red Arrow – Participation is 0.5% or more **below** CLF and Black Arrow – Participation is 0.5% or more **above** CLF
- Employees are encouraged to update their ERI, gender and disability status through the Employee Personnel Page (EPP). Notices are sent out by DOC broadcast and the OAR EEO Manager.

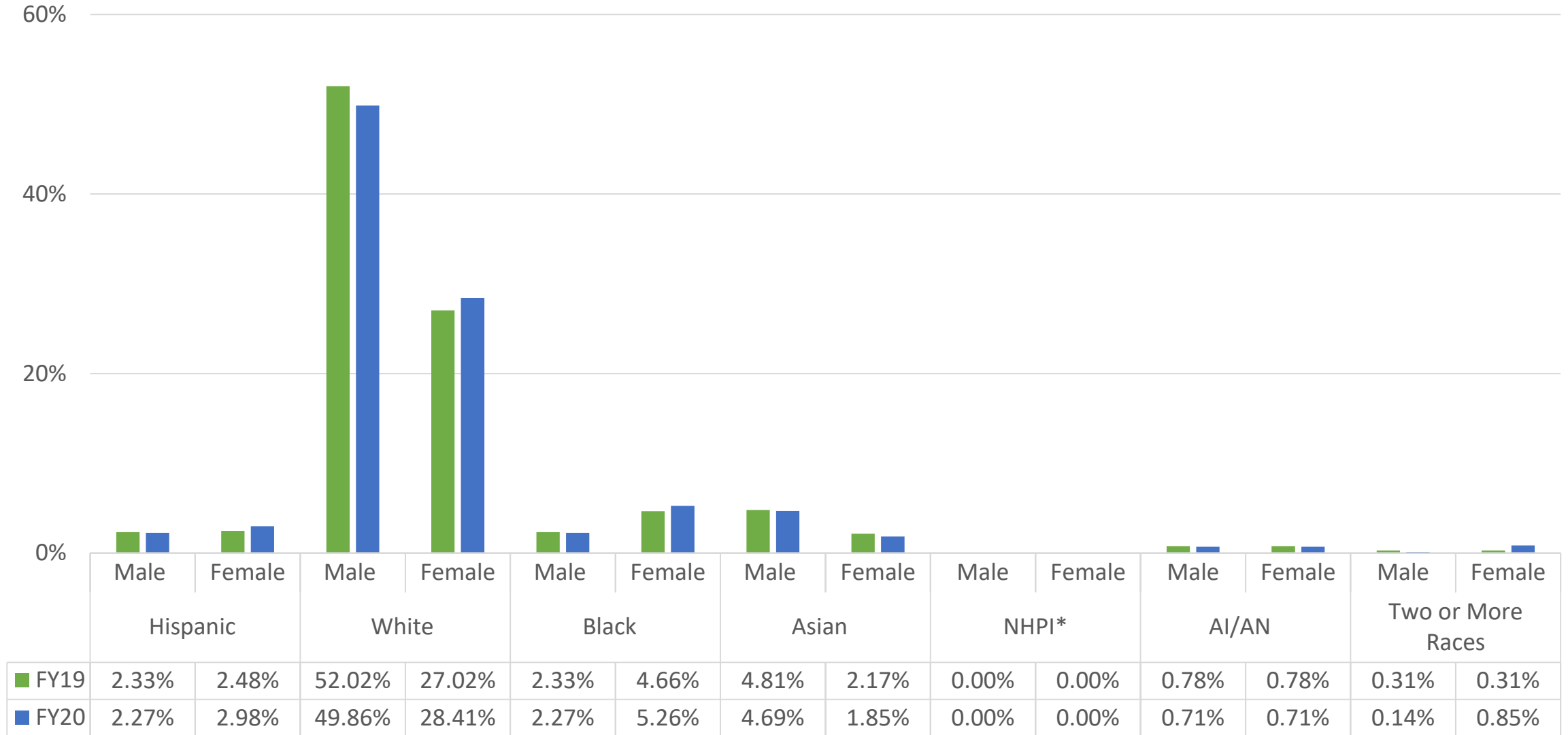
ACRONYMS in Tables:

NHPI – Native Hawaiian Pacific Islander

AI/AN – American Indian/Alaska Native.

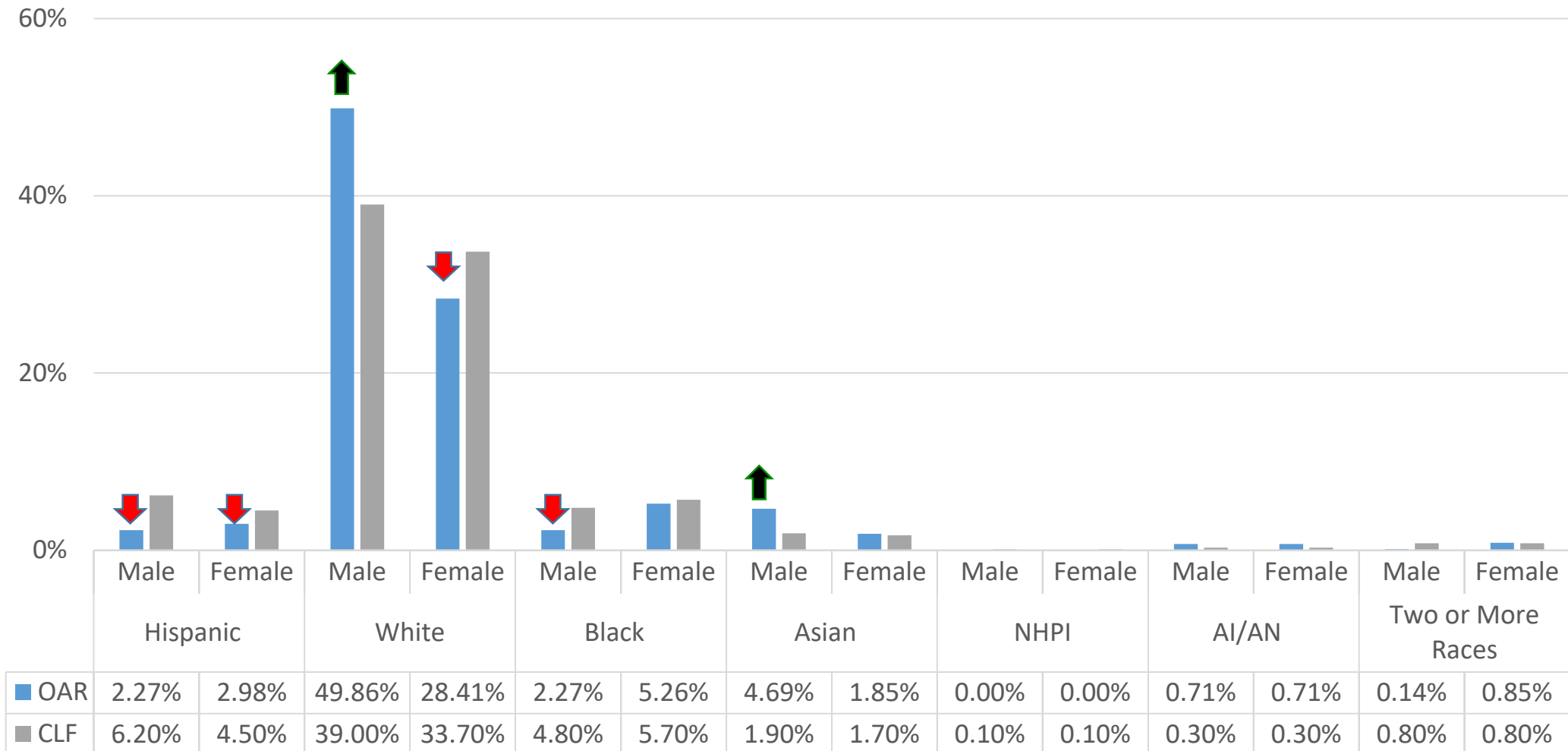
Total OAR Permanent Workforce – Distribution by Race/Ethnicity and Gender

Prior and Current Year: FY 19 = 644 | FY 20 = 704

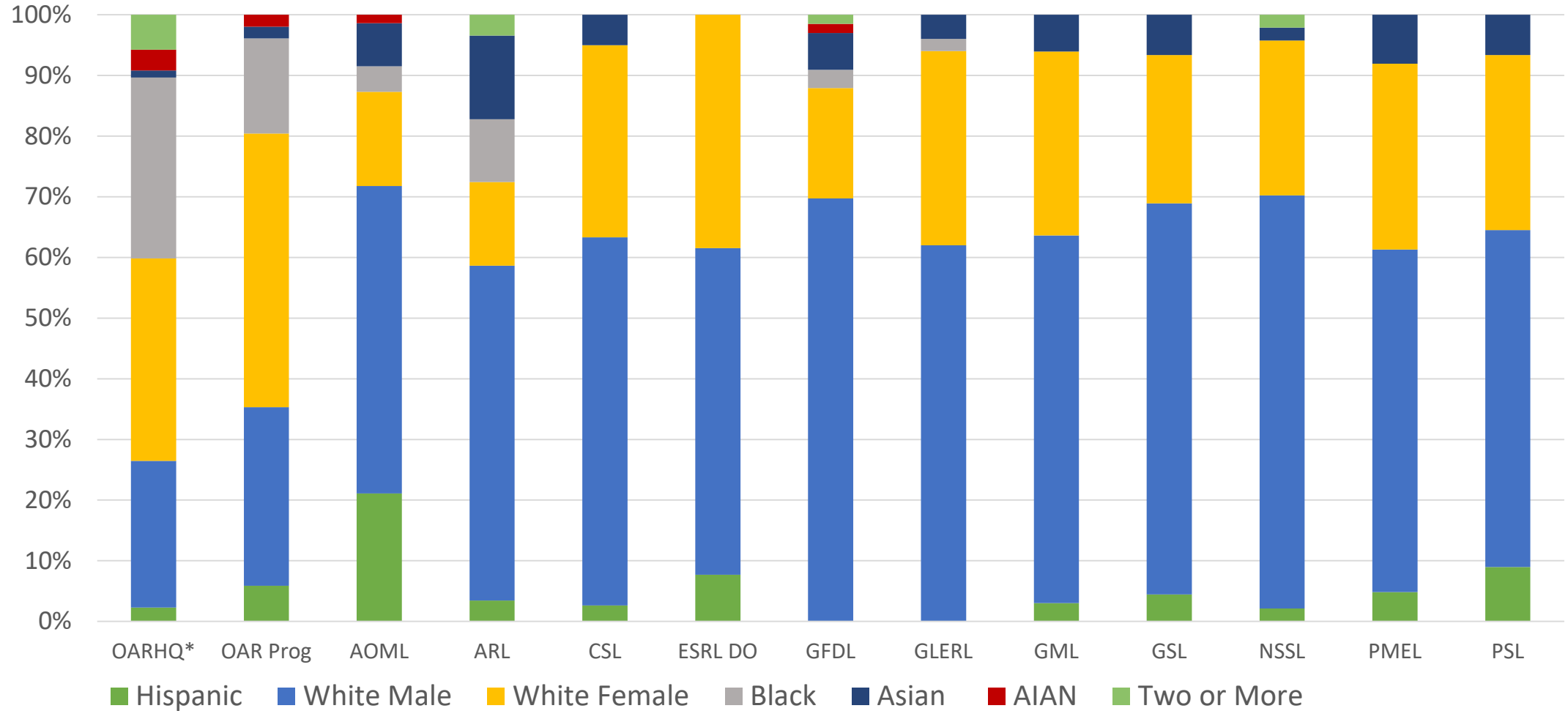


Total Permanent Workforce – Distribution by Race/Ethnicity and Gender

Total OAR Employees = 704

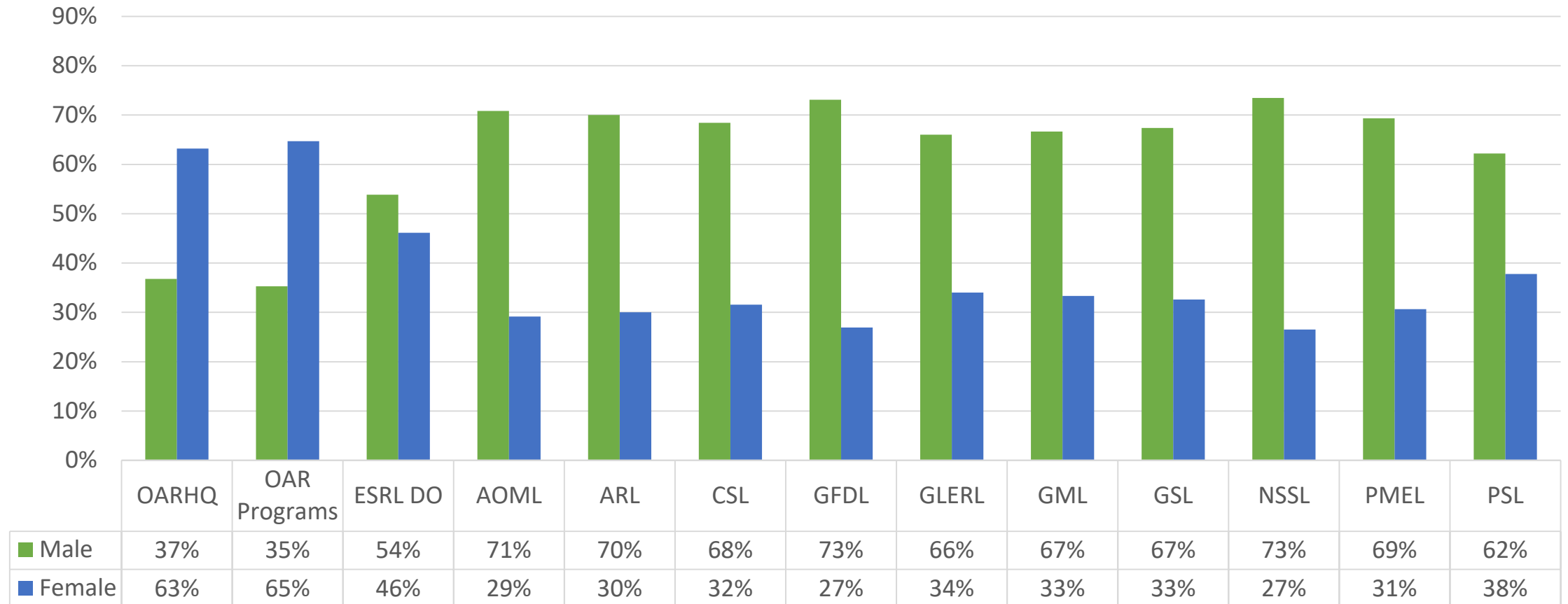


Total OAR Permanent Workforce - Distribution by Ethnicity by Labs and Programs



OAR HQ* – Does not include OAR Programs
 OAR Programs – Sea Grant, CPO, OER, WPO, OAP, GOMO and TPO

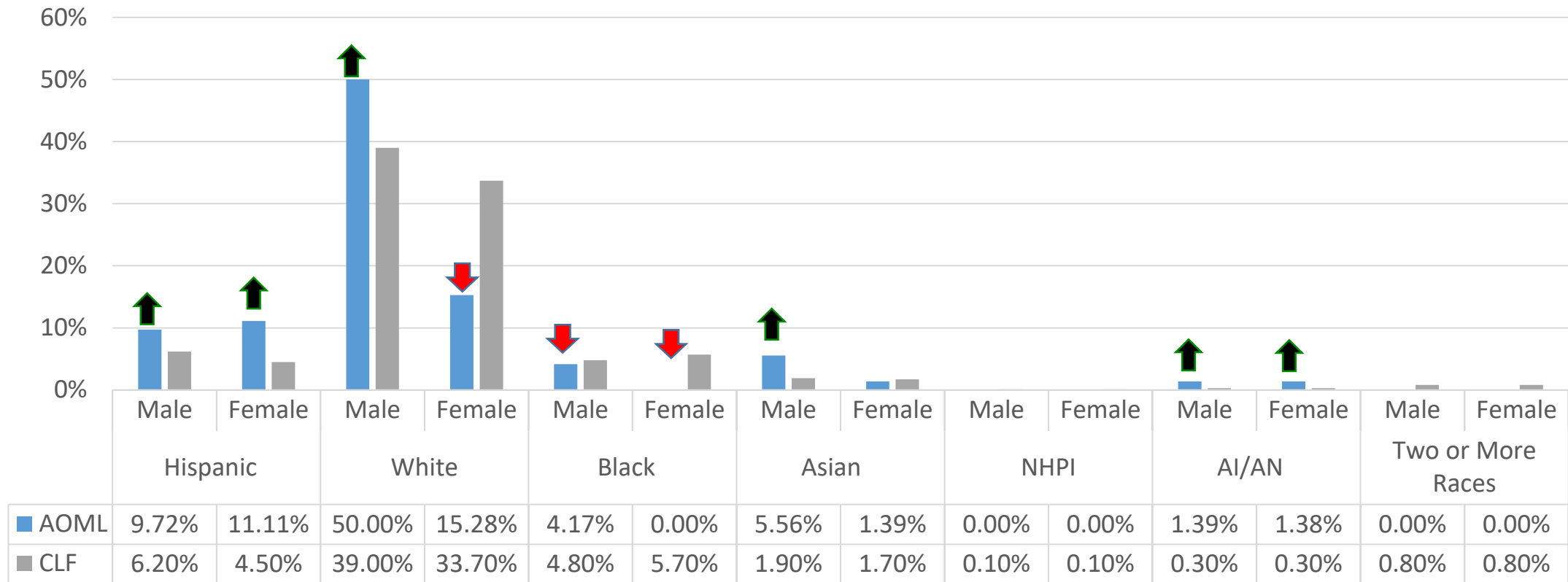
Total OAR Permanent Workforce – Distribution by Gender by Lab



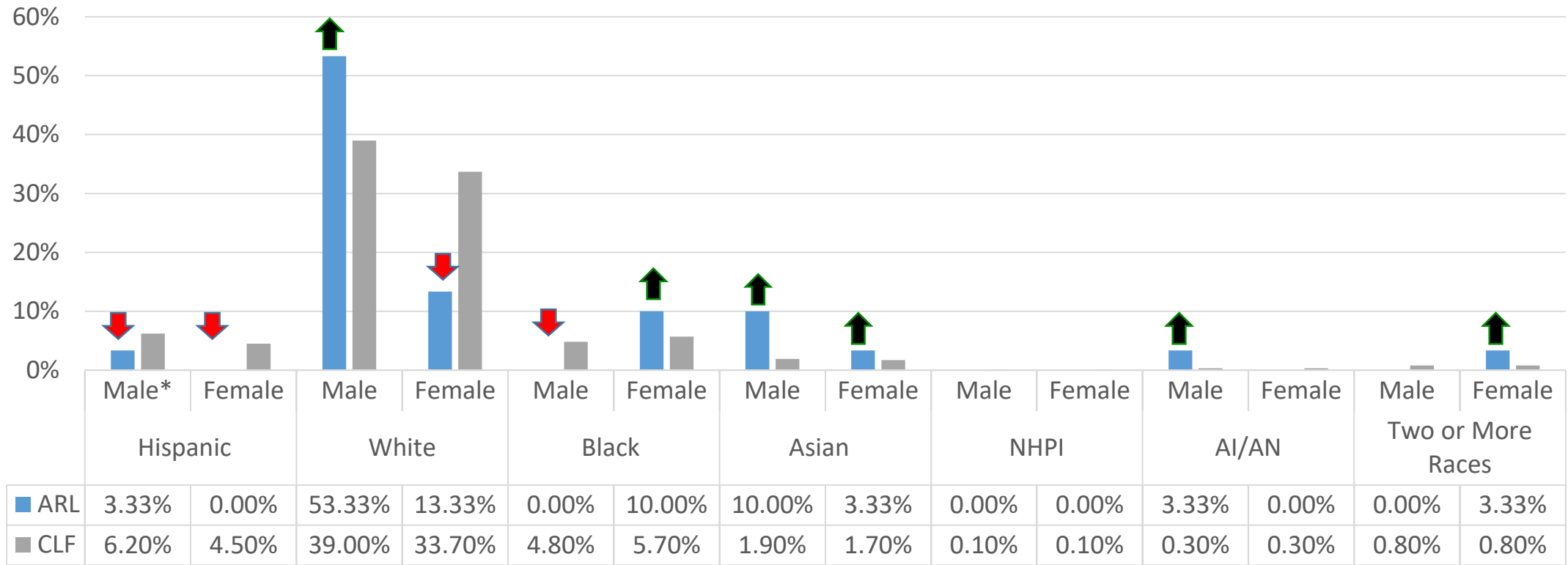
OAR HQ* – Does not include OAR Programs

OAR Programs – Sea Grant, CPO, OER, WPO, OAP, GOMO and TPO

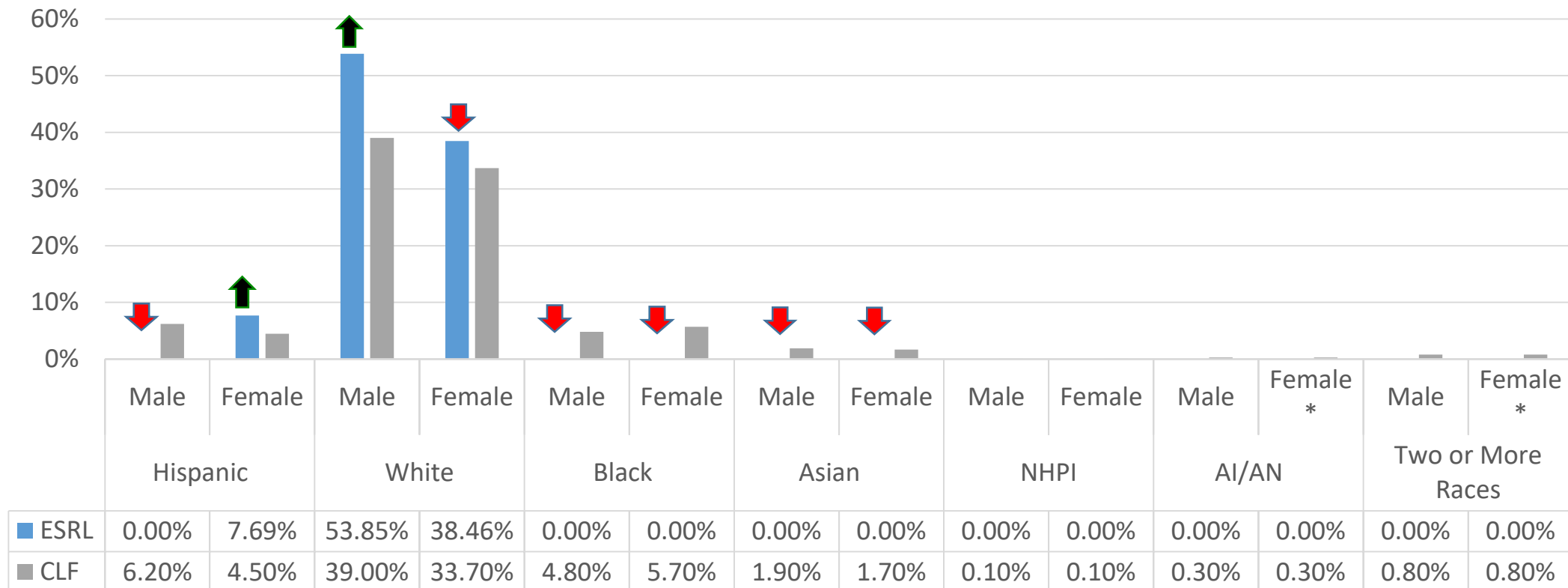
Atlantic Oceanographic and Meteorological Laboratory
 Total Permanent Employees = 72
 Compared to CLF by race/ethnicity/gender



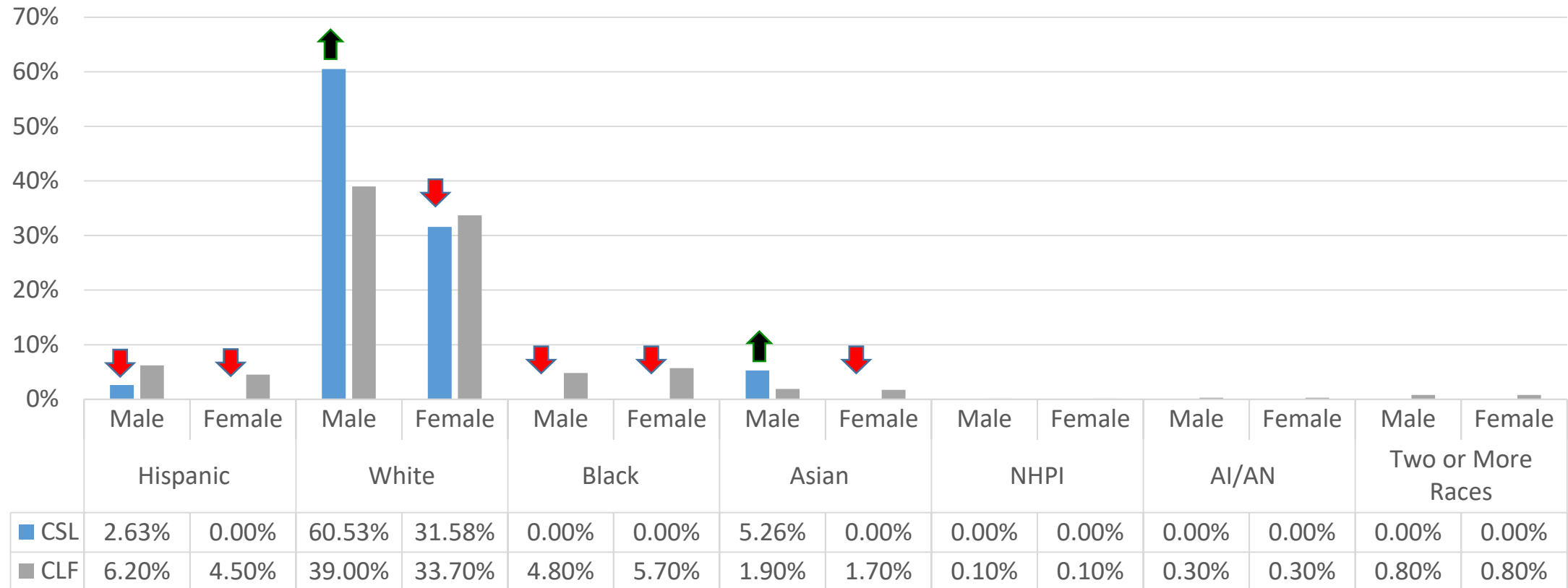
Air Resources Laboratory
 Total Permanent Employees = 30
 Compared to CLF by Race/Ethnicity/Gender



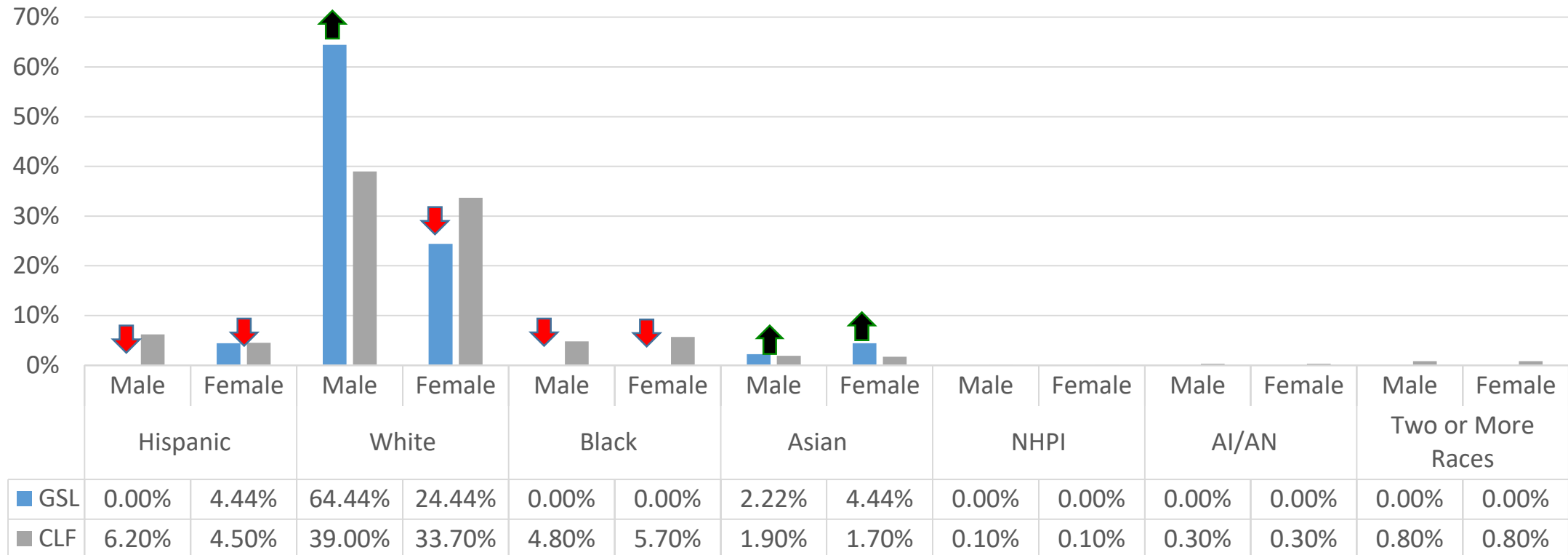
Earth System Research Laboratory (ESRL) Director's Office
 Total Permanent Employees = 13
 Compared to CLF by race/ethnicity/gender



Chemical Sciences Laboratory (CSL)
 Total Permanent Employees = 38
 CLF by race/ethnicity/gender

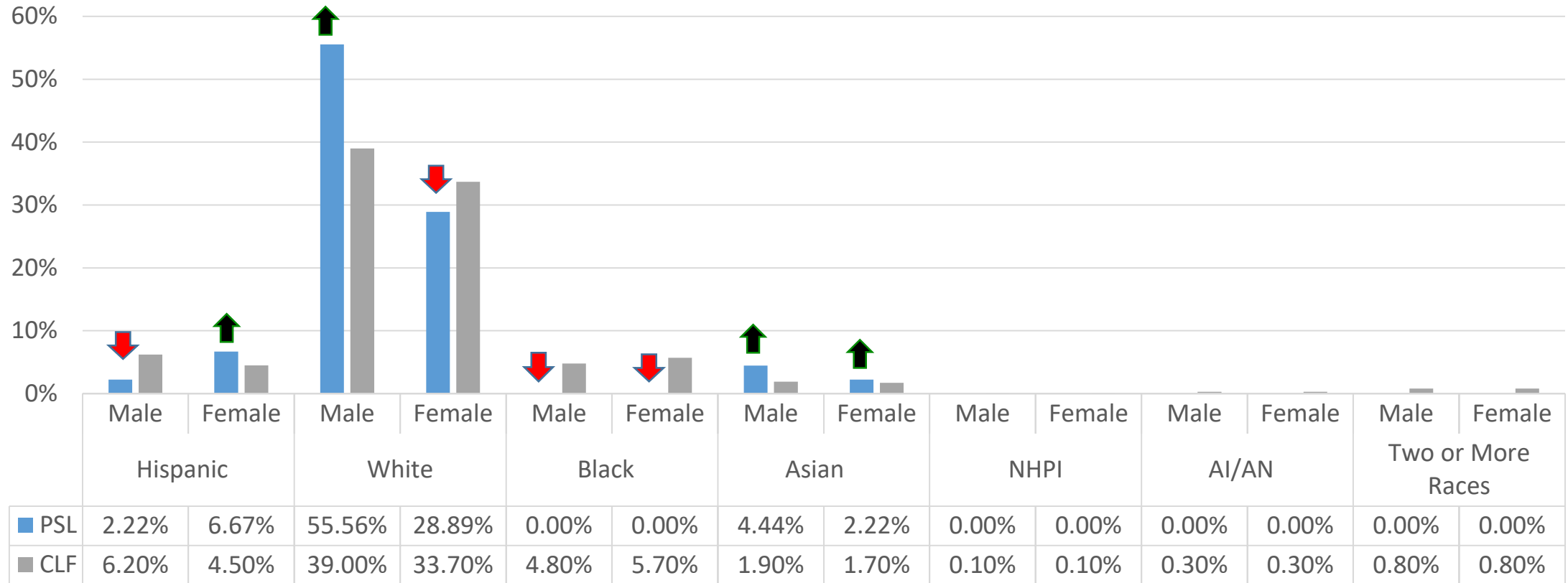


Global Systems Laboratory (GSL)
 FY 20 Total Permanent Employees = 45
 Compared to CLF by Race/Ethnicity/Gender

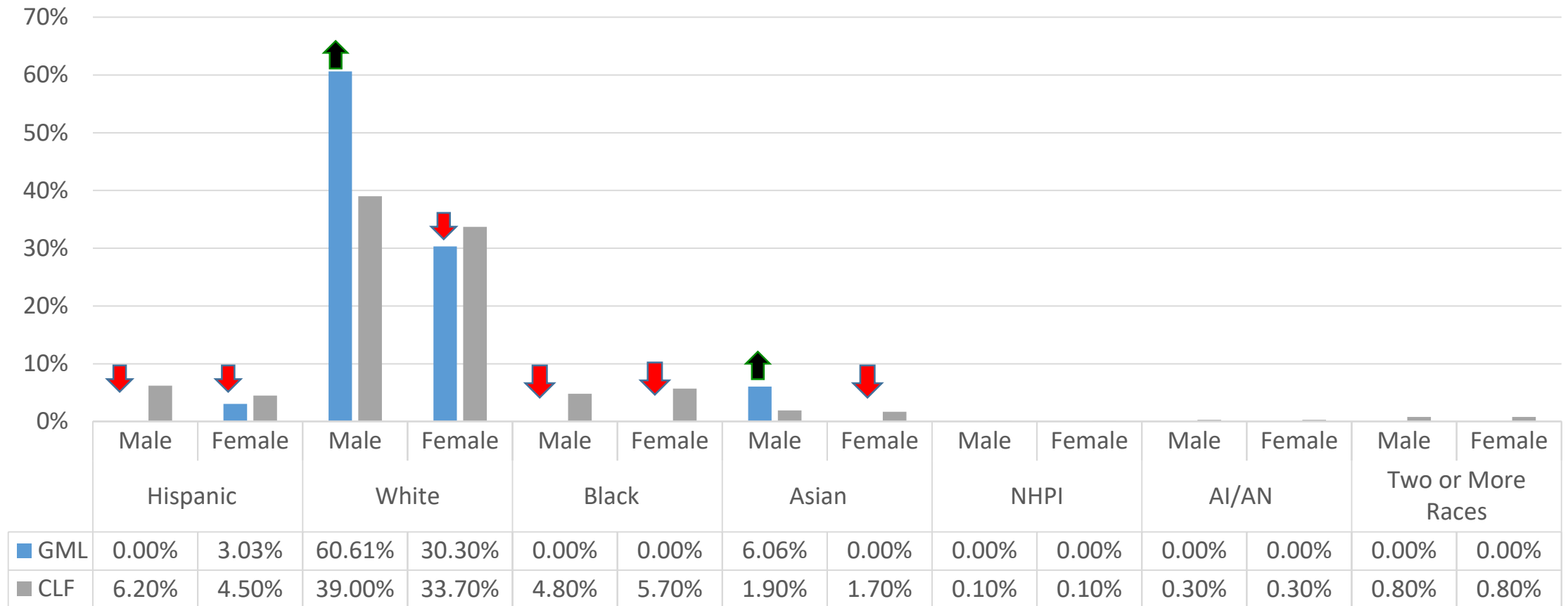


*Note: This is as of FY20 and does not include new hire at GSL.

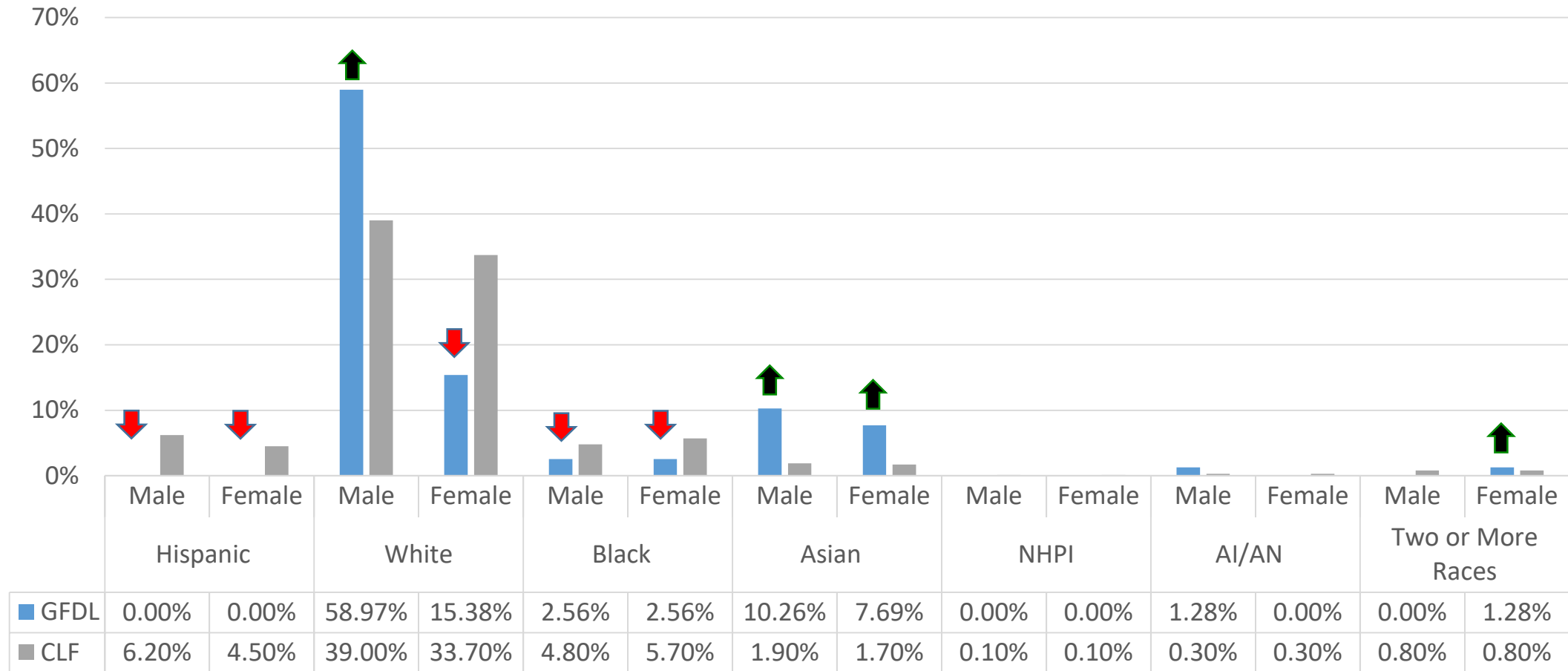
Physical Sciences Laboratory (PSL)
 Total Permanent Employees = 45
 Compared to CLF by race/ethnicity/gender



Global Monitoring Laboratory (GML)
 Total Permanent Employees = 33
 Compared to CLF by Race/Ethnicity/Gender



Geophysical Fluid Dynamics Laboratory (GFDL)
 Total Permanent Employees = 78
 Compared to CLF by Race/Ethnicity/Gender

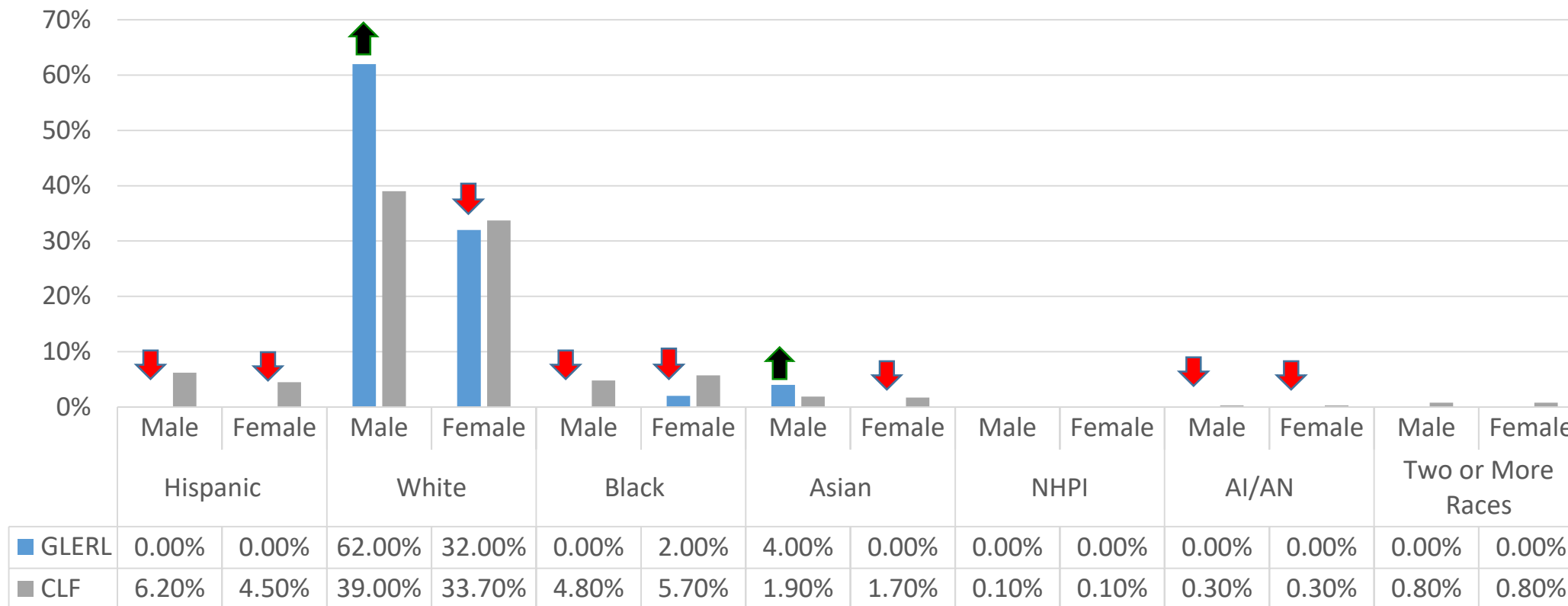


Note: The MD715 TableA2 has one Two or More Races female but the employee narrative report has 1 Hispanic female.

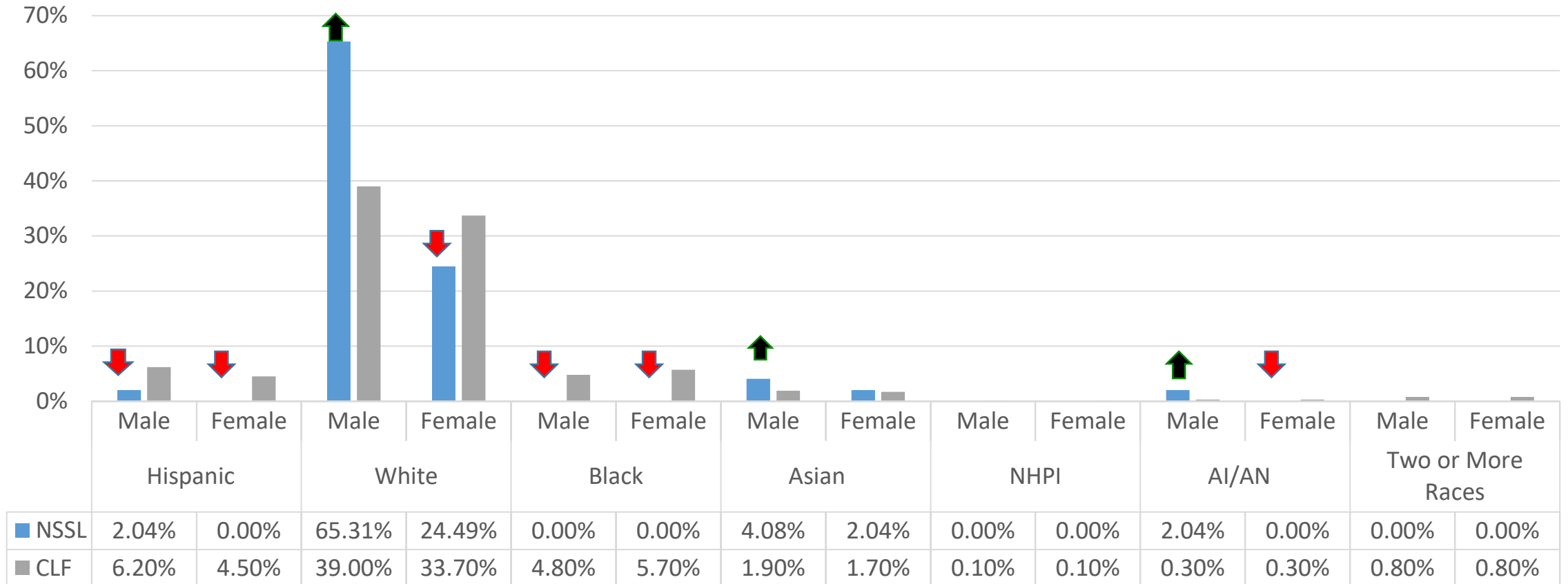
Great Lakes Environmental Research Laboratory (GLERL)

Total Permanent Employees = 50

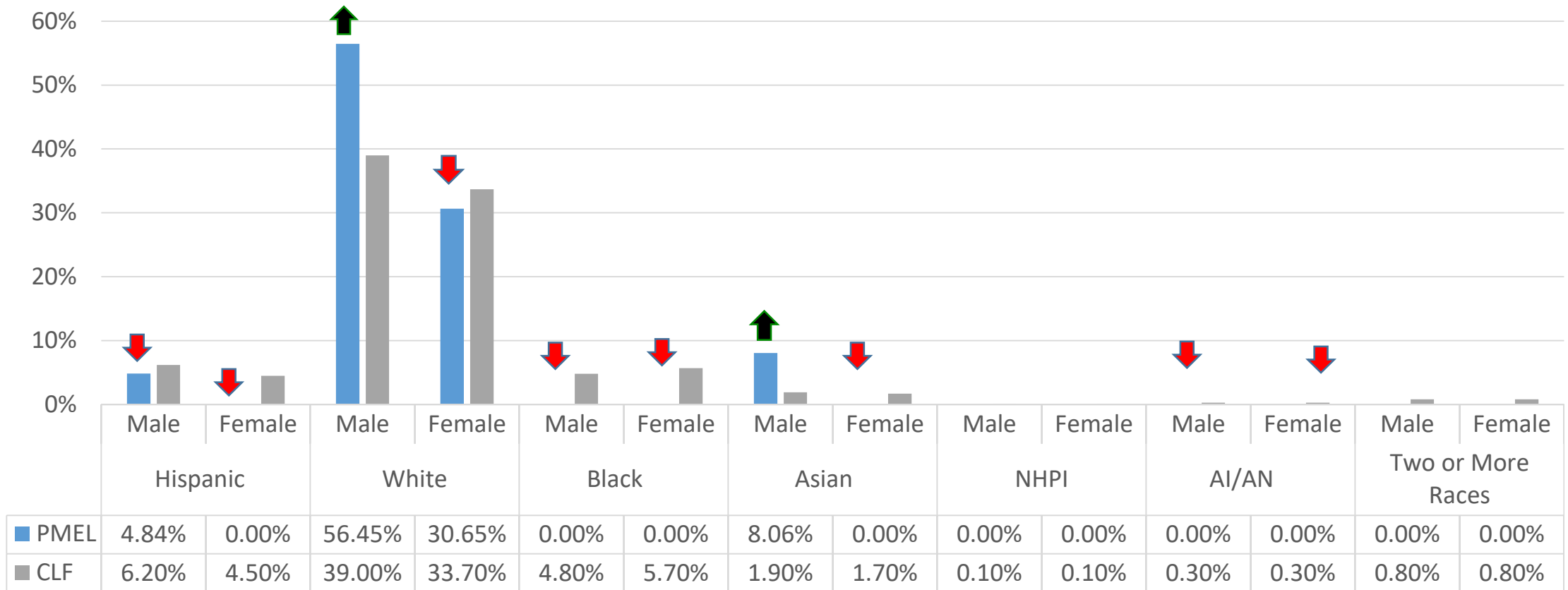
Compared to CLF by race/ethnicity/gender



National Severe Storms Laboratory (NSSL)
 Total Permanent Employees = 49
 Compared to CLF by race/ethnicity/gender



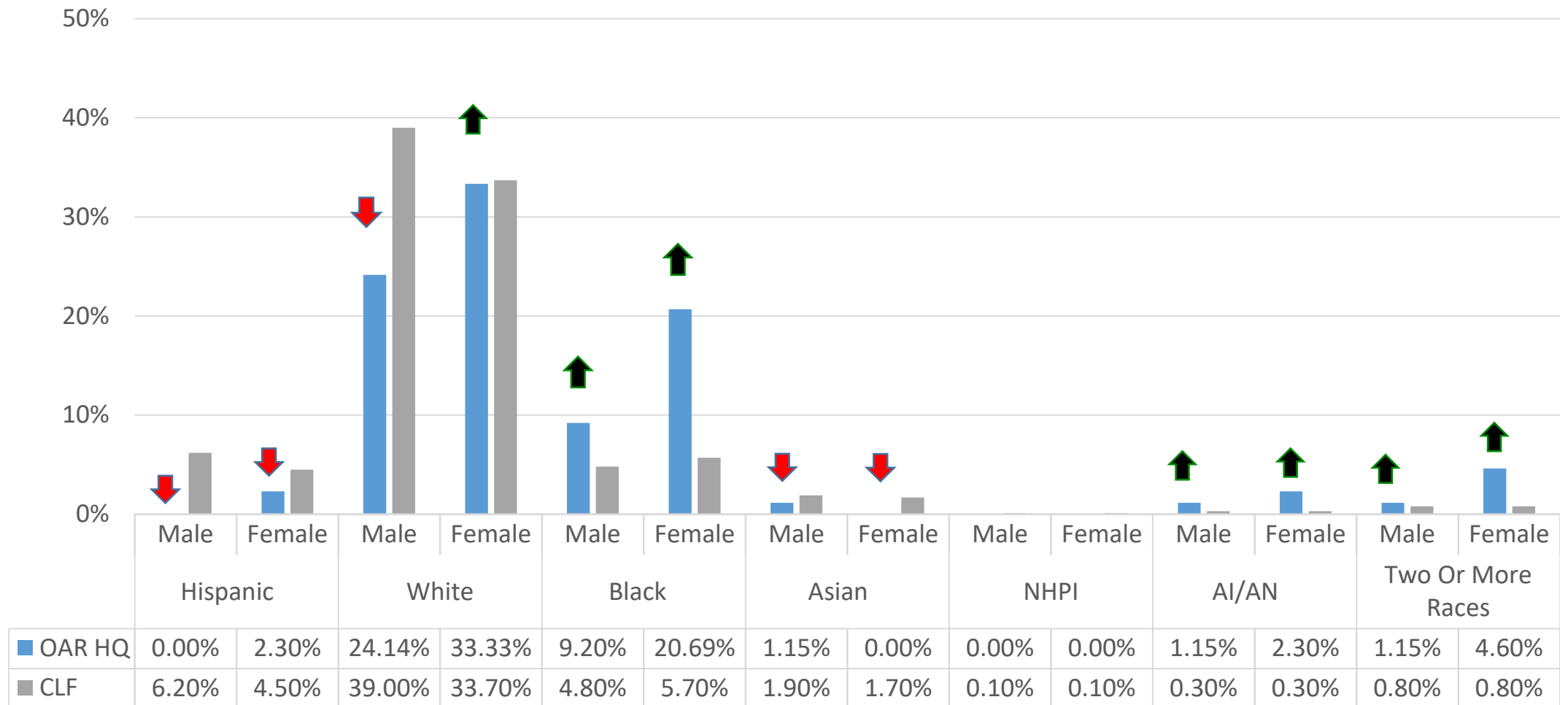
Pacific Marine Environmental Laboratory (PMEL)
 Total Permanent Employees = 62
 Compared to CLF by race/ethnicity/gender



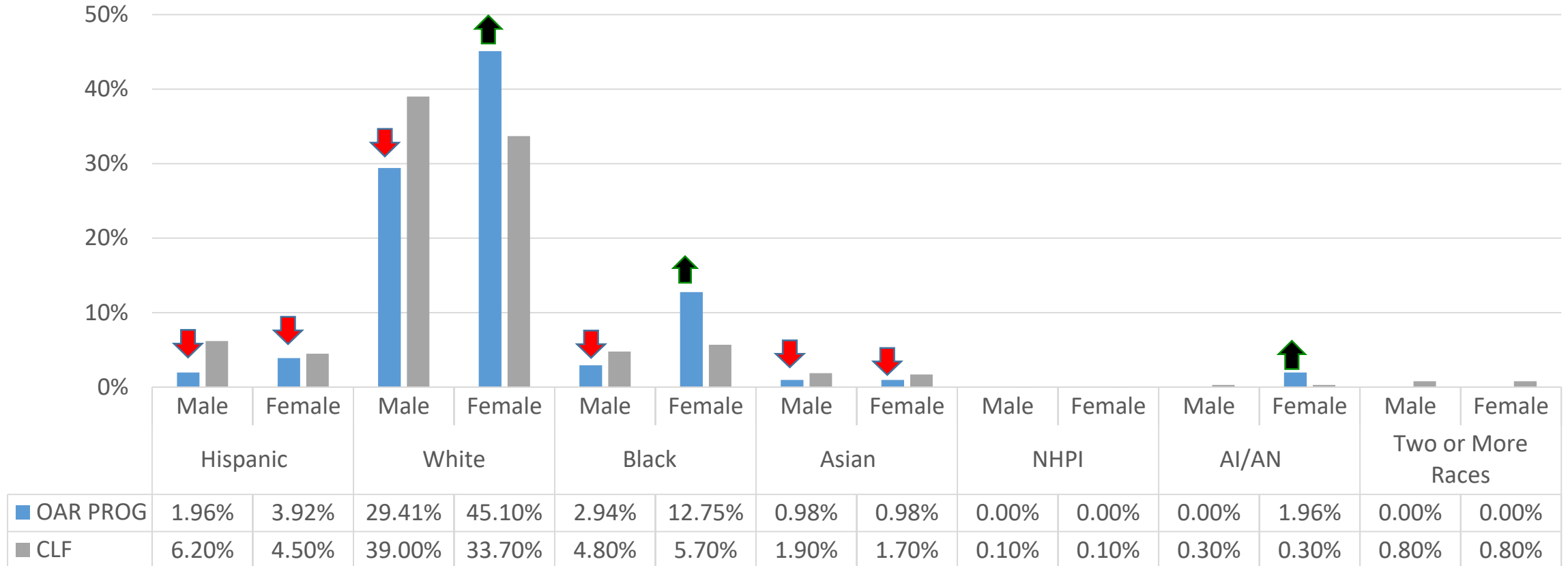
OAR Headquarters (Does not include Program Offices)

Total Permanent Employees = 87

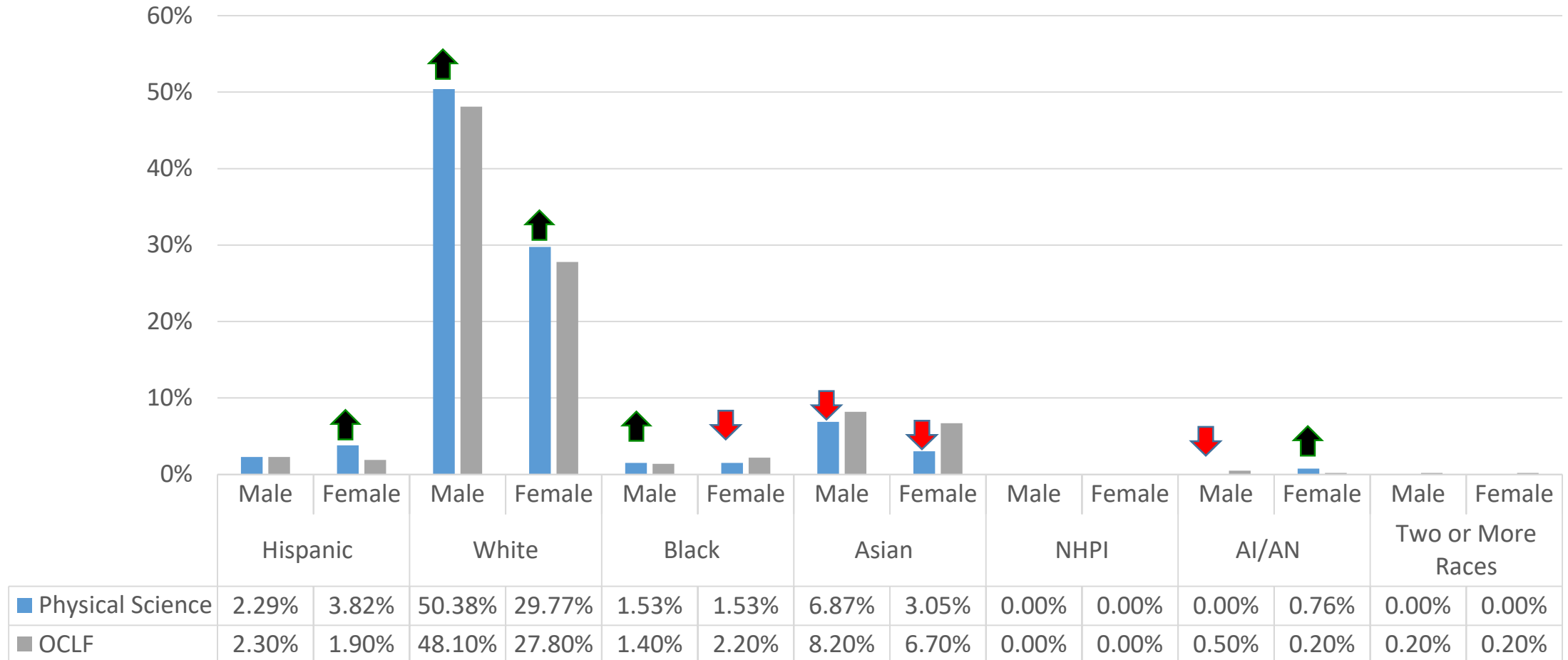
Compared to CLF by race/ethnicity/gender



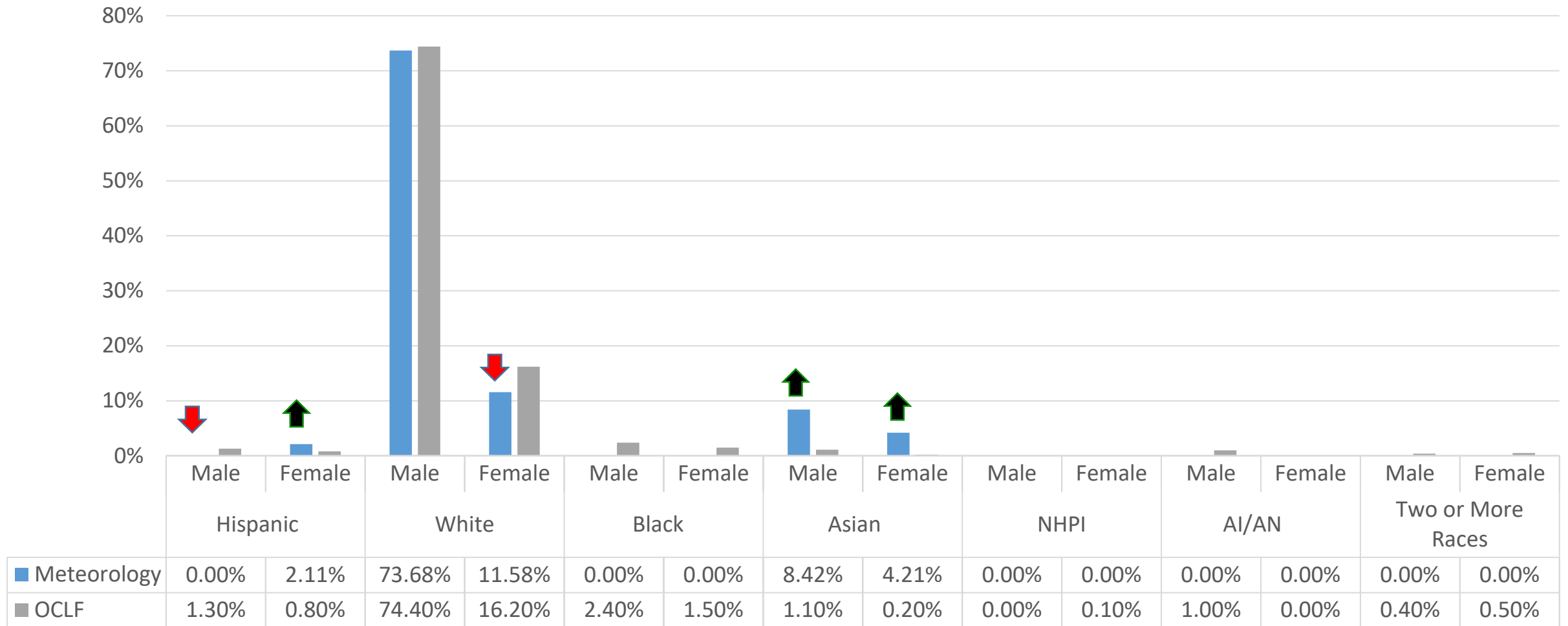
OAR Program Offices (Sea Grant, CPO, OER, WPO, OAP, TPO, GOMO)
 Total Permanent Employees = 102
 Compared to CLF by race/ethnicity/gender



OAR Major Occupations – Physical Science (1301)
 Total = 131
 Compared to OCLF by Race/Ethnicity/Gender



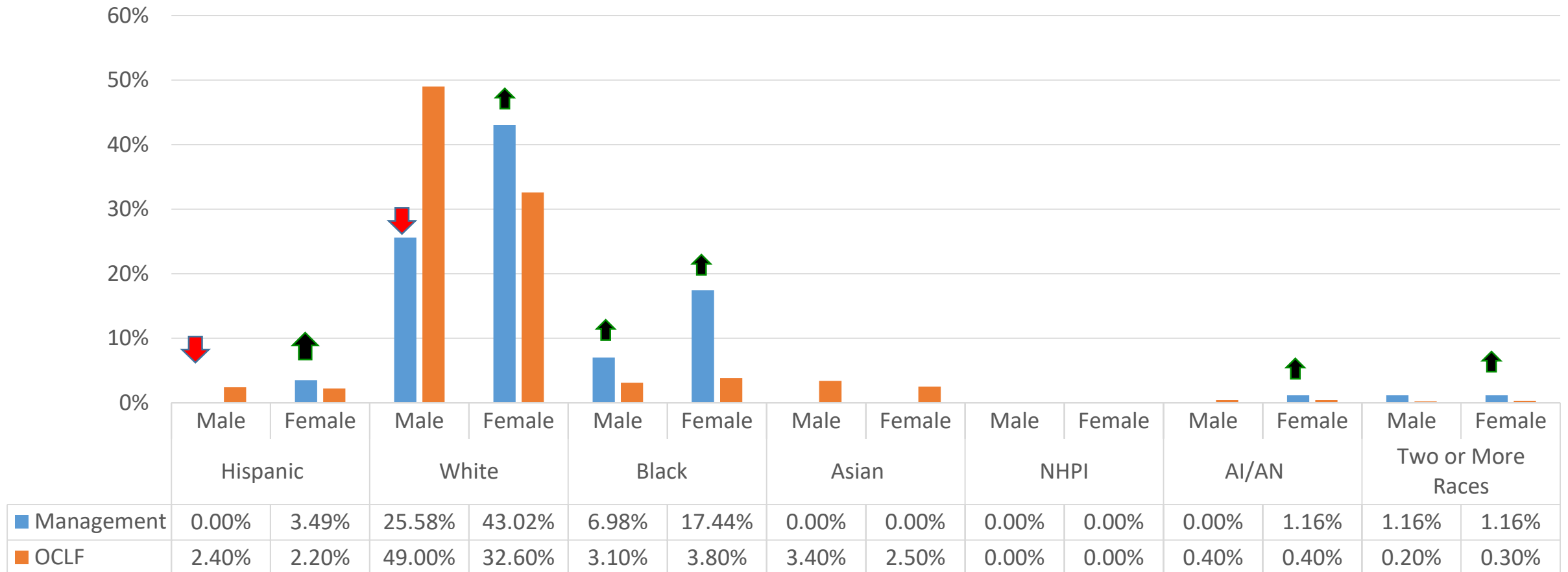
OAR Major Occupations – Meteorology (1340) - Total = 95 Compared to Occupational CLF by Race/Ethnicity/Gender



OAR Major Occupations – Management Program Analysis (0343)*

Total = 86

Compared to Occupational CLF by Race/Ethnicity/Gender

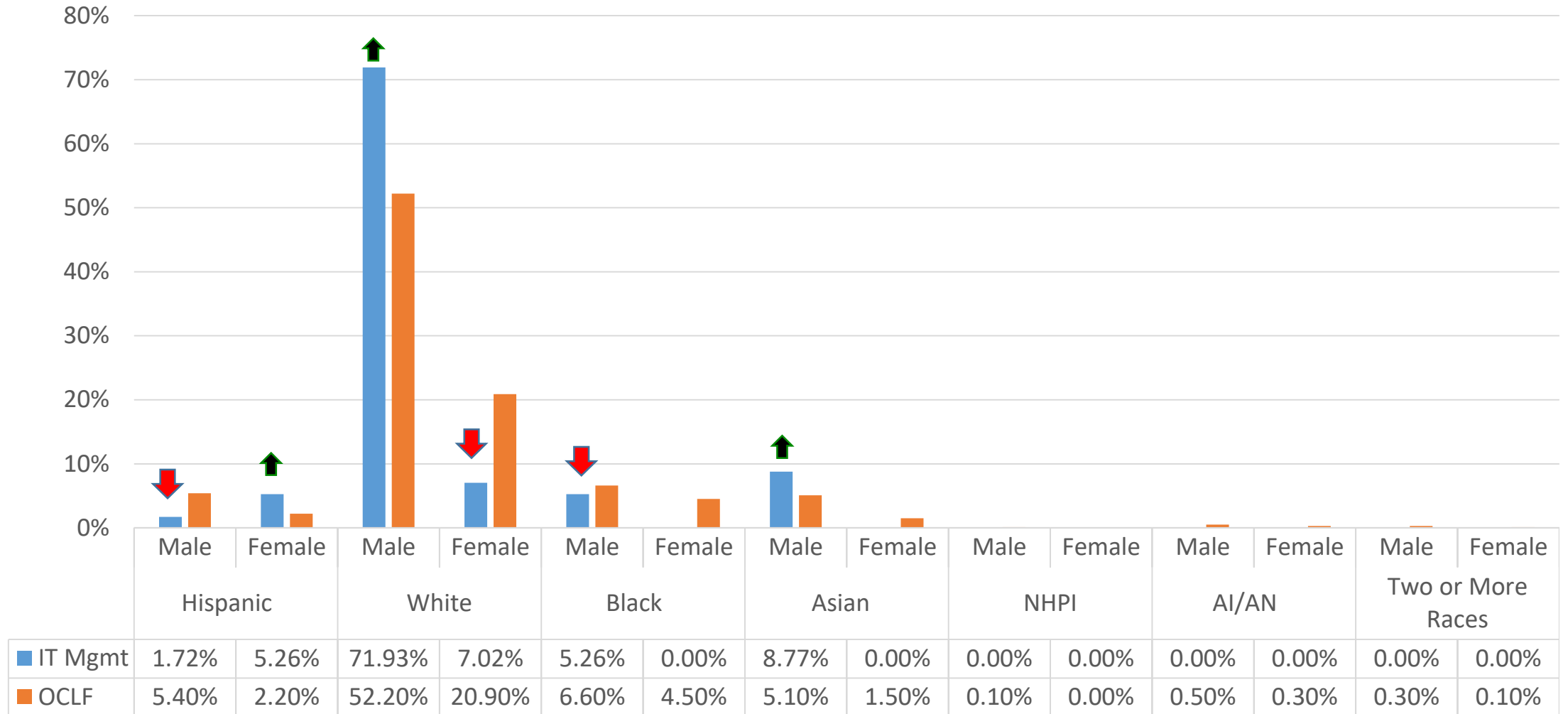


*Management/Program Analysis is the third most popular occupational series at OAR.

OAR Major Occupations – Information Technology Management (2210)

Total = 57

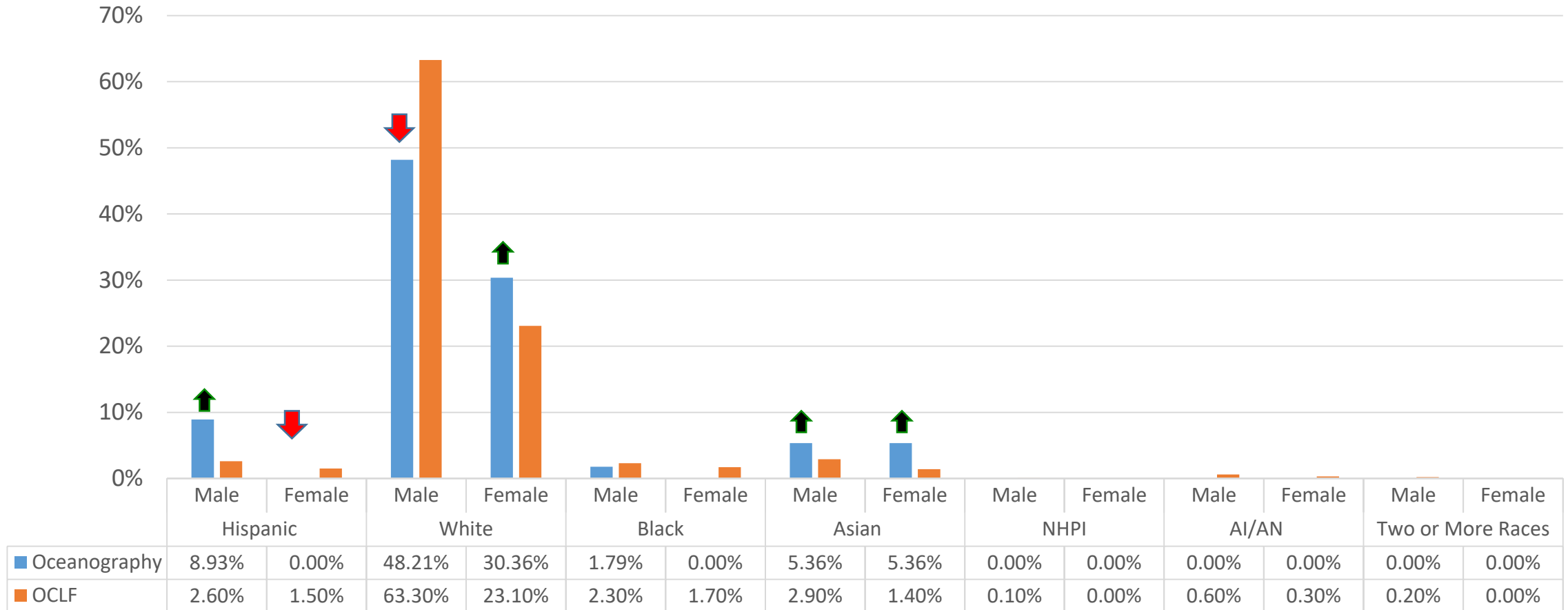
Compared to OCLF by Race/Ethnicity/Gender



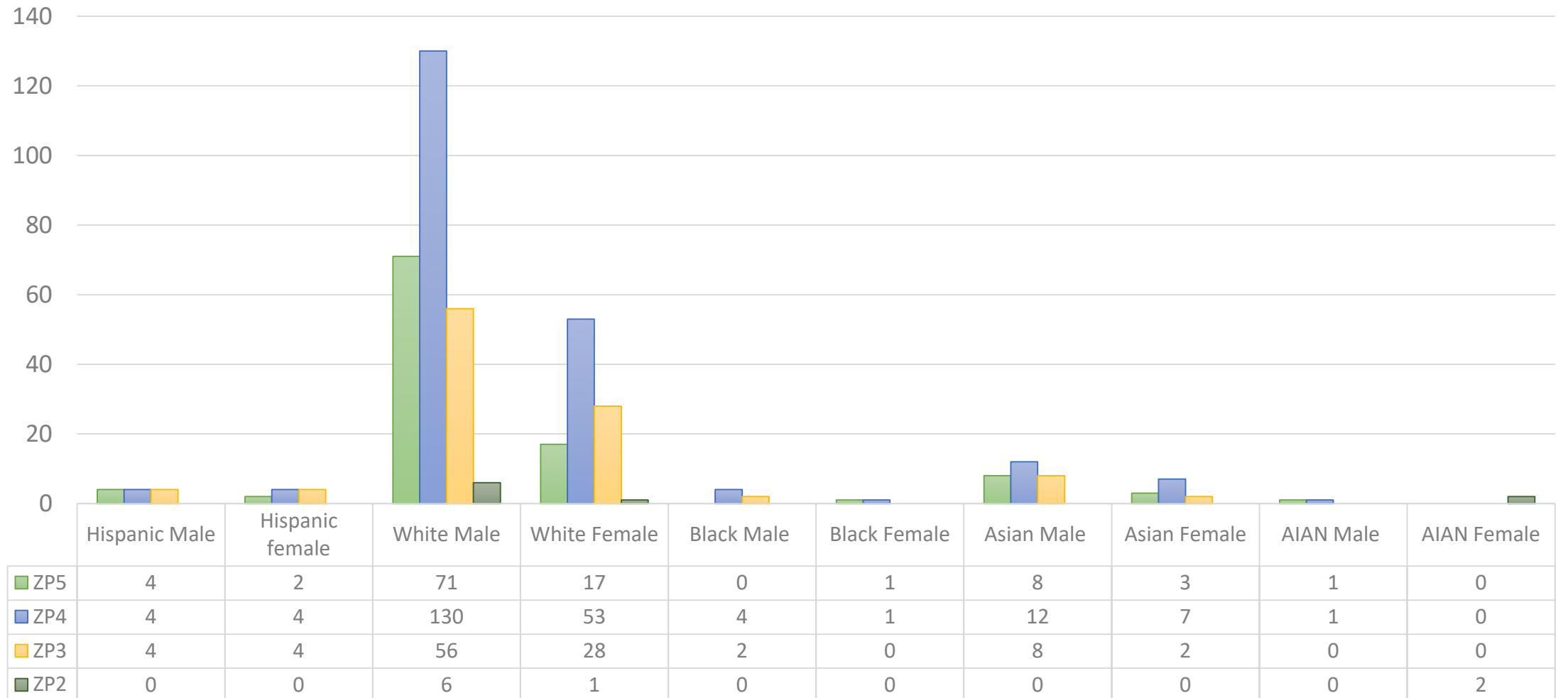
OAR Major Occupations – Oceanography (1360)

Total = 56

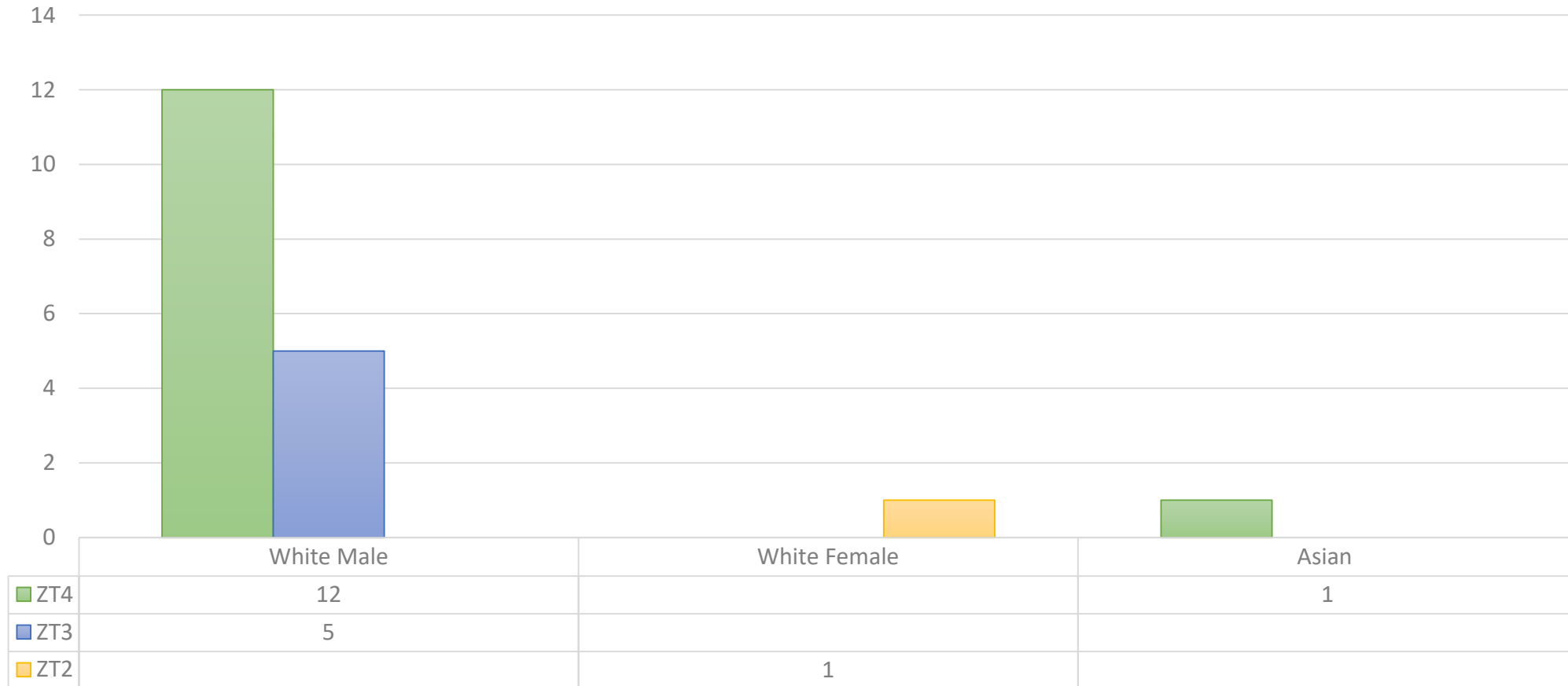
Compared to Occupational CLF by Race/Ethnicity/Gender



OAR Grade Level Distribution – ZP Pay Plan (Scientific & Engineering) By Race/Ethnicity/Gender

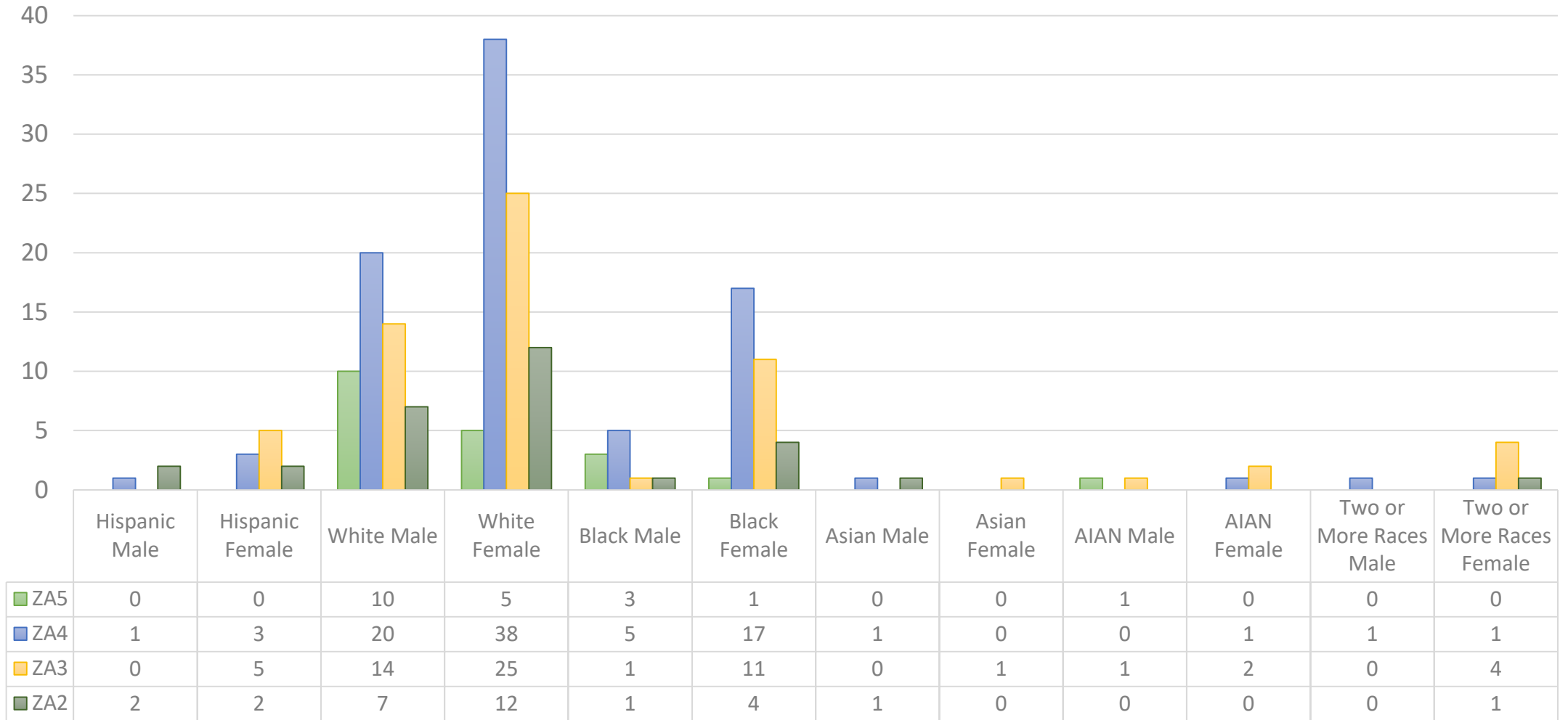


OAR Grade Level Distribution – ZT Pay Plan (Scientific & Engineering Technician)

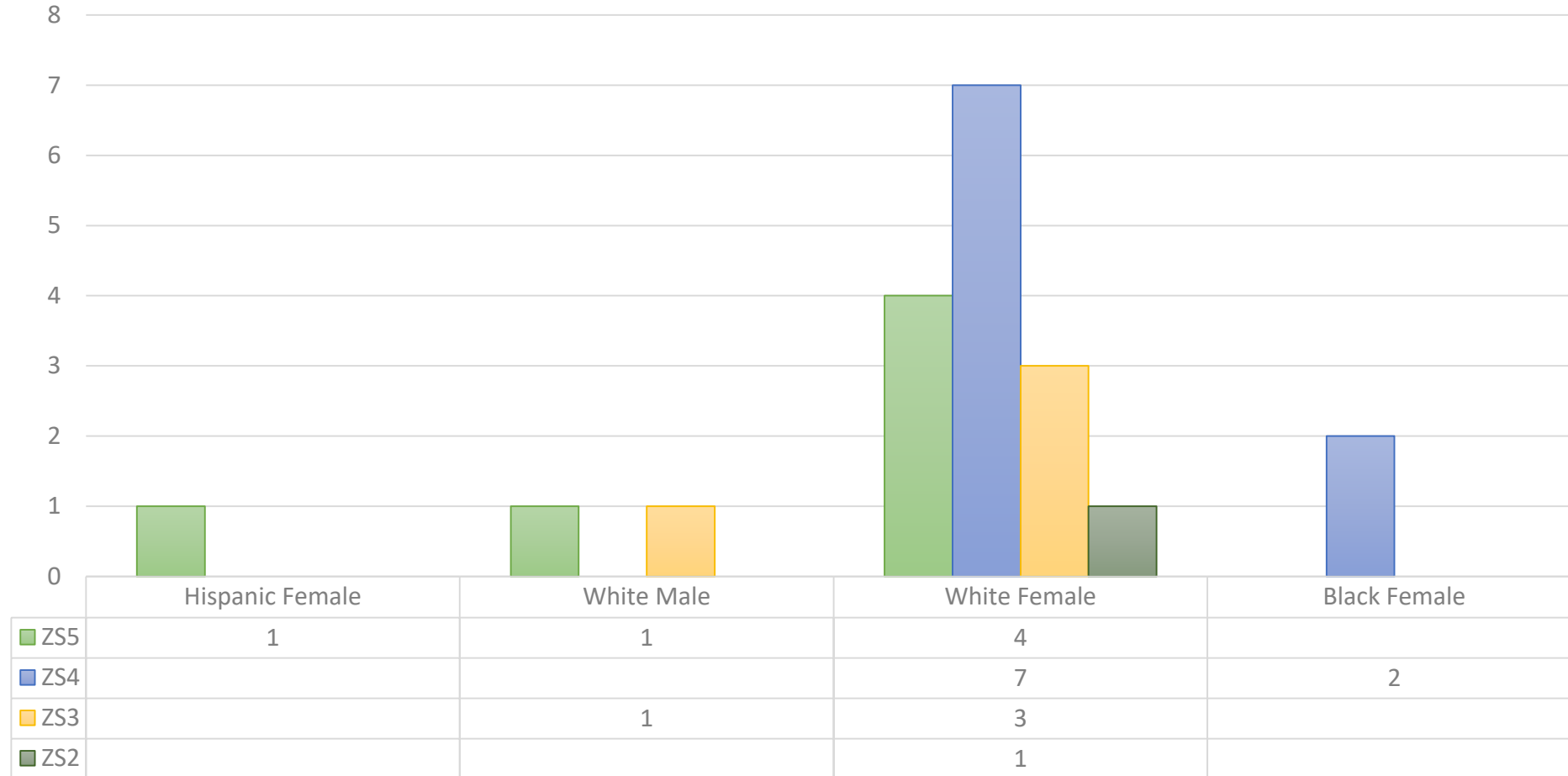


Hispanic, Black, NHOPI, AI/AN and Two or More Races are absent.

OAR Grade Level Distribution - ZA Pay Plan (Administrative and Managerial) By Race/Ethnicity/Gender

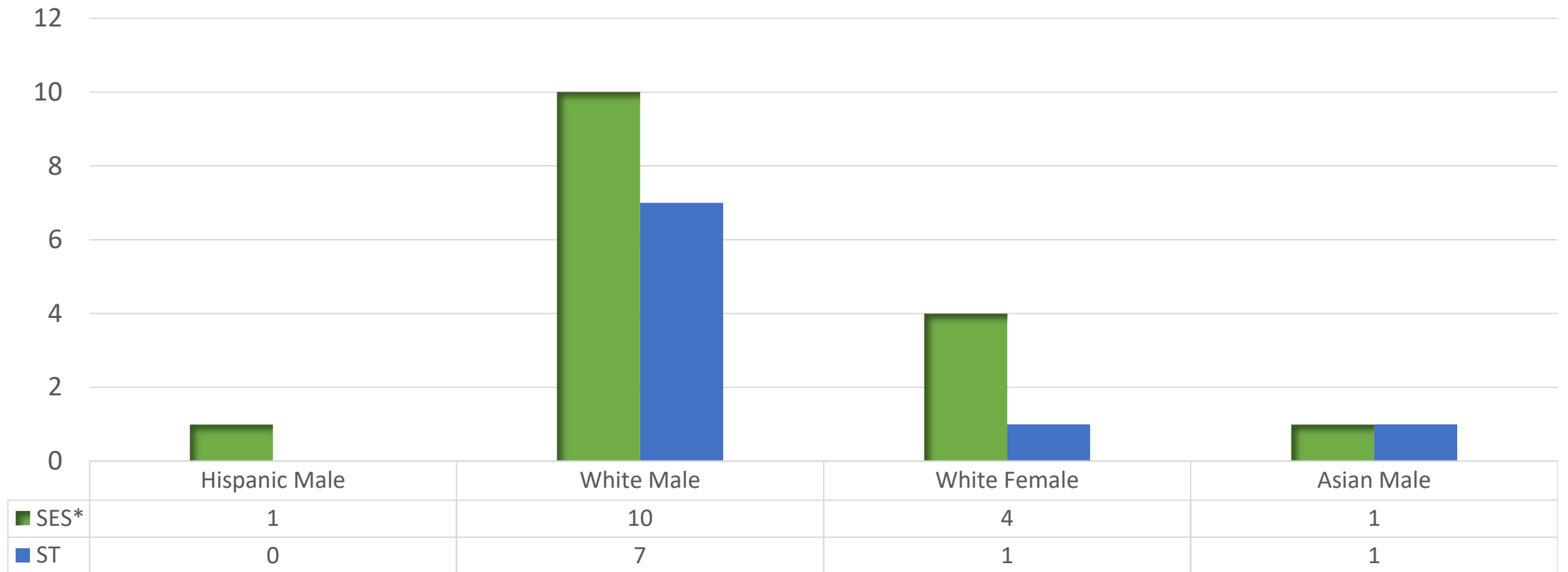


OAR Grade Level Distribution – ZS Pay Plan (Administrative Support)



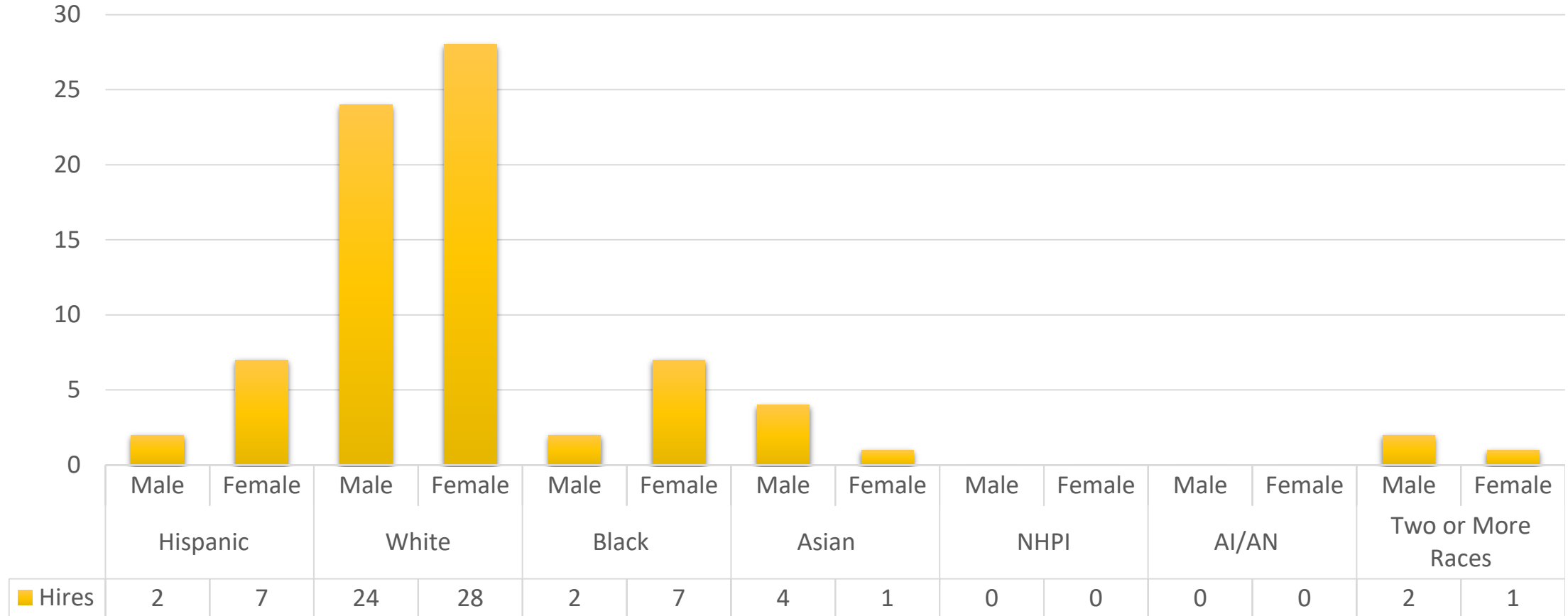
Note: AI/AN, Asian, Native Hawaiian & Two or more races are absent.

OAR Grade Level Distribution – SES/ST

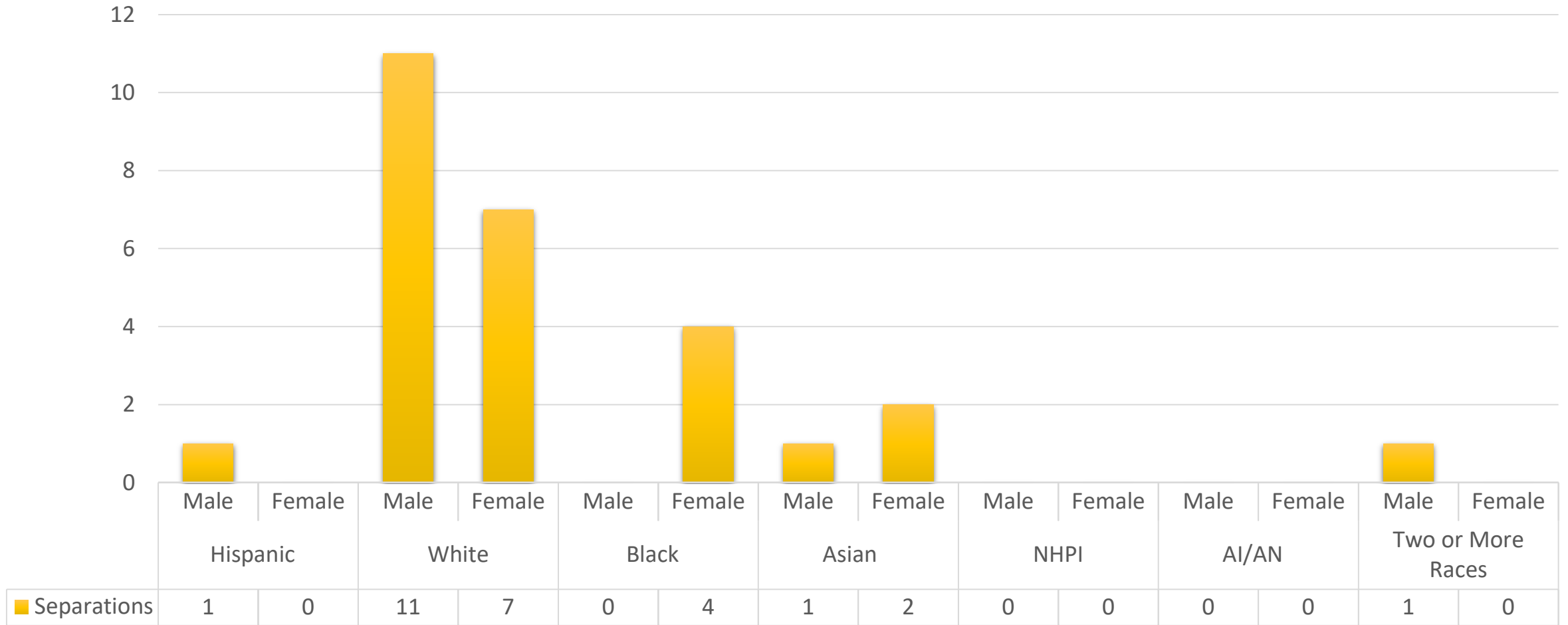


OAR Permanent New Hires = 78

Hires

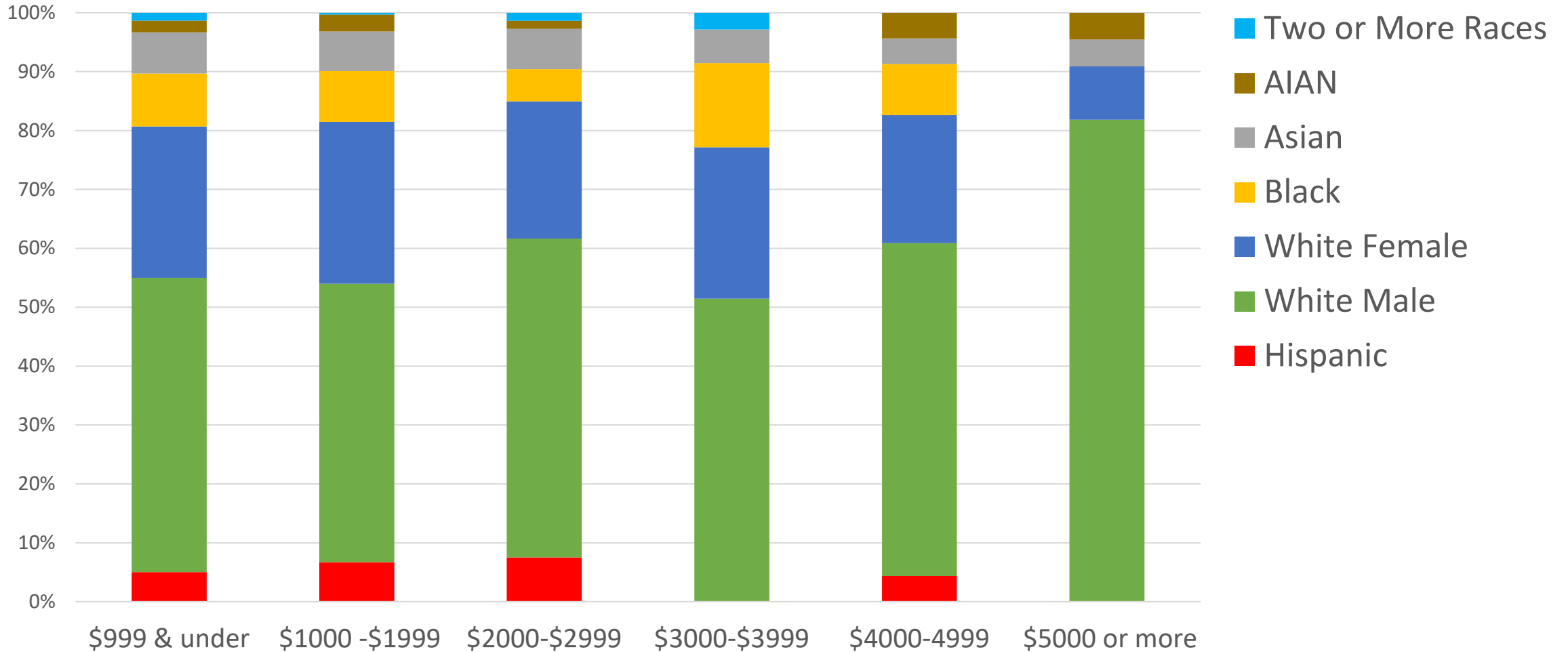


OAR Separations = 27



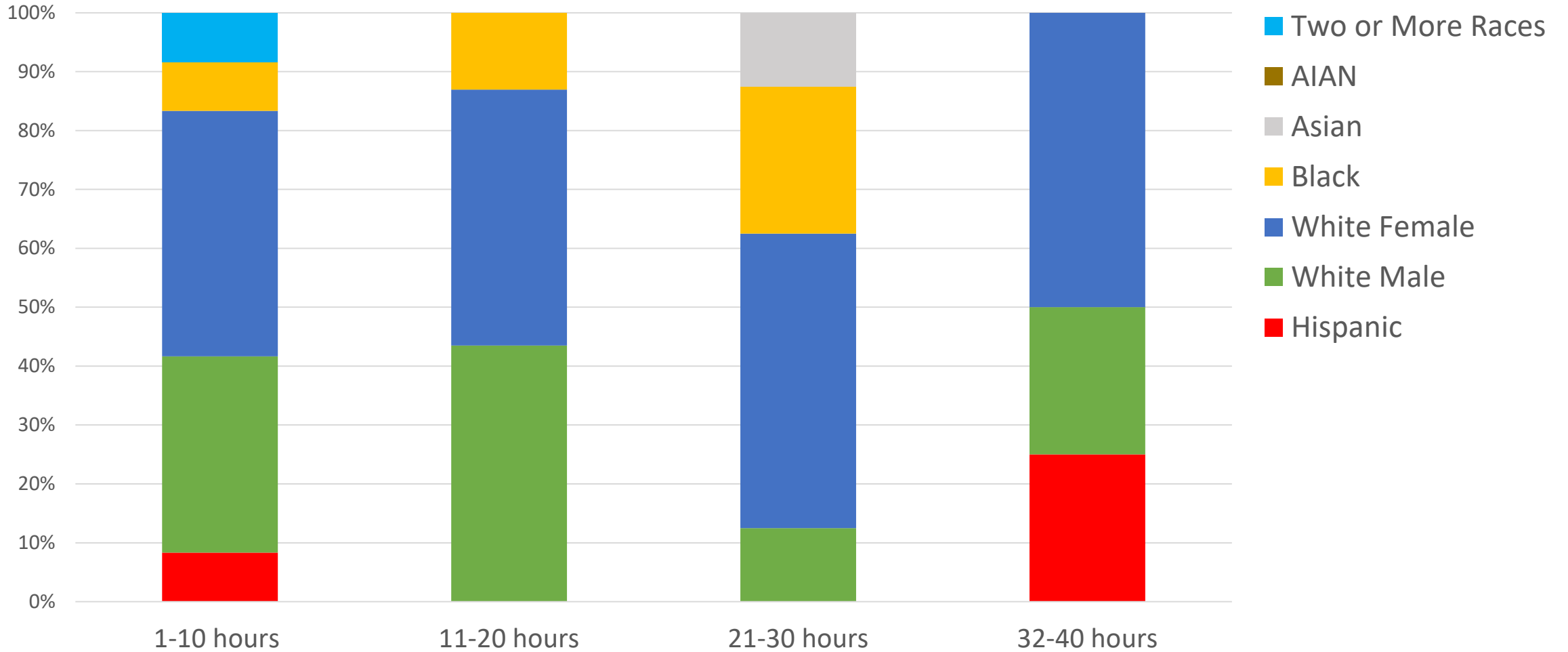
FY 20 – CASH AWARDS by Race/Ethnicity/Gender

MD715 - Table A9-1 – Based on total awards given. Employees may have received awards more than once.



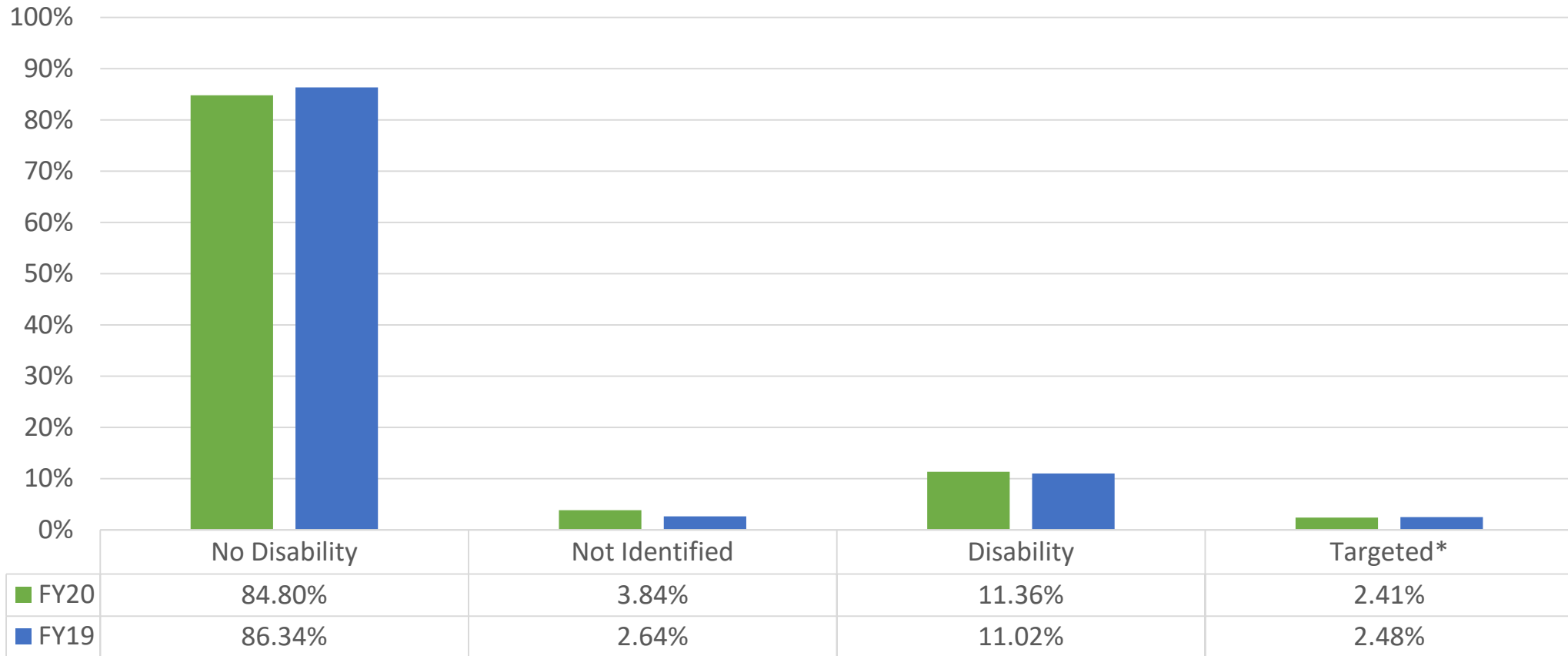
FY 20 – Time Off Awards

MD715 - Table A9-1 – Based on total awards given. Employees may have received awards more than once.



Distribution by Disability Status

MD715 Table BI

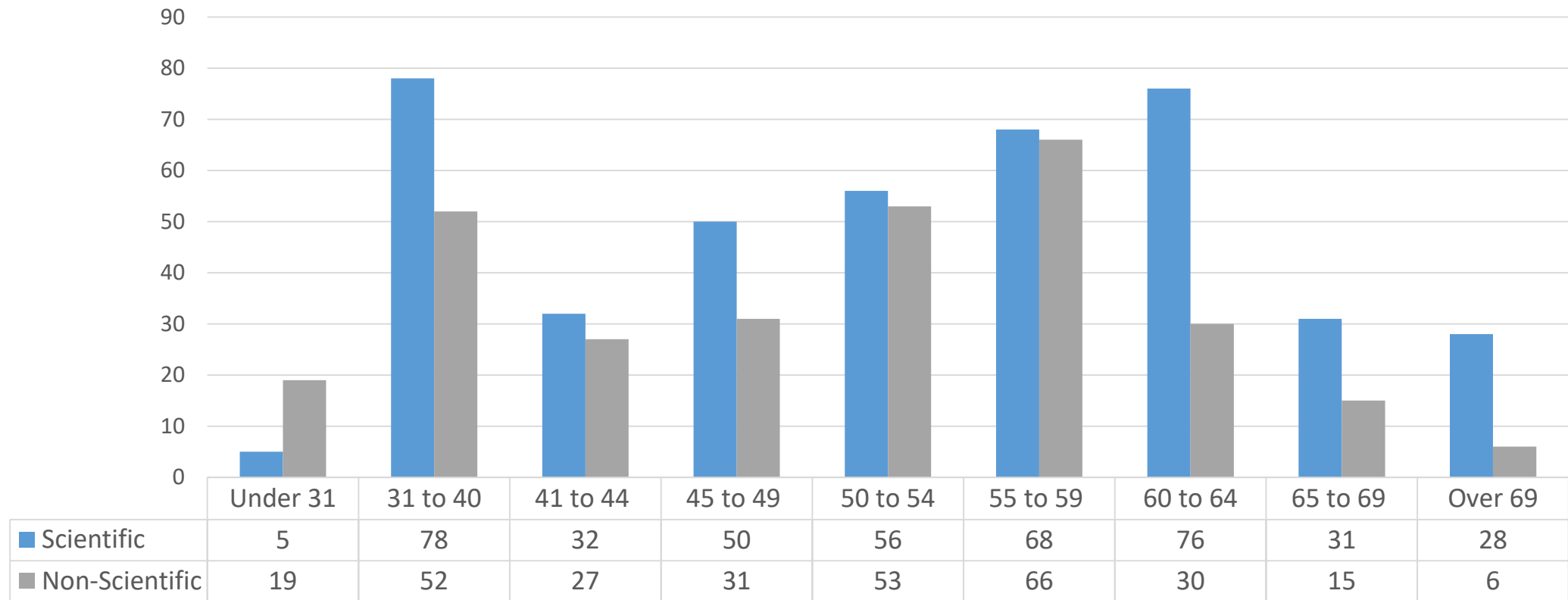


*EEOC Federal Goal for Disabilities is 12.00%. Targeted Disabilities is 2.00%

- Targeted Disabilities: Developmental Mental Disability, Traumatic Brain Injury, Deaf or Serious Difficulty Hearing, Blind or Serious Difficulty Seeing, Missing Extremities, Significant Mobile Impairment, Partial or Complete paralysis, Epilepsy or other seizure disorders, Intellectual Disability, Significant Psychiatric Disorder, Dwarfism, Significant Disfigurement
- The purpose of focusing on targeted disabilities is to encourage the hiring, placement, and advancement of selected individuals with disabilities in affirmative employment planning.

Age Profile by PATCO Categories for Permanent Employees Professional (Scientific) VS Administrative, Technical, Clerical, Other

Note: This is not an MD-715 chart but was requested by OAR management. As of 12/27/20



Note: Average Age for Professional (Scientific) is 52 years old
Average Age for Non- Scientific is 50 years old

Retirement Eligibility by PATCO Categories for Permanent Employees Scientific (Professional) and Non-Scientific (Administrative, Technical, Clerical, Other)

Note: This is not an MD-715 chart but was requested by OAR management. As of 12/27/20

OAR – Retirement Eligibility

