

Human Resources Management	139	20.86%	79.14%	7.19%	49.64%	38.13%	3.60%	1.44%	0.00%
General Education And Training	9,061	22.58%	77.42%	3.45%	85.41%	7.63%	3.08%	0.43%	0.20%
Education and Vocational Training	2,688	14.81%	85.19%	15.59%	71.50%	11.31%	1.26%	0.33%	0.33%
GS-14 and GS-15 *	120	45.00%	55.00%	1.67%	87.50%	10.83%	0.00%	0.00%	0.00%
Senior Pay Level*	22	50.00%	50.00%	9.09%	86.36%	0.00%	0.00%	4.55%	0.00%
First-Level Officials/Managers	37	51.35%	48.65%	10.81%	72.97%	13.51%	2.70%	0.00%	0.00%
Mid-Level Officials/Managers	68	44.12%	55.88%	2.94%	77.94%	14.71%	4.41%	0.00%	0.00%

Senior-Level Officials/Managers	41	53.66%	46.34%	7.32%	80.49%	9.76%	0.00%	2.44%	0.00%
Unclassified Managers	314	40.45%	59.55%	5.10%	82.80%	10.83%	0.96%	0.32%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 66 pre-complaint counselings (without remands) completed in FY 2005, DoDEA timely processed 25.8%.

II. Issues and Bases of Complaints Filed

Of the 27 complaints filed at DoDEA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Termination; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black

III. Complaint Processing Times

DoDEA's average time for completing an investigation was 220 days. The government-wide average was 237 days in FY 2005.

DoDEA's average processing time for all complaint closures increased from 156 days in FY 2004 to 483 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DoDEA had a total of 39 complaints pending at the end of FY 2005, with 7 pending acknowledgment; 12 pending investigation for an average of 147 days; and 6 pending the issuance of final decisions for an average of 315 days.

V. Costs

DoDEA agreed to pay \$24,000 for 6 pre-complaint settlements, of which 2 were monetary settlements averaging \$12,000. DoDEA expended a total of \$81,795 for 22 complaint investigations, for an average expenditure of \$3,718.

DoDEA agreed to pay a total of \$27,500 for 7 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,929.

Outcome of Counselings Completed in FY 2005

Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	56		10		66	
Settlements	6	10.7%	0	0%	6	9.1%

No Complaints Filed	32	57.1%	0	0%	32	48.5%
Complaints Filed*					26	39.4%
Decision to File Complaint Pending at End of Fiscal Year					2	3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	112	90	80.4%	52	46.4%

FY 2005 Completed/Ended Counselings	66	12	18.2%	10	15.2%
Percentage Change from FY 2004 to FY 2005	-41.1%	-86.7%		-80.8%	
FY 2004 Complaint Workload **	143	10	7%	0	0%
FY 2005 Complaint Workload **	70	5	7.1%	2	2.9%
Percentage Change from FY 2004 to FY 2005	-51%	-50%		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	66	17	25.8%			
All Investigations	22	7	31.8%	297.6	220.1	-26.1%
All Complaint Closures	31			155.5	482.5	210.2%
Merit Decisions (no AJ)	5	3	60%	151.9	386.6	154.5%

Dismissal Decisions (no AJ)	5			134.9	61.6	-54.3%
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*APD = Average Processing Days

Outcomes of Complaints in FY 2005

Complaint Outcomes	Complaint Closures		Final Agency Decision (no AJ decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	27							
Total Closures	31							
Settlements	7	22.6%						

Withdrawals	1	3.2%						
Total Final Agency Actions	23	74.2%	10	43.5%	13	56.5%	0	0%
Dismissals	5	21.7%	5	100%	0	0%	0	0%
Merit Decisions	18	78.3%	5	27.8%	13	72.2%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	18	100%	5	27.8%	13	72.2%	0	0%

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