



In support of DON EEO initiatives, this AEP Data Sheet was established as an advisory tool for HRO advisors and managers. When analyzing an activity's workforce, underrepresentation of a particular EEO group is determined by comparing the group's on-board percentage in a particular occupation (e.g. PATCOB-Professional, Administrative, Technical, Clerical, Other and Blue Collar), to the relevant Civilian Labor Force percentage for that group. If the EEO group on-board percentage is lower than the commensurate CLF percentage, there is underrepresentation.

NATIONAL CLF TOTALS ARE USED FOR PROFESSIONAL AND KITSAP/BREMERTON CLF TOTALS ARE USED FOR ALL OTHERS As of Date: 2/12/03

■ Indicates Underrepresentation

DISTRIBUTION OF EEO GROUPS BY PATCOB USING CLF TOTALS FOR UIC 69207 QK

| TYPE | TOTAL AND PERCENT | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | ASIANAMER/ PAC ISLNR MALE | ASIANAMER/ PAC ISLNR FEMALE | AMER IND/ ALASKAN NAT MALE | AMER IND/ ALASKAN NAT FEMALE |
|-----------------------|-------------------|------------|--------------|------------|--------------|---------------|-----------------|---------------------------|-----------------------------|----------------------------|------------------------------|
| Administrative | 136 | 18 | 93 | 0 | 5 | 1 | 1 | 3 | 9 | 0 | 1 |
| | 100.00% | 13.24% | 68.38% | 0.00% | 3.68% | 0.74% | 0.74% | 2.21% | 6.62% | 0.00% | 0.74% |
| CLF % | 100 | 51.2 | 43.3 | 0.6 | 0.2 | 0.8 | 0.5 | 1.2 | 0.8 | 0.8 | 0.7 |
| Technical | 50 | 7 | 27 | 1 | 2 | 2 | 3 | 0 | 7 | 0 | 0 |
| | 100.00% | 14.00% | 54.00% | 2.00% | 4.00% | 4.00% | 6.00% | 0.00% | 14.00% | 0.00% | 0.00% |
| CLF % | 100 | 42 | 50.6 | 0.6 | 0.7 | 0.9 | 1 | 1.1 | 1.7 | 0.5 | 0.9 |
| Clerical | 17 | 1 | 10 | 0 | 1 | 0 | 0 | 1 | 3 | 0 | 0 |
| | 100.00% | 5.88% | 58.82% | 0.00% | 5.88% | 0.00% | 0.00% | 5.88% | 17.65% | 0.00% | 0.00% |
| CLF % | 100 | 19.1 | 73 | 0.4 | 1.8 | 0.3 | 0.9 | 0.7 | 2.9 | 0 | 0.9 |
| Other | 9 | 0 | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 100.00% | 0.00% | 77.78% | 0.00% | 11.11% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| CLF % | 100 | 79.6 | 14.8 | 0.1 | 0.1 | 3.5 | 0.2 | 0.9 | 0.1 | 0.7 | 0 |
| Blue Collar | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 100.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| CLF % | 100 | 71.8 | 10.8 | 2.6 | 2.6 | 2 | 0.3 | 7.3 | 3.4 | 1.3 | 0.2 |
| UIC TOTAL: | 213 | 27 | 137 | 1 | 9 | 3 | 4 | 4 | 19 | 0 | 1 |
| | 100.00% | 12.68% | 64.32% | 0.47% | 4.23% | 1.41% | 1.88% | 1.88% | 8.92% | 0.00% | 0.47% |

1990 CENSUS DATA TOTALS FOR: HRSC NW

The following totals are included in the total column above but they are not included in the ethnic columns due to pending determination: Males - 3 Females - 5

*The Equal Employment Opportunity Commission's memorandum of October 18, 1987, referring to the EEOC Management Directive (MD) 714, while identifying white males as an EEO group, stipulates that no objectives are required for this group in developing EEO and AEP goals. The intent of affirmative action in the Federal service is to eliminate the effects of past and present employment discrimination against minorities and females.



**Affirmative Employment Program (AEP) Workforce Data Sheet From
Human Resources Service Center, Northwest
For UIC 69207 HRSC NW SILVERDALE WA**

As of Date: 2/20/03

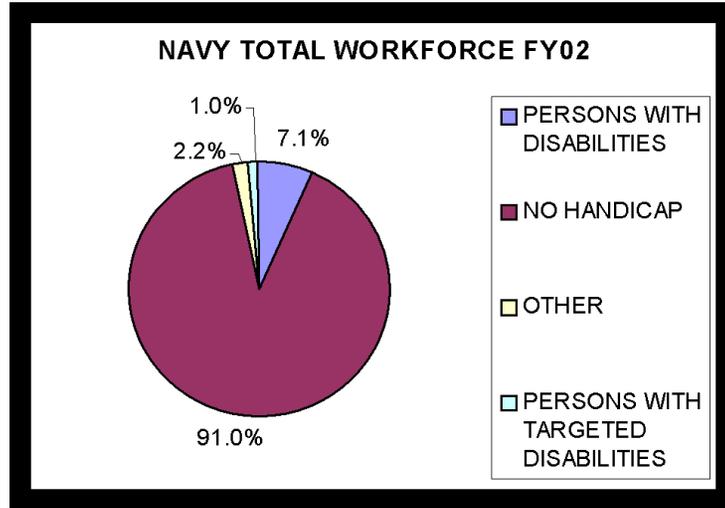
| Total Workforce Permanent | Hispanic Total | Percent Hispanic Representation | Navy Wide Representation Rate | Kitsap County Hispanic CLF | FY02 Region Representation Rate |
|---------------------------|----------------|---------------------------------|-------------------------------|----------------------------|---------------------------------|
| 207 | 7 | 3.38% | 4.4% | 2.7% | 2.4% |

On October 12, 2000, the President issued Executive Order 13171, addressing the need to increase the Hispanic representation in the federal workforce. Hispanics represent 4.4% of Navy's workforce. The Navy-wide goal is to achieve an 8% representation rate by year 2003.

| PERSONS WITH DISABILITIES | Total | PERCENT |
|---------------------------|------------|-------------|
| **Targeted Disabled | 2 | 0.94% |
| Non Targeted Disabled | 19 | 8.92% |
| No Handicap | 168 | 78.87% |
| Other | 24 | 11.27% |
| Total Workforce: | 213 | 100% |

**Targeted disabilities identifies on-board persons who are deaf, blind, or have missing extremities, partial or complete paralysis, convulsive disorders, mental illness, or distortion of limbs or spine or have missing extremities. The Navy's goal for individuals with targeted disabilities is 2.0%.

The President issued Executive Order 13163 on July 26, 2000 to focus attention on the need to increase hiring and advancement for individuals with disabilities. The Navy's goal is to hire an additional 6,000 persons with disabilities by the end of FY05.



| Total Workforce | All Disabled Veterans | 30% Disabled Veterans | All Veterans |
|-----------------|-----------------------|-----------------------|--------------|
| 213 | 15 | 8 | 39 |
| 100.00% | 7.04% | 3.76% | 18.31% |
| NAVY % | 5.9% | 2.2% | 35.5% |

Note: Persons with Disabilities and Disabled Veterans data includes both permanent and temporary employees.

5 CFR 720.303 requires that agencies conduct a continuing affirmative program for the recruitment, hiring, placement and advancement of disabled veterans.

For additional information, please contact: HRSC-NW, Code 10/EEO, (360) 476-2141/2187 or Email eeo@nw.hroc.navy.mil