

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	6128	3962	2166	187	95	2746	1164	790	727	144	90	9	8	12	4	74	78
Total Workforce: Prior FY %	100	64.65	35.35	3.05	1.55	44.81	18.99	12.89	11.86	2.35	1.47	0.15	0.13	0.20	0.07	1.21	1.27
Total Workforce: Current FY #	5339	3604	1735	165	79	2505	983	703	516	132	87	13	6	12	1	74	63
Total Workforce: Current FY %	100	67.50	32.50	3.09	1.48	46.92	18.41	13.17	9.66	2.47	1.63	0.24	0.11	0.22	0.02	1.39	1.18
Total Workforce: Difference #	-789	-358	-431	-22	-16	-241	-181	-87	-211	-12	-3	4	-2	0	-3	0	-15
Total Workforce: Ratio Change %	0.00	2.85	-2.85	0.04	-0.07	2.11	-0.58	0.28	-2.20	0.12	0.16	0.09	-0.02	0.02	-0.05	0.18	-0.09
Total Workforce: Net Change %	-12.88	-9.04	-19.90	-11.76	-16.84	-8.78	-15.55	-11.01	-29.02	-8.33	-3.33	44.44	-25.00	0.00	-75.00	0.00	-19.23
EMPLOYEE GAINS																	
Total Workforce: New Hires #	640	424	216	13	4	333	158	52	39	13	13	5	0	1	0	7	2
Total Workforce: New Hires %	100	66.25	33.75	2.03	0.63	52.03	24.69	8.13	6.09	2.03	2.03	0.78	0.00	0.16	0.00	1.09	0.31
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	34	24	10	0	0	21	6	2	4	0	0	0	0	0	0	1	0
Total Workforce: Removal %	100	70.59	29.41	0.00	0.00	61.76	17.65	5.88	11.76	0.00	0.00	0.00	0.00	0.00	0.00	2.94	0.00
Total Workforce: Resignation #	190	117	73	6	2	96	51	12	12	3	4	0	0	0	0	0	4
Total Workforce: Resignation %	100	61.58	38.42	3.16	1.05	50.53	26.84	6.32	6.32	1.58	2.11	0.00	0.00	0.00	0.00	0.00	2.11
Total Workforce: Retirement #	176	117	59	2	0	82	45	27	11	5	2	0	0	0	0	1	1
Total Workforce: Retirement %	100	66.48	33.52	1.14	0.00	46.59	25.57	15.34	6.25	2.84	1.14	0.00	0.00	0.00	0.00	0.57	0.57
Total Workforce: Other Separations #	265	184	81	7	3	152	44	18	28	3	1	1	0	1	0	2	5
Total Workforce: Other Separations %	100	69.43	30.57	2.64	1.13	57.36	16.60	6.79	10.57	1.13	0.38	0.38	0.00	0.38	0.00	0.75	1.89
Total Workforce: Total Separations #	665	442	223	15	5	351	146	59	55	11	7	1	0	1	0	4	10
Total Workforce: Total Separations %	100	66.47	33.53	2.26	0.75	52.78	21.95	8.87	8.27	1.65	1.05	0.15	0.00	0.15	0.00	0.60	1.50
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	5396	3473	1923	172	89	2303	973	771	694	139	83	9	7	10	4	69	73
Permanent Workforce: Prior FY %	100	64.36	35.64	3.19	1.65	42.68	18.03	14.29	12.86	2.58	1.54	0.17	0.13	0.19	0.07	1.28	1.35
Permanent Workforce: Current FY #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce: Current FY %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
Permanent Workforce: Difference #	-919	-437	-482	-22	-17	-311	-232	-92	-208	-15	-6	1	-3	1	-3	1	-13
Permanent Workforce: Ratio Change %	0.00	3.45	-3.45	0.16	-0.04	1.81	-1.48	0.88	-2.00	0.19	0.18	0.05	-0.04	0.06	-0.05	0.28	-0.01
Permanent Workforce: Net Change %	-17.03	-12.58	-25.07	-12.79	-19.10	-13.50	-23.84	-11.93	-29.97	-10.79	-7.23	11.11	-42.86	10.00	-75.00	1.45	-17.81

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	135	104	31	1	1	98	27	3	2	1	0	0	0	1	0	0	1
Temporary Workforce: Other Separations %	100	77.04	22.96	0.74	0.74	72.59	20.00	2.22	1.48	0.74	0.00	0.00	0.00	0.74	0.00	0.00	0.74
Temporary Workforce: Total Separations #	234	159	75	1	1	152	61	4	8	1	3	0	0	1	0	0	2
Temporary Workforce: Total Separations %	100	67.95	32.05	0.43	0.43	64.96	26.07	1.71	3.42	0.43	1.28	0.00	0.00	0.43	0.00	0.00	0.85

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Permanent Workforce #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
USCAAF #	26	14	12	0	0	11	7	3	3	0	2	0	0	0	0	0	0
USCAAF %	100	53.85	46.15	0.00	0.00	42.31	26.92	11.54	11.54	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
OSD #	1457	912	545	32	20	750	371	76	99	28	30	1	0	5	1	20	24
OSD %	100	62.59	37.41	2.20	1.37	51.48	25.46	5.22	6.79	1.92	2.06	0.07	0.00	0.34	0.07	1.37	1.65
DTSA #	124	85	39	6	2	57	19	9	15	12	2	0	0	0	0	1	1
DTSA %	100	68.55	31.45	4.84	1.61	45.97	15.32	7.26	12.10	9.68	1.61	0.00	0.00	0.00	0.00	0.81	0.81
OEA #	30	16	14	0	0	12	10	3	4	1	0	0	0	0	0	0	0
OEA %	100	53.33	46.67	0.00	0.00	40.00	33.33	10.00	13.33	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WHS #	1273	784	489	29	30	459	183	250	239	29	19	2	1	2	0	13	17
WHS %	100	61.59	38.41	2.28	2.36	36.06	14.38	19.64	18.77	2.28	1.49	0.16	0.08	0.16	0.00	1.02	1.34
Other #	307	203	104	9	4	131	51	13	15	26	21	6	1	2	0	16	12
Other %	100	66.12	33.88	2.93	1.30	42.67	16.61	4.23	4.89	8.47	6.84	1.95	0.33	0.65	0.00	5.21	3.91
PFPA #	1103	926	177	70	14	496	66	313	92	24	1	1	0	2	0	20	4
PFPA %	100	83.95	16.05	6.35	1.27	44.97	5.98	28.38	8.34	2.18	0.09	0.09	0.00	0.18	0.00	1.81	0.36
DLSA #	133	76	57	4	2	63	34	7	17	2	1	0	1	0	0	0	2
DLSA %	100	57.14	42.86	3.01	1.50	47.37	25.56	5.26	12.78	1.50	0.75	0.00	0.75	0.00	0.00	0.00	1.50
DTRMC #	24	20	4	0	0	13	0	5	2	2	1	0	1	0	0	0	0
DTRMC %	100	83.33	16.67	0.00	0.00	54.17	0.00	20.83	8.33	8.33	4.17	0.00	4.17	0.00	0.00	0.00	0.00

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
1. Management																	
Executives #	286	197	89	3	2	169	67	21	12	2	6	0	0	1	0	1	2
Executives %	100	68.88	31.12	1.05	0.70	59.09	23.43	7.34	4.20	0.70	2.10	0.00	0.00	0.35	0.00	0.35	0.70
Managers #	89	63	26	0	1	39	14	22	10	0	0	0	1	2	0	0	0
Managers %	100	70.79	29.21	0.00	1.12	43.82	15.73	24.72	11.24	0.00	0.00	0.00	1.12	2.25	0.00	0.00	0.00
Supervisors #	1714	1004	710	44	36	638	314	239	291	44	36	5	1	5	0	29	32
Supervisors %	100	58.58	41.42	2.57	2.10	37.22	18.32	13.94	16.98	2.57	2.10	0.29	0.06	0.29	0.00	1.69	1.87
Total Management #	2089	1264	825	47	39	846	395	282	313	46	42	5	2	8	0	30	34
Total Management %	100	60.51	39.49	2.25	1.87	40.50	18.91	13.50	14.98	2.20	2.01	0.24	0.10	0.38	0.00	1.44	1.63
2. Professionals #	1246	793	453	37	24	597	299	78	85	52	21	4	2	1	1	24	21
Professionals %	100	63.64	36.36	2.97	1.93	47.91	24.00	6.26	6.82	4.17	1.69	0.32	0.16	0.08	0.08	1.93	1.69
3. Technicians #	59	50	9	4	0	35	5	9	3	1	0	0	0	0	0	1	1
Technicians %	100	84.75	15.25	6.78	0.00	59.32	8.47	15.25	5.08	1.69	0.00	0.00	0.00	0.00	0.00	1.69	1.69
4. Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Workers #	122	52	70	3	2	21	19	26	36	2	11	0	0	0	0	0	2
Administrative Workers %	100	42.62	57.38	2.46	1.64	17.21	15.57	21.31	29.51	1.64	9.02	0.00	0.00	0.00	0.00	0.00	1.64
6. Craft Workers #	155	154	1	5	0	94	0	49	1	4	0	1	0	1	0	0	0
Craft Workers %	100	99.35	0.65	3.23	0.00	60.65	0.00	31.61	0.65	2.58	0.00	0.65	0.00	0.65	0.00	0.00	0.00
7. Operatives #	30	27	3	0	0	11	1	12	2	4	0	0	0	0	0	0	0
Operatives %	100	90.00	10.00	0.00	0.00	36.67	3.33	40.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers #	5	3	2	0	0	2	0	0	0	0	2	0	0	0	0	1	0
Laborers and Helpers %	100	60.00	40.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	20.00	0.00
9. Service Workers #	771	693	78	54	7	386	22	223	46	15	1	0	0	1	0	14	2
Service Workers %	100	89.88	10.12	7.00	0.91	50.06	2.85	28.92	5.97	1.95	0.13	0.00	0.00	0.13	0.00	1.82	0.26

Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
GS-01 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
GS-01 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	33.33	66.67	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	11	6	5	1	0	2	0	3	4	0	1	0	0	0	0	0	0
GS-05 %	100	54.55	45.45	9.09	0.00	18.18	0.00	27.27	36.36	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	20	9	11	0	0	8	2	1	7	0	2	0	0	0	0	0	0
GS-06 %	100	45.00	55.00	0.00	0.00	40.00	10.00	5.00	35.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	50	30	20	2	1	22	6	4	10	1	3	0	0	0	0	1	0
GS-07 %	100	60.00	40.00	4.00	2.00	44.00	12.00	8.00	20.00	2.00	6.00	0.00	0.00	0.00	0.00	2.00	0.00
GS-08 #	24	10	14	0	1	4	4	5	6	1	1	0	0	0	0	0	2
GS-08 %	100	41.67	58.33	0.00	4.17	16.67	16.67	20.83	25.00	4.17	4.17	0.00	0.00	0.00	0.00	0.00	8.33
GS-09 #	115	54	61	5	4	27	22	18	26	1	7	1	0	0	0	2	2
GS-09 %	100	46.96	53.04	4.35	3.48	23.48	19.13	15.65	22.61	0.87	6.09	0.87	0.00	0.00	0.00	1.74	1.74
GS-10 #	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
GS-10 %	100	66.67	33.33	0.00	0.00	66.67	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	181	116	65	5	6	55	24	38	25	11	6	1	0	0	0	6	4
GS-11 %	100	64.09	35.91	2.76	3.31	30.39	13.26	20.99	13.81	6.08	3.31	0.55	0.00	0.00	0.00	3.31	2.21
GS-12 #	372	228	144	17	5	107	57	71	64	16	10	3	0	1	0	13	8
GS-12 %	100	61.29	38.71	4.57	1.34	28.76	15.32	19.09	17.20	4.30	2.69	0.81	0.00	0.27	0.00	3.49	2.15
GS-13 #	574	342	232	15	13	211	97	90	100	14	9	1	2	2	0	9	11
GS-13 %	100	59.58	40.42	2.61	2.26	36.76	16.90	15.68	17.42	2.44	1.57	0.17	0.35	0.35	0.00	1.57	1.92
GS-14 #	517	287	230	8	13	199	127	58	74	16	11	1	0	1	0	4	5
GS-14 %	100	55.51	44.49	1.55	2.51	38.49	24.56	11.22	14.31	3.09	2.13	0.19	0.00	0.19	0.00	0.77	0.97

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	893	615	278	23	11	507	198	51	45	21	6	1	1	2	1	10	16
GS-15 %	100	68.87	31.13	2.58	1.23	56.77	22.17	5.71	5.04	2.35	0.67	0.11	0.11	0.22	0.11	1.12	1.79
All Other (Unspecified GS) #	1432	1134	298	68	17	670	135	330	120	37	14	2	1	4	0	23	11
All Other (Unspecified GS) %	100	79.19	20.81	4.75	1.19	46.79	9.43	23.04	8.38	2.58	0.98	0.14	0.07	0.28	0.00	1.61	0.77
Total GS Employees #	4196	2835	1361	144	71	1815	674	669	482	119	70	10	4	10	1	68	59
Total GS Employees %	100	67.56	32.44	3.43	1.69	43.26	16.06	15.94	11.49	2.84	1.67	0.24	0.10	0.24	0.02	1.62	1.41
SES #	244	169	75	5	1	150	62	7	4	5	7	0	0	1	0	1	1
SES %	100	69.26	30.74	2.05	0.41	61.48	25.41	2.87	1.64	2.05	2.87	0.00	0.00	0.41	0.00	0.41	0.41
Other Senior Pay #	37	32	5	1	0	27	5	3	0	0	0	0	0	0	0	1	0
Other Senior Pay %	100	86.49	13.51	2.70	0.00	72.97	13.51	8.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70	0.00
Total Senior Pay #	281	201	80	6	1	177	67	10	4	5	7	0	0	1	0	2	1
Total Senior Pay %	100	71.53	28.47	2.14	0.36	62.99	23.84	3.56	1.42	1.78	2.49	0.00	0.00	0.36	0.00	0.71	0.36

Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	862	568	294	15	7	513	242	24	30	8	10	3	2	1	0	4	3
Temporary Workforce %	100	65.89	34.11	1.74	0.81	59.51	28.07	2.78	3.48	0.93	1.16	0.35	0.23	0.12	0.00	0.46	0.35
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	17	8	9	0	0	8	9	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	47.06	52.94	0.00	0.00	47.06	52.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	31	16	15	2	1	13	12	1	2	0	0	0	0	0	0	0	0
GS-11 %	100	51.61	48.39	6.45	3.23	41.94	38.71	3.23	6.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	65	33	32	3	1	27	22	3	5	0	4	0	0	0	0	0	0
GS-12 %	100	50.77	49.23	4.62	1.54	41.54	33.85	4.62	7.69	0.00	6.15	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	68	45	23	2	1	34	14	8	6	0	1	0	0	0	0	1	1
GS-13 %	100	66.18	33.82	2.94	1.47	50.00	20.59	11.76	8.82	0.00	1.47	0.00	0.00	0.00	0.00	1.47	1.47
GS-14 #	80	47	33	2	0	38	28	4	5	1	0	0	0	0	0	2	0
GS-14 %	100	58.75	41.25	2.50	0.00	47.50	35.00	5.00	6.25	1.25	0.00	0.00	0.00	0.00	0.00	2.50	0.00

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Up to \$20,000 #	208	201	7	5	0	109	0	77	7	8	0	1	0	1	0	0	0
Up to \$20,000 %	100	96.63	3.37	2.40	0.00	52.40	0.00	37.02	3.37	3.85	0.00	0.48	0.00	0.48	0.00	0.00	0.00
\$20,001-\$30,000 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	6	3	3	1	0	2	2	0	1	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	50.00	50.00	16.67	0.00	33.33	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	26	14	12	0	1	9	3	4	5	1	3	0	0	0	0	0	0
\$40,001-\$50,000 %	100	53.85	46.15	0.00	3.85	34.62	11.54	15.38	19.23	3.85	11.54	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	108	68	40	6	3	48	14	10	17	2	5	1	0	0	0	1	1
\$50,001-\$60,000 %	100	62.96	37.04	5.56	2.78	44.44	12.96	9.26	15.74	1.85	4.63	0.93	0.00	0.00	0.00	0.93	0.93
\$60,001-\$70,000 #	209	144	65	13	6	74	20	40	30	8	6	0	0	0	0	9	3
\$60,001-\$70,000 %	100	68.90	31.10	6.22	2.87	35.41	9.57	19.14	14.35	3.83	2.87	0.00	0.00	0.00	0.00	4.31	1.44
\$70,001-\$80,000 #	168	110	58	7	2	57	22	30	24	9	6	1	0	0	0	6	4
\$70,001-\$80,000 %	100	65.48	34.52	4.17	1.19	33.93	13.10	17.86	14.29	5.36	3.57	0.60	0.00	0.00	0.00	3.57	2.38
\$80,001-\$90,000 #	343	259	84	26	3	123	33	80	40	15	6	2	0	2	0	11	2
\$80,001-\$90,000 %	100	75.51	24.49	7.58	0.87	35.86	9.62	23.32	11.66	4.37	1.75	0.58	0.00	0.58	0.00	3.21	0.58
\$90,001-\$100,000 #	417	309	108	16	4	170	43	110	49	6	6	2	0	0	0	5	6
\$90,001-\$100,000 %	100	74.10	25.90	3.84	0.96	40.77	10.31	26.38	11.75	1.44	1.44	0.48	0.00	0.00	0.00	1.20	1.44
\$100,001-\$110,000 #	405	254	151	15	9	139	59	82	66	11	9	1	1	0	0	6	7
\$100,001-\$110,000 %	100	62.72	37.28	3.70	2.22	34.32	14.57	20.25	16.30	2.72	2.22	0.25	0.25	0.00	0.00	1.48	1.73
\$110,001-\$120,000 #	278	153	125	5	5	91	50	44	60	6	3	0	0	3	0	4	7
\$110,001-\$120,000 %	100	55.04	44.96	1.80	1.80	32.73	17.99	15.83	21.58	2.16	1.08	0.00	0.00	1.08	0.00	1.44	2.52
\$120,001-\$130,000 #	337	196	141	13	7	114	73	60	51	6	6	0	1	0	0	3	3
\$120,001-\$130,000 %	100	58.16	41.84	3.86	2.08	33.83	21.66	17.80	15.13	1.78	1.78	0.00	0.30	0.00	0.00	0.89	0.89
\$130,001-\$140,000 #	198	119	79	4	9	85	44	24	22	2	2	0	0	0	0	4	2
\$130,001-\$140,000 %	100	60.10	39.90	2.02	4.55	42.93	22.22	12.12	11.11	1.01	1.01	0.00	0.00	0.00	0.00	2.02	1.01
\$140,001-\$150,000 #	219	121	98	5	5	77	50	25	31	11	9	1	0	0	0	2	3
\$140,001-\$150,000 %	100	55.25	44.75	2.28	2.28	35.16	22.83	11.42	14.16	5.02	4.11	0.46	0.00	0.00	0.00	0.91	1.37
\$150,001-\$160,000 #	281	177	104	8	5	128	66	28	28	12	1	0	0	0	0	1	4

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2018 to September 30, 2019.

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	62.99	37.01	2.85	1.78	45.55	23.49	9.96	9.96	4.27	0.36	0.00	0.00	0.00	0.00	0.36	1.42
\$160,001-\$170,000 #	1027	725	302	20	13	609	210	53	51	22	8	1	2	4	1	16	17
\$160,001-\$170,000 %	100	70.59	29.41	1.95	1.27	59.30	20.45	5.16	4.97	2.14	0.78	0.10	0.19	0.39	0.10	1.56	1.66
\$170,001-\$180,000 #	110	82	28	3	0	67	23	8	1	2	3	0	0	1	0	1	1
\$170,001-\$180,000 %	100	74.55	25.45	2.73	0.00	60.91	20.91	7.27	0.91	1.82	2.73	0.00	0.00	0.91	0.00	0.91	0.91
\$180,001 and Greater #	136	100	36	3	0	90	29	4	3	2	4	0	0	0	0	1	0
\$180,001 and Greater %	100	73.53	26.47	2.21	0.00	66.18	21.32	2.94	2.21	1.47	2.94	0.00	0.00	0.00	0.00	0.74	0.00

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	862	568	294	15	7	513	242	24	30	8	10	3	2	1	0	4	3
Temporary Workforce %	100	65.89	34.11	1.74	0.81	59.51	28.07	2.78	3.48	0.93	1.16	0.35	0.23	0.12	0.00	0.46	0.35
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Up to \$20,000 #	254	195	59	2	1	188	54	1	2	0	1	3	0	1	0	0	1
Up to \$20,000 %	100	76.77	23.23	0.79	0.39	74.02	21.26	0.39	0.79	0.00	0.39	1.18	0.00	0.39	0.00	0.00	0.39
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	33.33	66.67	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	18	9	9	0	0	8	9	1	0	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	50.00	50.00	0.00	0.00	44.44	50.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	29	13	16	0	2	12	13	1	1	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	44.83	55.17	0.00	6.90	41.38	44.83	3.45	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	13	7	6	1	0	4	4	2	2	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	53.85	46.15	7.69	0.00	30.77	30.77	15.38	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	49	27	22	3	0	23	20	1	1	0	1	0	0	0	0	0	0
\$80,001-\$90,000 %	100	55.10	44.90	6.12	0.00	46.94	40.82	2.04	2.04	0.00	2.04	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	43	20	23	0	0	17	13	3	7	0	2	0	0	0	0	0	1
\$90,001-\$100,000 %	100	46.51	53.49	0.00	0.00	39.53	30.23	6.98	16.28	0.00	4.65	0.00	0.00	0.00	0.00	0.00	2.33
\$100,001-\$110,000 #	33	17	16	2	1	15	13	0	1	0	1	0	0	0	0	0	0
\$100,001-\$110,000 %	100	51.52	48.48	6.06	3.03	45.45	39.39	0.00	3.03	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	43	27	16	1	2	21	9	3	3	1	1	0	0	0	0	1	1
\$110,001-\$120,000 %	100	62.79	37.21	2.33	4.65	48.84	20.93	6.98	6.98	2.33	2.33	0.00	0.00	0.00	0.00	2.33	2.33
\$120,001-\$130,000 #	43	27	16	1	0	16	14	7	2	1	0	0	0	0	0	2	0
\$120,001-\$130,000 %	100	62.79	37.21	2.33	0.00	37.21	32.56	16.28	4.65	2.33	0.00	0.00	0.00	0.00	0.00	4.65	0.00
\$130,001-\$140,000 #	45	25	20	1	0	21	14	3	5	0	1	0	0	0	0	0	0
\$130,001-\$140,000 %	100	55.56	44.44	2.22	0.00	46.67	31.11	6.67	11.11	0.00	2.22	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	23	16	7	1	0	15	6	0	1	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	69.57	30.43	4.35	0.00	65.22	26.09	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	57	40	17	1	0	36	10	1	4	1	2	0	1	0	0	1	0

Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
POLICE (0083) #	681	615	66	53	7	330	19	203	38	15	1	0	0	1	0	13	1
POLICE (0083) %	100	90.31	9.69	7.78	1.03	48.46	2.79	29.81	5.58	2.20	0.15	0.00	0.00	0.15	0.00	1.91	0.15
Occupational CLF %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
FOREIGN AFFAIRS (0130) #	211	125	86	5	2	108	74	4	5	6	2	0	0	0	0	2	3
FOREIGN AFFAIRS (0130) %	100	59.24	40.76	2.37	0.95	51.18	35.07	1.90	2.37	2.84	0.95	0.00	0.00	0.00	0.00	0.95	1.42
Occupational CLF %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) #	645	413	232	15	10	286	127	74	72	20	13	1	1	5	0	12	9
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) %	100	64.03	35.97	2.33	1.55	44.34	19.69	11.47	11.16	3.10	2.02	0.16	0.16	0.78	0.00	1.86	1.40
Occupational CLF %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	506	274	232	7	9	212	116	43	87	6	8	0	0	2	0	4	12
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	54.15	45.85	1.38	1.78	41.90	22.92	8.50	17.19	1.19	1.58	0.00	0.00	0.40	0.00	0.79	2.37
Occupational CLF %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	99	67	32	2	1	34	17	11	5	11	4	2	0	1	0	6	5
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	67.68	32.32	2.02	1.01	34.34	17.17	11.11	5.05	11.11	4.04	2.02	0.00	1.01	0.00	6.06	5.05
Occupational CLF %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades #	2228	1413	815	51	38	1067	484	206	223	56	33	3	3	6	1	24	33
Total Senior Grades %	100	63.42	36.58	2.29	1.71	47.89	21.72	9.25	10.01	2.51	1.48	0.13	0.13	0.27	0.04	1.08	1.48
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	4477	3036	1441	150	72	1992	741	679	486	124	77	10	4	11	1	70	60
Permanent Workforce %	100	67.81	32.19	3.35	1.61	44.49	16.55	15.17	10.86	2.77	1.72	0.22	0.09	0.25	0.02	1.56	1.34
Alternative Benchmark %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	64	45	19	3	1	34	7	5	7	2	1	1	0	0	0	0	3
Time-Off Awards 1 - 10 hours: Awards Given %	100	70.31	29.69	4.69	1.56	53.13	10.94	7.81	10.94	3.13	1.56	1.56	0.00	0.00	0.00	0.00	4.69
Time-Off Awards 1 - 10 Hours: Total Hours #	522	364	158	24	10	282	60	34	54	16	10	8	0	0	0	0	24
Time-Off Awards 1 - 10 Hours: Average Hours #	8.16	8.09	8.32	8	10	8.29	8.57	6.8	7.71	8	10	8	0	0	0	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	287	200	87	9	3	139	37	38	40	6	4	0	0	0	0	8	3
Time-Off Awards 11 - 20 hours: Awards Given %	100	69.69	30.31	3.14	1.05	48.43	12.89	13.24	13.94	2.09	1.39	0.00	0.00	0.00	0.00	2.79	1.05
Time-Off Awards 11 - 20 Hours: Total Hours #	4831	3495	1336	214	24	2297	773	696	296	192	144	24	0	0	0	72	99
Time-Off Awards 11 - 20 Hours: Average Hours #	16.83	17.48	15.36	23.78	8	16.53	20.89	18.32	7.4	32	36	0	0	0	0	9	33
Time-Off Awards 21 - 30 hours: Awards Given #	198	144	54	9	1	94	31	29	12	8	6	1	0	0	0	3	4
Time-Off Awards 21 - 30 hours: Awards Given %	100	72.73	27.27	4.55	0.51	47.47	15.66	14.65	6.06	4.04	3.03	0.51	0.00	0.00	0.00	1.52	2.02
Time-Off Awards 21 - 30 Hours: Total Hours #	4831	3495	1336	214	24	2297	773	696	296	192	144	24	0	0	0	72	99
Time-Off Awards 21 - 30 Hours: Average Hours #	24.4	24.27	24.74	23.78	24	24.44	24.94	24	24.67	24	24	24	0	0	0	24	24.75
Time-Off Awards 31 - 40 hours: Awards Given #	576	398	178	20	8	304	102	40	49	25	12	4	0	1	0	4	7
Time-Off Awards 31 - 40 hours: Awards Given %	100	69.10	30.90	3.47	1.39	52.78	17.71	6.94	8.51	4.34	2.08	0.69	0.00	0.17	0.00	0.69	1.22
Time-Off Awards 31 - 40 Hours: Total Hours #	21886	15061	6825	730	296	11599	3959	1444	1824	944	480	160	0	40	0	144	266
Time-Off Awards 31 - 40 Hours: Average Hours #	38	37.84	38.34	36.5	37	38.15	38.81	36.1	37.22	37.76	40	40	0	40	0	36	38
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	458	347	111	12	4	199	59	116	37	11	6	0	0	2	0	7	5
Cash Awards \$500 and Under: Awards Given %	100	75.76	24.24	2.62	0.87	43.45	12.88	25.33	8.08	2.40	1.31	0.00	0.00	0.44	0.00	1.53	1.09
Cash Awards \$500 and Under: Total Amount \$	166572	118376	48196	5450	1900	72296	25249	33830	16275	3900	2772	0	0	350	0	2550	2000
Cash Awards \$500 and Under: Average Amount \$	363.69	341.14	434.2	454.17	475	363.3	427.95	291.64	439.86	354.55	462	0	0	175	0	364.29	400
Cash Awards: \$501 - \$999: Awards Given #	217	143	74	2	7	95	24	42	31	3	10	0	0	0	0	1	2
Cash Awards: \$501 - \$999: Awards Given %	100	65.90	34.10	0.92	3.23	43.78	11.06	19.35	14.29	1.38	4.61	0.00	0.00	0.00	0.00	0.46	0.92
Cash Awards: \$501 - \$999: Total Amount \$	167337	112911	54426	1511	5032	74720	18052	33480	22712	2257	7024	0	0	0	0	943	1606
Cash Awards: \$501 - \$999: Average Amount \$	771.14	789.59	735.49	755.5	718.86	786.53	752.17	797.14	732.65	752.33	702.4	0	0	0	0	943	803
Cash Awards: \$1000 - \$1999: Awards Given #	954	677	277	33	9	384	133	199	102	32	15	6	1	3	0	20	17
Cash Awards: \$1000 - \$1999: Awards Given %	100	70.96	29.04	3.46	0.94	40.25	13.94	20.86	10.69	3.35	1.57	0.63	0.10	0.31	0.00	2.10	1.78
Cash Awards: \$1000 - \$1999: Total Amount \$	1318256	930727	387529	45663	12029	527111	188198	272343	140891	45786	20082	8317	1500	4145	0	27362	24829

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2018 to September 30, 2019.

File Process Date and Time: 05/29/2020 01:22 PM

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$1000 - \$1999: Average Amount \$	1381.82	1374.78	1399.02	1383.73	1336.56	1372.68	1415.02	1368.56	1381.28	1430.81	1338.8	1386.17	1500	1381.67	0	1368.1	1460.53
Cash Awards: \$2000 - \$2999: Awards Given #	620	453	167	27	11	300	76	97	68	19	3	1	1	2	0	7	8
Cash Awards: \$2000 - \$2999: Awards Given %	100	73.06	26.94	4.35	1.77	48.39	12.26	15.65	10.97	3.06	0.48	0.16	0.16	0.32	0.00	1.13	1.29
Cash Awards: \$2000 - \$2999: Total Amount \$	1442627	1045795	396832	60641	27508	698906	184356	217527	156493	45972	6830	2000	2143	5403	0	15346	19502
Cash Awards: \$2000 - \$2999: Average Amount \$	2326.82	2308.6	2376.24	2245.96	2500.73	2329.69	2425.74	2242.55	2301.37	2419.58	2276.67	2000	2143	2701.5	0	2192.29	2437.75
Cash Awards: \$3000 - \$3999: Awards Given #	280	188	92	3	2	159	54	16	32	7	1	0	0	1	0	2	3
Cash Awards: \$3000 - \$3999: Awards Given %	100	67.14	32.86	1.07	0.71	56.79	19.29	5.71	11.43	2.50	0.36	0.00	0.00	0.36	0.00	0.71	1.07
Cash Awards: \$3000 - \$3999: Total Amount \$	955243	641801	313442	10968	7000	541523	183766	55693	109873	24598	3384	0	0	3005	0	6014	9419
Cash Awards: \$3000 - \$3999: Average Amount \$	3411.58	3413.84	3406.98	3656	3500	3405.81	3403.07	3480.81	3433.53	3514	3384	0	0	3005	0	3007	3139.67
Cash Awards: \$4000 - \$4999: Awards Given #	174	115	59	4	4	97	43	10	4	2	4	0	0	0	1	2	3
Cash Awards: \$4000 - \$4999: Awards Given %	100	66.09	33.91	2.30	2.30	55.75	24.71	5.75	2.30	1.15	2.30	0.00	0.00	0.00	0.57	1.15	1.72
Cash Awards: \$4000 - \$4999: Total Amount \$	758958	497800	261158	17062	17715	421396	189613	42742	17313	8400	17515	0	0	0	4995	8200	14007
Cash Awards: \$4000 - \$4999: Average Amount \$	4361.83	4328.7	4426.41	4265.5	4428.75	4344.29	4409.6	4274.2	4328.25	4200	4378.75	0	0	0	4995	4100	4669
Cash Awards: \$5000 or more: Awards Given #	236	165	71	6	3	138	51	13	9	5	7	0	0	1	0	2	1
Cash Awards: \$5000 or more: Awards Given %	100	69.92	30.08	2.54	1.27	58.47	21.61	5.51	3.81	2.12	2.97	0.00	0.00	0.42	0.00	0.85	0.42
Cash Awards: \$5000 or more: Total Amount \$	2935159	2062971	872186	87041	16818	1736399	663925	143380	98648	49388	82850	0	0	10795	0	35968	9947
Cash Awards: \$5000 or more: Average Amount \$	12437.11	12502.85	12284.31	14506.83	5606	12582.6	13018.14	11029.23	10960.89	9877.6	11835.71	0	0	10795	0	17984	9947
OTHER AWARDS																	
Total QSIs Awarded #	425	246	179	13	10	152	110	56	42	16	7	1	1	0	0	8	9
Total QSIs Awarded %	100	57.88	42.12	3.06	2.35	35.76	25.88	13.18	9.88	3.76	1.65	0.24	0.24	0.00	0.00	1.88	2.12
Total Benefit \$	1479580	863816	615764	46695	36711	540233	390417	197899	136308	50202	21292	3041	3041	0	0	25746	27995
Average Benefit \$	3481.36	3511.45	3440.02	3591.92	3671.1	3554.16	3549.25	3533.91	3245.43	3137.63	3041.71	3041	3041	0	0	3218.25	3110.56
Total Performance Based Pay Increases Awarded #	630	394	236	9	13	307	138	50	64	16	18	0	0	1	0	11	3
Total Performance Based Pay Increases Awarded %	100	62.54	37.46	1.43	2.06	48.73	21.90	7.94	10.16	2.54	2.86	0.00	0.00	0.16	0.00	1.75	0.48
Total Benefit \$	1903823	1093076	810747	22201	43958	836870	492478	153275	188451	38016	64639	0	0	6909	0	35805	21221
Average Benefit \$	3021.94	2774.3	3435.37	2466.78	3381.38	2725.96	3568.68	3065.5	2944.55	2376	3591.06	0	0	6909	0	3255	7073.67