

Fish & Wildlife Service - Servicewide as of October 1, 2009 - September 30, 2010
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander										
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Workforce																		
Prior FY	#	9780	5906	3874	322	245	5116	3145	153	233	80	105	7	11	172	91	56	44
	%	100%	60.4%	39.6%	3.3%	2.5%	52.3%	32.2%	1.6%	2.4%	0.8%	1.1%	0.1%	0.1%	1.8%	0.9%	0.6%	0.4%
Current FY	#	10240	6155	4085	338	263	5322	3311	164	246	86	113	10	11	173	94	62	47
	%	100%	60.1%	39.9%	3.3%	2.6%	52.0%	32.3%	1.6%	2.4%	0.8%	1.1%	0.1%	0.1%	1.7%	0.9%	0.6%	0.5%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.0%	46.0%	3.2%	3.0%	43.5%	35.0%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Difference	#	460	249	211	16	18	206	166	11	13	6	8	3	0	1	3	6	3
Ratio Change	%	-	-0.3%	0.3%	0.0%	0.1%	-0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.0%
Net Change	%	4.7%	4.2%	5.4%	5.0%	7.3%	4.0%	5.3%	7.2%	5.6%	7.5%	7.6%	42.9%	0.0%	0.6%	3.3%	10.7%	6.8%
Permanent Workforce																		
Prior FY	#	8313	4985	3328	289	222	4262	2672	148	217	76	95	7	10	154	76	49	36
	%	100%	60.0%	40.0%	3.5%	2.7%	51.3%	32.1%	1.8%	2.6%	0.9%	1.1%	0.1%	0.1%	1.9%	0.9%	0.6%	0.4%
Current FY	#	8579	5127	3452	296	235	4384	2759	157	230	76	99	9	10	151	77	54	42
	%	100%	59.8%	40.2%	3.5%	2.7%	51.1%	32.2%	1.8%	2.7%	0.9%	1.2%	0.1%	0.1%	1.8%	0.9%	0.6%	0.5%
Difference	#	266	142	124	7	13	122	87	9	13	0	4	2	0	-3	1	5	6
Ratio Change	%	-	-0.2%	0.2%	0.0%	0.1%	-0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.1%
Net Change	%	3.2%	2.8%	3.7%	2.4%	5.9%	2.9%	3.3%	6.1%	6.0%	0.0%	4.2%	28.6%	0.0%	-1.9%	1.3%	10.2%	16.7%
Temporary Workforce																		
Prior FY	#	1467	921	546	33	23	854	473	5	16	4	10		1	18	15	7	8
	%	100%	62.8%	37.2%	2.2%	1.6%	58.2%	32.2%	0.3%	1.1%	0.3%	0.7%	0.0%	0.1%	1.2%	1.0%	0.5%	0.5%
Current FY	#	1661	1028	633	42	28	938	552	7	16	10	14	1	1	22	17	8	5
	%	100%	61.9%	38.1%	2.5%	1.7%	56.5%	33.2%	0.4%	1.0%	0.6%	0.8%	0.1%	0.1%	1.3%	1.0%	0.5%	0.3%
Difference	#	194	107	87	9	5	84	79	2	0	6	4	1	0	4	2	1	-3
Ratio Change	%	-	-0.9%	0.9%	0.3%	0.1%	-1.7%	1.0%	0.1%	-0.1%	0.3%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	-0.2%
Net Change	%	13.2%	11.6%	15.9%	27.3%	21.7%	9.8%	16.7%	40.0%	0.0%	150.0%	40.0%	-	0.0%	22.2%	13.3%	14.3%	-37.5%

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Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Non-Appropriated Workforce																		
Prior FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

All Occupations CLF is based on all workers in all Census Occupation groups.
 Organizational CLF is based on the number of incumbants in each occupation in the organization.

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Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total	#	8579	5127	3452	296	235	4384	2759	157	230	76	99	9	10	151	77	54	42
	%	100%	59.8%	40.2%	3.5%	2.7%	51.1%	32.2%	1.8%	2.7%	0.9%	1.2%	0.1%	0.1%	1.8%	0.9%	0.6%	0.5%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.7%	45.3%	3.1%	2.8%	44.5%	35.0%	2.7%	3.6%	3.0%	2.9%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Region 1	#	1026	614	412	25	15	533	355	6	8	15	20	6	5	18	5	11	4
	%	100%	59.8%	40.2%	2.4%	1.5%	51.9%	34.6%	0.6%	0.8%	1.5%	1.9%	0.6%	0.5%	1.8%	0.5%	1.1%	0.4%
Region 2	#	852	550	302	98	75	403	203	5	5	9	2			28	14	7	3
	%	100%	64.6%	35.4%	11.5%	8.8%	47.3%	23.8%	0.6%	0.6%	1.1%	0.2%	0.0%	0.0%	3.3%	1.6%	0.8%	0.4%
Region 3	#	957	602	355	11	6	563	322	8	13	1	7			16	5	3	2
	%	100%	62.9%	37.1%	1.1%	0.6%	58.8%	33.6%	0.8%	1.4%	0.1%	0.7%	0.0%	0.0%	1.7%	0.5%	0.3%	0.2%
Region 4	#	1319	857	462	49	23	719	365	61	59	7	1	1		14	6	6	8
	%	100%	65.0%	35.0%	3.7%	1.7%	54.5%	27.7%	4.6%	4.5%	0.5%	0.1%	0.1%	0.0%	1.1%	0.5%	0.5%	0.6%
Region 5	#	764	420	344	15	11	368	305	15	14	8	7			8	3	6	4
	%	100%	55.0%	45.0%	2.0%	1.4%	48.2%	39.9%	2.0%	1.8%	1.0%	0.9%	0.0%	0.0%	1.0%	0.4%	0.8%	0.5%
Region 6	#	912	590	322	22	25	532	275	4	5	1	3		1	24	10	7	3
	%	100%	64.7%	35.3%	2.4%	2.7%	58.3%	30.2%	0.4%	0.5%	0.1%	0.3%	0.0%	0.1%	2.6%	1.1%	0.8%	0.3%
Region 7	#	549	319	230	3	10	272	185	4	5	5	9	1	1	28	15	6	5
	%	100%	58.1%	41.9%	0.5%	1.8%	49.5%	33.7%	0.7%	0.9%	0.9%	1.6%	0.2%	0.2%	5.1%	2.7%	1.1%	0.9%
Region 8	#	821	471	350	27	18	421	280	3	10	12	22		2	4	10	4	8
	%	100%	57.4%	42.6%	3.3%	2.2%	51.3%	34.1%	0.4%	1.2%	1.5%	2.7%	0.0%	0.2%	0.5%	1.2%	0.5%	1.0%
Region 9	#	1379	704	675	46	52	573	469	51	111	18	28	1	1	11	9	4	5
	%	100%	51.1%	48.9%	3.3%	3.8%	41.6%	34.0%	3.7%	8.0%	1.3%	2.0%	0.1%	0.1%	0.8%	0.7%	0.3%	0.4%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbents in each occupation in the organization.

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Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	146	105	41	6	5	92	33	3	2	1	1	1		1		1	
	%	100%	71.9%	28.1%	4.1%	3.4%	63.0%	22.6%	2.1%	1.4%	0.7%	0.7%	0.7%	0.0%	0.7%	0.0%	0.7%	0.0%
Mid-level (Grades 13-14)	#	967	675	292	32	11	599	257	13	12	5	7			15	2	11	3
	%	100%	69.8%	30.2%	3.3%	1.1%	61.9%	26.6%	1.3%	1.2%	0.5%	0.7%	0.0%	0.0%	1.6%	0.2%	1.1%	0.3%
First-Level (Grades 12 and Below)	#	564	408	156	26	10	356	133	5	4	4	4	1	1	9	2	7	2
	%	100%	72.3%	27.7%	4.6%	1.8%	63.1%	23.6%	0.9%	0.7%	0.7%	0.7%	0.2%	0.2%	1.6%	0.4%	1.2%	0.4%
- Other	#	975	331	644	24	54	247	475	31	75	15	18		4	9	15	5	3
	%	100%	33.9%	66.1%	2.5%	5.5%	25.3%	48.7%	3.2%	7.7%	1.5%	1.8%	0.0%	0.4%	0.9%	1.5%	0.5%	0.3%
Officials and Managers - TOTAL	#	2652	1519	1133	88	80	1294	898	52	93	25	30	2	5	34	19	24	8
	%	100%	57.3%	42.7%	3.3%	3.0%	48.8%	33.9%	2.0%	3.5%	0.9%	1.1%	0.1%	0.2%	1.3%	0.7%	0.9%	0.3%
2. Professionals	#	3455	2073	1382	97	87	1822	1163	46	50	32	39	3		54	23	19	20
	%	100%	60.0%	40.0%	2.8%	2.5%	52.7%	33.7%	1.3%	1.4%	0.9%	1.1%	0.1%	0.0%	1.6%	0.7%	0.5%	0.6%
3. Technicians	#	360	306	54	27	4	261	46	5	1	3	2			7	1	3	
	%	100%	85.0%	15.0%	7.5%	1.1%	72.5%	12.8%	1.4%	0.3%	0.8%	0.6%	0.0%	0.0%	1.9%	0.3%	0.8%	0.0%
4. Sales Workers	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	786	124	662	10	52	80	468	24	83	4	22	2	2	2	27	2	8
	%	100%	15.8%	84.2%	1.3%	6.6%	10.2%	59.5%	3.1%	10.6%	0.5%	2.8%	0.3%	0.3%	0.3%	3.4%	0.3%	1.0%
6. Craft Workers	#	588	581	7	41	1	488	6	17		4		1		28		2	
	%	100%	98.8%	1.2%	7.0%	0.2%	83.0%	1.0%	2.9%	0.0%	0.7%	0.0%	0.2%	0.0%	4.8%	0.0%	0.3%	0.0%
7. Operatives	#	23	22	1	1		14	1	2						5			
	%	100%	95.7%	4.3%	4.3%	0.0%	60.9%	4.3%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	21.7%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	74	57	17	2		46	16			1				8	1		
	%	100%	77.0%	23.0%	2.7%	0.0%	62.2%	21.6%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	10.8%	1.4%	0.0%	0.0%
9. Service Workers	#	631	437	194	30	11	372	160	11	2	7	6	1	3	12	6	4	6
	%	100%	69.3%	30.7%	4.8%	1.7%	59.0%	25.4%	1.7%	0.3%	1.1%	1.0%	0.2%	0.5%	1.9%	1.0%	0.6%	1.0%

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Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	4	1	3		1	1	2									
	%	0.1%	0.0%	0.1%	0.0%	0.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	10	4	6	2	1	2	4									1
	%	0.1%	0.1%	0.2%	0.8%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	108	52	56	8	7	35	38	6	3		3			2	4	1
	%	1.4%	1.2%	1.6%	3.2%	3.0%	0.9%	1.4%	4.3%	1.3%	0.0%	3.0%	0.0%	0.0%	1.8%	5.3%	1.9%
GS-05	#	350	160	190	15	11	124	143	9	17	2	9	1	3	6	6	3
	%	4.5%	3.6%	5.5%	6.0%	4.7%	3.3%	5.2%	6.5%	7.4%	2.9%	9.1%	12.5%	30.0%	5.5%	7.9%	5.8%
GS-06	#	263	91	172	6	11	75	130	7	19	1	3		1		6	2
	%	3.3%	2.1%	5.0%	2.4%	4.7%	2.0%	4.8%	5.1%	8.3%	1.4%	3.0%	0.0%	10.0%	0.0%	7.9%	3.8%
GS-07	#	642	257	385	8	33	217	279	13	35	6	16	2	1	8	11	3
	%	8.2%	5.8%	11.2%	3.2%	14.1%	5.7%	10.2%	9.4%	15.2%	8.7%	16.2%	25.0%	10.0%	7.3%	14.5%	5.8%
GS-08	#	137	57	80	2	10	47	54	4	12	1	1	1		2	2	1
	%	1.7%	1.3%	2.3%	0.8%	4.3%	1.2%	2.0%	2.9%	5.2%	1.4%	1.0%	12.5%	0.0%	1.8%	2.6%	0.0%
GS-09	#	931	482	449	36	39	400	350	17	31	9	12		3	14	11	6
	%	11.8%	10.9%	13.1%	14.4%	16.7%	10.5%	12.8%	12.3%	13.5%	13.0%	12.1%	0.0%	30.0%	12.8%	14.5%	11.5%
GS-10	#	12	1	11	1			8		2						1	
	%	0.2%	0.0%	0.3%	0.4%	0.0%	0.0%	0.3%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%
GS-11	#	1449	808	641	64	41	666	531	23	31	21	13		2	24	16	10
	%	18.4%	18.2%	18.7%	25.6%	17.5%	17.5%	19.4%	16.7%	13.5%	30.4%	13.1%	0.0%	20.0%	22.0%	21.1%	19.2%
GS-12	#	1865	1152	713	43	43	1027	590	25	39	16	20	2		26	10	13
	%	23.7%	26.0%	20.8%	17.2%	18.4%	27.0%	21.6%	18.1%	17.0%	23.2%	20.2%	25.0%	0.0%	23.9%	13.2%	25.0%
GS-13	#	1397	902	495	42	26	797	411	26	30	10	16	1		17	7	9
	%	17.8%	20.3%	14.4%	16.8%	11.1%	20.9%	15.0%	18.8%	13.0%	14.5%	16.2%	12.5%	0.0%	15.6%	9.2%	17.3%
GS-14	#	537	355	182	16	6	319	160	5	9	2	5			9	2	4
	%	6.8%	8.0%	5.3%	6.4%	2.6%	8.4%	5.9%	3.6%	3.9%	2.9%	5.1%	0.0%	0.0%	8.3%	2.6%	7.7%
GS-15	#	132	95	37	4	5	86	30	1	2	1		1		1		1
	%	1.7%	2.1%	1.1%	1.6%	2.1%	2.3%	1.1%	0.7%	0.9%	1.4%	0.0%	12.5%	0.0%	0.9%	0.0%	1.9%
All other (unspecified GS)	#	2	1	1			1	1									
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	21	16	5	3		11	4	2			1					
	%	0.3%	0.4%	0.1%	1.2%	0.0%	0.3%	0.1%	1.4%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	7860	4434	3426	250	234	3808	2735	138	230	69	99	8	10	109	76	52
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Service-wide as of September 30, 2010

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
				male	female			male	female	male	female	male	female	male	female	male	female	male
GS-01	#	28	15	13	1	1	13	9		1		1			1	1		
	%	1.9%	1.7%	2.1%	2.8%	3.7%	1.6%	1.7%	0.0%	6.3%	0.0%	7.1%	0.0%	0.0%	6.3%	6.3%	0.0%	0.0%
GS-02	#	78	43	35	2	4	36	25	3	4			1	2			1	
	%	5.2%	4.9%	5.7%	5.6%	14.8%	4.5%	4.7%	42.9%	25.0%	0.0%	0.0%	0.0%	100.0%	12.5%	0.0%	0.0%	20.0%
GS-03	#	263	151	112	7	2	137	102		2	2	5	1		4	1		
	%	17.7%	17.2%	18.3%	19.4%	7.4%	17.0%	19.1%	0.0%	12.5%	22.2%	35.7%	100.0%	0.0%	25.0%	6.3%	0.0%	0.0%
GS-04	#	356	217	139	7	5	201	120	2	2	2	4			5	7		1
	%	23.9%	24.7%	22.7%	19.4%	18.5%	25.0%	22.5%	28.6%	12.5%	22.2%	28.6%	0.0%	0.0%	31.3%	43.8%	0.0%	20.0%
GS-05	#	360	229	131	7	8	216	115	1	3	2	2			1	1	2	2
	%	24.2%	26.1%	21.4%	19.4%	29.6%	26.8%	21.6%	14.3%	18.8%	22.2%	14.3%	0.0%	0.0%	6.3%	6.3%	50.0%	40.0%
GS-06	#	42	26	16	1	1	24	15							1			
	%	2.8%	3.0%	2.6%	2.8%	3.7%	3.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%
GS-07	#	155	92	63	5	4	83	54	1		2	1				4	1	
	%	10.4%	10.5%	10.3%	13.9%	14.8%	10.3%	10.1%	14.3%	0.0%	22.2%	7.1%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%
GS-08	#	6	4	2			2	2							2			
	%	0.4%	0.5%	0.3%	0.0%	0.0%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%
GS-09	#	118	57	61	4	2	52	54		1		1			2	1	1	
	%	7.9%	6.5%	10.0%	11.1%	7.4%	6.5%	10.1%	0.0%	6.3%	0.0%	7.1%	0.0%	0.0%	0.0%	12.5%	25.0%	20.0%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	56	26	30	1		25	29		1								
	%	3.8%	3.0%	4.9%	2.8%	0.0%	3.1%	5.4%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-12	#	21	15	6			14	5		1	1							
	%	1.4%	1.7%	1.0%	0.0%	0.0%	1.7%	0.9%	0.0%	6.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-13	#	6	3	3	1		2	2		1								
	%	0.4%	0.3%	0.5%	2.8%	0.0%	0.2%	0.4%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-15	#	1		1				1										
	%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	1490	878	612	36	27	805	533	7	16	9	14	1	1	16	16	4	5
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

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Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	30	17	13			16	13							1			
	%	4.3%	2.5%	52.0%	0.0%	0.0%	2.8%	56.5%	0.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-02	#	2	2				1				1							
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	16.7%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-03	#	3	3				1								2			
	%	0.4%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	0.0%	-	0.0%	-	4.8%	0.0%	0.0%	-
Grade-04	#	5	4	1	1		2	1							1			
	%	0.7%	0.6%	4.0%	2.2%	0.0%	0.4%	4.3%	0.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-05	#	52	49	3	2		37	2	2		1				7	1		
	%	7.4%	7.2%	12.0%	4.4%	0.0%	6.5%	8.7%	10.5%	-	16.7%	-	0.0%	-	16.7%	100.0%	0.0%	-
Grade-06	#	41	39	2	4		27	2	2						4		2	
	%	5.8%	5.7%	8.0%	8.9%	0.0%	4.8%	8.7%	10.5%	-	0.0%	-	0.0%	-	9.5%	0.0%	100.0%	-
Grade-07	#	46	45	1	3		34	1	2		1				5			
	%	6.5%	6.6%	4.0%	6.7%	0.0%	6.0%	4.3%	10.5%	-	16.7%	-	0.0%	-	11.9%	0.0%	0.0%	-
Grade-08	#	215	212	3	20	1	177	2	3		1				11			
	%	30.5%	31.2%	12.0%	44.4%	100.0%	31.3%	8.7%	15.8%	-	16.7%	-	0.0%	-	26.2%	0.0%	0.0%	-
Grade-09	#	119	117	2	4		103	2	4						6			
	%	16.9%	17.2%	8.0%	8.9%	0.0%	18.2%	8.7%	21.1%	-	0.0%	-	0.0%	-	14.3%	0.0%	0.0%	-
Grade-10	#	179	179		9		159		4		2		1		4			
	%	25.4%	26.3%	0.0%	20.0%	0.0%	28.1%	0.0%	21.1%	-	33.3%	-	100.0%	-	9.5%	0.0%	0.0%	-
Grade-11	#	10	10		2		5		2						1			
	%	1.4%	1.5%	0.0%	4.4%	0.0%	0.9%	0.0%	10.5%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#	3	3				3											
	%	0.4%	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	705	680	25	45	1	565	23	19		6		1		42	1	2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	-	100%	100%	100%	-

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Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
male				female	male			female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	19	9	10			9	10										
	%	11.1%	6.0%	47.6%	0.0%	0.0%	6.8%	52.6%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-02	#	19	16	3	1		13	2						2	1			
	%	11.1%	10.7%	14.3%	16.7%	0.0%	9.8%	10.5%	-	-	0.0%	-	-	-	33.3%	100.0%	0.0%	-
Grade-03	#	22	21	1	1	1	18							2				
	%	12.9%	14.0%	4.8%	16.7%	100.0%	13.5%	0.0%	-	-	0.0%	-	-	-	33.3%	0.0%	0.0%	-
Grade-04	#	3	3				3											
	%	1.8%	2.0%	0.0%	0.0%	0.0%	2.3%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-05	#	47	43	4	2		37	4			1						3	
	%	27.5%	28.7%	19.0%	33.3%	0.0%	27.8%	21.1%	-	-	#####	-	-	-	0.0%	0.0%	75.0%	-
Grade-06	#	19	18	1			17	1						1				
	%	11.1%	12.0%	4.8%	0.0%	0.0%	12.8%	5.3%	-	-	0.0%	-	-	-	16.7%	0.0%	0.0%	-
Grade-07	#	17	15	2			14	2						1				
	%	9.9%	10.0%	9.5%	0.0%	0.0%	10.5%	10.5%	-	-	0.0%	-	-	-	16.7%	0.0%	0.0%	-
Grade-08	#	19	19		2		16										1	
	%	11.1%	12.7%	0.0%	33.3%	0.0%	12.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	25.0%	-
Grade-09	#	3	3				3											
	%	1.8%	2.0%	0.0%	0.0%	0.0%	2.3%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-10	#	3	3				3											
	%	1.8%	2.0%	0.0%	0.0%	0.0%	2.3%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-11	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	171	150	21	6	1	133	19			1			6	1	4		
	%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	-	-	-	100%	100%	100%	-

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Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WS & XS	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-02	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-03	#	1	1		1													
	%	7.1%	7.7%	0.0%	100.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-04	#	2	2				1			1								
	%	14.3%	15.4%	0.0%	0.0%	-	9.1%	0.0%	-	-	#####	-	-	-	-	-	-	-
Grade-05	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-06	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-07	#	1	1				1											
	%	7.1%	7.7%	0.0%	0.0%	-	9.1%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-08	#	1		1				1										
	%	7.1%	0.0%	100.0%	0.0%	-	0.0%	100.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-09	#	2	2				2											
	%	14.3%	15.4%	0.0%	0.0%	-	18.2%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-10	#	6	6				6											
	%	42.9%	46.2%	0.0%	0.0%	-	54.5%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-11	#	1	1				1											
	%	7.1%	7.7%	0.0%	0.0%	-	9.1%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Total Supervisory Wage Grades	#	14	13	1	1		11	1			1							
	%	100%	100%	100%	100%	-	100%	100%	-	-	100%	-	-	-	-	-	-	-

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								Two or more races			
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female
Gen Natural Resources Mgmt & Bio. Sciences (0401)	#	1719	1025	694	42	32	930	613	10	14	7	21	2		24	6	10	8
	%	100%	59.6%	40.4%	2.4%	1.9%	54.1%	35.7%	0.6%	0.8%	0.4%	1.2%	0.1%	0.0%	1.4%	0.3%	0.6%	0.5%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)	#	140	110	30	9	4	96	24			1	1			3	1	1	
	%	100%	78.6%	21.4%	6.4%	2.9%	68.6%	17.1%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	2.1%	0.7%	0.7%	0.0%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)	#	215	148	67	8	5	136	60	2	1	1	1			1			
	%	100%	68.8%	31.2%	3.7%	2.3%	63.3%	27.9%	0.9%	0.5%	0.5%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	560	433	127	23	6	378	112	11	4	7	1			13	3	1	1
	%	100%	77.3%	22.7%	4.1%	1.1%	67.5%	20.0%	2.0%	0.7%	1.3%	0.2%	0.0%	0.0%	2.3%	0.5%	0.2%	0.2%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)	#	635	484	151	23	12	423	124	8	6	3	4			12	3	15	2
	%	100%	76.2%	23.8%	3.6%	1.9%	66.6%	19.5%	1.3%	0.9%	0.5%	0.6%	0.0%	0.0%	1.9%	0.5%	2.4%	0.3%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	555	357	198	19	11	323	177	1	1	3	6			8	2	3	1
	%	100%	64.3%	35.7%	3.4%	2.0%	58.2%	31.9%	0.2%	0.2%	0.5%	1.1%	0.0%	0.0%	1.4%	0.4%	0.5%	0.2%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	#	202	178	24	17		148	20	5	1	2	2	1		4		1	1
	%	100%	88.1%	11.9%	8.4%	0.0%	73.3%	9.9%	2.5%	0.5%	1.0%	1.0%	0.5%	0.0%	2.0%	0.0%	0.5%	0.5%
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%
Park Ranger (LE/Refuge) (0025LE)	#	247	223	24	17	3	190	20	3		4		1		4	1	4	
	%	100%	90.3%	9.7%	6.9%	1.2%	76.9%	8.1%	1.2%	0.0%	1.6%	0.0%	0.4%	0.0%	1.6%	0.4%	1.6%	0.0%
Occupational CLF		100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Gen Natural Resources Mgmt & Bio. Sciences (0401)	#	121	52	69	1	3	49	63		1						1	2	1
	%	100%	43.0%	57.0%	0.8%	2.5%	40.5%	52.1%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	1.7%	0.8%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)	#	755	502	253	15	14	466	224	1	3	5	2			13	7	2	3
	%	100%	66.5%	33.5%	2.0%	1.9%	61.7%	29.7%	0.1%	0.4%	0.7%	0.3%	0.0%	0.0%	1.7%	0.9%	0.3%	0.4%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	81	60	21	4		56	18			1				2			
	%	100%	74.1%	25.9%	4.9%	0.0%	69.1%	22.2%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)	#	5	4	1			4	1										
	%	100%	80.0%	20.0%	0.0%	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	30	16	14	1		15	14										
	%	100%	53.3%	46.7%	3.3%	0.0%	50.0%	46.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%
Park Ranger (LE/Refuge) (0025LE)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%

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Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	67	30	37	1	1	28	35									1	1
	%	100%	44.8%	55.2%	1.5%	1.5%	41.8%	52.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%	
Biological Science Technician (0404)																		
Accessions	#	686	444	242	13	10	404	211	1	3	6	5			17	9	3	4
	%	100%	64.7%	35.3%	1.9%	1.5%	58.9%	30.8%	0.1%	0.4%	0.9%	0.7%	0.0%	0.0%	2.5%	1.3%	0.4%	0.6%
Occupational CLF	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%	
Fish and Wildlife Administration (0480)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%	
Fish Biology (0482)																		
Accessions	#	36	26	10	1		25	10										
	%	100%	72.2%	27.8%	2.8%	0.0%	69.4%	27.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%	
Wildlife Refuge Management (0485)																		
Accessions	#	2	2				2											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%	
Wildlife Biology (0486)																		
Accessions	#	14	8	6			8	6										
	%	100%	57.1%	42.9%	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%	
Criminal Investigating (1811)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%	

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Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Park Ranger (LE/Refuge) (0025LE)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%	

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent Workforce																		
Accessions	#	602	345	257	14	14	301	199	13	21	5	7	2		8	11	2	5
	%	100%	57.3%	42.7%	2.3%	2.3%	50.0%	33.1%	2.2%	3.5%	0.8%	1.2%	0.3%	0.0%	1.3%	1.8%	0.3%	0.8%
From Temporary	#	142	78	64	5	3	65	57	1	1	1				2	1	4	2
	%	100%	54.9%	45.1%	3.5%	2.1%	45.8%	40.1%	0.7%	0.7%	0.7%	0.0%	0.0%	0.0%	1.4%	0.7%	2.8%	1.4%
Total Hires	#	744	423	321	19	17	366	256	14	22	6	7	2		10	12	6	7
	%	100%	56.9%	43.1%	2.6%	2.3%	49.2%	34.4%	1.9%	3.0%	0.8%	0.9%	0.3%	0.0%	1.3%	1.6%	0.8%	0.9%
Temporary Workforce																		
Accessions	#	1486	956	530	36	18	853	461	9	14	13	13	2	1	32	16	11	7
	%	100%	64.3%	35.7%	2.4%	1.2%	57.4%	31.0%	0.6%	0.9%	0.9%	0.9%	0.1%	0.1%	2.2%	1.1%	0.7%	0.5%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.0%	46.0%	3.2%	3.0%	43.5%	35.0%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbants in each occupation in the organization.

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Employees Eligible for Career Ladder Promotions	#	666	390	276	28	20	321	211	21	27	5	10	1		8	3	6	5
	%	100%	58.6%	41.4%	4.2%	3.0%	48.2%	31.7%	3.2%	4.1%	0.8%	1.5%	0.2%	0.0%	1.2%	0.5%	0.9%	0.8%
Time in grade in excess of minimum																		
1 - 12 months	#	78	44	34	2		41	30	1	4								
	%	100%	56.4%	43.6%	2.6%	0.0%	52.6%	38.5%	1.3%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13 - 24 months	#	21	16	5			10	5	3						2		1	
	%	100%	76.2%	23.8%	0.0%	0.0%	47.6%	23.8%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	4.8%	0.0%
25+ months	#	37	26	11	3		20	8		1		1			3			1
	%	100%	70.3%	29.7%	8.1%	0.0%	54.1%	21.6%	0.0%	2.7%	0.0%	2.7%	0.0%	0.0%	8.1%	0.0%	0.0%	2.7%

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Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	381	175	206	9	10	148	153	8	31	2	5			7	6	1	1
	%	100%	45.9%	54.1%	2.4%	2.6%	38.8%	40.2%	2.1%	8.1%	0.5%	1.3%	0.0%	0.0%	1.8%	1.6%	0.3%	0.3%
Total Hours		2844	1325	1519	67	76	1130	1121	65	241	17	31			38	42	8	8
Average Hours		7	8	7	7	8	8	7	8	8	9	6	-	-	5	7	8	8
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	426	197	229	11	16	175	194	3	10	2	1			5	3	1	5
	%	100%	46.2%	53.8%	2.6%	3.8%	41.1%	45.5%	0.7%	2.3%	0.5%	0.2%	0.0%	0.0%	1.2%	0.7%	0.2%	1.2%
Total Hours		12682	5794	6888	312	429	5158	5887	80	304	36	20			168	88	40	160
Average Hours		30	29	30	28	27	29	30	27	30	18	20	-	-	34	29	40	32
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	1698	1005	693	46	24	864	541	42	72	16	29	1	2	30	8	6	17
	%	100%	59.2%	40.8%	2.7%	1.4%	50.9%	31.9%	2.5%	4.2%	0.9%	1.7%	0.1%	0.1%	1.8%	0.5%	0.4%	1.0%
Total Amount		\$587,773	\$334,464	\$253,309	\$13,097	\$9,430	\$289,150	\$196,324	\$14,016	\$27,247	\$5,239	\$11,396	\$300	\$521	\$10,862	\$2,452	\$1,800	\$5,939
Average Amount		\$346	\$333	\$366	\$285	\$393	\$335	\$363	\$334	\$378	\$327	\$393	\$300	\$261	\$362	\$307	\$300	\$349
Cash Awards \$501+																		
Total Cash Awards Given	#	7627	4308	3319	216	195	3751	2698	127	240	56	96	4	6	105	53	49	31
	%	100%	56.5%	43.5%	2.8%	2.6%	49.2%	35.4%	1.7%	3.1%	0.7%	1.3%	0.1%	0.1%	1.4%	0.7%	0.6%	0.4%
Total Amount		\$14,067,889	\$8,101,887	\$5,966,002	\$388,497	\$316,274	\$7,137,001	\$4,943,784	\$215,175	\$395,834	\$106,335	\$168,397	\$7,388	\$7,835	\$168,319	\$86,919	\$79,172	\$46,959
Average Amount		\$1,844	\$1,881	\$1,798	\$1,799	\$1,622	\$1,903	\$1,832	\$1,694	\$1,649	\$1,899	\$1,754	\$1,847	\$1,306	\$1,603	\$1,640	\$1,616	\$1,515
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	19	16	3	3		12	3	1									
	%	100%	84.2%	15.8%	15.8%	0.0%	63.2%	15.8%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$260,718	\$218,344	\$42,374	\$27,331		\$181,560	\$42,374	\$9,453									
Average Amount		\$13,722	\$13,647	\$14,125	\$9,110		\$15,130	\$14,125	\$9,453									
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	272	134	138	5	17	118	103	3	7	2	7			5	2	1	2
	%	100%	49.3%	50.7%	1.8%	6.3%	43.4%	37.9%	1.1%	2.6%	0.7%	2.6%	0.0%	0.0%	1.8%	0.7%	0.4%	0.7%
Total Benefit		\$687,119	\$357,725	\$329,394	\$16,150	\$39,528	\$312,737	\$249,715	\$5,963	\$17,906	\$6,243	\$14,466			\$13,409	\$3,947	\$3,223	\$3,832
Average Benefit		\$2,526	\$2,670	\$2,387	\$3,230	\$2,325	\$2,650	\$2,424	\$1,988	\$2,558	\$3,122	\$2,067			\$2,682	\$1,974	\$3,223	\$1,916

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Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	456	266	190	12	4	233	162	5	9	5	3			10	11	1	1
	%	100%	58.3%	41.7%	2.6%	0.9%	51.1%	35.5%	1.1%	2.0%	1.1%	0.7%	0.0%	0.0%	2.2%	2.4%	0.2%	0.2%
Involuntary	#	17	13	4			9	4			1				3			
	%	100%	76.5%	23.5%	0.0%	0.0%	52.9%	23.5%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	17.6%	0.0%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	473	279	194	12	4	242	166	5	9	6	3			13	11	1	1
	%	100%	59.0%	41.0%	2.5%	0.8%	51.2%	35.1%	1.1%	1.9%	1.3%	0.6%	0.0%	0.0%	2.7%	2.3%	0.2%	0.2%
Permanent Workforce (09/30/2009)	#	8313	4985	3328	289	222	4262	2672	148	217	76	95	7	10	154	76	49	36
	%	100%	60.0%	40.0%	3.5%	2.7%	51.3%	32.1%	1.8%	2.6%	0.9%	1.1%	0.1%	0.1%	1.9%	0.9%	0.6%	0.4%

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Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Total	#	8579	7736	174	669	101	12	5	4	26	5	13	1	34	1
	%	100%	90.2%	2.0%	7.8%	1.2%	0.1%	0.1%	0.0%	0.3%	0.1%	0.2%	0.0%	0.4%	0.0%
Federal High	%				2.0%										
Region 1	#	1026	925	25	76	8			3	3		1		1	
	%	100%	90.2%	2.4%	7.4%	0.8%	0.0%	0.0%	0.3%	0.3%	0.0%	0.1%	0.0%	0.1%	0.0%
Region 2	#	852	768	11	73	12		1		3		1		6	1
	%	100%	90.1%	1.3%	8.6%	1.4%	0.0%	0.1%	0.0%	0.4%	0.0%	0.1%	0.0%	0.7%	0.1%
Region 3	#	957	856	14	87	13	2	2		4	1	1		3	
	%	100%	89.4%	1.5%	9.1%	1.4%	0.2%	0.2%	0.0%	0.4%	0.1%	0.1%	0.0%	0.3%	0.0%
Region 4	#	1319	1195	40	84	11				3	3			5	
	%	100%	90.6%	3.0%	6.4%	0.8%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.4%	0.0%
Region 5	#	764	691	16	57	10	3			5		2			
	%	100%	90.4%	2.1%	7.5%	1.3%	0.4%	0.0%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%	0.0%
Region 6	#	912	831	11	70	11	1	1		2		1	1	5	
	%	100%	91.1%	1.2%	7.7%	1.2%	0.1%	0.1%	0.0%	0.2%	0.0%	0.1%	0.1%	0.5%	0.0%
Region 7	#	549	483	12	54	8	1			2		1		4	
	%	100%	88.0%	2.2%	9.8%	1.5%	0.2%	0.0%	0.0%	0.4%	0.0%	0.2%	0.0%	0.7%	0.0%
Region 8	#	821	746	19	56	4				2				2	
	%	100%	90.9%	2.3%	6.8%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%
Region 9	#	1379	1241	26	112	24	5	1	1	2	1	6		8	
	%	100%	90.0%	1.9%	8.1%	1.7%	0.4%	0.1%	0.1%	0.1%	0.1%	0.4%	0.0%	0.6%	0.0%

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Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	# 146	130	3	13	2				1		1				
	% 100%	89.0%	2.1%	8.9%	1.4%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%	
Mid-level (Grades 13-14)	# 967	894	27	46	8	1	2		1		1		3		
	% 100%	92.5%	2.8%	4.8%	0.8%	0.1%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%	
First-Level (Grades 12 and Below)	# 564	522	9	33	1								1		
	% 100%	92.6%	1.6%	5.9%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	
- Other	# 975	859	22	94	14		1		6	1	4		2		
	% 100%	88.1%	2.3%	9.6%	1.4%	0.0%	0.1%	0.0%	0.6%	0.1%	0.4%	0.0%	0.2%	0.0%	
Officials and Managers - TOTAL	# 2652	2405	61	186	25	1	3		8	1	6		6		
	% 100%	90.7%	2.3%	7.0%	0.9%	0.0%	0.1%	0.0%	0.3%	0.0%	0.2%	0.0%	0.2%	0.0%	
2. Professionals	# 3455	3146	64	245	37	6	1	1	7	2	4		15	1	
	% 100%	91.1%	1.9%	7.1%	1.1%	0.2%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.4%	0.0%	
3. Technicians	# 360	326	8	26	4	2							2		
	% 100%	90.6%	2.2%	7.2%	1.1%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	
4. Sales Workers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-	
	% -	-	-	-	-	-	-	-	-	-	-	-	-	-	
5. Administrative Support Workers	# 786	648	17	121	29	3		3	8	2	3		10		
	% 100%	82.4%	2.2%	15.4%	3.7%	0.4%	0.0%	0.4%	1.0%	0.3%	0.4%	0.0%	1.3%	0.0%	
6. Craft Workers	# 588	524	7	57	2		1		1						
	% 100%	89.1%	1.2%	9.7%	0.3%	0.0%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	
7. Operatives	# 23	17	3	3											
	% 100%	73.9%	13.0%	13.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
8. Laborers and Helpers	# 74	62	4	8	2							1	1		
	% 100%	83.8%	5.4%	10.8%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	1.4%	0.0%	
9. Service Workers	# 631	599	10	22	2				2						
	% 100%	94.9%	1.6%	3.5%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
GS-01	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-02	#	4	2		2	1				1					
	%	0.1%	0.0%	0.0%	0.3%	1.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	-	0.0%	0.0%
GS-03	#	10	7	1	2										
	%	0.1%	0.1%	0.6%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-04	#	108	82	5	21	8	2			2	1	1		2	
	%	1.4%	1.2%	3.1%	3.5%	8.2%	16.7%	0.0%	0.0%	8.0%	20.0%	7.7%	-	6.1%	0.0%
GS-05	#	350	309	6	35	5				1	1	1		2	
	%	4.5%	4.4%	3.8%	5.8%	5.2%	0.0%	0.0%	0.0%	4.0%	20.0%	7.7%	-	6.1%	0.0%
GS-06	#	263	217	11	35	5				2				3	
	%	3.3%	3.1%	6.9%	5.8%	5.2%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	-	9.1%	0.0%
GS-07	#	642	564	9	69	17	3	1	2	4		1		6	
	%	8.2%	7.9%	5.7%	11.5%	17.5%	25.0%	25.0%	50.0%	16.0%	0.0%	7.7%	-	18.2%	0.0%
GS-08	#	137	127	1	9	2			1					1	
	%	1.7%	1.8%	0.6%	1.5%	2.1%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	-	3.0%	0.0%
GS-09	#	931	830	17	84	20	3		1	7	1	3		5	
	%	11.8%	11.7%	10.7%	14.0%	20.6%	25.0%	0.0%	25.0%	28.0%	20.0%	23.1%	-	15.2%	0.0%
GS-10	#	12	12												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-11	#	1449	1342	22	85	10	1			4		1		4	
	%	18.4%	18.9%	13.8%	14.2%	10.3%	8.3%	0.0%	0.0%	16.0%	0.0%	7.7%	-	12.1%	0.0%
GS-12	#	1865	1702	37	126	10	2			1	1	2		4	
	%	23.7%	24.0%	23.3%	21.0%	10.3%	16.7%	0.0%	0.0%	4.0%	20.0%	15.4%	-	12.1%	0.0%
GS-13	#	1397	1283	29	85	9	1	1		1	1	2		3	
	%	17.8%	18.1%	18.2%	14.2%	9.3%	8.3%	25.0%	0.0%	4.0%	20.0%	15.4%	-	9.1%	0.0%
GS-14	#	537	485	18	34	8		2		1		1		3	
	%	6.8%	6.8%	11.3%	5.7%	8.2%	0.0%	50.0%	0.0%	4.0%	0.0%	7.7%	-	9.1%	100.0%
GS-15	#	132	119	2	11	2				1		1			
	%	1.7%	1.7%	1.3%	1.8%	2.1%	0.0%	0.0%	0.0%	4.0%	0.0%	7.7%	-	0.0%	0.0%
All other (unspecified GS)	#	2	1	1											
	%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
Senior Executive Service	#	21	19		2										
	%	0.3%	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
TOTAL	#	7860	7101	159	600	97	12	4	4	25	5	13		33	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

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Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
GS-01	#	28	26	1	1										
	%	1.9%	1.9%	1.7%	1.5%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-02	#	78	70	2	6										
	%	5.2%	5.1%	3.4%	9.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-03	#	263	235	17	11	2				1					
	%	17.7%	17.2%	29.3%	16.4%	20.0%	0.0%	0.0%	-	50.0%	0.0%	-	-	20.0%	
GS-04	#	356	317	26	13	3		1							
	%	23.9%	23.2%	44.8%	19.4%	30.0%	0.0%	100.0%	-	0.0%	0.0%	-	-	40.0%	
GS-05	#	360	337	8	15	1									
	%	24.2%	24.7%	13.8%	22.4%	10.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	20.0%	
GS-06	#	42	39	1	2	2				1	1				
	%	2.8%	2.9%	1.7%	3.0%	20.0%	0.0%	0.0%	-	50.0%	100.0%	-	-	0.0%	
GS-07	#	155	146		9	2	1								
	%	10.4%	10.7%	0.0%	13.4%	20.0%	100.0%	0.0%	-	0.0%	0.0%	-	-	20.0%	
GS-08	#	6	5		1										
	%	0.4%	0.4%	0.0%	1.5%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-09	#	118	110	2	6										
	%	7.9%	8.1%	3.4%	9.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-10	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-11	#	56	52	1	3										
	%	3.8%	3.8%	1.7%	4.5%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-12	#	21	21												
	%	1.4%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-13	#	6	6												
	%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
GS-15	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
All other (unspecified GS)	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
Senior Executive Service	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	
TOTAL	#	1490	1365	58	67	10	1	1		2	1			5	
	%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	-	-	100%	

NOTE: Percentages computed down columns and NOT across rows.

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Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Grade-01	#	30	24	2	4	2							1	1	
	%	4.3%	3.9%	14.3%	5.8%	50.0%	-	0.0%	-	0.0%	-	-	100.0%	100.0%	-
Grade-02	#	2	2												
	%	0.3%	0.3%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-03	#	3	2		1										
	%	0.4%	0.3%	0.0%	1.4%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-04	#	5	4		1										
	%	0.7%	0.6%	0.0%	1.4%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-05	#	52	46	3	3										
	%	7.4%	7.4%	21.4%	4.3%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-06	#	41	33	2	6										
	%	5.8%	5.3%	14.3%	8.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-07	#	46	38		8										
	%	6.5%	6.1%	0.0%	11.6%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-08	#	215	189	4	22	2		1		1					
	%	30.5%	30.4%	28.6%	31.9%	50.0%	-	100.0%	-	100.0%	-	-	0.0%	0.0%	-
Grade-09	#	119	111	2	6										
	%	16.9%	17.8%	14.3%	8.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-10	#	179	162	1	16										
	%	25.4%	26.0%	7.1%	23.2%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-11	#	10	8		2										
	%	1.4%	1.3%	0.0%	2.9%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
All Other Non-supervisory Wage Grades	#	3	3												
	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	705	622	14	69	4		1		1			1	1	
	%	100%	100%	100%	100%	100%	-	100%	-	100%	-	-	100%	100%	-

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Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Grade-01	#	19	15	1	3										
	%	11.1%	10.0%	14.3%	21.4%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-02	#	19	16	1	2	1						1			
	%	11.1%	10.7%	14.3%	14.3%	33.3%	-	-	-	0.0%	-	-	100.0%	0.0%	
Grade-03	#	22	20	1	1										
	%	12.9%	13.3%	14.3%	7.1%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-04	#	3	3												
	%	1.8%	2.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-05	#	47	42	2	3										
	%	27.5%	28.0%	28.6%	21.4%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-06	#	19	15		4	2				1			1		
	%	11.1%	10.0%	0.0%	28.6%	66.7%	-	-	-	100.0%	-	-	0.0%	100.0%	
Grade-07	#	17	16		1										
	%	9.9%	10.7%	0.0%	7.1%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-08	#	19	17	2											
	%	11.1%	11.3%	28.6%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-09	#	3	3												
	%	1.8%	2.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-10	#	3	3												
	%	1.8%	2.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-11	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-12	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
All Other Non-supervisory Wage Grades	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	0.0%	0.0%	
Total Non-supervisory Wage Grades	#	171	150	7	14	3				1		1	1		
	%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	100%	100%	

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Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Total Employees Eligible for Career Ladder Promotions	#	666	593	12	61	13		1		3	1	2		6	
	%	100%	89.0%	1.8%	9.2%	2.0%	0.0%	0.2%	0.0%	0.5%	0.2%	0.3%	0.0%	0.9%	0.0%

Time in grade in excess of minimum

1 - 12 months	#	78	69	1	8	2								2	
	%	100%	88.5%	1.3%	10.3%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%
13 - 24 months	#	21	19	1	1										
	%	100%	90.5%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months	#	37	29	1	7	2				1	1				
	%	100%	78.4%	2.7%	18.9%	5.4%	0.0%	0.0%	0.0%	2.7%	2.7%	0.0%	0.0%	0.0%	0.0%

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Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability - Permanent Workforce

Type of Program	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Career Development Programs for GS 11 - 12:															
Slots	#	48													
Relevant Pool	%	100%	92.6%	2.1%	5.3%	1.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%
Applied	#	167	153	4	10	1					1				
	%	100%	91.6%	2.4%	6.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%
Participants	#	48	47	1											
	%	100%	97.9%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14:															
Slots	#	24													
Relevant Pool	%	100%	90.5%	3.0%	6.5%	0.9%	0.0%	0.2%	0.0%	0.0%	0.2%	0.2%	0.0%	0.4%	0.0%
Applied	#	68	68												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	24	24												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 15 and SES:															
Slots	#														
Relevant Pool	%														
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Relevant Pool includes all employees in pay grades eligible for the career development program.

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Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	381	337	12	32	2								2	
	%	100%	88.5%	3.1%	8.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%
Total Hours		2844	2519	83	242	16								16	
Average Hours		7	7	7	8	8	-	-	-	-	-	-	-	8	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	426	383	6	37	6	1	1	2			1		1	
	%	100%	89.9%	1.4%	8.7%	1.4%	0.2%	0.2%	0.5%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%
Total Hours		12682	11486	133	1063	140	24	24	60			16		16	
Average Hours		30	30	22	29	23	24	24	30	-	-	16	-	16	-
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	1698	1542	36	120	9	1	1	1	2	1	1		2	
	%	100%	90.8%	2.1%	7.1%	0.5%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%
Total Amount		\$587,773	\$533,574	\$9,934	\$44,265	\$3,300	\$500	\$500	\$500	\$700	\$150	\$300		\$650	
Average Amount		\$346	\$346	\$276	\$369	\$367	\$500	\$500	\$500	\$350	\$150	\$300		\$325	
Cash Awards \$501+															
Total Cash Awards Given	#	7627	6941	136	550	74	10	8	2	15	3	14		18	4
	%	100%	91.0%	1.8%	7.2%	1.0%	0.1%	0.1%	0.0%	0.2%	0.0%	0.2%	0.0%	0.2%	0.1%
Total Amount		\$14,067,889	\$12,790,104	\$284,052	\$993,733	\$148,365	\$13,887	\$16,571	\$1,450	\$26,954	\$8,236	\$31,462		\$39,641	\$8,164
Average Amount		\$1,844	\$1,843	\$2,089	\$1,807	\$2,005	\$1,589	\$2,071	\$725	\$1,797	\$2,745	\$2,247		\$2,202	\$2,041
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	19	17		2										
	%	100%	89.5%	0.0%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$260,718	\$220,008		\$40,710										
Average Amount		\$13,722	\$12,942		\$20,355										
Quality Step Increases (QSI)															
Total QSIs Awarded	#	272	241	7	24	5				1		2		2	
	%	100%	88.6%	2.6%	8.8%	1.8%	0.0%	0.0%	0.0%	0.4%	0.0%	0.7%	0.0%	0.7%	0.0%
Total Benefit		\$687,119	\$607,079	\$17,235	\$62,805	\$13,813				\$1,396		\$5,694		\$6,723	
Average Benefit		\$2,526	\$2,519	\$2,462	\$2,617	\$2,763				\$1,396		\$2,847		\$3,362	

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Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Voluntary	#	456	398	18	40	5			1		1			1	2
	%	100%	87.3%	3.9%	8.8%	1.1%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.0%	0.2%	0.4%
Involuntary	#	17	10	2	5	2				1				1	
	%	100%	58.8%	11.8%	29.4%	11.8%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	5.9%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	473	408	20	45	7			1	1	1			2	2
	%	100%	86.3%	4.2%	9.5%	1.5%	0.0%	0.0%	0.2%	0.2%	0.2%	0.0%	0.0%	0.4%	0.4%
Total Permanent Workforce (09/30/2009)	#	8313	7487	171	655	98	12	5	4	24	6	12	1	31	3
	%	100%	90.1%	2.1%	7.9%	1.2%	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.4%	0.0%