

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 | 51.86 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL WORKFORCE | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 5356 | 3617 | 1739 | 165 | 79 | 2518 | 987 | 703 | 516 | 132 | 87 | 13 | 6 | 12 | 1 | 74 | 63 |
| Total Workforce: Prior FY % | 100 | 67.53 | 32.47 | 3.08 | 1.47 | 47.01 | 18.43 | 13.13 | 9.63 | 2.46 | 1.62 | 0.24 | 0.11 | 0.22 | 0.02 | 1.38 | 1.18 |
| Total Workforce: Current FY # | 5501 | 3703 | 1798 | 183 | 85 | 2546 | 1026 | 716 | 521 | 145 | 93 | 13 | 5 | 15 | 2 | 85 | 66 |
| Total Workforce: Current FY % | 100 | 67.32 | 32.68 | 3.33 | 1.55 | 46.28 | 18.65 | 13.02 | 9.47 | 2.64 | 1.69 | 0.24 | 0.09 | 0.27 | 0.04 | 1.55 | 1.20 |
| Total Workforce: Difference # | 145 | 86 | 59 | 18 | 6 | 28 | 39 | 13 | 5 | 13 | 6 | 0 | -1 | 3 | 1 | 11 | 3 |
| Total Workforce: Ratio Change % | 0.00 | -0.21 | 0.21 | 0.25 | 0.08 | -0.73 | 0.22 | -0.11 | -0.16 | 0.18 | 0.07 | 0.00 | -0.02 | 0.05 | 0.02 | 0.17 | 0.02 |
| Total Workforce: Net Change % | 2.71 | 2.38 | 3.39 | 10.91 | 7.59 | 1.11 | 3.95 | 1.85 | 0.97 | 9.85 | 6.90 | 0.00 | -16.67 | 25.00 | 100.00 | 14.86 | 4.76 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 647 | 420 | 227 | 17 | 8 | 306 | 140 | 54 | 52 | 27 | 16 | 2 | 1 | 2 | 0 | 12 | 10 |
| Total Workforce: New Hires % | 100 | 64.91 | 35.09 | 2.63 | 1.24 | 47.30 | 21.64 | 8.35 | 8.04 | 4.17 | 2.47 | 0.31 | 0.15 | 0.31 | 0.00 | 1.85 | 1.55 |
| 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 # | 30 | 18 | 12 | 0 | 1 | 16 | 8 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total Workforce: Removal % | 100 | 60.00 | 40.00 | 0.00 | 3.33 | 53.33 | 26.67 | 3.33 | 6.67 | 3.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.33 |
| Total Workforce: Resignation # | 165 | 103 | 62 | 2 | 2 | 83 | 36 | 12 | 15 | 4 | 8 | 0 | 1 | 0 | 0 | 2 | 0 |
| Total Workforce: Resignation % | 100 | 62.42 | 37.58 | 1.21 | 1.21 | 50.30 | 21.82 | 7.27 | 9.09 | 2.42 | 4.85 | 0.00 | 0.61 | 0.00 | 0.00 | 1.21 | 0.00 |
| Total Workforce: Retirement # | 170 | 110 | 60 | 5 | 1 | 77 | 35 | 23 | 16 | 3 | 5 | 0 | 1 | 0 | 0 | 2 | 2 |
| Total Workforce: Retirement % | 100 | 64.71 | 35.29 | 2.94 | 0.59 | 45.29 | 20.59 | 13.53 | 9.41 | 1.76 | 2.94 | 0.00 | 0.59 | 0.00 | 0.00 | 1.18 | 1.18 |
| Total Workforce: Other Separations # | 286 | 186 | 100 | 3 | 5 | 148 | 59 | 23 | 29 | 7 | 2 | 0 | 1 | 0 | 0 | 5 | 4 |
| Total Workforce: Other Separations % | 100 | 65.03 | 34.97 | 1.05 | 1.75 | 51.75 | 20.63 | 8.04 | 10.14 | 2.45 | 0.70 | 0.00 | 0.35 | 0.00 | 0.00 | 1.75 | 1.40 |
| Total Workforce: Total Separations # | 651 | 417 | 234 | 10 | 9 | 324 | 138 | 59 | 62 | 15 | 15 | 0 | 3 | 0 | 0 | 9 | 7 |
| Total Workforce: Total Separations % | 100 | 64.06 | 35.94 | 1.54 | 1.38 | 49.77 | 21.20 | 9.06 | 9.52 | 2.30 | 2.30 | 0.00 | 0.46 | 0.00 | 0.00 | 1.38 | 1.08 |
| PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 4480 | 3037 | 1443 | 150 | 72 | 1993 | 743 | 679 | 486 | 124 | 77 | 10 | 4 | 11 | 1 | 70 | 60 |
| Permanent Workforce: Prior FY % | 100 | 67.79 | 32.21 | 3.35 | 1.61 | 44.49 | 16.58 | 15.16 | 10.85 | 2.77 | 1.72 | 0.22 | 0.09 | 0.25 | 0.02 | 1.56 | 1.34 |
| Permanent Workforce: Current FY # | 4582 | 3097 | 1485 | 160 | 77 | 2019 | 776 | 685 | 492 | 133 | 79 | 10 | 3 | 14 | 2 | 76 | 56 |
| Permanent Workforce: Current FY % | 100 | 67.59 | 32.41 | 3.49 | 1.68 | 44.06 | 16.94 | 14.95 | 10.74 | 2.90 | 1.72 | 0.22 | 0.07 | 0.31 | 0.04 | 1.66 | 1.22 |
| Permanent Workforce: Difference # | 102 | 60 | 42 | 10 | 5 | 26 | 33 | 6 | 6 | 9 | 2 | 0 | -1 | 3 | 1 | 6 | -4 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.20 | 0.20 | 0.14 | 0.07 | -0.43 | 0.36 | -0.21 | -0.11 | 0.13 | 0.00 | 0.00 | -0.02 | 0.06 | 0.02 | 0.10 | -0.12 |
| Permanent Workforce: Net Change % | 2.28 | 1.98 | 2.91 | 6.67 | 6.94 | 1.30 | 4.44 | 0.88 | 1.23 | 7.26 | 2.60 | 0.00 | -25.00 | 27.27 | 100.00 | 8.57 | -6.67 |

| 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 # | 158 | 112 | 46 | 0 | 2 | 108 | 36 | 2 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Temporary Workforce: Other Separations % | 100 | 70.89 | 29.11 | 0.00 | 1.27 | 68.35 | 22.78 | 1.27 | 4.43 | 0.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.63 | 0.63 |
| Temporary Workforce: Total Separations # | 252 | 167 | 85 | 1 | 3 | 159 | 64 | 3 | 14 | 2 | 2 | 0 | 1 | 0 | 0 | 2 | 1 |
| Temporary Workforce: Total Separations % | 100 | 66.27 | 33.73 | 0.40 | 1.19 | 63.10 | 25.40 | 1.19 | 5.56 | 0.79 | 0.79 | 0.00 | 0.40 | 0.00 | 0.00 | 0.79 | 0.40 |

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce # | 4287 | 2906 | 1381 | 153 | 72 | 1896 | 723 | 672 | 475 | 108 | 61 | 5 | 3 | 12 | 2 | 60 | 45 |
| Permanent Workforce % | 100 | 67.79 | 32.21 | 3.57 | 1.68 | 44.23 | 16.86 | 15.68 | 11.08 | 2.52 | 1.42 | 0.12 | 0.07 | 0.28 | 0.05 | 1.40 | 1.05 |
| DLSA # | 134 | 75 | 59 | 4 | 1 | 63 | 40 | 6 | 15 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| DLSA % | 100 | 55.97 | 44.03 | 2.99 | 0.75 | 47.01 | 29.85 | 4.48 | 11.19 | 1.49 | 0.75 | 0.00 | 0.75 | 0.00 | 0.00 | 0.00 | 0.75 |
| DTRMC # | 22 | 19 | 3 | 0 | 0 | 12 | 0 | 5 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DTRMC % | 100 | 86.36 | 13.64 | 0.00 | 0.00 | 54.55 | 0.00 | 22.73 | 9.09 | 9.09 | 4.55 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| DTSA # | 128 | 86 | 42 | 6 | 1 | 59 | 24 | 8 | 15 | 12 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| DTSA % | 100 | 67.19 | 32.81 | 4.69 | 0.78 | 46.09 | 18.75 | 6.25 | 11.72 | 9.38 | 0.78 | 0.00 | 0.00 | 0.00 | 0.00 | 0.78 | 0.78 |
| OEA # | 32 | 17 | 15 | 0 | 0 | 13 | 10 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| OEA % | 100 | 53.13 | 46.88 | 0.00 | 0.00 | 40.63 | 31.25 | 9.38 | 12.50 | 3.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.13 |
| OSD # | 1561 | 985 | 576 | 40 | 23 | 782 | 393 | 91 | 100 | 39 | 34 | 2 | 1 | 6 | 1 | 25 | 24 |
| OSD % | 100 | 63.10 | 36.90 | 2.56 | 1.47 | 50.10 | 25.18 | 5.83 | 6.41 | 2.50 | 2.18 | 0.13 | 0.06 | 0.38 | 0.06 | 1.60 | 1.54 |
| PFPA # | 1098 | 925 | 173 | 72 | 14 | 505 | 63 | 299 | 91 | 23 | 2 | 1 | 0 | 3 | 0 | 22 | 3 |
| PFPA % | 100 | 84.24 | 15.76 | 6.56 | 1.28 | 45.99 | 5.74 | 27.23 | 8.29 | 2.09 | 0.18 | 0.09 | 0.00 | 0.27 | 0.00 | 2.00 | 0.27 |
| USCAAF # | 25 | 13 | 12 | 0 | 0 | 10 | 7 | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| USCAAF % | 100 | 52.00 | 48.00 | 0.00 | 0.00 | 40.00 | 28.00 | 12.00 | 12.00 | 0.00 | 8.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| WHS # | 1287 | 786 | 501 | 31 | 33 | 452 | 186 | 257 | 245 | 29 | 20 | 2 | 1 | 3 | 1 | 12 | 15 |
| WHS % | 100 | 61.07 | 38.93 | 2.41 | 2.56 | 35.12 | 14.45 | 19.97 | 19.04 | 2.25 | 1.55 | 0.16 | 0.08 | 0.23 | 0.08 | 0.93 | 1.17 |

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 # | 4582 | 3097 | 1485 | 160 | 77 | 2019 | 776 | 685 | 492 | 133 | 79 | 10 | 3 | 14 | 2 | 76 | 56 |
| Permanent Workforce % | 100 | 67.59 | 32.41 | 3.49 | 1.68 | 44.06 | 16.94 | 14.95 | 10.74 | 2.90 | 1.72 | 0.22 | 0.07 | 0.31 | 0.04 | 1.66 | 1.22 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Management | | | | | | | | | | | | | | | | | |
| Executives # | 296 | 205 | 91 | 7 | 2 | 173 | 70 | 20 | 11 | 3 | 5 | 0 | 0 | 1 | 0 | 1 | 3 |
| Executives % | 100 | 69.26 | 30.74 | 2.36 | 0.68 | 58.45 | 23.65 | 6.76 | 3.72 | 1.01 | 1.69 | 0.00 | 0.00 | 0.34 | 0.00 | 0.34 | 1.01 |
| Managers # | 99 | 65 | 34 | 1 | 4 | 41 | 18 | 21 | 11 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 |
| Managers % | 100 | 65.66 | 34.34 | 1.01 | 4.04 | 41.41 | 18.18 | 21.21 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 2.02 | 0.00 | 0.00 | 1.01 |
| Supervisors # | 1770 | 1021 | 749 | 50 | 39 | 621 | 335 | 253 | 307 | 50 | 36 | 6 | 2 | 7 | 0 | 34 | 30 |
| Supervisors % | 100 | 57.68 | 42.32 | 2.82 | 2.20 | 35.08 | 18.93 | 14.29 | 17.34 | 2.82 | 2.03 | 0.34 | 0.11 | 0.40 | 0.00 | 1.92 | 1.69 |
| Total Management # | 2165 | 1291 | 874 | 58 | 45 | 835 | 423 | 294 | 329 | 53 | 41 | 6 | 2 | 10 | 0 | 35 | 34 |
| Total Management % | 100 | 59.63 | 40.37 | 2.68 | 2.08 | 38.57 | 19.54 | 13.58 | 15.20 | 2.45 | 1.89 | 0.28 | 0.09 | 0.46 | 0.00 | 1.62 | 1.57 |
| 2. Professionals # | 1259 | 807 | 452 | 35 | 24 | 616 | 301 | 72 | 83 | 55 | 23 | 3 | 1 | 1 | 2 | 25 | 18 |
| Professionals % | 100 | 64.10 | 35.90 | 2.78 | 1.91 | 48.93 | 23.91 | 5.72 | 6.59 | 4.37 | 1.83 | 0.24 | 0.08 | 0.08 | 0.16 | 1.99 | 1.43 |
| 3. Technicians # | 64 | 52 | 12 | 4 | 0 | 35 | 9 | 10 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Technicians % | 100 | 81.25 | 18.75 | 6.25 | 0.00 | 54.69 | 14.06 | 15.63 | 3.13 | 3.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.56 | 1.56 |
| 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 # | 111 | 50 | 61 | 2 | 0 | 20 | 18 | 26 | 30 | 2 | 12 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Workers % | 100 | 45.05 | 54.95 | 1.80 | 0.00 | 18.02 | 16.22 | 23.42 | 27.03 | 1.80 | 10.81 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.90 |
| 6. Craft Workers # | 170 | 168 | 2 | 5 | 0 | 99 | 0 | 58 | 2 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Craft Workers % | 100 | 98.82 | 1.18 | 2.94 | 0.00 | 58.24 | 0.00 | 34.12 | 1.18 | 2.35 | 0.00 | 0.59 | 0.00 | 0.59 | 0.00 | 0.00 | 0.00 |
| 7. Operatives # | 29 | 27 | 2 | 0 | 0 | 9 | 0 | 15 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives % | 100 | 93.10 | 6.90 | 0.00 | 0.00 | 31.03 | 0.00 | 51.72 | 6.90 | 10.34 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8. Laborers and Helpers # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers % | 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 |
| 9. Service Workers # | 778 | 698 | 80 | 56 | 8 | 402 | 24 | 210 | 44 | 14 | 2 | 0 | 0 | 2 | 0 | 14 | 2 |
| Service Workers % | 100 | 89.72 | 10.28 | 7.20 | 1.03 | 51.67 | 3.08 | 26.99 | 5.66 | 1.80 | 0.26 | 0.00 | 0.00 | 0.26 | 0.00 | 1.80 | 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 # | 4582 | 3097 | 1485 | 160 | 77 | 2019 | 776 | 685 | 492 | 133 | 79 | 10 | 3 | 14 | 2 | 76 | 56 |
| Permanent Workforce % | 100 | 67.59 | 32.41 | 3.49 | 1.68 | 44.06 | 16.94 | 14.95 | 10.74 | 2.90 | 1.72 | 0.22 | 0.07 | 0.31 | 0.04 | 1.66 | 1.22 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-01 # | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 | 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 # | 12 | 8 | 4 | 1 | 0 | 1 | 1 | 4 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-05 % | 100 | 66.67 | 33.33 | 8.33 | 0.00 | 8.33 | 8.33 | 33.33 | 16.67 | 16.67 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-06 # | 19 | 10 | 9 | 0 | 0 | 9 | 1 | 1 | 6 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-06 % | 100 | 52.63 | 47.37 | 0.00 | 0.00 | 47.37 | 5.26 | 5.26 | 31.58 | 0.00 | 10.53 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-07 # | 58 | 29 | 29 | 2 | 1 | 24 | 9 | 2 | 11 | 0 | 7 | 0 | 0 | 0 | 0 | 1 | 1 |
| GS-07 % | 100 | 50.00 | 50.00 | 3.45 | 1.72 | 41.38 | 15.52 | 3.45 | 18.97 | 0.00 | 12.07 | 0.00 | 0.00 | 0.00 | 0.00 | 1.72 | 1.72 |
| GS-08 # | 17 | 9 | 8 | 0 | 0 | 4 | 3 | 5 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| GS-08 % | 100 | 52.94 | 47.06 | 0.00 | 0.00 | 23.53 | 17.65 | 29.41 | 17.65 | 0.00 | 5.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5.88 |
| GS-09 # | 111 | 50 | 61 | 6 | 3 | 18 | 24 | 20 | 30 | 2 | 4 | 1 | 0 | 1 | 0 | 2 | 0 |
| GS-09 % | 100 | 45.05 | 54.95 | 5.41 | 2.70 | 16.22 | 21.62 | 18.02 | 27.03 | 1.80 | 3.60 | 0.90 | 0.00 | 0.90 | 0.00 | 1.80 | 0.00 |
| 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 # | 164 | 102 | 62 | 6 | 3 | 53 | 22 | 26 | 26 | 10 | 5 | 1 | 0 | 0 | 0 | 6 | 6 |
| GS-11 % | 100 | 62.20 | 37.80 | 3.66 | 1.83 | 32.32 | 13.41 | 15.85 | 15.85 | 6.10 | 3.05 | 0.61 | 0.00 | 0.00 | 0.00 | 3.66 | 3.66 |
| GS-12 # | 361 | 221 | 140 | 13 | 8 | 101 | 61 | 73 | 57 | 18 | 9 | 2 | 0 | 1 | 0 | 13 | 5 |
| GS-12 % | 100 | 61.22 | 38.78 | 3.60 | 2.22 | 27.98 | 16.90 | 20.22 | 15.79 | 4.99 | 2.49 | 0.55 | 0.00 | 0.28 | 0.00 | 3.60 | 1.39 |
| GS-13 # | 581 | 350 | 231 | 18 | 14 | 214 | 93 | 92 | 105 | 13 | 9 | 1 | 0 | 2 | 1 | 10 | 9 |
| GS-13 % | 100 | 60.24 | 39.76 | 3.10 | 2.41 | 36.83 | 16.01 | 15.83 | 18.07 | 2.24 | 1.55 | 0.17 | 0.00 | 0.34 | 0.17 | 1.72 | 1.55 |
| GS-14 # | 512 | 287 | 225 | 9 | 13 | 196 | 120 | 57 | 75 | 18 | 9 | 1 | 1 | 1 | 0 | 5 | 7 |
| GS-14 % | 100 | 56.05 | 43.95 | 1.76 | 2.54 | 38.28 | 23.44 | 11.13 | 14.65 | 3.52 | 1.76 | 0.20 | 0.20 | 0.20 | 0.00 | 0.98 | 1.37 |

| 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 # | 940 | 640 | 300 | 29 | 11 | 512 | 220 | 59 | 41 | 23 | 10 | 2 | 2 | 3 | 1 | 12 | 15 |
| GS-15 % | 100 | 68.09 | 31.91 | 3.09 | 1.17 | 54.47 | 23.40 | 6.28 | 4.36 | 2.45 | 1.06 | 0.21 | 0.21 | 0.32 | 0.11 | 1.28 | 1.60 |
| All Other (Unspecified GS) # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| All Other (Unspecified GS) % | 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 GS Employees # | 2782 | 1709 | 1072 | 84 | 53 | 1135 | 556 | 339 | 357 | 87 | 57 | 8 | 3 | 8 | 2 | 49 | 44 |
| Total GS Employees % | 100 | 61.43 | 38.53 | 3.02 | 1.91 | 40.80 | 19.99 | 12.19 | 12.83 | 3.13 | 2.05 | 0.29 | 0.11 | 0.29 | 0.07 | 1.76 | 1.58 |
| SES # | 235 | 170 | 65 | 8 | 0 | 153 | 55 | 4 | 2 | 4 | 7 | 0 | 0 | 0 | 0 | 1 | 1 |
| SES % | 100 | 72.34 | 27.66 | 3.40 | 0.00 | 65.11 | 23.40 | 1.70 | 0.85 | 1.70 | 2.98 | 0.00 | 0.00 | 0.00 | 0.00 | 0.43 | 0.43 |
| Other Senior Pay # | 36 | 29 | 7 | 1 | 0 | 24 | 7 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Other Senior Pay % | 100 | 80.56 | 19.44 | 2.78 | 0.00 | 66.67 | 19.44 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.78 | 0.00 |
| Total Senior Pay # | 271 | 199 | 72 | 9 | 0 | 177 | 62 | 7 | 2 | 4 | 7 | 0 | 0 | 0 | 0 | 2 | 1 |
| Total Senior Pay % | 100 | 73.43 | 26.57 | 3.32 | 0.00 | 65.31 | 22.88 | 2.58 | 0.74 | 1.48 | 2.58 | 0.00 | 0.00 | 0.00 | 0.00 | 0.74 | 0.37 |

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 # | 919 | 606 | 313 | 23 | 8 | 527 | 250 | 31 | 29 | 12 | 14 | 3 | 2 | 1 | 0 | 9 | 10 |
| Temporary Workforce % | 100 | 65.94 | 34.06 | 2.50 | 0.87 | 57.34 | 27.20 | 3.37 | 3.16 | 1.31 | 1.52 | 0.33 | 0.22 | 0.11 | 0.00 | 0.98 | 1.09 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 # | 5 | 4 | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| GS-04 % | 100 | 80.00 | 20.00 | 0.00 | 0.00 | 60.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 | 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 # | 6 | 4 | 2 | 0 | 0 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-07 % | 100 | 66.67 | 33.33 | 0.00 | 0.00 | 50.00 | 16.67 | 16.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-08 # | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-08 % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-09 # | 20 | 8 | 12 | 2 | 0 | 6 | 9 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| GS-09 % | 100 | 40.00 | 60.00 | 10.00 | 0.00 | 30.00 | 45.00 | 0.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5.00 |
| GS-10 # | 29 | 13 | 16 | 0 | 0 | 11 | 12 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 |
| GS-10 % | 100 | 44.83 | 55.17 | 0.00 | 0.00 | 37.93 | 41.38 | 6.90 | 3.45 | 0.00 | 6.90 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.45 |
| GS-11 # | 29 | 13 | 16 | 0 | 2 | 12 | 7 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| GS-11 % | 100 | 44.83 | 55.17 | 0.00 | 6.90 | 41.38 | 24.14 | 3.45 | 17.24 | 0.00 | 3.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.45 |
| GS-12 # | 76 | 36 | 40 | 6 | 2 | 25 | 27 | 5 | 5 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| GS-12 % | 100 | 47.37 | 52.63 | 7.89 | 2.63 | 32.89 | 35.53 | 6.58 | 6.58 | 0.00 | 3.95 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.95 |
| GS-13 # | 86 | 56 | 30 | 5 | 1 | 42 | 23 | 7 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 1 |
| GS-13 % | 100 | 65.12 | 34.88 | 5.81 | 1.16 | 48.84 | 26.74 | 8.14 | 4.65 | 0.00 | 1.16 | 0.00 | 0.00 | 0.00 | 0.00 | 2.33 | 1.16 |
| GS-14 # | 94 | 64 | 30 | 3 | 0 | 55 | 26 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| GS-14 % | 100 | 68.09 | 31.91 | 3.19 | 0.00 | 58.51 | 27.66 | 4.26 | 3.19 | 1.06 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.06 | 1.06 |

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 # | 4582 | 3097 | 1485 | 160 | 77 | 2019 | 776 | 685 | 492 | 133 | 79 | 10 | 3 | 14 | 2 | 76 | 56 |
| Permanent Workforce % | 100 | 67.59 | 32.41 | 3.49 | 1.68 | 44.06 | 16.94 | 14.95 | 10.74 | 2.90 | 1.72 | 0.22 | 0.07 | 0.31 | 0.04 | 1.66 | 1.22 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Up to \$20,000 # | 221 | 214 | 7 | 5 | 0 | 112 | 0 | 88 | 7 | 7 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Up to \$20,000 % | 100 | 96.83 | 3.17 | 2.26 | 0.00 | 50.68 | 0.00 | 39.82 | 3.17 | 3.17 | 0.00 | 0.45 | 0.00 | 0.45 | 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 # | 7 | 3 | 4 | 1 | 0 | 0 | 3 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$30,001-\$40,000 % | 100 | 42.86 | 57.14 | 14.29 | 0.00 | 0.00 | 42.86 | 0.00 | 14.29 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$40,001-\$50,000 # | 27 | 12 | 15 | 1 | 0 | 8 | 6 | 2 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 1 | 1 |
| \$40,001-\$50,000 % | 100 | 44.44 | 55.56 | 3.70 | 0.00 | 29.63 | 22.22 | 7.41 | 14.81 | 0.00 | 14.81 | 0.00 | 0.00 | 0.00 | 0.00 | 3.70 | 3.70 |
| \$50,001-\$60,000 # | 113 | 74 | 39 | 5 | 3 | 44 | 12 | 19 | 18 | 1 | 6 | 1 | 0 | 1 | 0 | 3 | 0 |
| \$50,001-\$60,000 % | 100 | 65.49 | 34.51 | 4.42 | 2.65 | 38.94 | 10.62 | 16.81 | 15.93 | 0.88 | 5.31 | 0.88 | 0.00 | 0.88 | 0.00 | 2.65 | 0.00 |
| \$60,001-\$70,000 # | 138 | 96 | 42 | 10 | 2 | 56 | 17 | 20 | 21 | 4 | 2 | 0 | 0 | 1 | 0 | 5 | 0 |
| \$60,001-\$70,000 % | 100 | 69.57 | 30.43 | 7.25 | 1.45 | 40.58 | 12.32 | 14.49 | 15.22 | 2.90 | 1.45 | 0.00 | 0.00 | 0.72 | 0.00 | 3.62 | 0.00 |
| \$70,001-\$80,000 # | 234 | 161 | 73 | 16 | 6 | 83 | 25 | 40 | 28 | 11 | 9 | 1 | 0 | 0 | 0 | 10 | 5 |
| \$70,001-\$80,000 % | 100 | 68.80 | 31.20 | 6.84 | 2.56 | 35.47 | 10.68 | 17.09 | 11.97 | 4.70 | 3.85 | 0.43 | 0.00 | 0.00 | 0.00 | 4.27 | 2.14 |
| \$80,001-\$90,000 # | 213 | 145 | 68 | 9 | 4 | 71 | 26 | 47 | 31 | 14 | 6 | 0 | 0 | 1 | 0 | 3 | 1 |
| \$80,001-\$90,000 % | 100 | 68.08 | 31.92 | 4.23 | 1.88 | 33.33 | 12.21 | 22.07 | 14.55 | 6.57 | 2.82 | 0.00 | 0.00 | 0.47 | 0.00 | 1.41 | 0.47 |
| \$90,001-\$100,000 # | 380 | 295 | 85 | 22 | 4 | 162 | 33 | 92 | 40 | 7 | 3 | 2 | 0 | 1 | 0 | 9 | 5 |
| \$90,001-\$100,000 % | 100 | 77.63 | 22.37 | 5.79 | 1.05 | 42.63 | 8.68 | 24.21 | 10.53 | 1.84 | 0.79 | 0.53 | 0.00 | 0.26 | 0.00 | 2.37 | 1.32 |
| \$100,001-\$110,000 # | 357 | 231 | 126 | 13 | 8 | 121 | 53 | 80 | 54 | 10 | 5 | 1 | 0 | 0 | 1 | 6 | 5 |
| \$100,001-\$110,000 % | 100 | 64.71 | 35.29 | 3.64 | 2.24 | 33.89 | 14.85 | 22.41 | 15.13 | 2.80 | 1.40 | 0.28 | 0.00 | 0.00 | 0.28 | 1.68 | 1.40 |
| \$110,001-\$120,000 # | 344 | 213 | 131 | 13 | 7 | 114 | 44 | 69 | 70 | 9 | 4 | 1 | 0 | 1 | 0 | 6 | 6 |
| \$110,001-\$120,000 % | 100 | 61.92 | 38.08 | 3.78 | 2.03 | 33.14 | 12.79 | 20.06 | 20.35 | 2.62 | 1.16 | 0.29 | 0.00 | 0.29 | 0.00 | 1.74 | 1.74 |
| \$120,001-\$130,000 # | 289 | 169 | 120 | 7 | 6 | 111 | 61 | 44 | 45 | 4 | 4 | 0 | 0 | 2 | 0 | 1 | 4 |
| \$120,001-\$130,000 % | 100 | 58.48 | 41.52 | 2.42 | 2.08 | 38.41 | 21.11 | 15.22 | 15.57 | 1.38 | 1.38 | 0.00 | 0.00 | 0.69 | 0.00 | 0.35 | 1.38 |
| \$130,001-\$140,000 # | 288 | 158 | 130 | 11 | 7 | 88 | 60 | 51 | 51 | 3 | 7 | 0 | 0 | 0 | 0 | 5 | 5 |
| \$130,001-\$140,000 % | 100 | 54.86 | 45.14 | 3.82 | 2.43 | 30.56 | 20.83 | 17.71 | 17.71 | 1.04 | 2.43 | 0.00 | 0.00 | 0.00 | 0.00 | 1.74 | 1.74 |
| \$140,001-\$150,000 # | 275 | 155 | 120 | 5 | 10 | 109 | 72 | 25 | 32 | 10 | 4 | 1 | 1 | 0 | 0 | 5 | 1 |
| \$140,001-\$150,000 % | 100 | 56.36 | 43.64 | 1.82 | 3.64 | 39.64 | 26.18 | 9.09 | 11.64 | 3.64 | 1.45 | 0.36 | 0.36 | 0.00 | 0.00 | 1.82 | 0.36 |
| \$150,001-\$160,000 # | 317 | 201 | 116 | 6 | 4 | 135 | 69 | 37 | 32 | 19 | 8 | 1 | 0 | 0 | 0 | 3 | 3 |

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/01/2021 11:55 AM

| 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 | 63.41 | 36.59 | 1.89 | 1.26 | 42.59 | 21.77 | 11.67 | 10.09 | 5.99 | 2.52 | 0.32 | 0.00 | 0.00 | 0.00 | 0.95 | 0.95 |
| \$160,001-\$170,000 # | 199 | 126 | 73 | 5 | 3 | 98 | 50 | 16 | 12 | 4 | 3 | 0 | 1 | 1 | 0 | 2 | 4 |
| \$160,001-\$170,000 % | 100 | 63.32 | 36.68 | 2.51 | 1.51 | 49.25 | 25.13 | 8.04 | 6.03 | 2.01 | 1.51 | 0.00 | 0.50 | 0.50 | 0.00 | 1.01 | 2.01 |
| \$170,001-\$180,000 # | 987 | 696 | 291 | 25 | 13 | 580 | 209 | 46 | 43 | 24 | 8 | 1 | 1 | 5 | 1 | 15 | 16 |
| \$170,001-\$180,000 % | 100 | 70.52 | 29.48 | 2.53 | 1.32 | 58.76 | 21.18 | 4.66 | 4.36 | 2.43 | 0.81 | 0.10 | 0.10 | 0.51 | 0.10 | 1.52 | 1.62 |
| \$180,001 and Greater # | 192 | 147 | 45 | 6 | 0 | 127 | 36 | 9 | 3 | 3 | 6 | 0 | 0 | 0 | 0 | 2 | 0 |
| \$180,001 and Greater % | 100 | 76.56 | 23.44 | 3.13 | 0.00 | 66.15 | 18.75 | 4.69 | 1.56 | 1.56 | 3.13 | 0.00 | 0.00 | 0.00 | 0.00 | 1.04 | 0.00 |

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/01/2021 11:55 AM

| 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 | 64.58 | 35.42 | 2.08 | 0.00 | 60.42 | 31.25 | 2.08 | 4.17 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$160,001-\$170,000 # | 54 | 36 | 18 | 1 | 0 | 31 | 14 | 0 | 3 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| \$160,001-\$170,000 % | 100 | 66.67 | 33.33 | 1.85 | 0.00 | 57.41 | 25.93 | 0.00 | 5.56 | 5.56 | 1.85 | 0.00 | 0.00 | 0.00 | 0.00 | 1.85 | 0.00 |
| \$170,001-\$180,000 # | 144 | 101 | 43 | 3 | 2 | 92 | 36 | 1 | 1 | 3 | 2 | 0 | 1 | 0 | 0 | 2 | 1 |
| \$170,001-\$180,000 % | 100 | 70.14 | 29.86 | 2.08 | 1.39 | 63.89 | 25.00 | 0.69 | 0.69 | 2.08 | 1.39 | 0.00 | 0.69 | 0.00 | 0.00 | 1.39 | 0.69 |
| \$180,001 and Greater # | 33 | 28 | 5 | 0 | 0 | 25 | 4 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| \$180,001 and Greater % | 100 | 84.85 | 15.15 | 0.00 | 0.00 | 75.76 | 12.12 | 3.03 | 0.00 | 6.06 | 0.00 | 0.00 | 3.03 | 0.00 | 0.00 | 0.00 | 0.00 |

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 |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| SECURITY ADMINISTRATION (0080) # | 184 | 134 | 50 | 10 | 1 | 64 | 24 | 53 | 24 | 4 | 0 | 1 | 0 | 1 | 0 | 1 | 1 |
| SECURITY ADMINISTRATION (0080) % | 100 | 72.83 | 27.17 | 5.43 | 0.54 | 34.78 | 13.04 | 28.80 | 13.04 | 2.17 | 0.00 | 0.54 | 0.00 | 0.54 | 0.00 | 0.54 | 0.54 |
| Occupational CLF % | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| POLICE (0083) # | 693 | 623 | 70 | 55 | 8 | 347 | 22 | 191 | 37 | 14 | 2 | 0 | 0 | 2 | 0 | 14 | 1 |
| POLICE (0083) % | 100 | 89.90 | 10.10 | 7.94 | 1.15 | 50.07 | 3.17 | 27.56 | 5.34 | 2.02 | 0.29 | 0.00 | 0.00 | 0.29 | 0.00 | 2.02 | 0.14 |
| FOREIGN AFFAIRS (0130) # | 214 | 127 | 87 | 5 | 2 | 109 | 76 | 4 | 4 | 7 | 2 | 0 | 0 | 0 | 0 | 2 | 3 |
| FOREIGN AFFAIRS (0130) % | 100 | 59.35 | 40.65 | 2.34 | 0.93 | 50.93 | 35.51 | 1.87 | 1.87 | 3.27 | 0.93 | 0.00 | 0.00 | 0.00 | 0.00 | 0.93 | 1.40 |
| MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) # | 655 | 418 | 237 | 18 | 11 | 294 | 134 | 67 | 71 | 21 | 12 | 1 | 0 | 4 | 0 | 13 | 9 |
| MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) % | 100 | 63.82 | 36.18 | 2.75 | 1.68 | 44.89 | 20.46 | 10.23 | 10.84 | 3.21 | 1.83 | 0.15 | 0.00 | 0.61 | 0.00 | 1.98 | 1.37 |
| MANAGEMENT AND PROGRAM ANALYSIS (0343) # | 534 | 279 | 255 | 9 | 11 | 203 | 132 | 52 | 92 | 6 | 8 | 0 | 0 | 4 | 0 | 5 | 12 |
| MANAGEMENT AND PROGRAM ANALYSIS (0343) % | 100 | 52.25 | 47.75 | 1.69 | 2.06 | 38.01 | 24.72 | 9.74 | 17.23 | 1.12 | 1.50 | 0.00 | 0.00 | 0.75 | 0.00 | 0.94 | 2.25 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) # | 107 | 77 | 30 | 3 | 1 | 40 | 15 | 13 | 6 | 14 | 3 | 1 | 0 | 1 | 0 | 5 | 5 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) % | 100 | 71.96 | 28.04 | 2.80 | 0.93 | 37.38 | 14.02 | 12.15 | 5.61 | 13.08 | 2.80 | 0.93 | 0.00 | 0.93 | 0.00 | 4.67 | 4.67 |
| (1102) # | 175 | 69 | 106 | 4 | 9 | 34 | 40 | 24 | 49 | 4 | 6 | 1 | 0 | 0 | 0 | 2 | 2 |
| (1102) % | 100 | 39.43 | 60.57 | 2.29 | 5.14 | 19.43 | 22.86 | 13.71 | 28.00 | 2.29 | 3.43 | 0.57 | 0.00 | 0.00 | 0.00 | 1.14 | 1.14 |

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Senior Grades # | 2268 | 1447 | 821 | 64 | 38 | 1075 | 488 | 212 | 223 | 58 | 35 | 4 | 3 | 6 | 2 | 28 | 32 |
| Total Senior Grades % | 100 | 63.80 | 36.20 | 2.82 | 1.68 | 47.40 | 21.52 | 9.35 | 9.83 | 2.56 | 1.54 | 0.18 | 0.13 | 0.26 | 0.09 | 1.23 | 1.41 |
| 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 A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Upward Mobility To Management Positions | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Management # | 2165 | 1291 | 874 | 58 | 45 | 835 | 423 | 294 | 329 | 53 | 41 | 6 | 2 | 10 | 0 | 35 | 34 |
| Total Management % | 100 | 59.63 | 40.37 | 2.68 | 2.08 | 38.57 | 19.54 | 13.58 | 15.20 | 2.45 | 1.89 | 0.28 | 0.09 | 0.46 | 0.00 | 1.62 | 1.57 |
| EXECUTIVES | | | | | | | | | | | | | | | | | |
| Executives # | 296 | 205 | 91 | 7 | 2 | 173 | 70 | 20 | 11 | 3 | 5 | 0 | 0 | 1 | 0 | 1 | 3 |
| Executives % | 100 | 69.26 | 30.74 | 2.36 | 0.68 | 58.45 | 23.65 | 6.76 | 3.72 | 1.01 | 1.69 | 0.00 | 0.00 | 0.34 | 0.00 | 0.34 | 1.01 |
| 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 # | 4582 | 3097 | 1485 | 160 | 77 | 2019 | 776 | 685 | 492 | 133 | 79 | 10 | 3 | 14 | 2 | 76 | 56 |
| Permanent Workforce % | 100 | 67.59 | 32.41 | 3.49 | 1.68 | 44.06 | 16.94 | 14.95 | 10.74 | 2.90 | 1.72 | 0.22 | 0.07 | 0.31 | 0.04 | 1.66 | 1.22 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 78 | 40 | 38 | 3 | 4 | 18 | 16 | 16 | 15 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 3 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 100 | 51.28 | 48.72 | 3.85 | 5.13 | 23.08 | 20.51 | 20.51 | 19.23 | 2.56 | 0.00 | 0.00 | 0.00 | 1.28 | 0.00 | 0.00 | 3.85 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 528 | 261 | 267 | 12 | 28 | 128 | 108 | 101 | 107 | 12 | 0 | 0 | 0 | 8 | 0 | 0 | 24 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 6.77 | 6.53 | 7.03 | 4 | 7 | 7.11 | 6.75 | 6.31 | 7.13 | 6 | 0 | 0 | 0 | 8 | 0 | 0 | 8 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 279 | 182 | 97 | 17 | 3 | 122 | 56 | 31 | 27 | 5 | 8 | 1 | 0 | 0 | 0 | 6 | 3 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 100 | 65.23 | 34.77 | 6.09 | 1.08 | 43.73 | 20.07 | 11.11 | 9.68 | 1.79 | 2.87 | 0.36 | 0.00 | 0.00 | 0.00 | 2.15 | 1.08 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 4721 | 3043 | 1678 | 288 | 51 | 2049 | 975 | 506 | 468 | 80 | 136 | 16 | 0 | 0 | 0 | 104 | 48 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 16.92 | 16.72 | 17.3 | 16.94 | 17 | 16.8 | 17.41 | 16.32 | 17.33 | 16 | 17 | 16 | 0 | 0 | 0 | 17.33 | 16 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 200 | 139 | 61 | 4 | 5 | 99 | 33 | 29 | 18 | 2 | 3 | 0 | 0 | 1 | 0 | 4 | 2 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 100 | 69.50 | 30.50 | 2.00 | 2.50 | 49.50 | 16.50 | 14.50 | 9.00 | 1.00 | 1.50 | 0.00 | 0.00 | 0.50 | 0.00 | 2.00 | 1.00 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 4884 | 3374 | 1510 | 105 | 120 | 2386 | 825 | 703 | 445 | 48 | 72 | 0 | 0 | 24 | 0 | 108 | 48 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 24.42 | 24.27 | 24.75 | 26.25 | 24 | 24.1 | 25 | 24.24 | 24.72 | 24 | 24 | 0 | 0 | 24 | 0 | 27 | 24 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 642 | 434 | 208 | 15 | 17 | 330 | 127 | 56 | 47 | 18 | 10 | 3 | 0 | 0 | 0 | 12 | 7 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 100 | 67.60 | 32.40 | 2.34 | 2.65 | 51.40 | 19.78 | 8.72 | 7.32 | 2.80 | 1.56 | 0.47 | 0.00 | 0.00 | 0.00 | 1.87 | 1.09 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 24867 | 16888 | 7979 | 569 | 660 | 12923 | 4877 | 2108 | 1794 | 704 | 384 | 120 | 0 | 0 | 0 | 464 | 264 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 38.73 | 38.91 | 38.36 | 37.93 | 38.82 | 39.16 | 38.4 | 37.64 | 38.17 | 39.11 | 38.4 | 40 | 0 | 0 | 0 | 38.67 | 37.71 |
| 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 # | 538 | 380 | 158 | 10 | 4 | 289 | 93 | 62 | 50 | 11 | 6 | 0 | 1 | 2 | 0 | 6 | 4 |
| Cash Awards \$500 and Under: Awards Given % | 100 | 70.63 | 29.37 | 1.86 | 0.74 | 53.72 | 17.29 | 11.52 | 9.29 | 2.04 | 1.12 | 0.00 | 0.19 | 0.37 | 0.00 | 1.12 | 0.74 |
| Cash Awards \$500 and Under: Total Amount \$ | 214890 | 147830 | 67060 | 3973 | 1750 | 106899 | 38298 | 28343 | 22080 | 4915 | 2632 | 0 | 500 | 1000 | 0 | 2700 | 1800 |
| Cash Awards \$500 and Under: Average Amount \$ | 399.42 | 389.03 | 424.43 | 397.3 | 437.5 | 369.89 | 411.81 | 457.15 | 441.6 | 446.82 | 438.67 | 0 | 500 | 500 | 0 | 450 | 450 |
| Cash Awards: \$501 - \$999: Awards Given # | 474 | 259 | 215 | 13 | 12 | 164 | 91 | 67 | 87 | 4 | 15 | 1 | 0 | 1 | 2 | 9 | 8 |
| Cash Awards: \$501 - \$999: Awards Given % | 100 | 54.64 | 45.36 | 2.74 | 2.53 | 34.60 | 19.20 | 14.14 | 18.35 | 0.84 | 3.16 | 0.21 | 0.00 | 0.21 | 0.42 | 1.90 | 1.69 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 333200 | 188423 | 144777 | 9795 | 7896 | 118585 | 62015 | 49249 | 57153 | 2887 | 9989 | 761 | 0 | 800 | 1375 | 6346 | 6349 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 702.95 | 727.5 | 673.38 | 753.46 | 658 | 723.08 | 681.48 | 735.06 | 656.93 | 721.75 | 665.93 | 761 | 0 | 800 | 687.5 | 705.11 | 793.63 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 909 | 624 | 285 | 30 | 17 | 372 | 132 | 163 | 106 | 31 | 16 | 2 | 1 | 5 | 1 | 21 | 12 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 100 | 68.65 | 31.35 | 3.30 | 1.87 | 40.92 | 14.52 | 17.93 | 11.66 | 3.41 | 1.76 | 0.22 | 0.11 | 0.55 | 0.11 | 2.31 | 1.32 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 1235947 | 841160 | 394787 | 40559 | 22194 | 497299 | 186872 | 221175 | 144661 | 42689 | 20819 | 2329 | 1500 | 6911 | 1879 | 30198 | 16862 |

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/01/2021 11:55 AM

| 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 \$ | 1359.68 | 1348.01 | 1385.22 | 1351.97 | 1305.53 | 1336.83 | 1415.7 | 1356.9 | 1364.73 | 1377.06 | 1301.19 | 1164.5 | 1500 | 1382.2 | 1879 | 1438 | 1405.17 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 614 | 407 | 207 | 15 | 11 | 281 | 118 | 86 | 62 | 9 | 6 | 1 | 0 | 2 | 0 | 13 | 10 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 100 | 66.29 | 33.71 | 2.44 | 1.79 | 45.77 | 19.22 | 14.01 | 10.10 | 1.47 | 0.98 | 0.16 | 0.00 | 0.33 | 0.00 | 2.12 | 1.63 |
| Cash Awards: \$2000 - \$2999: Total Amount \$ | 1509535 | 1004025 | 505510 | 37094 | 27835 | 692695 | 286650 | 212449 | 152181 | 21815 | 15189 | 2800 | 0 | 5464 | 0 | 31708 | 23655 |
| Cash Awards: \$2000 - \$2999: Average Amount \$ | 2458.53 | 2466.89 | 2442.08 | 2472.93 | 2530.45 | 2465.11 | 2429.24 | 2470.34 | 2454.53 | 2423.89 | 2531.5 | 2800 | 0 | 2732 | 0 | 2439.08 | 2365.5 |
| Cash Awards: \$3000 - \$3999: Awards Given # | 502 | 378 | 124 | 21 | 10 | 250 | 60 | 86 | 46 | 14 | 1 | 0 | 1 | 0 | 0 | 7 | 6 |
| Cash Awards: \$3000 - \$3999: Awards Given % | 100 | 75.30 | 24.70 | 4.18 | 1.99 | 49.80 | 11.95 | 17.13 | 9.16 | 2.79 | 0.20 | 0.00 | 0.20 | 0.00 | 0.00 | 1.39 | 1.20 |
| Cash Awards: \$3000 - \$3999: Total Amount \$ | 1612532 | 1201298 | 411234 | 65850 | 32920 | 803392 | 201589 | 264300 | 150578 | 45377 | 3271 | 0 | 3017 | 0 | 0 | 22379 | 19859 |
| Cash Awards: \$3000 - \$3999: Average Amount \$ | 3212.22 | 3178.04 | 3316.4 | 3135.71 | 3292 | 3213.57 | 3359.82 | 3073.26 | 3273.43 | 3241.21 | 3271 | 0 | 3017 | 0 | 0 | 3197 | 3309.83 |
| Cash Awards: \$4000 - \$4999: Awards Given # | 341 | 220 | 121 | 9 | 5 | 164 | 74 | 40 | 29 | 3 | 7 | 0 | 0 | 0 | 0 | 4 | 6 |
| Cash Awards: \$4000 - \$4999: Awards Given % | 100 | 64.52 | 35.48 | 2.64 | 1.47 | 48.09 | 21.70 | 11.73 | 8.50 | 0.88 | 2.05 | 0.00 | 0.00 | 0.00 | 0.00 | 1.17 | 1.76 |
| Cash Awards: \$4000 - \$4999: Total Amount \$ | 1473008 | 950250 | 522758 | 39659 | 20636 | 709590 | 319896 | 170456 | 123310 | 13345 | 31403 | 0 | 0 | 0 | 0 | 17200 | 27513 |
| Cash Awards: \$4000 - \$4999: Average Amount \$ | 4319.67 | 4319.32 | 4320.31 | 4406.56 | 4127.2 | 4326.77 | 4322.92 | 4261.4 | 4252.07 | 4448.33 | 4486.14 | 0 | 0 | 0 | 0 | 4300 | 4585.5 |
| Cash Awards: \$5000 or more: Awards Given # | 316 | 215 | 101 | 7 | 3 | 182 | 74 | 15 | 14 | 8 | 7 | 0 | 0 | 1 | 0 | 2 | 3 |
| Cash Awards: \$5000 or more: Awards Given % | 100 | 68.04 | 31.96 | 2.22 | 0.95 | 57.59 | 23.42 | 4.75 | 4.43 | 2.53 | 2.22 | 0.00 | 0.00 | 0.32 | 0.00 | 0.63 | 0.95 |
| Cash Awards: \$5000 or more: Total Amount \$ | 3411567 | 2394320 | 1017247 | 78135 | 17504 | 2035649 | 758683 | 167528 | 116364 | 72797 | 94892 | 0 | 0 | 5000 | 0 | 35211 | 29804 |
| Cash Awards: \$5000 or more: Average Amount \$ | 10796.1 | 11136.37 | 10071.75 | 11162.14 | 5834.67 | 11184.88 | 10252.47 | 11168.53 | 8311.71 | 9099.63 | 13556 | 0 | 0 | 5000 | 0 | 17605.5 | 9934.67 |
| OTHER AWARDS | | | | | | | | | | | | | | | | | |
| Total QSIs Awarded # | 311 | 204 | 107 | 13 | 6 | 138 | 68 | 35 | 27 | 11 | 3 | 2 | 0 | 0 | 0 | 5 | 3 |
| Total QSIs Awarded % | 100 | 65.59 | 34.41 | 4.18 | 1.93 | 44.37 | 21.86 | 11.25 | 8.68 | 3.54 | 0.96 | 0.64 | 0.00 | 0.00 | 0.00 | 1.61 | 0.96 |
| Total Benefit \$ | 1173052 | 771739 | 401313 | 49035 | 27084 | 524153 | 252385 | 131986 | 96777 | 42678 | 12131 | 4837 | 0 | 0 | 0 | 19050 | 12936 |
| Average Benefit \$ | 3771.87 | 3783.03 | 3750.59 | 3771.92 | 4514 | 3798.21 | 3711.54 | 3771.03 | 3584.33 | 3879.82 | 4043.67 | 2418.5 | 0 | 0 | 0 | 3810 | 4312 |
| Total Performance Based Pay Increases Awarded # | 421 | 266 | 155 | 7 | 7 | 214 | 88 | 30 | 44 | 9 | 13 | 0 | 0 | 0 | 0 | 6 | 3 |
| Total Performance Based Pay Increases Awarded % | 100 | 63.18 | 36.82 | 1.66 | 1.66 | 50.83 | 20.90 | 7.13 | 10.45 | 2.14 | 3.09 | 0.00 | 0.00 | 0.00 | 0.00 | 1.43 | 0.71 |
| Total Benefit \$ | 1577903 | 986214 | 591689 | 32460 | 22771 | 774581 | 357616 | 117406 | 146292 | 35643 | 50112 | 0 | 0 | 0 | 0 | 26124 | 14898 |
| Average Benefit \$ | 3747.99 | 3707.57 | 3817.35 | 4637.14 | 3253 | 3619.54 | 4063.82 | 3913.53 | 3324.82 | 3960.33 | 3854.77 | 0 | 0 | 0 | 0 | 4354 | 4966 |