

**GEORGIA NATIONAL GUARD  
AFFIRMATIVE EMPLOYMENT REPORT**

**FISCAL YEAR 08**

**PREPARED BY: CMSgt PINKNEY/MSgt BROCK**

For period covering October 1, 2007, to September 30, 2008

<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		1. Georgia National Guard	
	<b>1.a. 2<sup>nd</sup> level reporting component</b>		Georgia Army National Guard	
	<b>1.b. 3<sup>rd</sup> level reporting component</b>		Georgia Air National Guard	
	<b>1.c. 4<sup>th</sup> level reporting component</b>			
	<b>2. Address</b>		2. 5019 Hwy 42.	
	<b>3. City, State, Zip Code</b>		3. Ellenwood, GA 30294-3452	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. ARNG/ AFNG</b>	<b>5. 13121</b>
<b>PART B</b> Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			<b>1. 1456</b>
	<b>2. Enter total number of temporary employees</b>			<b>2. 448</b>
	<b>3. Enter total number employees paid from non-appropriated funds</b>			<b>3. 0</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 1904</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	<b>1. Head of Agency Official Title</b>		1. WILLIAM T. NESBITT, Maj Gen, GA ARNG The Adjutant General	
	<b>2. Agency Head Designee</b>		2. JAY A. PENO, Col, GA ANG Human Resources Officer/J1	
	<b>3. Principal EEO Director/Official Official Title/series/grade</b>		3. WILLIAM E. PINKNEY CMSGT, GA, GA ANG State Equal Employment Manager	
	<b>4. Title VII Affirmative EEO Program Official</b>		4. WILLIAM E. PINKNEY CMSGT, GA, GA ANG State Equal Employment Manager	
	<b>5. Section 501 Affirmative Action Program Official</b>		5. WILLIAM E. PINKNEY CMSGT, GA, GA ANG State Equal Employment Manager	
	<b>6. Complaint Processing Program Manager</b>		6. WILLIAM E. PINKNEY CMSGT, GA, GA ANG State Equal Employment Manager	
	<b>7. Other Responsible EEO Staff</b>		7. Noah Brock MSgt, GA ANG EEO/Diversity Specialist	
		7. Sonya Pitmon SSG, GA ARNG Management Assistant		

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	JF HQ GA AIR NATIONAL GUARD (DOBBINS ARB/GA)		13067
JF HQ GA ARMY NATIONAL GUARD (ELLENWOOD/GA)		13063	
HHD 78 <sup>th</sup> TROOP COMMAND (DECATUR/GA)		13087	
HQ 48 <sup>th</sup> INF BDE (MACON/GA)		13193	
116 <sup>th</sup> AIR CONTROL WING (ROBINS AFB/GA)		13153	
165 <sup>th</sup> AIRLIFT WING (GARDEN CITY/GA)		13051	
1 <sup>st</sup> AVIATION GROUP (Provisional) (DOBBINS ARB/GA)		13067	

**EEOC FORMS and Documents Included With This Report**

*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Access ability Survey results as necessary to support EEO Action Plan for building renovation projects
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart

Georgia National Guard For period covering October 1, 2007, to September 30, 2008.

**EXECUTIVE SUMMARY**

The Georgia National Guard is comprised of the Army National Guard, and Air National Guard. The agency has a number of employees working in a variety of positions and pay grades in support of its mission. The mission of the Georgia National Guard is to provide an organization manned, equipped, trained to protect, and serve our communities, commonwealth and nation.

The Georgia Army National Guard has a total military labor force (MLF) of 9,157 soldiers. Of the 9,157 there are 749 dual status employees and 107 non-dual status employees. Additionally, there are 681 Active Guard Reservists (AGR) employees for a combined full-time work force of 1,422. However, this report focuses strictly on the 749 federal technician work force (749 dual status and 107 non-dual status).

Federal technicians are required to have membership in the Army National Guard as a condition of employment (except for the competitive positions); therefore, our primary applicant pool is our military labor force (MLF) rather than the civilian labor force (CLF).

GS Grade Groupings (White Collar):

The entry level grouping GS 1-5 shows a population of 1 Black male and 1 Black female. GS 6-8 shows a population of 47 members, with 17.2% White Males and 44.6% White Females. This grade grouping also has a proportional balance of minorities at 38.2% with Blacks at 34.1%, and 4.1% Hispanic. The GS 9-12 grouping shows a population of 102 members with 45.17% White Males and 23.5% White Females. Black Males make up 15.7% and Black Females make up 12.7%. All other minority groups make up 2.9% of this grade grouping, which demonstrates an even minority representation. The final grade grouping, GS 13-15 shows a population of 31 with 83.9% White Males, 12.50% Black Males and 3.2% Hispanic Males. All other minority groups and Females are not represented in this grade grouping representing a manifest imbalance.

WG/MLWS Grade Groupings (Blue Collar):

The entry level grouping WG 4-8 shows a population of 119 members, with 63.0% White Males, 10.9% White Females, 19.3% Black Males, 3.4% Black Females and 1.7% Hispanic Males with 0% Females. All other minorities in this group represent less than 2% Males with no Females. WG 9-12 grouping shows a population of 191 members, with 65.4% White Males, 24.6% Black Males and 4.2% Hispanic Males with all other Minorities Males making up only 1.6%. Both Black and White Females combined makes up 4.2% in this grade group with no other minority Females represented. This clearly demonstrates a manifest imbalance/under-representation of Females. WL 10-11 shows a population of 12 members, with 100% Males with 58.8% White and 42% Black; indicates a manifest imbalance of Females and other minority groups. The WS 4-8 shows a population of 5