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

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF (2010)	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark	%																	
TOTAL WORKFORCE																		
Prior FY	#	1396	463	933	42	68	276	514	107	281	35	56	0	1	2	6	1	7
	%	100.00	33.17	66.83	3.01	4.87	19.77	36.82	7.66	20.13	2.51	4.01	0.00	0.07	0.14	0.43	0.07	0.50
Current FY	#	1444	483	961	38	55	294	536	106	280	37	60	0	2	1	8	7	20
	%	100.00	33.45	66.55	2.63	3.81	20.36	37.12	7.34	19.39	2.56	4.16	0.00	0.14	0.07	0.55	0.48	1.39
Difference	#	48	20	28	-4	-13	18	22	-1	-1	2	4	0	1	-1	2	6	13
Ratio Change	%	0.00	0.28	-0.28	-0.38	-1.06	0.59	0.30	-0.32	-0.74	0.06	0.14	0.00	0.07	-0.07	0.12	0.41	0.88
Net Change	%	3.44	4.32	3.00	-9.52	-19.12	6.52	4.28	-0.93	-0.36	5.71	7.14	0.00	100.00	-50.00	33.33	600.00	185.71
EMPLOYEE GAINS																		
New Hires	#	175	65	110	4	2	44	74	11	25	5	5	0	1	0	2	1	1
	%	100.00	37.14	62.86	2.29	1.14	25.14	42.29	6.29	14.29	2.86	2.86	0.00	0.57	0.00	1.14	0.57	0.57
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Removal	#	5	0	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	20.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	19	4	15	1	0	3	12	0	3	0	0	0	0	0	0	0	0
	%	100.00	21.05	78.95	5.26	0.00	15.79	63.16	0.00	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	51	20	31	1	3	10	14	6	14	2	0	0	0	1	0	0	0
	%	100.00	39.22	60.78	1.96	5.88	19.61	27.45	11.76	27.45	3.92	0.00	0.00	0.00	1.96	0.00	0.00	0.00
Other Separations	#	52	20	32	1	0	10	21	7	10	1	1	0	0	0	0	1	0
	%	100.00	38.46	61.54	1.92	0.00	19.23	40.38	13.46	19.23	1.92	1.92	0.00	0.00	0.00	0.00	1.92	0.00
Total Separations	#	127	44	83	3	4	23	49	13	29	3	1	0	0	1	0	1	0
	%	100.00	34.65	65.35	2.36	3.15	18.11	38.58	10.24	22.83	2.36	0.79	0.00	0.00	0.79	0.00	0.79	0.00

PERMANENT WORKFORCE

Prior FY	#	1358	452	906	42	66	267	492	106	280	34	55	0	1	2	6	1	6
	%	100.00	33.28	66.72	3.09	4.86	19.66	36.23	7.81	20.62	2.50	4.05	0.00	0.07	0.15	0.44	0.07	0.44
Current FY	#	1407	470	937	38	53	284	517	105	278	36	60	0	2	1	8	6	19
	%	100.00	33.40	66.60	2.70	3.77	20.18	36.74	7.46	19.76	2.56	4.26	0.00	0.14	0.07	0.57	0.43	1.35
Difference	#	49	18	31	-4	-13	17	25	-1	-2	2	5	0	1	-1	2	5	13
Ratio Change	%	0.00	0.12	-0.12	-0.39	-1.09	0.52	0.52	-0.34	-0.86	0.05	0.21	0.00	0.07	-0.08	0.13	0.35	0.91
Net Change	%	3.61	3.98	3.42	-9.52	-19.70	6.37	5.08	-0.94	-0.71	5.88	9.09	0.00	100.00	-50.00	33.33	500.00	216.67
EMPLOYEE GAINS																		
New Hires	#	156	52	104	4	2	35	71	9	17	4	1	0	1	0	1	0	11
	%	100.00	33.33	66.67	2.56	1.28	22.44	45.51	5.77	10.90	2.56	0.64	0.00	0.64	0.00	0.64	0.00	7.05
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Removal	#	5	0	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	20.00	0.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	17	3	14	1	0	2	11	0	3	0	0	0	0	0	0	0	0
	%	100.00	17.65	82.35	5.88	0.00	11.76	64.71	0.00	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	51	20	31	1	3	10	14	6	14	2	0	0	0	1	0	0	0
	%	100.00	39.22	60.78	1.96	5.88	19.61	27.45	11.76	27.45	3.92	0.00	0.00	0.00	1.96	0.00	0.00	0.00
Other Separations	#	44	16	28	1	0	8	18	5	9	1	1	0	0	0	0	1	0
	%	100.00	36.36	63.64	2.27	0.00	18.18	40.91	11.36	20.45	2.27	2.27	0.00	0.00	0.00	0.00	2.27	0.00
Total Separations	#	117	39	78	3	4	20	45	11	28	3	1	0	0	1	0	1	0
	%	100.00	33.33	66.67	2.56	3.42	17.09	38.46	9.40	23.93	2.56	0.85	0.00	0.00	0.85	0.00	0.85	0.00

TEMPORARY WORKFORCE

Prior FY	#	38	11	27	0	2	9	22	1	1	1	1	0	0	0	0	0	1
	%	100.00	28.95	71.05	0.00	5.26	23.68	57.89	2.63	2.63	2.63	2.63	0.00	0.00	0.00	0.00	0.00	2.63
Current FY	#	37	13	24	0	2	10	19	1	2	1	0	0	0	0	0	1	1
	%	100.00	35.14	64.86	0.00	5.41	27.03	51.35	2.70	5.41	2.70	0.00	0.00	0.00	0.00	0.00	2.70	2.70
Difference	#	-1	2	-3	0	0	1	-3	0	1	0	-1	0	0	0	0	1	0
Ratio Change	%	0.00	6.19	-6.19	0.00	0.14	3.34	-6.54	0.07	2.77	0.07	-2.63	0.00	0.00	0.00	0.00	2.70	0.07
Net Change	%	-2.63	18.18	-11.11	0.00	0.00	11.11	-13.64	0.00	100.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																		
New Hires	#	20	13	7	0	0	8	4	3	3	1	0	0	0	0	0	1	0
	%	100.00	65.00	35.00	0.00	0.00	40.00	20.00	15.00	15.00	5.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00

EMPLOYEE LOSSES

Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Removal	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Resignation	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Other Separations	#	8	4	4	0	0	2	3	2	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	25.00	37.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	10	5	5	0	1	3	3	2	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	10.00	30.00	30.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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 Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark	%																	
Permanent Workforce	#	1407	470	937	38	53	284	517	105	278	36	60	0	2	1	8	6	19
	%	100.00	33.40	66.60	2.70	3.77	20.18	36.74	7.46	19.76	2.56	4.26	0.00	0.14	0.07	0.57	0.43	1.35
Deputy Administrator for Supplemental Nutrition and Safety Programs	#	90	14	76	0	2	12	55	2	14	0	2	0	0	0	0	0	3
	%	100.00	15.56	84.44	0.00	2.22	13.33	61.11	2.22	15.56	0.00	2.22	0.00	0.00	0.00	0.00	0.00	3.33
Civil Rights Division	#	25	8	17	2	3	3	5	1	8	2	1	0	0	0	0	0	0
	%	100.00	32.00	68.00	8.00	12.00	12.00	20.00	4.00	32.00	8.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
Org Level 2 (AG3000)	#	5	0	5	0	0	0	2	0	2	0	0	0	0	0	1	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
Supplemental Nutrition Assistance Program	#	94	25	69	2	4	21	46	1	9	1	7	0	1	0	1	0	1
	%	100.00	26.60	73.40	2.13	4.26	22.34	48.94	1.06	9.57	1.06	7.45	0.00	1.06	0.00	1.06	0.00	1.06
Office of Policy Support	#	61	25	36	1	0	18	23	3	8	3	3	0	0	0	1	0	1
	%	100.00	40.98	59.02	1.64	0.00	29.51	37.70	4.92	13.11	4.92	4.92	0.00	0.00	0.00	1.64	0.00	1.64
Office of the Associate Administrator for Reg Operations and Support	#	597	197	400	19	22	116	215	47	124	12	29	0	0	1	3	2	7
	%	100.00	33.00	67.00	3.18	3.69	19.43	36.01	7.87	20.77	2.01	4.86	0.00	0.00	0.17	0.50	0.34	1.17
Center for Nutrition Policy and Promotion	#	24	3	21	0	0	3	19	0	1	0	1	0	0	0	0	0	0
	%	100.00	12.50	87.50	0.00	0.00	12.50	79.17	0.00	4.17	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Office of Retailer Operations and Compliance	#	201	94	107	7	9	53	51	22	34	11	6	0	1	0	1	1	5
	%	100.00	46.77	53.23	3.48	4.48	26.37	25.37	10.95	16.92	5.47	2.99	0.00	0.50	0.00	0.50	0.50	2.49
Adinistrator Support Unit	#	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Assoc Admin for Mgmt, Tech, and Fin/Chief Operating Off	#	217	86	131	7	10	45	49	26	62	6	7	0	0	0	1	2	2
	%	100.00	39.63	60.37	3.23	4.61	20.74	22.58	11.98	28.57	2.76	3.23	0.00	0.00	0.00	0.46	0.92	0.92

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)																	
Occupational Categories	**Total**	**Total Males**	**Total Females**	**Hispanic or Latino Males**	**Hispanic or Latino Females**	**White Males**	**White Females**	**Black or African American Males**	**Black or African American Females**	**Asian Males**	**Asian Females**	**Native Hawaiian or Other Pacific Islander Males**	**Native Hawaiian or Other Pacific Islander Females**	**American Indian or Alaska Native Males**	**American Indian or Alaska Native Females**	**Two or more races Males**	**Two or more races Females**

Permanent Workforce	#	1407	470	937	43	65	284	517	105	278	36	60	0	2	1	8	1	7
	%	100.00	33.40	66.60	3.06	4.62	20.18	36.74	7.46	19.76	2.56	4.26	0.00	0.14	0.07	0.57	0.07	0.50
Alternative Benchmark	%																	
1. Management																		
Executives	#	90	29	61	5	1	14	46	9	11	1	2	0	0	0	1	0	0
	%	100.00	32.22	67.78	5.56	1.11	15.56	51.11	10.00	12.22	1.11	2.22	0.00	0.00	0.00	1.11	0.00	0.00
Managers	#	135	55	80	2	6	40	45	10	25	3	3	0	0	0	0	0	1
	%	100.00	40.74	59.26	1.48	4.44	29.63	33.33	7.41	18.52	2.22	2.22	0.00	0.00	0.00	0.00	0.00	0.74
Supervisors	#	18	10	8	0	0	7	4	3	1	0	3	0	0	0	0	0	0
	%	100.00	55.56	44.44	0.00	0.00	38.89	22.22	16.67	5.56	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Total Management	#	243	94	149	7	7	61	95	22	37	4	8	0	0	0	1	0	1
	%	100.00	38.68	61.32	2.88	2.88	25.10	39.09	9.05	15.23	1.65	3.29	0.00	0.00	0.00	0.41	0.00	0.41
2. Professionals	#	1094	347	747	31	55	209	400	77	226	28	52	0	2	1	6	1	6
	%	100.00	31.72	68.28	2.83	5.03	19.10	36.56	7.04	20.66	2.56	4.75	0.00	0.18	0.09	0.55	0.09	0.55
3. Technicians	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
5. Administrative Support Workers	#	32	2	30	0	1	2	17	0	11	0	0	0	0	0	1	0	0
	%	100.00	6.25	93.75	0.00	3.13	6.25	53.13	0.00	34.38	0.00	0.00	0.00	0.00	0.00	3.13	0.00	0.00
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
9. Service Workers	#	37	26	11	5	2	12	5	5	4	4	0	0	0	0	0	0	0
	%	100.00	70.27	29.73	13.51	5.41	32.43	13.51	13.51	10.81	10.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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 Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	1407	470	937	38	53	284	517	105	278	36	60	0	2	1	8	6	19
	%	100.00	33.40	66.60	2.70	3.77	20.18	36.74	7.46	19.76	2.56	4.26	0.00	0.14	0.07	0.57	0.43	1.35
Alternative Benchmark	%																	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	6	1	5	0	0	1	3	0	2	0	0	0	0	0	0	0	0
	%	100.00	16.67	83.33	0.00	0.00	16.67	50.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	15	3	12	0	1	1	5	1	4	1	1	0	0	0	1	0	0
	%	100.00	20.00	80.00	0.00	6.67	6.67	33.33	6.67	26.67	6.67	6.67	0.00	0.00	0.00	6.67	0.00	0.00
GS-08	#	7	0	7	0	0	0	3	0	4	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	42.86	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	39	6	33	1	1	2	18	3	11	0	2	0	0	0	1	0	0
	%	100.00	15.38	84.62	2.56	2.56	5.13	46.15	7.69	28.21	0.00	5.13	0.00	0.00	0.00	2.56	0.00	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-11	#	87	25	62	0	3	18	32	4	17	3	6	0	2	0	1	0	1
	%	100.00	28.74	71.26	0.00	3.45	20.69	36.78	4.60	19.54	3.45	6.90	0.00	2.30	0.00	1.15	0.00	1.15
GS-12	#	439	162	277	16	26	87	128	44	97	14	19	0	0	1	3	0	4
	%	100.00	36.90	63.10	3.64	5.92	19.82	29.16	10.02	22.10	3.19	4.33	0.00	0.00	0.23	0.68	0.00	0.91
GS-13	#	523	155	368	17	25	97	216	26	102	14	23	0	0	0	1	1	1
	%	100.00	29.64	70.36	3.25	4.78	18.55	41.30	4.97	19.50	2.68	4.40	0.00	0.00	0.00	0.19	0.19	0.19
GS-14	#	192	87	105	4	8	62	61	18	29	3	6	0	0	0	0	0	1
	%	100.00	45.31	54.69	2.08	4.17	32.29	31.77	9.38	15.10	1.56	3.13	0.00	0.00	0.00	0.00	0.00	0.52
GS-15	#	78	22	56	4	1	9	42	8	10	1	3	0	0	0	0	0	0
	%	100.00	28.21	71.79	5.13	1.28	11.54	53.85	10.26	12.82	1.28	3.85	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00

Total GS Employees	#	1390	462	928	42	65	278	511	104	276	36	60	0	2	1	7	1	7
	%	100.00	33.24	66.76	3.02	4.68	20.00	36.76	7.48	19.86	2.59	4.32	0.00	0.14	0.07	0.50	0.07	0.50
SES	#	17	8	9	1	0	6	6	1	2	0	0	0	0	0	1	0	0
	%	100.00	47.06	52.94	5.88	0.00	35.29	35.29	5.88	11.76	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Total Senior Pay	#	17	8	9	1	0	6	6	1	2	0	0	0	0	0	1	0	0
	%	100.00	47.06	52.94	5.88	0.00	35.29	35.29	5.88	11.76	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00

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 Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	37	13	24	0	2	10	19	1	2	1	0	0	0	0	0	1	1
	%	100.00	35.14	64.86	0.00	5.41	27.03	51.35	2.70	5.41	2.70	0.00	0.00	0.00	0.00	0.00	2.70	2.70
Alternative Benchmark	%																	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-04	#	4	4	0	0	0	3	0	0	0	0	0	0	0	0	0	1	0
	%	100.00	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00
GS-05	#	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-09	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	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	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
GS-11	#	4	2	2	0	1	1	0	0	1	1	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	25.00	25.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Total GS Employees	#	17	8	9	0	1	5	5	1	2	1	0	0	0	0	0	1	1
	%	100.00	47.06	52.94	0.00	5.88	29.41	29.41	5.88	11.76	5.88	0.00	0.00	0.00	0.00	0.00	5.88	5.88
SES	#	20	5	15	0	1	5	14	0	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	5.00	25.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Pay	**%**	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
Total Senior Pay	**#**	20	5	15	0	1	5	14	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	5.00	25.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	1407	470	937	38	53	284	517	105	278	36	60	0	2	1	8	6	19
	%	100.00	33.40	66.60	2.70	3.77	20.18	36.74	7.46	19.76	2.56	4.26	0.00	0.14	0.07	0.57	0.43	1.35
Alternative Benchmark	%																	
Up to $20,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$20,001-$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$30,001-$40,000	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$40,001-$50,000	#	7	1	6	1	1	0	1	0	2	0	2	0	0	0	0	0	0
	%	100.00	14.29	85.71	14.29	14.29	0.00	14.29	0.00	28.57	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00
$50,001-$60,000	#	32	11	21	1	4	5	13	2	3	3	1	0	0	0	0	0	0
	%	100.00	34.38	65.63	3.13	12.50	15.63	40.63	6.25	9.38	9.38	3.13	0.00	0.00	0.00	0.00	0.00	0.00
$60,001-$70,000	#	31	9	22	1	2	7	10	0	8	1	2	0	0	0	0	0	0
	%	100.00	29.03	70.97	3.23	6.45	22.58	32.26	0.00	25.81	3.23	6.45	0.00	0.00	0.00	0.00	0.00	0.00
$70,001-$80,000	#	61	16	45	2	4	8	24	5	15	1	1	0	0	0	1	0	0
	%	100.00	26.23	73.77	3.28	6.56	13.11	39.34	8.20	24.59	1.64	1.64	0.00	0.00	0.00	1.64	0.00	0.00
$80,001-$90,000	#	113	48	65	7	3	27	44	10	15	2	3	0	0	0	0	2	0
	%	100.00	42.48	57.52	6.19	2.65	23.89	38.94	8.85	13.27	1.77	2.65	0.00	0.00	0.00	0.00	1.77	0.00
$90,001-$100,000	#	220	77	143	8	4	41	79	18	47	9	8	0	0	0	3	1	2
	%	100.00	35.00	65.00	3.64	1.82	18.64	35.91	8.18	21.36	4.09	3.64	0.00	0.00	0.00	1.36	0.45	0.91
$100,001-$110,000	#	259	89	170	6	9	63	94	13	51	7	10	0	0	0	2	0	4
	%	100.00	34.36	65.64	2.32	3.47	24.32	36.29	5.02	19.69	2.70	3.86	0.00	0.00	0.00	0.77	0.00	1.54
$110,001-$120,000	#	214	59	155	3	6	37	90	16	38	3	15	0	0	0	0	0	6
	%	100.00	27.57	72.43	1.40	2.80	17.29	42.06	7.48	17.76	1.40	7.01	0.00	0.00	0.00	0.00	0.00	2.80
$120,001-$130,000	#	169	58	111	4	12	30	59	21	33	2	6	0	1	0	0	0	0
	%	100.00	34.32	65.68	2.37	7.10	17.75	34.91	12.43	19.53	1.18	3.55	0.00	0.59	0.00	0.00	0.00	0.00
$130,001-$140,000	#	112	38	74	0	5	27	39	6	25	4	3	0	0	0	0	1	2
	%	100.00	33.93	66.07	0.00	4.46	24.11	34.82	5.36	22.32	3.57	2.68	0.00	0.00	0.00	0.00	0.89	1.79
$140,001-$150,000	#	76	29	47	2	1	18	24	4	15	3	4	0	1	1	1	1	1
	%	100.00	38.16	61.84	2.63	1.32	23.68	31.58	5.26	19.74	3.95	5.26	0.00	1.32	1.32	1.32	1.32	1.32
$150,001-$160,000	#	38	14	24	0	0	8	11	5	11	1	1	0	0	0	0	0	1
	%	100.00	36.84	63.16	0.00	0.00	21.05	28.95	13.16	28.95	2.63	2.63	0.00	0.00	0.00	0.00	0.00	2.63
$161,001-$170,000	#	26	9	17	2	0	6	9	1	4	0	3	0	0	0	0	1	1
	%	100.00	34.62	65.38	7.69	0.00	23.08	34.62	3.85	15.38	0.00	11.54	0.00	0.00	0.00	0.00	3.85	3.85
$170,001-$180,000	#	36	9	27	0	2	6	14	3	8	0	0	0	0	0	1	0	2
	%	100.00	25.00	75.00	0.00	5.56	16.67	38.89	8.33	22.22	0.00	0.00	0.00	0.00	0.00	2.78	0.00	5.56
$180,001 and Greater	#	12	2	10	1	0	1	6	0	3	0	1	0	0	0	0	0	0
	%	100.00	16.67	83.33	8.33	0.00	8.33	50.00	0.00	25.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00

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

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Temporary Workforce	#	37	13	24	0	2	10	19	1	2	1	0	0	0	0	0	1	1
	%	100.00	35.14	64.86	0.00	5.41	27.03	51.35	2.70	5.41	2.70	0.00	0.00	0.00	0.00	0.00	2.70	2.70
Alternative Benchmark	%																	
Up to $20,000	#	21	5	16	0	1	5	15	0	0	0	0	0	0	0	0	0	0
	%	100.00	23.81	76.19	0.00	4.76	23.81	71.43	0.00	0.00	0.00	0.00	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
	%	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	0.00
$30,001-$40,000	#	6	4	2	0	0	3	1	0	0	0	0	0	0	0	0	1	1
	%	100.00	66.67	33.33	0.00	0.00	50.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	16.67
$40,001-$50,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$50,001-$60,000	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$60,001-$70,000	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$70,001-$80,000	#	3	1	2	0	1	0	0	0	1	1	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	33.33	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$80,001-$90,000	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$90,001-$100,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$100,001-$110,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$110,001-$120,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$120,001-$130,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$130,001-$140,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$140,001-$150,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$150,001-$160,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$161,001-$170,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
$170,001-$180,000	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$180,001 and Greater	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series:	**101**	27	12	15	0	1	9	11	1	0	2	2	0	0	0	1	0	0
	%	100.00	44.44	55.56	0.00	3.70	33.33	40.74	3.70	0.00	7.41	7.41	0.00	0.00	0.00	3.70	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	50.10	49.90	1.90	2.20	42.00	40.40	2.40	3.80	0.10	0.00	0.60	0.50	2.00	2.10	0.90	0.50
Pay Plan/Grade Level	**15**	1		1								1						
	%	100.00	0.00	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
Pay Plan/Grade Level	**14**	6	2	4			2	4										
	%	100.00	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
Pay Plan/Grade Level	**13**	17	9	8		1	6	6	1		2	1						
	%	100.00	52.94	47.06	0.00	5.88	35.29	35.29	5.88	0.00	11.76	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	2		2				1								1		
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
Pay Plan/Grade Level	**11**	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**201**	24	11	13	2	2	8	1	1	10	0	0	0	0	0	0	0	0
	%	100.00	45.83	54.17	8.33	8.33	33.33	4.17	4.17	41.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	33.30	66.70	2.70	5.00	25.50	49.90	3.60	8.50	0.00	0.10	0.20	0.40	0.80	1.70	0.20	0.40
Pay Plan/Grade Level	**15**	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	5	4	1			3		1	1								
	%	100.00	80.00	20.00	0.00	0.00	60.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	14	5	9	1	1	4	1		7								
	%	100.00	35.71	64.29	7.14	7.14	28.57	7.14	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	3	1	2	1	1				1								
	%	100.00	33.33	66.67	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	1		1						1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**301**	584	186	398	12	30	110	201	46	132	17	26	0	1	1	4	0	4
	%	100.00	31.85	68.15	2.05	5.14	18.84	34.42	7.88	22.60	2.91	4.45	0.00	0.17	0.17	0.68	0.00	0.68
Occupational CLF/SOC Code	**%**	100.00	36.83	63.17	7.70	9.02	74.00	69.73		13.69	6.54	5.10	0.06	0.08	0.44	0.58	1070.00	1.86
Pay Plan/Grade Level	**ES0**	2	0	2	0	0	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
Pay Plan/Grade Level	**15**	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	57	26	31	2	4	15	15	7	10	2	2					0	
	%	100.00	45.61	54.39	3.51	7.02	26.32	26.32	12.28	17.54	3.51	3.51	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	125	25	100	1	6	18	58	4	30	2	6					0	
	%	100.00	20.00	80.00	0.80	4.80	14.40	46.40	3.20	24.00	1.60	4.80	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	324	115	209	8	20	66	100	30	73	10	11			1	2		3
	%	100.00	35.49	64.51	2.47	6.17	20.37	30.86	9.26	22.53	3.09	3.40	0.00	0.00	0.31	0.62	0.00	0.93
Pay Plan/Grade Level	**11**	46	14	32			9	18	2	8	3	4		1				1
	%	100.00	30.43	69.57	0.00	0.00	19.57	39.13	4.35	17.39	6.52	8.70	0.00	2.17	0.00	0.00	0.00	2.17

Pay Plan/Grade Level	**9**	25	6	19	1		2	7	3	9		2				1		
	%	100.00	24.00	76.00	4.00	0.00	8.00	28.00	12.00	36.00	0.00	8.00	0.00	0.00	0.00	4.00	0.00	0.00
Pay Plan/Grade Level	**7**	2	0	2				1				1						
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	**340**	64	21	43	3	0	14	36	4	6	0	1	0	0	0	0	0	0
	%	100.00	32.81	67.19	4.69	0.00	21.88	56.25	6.25	9.38	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	58.43	41.57	4.17	5.10	84.08	78.62	4.89	8.83	5.42	5.49	0.04	0.10	0.27	0.38	1.13	1.56
Pay Plan/Grade Level	**ES0**	13	7	6	1	0	5	6	1	0	0	0	0	0	0	0	0	0
	%	100.00	53.85	46.15	7.69	0.00	38.46	46.15	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**15**	46	11	35	2	0	6	28	3	6	0	1	0	0	0	0	0	0
	%	100.00	23.91	76.09	4.35	0.00	13.04	60.87	6.52	13.04	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**341**	20	3	17	1	2	2	10	0	4	0	1	0	0	0	0	0	0
	%	100.00	15.00	85.00	5.00	10.00	10.00	50.00	0.00	20.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	43.40	56.60	4.70	5.30	30.20	39.70	4.90	7.80	0.10	0.10	0.20	0.40	2.60	2.30	0.30	0.40
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	16	3	13	1	2	2	8	0	2	0	1	0	0	0	0	0	0
	%	100.00	18.75	81.25	6.25	12.50	12.50	50.00	0.00	12.50	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**343**	281	77	204	7	14	54	134	11	43	4	11	0	1	0	1	1	0
	%	100.00	27.40	72.60	2.49	4.98	19.22	47.69	3.91	15.30	1.42	3.91	0.00	0.36	0.00	0.36	0.36	0.00
Occupational CLF/SOC Code	**%**	100.00	58.43	41.57	4.17	5.10	84.08	78.62	4.89	8.83	5.42	5.49	0.04	0.10	0.27	0.38	1.13	1.56
Pay Plan/Grade Level	**15**	7	0	7				5		1		1						
	%	100.00	0.00	100.00	0.00	0.00	0.00	71.43	0.00	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	46	17	29	2	3	14	20		5	1	1						
	%	100.00	36.96	63.04	4.35	6.52	30.43	43.48	0.00	10.87	2.17	2.17	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	177	48	129	4	10	30	85	9	27	3	7					1	
	%	100.00	27.12	72.88	2.26	5.65	16.95	48.02	5.08	15.25	1.69	3.95	0.00	0.00	0.00	0.00	0.56	0.00
Pay Plan/Grade Level	**12**	18	5	13	1		2	7	2	6								
	%	100.00	27.78	72.22	5.56	0.00	11.11	38.89	11.11	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	28	7	21		1	7	12		4		2		1		1		
	%	100.00	25.00	75.00	0.00	3.57	25.00	42.86	0.00	14.29	0.00	7.14	0.00	3.57	0.00	3.57	0.00	0.00
Pay Plan/Grade Level	**9**	5		5				5										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	**510**	29	10	19	3	1	3	4	2	11	2	3	0	0	0	0	0	0

	%	100.00	34.48	65.52	10.34	3.45	10.34	13.79	6.90	37.93	6.90	10.34	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	430..	57.00	2.00	3.10	35.00	42.80	2.60	5.30	0.00	0.10	0.10	0.30	2.70	4.70	0.30	0.40
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	4	1	3	0	0	0	0	1	2	0	1	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	0.00	0.00	0.00	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	19	6	13	2	1	2	3	1	7	1	2						
	%	100.00	31.58	68.42	10.53	5.26	10.53	15.79	5.26	36.84	5.26	10.53	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	3	2	1	1	0	0	1			1							
	%	100.00	66.67	33.33	33.33	0.00	0.00	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Job Series:	**560**	10	3	7	0	0	3	4	0	3	0	0	0	0	0	0	0	0
	%	100.00	30.00	70.00	0.00	0.00	30.00	40.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	37.30	62.70	1.70	3.60	29.30	45.10	3.60	9.50	0.10	0.10	0.20	0.50	2.10	3.20	0.20	0.30
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	7	1	6	0	0	1	3	0	3	0	0	0	0	0	0	0	0
	%	100.00	14.29	85.71	0.00	0.00	14.29	42.86	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Job Series:	**630**	56	4	52	0	1	3	37	1	8	0	6	0	0	0	0	0	0
	%	100.00	7.14	92.86	0.00	1.79	5.36	66.07	1.79	14.29	0.00	10.71	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	9.28	90.72	9.64	6.78	64.53	13.24	20.34	13.24	3.50	4.91	0.05	0.05	0.40	0.78	1.52	0.93
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	6	1	5				3	1	1		1						
	%	100.00	16.67	83.33	0.00	0.00	0.00	50.00	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	36	2	34		1	2	27		4		2						
	%	100.00	5.56	94.44	0.00	2.78	5.56	75.00	0.00	11.11	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	13	1	12			1	6		3		3						
	%	100.00	7.69	92.31	0.00	0.00	7.69	46.15	0.00	23.08	0.00	23.08	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Job Series:	**1035**	32	12	20	3	1	8	10	1	7	0	2	0	0	0	0	0	0
	%	100.00	37.50	62.50	9.38	3.13	25.00	31.25	3.13	21.88	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	%	100.00	38.30	61.70	2.30	3.50	31.80	50.70	2.50	4.70	0.00	0.10	0.20	0.40	0.90	1.30	0.10	0.50
Pay Plan/Grade Level	**14**	11	3	8	0	1	3	5	0	2	0	0	0	0	0	0	0	0
	%	100.00	27.27	72.73	0.00	9.09	27.27	45.45	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Pay Plan/Grade Level	**13**	18	8	10	3		4	5	1	4		1						
	%	100.00	44.44	55.56	16.67	0.00	22.22	27.78	5.56	22.22	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	2	1	1			1					1						
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**9**	1	0	1						1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**1102**	15	8	7	0	0	4	3	3	4	1	0	0	0	0	0	0	0
	%	100.00	53.33	46.67	0.00	0.00	26.67	20.00	20.00	26.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	47.00	53.00	2.90	3.20	39.80	42.70	2.50	4.70	0.00	0.10	0.20	0.30	1.00	1.30	0.20	0.40
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	5	5	0			3		2									
	%	100.00	100.00	0.00	0.00	0.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	7	2	5			1	2		3	1							
	%	100.00	28.57	71.43	0.00	0.00	14.29	28.57	0.00	42.86	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	2	1	1					1	1								
	%	100.00	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
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**1109**	58	26	32	3	3	12	15	10	10	1	3	0	0	0	0	0	1
	%	100.00	44.83	55.17	5.17	5.17	20.69	25.86	17.24	17.24	1.72	5.17	0.00	0.00	0.00	0.00	0.00	1.72
Occupational CLF/SOC Code	**%**	100.00	58.43	41.57	4.17	5.10	84.08	78.62	4.89	8.83	5.42	5.49	0.04	0.10	0.27	0.38	1.13	1.56
Pay Plan/Grade Level	**15**	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	8	6	2		1	3		3									1
	%	100.00	75.00	25.00	0.00	12.50	37.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Pay Plan/Grade Level	**13**	18	7	11	2	1	3	6	1	4	1							
	%	100.00	38.89	61.11	11.11	5.56	16.67	33.33	5.56	22.22	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	30	12	18	1	1	5	8	6	6		3						
	%	100.00	40.00	60.00	3.33	3.33	16.67	26.67	20.00	20.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**7**	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**1810**	37	27	10	5	2	14	4	5	4	3	0	0	0	0	0	0	0
	%	100.00	72.97	27.03	13.51	5.41	37.84	10.81	13.51	10.81	8.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	79.00	21.00	7.10	2.00	62.30	14.70	7.00	3.60	0.10	0.00	0.50	0.10	1.00	0.30	0.50	0.20
Pay Plan/Grade Level	**13**	11	11	0	1		6		4									
	%	100.00	100.00	0.00	9.09	0.00	54.55	0.00	36.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**12**	26	16	10	4	2	8	4	1	4	3							
	%	100.00	61.54	38.46	15.38	7.69	30.77	15.38	3.85	15.38	11.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00

Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**2210**	57	31	26	0	2	18	12	9	8	4	3	0	0	0	1	0	0
	%	100.00	54.39	45.61	0.00	3.51	31.58	21.05	15.79	14.04	7.02	5.26	0.00	0.00	0.00	1.75	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	51.72	48.28	0.00	3.45	29.31	20.69	17.24	17.24	5.17	5.17	0.00	0.00	0.00	1.72	0.00	0.00
Pay Plan/Grade Level	**ES0**	1		1						1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**15**	4	3	1					2	1	1							
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	16	8	8		1	5	5	3	2								
	%	100.00	50.00	50.00	0.00	6.25	31.25	31.25	18.75	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	28	17	11		1	12	5	2	2	3	2				1		
	%	100.00	60.71	39.29	0.00	3.57	42.86	17.86	7.14	7.14	10.71	7.14	0.00	0.00	0.00	3.57	0.00	0.00
Pay Plan/Grade Level	**12**	5	3	2			1	0	2	1		1						
	%	100.00	60.00	40.00	0.00	0.00	20.00	0.00	40.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	2		2				1		1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**9**	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00

Table A6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series:	**301**	29	9	20	0	2	7	16	1	2	1	0	0	0	0	0	0	0
	%	100.00	31.03	68.97	0.00	6.90	24.14	55.17	3.45	6.90	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	43.40	56.60	4.70	5.30	30.20	39.70	4.90	7.80	0.10	0.10	0.20	0.40	2.60	2.30	0.30	0.40
Pay Plan/Grade Level	**EH0**	20	5	15		1	5	14										
	%	100.00	25.00	75.00	0.00	5.00	25.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**15**	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**14**	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**																	
	%	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	0.00
Pay Plan/Grade Level	**12**	1		1						1								
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**11**	4	2	2		1	1			1	1							
	%	100.00	50.00	50.00	0.00	25.00	25.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**9**	2	1	1				1	1									
	%	100.00	50.00	50.00	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	0.00
Job Series:	**343**	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF/SOC Code	**%**	100.00	61.40	38.60	2.00	1.60	52.50	31.10	2.50	3.30	0.00	0.00	0.10	0.10	3.40	1.90	0.50	0.30
Pay Plan/Grade Level	**14**	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**13**	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Pay Plan/Grade Level	**#**																	
	%	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	0.00
Job Series:	**399**	5	3	2	0	0	3	1	0	0	0	0	0	0	0	0	0	1
	%	100.00	60.00	40.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
Occupational CLF/SOC Code	**%**																	
Pay Plan/Grade Level	**5**	2		2				1										1

	%	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00

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

Senior Grade Levels		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Upward Mobility Benchmark	%	100.00	**20.69**	**79.31**	**3.48**	**2.29**	10.34	56.32	5.74	16.09	1.14	4.60	0.00	0.00	0.00	0.00	0.00	0.00
Alternative Benchmark	%																	
Total Senior Grades	#	810	540	270	26	34	173	327	53	142	18	32	0	0	0	3	1	1
	%	100.00	66.67	33.33	3.21	4.20	21.36	40.37	6.54	17.53	2.22	3.95	0.00	0.00	0.00	0.37	0.12	0.12
SES or Equivalent:	#	17	8	9	1	0	6	6	1	2	0	0	0	0	0	1	0	0
	%	100.00	47.06	52.94	5.88	0.00	35.29	35.29	5.88	11.76	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.00	20.69	79.31	3.48	2.29	10.34	56.32	5.74	16.09	1.14	4.60	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Qualified Internal Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Referred Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Interviewed Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
l Selections A11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#																	
	%	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	0.00
Qualified External Applicants	#																	
	%	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	0.00
Referred Applicants	#																	
	%	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	0.00

Interviewed Applicants	#																	
	%	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	0.00
External Selections	#																	
	%	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	0.00

Career Development Program

Slots for Career Development Program	#	0																
Eligible for Career Development Program	#																	
	%	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	0.00
Applicants for Career Development Program	#																	
	%	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	0.00
Selections for Career Development Program	#																	
	%	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	0.00

GS-15 or Equivalent:	#	78	21	57	4.00%	1.00%	10.00%	42.00%	7.00%	9.00%	1.00%	3.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%
	%	100.00	26.92	73.08	0.05	0.01	0.13	0.54	0.09	0.12	0.01	0.04	0.00	0.00	0.00	0.01	0.00	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#	7																
Relevant Applicant Pool	%	100.00	45.35	54.65	2.33	5.81	30.81	31.98	10.47	13.37	1.74	2.91	0.00	0.00	0.00	0.00	0.00	0.58
Internal Applications	#	34	8	12	1	1	4	9	2	2	1	0	0	0	0	0	0	0
	%	100.00	23.53	35.29	2.94	2.94	11.76	26.47	5.88	5.88	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	8	1	3	1	1		3	0	0	0	0	0	0	0	0	0	0
	%	100.00	12.50	37.50	12.50	12.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#	6	1	3	1	1		2	1	0	0	0	0	0	0	0	0	0
	%	100.00	16.67	50.00	16.67	16.67	0.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#	5	1	3	1	1		1	0	0	0	0	0	0	0	0	0	0
	%	100.00	20.00	60.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections (A11)	#	23	7	16	7	1	1	2	14	4	1	0	0	0	0	0	0	0
	%	100.00	30.43	69.57	30.43	4.35	4.35	8.70	60.87	17.39	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	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	0.00
Qualified External Applicants	#	591																
	%	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	0.00
Referred Applicants	#	440																
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
External Selections	#	6	3	3	1		2	3		1								
	%	100.00	50.00	50.00	16.67	0.00	33.33	50.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	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	0.00
Applicants for Career Development Program	#																	
	%	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	0.00
Selections for Career Development Program	#																	
	%	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	0.00

GS-14 or Equivalent:	#	193	87	106	4.00%	8.00%	62.00%	62.00%	18.00%	29.00%	3.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%
	%	100.00	45.08	54.92	0.02	0.04	0.32	0.32	0.09	0.15	0.02	0.03	0.00	0.00	0.00	0.00	0.00	0.01
Internal Competitive Promotions																		
Vacancy Announcements	#	32																
Relevant Applicant Pool	%	100.00	29.07	70.93	3.05	4.87	18.49	42.47	4.67	18.90	2.64	4.47	0.00	0.00	0.00	0.20	0.20	0.00
Internal Applications	#	1210																
	%	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	0.00
Qualified Internal Applicants	#	616			8	6	23	22	11	23	2	1	1	0	0	0	0	1
	%	100.00	0.00	0.00	1.30	0.97	3.73	3.57	1.79	3.73	0.32	0.16	0.16	0.00	0.00	0.00	0.00	0.16
Referred Applicants	#	456			2	4	26	23	10	25	2	1	1	0	0	0	0	1
	%	100.00	0.00	0.00	0.44	0.88	5.70	5.04	2.19	5.48	0.44	0.22	0.22	0.00	0.00	0.00	0.00	0.22
Interviewed Applicants	#																	
	%	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	0.00
Internal Selections	#	92	26	66	37	0	4	20	34	4	20	2	7	0	0	0	0	0
	%	100.00	28.26	71.74	40.22	0.00	4.35	21.74	36.96	4.35	21.74	2.17	7.61	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#																
Voluntarily Identified Applicants	#																
	%	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
Qualified External Applicants	#																
	%	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
Referred Applicants	#																
	%	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
Interviewed Applicants	#																
	%	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
External Selections	#	10	6	4	0	0	5	4	1	0	0	0	0	0	0	0	0
	%	100.00	60.00	40.00	0.00	0.00	50.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																
Eligible for Career Development Program	#																
	%	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
Applicants for Career Development Program	#																
	%	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
Selections for Career Development Program	#																
	%	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
GS-13 or Equivalent:	#	522	154	368	17	25	95	217	27	102	14	23	0	0	0	1	1	0
	%	100.00	29.50	70.50	3.26	4.79	18.20	41.57	5.17	19.54	2.68	4.41	0.00	0.00	0.00	0.19	0.19	0.00

Internal Competitive Promotions

Vacancy Announcements	#	25															
Relevant Applicant Pool	%	100.00	29.07	70.93	3.05	4.87	18.49	42.47	4.67	18.90	2.64	4.47	0.00	0.00	0.00	0.20	0.20	0.00
Internal Applications	#	290	73	71	7	14	35	16	55	43	15	7	0	0	0	0	0	0
	%	100.00	25.17	24.48	2.41	4.83	12.07	5.52	18.97	14.83	5.17	2.41	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#	125	90	32	4	2	14	4	20	13	6	1	0	0	0	0	1	1
	%	100.00	72.00	25.60	3.20	1.60	11.20	3.20	16.00	10.40	4.80	0.80	0.00	0.00	0.00	0.00	0.80	0.80
Referred Applicants	#	90	45	20	4	2	12	3	21	13	5	1	0	0	0	0	1	0
	%	100.00	50.00	22.22	4.44	2.22	13.33	3.33	23.33	14.44	5.56	1.11	0.00	0.00	0.00	0.00	1.11	0.00
Interviewed Applicants	#																
	%	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	0.00
Internal Selections	#	101	20	81	40	0	3	13	44	4	29	1	3	0	0	0	0	2

	%	100.00	19.80	80.20	39.60	0.00	2.97	12.87	43.56	3.96	28.71	0.99	2.97	0.00	0.00	0.00	0.00	1.98
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	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	0.00
Qualified External Applicants	#																	
	%	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	0.00
Referred Applicants	#																	
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
External Selections	#	33	11	22			6	13	4	9	1							
	%	100.00	33.33	66.67	0.00	0.00	18.18	39.39	12.12	27.27	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	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	0.00
Applicants for Career Development Program	#																	
	%	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	0.00
Selections for Career Development Program	#																	
	%	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	0.00

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 Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Upward Mobility To Management Positions	%																	
Alternative Benchmark	%																	
Total Management	#	243	94	149	7	7	61	95	22	37	4	8	0	0	0	1	0	1
	%	100.00	38.68	61.32	2.88	2.88	25.10	39.09	9.05	15.23	1.65	3.29	0.00	0.00	0.00	0.41	0.00	0.41
Executives from A-3	#	90	29	61	5	1	14	46	9	11	1	2	0	0	0	1	0	0
	%	100.00	32.22	67.78	5.56	1.11	15.56	51.11	10.00	12.22	1.11	2.22	0.00	0.00	0.00	1.11	0.00	0.00
SES from A-4P	#	17	8	9	1	0	6	6	1	2	0	0	0	0	0	1	0	0
	%	100.00	47.06	52.94	5.88	0.00	35.29	35.29	5.88	11.76	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Internal Competitive Promotions																		
Vacancy Announcements	#																	
	%	100.00	28.21	71.79	5.13	1.28	11.54	53.85	10.26	12.82	1.28	3.85	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications	#																	
	%	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	0.00
Qualified Internal Applicants	#																	
	%	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	0.00
Referred Applicants	#																	
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
Internal Selections	#																	
	%	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	0.00
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	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	0.00

Qualified External Applicants	**#**																	
	%	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	0.00
Referred Applicants	**#**																	
	%	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	0.00
Interviewed Applicants	**#**																	
	%	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	0.00
External Selections	**#**																	
	%	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	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	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	0.00
Applicants for Career Development Program	#																	
	%	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	0.00
Selections for Career Development Program	#																	
	%	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	0.00
Managers from A-3	#	135	55	80	2	6	40	45	10	25	3	3	0	0	0	0	0	1
	%	100.00	40.74	59.26	1.48	4.44	29.63	33.33	7.41	18.52	2.22	2.22	0.00	0.00	0.00	0.00	0.00	0.74
GS-15 from A-4P	#	78	22	56	4	1	9	42	8	10	1	3	0	0	0	0	0	0
	%	100.00	28.21	71.79	5.13	1.28	11.54	53.85	10.26	12.82	1.28	3.85	0.00	0.00	0.00	0.00	0.00	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00

Internal Competitive Promotions

Vacancy Announcements	#	6																
Relevant Applicant Pool	%	100.00	45.31	54.69	2.08	4.17	32.29	31.77	9.38	15.10	1.56	3.13	0.00	0.00	0.00	0.00	0.00	0.52
Internal Applications	#																	
	%	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	0.00
Qualified Internal Applicants	#																	
	%	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	0.00
Referred Applicants	#																	
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
Internal Selections	#																	
	%	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	0.00

New Hires

Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	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	0.00
Qualified External Applicants	#																	

	%	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	0.00
Referred Applicants	#																	
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
External Selections	#																	
	%	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	0.00

Career Development Program

Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	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	0.00
Applicants for Career Development Program	#																	
	%	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	0.00
Selections for Career Development Program	#																	
	%	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	0.00
Supervisors from A-3	#	18	10	8	0	0	7	4	3	1	0	3	0	0	0	0	0	1
	%	100.00	55.56	44.44	0.00	0.00	38.89	22.22	16.67	5.56	0.00	16.67	0.00	0.00	0.00	0.00	0.00	5.56
GS-14 from A-4P	#	192	87	105	4	8	62	61	18	29	3	6	0	0	0	0	0	1
	%	100.00	45.31	54.69	2.08	4.17	32.29	31.77	9.38	15.10	1.56	3.13	0.00	0.00	0.00	0.00	0.00	0.52
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00
Pay Plan/Grade Level	#																	
	%	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	0.00

Internal Competitive Promotions

Vacancy Announcements	#	18																
Relevant Applicant Pool	%	100.00	29.64	70.36	3.25	4.78	18.55	41.30	4.97	19.50	2.68	4.40	0.00	0.00	0.00	0.19	0.19	0.19
Internal Applications	#	1145	59	57	6	1	33	28	15	21	3	5			2	1		1
	%	100.00	5.15	4.98	0.52	0.09	2.88	2.45	1.31	1.83	0.26	0.44	0.00	0.00	0.17	0.09	0.00	0.09
Qualified Internal Applicants	#	575	37	48	2	3	22	17	10	23	2	3	1					1
	%	100.00	6.43	8.35	0.35	0.52	3.83	2.96	1.74	4.00	0.35	0.52	0.17	0.00	0.00	0.00	0.00	0.17
Referred Applicants	#	401	32	39	1	4	20	12	8	19	2	3	1					1
	%	100.00	7.98	9.73	0.25	1.00	4.99	2.99	2.00	4.74	0.50	0.75	0.25	0.00	0.00	0.00	0.00	0.25
Interviewed Applicants	#																	
	%	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	0.00
Internal Selections	#	33	4	6			4	3		3								
	%	100.00	12.12	18.18	0.00	0.00	12.12	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

New Hires

Vacancy Announcements	#	6																
Voluntarily Identified Applicants	#	121																
	%	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	0.00
Qualified External Applicants	#	95																

	%	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	0.00
Referred Applicants	#	6																
	%	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	0.00
Interviewed Applicants	#																	
	%	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	0.00
External Selections	#																	
	%	100.00	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!

Career Development Program																		
Slots for Career Development Program	**#**																	
Eligible for Career Development Program	**#**																	
	%	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	0.00
Applicants for Career Development Program	**#**																	
	%	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	0.00
Selections for Career Development Program	**#**																	
	%	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	0.00

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

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males
Permanent Workforce	#																
	%	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
Alternative Benchmark	%																
Time Off Awards																	
Time-Off Awards: 1-10 hours	#	186	41	145	5	9	30	97	4	30	0	7	0	1	1	1	1
	%	100.00	22.04	77.96	2.69	4.84	16.13	52.15	2.15	16.13	0.00	3.76	0.00	0.54	0.54	0.54	0.54
Total Hours	#	1465	346	1119	52	73	258	740	28	230	0	56	0	8	8	4	8
Average Hours	#	7.88	8.44	7.72	10.40	8.11	8.60	7.63	7.00	7.67	0.00	8.00	0.00	8.00	8.00	4.00	8.00
Time-Off Awards: 11-20 hours	#	249	39	210	2	14	30	119	4	61	2	12	0	0	0	2	1
	%	100.00	15.66	84.34	0.80	5.62	12.05	47.79	1.61	24.50	0.80	4.82	0.00	0.00	0.00	0.80	0.40
Total Hours	#	3974	630	3344	36	232	482	1880	64	976	32	192	0	0	0	32	16
Average Hours	#	15.96	16.15	15.92	18.00	16.57	16.07	15.80	16.00	16.00	16.00	16.00	0.00	0.00	0.00	16.00	16.00
Time-Off Awards: 21-30 hours	#	51	11	40	0	3	7	29	2	5	2	1	0	0	0	0	0
	%	100.00	21.57	78.43	0.00	5.88	13.73	56.86	3.92	9.80	3.92	1.96	0.00	0.00	0.00	0.00	0.00
Total Hours	#	1258	276	982	0	72	180	717	48	121	48	24	0	0	0	0	0
Average Hours	#	24.67	25.09	24.55	0.00	24.00	25.71	24.72	24.00	24.20	24.00	24.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards: 31-40 hours	#	51	11	40	1	3	9	26	0	7	1	2	0	0	0	1	0
	%	100.00	21.57	78.43	1.96	5.88	17.65	50.98	0.00	13.73	1.96	3.92	0.00	0.00	0.00	1.96	0.00
Total Hours	#	1852	376	1476	40	120	304	960	0	264	32	64	0	0	0	32	0
Average Hours	#	36.31	34.18	36.90	40.00	40.00	33.78	36.92	0.00	37.71	32.00	32.00	0.00	0.00	0.00	32.00	0.00
Time-Off Awards: 41 or more hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Cash Awards

Cash Awards: $500 and Under	#	266	82	184	8	18	58	115	12	35	2	13	0	0	2	2	0
	%	100.00	30.83	69.17	3.01	6.77	21.80	43.23	4.51	13.16	0.75	4.89	0.00	0.00	0.75	0.75	0.00
Total Amount	$	72261	21578	50683	1867	4416	15477	30579	3336	11454	358	3928	0	0	540	204	0
Average Amount	$	271.66	263.15	275.45	233.38	245.33	266.84	265.90	278.00	327.26	179.00	302.15	0.00	0.00	270.00	102.00	0.00
Cash Awards: $501 - $999	#	383	119	264	8	12	85	166	17	67	6	13	0	0	0	1	3
	%	100.00	31.07	68.93	2.09	3.13	22.19	43.34	4.44	17.49	1.57	3.39	0.00	0.00	0.00	0.26	0.78
Total Amount	$	269561	84112	185449	5979	8443	61004	118123	12033	45553	2903	9526	0	0	0	731	2193
Average Amount	$	703.81	706.82	702.46	747.38	703.58	717.69	711.58	707.82	679.90	483.83	732.77	0.00	0.00	0.00	731.00	731.00
Cash Awards: $1000 - $1999	#	66	22	44	1	1	15	35	6	8	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	1.52	1.52	22.73	53.03	9.09	12.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	$	72452	24381	48071	1016	1016	16481	38735	6884	8320	0	0	0	0	0	0	0
Average Amount	$	1097.76	1108.23	1092.52	1016.00	1016.00	1098.73	1106.71	1147.33	1040.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: $2000 - $2999	#	5	1	4	0	0	0	4	0	0	0	0	0	0	0	0	1
	%	100.00	20.00	80.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
Total Amount	$	11249	2049	9200	0	0	0	9200	0	0	0	0	0	0	0	0	2049
Average Amount	$	2249.80	2049.00	2300.00	0.00	0.00	0.00	2300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2049.00
Cash Awards: $3000 - $3999	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
Total Amount	$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Amount	$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: $4000 - $4999	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
Total Amount	$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Amount	$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: $5000 or more	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
Total Amount	$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Amount	$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Other Awards

Quality Step Increases (QSI)	**#**	14	6	8	1	1	5	6	0	1	0	0	0	0	0	0	0
	%	100.00	42.86	57.14	7.14	7.14	35.71	42.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	**$**	38561	17341	21220	3021	3021	14320	16857	0	1342	0	0	0	0	0	0	0
Average Benefit	**$**	2754.36	2890.17	2652.50	3021.00	3021.00	2864.00	2809.50	0.00	1342.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	**#**	829	262	567	22	31	165	336	46	151	24	40	0	0	0	2	5
	%	100.00	31.60	68.40	2.65	3.74	19.90	40.53	5.55	18.21	2.90	4.83	0.00	0.00	0.00	0.24	0.60
Total Benefit	**$**	1891689	604391	1287298	51077	68222	387785	789468	99494	315433	54299	94986	0	0	0	4473	11736
Average Benefit	**$**	2281.89	2306.84	2270.37	2321.68	2200.71	2350.21	2349.61	2162.91	2088.96	2262.46	2374.65	0.00	0.00	0.00	2236.50	2347.20

Two or more races Females
0.00
0
0.00
0
0.00
2
0.80
32
16.00
2
3.92
48
24.00
1
1.96
36
36.00
0
0.00
0
0.00

1
0.38
102
102.00
5
1.31
3073
614.60
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0.00
7
0.84
14716
2102.29