

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 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	5312	3449	1863	182	89	2293	1047	705	527	165	110	9	5	10	5	85	80
Total Workforce: Prior FY %	100	64.93	35.08	3.43	1.68	43.17	19.72	13.28	9.93	3.11	2.08	0.17	0.10	0.19	0.10	1.61	1.51
Total Workforce: Current FY #	5963	3810	2153	200	120	2538	1230	754	574	205	129	12	9	11	7	90	84
Total Workforce: Current FY %	100	63.90	36.11	3.36	2.02	42.57	20.63	12.65	9.63	3.44	2.17	0.21	0.16	0.19	0.12	1.51	1.41
Total Workforce: Difference #	651	361	290	18	31	245	183	49	47	40	19	3	4	1	2	5	4
Total Workforce: Ratio Change %	0.00	-1.03	1.03	-0.07	0.34	-0.60	0.91	-0.63	-0.30	0.33	0.09	0.04	0.06	0.00	0.02	-0.10	-0.10
Total Workforce: Net Change %	12.26	10.47	15.57	9.90	34.84	10.69	17.48	6.96	8.92	24.25	17.28	33.34	80.00	10.00	40.00	5.89	5.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	777	465	312	20	19	332	187	67	71	32	24	1	1	3	4	10	6
Total Workforce: New Hires %	100	59.85	40.16	2.58	2.45	42.73	24.07	8.63	9.14	4.12	3.09	0.13	0.13	0.39	0.52	1.29	0.78
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 #	3	2	1	0	0	1	0	1	0	0	1	0	0	0	0	0	0
Total Workforce: Removal %	100	66.67	33.34	0.00	0.00	33.34	0.00	33.34	0.00	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	180	115	65	8	4	80	41	17	12	6	2	0	0	0	0	4	6
Total Workforce: Resignation %	100	63.89	36.12	4.45	2.23	44.45	22.78	9.45	6.67	3.34	1.12	0.00	0.00	0.00	0.00	2.23	3.34
Total Workforce: Retirement #	185	133	52	8	2	84	22	31	25	5	1	0	0	2	0	3	2
Total Workforce: Retirement %	100	71.90	28.11	4.33	1.09	45.41	11.90	16.76	13.52	2.71	0.55	0.00	0.00	1.09	0.00	1.63	1.09
Total Workforce: Other Separations #	218	138	80	4	5	87	46	34	19	9	7	0	0	0	1	4	2
Total Workforce: Other Separations %	100	63.31	36.70	1.84	2.30	39.91	21.11	15.60	8.72	4.13	3.22	0.00	0.00	0.00	0.46	1.84	0.92
Total Workforce: Total Separations #	586	388	198	20	11	252	109	83	56	20	11	0	0	2	1	11	10
Total Workforce: Total Separations %	100	66.22	33.79	3.42	1.88	43.01	18.61	14.17	9.56	3.42	1.88	0.00	0.00	0.35	0.18	1.88	1.71
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	4609	3037	1572	164	75	1955	843	674	482	149	89	9	5	10	4	76	74
Permanent Workforce: Prior FY %	100	65.90	34.11	3.56	1.63	42.42	18.30	14.63	10.46	3.24	1.94	0.20	0.11	0.22	0.09	1.65	1.61
Permanent Workforce: Current FY #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce: Current FY %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
Permanent Workforce: Difference #	350	158	192	14	26	81	101	33	43	25	17	3	3	0	1	2	1
Permanent Workforce: Ratio Change %	0.00	-1.47	1.47	0.03	0.41	-1.36	0.74	-0.37	0.13	0.27	0.20	0.05	0.06	-0.01	0.02	-0.07	-0.09
Permanent Workforce: Net Change %	7.60	5.21	12.22	8.54	34.67	4.15	11.99	4.90	8.93	16.78	19.11	33.34	60.00	0.00	25.00	2.64	1.36

For period covering October 1, 2022 to September 30, 2023.

Version 2.0.

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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 #	79	48	31	0	1	38	19	5	6	4	4	0	0	0	0	1	1
Temporary Workforce: Other Separations %	100	60.76	39.25	0.00	1.27	48.11	24.06	6.33	7.60	5.07	5.07	0.00	0.00	0.00	0.00	1.27	1.27
Temporary Workforce: Total Separations #	152	98	54	3	2	78	37	8	9	7	4	0	0	0	0	2	2
Temporary Workforce: Total Separations %	100	64.48	35.53	1.98	1.32	51.32	24.35	5.27	5.93	4.61	2.64	0.00	0.00	0.00	0.00	1.32	1.32

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 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
SE Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SE Region %	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
NW Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NW Region %	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
NE Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NE Region %	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
DLSA #	133	75	58	2	0	64	44	7	11	2	0	0	1	0	0	0	2
DLSA %	100	56.40	43.61	1.51	0.00	48.13	33.09	5.27	8.28	1.51	0.00	0.00	0.76	0.00	0.00	0.00	1.51
DPAA #	293	187	106	10	4	117	59	13	14	23	16	4	1	2	0	18	12
DPAA %	100	63.83	36.18	3.42	1.37	39.94	20.14	4.44	4.78	7.85	5.47	1.37	0.35	0.69	0.00	6.15	4.10
DTRMC #	19	16	3	0	0	10	0	4	2	2	1	0	0	0	0	0	0
DTRMC %	100	84.22	15.79	0.00	0.00	52.64	0.00	21.06	10.53	10.53	5.27	0.00	0.00	0.00	0.00	0.00	0.00
DTSA #	116	80	36	5	4	57	16	7	13	10	1	0	1	0	0	1	1
DTSA %	100	68.97	31.04	4.32	3.45	49.14	13.80	6.04	11.21	8.63	0.87	0.00	0.87	0.00	0.00	0.87	0.87
OEA #	50	28	22	0	1	18	14	8	5	2	1	0	0	0	0	0	1
OEA %	100	56.01	44.00	0.00	2.00	36.00	28.01	16.00	10.00	4.00	2.00	0.00	0.00	0.00	0.00	0.00	2.00
OSD #	1954	1116	838	45	40	838	565	131	136	70	59	3	4	3	2	26	32
OSD %	100	57.12	42.89	2.31	2.05	42.89	28.92	6.71	6.97	3.59	3.02	0.16	0.21	0.16	0.11	1.34	1.64
PFPA #	1066	894	172	83	16	483	59	277	89	31	4	3	0	2	0	15	4
PFPA %	100	83.87	16.14	7.79	1.51	45.31	5.54	25.99	8.35	2.91	0.38	0.29	0.00	0.19	0.00	1.41	0.38
USCAAF #	25	12	13	1	0	9	6	2	5	0	2	0	0	0	0	0	0
USCAAF %	100	48.00	52.00	4.00	0.00	36.00	24.00	8.00	20.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
WHS #	1303	787	516	32	36	440	181	258	250	34	22	2	1	3	3	18	23
WHS %	100	60.40	39.61	2.46	2.77	33.77	13.90	19.81	19.19	2.61	1.69	0.16	0.08	0.24	0.24	1.39	1.77

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 #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Management																	
Executives #	196	107	89	6	2	86	68	6	7	6	11	0	0	1	0	2	1
Executives %	100	54.60	45.41	3.07	1.03	43.88	34.70	3.07	3.58	3.07	5.62	0.00	0.00	0.52	0.00	1.03	0.52
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	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
Supervisors #	362	228	134	7	5	146	76	61	36	9	8	0	0	1	1	4	8
Supervisors %	100	62.99	37.02	1.94	1.39	40.34	21.00	16.86	9.95	2.49	2.21	0.00	0.00	0.28	0.28	1.11	2.21
Total Management #	558	335	223	13	7	232	144	67	43	15	19	0	0	2	1	6	9
Total Management %	100	60.04	39.97	2.33	1.26	41.58	25.81	12.01	7.71	2.69	3.41	0.00	0.00	0.36	0.18	1.08	1.62
2. Professionals #	1310	804	506	38	20	619	336	60	88	60	37	4	2	1	2	22	21
Professionals %	100	61.38	38.63	2.91	1.53	47.26	25.65	4.59	6.72	4.59	2.83	0.31	0.16	0.08	0.16	1.68	1.61
3. Technicians #	72	57	15	3	1	39	10	12	2	2	1	0	0	0	0	1	1
Technicians %	100	79.17	20.84	4.17	1.39	54.17	13.89	16.67	2.78	2.78	1.39	0.00	0.00	0.00	0.00	1.39	1.39
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 #	84	32	52	0	0	14	15	18	26	0	8	0	0	0	1	0	2
Administrative Workers %	100	38.10	61.91	0.00	0.00	16.67	17.86	21.43	30.96	0.00	9.53	0.00	0.00	0.00	1.20	0.00	2.39
6. Craft Workers #	141	138	3	4	0	88	1	39	2	4	0	1	0	1	0	1	0
Craft Workers %	100	97.88	2.13	2.84	0.00	62.42	0.71	27.66	1.42	2.84	0.00	0.71	0.00	0.71	0.00	0.71	0.00
7. Operatives #	69	63	6	1	0	18	1	41	5	1	0	0	0	1	0	1	0
Operatives %	100	91.31	8.70	1.45	0.00	26.09	1.45	59.43	7.25	1.45	0.00	0.00	0.00	1.45	0.00	1.45	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 #	777	696	81	72	9	379	22	205	45	26	2	0	0	1	0	13	3
Service Workers %	100	89.58	10.43	9.27	1.16	48.78	2.84	26.39	5.80	3.35	0.26	0.00	0.00	0.13	0.00	1.68	0.39

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Permanent)

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 #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-04 %	100	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	0.00
Grade-05 #	5	3	2	0	0	0	0	2	2	0	0	0	0	0	0	1	0
Grade-05 %	100	60.00	40.00	0.00	0.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Grade-06 #	14	6	8	0	0	5	3	1	4	0	0	0	0	0	1	0	0
Grade-06 %	100	42.86	57.15	0.00	0.00	35.72	21.43	7.15	28.58	0.00	0.00	0.00	0.00	0.00	7.15	0.00	0.00
Grade-07 #	49	29	20	1	0	26	6	0	9	1	3	0	1	0	0	1	1
Grade-07 %	100	59.19	40.82	2.05	0.00	53.07	12.25	0.00	18.37	2.05	6.13	0.00	2.05	0.00	0.00	2.05	2.05
Grade-08 #	15	6	9	0	0	4	3	2	4	0	1	0	0	0	0	0	1
Grade-08 %	100	40.00	60.00	0.00	0.00	26.67	20.00	13.34	26.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00	6.67
Grade-09 #	96	50	46	4	3	21	16	22	20	3	4	0	0	0	0	0	3
Grade-09 %	100	52.09	47.92	4.17	3.13	21.88	16.67	22.92	20.84	3.13	4.17	0.00	0.00	0.00	0.00	0.00	3.13
Grade-10 #	4	3	1	0	0	3	0	0	1	0	0	0	0	0	0	0	0
Grade-10 %	100	75.00	25.00	0.00	0.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11 #	167	99	68	8	5	48	26	29	26	9	10	0	0	1	0	4	1
Grade-11 %	100	59.29	40.72	4.80	3.00	28.75	15.57	17.37	15.57	5.39	5.99	0.00	0.00	0.60	0.00	2.40	0.60
Grade-12 #	365	219	146	7	6	118	51	67	71	11	6	1	0	4	1	11	11
Grade-12 %	100	60.00	40.00	1.92	1.65	32.33	13.98	18.36	19.46	3.02	1.65	0.28	0.00	1.10	0.28	3.02	3.02
Grade-13 #	611	357	254	22	15	214	126	82	90	19	15	3	0	1	0	16	8
Grade-13 %	100	58.43	41.58	3.61	2.46	35.03	20.63	13.43	14.73	3.11	2.46	0.50	0.00	0.17	0.00	2.62	1.31
Grade-14 #	554	310	244	17	15	205	128	57	72	23	12	1	1	1	2	6	14
Grade-14 %	100	55.96	44.05	3.07	2.71	37.01	23.11	10.29	13.00	4.16	2.17	0.19	0.19	0.19	0.37	1.09	2.53
Grade-15 #	990	620	370	20	15	484	271	70	45	33	17	0	1	2	4	11	17
Grade-15 %	100	62.63	37.38	2.03	1.52	48.89	27.38	7.08	4.55	3.34	1.72	0.00	0.11	0.21	0.41	1.12	1.72
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 #	2871	1703	1168	79	59	1129	630	332	344	99	69	5	3	9	7	50	56
Total GS Employees %	100	59.32	40.69	2.76	2.06	39.33	21.95	11.57	11.99	3.45	2.41	0.18	0.11	0.32	0.25	1.75	1.96

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
SES #	266	155	111	8	2	129	84	6	9	8	12	1	1	0	1	3	2
SES %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	1.13	0.76
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	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 Senior Pay #	266	155	111	8	2	129	84	6	9	8	12	1	1	0	1	3	2
Total Senior Pay %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	1.13	0.76

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Temporary)

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
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 #	3	1	2	0	1	0	0	1	1	0	0	0	0	0	0	0	0
Grade-04 %	100	33.34	66.67	0.00	33.34	0.00	0.00	33.34	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Grade-06 %	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
Grade-07 #	5	4	1	0	0	0	1	2	0	1	0	0	0	0	0	1	0
Grade-07 %	100	80.00	20.00	0.00	0.00	0.00	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Grade-09 #	13	5	8	0	1	2	2	3	3	0	1	0	1	0	0	0	0
Grade-09 %	100	38.47	61.54	0.00	7.70	15.39	15.39	23.08	23.08	0.00	7.70	0.00	7.70	0.00	0.00	0.00	0.00
Grade-10 #	29	19	10	0	1	18	8	0	0	0	0	0	0	0	0	1	1
Grade-10 %	100	65.52	34.49	0.00	3.45	62.07	27.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45	3.45
Grade-11 #	29	14	15	1	2	12	8	0	4	0	0	0	0	0	0	1	1
Grade-11 %	100	48.28	51.73	3.45	6.90	41.38	27.59	0.00	13.80	0.00	0.00	0.00	0.00	0.00	0.00	3.45	3.45
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 #	2871	1703	1168	79	59	1129	630	332	344	99	69	5	3	9	7	50	56
Total GS Employees %	100	59.32	40.69	2.76	2.06	39.33	21.95	11.57	11.99	3.45	2.41	0.18	0.11	0.32	0.25	1.75	1.96
SES #	266	155	111	8	2	129	84	6	9	8	12	1	1	0	1	3	2
SES %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	1.13	0.76
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	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 Senior Pay #	266	155	111	8	2	129	84	6	9	8	12	1	1	0	1	3	2
Total Senior Pay %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	1.13	0.76

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 #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	235	221	14	5	0	111	3	94	11	6	0	1	0	2	0	2	0
Up to \$20,000 %	100	94.05	5.96	2.13	0.00	47.24	1.28	40.00	4.69	2.56	0.00	0.43	0.00	0.86	0.00	0.86	0.00
\$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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	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
\$40,001-\$50,000 #	6	4	2	0	0	1	1	2	1	0	0	0	0	0	0	1	0
\$40,001-\$50,000 %	100	66.67	33.34	0.00	0.00	16.67	16.67	33.34	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00
\$50,001-\$60,000 #	34	13	21	1	1	8	4	2	11	1	3	0	0	0	1	1	1
\$50,001-\$60,000 %	100	38.24	61.77	2.95	2.95	23.53	11.77	5.89	32.36	2.95	8.83	0.00	0.00	0.00	2.95	2.95	2.95
\$60,001-\$70,000 #	145	97	48	13	2	54	17	22	23	8	3	0	0	0	0	0	3
\$60,001-\$70,000 %	100	66.90	33.11	8.97	1.38	37.25	11.73	15.18	15.87	5.52	2.07	0.00	0.00	0.00	0.00	0.00	2.07
\$70,001-\$80,000 #	193	132	61	19	4	56	27	42	21	12	7	1	0	0	0	2	2
\$70,001-\$80,000 %	100	68.40	31.61	9.85	2.08	29.02	13.99	21.77	10.89	6.22	3.63	0.52	0.00	0.00	0.00	1.04	1.04
\$80,001-\$90,000 #	195	140	55	16	4	73	16	36	27	6	6	0	0	0	0	9	2
\$80,001-\$90,000 %	100	71.80	28.21	8.21	2.06	37.44	8.21	18.47	13.85	3.08	3.08	0.00	0.00	0.00	0.00	4.62	1.03
\$90,001-\$100,000 #	188	122	66	7	5	69	25	30	30	10	4	2	1	0	0	4	1
\$90,001-\$100,000 %	100	64.90	35.11	3.73	2.66	36.71	13.30	15.96	15.96	5.32	2.13	1.07	0.54	0.00	0.00	2.13	0.54
\$100,001-\$110,000 #	362	261	101	18	5	146	40	70	44	14	5	1	0	3	0	9	7
\$100,001-\$110,000 %	100	72.10	27.91	4.98	1.39	40.34	11.05	19.34	12.16	3.87	1.39	0.28	0.00	0.83	0.00	2.49	1.94
\$110,001-\$120,000 #	377	234	143	15	15	127	71	72	40	10	12	2	0	1	0	7	5
\$110,001-\$120,000 %	100	62.07	37.94	3.98	3.98	33.69	18.84	19.10	10.62	2.66	3.19	0.54	0.00	0.27	0.00	1.86	1.33
\$120,001-\$130,000 #	277	170	107	10	6	90	37	60	55	5	5	1	0	0	0	4	4
\$120,001-\$130,000 %	100	61.38	38.63	3.62	2.17	32.50	13.36	21.67	19.86	1.81	1.81	0.37	0.00	0.00	0.00	1.45	1.45
\$130,001-\$140,000 #	297	170	127	12	9	109	64	35	44	6	2	0	0	1	0	7	8
\$130,001-\$140,000 %	100	57.24	42.77	4.05	3.04	36.71	21.55	11.79	14.82	2.03	0.68	0.00	0.00	0.34	0.00	2.36	2.70
\$140,001-\$150,000 #	321	206	115	10	11	118	51	63	41	8	7	0	0	1	0	6	5
\$140,001-\$150,000 %	100	64.18	35.83	3.12	3.43	36.77	15.89	19.63	12.78	2.50	2.19	0.00	0.00	0.32	0.00	1.87	1.56
\$150,001-\$160,000 #	329	174	155	10	10	115	78	34	49	10	6	1	2	0	1	4	9

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2022 to September 30, 2023.

File Process Date and Time: 03/01/2024 01:03 PM

Version 2.0.

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	52.89	47.12	3.04	3.04	34.96	23.71	10.34	14.90	3.04	1.83	0.31	0.61	0.00	0.31	1.22	2.74
\$160,001-\$170,000 #	224	121	103	2	6	79	65	25	20	14	7	0	2	0	0	1	3
\$160,001-\$170,000 %	100	54.02	45.99	0.90	2.68	35.27	29.02	11.17	8.93	6.25	3.13	0.00	0.90	0.00	0.00	0.45	1.34
\$170,001-\$180,000 #	392	225	167	10	8	163	108	35	37	15	9	1	0	0	1	1	4
\$170,001-\$180,000 %	100	57.40	42.61	2.56	2.05	41.59	27.56	8.93	9.44	3.83	2.30	0.26	0.00	0.00	0.26	0.26	1.03
\$180,001 and Greater #	1384	905	479	30	15	717	337	85	71	49	30	2	3	2	2	20	21
\$180,001 and Greater %	100	65.40	34.61	2.17	1.09	51.81	24.35	6.15	5.14	3.55	2.17	0.15	0.22	0.15	0.15	1.45	1.52

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 #	1004	615	389	22	19	502	286	47	49	31	23	0	1	1	2	12	9
Temporary Workforce %	100	61.26	38.75	2.20	1.90	50.00	28.49	4.69	4.89	3.09	2.30	0.00	0.10	0.10	0.20	1.20	0.90
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	352	237	115	1	1	201	93	14	12	18	6	0	1	1	1	2	1
Up to \$20,000 %	100	67.33	32.68	0.29	0.29	57.11	26.43	3.98	3.41	5.12	1.71	0.00	0.29	0.29	0.29	0.57	0.29
\$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 #	4	1	3	0	1	0	1	1	1	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	25.00	75.00	0.00	25.00	0.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	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
\$50,001-\$60,000 #	5	4	1	0	0	1	1	1	0	1	0	0	0	0	0	1	0
\$50,001-\$60,000 %	100	80.00	20.00	0.00	0.00	20.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
\$60,001-\$70,000 #	16	7	9	0	1	3	3	4	3	0	1	0	0	0	1	0	0
\$60,001-\$70,000 %	100	43.75	56.25	0.00	6.25	18.75	18.75	25.00	18.75	0.00	6.25	0.00	0.00	0.00	6.25	0.00	0.00
\$70,001-\$80,000 #	51	30	21	2	2	27	13	0	4	0	0	0	0	0	0	1	2
\$70,001-\$80,000 %	100	58.83	41.18	3.93	3.93	52.95	25.50	0.00	7.85	0.00	0.00	0.00	0.00	0.00	0.00	1.97	3.93
\$80,001-\$90,000 #	10	5	5	0	2	4	2	0	1	0	0	0	0	0	0	1	0
\$80,001-\$90,000 %	100	50.00	50.00	0.00	20.00	40.00	20.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
\$90,001-\$100,000 #	36	18	18	2	1	10	13	2	0	4	2	0	0	0	0	0	2
\$90,001-\$100,000 %	100	50.00	50.00	5.56	2.78	27.78	36.12	5.56	0.00	11.12	5.56	0.00	0.00	0.00	0.00	0.00	5.56
\$100,001-\$110,000 #	28	7	21	1	3	3	10	3	7	0	1	0	0	0	0	0	0
\$100,001-\$110,000 %	100	25.00	75.00	3.58	10.72	10.72	35.72	10.72	25.00	0.00	3.58	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	31	21	10	0	0	13	6	6	2	2	1	0	0	0	0	0	1
\$110,001-\$120,000 %	100	67.75	32.26	0.00	0.00	41.94	19.36	19.36	6.46	6.46	3.23	0.00	0.00	0.00	0.00	0.00	3.23
\$120,001-\$130,000 #	31	14	17	3	1	9	9	0	5	0	1	0	0	0	0	2	1
\$120,001-\$130,000 %	100	45.17	54.84	9.68	3.23	29.04	29.04	0.00	16.13	0.00	3.23	0.00	0.00	0.00	0.00	6.46	3.23
\$130,001-\$140,000 #	34	23	11	1	1	17	6	4	3	0	1	0	0	0	0	1	0
\$130,001-\$140,000 %	100	67.65	32.36	2.95	2.95	50.00	17.65	11.77	8.83	0.00	2.95	0.00	0.00	0.00	0.00	2.95	0.00
\$140,001-\$150,000 #	36	18	18	2	4	14	9	2	4	0	1	0	0	0	0	0	0
\$140,001-\$150,000 %	100	50.00	50.00	5.56	11.12	38.89	25.00	5.56	11.12	0.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	60	37	23	3	0	32	21	1	0	1	1	0	0	0	0	0	1

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	61.67	38.34	5.00	0.00	53.34	35.00	1.67	0.00	1.67	1.67	0.00	0.00	0.00	0.00	0.00	1.67
\$160,001-\$170,000 #	45	23	22	1	1	21	15	1	3	0	3	0	0	0	0	0	0
\$160,001-\$170,000 %	100	51.12	48.89	2.23	2.23	46.67	33.34	2.23	6.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	52	28	24	4	0	19	21	2	2	2	1	0	0	0	0	1	0
\$170,001-\$180,000 %	100	53.85	46.16	7.70	0.00	36.54	40.39	3.85	3.85	3.85	1.93	0.00	0.00	0.00	0.00	1.93	0.00
\$180,001 and Greater #	212	141	71	2	1	128	63	5	2	3	4	0	0	0	0	3	1
\$180,001 and Greater %	100	66.51	33.50	0.95	0.48	60.38	29.72	2.36	0.95	1.42	1.89	0.00	0.00	0.00	0.00	1.42	0.48

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 (0080) #	188	130	58	8	6	67	25	50	24	2	1	2	1	0	0	1	1
SECURITY (0080) %	100	69.15	30.86	4.26	3.20	35.64	13.30	26.60	12.77	1.07	0.54	1.07	0.54	0.00	0.00	0.54	0.54
Occupational CLF %	0	45.69	54.31	4.4	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.21	0.32	0.06	0.07	0.94	1.33
POLICE OFFICER (0083) #	699	625	74	72	9	326	21	189	40	25	2	0	0	1	0	12	2
POLICE OFFICER (0083) %	100	89.42	10.59	10.31	1.29	46.64	3.01	27.04	5.73	3.58	0.29	0.00	0.00	0.15	0.00	1.72	0.29
Occupational CLF %	0	86.36	13.64	12.13	2.4	60.67	7.56	9.35	3.02	1.82	0.22	0.54	0.1	0.12	0.02	1.73	0.33
FOREIGN AFFAIRS (0130) #	215	119	96	4	2	100	83	5	3	8	4	0	0	0	0	2	4
FOREIGN AFFAIRS (0130) %	100	55.35	44.66	1.87	0.94	46.52	38.61	2.33	1.40	3.73	1.87	0.00	0.00	0.00	0.00	0.94	1.87
Occupational CLF %	100	51.49	48.51	4.28	4.53	40.11	35.88	3.7	3.65	1.77	2.19	0.6	0.53	0.01	0.08	1.03	1.65
NEW HIRES																	
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	29	15	14	2	0	10	13	0	1	3	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	51.73	48.28	6.90	0.00	34.49	44.83	0.00	3.45	10.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	24	11	13	2	0	8	12	0	1	1	0	0	0	0	0	0	0
Qualified External Applicants %	100	45.84	54.17	8.34	0.00	33.34	50.00	0.00	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	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 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	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	0.00
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) #	750	447	303	18	14	305	185	79	74	30	19	1	2	3	0	11	9
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) %	100	59.60	40.41	2.40	1.87	40.67	24.67	10.54	9.87	4.00	2.54	0.14	0.27	0.41	0.00	1.47	1.20
Occupational CLF %	0	45.69	54.31	4.4	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.21	0.32	0.06	0.07	0.94	1.33
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	660	330	330	17	22	221	179	69	100	10	11	1	0	1	1	11	17
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	50.00	50.00	2.58	3.34	33.49	27.13	10.46	15.16	1.52	1.67	0.16	0.00	0.16	0.16	1.67	2.58
Occupational CLF %	0	57.65	42.35	3.52	2.76	45.5	31.15	3.48	4.05	3.87	3.19	0.13	0.11	0.04	0.04	1.1	1.04
CONTRACTING SERIES (1102) #	206	74	132	2	11	34	48	27	63	6	6	1	0	0	0	4	4
CONTRACTING SERIES (1102) %	100	35.93	64.08	0.98	5.34	16.51	23.31	13.11	30.59	2.92	2.92	0.49	0.00	0.00	0.00	1.95	1.95
Occupational CLF %	0	47.27	52.73	4.26	4.6	36.96	39.2	3.28	5.24	1.93	2.41	0.15	0.26	0.05	0.06	0.64	0.96
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	99	70	29	3	0	44	11	8	9	10	6	1	0	1	0	3	3
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	70.71	29.30	3.04	0.00	44.45	11.12	8.09	9.10	10.11	6.07	1.02	0.00	1.02	0.00	3.04	3.04
Occupational CLF %	0	70.92	29.08	4.48	1.62	54.33	21.65	3.55	2.49	7.03	2.56	0.13	0.06	0.05	0.03	1.34	0.66

Table A6T: 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 (0080) #	19	14	5	1	1	11	3	1	1	0	0	0	0	0	0	1	0
SECURITY (0080) %	100	73.69	26.32	5.27	5.27	57.90	15.79	5.27	5.27	0.00	0.00	0.00	0.00	0.00	0.00	5.27	0.00
Occupational CLF %	0	45.69	54.31	4.4	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.21	0.32	0.06	0.07	0.94	1.33
POLICE OFFICER (0083) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
POLICE OFFICER (0083) %	100	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	0.00
Occupational CLF %	0	51.49	48.51	4.28	4.53	40.11	35.88	3.7	3.65	1.77	2.19	0.6	0.53	0.01	0.08	1.03	1.65
FOREIGN AFFAIRS (0130) #	15	10	5	0	0	10	3	0	0	0	1	0	0	0	0	0	1
FOREIGN AFFAIRS (0130) %	100	66.67	33.34	0.00	0.00	66.67	20.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	0.00	0.00	6.67
Occupational CLF %	0	51.49	48.51	4.28	4.53	40.11	35.88	3.7	3.65	1.77	2.19	0.6	0.53	0.01	0.08	1.03	1.65
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) #	637	389	248	7	7	321	195	28	24	24	15	0	1	1	2	8	4
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) %	100	61.07	38.94	1.10	1.10	50.40	30.62	4.40	3.77	3.77	2.36	0.00	0.16	0.16	0.32	1.26	0.63
Occupational CLF %	100	45.69	54.31	4.4	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.21	0.32	0.06	0.07	0.94	1.33
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	53	38	15	3	2	30	7	2	5	1	0	0	0	0	0	2	1
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	71.70	28.31	5.67	3.78	56.61	13.21	3.78	9.44	1.89	0.00	0.00	0.00	0.00	0.00	3.78	1.89
Occupational CLF %	100	57.65	42.35	3.52	2.76	45.5	31.15	3.48	4.05	3.87	3.19	0.13	0.11	0.04	0.04	1.1	1.04
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	15	11	4	2	1	6	1	3	1	0	1	0	0	0	0	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	73.34	26.67	13.34	6.67	40.00	6.67	20.00	6.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	0	70.92	29.08	4.48	1.62	54.33	21.65	3.55	2.49	7.03	2.56	0.13	0.06	0.05	0.03	1.34	0.66

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
Total Senior Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades %	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 Senior Grades #	366	213.27	152.73	11.01	2.75	177.5	115.58	8.26	12.38	11.01	16.51	1.38	1.38	0	1.38	2.75	2.75
Total Senior Grades %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	0.76	0.76
SES or Equivalent #	366	213.27	152.73	11.01	2.75	177.5	115.58	8.26	12.38	11.01	16.51	1.38	1.38	0	1.38	4.13	2.75
SES or Equivalent %	100	58.28	41.73	3.01	0.76	48.50	31.58	2.26	3.39	3.01	4.52	0.38	0.38	0.00	0.38	1.13	0.76
SES or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-15 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-14 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-13 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

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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 %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Management #	558	335	223	13	7	232	144	67	43	15	19	0	0	2	1	6	9
Total Management %	100	60.04	39.97	2.33	1.26	41.58	25.81	12.01	7.71	2.69	3.41	0.00	0.00	0.36	0.18	1.08	1.62
INTERNAL COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Supervisors #	362	228	134	7	5	146	76	61	36	9	8	0	0	1	1	4	8
Supervisors %	100	62.99	37.02	1.94	1.39	40.34	21.00	16.86	9.95	2.49	2.21	0.00	0.00	0.28	0.28	1.11	2.21
INTERNAL COMPETITIVE PROMOTIONS																	
NEW HIRES																	
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 #	4959	3195	1764	178	101	2036	944	707	525	174	106	12	8	10	5	78	75
Permanent Workforce %	100	64.43	35.58	3.59	2.04	41.06	19.04	14.26	10.59	3.51	2.14	0.25	0.17	0.21	0.11	1.58	1.52
Alternative Benchmark %	0	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 #	179	96	83	4	6	47	36	38	33	3	3	1	0	0	0	3	5
Time-Off Awards 1 - 10 hours: Awards Given %	100	53.64	46.37	2.24	3.36	26.26	20.12	21.23	18.44	1.68	1.68	0.56	0.00	0.00	0.00	1.68	2.80
Time-Off Awards 1 - 10 Hours: Total Hours #	1438	774	664	32	48	380	286	306	264	24	26	8	0	0	0	24	40
Time-Off Awards 1 - 10 Hours: Average Hours #	8.03	8.06	8	8	8	8.09	7.94	8.05	8	8	8.67	8	0	0	0	8	8
Time-Off Awards 11 - 20 hours: Awards Given #	187	118	69	12	2	68	38	30	24	4	3	0	0	1	0	3	2
Time-Off Awards 11 - 20 hours: Awards Given %	100	63.11	36.90	6.42	1.07	36.37	20.33	16.05	12.84	2.14	1.61	0.00	0.00	0.54	0.00	1.61	1.07
Time-Off Awards 11 - 20 Hours: Total Hours #	3029	1916	1113	196	32	1104	621	480	380	64	48	0	0	20	0	52	32
Time-Off Awards 11 - 20 Hours: Average Hours #	16.2	16.24	16.13	16.33	16	16.24	16.34	16	15.83	16	16	0	0	20	0	17.33	16
Time-Off Awards 21 - 30 hours: Awards Given #	216	145	71	6	3	105	41	23	17	8	5	1	1	0	0	2	4
Time-Off Awards 21 - 30 hours: Awards Given %	100	67.13	32.88	2.78	1.39	48.62	18.99	10.65	7.88	3.71	2.32	0.47	0.47	0.00	0.00	0.93	1.86
Time-Off Awards 21 - 30 Hours: Total Hours #	5276	3527	1749	148	72	2550	1014	564	419	192	124	24	24	0	0	49	96
Time-Off Awards 21 - 30 Hours: Average Hours #	24.43	24.32	24.63	24.67	24	24.29	24.73	24.52	24.65	24	24.8	24	24	0	0	24.5	24
Time-Off Awards 31 - 40 hours: Awards Given #	598	393	205	20	14	301	123	45	44	11	13	1	2	0	0	15	9
Time-Off Awards 31 - 40 hours: Awards Given %	100	65.72	34.29	3.35	2.35	50.34	20.57	7.53	7.36	1.84	2.18	0.17	0.34	0.00	0.00	2.51	1.51
Time-Off Awards 31 - 40 Hours: Total Hours #	23106	15090	8016	748	552	11630	4840	1666	1688	416	512	40	72	0	0	590	352
Time-Off Awards 31 - 40 Hours: Average Hours #	38.64	38.4	39.1	37.4	39.43	38.64	39.35	37.02	38.36	37.82	39.38	40	36	0	0	39.33	39.11
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 #	432	266	166	7	6	168	104	71	39	16	11	0	0	0	1	4	5
Cash Awards \$500 and Under: Awards Given %	100	61.58	38.43	1.63	1.39	38.89	24.08	16.44	9.03	3.71	2.55	0.00	0.00	0.00	0.24	0.93	1.16
Cash Awards \$500 and Under: Total Amount \$	182280	112214	70066	2750	2500	71404	43577	29030	16939	7030	4550	0	0	0	500	2000	2000
Cash Awards \$500 and Under: Average Amount \$	421.94	421.86	422.08	392.86	416.67	425.02	419.01	408.87	434.33	439.38	413.64	0	0	0	500	500	400
Cash Awards: \$501 - \$999: Awards Given #	237	145	92	12	5	79	32	41	42	8	4	0	0	1	0	4	9
Cash Awards: \$501 - \$999: Awards Given %	100	61.19	38.82	5.07	2.11	33.34	13.51	17.30	17.73	3.38	1.69	0.00	0.00	0.43	0.00	1.69	3.80
Cash Awards: \$501 - \$999: Total Amount \$	171514	103778	67736	8642	3550	56165	23311	29467	31619	5904	2800	0	0	750	0	2850	6456
Cash Awards: \$501 - \$999: Average Amount \$	723.69	715.71	736.26	720.17	710	710.95	728.47	718.71	752.83	738	700	0	0	750	0	712.5	717.33
Cash Awards: \$1000 - \$1999: Awards Given #	419	201	218	8	14	113	91	56	98	18	6	1	1	0	1	5	7
Cash Awards: \$1000 - \$1999: Awards Given %	100	47.98	52.03	1.91	3.35	26.97	21.72	13.37	23.39	4.30	1.44	0.24	0.24	0.00	0.24	1.20	1.68
Cash Awards: \$1000 - \$1999: Total Amount \$	542487	259432	203055	10421	19445	147184	113618	72374	132599	21258	6758	1795	1000	0	1000	6400	8635

DOD Office of the Secretary/Washington Headquarters Services

For period covering October 1, 2022 to September 30, 2023.

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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 \$	1294.72	1290.71	931.44	1302.63	1388.93	1302.51	1248.55	1292.39	1353.05	1181	1126.33	1795	1000	0	1000	1280	1233.57
Cash Awards: \$2000 - \$2999: Awards Given #	548	362	186	15	6	223	97	93	56	15	18	0	0	0	0	16	9
Cash Awards: \$2000 - \$2999: Awards Given %	100	66.06	33.95	2.74	1.10	40.70	17.71	16.98	10.22	2.74	3.29	0.00	0.00	0.00	0.00	2.92	1.65
Cash Awards: \$2000 - \$2999: Total Amount \$	1263576	828378	435198	32482	13508	513003	227027	211771	130973	34454	42359	0	0	0	0	36668	21331
Cash Awards: \$2000 - \$2999: Average Amount \$	2305.8	2288.34	2339.77	2165.47	2251.33	2300.46	2340.48	2277.11	2338.8	2296.93	2353.28	0	0	0	0	2291.75	2370.11
Cash Awards: \$3000 - \$3999: Awards Given #	407	269	138	11	6	162	80	58	33	23	8	2	2	1	0	12	9
Cash Awards: \$3000 - \$3999: Awards Given %	100	66.10	33.91	2.71	1.48	39.81	19.66	14.26	8.11	5.66	1.97	0.50	0.50	0.25	0.00	2.95	2.22
Cash Awards: \$3000 - \$3999: Total Amount \$	1386135	925621	460514	39085	21043	556248	267007	198049	110086	79161	25643	7237	6240	3442	0	42399	30495
Cash Awards: \$3000 - \$3999: Average Amount \$	3405.74	3440.97	3337.06	3553.18	3507.17	3433.63	3337.59	3414.64	3335.94	3441.78	3205.38	3618.5	3120	3442	0	3533.25	3388.33
Cash Awards: \$4000 - \$4999: Awards Given #	436	298	138	17	4	188	72	61	50	21	7	2	0	1	0	8	5
Cash Awards: \$4000 - \$4999: Awards Given %	100	68.35	31.66	3.90	0.92	43.12	16.52	14.00	11.47	4.82	1.61	0.46	0.00	0.23	0.00	1.84	1.15
Cash Awards: \$4000 - \$4999: Total Amount \$	1955151	1348231	606920	76843	18215	847270	315361	281893	220470	92592	30288	8722	0	4661	0	36250	22586
Cash Awards: \$4000 - \$4999: Average Amount \$	4484.29	4524.27	4397.97	4520.18	4553.75	4506.76	4380.01	4621.2	4409.4	4409.14	4326.86	4361	0	4661	0	4531.25	4517.2
Cash Awards: \$5000 or more: Awards Given #	1715	1145	570	50	29	821	350	207	128	43	35	1	5	2	3	21	20
Cash Awards: \$5000 or more: Awards Given %	100	66.77	33.24	2.92	1.70	47.88	20.41	12.07	7.47	2.51	2.05	0.06	0.30	0.12	0.18	1.23	1.17
Cash Awards: \$5000 or more: Total Amount \$	15377116	10213847	5163269	402825	225151	7573443	3379872	1623474	961840	409334	367306	5000	38676	16165	26494	183606	163930
Cash Awards: \$5000 or more: Average Amount \$	8966.25	8920.39	9058.37	8056.5	7763.83	9224.66	9656.78	7842.87	7514.38	9519.4	10494.46	5000	7735.2	8082.5	8831.33	8743.14	8196.5
OTHER AWARDS																	
Total QSI Awards #	311	174	137	10	7	116	81	38	38	4	6	1	0	0	0	5	5
Total QSI Awards %	100	55.95	44.06	3.22	2.26	37.30	26.05	12.22	12.22	1.29	1.93	0.33	0.00	0.00	0.00	1.61	1.61
Total Benefit \$	1241039	689114	551925	37238	28834	453249	330965	156616	145261	19203	25977	5190	0	0	0	17618	20888
Average Benefit \$	3990.48	3960.43	4028.65	3723.8	4119.14	3907.32	4085.99	4121.47	3822.66	4800.75	4329.5	5190	0	0	0	3523.6	4177.6
Total Performance Based Pay Increases Awarded #	496	278	218	9	12	204	122	36	52	21	20	1	0	1	1	6	11
Total Performance Based Pay Increases Awarded %	100	56.05	43.96	1.82	2.42	41.13	24.60	7.26	10.49	4.24	4.04	0.21	0.00	0.21	0.21	1.21	2.22
Total Benefit \$	3065409	1722505	1342904	63418	57363	1289701	850257	195661	246268	129788	130832	4759	0	7691	9792	31487	48392
Average Benefit \$	6180.26	6196.06	6160.11	7046.44	4780.25	6322.06	6969.32	5435.03	4735.92	6180.38	6541.6	4759	0	7691	9792	5247.83	4399.27

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	5312	4275	502	535	94	1	8	28	13	1	8	6	7	2	19	0	1
Total Workforce: Prior FY %	100	80.48	9.46	10.08	1.77	0.02	0.16	0.53	0.25	0.02	0.16	0.12	0.14	0.04	0.36	0.00	0.02
Total Workforce: Current FY #	5963	4605	752	606	109	1	14	22	12	1	11	6	8	3	30	0	1
Total Workforce: Current FY %	100	77.23	12.62	10.17	1.83	0.02	0.24	0.37	0.21	0.02	0.19	0.11	0.14	0.06	0.51	0.00	0.02
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	651	330	250	71	15	0	6	-6	-1	0	3	0	1	1	11	0	0
Total Workforce: Ratio Change %	0.00	-3.25	3.16	0.09	0.06	0.00	0.08	-0.16	-0.04	0.00	0.03	-0.01	0.00	0.02	0.15	0.00	0.00
Total Workforce: Net Change %	12.26	7.72	49.81	13.28	15.96	0.00	75.00	-21.42	-7.69	0.00	37.50	0.00	14.29	50.00	57.90	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	777	535	188	54	12	0	5	0	1	0	2	0	0	0	4	0	0
Total Workforce: New Hires %	100	68.86	24.20	6.95	1.55	0.00	0.65	0.00	0.13	0.00	0.26	0.00	0.00	0.00	0.52	0.00	0.00
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 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	66.67	0.00	33.34	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: Resignation #	180	137	27	16	4	0	1	1	0	0	0	1	0	0	1	0	0
Total Workforce: Resignation %	100	76.12	15.00	8.89	2.23	0.00	0.56	0.56	0.00	0.00	0.00	0.56	0.00	0.00	0.56	0.00	0.00
Total Workforce: Retirement #	185	156	10	19	4	0	0	3	0	0	0	0	0	0	1	0	0
Total Workforce: Retirement %	100	84.33	5.41	10.28	2.17	0.00	0.00	1.63	0.00	0.00	0.00	0.00	0.00	0.00	0.55	0.00	0.00
Total Workforce: Other Separations #	218	170	27	21	2	0	0	2	0	0	0	0	0	0	0	0	0
Total Workforce: Other Separations %	100	77.99	12.39	9.64	0.92	0.00	0.00	0.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Total Separations #	586	465	64	57	10	0	1	6	0	0	0	1	0	0	2	0	0
Total Workforce: Total Separations %	100	79.36	10.93	9.73	1.71	0.00	0.18	1.03	0.00	0.00	0.00	0.18	0.00	0.00	0.35	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	4609	3719	415	475	84	0	7	26	12	1	6	6	7	2	16	0	1
Permanent Workforce: Prior FY %	100	80.69	9.01	10.31	1.83	0.00	0.16	0.57	0.27	0.03	0.14	0.14	0.16	0.05	0.35	0.00	0.03
Permanent Workforce: Current FY #	4959	3787	634	538	95	0	12	21	11	1	8	6	8	3	24	0	1
Permanent Workforce: Current FY %	100	76.37	12.79	10.85	1.92	0.00	0.25	0.43	0.23	0.03	0.17	0.13	0.17	0.07	0.49	0.00	

For period covering October 1, 2022 to September 30, 2023.

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
Temporary Workforce: Other Separations #	79	62	11	6	1	0	0	1	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	78.49	13.93	7.60	1.27	0.00	0.00	1.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	152	122	19	11	3	0	0	2	0	0	0	0	0	0	1	0	0
Temporary Workforce: Total Separations %	100	80.27	12.50	7.24	1.98	0.00	0.00	1.32	0.00	0.00	0.00	0.00	0.00	0.00	0.66	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
Schedule A (permanent): Prior FY #	210	145	22	43	7	0	0	1	1	0	1	0	2	1	1	0	0
Schedule A (permanent): Prior FY %	100	69.05	10.48	20.48	3.34	0.00	0.00	0.48	0.48	0.00	0.48	0.00	0.96	0.48	0.48	0.00	0.00
Schedule A (permanent): Current FY #	197	133	24	40	6	0	0	0	1	0	2	0	1	0	2	0	0
Schedule A (permanent): Current FY %	100	67.52	12.19	20.31	3.05	0.00	0.00	0.00	0.51	0.00	1.02	0.00	0.51	0.00	1.02	0.00	0.00
Schedule A (permanent): Difference #	-13	-12	2	-3	-1	0	0	-1	0	0	1	0	-1	-1	1	0	0
Schedule A (permanent): Ratio Change %	0.00	-1.53	1.71	-0.17	-0.29	0.00	0.00	-0.48	0.03	0.00	0.54	0.00	-0.45	-0.48	0.54	0.00	0.00
Schedule A (permanent): Net Change %	-6.19	-8.27	9.10	-6.97	-14.28	0.00	0.00	-100.00	0.00	0.00	100.00	0.00	-50.00	-100.00	100.00	0.00	0.00
EMPLOYEE GAINS																	
Schedule A (permanent): New Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): New Hires %	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
EMPLOYEE LOSSES																	
Schedule A (permanent): Total Separations #	197	133	24	40	6	0	0	0	1	0	2	0	1	0	2	0	0
Schedule A (permanent): Total Separations %	100	67.52	12.19	20.31	3.05	0.00	0.00	0.00	0.51	0.00	1.02	0.00	0.51	0.00	1.02	0.00	0.00

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	4959	3787	634	538	95	0	12	21	11	1	8	6	8	3	24	0	1
Permanent Workforce %	100	76.37	12.79	10.85	1.92	0.00	0.25	0.43	0.23	0.03	0.17	0.13	0.17	0.07	0.49	0.00	0.03
SE Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SE Region %	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
NW Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NW Region %	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
NE Region #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NE Region %	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
DLSA #	133	106	14	13	1	0	0	0	0	0	0	0	0	0	1	0	0
DLSA %	100	79.70	10.53	9.78	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00
DPAA #	293	211	39	43	2	0	1	1	0	0	0	0	0	0	0	0	0
DPAA %	100	72.02	13.32	14.68	0.69	0.00	0.35	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DTRMC #	19	16	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0
DTRMC %	100	84.22	10.53	5.27	5.27	0.00	0.00	0.00	0.00	0.00	5.27	0.00	0.00	0.00	0.00	0.00	0.00
DTSA #	116	97	11	8	2	0	0	0	0	0	1	0	1	0	0	0	0
DTSA %	100	83.63	9.49	6.90	1.73	0.00	0.00	0.00	0.00	0.00	0.87	0.00	0.87	0.00	0.00	0.00	0.00
OEA #	50	38	10	2	0	0	0	0	0	0	0	0	0	0	0	0	0
OEA %	100	76.00	20.00	4.00	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
OSD #	1954	1464	296	194	33	0	7	5	4	0	2	3	3	1	8	0	0
OSD %	100	74.93	15.15	9.93	1.69	0.00	0.36	0.26	0.21	0.00	0.11	0.16	0.16	0.06	0.41	0.00	0.00
PFPA #	1066	904	86	76	12	0	2	3	1	0	1	0	0	0	4	0	1
PFPA %	100	84.81	8.07	7.13	1.13	0.00	0.19	0.29	0.10	0.00	0.10	0.00	0.00	0.00	0.38	0.00	0.10
USCAAF #	25	22	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USCAAF %	100	88.00	12.00	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
WHS #	1303	929	173	201	44	0	2	12	6	1	3	3	4	2	11	0	0
WHS %	100	71.30	13.28	15.43	3.38	0.00	0.16	0.93	0.47	0.08	0.24	0.24	0.31	0.16	0.85	0.00	0.00

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significa Disfigur [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	196	169	14	13	1	0	0	0	0	0	0	0	1	0	0	0	0
Executives %	100	86.23	7.15	6.64	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	0.00
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	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
Supervisors #	362	279	47	36	7	0	0	2	0	1	0	1	1	0	2	0	0
Supervisors %	100	77.08	12.99	9.95	1.94	0.00	0.00	0.56	0.00	0.28	0.00	0.28	0.28	0.00	0.56	0.00	0.00
Total Management #	558	448	61	49	8	0	0	2	0	1	0	1	2	0	2	0	0
Total Management %	100	80.29	10.94	8.79	1.44	0.00	0.00	0.36	0.00	0.18	0.00	0.18	0.36	0.00	0.36	0.00	0.00
2. Professionals #	1310	1028	147	135	20	0	2	6	2	0	3	1	1	0	5	0	0
Professionals %	100	78.48	11.23	10.31	1.53	0.00	0.16	0.46	0.16	0.00	0.23	0.08	0.08	0.00	0.39	0.00	0.00
3. Technicians #	72	54	8	10	1	0	0	1	0	0	0	0	0	0	0	0	0
Technicians %	100	75.00	11.12	13.89	1.39	0.00	0.00	1.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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 #	84	62	9	13	3	0	0	1	1	0	0	0	1	0	0	0	0
Administrative Workers %	100	73.81	10.72	15.48	3.58	0.00	0.00	1.20	1.20	0.00	0.00	0.00	1.20	0.00	0.00	0.00	0.00
6. Craft Workers #	141	117	17	7	1	0	0	1	0	0	0	0	0	0	0	0	0
Craft Workers %	100	82.98	12.06	4.97	0.71	0.00	0.00	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	69	49	9	11	2	0	0	1	0	0	0	0	0	0	1	0	0
Operatives %	100	71.02	13.05	15.95	2.90	0.00	0.00	1.45	0.00	0.00	0.00	0.00	0.00	0.00	1.45	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 #	777	692	59	26	3	0	2	0	0	0	0	0	1	0	0	0	0
Service Workers %	100	89.07	7.60	3.35	0.39	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00

[illegible]

Table B4: Participation Rates For General Schedule Grades by Disability (Temporary)

[illegible]

Table B5P: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	235	187	28	20	4	0	0	2	0	0	0	0	1	0	1	0	0
Up to \$20,000 %	100	79.58	11.92	8.52	1.71	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.43	0.00	0.43	0.00	0.00
\$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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	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
\$40,001-\$50,000 #	6	2	2	2	2	0	0	0	1	0	0	0	1	0	0	0	0
\$40,001-\$50,000 %	100	33.34	33.34	33.34	33.34	0.00	0.00	0.00	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	34	27	4	3	2	0	0	1	0	0	1	0	0	0	0	0	0
\$50,001-\$60,000 %	100	79.42	11.77	8.83	5.89	0.00	0.00	2.95	0.00	0.00	2.95	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	145	97	32	16	1	0	1	0	0	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	66.90	22.07	11.04	0.69	0.00	0.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	193	146	31	16	3	0	0	3	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	75.65	16.07	8.30	1.56	0.00	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	195	150	28	17	3	0	1	0	1	0	0	0	0	1	0	0	0
\$80,001-\$90,000 %	100	76.93	14.36	8.72	1.54	0.00	0.52	0.00	0.52	0.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00
\$90,001-\$100,000 #	188	125	35	28	8	0	0	0	1	0	1	0	1	0	5	0	0
\$90,001-\$100,000 %	100	66.49	18.62	14.90	4.26	0.00	0.00	0.00	0.54	0.00	0.54	0.00	0.54	0.00	2.66	0.00	0.00
\$100,001-\$110,000 #	362	280	30	52	14	0	2	3	3	0	1	1	1	1	2	0	0
\$100,001-\$110,000 %	100	77.35	8.29	14.37	3.87	0.00	0.56	0.83	0.83	0.00	0.28	0.28	0.28	0.28	0.56	0.00	0.00
\$110,001-\$120,000 #	377	281	55	41	5	0	2	2	0	0	1	0	0	0	0	0	0
\$110,001-\$120,000 %	100	74.54	14.59	10.88	1.33	0.00	0.54	0.54	0.00	0.00	0.27	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	277	200	33	44	7	0	0	3	0	0	0	0	2	0	1	0	1
\$120,001-\$130,000 %	100	72.21	11.92	15.89	2.53	0.00	0.00	1.09	0.00	0.00	0.00	0.00	0.73	0.00	0.37	0.00	0.37
\$130,001-\$140,000 #	297	213	41	43	7	0	1	0	1	0	0	0	0	0	5	0	0
\$130,001-\$140,000 %	100	71.72	13.81	14.48	2.36	0.00	0.34	0.00	0.34	0.00	0.00	0.00	0.00	0.00	1.69	0.00	0.00
\$140,001-\$150,000 #	321	239	34	48	6	0	2	1	1	0	0	0	0	0	2	0	0
\$140,001-\$150,000 %	100	74.46	10.60	14.96	1.87	0.00	0.63	0.32	0.32	0.00	0.00	0.00	0.00	0.00	0.63	0.00	0.00
\$150,001-\$160,000 #	329	241	56	32	5	0	0	1	0	0	0	1	0	0	3	0	0
\$150,001-\$160,000 %	100	73.26	17.03	9.73	1.52	0.00	0.00	0.31	0.00	0.00	0.00	0.31	0.00	0.00	0.92	0.00	0.00
\$160,001-\$170,000 #	224	150	46	28	6	0	0	0	1	0	2	0	1	0	2	0	0

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	66.97	20.54	12.50	2.68	0.00	0.00	0.00	0.45	0.00	0.90	0.00	0.45	0.00	0.90	0.00	0.00
\$170,001-\$180,000 #	392	317	49	26	3	0	1	0	0	0	0	1	0	0	1	0	0
\$170,001-\$180,000 %	100	80.87	12.50	6.64	0.77	0.00	0.26	0.00	0.00	0.00	0.00	0.26	0.00	0.00	0.26	0.00	0.00
\$180,001 and Greater #	1384	1132	130	122	19	0	2	5	2	1	2	3	1	1	2	0	0
\$180,001 and Greater %	100	81.80	9.40	8.82	1.38	0.00	0.15	0.37	0.15	0.08	0.15	0.22	0.08	0.08	0.15	0.00	0.00

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	352	346	4	2	1	0	0	0	0	0	1	0	0	0	0	0	0
Up to \$20,000 %	100	98.30	1.14	0.57	0.29	0.00	0.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00	0.00	0.00	0.00
\$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 #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	75.00	25.00	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
\$40,001-\$50,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	100.00	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
\$50,001-\$60,000 #	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	60.00	20.00	20.00	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
\$60,001-\$70,000 #	16	11	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
\$60,001-\$70,000 %	100	68.75	12.50	18.75	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00
\$70,001-\$80,000 #	51	33	14	4	1	1	0	0	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	64.71	27.46	7.85	1.97	1.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	10	6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	60.00	20.00	20.00	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
\$90,001-\$100,000 #	36	26	5	5	2	0	0	0	1	0	0	0	0	0	1	0	0
\$90,001-\$100,000 %	100	72.23	13.89	13.89	5.56	0.00	0.00	0.00	2.78	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00
\$100,001-\$110,000 #	28	16	4	8	2	0	0	0	0	0	1	0	0	0	1	0	0
\$100,001-\$110,000 %	100	57.15	14.29	28.58	7.15	0.00	0.00	0.00	0.00	0.00	3.58	0.00	0.00	0.00	3.58	0.00	0.00
\$110,001-\$120,000 #	31	21	6	4	1	0	1	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	67.75	19.36	12.91	3.23	0.00	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	31	21	6	4	1	0	1	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	67.75	19.36	12.91	3.23	0.00	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	34	23	8	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	67.65	23.53	8.83	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
\$140,001-\$150,000 #	36	20	7	9	1	0	0	0	0	0	0	0	0	0	1	0	0
\$140,001-\$150,000 %	100	55.56	19.45	25.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00
\$150,001-\$160,000 #	60	47	6	7	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	100	78.34	10.00	11.67	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
\$160,001-\$170,000 #	45	39	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	86.67	8.89	4.45	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
\$170,001-\$180,000 #	52	35	13	4	2	0	0	1	0	0	0	0	0	0	1	0	0
\$170,001-\$180,000 %	100	67.31	25.00	7.70	3.85	0.00	0.00	1.93	0.00	0.00	0.00	0.00	0.00	0.00	1.93	0.00	0.00
\$180,001 and Greater #	212	168	32	12	3	0	1	0	0	0	1	0	0	0	1	0	0
\$180,001 and Greater %	100	79.25	15.10	5.67	1.42	0.00	0.48	0.00	0.00	0.00	0.48	0.00	0.00	0.00	0.48	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
SECURITY (0080) #	188	124	33	31	6	0	0	1	0	0	0	0	0	0	4	0	1
SECURITY (0080) %	100	65.96	17.56	16.49	3.20	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00	0.00	2.13	0.00	0.54
POLICE OFFICER (0083) #	699	632	47	20	1	0	1	0	0	0	0	0	0	0	0	0	0
POLICE OFFICER (0083) %	100	90.42	6.73	2.87	0.15	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FOREIGN AFFAIRS (0130) #	215	187	20	8	0	0	0	0	0	0	0	0	0	0	0	0	0
FOREIGN AFFAIRS (0130) %	100	86.98	9.31	3.73	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
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) #	750	563	96	91	15	0	0	3	0	1	2	0	3	0	6	0	0
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) %	100	75.07	12.81	12.14	2.00	0.00	0.00	0.41	0.00	0.14	0.27	0.00	0.41	0.00	0.81	0.00	0.00
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	660	455	107	98	28	0	7	3	6	0	3	2	1	2	4	0	0
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	68.94	16.22	14.85	4.25	0.00	1.07	0.46	0.91	0.00	0.46	0.31	0.16	0.31	0.61	0.00	0.00
CONTRACTING SERIES (1102) #	206	157	24	25	4	0	0	0	1	0	0	0	0	0	3	0	0
CONTRACTING SERIES (1102) %	100	76.22	11.66	12.14	1.95	0.00	0.00	0.00	0.49	0.00	0.00	0.00	0.00	0.00	1.46	0.00	0.00
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	99	71	12	16	3	0	0	1	0	0	0	0	0	0	2	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	71.72	12.13	16.17	3.04	0.00	0.00	1.02	0.00	0.00	0.00	0.00	0.00	0.00	2.03	0.00	0.00

Table B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
SECURITY (0080) #	19	11	2	6	1	0	0	0	0	0	0	0	0	0	1	0	0
SECURITY (0080) %	100	57.90	10.53	31.58	5.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.27	0.00	0.00
POLICE OFFICER (0083) #	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
POLICE OFFICER (0083) %	100	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00
FOREIGN AFFAIRS (0130) #	15	10	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FOREIGN AFFAIRS (0130) %	100	66.67	33.34	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
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) #	637	574	40	23	6	0	1	0	0	0	3	0	0	0	2	0	0
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301) %	100	90.11	6.28	3.62	0.95	0.00	0.16	0.00	0.00	0.00	0.48	0.00	0.00	0.00	0.32	0.00	0.00
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	53	30	16	7	1	0	0	0	0	0	0	0	0	0	1	0	0
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	56.61	30.19	13.21	1.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.89	0.00	0.00
INFORMATION TECHNOLOGY MANAGEMENT (2210) #	15	7	3	5	1	0	0	0	0	0	0	0	0	0	1	0	0
INFORMATION TECHNOLOGY MANAGEMENT (2210) %	100	46.67	20.00	33.34	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00	0.00

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate)

Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal #				12.00	2.00												
Total Senior Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-15 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-14 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-13 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 or Equivalent %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)

Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Total Management #	558	448	61	49	8	0	0	2	0	1	0	1	2	0	2	0	0
Total Management %	100	80.29	10.94	8.79	1.44	0.00	0.00	0.36	0.00	0.18	0.00	0.18	0.36	0.00	0.36	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Managers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers %	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 COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Supervisors #	362	279	47	36	7	0	0	2	0	1	0	1	1	0	2	0	0
Supervisors %	100	77.08	12.99	9.95	1.94	0.00	0.00	0.56	0.00	0.28	0.00	0.28	0.28	0.00	0.56	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	179	144	15	20	5	0	0	1	1	0	0	0	1	0	2	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	80.45	8.38	11.18	2.80	0.00	0.00	0.56	0.56	0.00	0.00	0.00	0.56	0.00	1.12	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	1438	1156	120	162	40	0	0	8	8	0	0	0	8	0	16	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	8.03	8.03	8	8.1	8	0	0	8	8	0	0	0	8	0	8	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	187	139	21	27	8	0	0	3	2	0	0	0	0	2	1	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	74.34	11.23	14.44	4.28	0.00	0.00	1.61	1.07	0.00	0.00	0.00	0.00	1.07	0.54	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	3029	2261	332	436	132	0	0	56	28	0	0	0	0	32	16	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	16.2	16.27	15.81	16.15	16.5	0	0	18.67	14	0	0	0	0	16	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	216	188	24	24	3	0	0	1	1	0	0	1	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	87.04	11.12	11.12	1.39	0.00	0.00	0.47	0.47	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	5276	4097	577	602	72	0	0	24	24	0	0	24	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24.43	21.79	24.04	25.08	24	0	0	24	24	0	0	24	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	598	470	72	56	9	0	2	5	0	0	0	0	1	0	1	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	78.60	12.05	9.37	1.51	0.00	0.34	0.84	0.00	0.00	0.00	0.00	0.17	0.00	0.17	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	23106	18122	2788	2196	360	0	80	200	0	0	0	0	40	0	40	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	38.64	38.56	38.72	39.21	40	0	40	40	0	0	0	0	40	0	40	0	0
Time-Off Awards 41 or more Hours: Awards Given #	100	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 #	432	345	44	43	8	0	2	3	1	0	0	0	1	0	1	0	0
Cash Awards \$500 and Under: Awards Given %	100	79.87	10.19	9.96	1.86	0.00	0.47	0.70	0.24	0.00	0.00	0.00	0.24	0.00	0.24	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	182280	143446	20044	18790	3190	0	1000	1090	500	0	0	0	100	0	500	0	0
Cash Awards \$500 and Under: Average Amount \$	421.94	415.79	455.55	436.98	398.75	0	500	363.33	500	0	0	0	100	0	500	0	0
Cash Awards: \$501 - \$999: Awards Given #	237	192	27	18	3	0	1	0	1	0	1	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	81.02	11.40	7.60	1.27	0.00	0.43	0.00	0.43	0.00	0.43	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	171514	138174	19906	13434	2300	0	750	0	750	0	800	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	723.69	719.66	737.26	746.33	766.67	0	750	0	750	0	800	0	0	0	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	419	280	47	92	18	0	3	4	2	0	1	0	2	2	4	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	66.83	11.22	21.96	4.30	0.00	0.72	0.96	0.48	0.00	0.24	0.00	0.48	0.48	0.96	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	542487	360173	60825	121489	23832	0	4200	4500	2300	0	1500	0	2700	2800	5832	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1294.72	1286.33	1294.15	1320.53	1324	0	1400	1125	1150	0	1500	0	1350	1400	1458	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	548	411	64	73	16	0	0	8	2	0	1	0	2	0	2	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	75.00	11.68	13.33	2.92	0.00	0.00	1.46	0.37	0.00	0.19	0.00	0.37	0.00	0.37	0.00	0.00

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	1263576	943054	151568	168954	38101	0	0	19103	4435	0	2500	0	4813	0	4750	0	0
Cash Awards: \$2000 - \$2999: Average Amount \$	2305.8	2294.54	2368.25	2314.44	2381.31	0	0	2387.88	2217.5	0	2500	0	2406.5	0	2375	0	0
Cash Awards: \$3000 - \$3999: Awards Given #	407	291	66	50	8	0	0	2	1	0	1	0	0	1	3	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	71.50	16.22	12.29	1.97	0.00	0.00	0.50	0.25	0.00	0.25	0.00	0.00	0.25	0.74	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	1386135	993295	222973	169867	26676	0	0	6700	3400	0	3750	0	0	3026	9800	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3405.74	3413.38	3378.38	3397.34	3334.5	0	0	3350	3400	0	3750	0	0	3026	3266.67	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	436	343	44	49	9	0	0	3	1	0	1	0	1	0	2	0	1
Cash Awards: \$4000 - \$4999: Awards Given %	100	78.67	10.10	11.24	2.07	0.00	0.00	0.69	0.23	0.00	0.23	0.00	0.23	0.00	0.46	0.00	0.23
Cash Awards: \$4000 - \$4999: Total Amount \$	1955151	1542503	194162	218486	39807	0	0	13172	4800	0	4003	0	4313	0	8719	0	4800
Cash Awards: \$4000 - \$4999: Average Amount \$	4484.29	4497.09	4412.77	4458.9	4423	0	0	4390.67	4800	0	4003	0	4313	0	4359.5	0	4800
Cash Awards: \$5000 or more: Awards Given #	1715	1429	128	158	24	0	4	4	3	1	0	1	1	1	8	0	0
Cash Awards: \$5000 or more: Awards Given %	100	83.33	7.47	9.22	1.40	0.00	0.24	0.24	0.18	0.06	0.00	0.06	0.06	0.06	0.47	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	15377116	12953317	1064822	1358977	165045	0	23127	26697	17575	10606	0	8500	6400	9771	57245	0	0
Cash Awards: \$5000 or more: Average Amount \$	8966.25	9064.6	8318.92	8601.12	6876.88	0	5782	6674.25	5858.33	10606	0	8500	6400	9771	7155.63	0	0
OTHER AWARDS																	
Total QSI's Awarded #	311	229	44	38	7	0	0	0	1	0	2	1	1	0	2	0	0
Total QSI's Awarded %	100	73.64	14.15	12.22	2.26	0.00	0.00	0.00	0.33	0.00	0.65	0.33	0.33	0.00	0.65	0.00	0.00
Total Benefit \$	1241039	135219	178311	135219	24796	0	0	0	4412	0	3140	4412	3140	0	3276	0	0
Average Benefit \$	3990.48	590.48	4052.52	3558.39	3542.29	0	0	0	4412	0	1570	4412	3140	0	1638	0	0
Total Performance Based Pay Increases Awarded #	496	405	53038	3	0	0	0	1	0	0	0	0	0	0	2	0	0
Total Performance Based Pay Increases Awarded %	100	81.66	10693.15	0.61	0.00	0.00	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00	0.00
Total Benefit \$	3065409	229585	263120	229585	13897	0	0	3594	0	0	0	0	0	0	10303	0	0
Average Benefit \$	6180.26	566.88	4.96	76528.33	0	0	0	3594	0	0	0	0	0	0	5151.5	0	0