

APPENDIX A

Appendix A
Tenant Organizations' Work Force
By PATCOB-FY 02

	TOTAL	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/ Pacific Islander Males	Asian/ Pacific Islander Females	Native Americans/ Alaskan Natives Males	Native Americans/ Alaskan Natives Females	Id Pending
PROFESSIONAL	23	8	1	0	0	12	2	0	0	0	0	0
Tenant %	100.0%	34.8%	4.3%	0.0%	0.0%	52.2%	8.7%	0.0%	0.0%	0.0%	0.0%	
NCLF %	100.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%	0.0%
ADMINISTRATIVE	67	28	8	8	3	10	9	1	0	0	0	0
Tenant %	100.0%	41.8%	11.9%	11.9%	4.5%	14.9%	13.4%	1.5%	0.0%	0.0%	0.0%	
CLF %	100.0%	26.4%	15.1%	1.9%	1.6%	31.3%	22.9%	0.3%	0.3%	0.1%	0.0%	0.0%
TECHNICAL	42	10	9	1	1	12	9	0	0	0	0	0
Tenant %	100.0%	23.8%	21.4%	2.4%	2.4%	28.6%	21.4%	0.0%	0.0%	0.0%	0.0%	
CLF %	100.0%	20.8%	16.3%	1.0%	1.7%	24.7%	34.6%	0.3%	0.3%	0.0%	0.2%	0.2%
CLERICAL	19	1	5	1	5	3	4	0	0	0	0	0
Tenant %	100.0%	5.3%	26.3%	5.3%	26.3%	15.8%	21.1%	0.0%	0.0%	0.0%	0.0%	
CLF %	100.0%	5.6%	24.4%	0.8%	2.8%	15.4%	50.2%	0.2%	0.4%	0.0%	0.1%	0.0%
OTHER	2	1	0	1	0	0	0	0	0	0	0	0
Tenant %	100.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
CLF %	100.0%	37.1%	4.0%	1.7%	0.2%	46.5%	9.9%	0.4%	0.1%	0.0%	0.2%	0.0%
BLUE COLLAR	5	2	0	0	0	3	0	0	0	0	0	0
Tenant %	100.0%	40.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
CLF %	100.0%	23.5%	1.5%	3.3%	0.4%	58.8%	11.3%	0.2%	0.0%	0.2%	0.0%	0.7%
TOTALS	158	50	23	11	9	40	24	1	0	0	0	0

Appendix A
NAF Work Force by PATCOB-FY 02

	TOTAL	EM	EF	CM	CF	DM	DF	BM	BF	AM	AF	GM	GF	HM	HF	JM	JF	KM	KF	LM	LF	MM	MF	NM	NF	PM	PF	QM	QF	I
PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE	47	12	18	2	1	8	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	
NAF %	100.0%	25.5%	38.3%	4.3%	2.1%	17.0%	10.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	
TECHNICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
NAF %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLERICAL	234	27	81	10	41	15	54	0	1	0	0	0	0	1	0	1	0	1	1	0	0	0	1	0	0	0	0	0	0	
NAF %	100.0%	11.5%	34.6%	4.3%	17.5%	6.4%	23.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
NAF %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BLUE COLLAR	191	23	31	10	16	40	54	0	1	0	0	0	2	0	2	0	0	0	0	0	2	0	6	1	0	0	2	0	0	1
NAF %	100.0%	12.0%	16.2%	5.2%	8.4%	20.9%	28.3%	0.0%	0.5%	0.0%	0.0%	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	3.1%	0.5%	0.0%	0.0%	1.0%	0.0%	0.5%	
TOTALS	472	62	130	22	58	63	113	0	2	0	0	0	2	1	2	1	0	1	1	0	2	0	7	1	0	0	2	0	1	1
% of Total Pop	100.0%	13.1%	27.5%	4.7%	12.3%	13.3%	23.9%	0.0%	0.4%	0.0%	0.0%	0.0%	0.4%	0.2%	0.4%	0.2%	0.0%	0.2%	0.2%	0.0%	0.4%	0.0%	1.5%	0.2%	0.0%	0.0%	0.4%	0.0%	0.2%	0.2%

Legend:			
EM	White Non-Hispanic Male	JF	Gumanian Female
EF	White Non-Hispanic Female	KM	Hawaiian Male
CM	Black Non-Hispanic Male	KF	Hawaiian Female
CF	Black Non-Hispanic Female	LM	Japanese Male
DM	Hispanic Male	LF	Japanese Female
DF	Hispanic Female	MM	Korean Male
BM	Asian/ Pacific Islander Male	MF	Korean Female
BF	Asian/ Pacific Islander Female	NM	Samoan Male
AM	Native Americans/ Alaskan Natives Male	NF	Samoan Female
AF	Native Americans/ Alaskan Natives Female	PM	Vietnamese Male
GM	Chinese Male	PF	Vietnamese Female
GF	Chinese Female	QM	All other Asian/ Pacific Islander Male
HM	Filipino Male	QF	All other Asian/ Pacific Islander Female
HF	Filipino Female	I	Identification Pending
JM	Gumanian Male		

APPENDIX B

Appendix B
Privacy Act Information Use IAW 29 CFR 1614.601 and AR 690-12
FY 01 - FY 02 Change in Work Force by PATCOB
TRADOC Activities

Occupational Category	Years/Change	Total	Women	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pacific Islanders Males	Asian/Pacific Islanders Females	Native Americans/Alaskan Natives Males	Native Americans/Alaskan Natives Females	Other
Professional	2002	129	43	46	19	3	4	37	18	0	1	0	1	0
			33.3%	35.7%	14.7%	2.3%	3.1%	28.7%	14.0%	0.0%	0.8%	0.0%	0.8%	0.0%
	2001	126	47	39	23	3	4	36	19	1	1	0	0	0
			37.3%	31.0%	18.3%	2.4%	3.2%	28.6%	15.1%	0.8%	0.8%	0.0%	0.0%	0.0%
	# Change	3	-4	7	-4	0	0	1	-1	-1	-1	0	0	1
% Change		-4.0%	4.7%	-3.5%	-0.1%	-0.1%	0.1%	-1.1%	-0.8%	0.0%	0.0%	0.0%	0.8%	0.0%
Administrative	2002	331	100	125	52	44	5	56	37	3	4	2	1	2
			30.2%	37.8%	15.7%	13.3%	1.5%	16.9%	11.2%	0.9%	1.2%	0.6%	0.3%	0.6%
	2001	296	95	115	48	35	5	48	39	2	2	1	1	0
			32.1%	38.9%	16.2%	11.8%	1.7%	16.2%	13.2%	0.7%	0.7%	0.3%	0.3%	0.0%
	# Change	35	5	10	4	9	0	8	-2	1	2	1	0	2
% Change		-1.9%	-1.1%	-0.5%	1.5%	-0.2%	0.7%	-2.0%	0.2%	0.5%	0.3%	0.0%	0.6%	
Technical	2002	136	69	22	32	8	15	35	21	2	1	0	0	0
			50.7%	16.2%	23.5%	5.9%	11.0%	25.7%	15.4%	1.5%	0.7%	0.0%	0.0%	0.0%
	2001	178	79	38	29	14	17	45	29	1	4	1	0	0
			44.4%	21.3%	16.3%	7.9%	9.6%	25.3%	16.3%	0.6%	2.2%	0.6%	0.0%	0.0%
	# Change	-42	-10	-16	3	-6	-2	-10	-8	1	-3	-1	0	0
% Change		6.4%	-5.2%	7.2%	-2.0%	1.5%	0.5%	-0.9%	0.9%	-1.5%	-0.6%	0.0%	0.0%	
Clerical	2002	196	112	26	44	9	15	49	48	0	4	0	1	0
			57.1%	13.3%	22.4%	4.6%	7.7%	25.0%	24.5%	0.0%	2.0%	0.0%	0.5%	0.0%
	2001	148	89	19	35	5	12	35	37	0	4	0	1	0
			60.1%	12.8%	23.6%	3.4%	8.1%	23.6%	25.0%	0.0%	2.7%	0.0%	0.7%	0.0%
	# Change	48	23	7	9	4	3	14	11	0	0	0	0	0
% Change		-3.0%	0.4%	-1.2%	1.2%	-0.5%	1.4%	-0.5%	0.0%	-0.7%	0.0%	-0.2%	0.0%	
Other	2002	272	18	76	6	30	2	145	10	2	0	1	0	0
			6.6%	27.9%	2.2%	11.0%	0.7%	53.3%	3.7%	0.7%	0.0%	0.4%	0.0%	0.0%
	2001	78	1	14	0	2	0	61	1	0	0	0	0	0
			1.3%	17.9%	0.0%	2.6%	0.0%	78.2%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%
	# Change	194	17	62	6	28	2	84	9	2	0	1	0	0
% Change		5.3%	10.0%	2.2%	8.5%	0.7%	-24.9%	2.4%	0.7%	0.0%	0.4%	0.0%	0.0%	
Blue Collar	2002	44	2	13	0	1	1	27	1	1	0	0	0	0
			4.5%	29.5%	0.0%	2.3%	2.3%	61.4%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%
	2001	278	2	85	1	23	0	162	1	5	0	1	0	0
			0.7%	30.6%	0.4%	8.3%	0.0%	58.3%	0.4%	1.8%	0.0%	0.4%	0.0%	0.0%
	# Change	-234	0	-72	-1	-22	1	-135	0	-4	0	-1	0	0
% Change		3.8%	-1.0%	-0.4%	-6.0%	2.3%	3.1%	0.1%	0.5%	0.0%	0.1%	0.0%	0.0%	
Unknown	2001	7	0	4	0	0	0	3	0	0	0	0	0	0
			0.0%	57.1%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTALS	2002	1108	344	308	153	95	42	349	135	8	10	3	3	2
			31.0%	27.8%	13.8%	8.6%	3.8%	31.5%	12.2%	0.7%	0.9%	0.3%	0.3%	0.6%
	2001	1111	313	314	136	82	38	390	126	9	11	3	2	0
			28.2%	28.3%	12.2%	7.4%	3.4%	35.1%	11.3%	0.8%	1.0%	0.3%	0.2%	0.0%
	# Change	-3	31	-6	17	13	4	-41	9	-1	-1	0	1	2
% Change		2.9%	-0.5%	1.6%	1.2%	0.4%	-3.6%	0.8%	-0.1%	-0.1%	0.0%	0.1%	0.6%	

**FY 01-FY 02 CHANGE IN
FT. BLISS WORK FORCE**

	Total	Non-Minorities	Minorities	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pacific Islander Males	Asian/Pacific Islander Females	Native Americans/Alaskan Natives Males	Native Americans/Alaskan Natives Females	Other RNO
2002	1108	461	647	308	153	95	42	349	135	8	10	3	3	2
%		41.6%	58.4%	27.8%	13.8%	8.6%	3.8%	31.5%	12.2%	0.7%	0.9%	0.3%	0.3%	0.2%
2001	1111	450	661	314	136	82	38	390	126	9	11	3	2	0
%		40.5%	59.5%	28.3%	12.2%	7.4%	3.4%	35.1%	11.3%	0.8%	1.0%	0.3%	0.2%	0.0%
Change	-0.27%	1.1%	-1.1%	-0.5%	1.6%	1.2%	0.4%	-3.6%	0.8%	-0.1%	-0.1%	0.0%	0.1%	0.2%

OFFICE OF EEO CIVILIAN WORK FORCE PERCENTAGES FOR FT. BLISS FY02		
Category	Total Employees	Percentage of Total Ft. Bliss Work Force
White Males	308	27.80%
White Females	153	13.81%
Black Males	95	8.57%
Black Females	42	3.79%
Hispanic Males	349	31.50%
Hispanic Females	135	12.18%
Asian/ Pacific Islander Males	8	0.72%
Asian/ Pacific Islander Females	10	0.90%
Native Americans/Alaskan Natives Males	3	0.27%
Native Americans/Alaskan Natives Females	3	0.27%
Other	2	0.18%
Total	1108	100.00%
Non-Minorities	461	41.61%
Minorities	647	58.39%
Total	1108	100.00%

APPENDIX C

Appendix C
Work Force Profile by Grade Groupings - FY 02
For White Collar
US Army Training and Doctrine Command (TRADOC)

TOTAL 2002	58		422		340		244	
	GS 13-15	%	GS 9-12	%	GS 5-8	%	GS 1-4	%
WHITE MALE	31	53.4%	145	34.4%	69	20.3%	50	20.5%
WHITE FEMALE	6	10.3%	68	16.1%	41	12.1%	38	15.6%
BLACK MALE	4	6.9%	45	10.7%	20	5.9%	25	10.2%
BLACK FEMALE	0	0.0%	8	1.9%	19	5.6%	14	5.7%
HISPANIC MALE	11	19.0%	94	22.3%	140	41.2%	77	31.6%
HISPANIC FEMALE	5	8.6%	51	12.1%	40	11.8%	38	15.6%
ASIAN/ PACIFIC ISLANDER MALE	0	0.0%	3	0.7%	4	1.2%	0	0.0%
ASIAN/ PACIFIC ISLANDER FEMALE	0	0.0%	4	0.9%	5	1.5%	1	0.4%
NATIVE AMERICANS/ ALASKAN NATIVES MALES	0	0.0%	2	0.5%	1	0.3%	0	0.0%
NATIVE AMERICANS/ ALASKAN NATIVES FEMALES	0	0.0%	1	0.2%	1	0.3%	1	0.4%
OTHER RNO	1	1.7%	1	0.2%	0	0.0%	0	0.0%

TOTAL 2001	58		399		278		91	
	GS 13-15	%	GS 9-12	%	GS 5-8	%	GS 1-4	%
WHITE MALE	29	50.0%	141	35.3%	41	14.7%	14	15.4%
WHITE FEMALE	7	12.1%	66	16.5%	38	13.7%	24	26.4%
BLACK MALE	3	5.2%	40	10.0%	14	5.0%	2	2.2%
BLACK FEMALE	0	0.0%	8	2.0%	22	7.9%	8	8.8%
HISPANIC MALE	14	24.1%	81	20.3%	109	39.2%	21	23.1%
HISPANIC FEMALE	5	8.6%	55	13.8%	46	16.5%	19	20.9%
ASIAN PACIFIC MALE	0	0.0%	3	0.8%	1	0.4%	0	0.0%
ASIAN PACIFIC FEMALE	0	0.0%	3	0.8%	6	2.2%	2	2.2%
NATIVE AMERICANS/ ALASKAN NATIVES MALES	0	0.0%	2	0.5%	0	0.0%	0	0.0%
NATIVE AMERICANS/ ALASKAN NATIVES FEMALES	0	0.0%	0	0.0%	1	0.4%	1	1.1%

Appendix C
Work Force Profile by Grade Groupings - FY 02
For Blue Collar Positions

Grade Groupings	Agency	TOTAL	Women	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pacific Islanders Males	Asian/Pacific Islanders Females	Native Americans/Alaskan Natives Males	Native Americans/Alaskan Natives Females
WG/WD 1-4	No.	3	1	0	0	0	1	2	0	0	0	0	0
	%		33.3%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
WG/WD 5-8	No.	18	1	6	0	0	0	11	1	0	0	0	0
	%		5.6%	33.3%	0.0%	0.0%	0.0%	61.1%	5.6%	0.0%	0.0%	0.0%	0.0%
WG/WD 9-10	No.	10	0	3	0	0	0	6	0	1	0	0	0
	%		0.0%	30.0%	0.0%	0.0%	0.0%	60.0%	0.0%	10.0%	0.0%	0.0%	0.0%
WG/WD 11-12	No.	5	0	1	0	1	0	3	0	0	0	0	0
	%		0.0%	20.0%	0.0%	20.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WG/WD 13-15	No.	3	0	2	0	0	0	1	0	0	0	0	0
	%		0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
WL/WN/WS 1-4	No.	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WL/WN/WS 5-9	No.	2	0	0	0	0	0	2	0	0	0	0	0
	%		0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WL/WN/WS 10-11	No.	2	0	0	0	0	0	2	0	0	0	0	0
	%		0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WL/WN/WS 12-19	No.	1	0	1	0	0	0	0	0	0	0	0	0
	%		0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	No.	44	2	13	0	1	1	27	1	1	0	0	0
	%	100.0%	4.5%	29.5%	0.0%	2.3%	2.3%	61.4%	2.3%	2.3%	0.0%	0.0%	0.0%

APPENDIX D

Appendix D
Annual Affirmative Employment Program Accomplishment Report
Distribution of EEO Groups and Comparison by PATCOB - FY 02
Comparison with Civilian Labor Force
TRADOC Activities

Occupational Series	Agency vs. CLF	TOTAL	Women	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pacific Islanders Males	Asian/Pacific Islanders Females	Native Americans/Alaskan Natives Males	Native Americans/Alaskan Natives Females
GS - 081	Number	81	1	16	0	1	0	63	1	0	0	0	0
Firefighter	Agency %		1.2%	19.8%	0.0%	1.2%	0.0%	77.8%	1.2%	0.0%	0.0%	0.0%	0.0%
Other	CLF %		14.3%	37.1%	4.0%	1.7%	0.2%	46.5%	9.9%	0.4%	0.1%	0.0%	0.2%
WG-5803	Number	3	0	1	0	0	0	2	0	0	0	0	0
EQ Mechanic	Agency %		0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Blue Collar	CLF %		13.2%	23.5%	1.5%	3.3%	0.4%	58.8%	11.3%	0.2%	0.0%	0.2%	0.0%
WG-6907	Number	6	0	0	0	0	0	6	0	0	0	0	0
Material Handlers	Agency %		0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Blue Collar	CLF %		13.2%	23.5%	1.5%	3.3%	0.4%	58.8%	11.3%	0.2%	0.0%	0.2%	0.0%
GS-1102	Number	18	8	5	3	1	1	4	3	0	1	0	0
Contracting	Agency %		44.4%	27.8%	16.7%	5.6%	5.6%	22.2%	16.7%	0.0%	5.6%	0.0%	0.0%
Professional	NCLF %		37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
GS-0819	Number	4	2	0	0	0	0	2	2	0	0	0	0
Env. Engineer	Agency %		50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%
Professional	NCLF %		37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
GS-1712	Number	95	11	46	7	27	0	9	4	1	0	1	0
Training Instructor	Agency %		11.6%	48.4%	7.4%	28.4%	0.0%	9.5%	4.2%	1.1%	0.0%	1.1%	0.0%
Administrative	CLF %		39.9%	26.4%	15.1%	1.9%	1.6%	31.3%	22.9%	0.3%	0.3%	0.1%	0.0%
GS-1702	Number	31	26	0	9	2	9	3	8	0	0	0	0
Training Tech	Agency %		83.9%	0.0%	29.0%	6.5%	29.0%	9.7%	25.8%	0.0%	0.0%	0.0%	0.0%
Technical	CLF %		53.2%	20.8%	16.3%	1.0%	1.7%	24.7%	34.6%	0.3%	0.3%	0.0%	0.2%
GS-0318	Number	40	38	1	14	1	5	0	18	0	1	0	0
Secretary	Agency %		95.0%	2.5%	35.0%	2.5%	12.5%	0.0%	45.0%	0.0%	2.5%	0.0%	0.0%
Clerical	CLF %		77.9%	5.6%	24.4%	0.8%	2.8%	15.4%	50.2%	0.2%	0.4%	0.0%	0.1%
GS-2005	Number	13	2	2	2	2	0	7	0	0	0	0	0
Supply Clerk	Agency %		15.4%	15.4%	15.4%	15.4%	0.0%	53.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Clerical	CLF %		77.9%	5.6%	24.4%	0.8%	2.8%	15.4%	50.2%	0.2%	0.4%	0.0%	0.1%

Appendix D
Annual Affirmative Employment Program Accomplishment Report
Distribution of EEO Groups and Comparison by PATCOB - FY 02
Comparison with Civilian Labor Force
TRADOC Activities

Occupational Series	Agency vs CLF	TOTAL	Women	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pacific Islander Males	Asian/Pacific Islanders Females	Native Americans/Alaskan Natives Males	Native Americans/Alaskan Natives Females
GS-0560	Number	36	24	5	12	1	2	6	10	0	0	0	0
Budget Analyst	Agency %		66.7%	13.9%	33.3%	2.8%	5.6%	16.7%	27.8%	0.0%	0.0%	0.0%	0.0%
Administrative	CLF %		39.9%	26.4%	15.1%	1.9%	1.6%	31.3%	22.9%	0.3%	0.3%	0.1%	0.0%
GS-0083	Number	137	15	41	6	19	1	59	8	2	0	1	0
Police Officer	Agency %		10.9%	29.9%	4.4%	13.9%	0.7%	43.1%	5.8%	1.5%	0.0%	0.7%	0.0%
Other	CLF %		14.3%	37.1%	4.0%	1.7%	0.2%	46.5%	9.9%	0.4%	0.1%	0.0%	0.2%
GS-0085	Number	54	2	19	0	10	1	23	1	0	0	0	0
Security Guard	Agency %		3.7%	35.2%	0.0%	18.5%	1.9%	42.6%	1.9%	0.0%	0.0%	0.0%	0.0%
Other	CLF %		14.3%	37.1%	4.0%	1.7%	0.2%	46.5%	9.9%	0.4%	0.1%	0.0%	0.2%

APPENDIX E

Appendix E
Discrimination Complaints Summary FY 02

BY ACTIVITY	FY 02	FY01
1st CAS Bn	0	0
Army Audit Agency	0	0
Directorate of Military Personnel	0	0
CID	0	0
Chief of Staff	0	0
Defense Commissary Agency DeCA	0	2
Directorate of Combat Developments	0	1
Directorate of Community Activities	4	5
Directorate of Contracting	4	0
Directorate of Human Resources	0	0
Directorate of Environment	0	1
Directorate of Resource Management	0	0
DPTMS	0	0
DPWL	11	4
DOIM	0	0
EEO	0	0
Garrison Commander	0	0
JTF-6	0	0
LAO	0	0
Provost Marshal	0	0
WBAMC/DENTAC	16	21
204TH MI BN (Tenent)	1	3
Military Entrance Processing Station (MEP)	2	0
USAADASCH	1	6
USAMC	0	0
Staff Judge Adovocate	0	0
DECA (Tenent)	2	0
NAF	0	0
USASMA	0	0
TOTAL	41	43

Appendix E
Discrimination Complaints Summary FY 02

ALLEGED BASES	FY 02	FY01
Race & Color - Black	5	0
Race & Color - White	2	1
Race & Color - Native Americans/ Alaskan Natives	0	0
Race & Color - Asian Pacific Islanders	0	1
Religion	0	1
National Origin - Hispanic	2	1
National Origin - Other	0	0
Age	2	3
Sex (Female)	2	2
Sex (Male)	2	2
Handicap - Mental	0	0
Handicap - Physical	0	2
Reprisal	1	2
Total	16	15
ALLEGED ISSUES	FY 02	FY01
Accommodations	0	0
Appointment/Hire	0	0
Assignment of Duties	3	0
Awards	0	0
Condition of Employment	3	0
Demotion	0	0
Desk Audit (Other)	0	0
Disciplinary	0	0
Duty Hours	0	0
Equal Pay Act	0	0
Evaluation	3	0
Harassment (Nonsexual)	8	5
Other - RIF/Abolish	0	0
Disparate Treatment	0	1
Pay - Including Overtime	1	0
Promotion	0	2
Reassignment	0	0
Sexual Harassment	1	0
Termination	2	1
Time and Attendance	0	0
Training	2	0
TOTAL	23	9

APPENDIX F



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY AIR DEFENSE ARTILLERY CENTER AND FORT BLISS
114 PERSHING ROAD
FORT BLISS, TEXAS 79916-6816

REPLY TO
ATTENTION OF:

ATZC-CSE (690)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: DA Policy on Sexual Harassment

1. References:

a. Memorandum, DA, Office of the Assistant Secretary Manpower and Reserve Affairs, Deputy for EEO Policy, 8 Dec 96, subject: Policy on Sexual Harassment.

b. 1st End, Cdr TRADOC, ATBO-E, 10 Feb 97, subject: Policy on Sexual Harassment.

2. This command fully endorses the Department of the Army policy on Sexual Harassment, as well as requirements for training of the civilian work force. All employees are to receive initial training conducted by certified trainers. The standardized training will be in accordance with guidelines established by DA

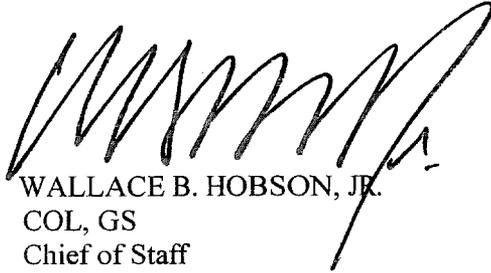
3. The Fort Bliss Equal Employment Opportunity Office has developed a refresher training module which is conducted annually and meets the following objective:

- a. Define sexual harassment in the work place.
- b. Identify situations which have the potential to be sexually harassing.
- c. Identify employer and employee expanding potential liabilities.
- d. Understand and apply Army policy.
- e. Know elements of successful counseling action to achieve behavioral change.

4. Commanders, Directors, Managers and Supervisors are reminded of their responsibility to track and monitor training of all their employees. The EEO Office will maintain statistics and will provide appropriate reports to the HQ TRADOC EEO Office.

FOR THE COMMANDER:

Encl


WALLACE B. HOBSON, JR.
COL, GS
Chief of Staff



REPLY TO
ATTENTION:

DEPARTMENT OF THE ARMY
U. S. ARMY AIR DEFENSE ARTILLERY CENTER
FORT BLISS, TX 79916

ATZC-CSE (690)

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Mandatory Equal Employment Opportunity (EEO), Prevention of Sexual Harassment Training (POSH) and Diversity Training CY 2002

1. Illegal discrimination and sexual harassment are against the law and against the Fort Bliss Commanding General's Policy.
2. One of the best tools for prevention of sexual harassment (POSH) and unlawful discrimination is training to help employees and supervisors understand what it is, how to prevent it, and how to deal with it. Employees and supervisors need increased sensitivity to the way people expect to be treated at work. Annual updates are required for all Department of Army (DA) supervisors, managers, and employees. Military supervisors of DA civilians are also required to attend. The CPAC Office schedules all new POSH employee/supervisor training.
3. EEO, POSH and Diversity training are very important in making the EEO Program succeed. See enclosure one for scheduled EEO, POSH, and Diversity training. Managers and supervisors are accountable for tracking EEO, POSH and Diversity training. Sign-in sheets will be maintained at the EEO Office in building 114. DD Forms 1556 are not required.
4. Training Coordinators at enclosure two, please FAX training requests **NLT** six workdays prior to scheduled training to Ms. Tina Luna at the EEO Office, 568-7553 or email to LunaA2@emh10.bliss.army.mil. **Requests should include organization, POC, name, (first and last) phone/grade of employees/supervisors attending.**

2 Encl
as


FLORA T. SAMBRANO
EQUAL EMPLOYMENT
OPPORTUNITY OFFICER

DISTRIBUTION: A
Less Reserve Components
Supervisors and Managers

EMPLOYEE AND SUPERVISOR REFRESHER POSH TRAINING

The 2002 Equal Employment Opportunity (EEO), Prevention of Sexual Harassment (POSH), and Diversity refresher training for employees and supervisors will be conducted at the U.S. Army Soldier Hall, Bldg 2, Fort Bliss, Texas, from 0900-1100 on the following dates:

2 APR 2002

25 JUN 2002

1 OCT 2002

3 DEC 2002

EEO Training Sessions For FY 2002

Training Topics	Date	Time & Place	Attendees	Trainer
Defining Classes Covered by EEO Laws e.g. Race, Sex, Origin etc.	February 13, 2002 Wednesday	1-hr, 1300-1400	Collateral Counselors	
EEO Report Writing	April 10, 2002 Wednesday	2-hr, 1300-1400	Collateral Counselors	
EEO Counselor Question & Answer Session	May 15, 2002 Wednesday	1-hr, 1300-1400	Collateral Counselors	
EEO Laws & Regulations, c.g., Equal Pay Act, Title VII of Civil Rights Act, etc.	July 17, 2002 Wednesday	1-hr, 1300-1400	Collateral Counselors	
Special Emphasis Program: An Integral Part of the EEO Mission	September 18, 2002 Wednesday	2-hr, 1300-1500	Collateral Counselors	
Conducting the Final Counseling Interview	November 13, 2002 Wednesday	1-hr, 1300-1400	Collateral Counselors	

APPENDIX G



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY AIR DEFENSE ARTILLERY CENTER AND FORT BLISS
1733 PLEASANTON ROAD
FORT BLISS, TEXAS 79916-6816

REPLY TO
ATTENTION OF:

ATZC-CSE (15-1d)

3 October 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Minutes of the EEO Committee Meeting

1. CALL TO ORDER: The meeting of the EEO Committee convened on 25 September 2002 in Room 120, Building 2. Ms. Tina Luna, Acting EEO Officer, welcomed all members and called the meeting to order. Members were asked to sign in.

a. MEMBERS PRESENT:

COL Wallace B. Hobson, Jr., Chief of Staff
Ms. Albertina Luna, Special Emphasis Program Manager
Mr. Danny O. Pace, Director of DPWL
Mr. Joe Limon, Director of Human Resources
Mr. Joe Kennedy, DCA Member
Mr. Juan Armendariz, EEO Counselor
Mr. David Edmonds, EEO Volunteer
Ms. Liz Childres, EEO Intern
Ms. Norma Martinez, EEO Assistant
Mr. Abel Duarte, Disability Employment Program
Ms. Jacqueline A. Colon, EEO Counselor
Ms. Barbara Wilson, EEO Counselor
MAJ Kelly Stowman, Representing Deputy DRM
Mr. Kim Keisling, JTF-6
COL Karl Goetzke, Director OSJA
MAJ Keronica Stroman, Representing DRM
Ms. Gladys Lewis, EEO Counselor
Mr. Edgar Guerry, Disability Employment Program

b. MEMBERS ABSENT:

Ms. Flora Sambrano, EEO Officer
Ms. Veronica Sereno, Director of Resource Management
Mr. Joseph Moscone, Garrison Manager
Ms. Joyce Stophel, Protocol Office
SFC Broomfield, EO, Fort Bliss
Mr. Martin Wagner, WBAMC

ATZC-CSE

SUBJECT: Minutes of the EEO Committee Meeting

Ms. Barbara Quillin, EEO Specialist
COL Webster Powell, IG
Ms. Jean Offutt, Public Affairs Office
Mr. Robert Jones, EEO Counselor
Mr. Joe Saavedra, President, NAGE Union (WG)
Mr. Gus Abeyta, Union Representative
Ms. Colleen Burns, Director of Contracting
Mr. David Herbertson, President, NAGE Firefighter Union
SFC Simmons, EO, WBAMC
Ms. Wanda Williams, Museums Office (ATSA-MM)
Ms. Karol A. Scott, EEO Counselor

2. **READING OF THE LAST MINUTES:** All attendees indicated that they had received a copy of last meeting's minutes. There were no modifications to the minutes.

3. **OLD BUSINESS:** None

4. **NEW BUSINESS:**

a. COL Hobson welcomed all EEO Committee members, and Ms. Luna presented the agenda and asked for introductions.

b. Ms. Luna announced the upcoming Prevention of Sexual Harassment (POSH) training, which is scheduled for 0900, 1 October 2002, at Building 2, Soldier Hall. She also announced that the National Hispanic Heritage Month observance would be on 26 September 2002 at Soldier Hall.

Ms. Luna then asked Mr. Abel Duarte to provide an update on the upcoming 2002 National Disability Employment Awareness Month. Mr. Duarte stated that the National Disability Employment Awareness Awards Luncheon, which will be co-hosted by the Fort Bliss Committee for Employees with Disabilities as well as various city and state partners, is planned for 1145 to 1300, on 17 October 2002, at the Centennial Club. The luncheon menu will consist of roast beef and chicken, oven-roasted potatoes, mixed vegetables, salad, and coffee or ice tea.

He mentioned that the Committee is currently selling tickets for the luncheon at \$10 each, and encourages all to support the Disability Program through their attendance. Also planned, is an Employee Opportunity Fair as well as several workshops. Workshop speakers will include Mr. Ray Vigil, a Public Affairs Specialist, Social Security Administration and Mr. William Bennett, ADA coordinator for the City of El Paso. Mr. Bennett will be addressing the issue of handicap accessibility and will be directing a panel discussion regarding available services. The panel will consist of members from the ACS Exceptional Family Members Program, Texas Rehabilitation Commission, United Cerebral Palsy of Texas and the Texas Commission for the Blind.

Ms. Norma Martinez announced that the EEO Office is also selling tickets for the Disability Awards Luncheon and would be happy to deliver them directly to those planning to attend.

ATZC-CSE

SUBJECT: Minutes of the EEO Committee Meeting

Mr. Abel Duarte also announced that he would be happy to deliver tickets to any offices wishing to make a purchase.

c. Ms. Luna introduced the guest speaker, Mr. Robert Fierro, Chief CPAC for Fort Bliss Civilian Personnel Office.

1. Mr. Fierro's presentation addressed the issue: "What's happening with A-76 Studies & Buyouts?" He mentioned that we now have many more jobs than people and that this should create very little Reduction In Force (RIF) disruption to the installation, because there will be sufficient jobs for most people in their current organization. The upcoming RIF should be fairly small. There will be few separations and bumps that will affect organizations, although some reassignments at the GS-11+ and GS-09 levels are planned. Since we anticipate few RIF separations, we are not offering VERA. Mr. Fierro also mentioned that RIF notices will be issued on 18 November 2002; separations will become effective 1 February 2003; and reassignments/CLG will be effective on 02 February 2003.

2. Mr. Fierro also spoke about the special restructuring buyouts and said that the purpose of the buyouts is to reshape the workforce for the betterment of Fort Bliss. He stated that positions must be "reshaped" to meet specific restructuring needs, and that this is a DOD-wide authorized restructure. The objective of the restructure is to correct skill imbalances from the 1990 downsizing and to refresh the workforce for the evolving/future mission needs. A total of 15 positions were originally submitted for consideration under this buyout, of which the Civilian Oversight Committee approved 13. One organization withdrew all eight jobs it submitted and two employees changed their mind, so the final Fort Bliss request is for 3 restructuring buyouts.

d. Ms Luna announced that the memorandum for the Special Emphasis Program Committee (SPEC) Membership Drive, signed by the Chief of Staff was now on the web page. She encouraged organizations to recruit people from within to serve as SPEC members, who will in turn serve as organization liaisons to help accomplish Special Emphasis Program (SEP) goals and objectives. She closed by thanking Mr. Fierro for his presentation and the entire group for coming to the EEO Committee Meeting and reminded everyone that the next Committee Meeting will be held on 19 November 2002.

COL Hobson also thanked everyone for his or her participation and mentioned that EEO is one area that should be supported. COL Hobson also said that we should all read our newspapers and be aware that we are deploying troops to Kandahar, Afghanistan. He thanked everyone for their support.

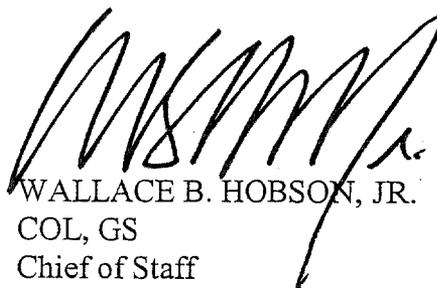
3. **ANNOUNCEMENT:** Next meeting is scheduled for 19 November 2002, in Building 2, Room 120. Any changes to this schedule will be announced.

4. **ADJOURN:** The meeting was adjourned at 1420 hours.

ATZC-CSE

SUBJECT: Minutes of the EEO Committee Meeting

FOR THE COMMANDER:



WALLACE B. HOBSON, JR.
COL, GS
Chief of Staff

DISTRIBUTION:

1 - Each Committee Member

APPENDIX H

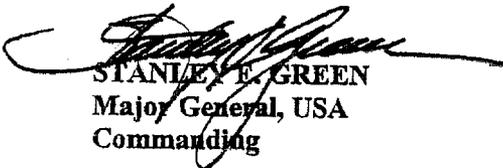
POLICY

Number: B-1

SUBJECT: Equal Opportunity (EO) and Civilian Equal Employment Opportunity (EEO)

Date: 17 Sep 01

1. All commanders, managers, and supervisors will promote a climate of dignity, respect, and equality of opportunity and employment for our soldiers, family members, and Department of the Army civilians. Every soldier and civilian will be evaluated on fitness and merit, without regard to race, color, gender, religion, or national origin. Our civilians will further be evaluated without regard to age or disability.
2. All soldiers, family members, and Department of the Army civilians have the right to live and work in an environment that is free from harassment and discrimination. Every commander, manager, and supervisor will set the appropriate example with regard to equal opportunity and will take appropriate actions when allegations of discrimination and/or unequal treatment arise. Additionally, commanders will establish robust EO training programs based on the Consideration of Others philosophy. As a minimum, this training will be conducted for 2 hours during each quarter.
3. Commanders are the Equal Opportunity (EO) and Equal Employment Opportunity (EEO) officers for their command and are ultimately held accountable. However, the success of these programs is every individual's responsibility. Soldiers and family members are encouraged to seek assistance, file a complaint, and/or cooperate with an investigating officer when resolving equal opportunity matters. Civilian employees are encouraged to contact the EEO office to address perceived incidents of discrimination. Reprisal against those exercising their EO and EEO rights will not be tolerated.
4. Participation in extremist activities is prohibited (IAW AR 600-20, Army Command Policy, Chapter 4, Paragraph 4-12, dated 15 July 1999).
5. Should a soldier or family member believe that they are a victim of discrimination or sexual harassment, they should immediately present their concerns to their chain of command for resolution. Detailed complaint procedures are outlined in Fort Bliss Policy letter B-3. They may contact their unit Equal Opportunity Advisor, the Equal Opportunity Office in Building 114, second floor, or by calling the EO HOTLINE at 568-1213.
6. Should a Department of the Army civilian employee believe that they are a victim of discrimination or sexual harassment, they should immediately contact the Equal Employment Opportunity Office in Building 114, first floor or by calling the EEO HOTLINE at 568-1489.
7. This policy letter will be posted on all official bulletin boards.


STANLEY E. GREEN
Major General, USA
Commanding

ORIGINATING OFFICE:

EO/EEO Offices

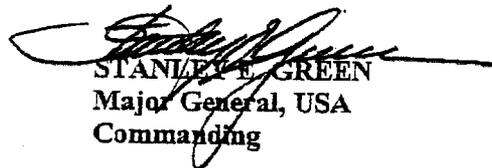
POLICY

Number: B-2

SUBJECT: Prevention of Sexual Harassment (POSH)

Date: 17 Sep 01

1. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is unacceptable behavior. It is detrimental to productivity, defeats individual rights, and violates the law. Sexual harassment will not be tolerated within this command.
2. All soldiers and Department of the Army civilians will receive semiannual sexual harassment prevention training that gives guidance on what constitutes sexual harassment and the avenues available for reporting sexual harassment.
3. Allegations of sexual harassment will be examined and resolved promptly at the lowest level possible or by formal disciplinary or administrative action. Commanders, managers, and supervisors will take prompt and decisive action when such harassment is substantiated. There is zero tolerance of sexual harassment.
4. I charge everyone to take personal responsibility in preventing sexual harassment. I am committed to ensuring our soldiers, their family members, and Department of the Army civilian employees have a work and living environment free of sexual harassment.
5. This policy letter will be posted on all official bulletin boards.


STANLEY E. GREEN
Major General, USA
Commanding

ORIGINATING OFFICE:

EO / EEO Offices

APPENDIX I



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY AIR DEFENSE ARTILLERY CENTER AND FORT BLISS
1733 PLEASANTON ROAD
FORT BLISS, TEXAS 79916-6816

REPLY TO
ATTENTION OF:

ATZC-CSE

25 February 2002

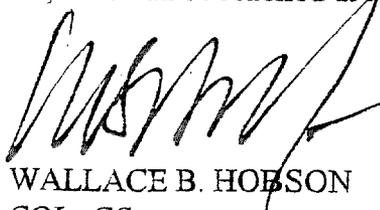
MEMORANDUM FOR DISTRIBUTION

SUBJECT: EEO Objectives for Supervisors

1. References:
 - a. Memorandum, ATZC-CSE, 8 Sep 98, subject: Civilian Performance Management.
 - b. Memorandum, ATZC-CSE, 24 Aug 98, subject: Commanding General's Support of Equal Employment Opportunity (EEO).
 - c. Memorandum, ATZC-GCE-E, 22 Nov 96, subject: Processing of Supervisory Civilian Evaluation Reports.
2. EEO/Affirmative Action remains a critical requirement for all supervisors and non-supervisory management officials whose program areas or assigned duties may influence the achievement of program goals and objectives. All actions affecting Fort Bliss employees or potential employees are an integral part of management's EEO responsibilities. I hold managers and supervisors accountable for good faith efforts to support the implementation of EEO/AA policy. Enclosed is a list of objectives or the types of activities supervisors/managers can pursue to respond to the challenges of EEO/AA.
3. I delegate authority to the EEO Office to review and evaluate managerial and supervisory performance in a manner that ensures continuing affirmative application and vigorous enforcement of the policy of equal opportunity. The EEO Office will continue to monitor the review of the EEO/AA element reflected on the Senior System Civilian Report (DA Form 7222) and Base System Civilian Evaluation Report (DA Form 7223) for ALL SUPERVISORY positions. Supervisors will list their accomplishments in achieving EEO/AA objectives on the yearly evaluation reports. The reports will be forwarded to the EEO Office for review prior to submission to Command Staff and CPAC.
4. Point of contact for this action is Barbara K. Quillin, who can be reached at 568-5143.

FOR THE COMMANDER:

Encl
as


WALLACE B. HOBSON
COL, GS
Chief of Staff

DISTRIBUTION: A; Less Reserve Components; EEO