

Fish & Wildlife Service - Servicewide FY2011
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino										Two or more races			
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
					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		
Total Workforce																		
Prior FY	#	10197	6130	4067	340	267	5293	3289	164	245	86	112	10	11	176	92	61	51
	%	100%	60.1%	39.9%	3.3%	2.6%	51.9%	32.3%	1.6%	2.4%	0.8%	1.1%	0.1%	0.1%	1.7%	0.9%	0.6%	0.5%
Current FY	#	10305	6160	4145	341	261	5299	3344	180	255	89	116	10	13	173	95	68	61
	%	100%	59.8%	40.2%	3.3%	2.5%	51.4%	32.5%	1.7%	2.5%	0.9%	1.1%	0.1%	0.1%	1.7%	0.9%	0.7%	0.6%
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%	54.8%	45.2%	3.2%	2.9%	44.2%	34.4%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.5%	0.3%	0.9%	0.7%
Difference	#	108	30	78	1	-6	6	55	16	10	3	4	0	2	-3	3	7	10
Ratio Change	%	-	-0.3%	0.3%	0.0%	-0.1%	-0.5%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Net Change	%	1.1%	0.5%	1.9%	0.3%	-2.2%	0.1%	1.7%	9.8%	4.1%	3.5%	3.6%	0.0%	18.2%	-1.7%	3.3%	11.5%	19.6%
Permanent Workforce																		
Prior FY	#	8574	5122	3452	297	237	4377	2755	157	230	76	98	9	10	152	77	54	45
	%	100%	59.7%	40.3%	3.5%	2.8%	51.0%	32.1%	1.8%	2.7%	0.9%	1.1%	0.1%	0.1%	1.8%	0.9%	0.6%	0.5%
Current FY	#	8808	5231	3577	298	241	4464	2846	169	242	79	103	8	11	154	82	59	52
	%	100%	59.4%	40.6%	3.4%	2.7%	50.7%	32.3%	1.9%	2.7%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.7%	0.6%
Difference	#	234	109	125	1	4	87	91	12	12	3	5	-1	1	2	5	5	7
Ratio Change	%	-	-0.3%	0.3%	-0.1%	0.0%	-0.4%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Net Change	%	2.7%	2.1%	3.6%	0.3%	1.7%	2.0%	3.3%	7.6%	5.2%	3.9%	5.1%	-11.1%	10.0%	1.3%	6.5%	9.3%	15.6%

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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										Two or more races		
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Temporary Workforce																		
Prior FY	#	1623	1008	615	43	30	916	534	7	15	10	14	1	1	24	15	7	6
	%	100%	62.1%	37.9%	2.6%	1.8%	56.4%	32.9%	0.4%	0.9%	0.6%	0.9%	0.1%	0.1%	1.5%	0.9%	0.4%	0.4%
Current FY	#	1497	929	568	43	20	835	498	11	13	10	13	2	2	19	13	9	9
	%	100%	62.1%	37.9%	2.9%	1.3%	55.8%	33.3%	0.7%	0.9%	0.7%	0.9%	0.1%	0.1%	1.3%	0.9%	0.6%	0.6%
Difference	#	-126	-79	-47	0	-10	-81	-36	4	-2	0	-1	1	1	-5	-2	2	3
Ratio Change	%	-	0.0%	0.0%	0.2%	-0.5%	-0.7%	0.4%	0.3%	-0.1%	0.1%	0.0%	0.1%	0.1%	-0.2%	-0.1%	0.2%	0.2%
Net Change	%	-7.8%	-7.8%	-7.6%	0.0%	-33.3%	-8.8%	-6.7%	57.1%	-13.3%	0.0%	-7.1%	#####	100.0%	-20.8%	-13.3%	28.6%	50.0%
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										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female	male	female			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total	#	8808	5231	3577	298	241	4464	2846	169	242	79	103	8	11	154	82	59	52
	%	100%	59.4%	40.6%	3.4%	2.7%	50.7%	32.3%	1.9%	2.7%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.7%	0.6%
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%	55.6%	44.4%	3.2%	2.7%	45.1%	34.2%	2.8%	3.6%	3.0%	2.9%	0.1%	0.0%	0.5%	0.2%	0.9%	0.7%
Region 1	#	1017	597	420	23	17	522	357	7	8	14	23	4	6	16	5	11	4
	%	100%	58.7%	41.3%	2.3%	1.7%	51.3%	35.1%	0.7%	0.8%	1.4%	2.3%	0.4%	0.6%	1.6%	0.5%	1.1%	0.4%
Region 2	#	874	554	320	102	74	397	220	8	5	10	2			27	15	10	4
	%	100%	63.4%	36.6%	11.7%	8.5%	45.4%	25.2%	0.9%	0.6%	1.1%	0.2%	0.0%	0.0%	3.1%	1.7%	1.1%	0.5%
Region 3	#	967	614	353	9	5	577	318	9	14	2	5			14	7	3	4
	%	100%	63.5%	36.5%	0.9%	0.5%	59.7%	32.9%	0.9%	1.4%	0.2%	0.5%	0.0%	0.0%	1.4%	0.7%	0.3%	0.4%
Region 4	#	1360	869	491	47	23	730	390	61	63	7	2	2		15	6	7	7
	%	100%	63.9%	36.1%	3.5%	1.7%	53.7%	28.7%	4.5%	4.6%	0.5%	0.1%	0.1%	0.0%	1.1%	0.4%	0.5%	0.5%

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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										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Region 5	#	787	438	349	16	9	384	309	16	15	8	8			8	3	6	5
	%	100%	55.7%	44.3%	2.0%	1.1%	48.8%	39.3%	2.0%	1.9%	1.0%	1.0%	0.0%	0.0%	1.0%	0.4%	0.8%	0.6%
Region 6	#	911	592	319	24	27	527	271	5	4	1	4			29	8	6	5
	%	100%	65.0%	35.0%	2.6%	3.0%	57.8%	29.7%	0.5%	0.4%	0.1%	0.4%	0.0%	0.0%	3.2%	0.9%	0.7%	0.5%
Region 7	#	576	323	253	2	11	274	203	5	7	6	8	1	2	29	17	6	5
	%	100%	56.1%	43.9%	0.3%	1.9%	47.6%	35.2%	0.9%	1.2%	1.0%	1.4%	0.2%	0.3%	5.0%	3.0%	1.0%	0.9%
Region 8	#	855	490	365	29	18	437	295	3	9	12	21		2	5	11	4	9
	%	100%	57.3%	42.7%	3.4%	2.1%	51.1%	34.5%	0.4%	1.1%	1.4%	2.5%	0.0%	0.2%	0.6%	1.3%	0.5%	1.1%
Region 9	#	1461	754	707	46	57	616	483	55	117	19	30	1	1	11	10	6	9
	%	100%	51.6%	48.4%	3.1%	3.9%	42.2%	33.1%	3.8%	8.0%	1.3%	2.1%	0.1%	0.1%	0.8%	0.7%	0.4%	0.6%

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										American Indian or Alaska Native		Two or more races	
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female						
	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)	#	147	104	43	8	3	88	37	3	2	1	1	1		2		1		
	%	100%	70.7%	29.3%	5.4%	2.0%	59.9%	25.2%	2.0%	1.4%	0.7%	0.7%	0.7%	0.0%	1.4%	0.0%	0.7%	0.0%	
Mid-level (Grades 13-14)	#	1022	703	319	31	15	627	273	15	12	5	10	1		14	4	10	5	
	%	100%	68.8%	31.2%	3.0%	1.5%	61.4%	26.7%	1.5%	1.2%	0.5%	1.0%	0.1%	0.0%	1.4%	0.4%	1.0%	0.5%	
First-Level (Grades 12 and Below)	#	551	396	155	33	11	333	134	6	2	5	2	1	2	9	2	9	2	
	%	100%	71.9%	28.1%	6.0%	2.0%	60.4%	24.3%	1.1%	0.4%	0.9%	0.4%	0.2%	0.4%	1.6%	0.4%	1.6%	0.4%	
- Other	#	1037	363	674	23	57	265	490	40	81	15	18		5	9	18	11	5	
	%	100%	35.0%	65.0%	2.2%	5.5%	25.6%	47.3%	3.9%	7.8%	1.4%	1.7%	0.0%	0.5%	0.9%	1.7%	1.1%	0.5%	
Officials and Managers - TOTAL	#	2757	1566	1191	95	86	1313	934	64	97	26	31	3	7	34	24	31	12	
	%	100%	56.8%	43.2%	3.4%	3.1%	47.6%	33.9%	2.3%	3.5%	0.9%	1.1%	0.1%	0.3%	1.2%	0.9%	1.1%	0.4%	

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

2. Professionals	#	3564	2117	1447	95	83	1864	1218	45	57	34	42	4	1	57	24	18	22
	%	100%	59.4%	40.6%	2.7%	2.3%	52.3%	34.2%	1.3%	1.6%	1.0%	1.2%	0.1%	0.0%	1.6%	0.7%	0.5%	0.6%
3. Technicians	#	359	303	56	24	4	261	48	5	1	3	2			7	1	3	
	%	100%	84.4%	15.6%	6.7%	1.1%	72.7%	13.4%	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	#	783	125	658	10	55	80	462	26	83	4	20		1	3	26	2	11
	%	100%	16.0%	84.0%	1.3%	7.0%	10.2%	59.0%	3.3%	10.6%	0.5%	2.6%	0.0%	0.1%	0.4%	3.3%	0.3%	1.4%
6. Craft Workers	#	601	593	8	41	2	501	6	17		4				28		2	
	%	100%	98.7%	1.3%	6.8%	0.3%	83.4%	1.0%	2.8%	0.0%	0.7%	0.0%	0.0%	0.0%	4.7%	0.0%	0.3%	0.0%
7. Operatives	#	21	21		1		13		2						5			
	%	100%	100.0%	0.0%	4.8%	0.0%	61.9%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	73	57	16	2		46	15			1				8	1		
	%	100%	78.1%	21.9%	2.7%	0.0%	63.0%	20.5%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	11.0%	1.4%	0.0%	0.0%
9. Service Workers	#	639	441	198	30	11	378	160	10	4	7	8	1	2	12	6	3	7
	%	100%	69.0%	31.0%	4.7%	1.7%	59.2%	25.0%	1.6%	0.6%	1.1%	1.3%	0.2%	0.3%	1.9%	0.9%	0.5%	1.1%

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Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Non-Hispanic or Latino														
				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	
I. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	147	104	43	8	3	88	37	3	2	1	1	1		2		1	
	%	1.7%	2.0%	1.2%	2.7%	1.2%	2.0%	1.3%	1.8%	0.8%	1.3%	1.0%	12.5%	0.0%	1.3%	0.0%	1.7%	0.0%
Mid-level (Grades 13-14)	#	1022	703	319	31	15	627	273	15	12	5	10	1		14	4	10	5
	%	11.6%	13.4%	8.9%	10.4%	6.2%	14.0%	9.6%	8.9%	5.0%	6.3%	9.7%	12.5%	0.0%	9.1%	4.9%	16.9%	9.6%
First-Level (Grades 12 and Below)	#	551	396	155	33	11	333	134	6	2	5	2	1	2	9	2	9	2
	%	6.3%	7.6%	4.3%	11.1%	4.6%	7.5%	4.7%	3.6%	0.8%	6.3%	1.9%	12.5%	18.2%	5.8%	2.4%	15.3%	3.8%
- Other	#	1037	363	674	23	57	265	490	40	81	15	18		5	9	18	11	5
	%	11.8%	6.9%	18.8%	7.7%	23.7%	5.9%	17.2%	23.7%	33.5%	19.0%	17.5%	0.0%	45.5%	5.8%	22.0%	18.6%	9.6%
Officials and Managers - TOTAL	#	2757	1566	1191	95	86	1313	934	64	97	26	31	3	7	34	24	31	12
	%	31.3%	29.9%	33.3%	31.9%	35.7%	29.4%	32.8%	37.9%	40.1%	32.9%	30.1%	37.5%	63.6%	22.1%	29.3%	52.5%	23.1%

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Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	RACE/ETHNICITY																
	TOTAL EMPLOYEES			Non- Hispanic or Latino													
				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	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	3	1	2			1	2									
	%	100%	33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	11	6	5	2		2	4									
	%	100%	54.5%	45.5%	18.2%	0.0%	18.2%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%
GS-04	#	99	44	55	5	5	29	39	6	3		4					
	%	100%	44.4%	55.6%	5.1%	5.1%	29.3%	39.4%	6.1%	3.0%	0.0%	4.0%	0.0%	0.0%	3.0%	3.0%	1.0%
GS-05	#	327	156	171	11	12	126	120	10	18	2	8		2	4	7	3
	%	100%	47.7%	52.3%	3.4%	3.7%	38.5%	36.7%	3.1%	5.5%	0.6%	2.4%	0.0%	0.6%	1.2%	2.1%	0.9%
GS-06	#	259	94	165	8	10	73	124	7	16	1	4					
	%	100%	36.3%	63.7%	3.1%	3.9%	28.2%	47.9%	2.7%	6.2%	0.4%	1.5%	0.0%	0.0%	1.5%	2.7%	0.4%
GS-07	#	684	258	426	11	37	213	312	12	42	6	15	1	1	11	11	4
	%	100%	37.7%	62.3%	1.6%	5.4%	31.1%	45.6%	1.8%	6.1%	0.9%	2.2%	0.1%	0.1%	1.6%	1.6%	0.6%
GS-08	#	133	55	78	1	10	45	50	5	14	1	1	1		2	2	1
	%	100%	41.4%	58.6%	0.8%	7.5%	33.8%	37.6%	3.8%	10.5%	0.8%	0.8%	0.8%	0.0%	1.5%	1.5%	0.0%

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Table A4-1: 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										American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
						male	female	male	female	male	female	male	female	male	female				
GS-01	#	15	6	9	1		5	6		1		1				1			
	%	100%	40.0%	60.0%	6.7%	0.0%	33.3%	40.0%	0.0%	6.7%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
GS-02	#	62	34	28	2	3	29	19	1	3				1	2	1		1	
	%	100%	54.8%	45.2%	3.2%	4.8%	46.8%	30.6%	1.6%	4.8%	0.0%	0.0%	0.0%	1.6%	3.2%	1.6%	0.0%	1.6%	
GS-03	#	207	122	85	5	1	102	77	5	3	1	1		1	6	1	3	1	
	%	100%	58.9%	41.1%	2.4%	0.5%	49.3%	37.2%	2.4%	1.4%	0.5%	0.5%	0.0%	0.5%	2.9%	0.5%	1.4%	0.5%	
GS-04	#	297	181	116	8	2	160	100	3	1	2	5	2		5	5	1	3	
	%	100%	60.9%	39.1%	2.7%	0.7%	53.9%	33.7%	1.0%	0.3%	0.7%	1.7%	0.7%	0.0%	1.7%	1.7%	0.3%	1.0%	
GS-05	#	358	222	136	11	10	203	121	2	1	4	2			1		1	2	
	%	100%	62.0%	38.0%	3.1%	2.8%	56.7%	33.8%	0.6%	0.3%	1.1%	0.6%	0.0%	0.0%	0.3%	0.0%	0.3%	0.6%	
GS-06	#	47	29	18	1		28	15				1				2			
	%	100%	61.7%	38.3%	2.1%	0.0%	59.6%	31.9%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	
GS-07	#	148	88	60	3	1	83	53			1	3				2	1	1	
	%	100%	59.5%	40.5%	2.0%	0.7%	56.1%	35.8%	0.0%	0.0%	0.7%	2.0%	0.0%	0.0%	0.0%	1.4%	0.7%	0.7%	
GS-08	#	5	4	1			2	1							2				
	%	100%	80.0%	20.0%	0.0%	0.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	

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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		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%	0.0%
GS-02	#	3	1	2			1	2										
	%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	11	6	5	2		2	4										
	%	0.1%	0.1%	0.1%	0.8%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	1.8%	1.9%
GS-04	#	99	44	55	5	5	29	39	6	3		4			3	3	1	1
	%	1.2%	1.0%	1.5%	2.0%	2.1%	0.7%	1.4%	4.0%	1.2%	0.0%	3.9%	0.0%	0.0%	2.7%	3.7%	1.8%	1.9%
GS-05	#	327	156	171	11	12	126	120	10	18	2	8		2	4	7	3	4
	%	4.0%	3.4%	4.8%	4.4%	5.0%	3.2%	4.2%	6.7%	7.4%	2.8%	7.8%	0.0%	18.2%	3.5%	8.6%	5.3%	7.7%
GS-06	#	259	94	165	8	10	73	124	7	16	1	4			4	7	1	4
	%	3.2%	2.1%	4.6%	3.2%	4.2%	1.9%	4.4%	4.7%	6.6%	1.4%	3.9%	0.0%	0.0%	3.5%	8.6%	1.8%	7.7%
GS-07	#	684	258	426	11	37	213	312	12	42	6	15	1	1	11	11	4	8
	%	8.5%	5.7%	12.0%	4.4%	15.5%	5.5%	11.0%	8.0%	17.4%	8.3%	14.6%	12.5%	9.1%	9.7%	13.6%	7.0%	15.4%
GS-08	#	133	55	78	1	10	45	50	5	14	1	1	1		2	2		1
	%	1.6%	1.2%	2.2%	0.4%	4.2%	1.2%	1.8%	3.3%	5.8%	1.4%	1.0%	12.5%	0.0%	1.8%	2.5%	0.0%	1.9%

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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										American Indian or Alaska Native		Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
							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				
GS-09	#	925	499	426	33	39	415	325	22	28	10	9		5	12	15	7	5		
	%	11.4%	11.0%	12.0%	13.1%	16.3%	10.7%	11.5%	14.7%	11.6%	13.9%	8.7%	0.0%	45.5%	10.6%	18.5%	12.3%	9.6%		
GS-10	#	13	1	12			1	9		2						1				
	%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%		
GS-11	#	1518	822	696	64	42	681	579	24	29	20	17	1	3	20	17	12	9		
	%	18.8%	18.1%	19.6%	25.4%	17.6%	17.6%	20.5%	16.0%	12.0%	27.8%	16.5%	12.5%	27.3%	17.7%	21.0%	21.1%	17.3%		
GS-12	#	1944	1195	749	51	41	1052	622	28	46	17	20	2		31	9	14	11		
	%	24.1%	26.4%	21.1%	20.2%	17.2%	27.1%	22.0%	18.7%	19.0%	23.6%	19.4%	25.0%	0.0%	27.4%	11.1%	24.6%	21.2%		
GS-13	#	1439	917	522	40	32	812	426	28	34	11	17	2		15	6	9	7		
	%	17.8%	20.2%	14.7%	15.9%	13.4%	20.9%	15.1%	18.7%	14.0%	15.3%	16.5%	25.0%	0.0%	13.3%	7.4%	15.8%	13.5%		
GS-14	#	570	370	200	17	8	333	173	5	8	3	7			8	3	4	1		
	%	7.1%	8.2%	5.6%	6.7%	3.3%	8.6%	6.1%	3.3%	3.3%	4.2%	6.8%	0.0%	0.0%	7.1%	3.7%	7.0%	1.9%		
GS-15	#	135	97	38	7	3	85	33		2	1		1		2		1			
	%	1.7%	2.1%	1.1%	2.8%	1.3%	2.2%	1.2%	0.0%	0.8%	1.4%	0.0%	12.5%	0.0%	1.8%	0.0%	1.8%	0.0%		
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%	0.0%		
Senior Executive Service	#	21	15	6	2		10	5	3			1								
	%	0.3%	0.3%	0.2%	0.8%	0.0%	0.3%	0.2%	2.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
TOTAL	#	8083	4531	3552	252	239	3879	2824	150	242	72	103	8	11	113	81	57	52		
	%	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 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								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	
						male	female	male	female	male	female	male	female	male	female			
GS-01	#	15	6	9	1		5	6		1		1			1			
	%	1.1%	0.8%	1.6%	2.8%	0.0%	0.7%	1.2%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%
GS-02	#	62	34	28	2	3	29	19	1	3				1	2	1		1
	%	4.6%	4.3%	5.1%	5.6%	15.8%	4.1%	3.9%	9.1%	23.1%	0.0%	0.0%	0.0%	50.0%	12.5%	7.7%	0.0%	11.1%
GS-03	#	207	122	85	5	1	102	77	5	3	1	1		1	6	1	3	1
	%	15.3%	15.3%	15.4%	13.9%	5.3%	14.2%	15.9%	45.5%	23.1%	11.1%	7.7%	0.0%	50.0%	37.5%	7.7%	42.9%	11.1%
GS-04	#	297	181	116	8	2	160	100	3	1	2	5	2		5	5	1	3
	%	22.0%	22.7%	21.0%	22.2%	10.5%	22.3%	20.7%	27.3%	7.7%	22.2%	38.5%	100.0%	0.0%	31.3%	38.5%	14.3%	33.3%
GS-05	#	358	222	136	11	10	203	121	2	1	4	2		1		0.0%	14.3%	22.2%
	%	26.5%	27.9%	24.6%	30.6%	52.6%	28.4%	25.1%	18.2%	7.7%	44.4%	15.4%	0.0%	0.0%	6.3%	0.0%		
GS-06	#	47	29	18	1		28	15				1				2		
	%	3.5%	3.6%	3.3%	2.8%	0.0%	3.9%	3.1%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%
GS-07	#	148	88	60	3	1	83	53			1	3			2	1	1	
	%	11.0%	11.0%	10.9%	8.3%	5.3%	11.6%	11.0%	0.0%	0.0%	11.1%	23.1%	0.0%	0.0%	0.0%	15.4%	14.3%	11.1%
GS-08	#	5	4	1			2	1							2			
	%	0.4%	0.5%	0.2%	0.0%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%

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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											
						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	
GS-09	#	122	69	53	3	1	65	50		1	1				1		
	%	9.0%	8.7%	9.6%	8.3%	5.3%	9.1%	10.4%	0.0%	7.7%	11.1%	0.0%	0.0%	0.0%	7.7%	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%	0.0%	0.0%	0.0%	0.0%	1	1
GS-11	#	55	26	29	1		24	27		1							
	%	4.1%	3.3%	5.3%	2.8%	0.0%	3.4%	5.6%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	11.1%
GS-12	#	21	10	11			10	10		1							
	%	1.6%	1.3%	2.0%	0.0%	0.0%	1.4%	2.1%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-13	#	10	4	6	1	1	3	4		1							
	%	0.7%	0.5%	1.1%	2.8%	5.3%	0.4%	0.8%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-14	#	1	1				1										
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-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%	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%
Senior Executive Service	#	1	1				1										
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	1349	797	552	36	19	716	483	11	13	9	13	2	2	16	13	7
	%	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	RACE/ETHNICITY																
	TOTAL EMPLOYEES			Non- Hispanic or Latino													
				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	#	29	17	12			16	12							1		
	%	4.1%	2.5%	50.0%	0.0%	0.0%	2.8%	57.1%	0.0%	-	0.0%	-	-	-	2.4%	0.0%	0.0%
Grade-02	#	2	2				1								0.0%	0.0%	0.0%
	%	0.3%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	16.7%	-	-	-	0.0%	0.0%	0.0%
Grade-03	#	5	5				3								2		
	%	0.7%	0.7%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	-	0.0%	-	-	-	4.9%	0.0%	0.0%
Grade-04	#	1		1				1							0.0%	0.0%	0.0%
	%	0.1%	0.0%	4.2%	0.0%	0.0%	0.0%	4.8%	0.0%	-	0.0%	-	-	-	0.0%	0.0%	0.0%
Grade-05	#	53	50	3	3		37	2	2		1				7	1	
	%	7.5%	7.3%	12.5%	6.7%	0.0%	6.4%	9.5%	10.5%	-	16.7%	-	-	-	17.1%	100.0%	0.0%
Grade-06	#	38	37	1	4		26	1	2						4		1
	%	5.3%	5.4%	4.2%	8.9%	0.0%	4.5%	4.8%	10.5%	-	0.0%	-	-	-	9.8%	0.0%	50.0%
Grade-07	#	51	50	1	3		36	1	2		1				7		1
	%	7.2%	7.3%	4.2%	6.7%	0.0%	6.3%	4.8%	10.5%	-	16.7%	-	-	-	17.1%	0.0%	50.0%
Grade-08	#	223	219	4	21	2	186	2	3		1				8		
	%	31.4%	31.9%	16.7%	46.7%	100.0%	32.4%	9.5%	15.8%	-	16.7%	-	-	-	19.5%	0.0%	0.0%

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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		
						male	female	male	female	male	female	male	female	male	female	male	female	male
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-09	#	118	116	2	4		101	2	4						7			
	%	16.6%	16.9%	8.3%	8.9%	0.0%	17.6%	9.5%	21.1%	-	0.0%	-	-	-	17.1%	0.0%	0.0%	-
Grade-10	#	179	179		8		161		4		2				4			
	%	25.2%	26.1%	0.0%	17.8%	0.0%	28.0%	0.0%	21.1%	-	33.3%	-	-	-	9.8%	0.0%	0.0%	-
Grade-11	#	9	9		2		4		2						1			
	%	1.3%	1.3%	0.0%	4.4%	0.0%	0.7%	0.0%	10.5%	-	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%	-
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%	-
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%	-
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%	-
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%	-
Total Non-supervisory Wage Grades	#	711	687	24	45	2	574	21	19		6				41	1	2	
	%	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	RACE/ETHNICITY																
	TOTAL EMPLOYEES			Non-Hispanic or Latino													
				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	#	19	10	9			10	9									
	%	12.8%	7.6%	56.3%	0.0%	0.0%	8.4%	60.0%	-	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-02	#	17	15	2	1		12	2			1			1			
	%	11.5%	11.4%	12.5%	14.3%	0.0%	10.1%	13.3%	-	-	100.0%	-	-	-	33.3%	-	0.0%
Grade-03	#	17	16	1	1	1	15										
	%	11.5%	12.1%	6.3%	14.3%	100.0%	12.6%	0.0%	-	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-04	#	3	3				3										
	%	2.0%	2.3%	0.0%	0.0%	0.0%	2.5%	0.0%	-	-	0.0%	-	-	-	0.0%	-	0.0%
Grade-05	#	38	37	1	4		31	1									
	%	25.7%	28.0%	6.3%	57.1%	0.0%	26.1%	6.7%	-	-	0.0%	-	-	-	0.0%	-	100.0%
Grade-06	#	16	15	1			14	1						1			
	%	10.8%	11.4%	6.3%	0.0%	0.0%	11.8%	6.7%	-	-	0.0%	-	-	-	33.3%	-	0.0%
Grade-07	#	14	12	2			11	2						1			
	%	9.5%	9.1%	12.5%	0.0%	0.0%	9.2%	13.3%	-	-	0.0%	-	-	-	33.3%	-	0.0%
Grade-08	#	16	16		1		15										
	%	10.8%	12.1%	0.0%	14.3%	0.0%	12.6%	0.0%	-	-	0.0%	-	-	-	0.0%	-	0.0%

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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	RACE/ETHNICITY																		
	TOTAL EMPLOYEES			Non- Hispanic or Latino															
				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-09	#	6	6				6									0.0%	-	0.0%	-
	%	4.1%	4.5%	0.0%	0.0%	0.0%	5.0%	0.0%	-	-	0.0%	-	-	-	-	0.0%	-	0.0%	-
Grade-10	#	2	2				2									0.0%	-	0.0%	-
	%	1.4%	1.5%	0.0%	0.0%	0.0%	1.7%	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%	-	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%	-
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%	-
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%	-
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%	-
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%	-	0.0%	-
Total Non-supervisory Wage Grades	#	148	132	16	7	1	119	15			1					3		2	
	%	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		
						male	female	male	female	male	female	male	female	male	female	male	female	male
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%	-	-	100.0%	-	-	-	-	-	-	
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%	-	-	-	-	-	-	

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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	
						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	
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											
							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		
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1753	1023	730	46	33	924	645	9	14	8	23	3		24	6	9	9
	%	100%	58.4%	41.6%	2.6%	1.9%	52.7%	36.8%	0.5%	0.8%	0.5%	1.3%	0.2%	0.0%	1.4%	0.3%	0.5%	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)	#	148	114	34	7	4	103	28			1	1			2	1	1	
	%	100%	77.0%	23.0%	4.7%	2.7%	69.6%	18.9%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	1.4%	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)	#	234	160	74	8	4	147	68	2	1	1	1			2			
	%	100%	68.4%	31.6%	3.4%	1.7%	62.8%	29.1%	0.9%	0.4%	0.4%	0.4%	0.0%	0.0%	0.9%	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)	#	569	444	125	25	5	385	111	12	4	7	1			13	3	2	1
	%	100%	78.0%	22.0%	4.4%	0.9%	67.7%	19.5%	2.1%	0.7%	1.2%	0.2%	0.0%	0.0%	2.3%	0.5%	0.4%	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)	#	662	491	171	23	12	432	143	9	6	3	4		1	10	2	14	3
	%	100%	74.2%	25.8%	3.5%	1.8%	65.3%	21.6%	1.4%	0.9%	0.5%	0.6%	0.0%	0.2%	1.5%	0.3%	2.1%	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%
Wildlife Biology (0486)	#	571	368	203	19	11	332	180	2	1	4	6			7	3	4	2
	%	100%	64.4%	35.6%	3.3%	1.9%	58.1%	31.5%	0.4%	0.2%	0.7%	1.1%	0.0%	0.0%	1.2%	0.5%	0.7%	0.4%
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)	#	219	190	29	17	1	160	23	5	1	2	3	1		4		1	1
	%	100%	86.8%	13.2%	7.8%	0.5%	73.1%	10.5%	2.3%	0.5%	0.9%	1.4%	0.5%	0.0%	1.8%	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)	#	242	221	21	18	3	189	17	2		4		1		4	1	3	
	%	100%	91.3%	8.7%	7.4%	1.2%	78.1%	7.0%	0.8%	0.0%	1.7%	0.0%	0.4%	0.0%	1.7%	0.4%	1.2%	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		RACE/ETHNICITY																
		TOTAL EMPLOYEES						Non-Hispanic or Latino										
		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	male	female	
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	119	57	62	1	1	54	59		1	1					1	1	
	%	100%	47.9%	52.1%	0.8%	0.8%	45.4%	49.6%	0.0%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	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)	#	654	436	218	14	7	399	197	4	1	5	4			11	6	3	3
	%	100%	66.7%	33.3%	2.1%	1.1%	61.0%	30.1%	0.6%	0.2%	0.8%	0.6%	0.0%	0.0%	1.7%	0.9%	0.5%	0.5%
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)	#	1	1				1											
	%	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%
Fish Biology (0482)	#	91	69	22	4	1	65	19			1				1			
	%	100%	75.8%	24.2%	4.4%	1.1%	71.4%	20.9%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	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)	#	2	1	1			1	1										
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	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)	#	32	21	11	1		20	11										
	%	100%	65.6%	34.4%	3.1%	0.0%	62.5%	34.4%	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
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	#	55	27	28			26	28			1							
	%	100%	49.1%	50.9%	0.0%	0.0%	47.3%	50.9%	0.0%	0.0%	1.8%	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%
Biological Science Technician (0404)																		
Accessions	#	566	347	219	10	6	321	192	5	2	4	5			5	5	2	9
	%	100%	61.3%	38.7%	1.8%	1.1%	56.7%	33.9%	0.9%	0.4%	0.7%	0.9%	0.0%	0.0%	0.9%	0.9%	0.4%	1.6%
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	#	32	22	10	1		21	10										
	%	100%	68.8%	31.3%	3.1%	0.0%	65.6%	31.3%	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	#	1		1				1										
	%	100%	0.0%	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%
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	#	11	8	3			8	3										
	%	100%	72.7%	27.3%	0.0%	0.0%	72.7%	27.3%	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%

Fish & Wildlife Service - Servicewide FY2011

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	
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%	
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%	

Fish & Wildlife Service - Servicewide FY2011

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												Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
						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			
Permanent Workforce																			
Accessions	#	609	350	259	11	12	297	201	18	19	4	9	2	2	10	10	8	6	
	%	100%	57.5%	42.5%	1.8%	2.0%	48.8%	33.0%	3.0%	3.1%	0.7%	1.5%	0.3%	0.3%	1.6%	1.6%	1.3%	1.0%	
From Temporary	#	140	74	66	4	4	67	52	1	6		1			2			3	
	%	100%	52.9%	47.1%	2.9%	2.9%	47.9%	37.1%	0.7%	4.3%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%	0.0%	2.1%	
Total Hires	#	749	424	325	15	16	364	253	19	25	4	10	2	2	12	10	8	9	
	%	100%	56.6%	43.4%	2.0%	2.1%	48.6%	33.8%	2.5%	3.3%	0.5%	1.3%	0.3%	0.3%	1.6%	1.3%	1.1%	1.2%	
Temporary Workforce																			
Accessions	#	1197	720	477	27	14	643	409	13	12	10	9	2	1	19	15	6	17	
	%	100%	60.2%	39.8%	2.3%	1.2%	53.7%	34.2%	1.1%	1.0%	0.8%	0.8%	0.2%	0.1%	1.6%	1.3%	0.5%	1.4%	
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%	54.8%	45.2%	3.2%	2.9%	44.2%	34.4%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.5%	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.

Fish & Wildlife Service - Servicewide FY2011

Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Action	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino										American Indian or Alaska Native	
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Natural Resources Management and Biological Sciences (0401)																	
Applicants	#																
Qualified	#																
	%	-	-	-	-	-	49	23	1	1		2					3
Selected	#	84	53	31	3	2	49	23	1	1		2					3
	%	100%	63.1%	36.9%	3.6%	2.4%	58.3%	27.4%	1.2%	1.2%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1716	1023	693	45	32	926	612	10	14	7	21	2		24	6	9
	%	100%	59.6%	40.4%	2.6%	1.9%	54.0%	35.7%	0.6%	0.8%	0.4%	1.2%	0.1%	0.0%	1.4%	0.3%	0.5%
Biological Science Technician (0404)																	
Applicants	#																
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	1		1				1									
	%	100%	0.0%	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%
Relevant Pool	#	140	110	30	8	4	97	24			1	1		3	1	1	
	%	100%	78.6%	21.4%	5.7%	2.9%	69.3%	17.1%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	2.1%	0.7%	0.7%
Fish and Wildlife Administration (0480)																	
Applicants	#																
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	23	17	6	1		15	6	1								
	%	100%	73.9%	26.1%	4.3%	0.0%	65.2%	26.1%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	215	148	67	8	5	135	60	2	1	1	1		2			
	%	100%	68.8%	31.2%	3.7%	2.3%	62.8%	27.9%	0.9%	0.5%	0.5%	0.5%	0.0%	0.0%	0.9%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2011

Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Action	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	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Fish Biology (0482)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	30	27	3	1	1	24	2							2			
	%	100%	90.0%	10.0%	3.3%	3.3%	80.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%
Relevant Pool	#	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%
Wildlife Refuge Management (0485)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	57	40	17	6	3	30	13	1	1					2		1	
	%	100%	70.2%	29.8%	10.5%	5.3%	52.6%	22.8%	1.8%	1.8%	0.0%	0.0%	0.0%	0.0%	3.5%	0.0%	1.8%	0.0%
Relevant Pool	#	636	484	152	23	12	423	125	8	6	3	4			12	2	15	3
	%	100%	76.1%	23.9%	3.6%	1.9%	66.5%	19.7%	1.3%	0.9%	0.5%	0.6%	0.0%	0.0%	1.9%	0.3%	2.4%	0.5%
Wildlife Biology (0486)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	34	17	17	1	1	15	15				1			1			
	%	100%	50.0%	50.0%	2.9%	2.9%	44.1%	44.1%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%
Relevant Pool	#	555	357	198	19	11	322	177	2	1	3	6			7	2	4	1
	%	100%	64.3%	35.7%	3.4%	2.0%	58.0%	31.9%	0.4%	0.2%	0.5%	1.1%	0.0%	0.0%	1.3%	0.4%	0.7%	0.2%

Fish & Wildlife Service - Servicewide FY2011

Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Action	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	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Criminal Investigating (1811)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	12	11	1	2	1	8								1			
	%	100%	91.7%	8.3%	16.7%	8.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%
Relevant Pool	#	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%
Park Ranger (LE/Refuge) (0025LE)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	14	13	1	2		10	1	1									
	%	100%	92.9%	7.1%	14.3%	0.0%	71.4%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	248	224	24	17	3	191	20	3		4		1		4	1	4	
	%	100%	90.3%	9.7%	6.9%	1.2%	77.0%	8.1%	1.2%	0.0%	1.6%	0.0%	0.4%	0.0%	1.6%	0.4%	1.6%	0.0%

Fish & Wildlife Service - Servicewide FY2011

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action	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	male
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)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	83	51	32	4	2	45	25	2	1		1						3
	%	100%	61.4%	38.6%	4.8%	2.4%	54.2%	30.1%	2.4%	1.2%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1716	1023	693	45	32	926	612	10	14	7	21	2		24	6	9	8
	%	100%	59.6%	40.4%	2.6%	1.9%	54.0%	35.7%	0.6%	0.8%	0.4%	1.2%	0.1%	0.0%	1.4%	0.3%	0.5%	0.5%
Biological Science Technician (0404)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	7	6	1			6	1										
	%	100%	85.7%	14.3%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	140	110	30	8	4	97	24			1	1			3	1	1	
	%	100%	78.6%	21.4%	5.7%	2.9%	69.3%	17.1%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	2.1%	0.7%	0.7%	0.0%
Fish and Wildlife Administration (0480)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	7	6	1	1		4	1	1									
	%	100%	85.7%	14.3%	14.3%	0.0%	57.1%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	215	148	67	8	5	135	60	2	1	1	1			2			
	%	100%	68.8%	31.2%	3.7%	2.3%	62.8%	27.9%	0.9%	0.5%	0.5%	0.5%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2011

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action	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	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Fish Biology (0482)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	34	28	6	1	1	24	5	1						2				
	%	100%	82.4%	17.6%	2.9%	2.9%	70.6%	14.7%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	
Relevant Pool	#	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%	
Wildlife Refuge Management (0485)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	46	32	14	5	3	23	10	1	1					2		1		
	%	100%	69.6%	30.4%	10.9%	6.5%	50.0%	21.7%	2.2%	2.2%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%	2.2%	0.0%	
Relevant Pool	#	636	484	152	23	12	423	125	8	6	3	4			12	2	15	3	
	%	100%	76.1%	23.9%	3.6%	1.9%	66.5%	19.7%	1.3%	0.9%	0.5%	0.6%	0.0%	0.0%	1.9%	0.3%	2.4%	0.5%	
Wildlife Biology (0486)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	43	22	21	1	1	20	18				2			1				
	%	100%	51.2%	48.8%	2.3%	2.3%	46.5%	41.9%	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	
Relevant Pool	#	555	357	198	19	11	322	177	2	1	3	6			7	2	4	1	
	%	100%	64.3%	35.7%	3.4%	2.0%	58.0%	31.9%	0.4%	0.2%	0.5%	1.1%	0.0%	0.0%	1.3%	0.4%	0.7%	0.2%	

Fish & Wildlife Service - Servicewide FY2011

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino												Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
						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			
Criminal Investigating (1811)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	10	10		2		7								1				
	%	100%	100.0%	0.0%	20.0%	0.0%	70.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	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%	
Park Ranger (LE/Refuge) (0025LE)																			
Applicants	#																		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	14	13	1	2		10	1	1										
	%	100%	92.9%	7.1%	14.3%	0.0%	71.4%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	248	224	24	17	3	191	20	3		4		1		4	1	4		
	%	100%	90.3%	9.7%	6.9%	1.2%	77.0%	8.1%	1.2%	0.0%	1.6%	0.0%	0.4%	0.0%	1.6%	0.4%	1.6%	0.0%	

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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			
						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	male	female
Total Employees Eligible for Career Ladder Promotions	#	744	427	317	28	26	354	234	22	35	7	9	1		10	6	5	7	
	%	100%	57.4%	42.6%	3.8%	3.5%	47.6%	31.5%	3.0%	4.7%	0.9%	1.2%	0.1%	0.0%	1.3%	0.8%	0.7%	0.9%	
Time in grade in excess of minimum																			
1 - 12 months	#	63	36	27	3	3	28	22	2		1		1		1	1		1	
	%	100%	57.1%	42.9%	4.8%	4.8%	44.4%	34.9%	3.2%	0.0%	1.6%	0.0%	1.6%	0.0%	1.6%	1.6%	0.0%	1.6%	
13 - 24 months	#	22	12	10			12	7		3									
	%	100%	54.5%	45.5%	0.0%	0.0%	54.5%	31.8%	0.0%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
25+ months	#	41	28	13	3		20	11	2	1					3			1	
	%	100%	68.3%	31.7%	7.3%	0.0%	48.8%	26.8%	4.9%	2.4%	0.0%	0.0%	0.0%	0.0%	7.3%	0.0%	0.0%	2.4%	

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Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Action	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	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Selected	#	88	52	36	2	6	49	26	1			2						
	%	100%	59.1%	40.9%	2.3%	6.8%	55.7%	29.5%	1.1%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Relevant Pool	#	1866	1152	714	44	43	1025	591	25	39	16	20	2		27	10	13	11
	%	100%	61.7%	38.3%	2.4%	2.3%	54.9%	31.7%	1.3%	2.1%	0.9%	1.1%	0.1%	0.0%	1.4%	0.5%	0.7%	0.6%
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	50	37	13	4		28	12	1		1	1			2		1	
	%	100%	74.0%	26.0%	8.0%	0.0%	56.0%	24.0%	2.0%	0.0%	2.0%	2.0%	0.0%	0.0%	4.0%	0.0%	2.0%	0.0%
Relevant Pool	#	1396.00	902.00	494.00	42.00	26.00	797.00	410.00	26.00	30.00	10.00	16.00	1.00		17.00	6.00	9.00	6.00
	%	100%	64.6%	35.4%	3.0%	1.9%	57.1%	29.4%	1.9%	2.1%	0.7%	1.1%	0.1%	0.0%	1.2%	0.4%	0.6%	0.4%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	15	14	1	3		10	1							1			
	%	100%	93.3%	6.7%	20.0%	0.0%	66.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%
levant Pool	#	537	355	182	16	6	319	160	5	9	2	5			9	2	4	
	%	100%	66.1%	33.9%	3.0%	1.1%	59.4%	29.8%	0.9%	1.7%	0.4%	0.9%	0.0%	0.0%	1.7%	0.4%	0.7%	0.0%

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Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Action	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino												Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
						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			
Senior Executive Service Vacancies																			
Applied	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Qualified	#																		
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Selected	#	1	1					1											
	%	100%	100.0%	0.0%	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%		
Relevant Pool	#	153	111	42	7	5	96	34	3	2	1	1	1		2		1		
	%	100%	72.5%	27.5%	4.6%	3.3%	62.7%	22.2%	2.0%	1.3%	0.7%	0.7%	0.7%	0.0%	1.3%	0.0%	0.7%	0.0%	

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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														
				Non- Hispanic or Latino														
				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	male
	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	#	404	236	168	5	4	206	132	6	18	4	3			10	3	5	8
	%	100%	58.4%	41.6%	1.2%	1.0%	51.0%	32.7%	1.5%	4.5%	1.0%	0.7%	0.0%	0.0%	2.5%	0.7%	1.2%	2.0%
Total Hours		3008	1828	1180	41	29	1609	923	33	119	30	20			80	24	35	65
Average Hours		7	8	7	8	7	8	7	6	7	8	7	-	-	8	8	7	8
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	565	243	322	13	15	211	253	3	40	6	3		1	6	3	4	7
	%	100%	43.0%	57.0%	2.3%	2.7%	37.3%	44.8%	0.5%	7.1%	1.1%	0.5%	0.0%	0.2%	1.1%	0.5%	0.7%	1.2%
Total Hours		23038	7204	15834	367	426	6287	14051	56	981	148	48		40	200	76	146	212
Average Hours		41	30	49	28	28	30	56	19	25	25	16	-	40	33	25	37	30
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	1466	851	615	46	35	740	472	24	55	14	30	1	4	16	10	10	9
	%	100%	58.0%	42.0%	3.1%	2.4%	50.5%	32.2%	1.6%	3.8%	1.0%	2.0%	0.1%	0.3%	1.1%	0.7%	0.7%	0.6%
Total Amount		\$562,260	\$321,189	\$241,071	\$15,856	\$13,529	\$278,803	\$184,724	\$9,490	\$23,834	\$5,940	\$10,487	\$182	\$1,546	\$6,314	\$3,616	\$4,604	\$3,335
Average Amount		\$384	\$377	\$392	\$345	\$387	\$377	\$391	\$395	\$433	\$424	\$350	\$182	\$387	\$395	\$362	\$460	\$371

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

Cash Awards \$501+

Total Cash Awards Given	#	9411	5298	4113	267	266	4596	3285	172	325	84	111	6	11	117	70	56	45
	%	100%	56.3%	43.7%	2.8%	2.8%	48.8%	34.9%	1.8%	3.5%	0.9%	1.2%	0.1%	0.1%	1.2%	0.7%	0.6%	0.5%
Total Amount		\$18,100,682	\$10,248,510	\$7,852,172	\$484,508	\$478,261	\$9,017,152	\$6,365,392	\$287,314	\$587,541	\$150,719	\$206,712	\$12,415	\$11,523	\$202,779	\$131,652	\$93,623	\$71,091
Average Amount		\$1,923	\$1,934	\$1,909	\$1,815	\$1,798	\$1,962	\$1,938	\$1,670	\$1,808	\$1,794	\$1,862	\$2,069	\$1,048	\$1,733	\$1,881	\$1,672	\$1,580

Senior Executive Service Performance Awards

Total Cash Awards Given	#	22	17	5	3		12	4	2			1						
	%	100%	77.3%	22.7%	13.6%	0.0%	54.5%	18.2%	9.1%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$303,664	\$246,842	\$56,822	\$26,528		\$200,509	\$48,557	\$19,805			\$8,265						
Average Amount		\$13,803	\$14,520	\$11,364	\$8,843	-	\$16,709	\$12,139	\$9,903	-	-	\$8,265	-	-	-	-	-	-

Quality Step Increases (QSI)

Total QSIs Awarded	#	299	136	163	5	6	127	134	1	12		3	1	1	2	2		5
	%	100%	45.5%	54.5%	1.7%	2.0%	42.5%	44.8%	0.3%	4.0%	0.0%	1.0%	0.3%	0.3%	0.7%	0.7%	0.0%	1.7%
Total Benefit		\$773,906	\$371,012	\$402,894	\$13,310	\$14,627	\$347,060	\$334,071	\$2,396	\$28,622		\$7,820	\$2,104	\$1,249	\$6,142	\$4,619		\$11,886
Average Benefit		\$2,588	\$2,728	\$2,472	\$2,662	\$2,438	\$2,733	\$2,493	\$2,396	\$2,385	-	\$2,607	\$2,104	\$1,249	\$3,071	\$2,310	-	\$2,377

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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	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	480	294	186	13	9	259	154	6	10	1	5	2	1	10	5	3	2
	%	100%	61.3%	38.8%	2.7%	1.9%	54.0%	32.1%	1.3%	2.1%	0.2%	1.0%	0.4%	0.2%	2.1%	1.0%	0.6%	0.4%
Involuntary	#	19	11	8		2	9	3	1	3			1					
	%	100%	57.9%	42.1%	0.0%	10.5%	47.4%	15.8%	5.3%	15.8%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	499	305	194	13	11	268	157	7	13	1	5	3	1	10	5	3	2
	%	100%	61.1%	38.9%	2.6%	2.2%	53.7%	31.5%	1.4%	2.6%	0.2%	1.0%	0.6%	0.2%	2.0%	1.0%	0.6%	0.4%
Permanent Workforce (09/30/2010)	#	8574	5122	3452	297	237	4377	2755	157	230	76	98	9	10	152	77	54	45
	%	100%	59.7%	40.3%	3.5%	2.8%	51.0%	32.1%	1.8%	2.7%	0.9%	1.1%	0.1%	0.1%	1.8%	0.9%	0.6%	0.5%

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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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Total	#	8808	7909	180	719	108	14	5	4	27	5	12	1	40	
	%	100%	89.8%	2.0%	8.2%	1.2%	0.2%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.5%	
Federal High	%				2.2%										
Region 1	#	1017	907	22	88	12	1		3	4		1		3	
	%	100%	89.2%	2.2%	8.7%	1.2%	0.1%	0.0%	0.3%	0.4%	0.0%	0.1%	0.0%	0.3%	
Region 2	#	874	784	10	80	9		1		3		1		4	
	%	100%	89.7%	1.1%	9.2%	1.0%	0.0%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%	0.5%	
Region 3	#	967	866	16	85	12	2	2		4	1	1		2	
	%	100%	89.6%	1.7%	8.8%	1.2%	0.2%	0.2%	0.0%	0.4%	0.1%	0.1%	0.0%	0.2%	
Region 4	#	1360	1230	40	90	10					3			7	
	%	100%	90.4%	2.9%	6.6%	0.7%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	
Region 5	#	787	710	15	62	12	3			6		2		1	
	%	100%	90.2%	1.9%	7.9%	1.5%	0.4%	0.0%	0.0%	0.8%	0.0%	0.3%	0.0%	0.1%	
Region 6	#	911	831	16	64	10	1	1		2			1	5	
	%	100%	91.2%	1.8%	7.0%	1.1%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.1%	0.5%	
Region 7	#	576	503	14	59	10	1			2		1		6	
	%	100%	87.3%	2.4%	10.2%	1.7%	0.2%	0.0%	0.0%	0.3%	0.0%	0.2%	0.0%	1.0%	
Region 8	#	855	779	17	59	5				2				3	
	%	100%	91.1%	2.0%	6.9%	0.6%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.4%	
Region 9	#	1461	1299	30	132	28	6	1	1	4	1	6		9	
	%	100%	88.9%	2.1%	9.0%	1.9%	0.4%	0.1%	0.1%	0.3%	0.1%	0.4%	0.0%	0.6%	

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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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
1. Officials and Managers										1		1			
Executive/Senior Level (Grades 15 and Above)	#	147	131	4	12	2									
	%	100%	89.1%	2.7%	8.2%	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)	#	1022	944	23	55	10	1	2		2	1	1		3	
	%	100%	92.4%	2.3%	5.4%	1.0%	0.1%	0.2%	0.0%	0.2%	0.1%	0.1%	0.0%	0.3%	0.0%
First-Level (Grades 12 and Below)	#	551	514	8	29	1	1								
	%	100%	93.3%	1.5%	5.3%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
- Other	#	1037	906	24	107	18				7	1	4		6	
	%	100%	87.4%	2.3%	10.3%	1.7%	0.0%	0.0%	0.0%	0.7%	0.1%	0.4%	0.0%	0.6%	0.0%
Officials and Managers - TOTAL	#	2757	2495	59	203	31	2	2		10	2	6		9	
	%	100%	90.5%	2.1%	7.4%	1.1%	0.1%	0.1%	0.0%	0.4%	0.1%	0.2%	0.0%	0.3%	0.0%
2. Professionals	#	3564	3238	67	259	36	6	1	1	6	1	4		17	
	%	100%	90.9%	1.9%	7.3%	1.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.5%	0.0%
3. Technicians	#	359	327	7	25	2	2								
	%	100%	91.1%	1.9%	7.0%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
4. Sales Workers	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	783	635	18	130	32	4	1	3	8	2	2		12	
	%	100%	81.1%	2.3%	16.6%	4.1%	0.5%	0.1%	0.4%	1.0%	0.3%	0.3%	0.0%	1.5%	0.0%
6. Craft Workers	#	601	525	9	67	2		1		1					
	%	100%	87.4%	1.5%	11.1%	0.3%	0.0%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
7. Operatives	#	21	15	3	3										
	%	100%	71.4%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	73	61	4	8	2							1	1	
	%	100%	83.6%	5.5%	11.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	1.4%	0.0%
9. Service Workers	#	639	602	13	24	3				2				1	
	%	100%	94.2%	2.0%	3.8%	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.2%	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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
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%	-
GS-02	#	3	1		2	1			1					0.0%	-
	%	0.0%	0.0%	0.0%	0.3%	1.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	-	0.0%	-
GS-03	#	11	9		2									0.0%	-
	%	0.1%	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-
GS-04	#	99	78	4	17	6	2		1	1	1			1	-
	%	1.2%	1.1%	2.5%	2.7%	5.8%	14.3%	0.0%	3.8%	20.0%	8.3%	-		2.6%	-
GS-05	#	327	287	6	34	7			3	1				3	-
	%	4.0%	3.9%	3.7%	5.3%	6.7%	0.0%	0.0%	11.5%	20.0%	0.0%	-		7.7%	-
GS-06	#	259	213	7	39	6			2					4	-
	%	3.2%	2.9%	4.3%	6.1%	5.8%	0.0%	0.0%	7.7%	0.0%	0.0%	-		10.3%	-
GS-07	#	684	594	16	74	15	4	1	2	2	1			5	-
	%	8.5%	8.2%	9.9%	11.6%	14.4%	28.6%	25.0%	50.0%	7.7%	8.3%	-		12.8%	-
GS-08	#	133	120	2	11	3			1					2	-
	%	1.6%	1.6%	1.2%	1.7%	2.9%	0.0%	0.0%	25.0%	0.0%	0.0%	-		5.1%	-
GS-09	#	925	821	16	88	20	3		1	8	1	3		4	-
	%	11.4%	11.3%	9.9%	13.8%	19.2%	21.4%	0.0%	25.0%	30.8%	20.0%	25.0%	-	10.3%	-
GS-10	#	13	13												-
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-		0.0%	-
GS-11	#	1518	1391	27	100	15	2		4		1			8	-
	%	18.8%	19.1%	16.7%	15.6%	14.4%	14.3%	0.0%	15.4%	0.0%	8.3%	-		20.5%	-
GS-12	#	1944	1786	34	124	11	2		1		2			6	-
	%	24.1%	24.5%	21.0%	19.4%	10.6%	14.3%	0.0%	3.8%	0.0%	16.7%	-		15.4%	-
GS-13	#	1439	1308	27	104	11	1	1	2	2	2			3	-
	%	17.8%	18.0%	16.7%	16.3%	10.6%	7.1%	25.0%	7.7%	40.0%	16.7%	-		7.7%	-
GS-14	#	570	518	19	33	7		2	1		1			3	-
	%	7.1%	7.1%	11.7%	5.2%	6.7%	0.0%	50.0%	3.8%	0.0%	8.3%	-		7.7%	-
GS-15	#	135	122	3	10	2			1		1				-
	%	1.7%	1.7%	1.9%	1.6%	1.9%	0.0%	0.0%	3.8%	0.0%	8.3%	-		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%	-
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%	-
TOTAL	#	8083	7281	162	640	104	14	4	4	26	5	12		39	-
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2011

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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-01	#	15	14		1										
	%	1.1%	1.1%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-02	#	62	55	2	5										
	%	4.6%	4.5%	5.1%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-03	#	207	192	4	11	1				1					
	%	15.3%	15.6%	10.3%	13.6%	8.3%	0.0%	0.0%	0.0%	33.3%	-	0.0%	-	0.0%	
GS-04	#	297	268	14	15	3									
	%	22.0%	21.8%	35.9%	18.5%	25.0%	0.0%	0.0%	50.0%	0.0%	-	100.0%	-	0.0%	
GS-05	#	358	316	11	31	6	1	2		1					
	%	26.5%	25.7%	28.2%	38.3%	50.0%	100.0%	100.0%	0.0%	33.3%	-	0.0%	-	100.0%	
GS-06	#	47	45	1	1										
	%	3.5%	3.7%	2.6%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-07	#	148	140	1	7	1				1					
	%	11.0%	11.4%	2.6%	8.6%	8.3%	0.0%	0.0%	0.0%	33.3%	-	0.0%	-	0.0%	
GS-08	#	5	4		1										
	%	0.4%	0.3%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-09	#	122	114	4	4	1				1					
	%	9.0%	9.3%	10.3%	4.9%	8.3%	0.0%	0.0%	50.0%	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%	-	0.0%	
GS-11	#	55	51	1	3										
	%	4.1%	4.1%	2.6%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-12	#	21	21												
	%	1.6%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-13	#	10	7	1	2										
	%	0.7%	0.6%	2.6%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-14	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
GS-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 (unspecified GS)	#														
	%	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	#	1	1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	
TOTAL	#	1349	1229	39	81	12	1	2	2	3		2		2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Service Grade as of September 30, 2011

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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Grade-01	#	29	23	2	4	2							1	1	
	%	4.1%	3.7%	11.8%	5.1%	50.0%	-	0.0%	-	0.0%	-	-	100.0%	100.0%	-
Grade-02	#	2	1		1										
	%	0.3%	0.2%	0.0%	1.3%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-03	#	5	4		1										
	%	0.7%	0.7%	0.0%	1.3%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-04	#	1	1												
	%	0.1%	0.2%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-05	#	53	47	3	3										
	%	7.5%	7.6%	17.6%	3.8%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-06	#	38	28	2	8										
	%	5.3%	4.6%	11.8%	10.1%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-07	#	51	45	1	5										
	%	7.2%	7.3%	5.9%	6.3%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-08	#	223	188	6	29	2		1		1					
	%	31.4%	30.6%	35.3%	36.7%	50.0%	-	100.0%	-	100.0%	-	-	0.0%	0.0%	-
Grade-09	#	118	107	3	8										
	%	16.6%	17.4%	17.6%	10.1%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-10	#	179	161		18										
	%	25.2%	26.2%	0.0%	22.8%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-11	#	9	7		2										
	%	1.3%	1.1%	0.0%	2.5%	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	#	711	615	17	79	4		1		1			1	1	
	%	100%	100%	100%	100%	100%	-	100%	-	100%	-	-	100%	100%	-

Fish & Wildlife Service - Service as of September 30, 2011

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	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
Grade-01	#	19	14	1	4	1								1	
	%	12.8%	10.9%	25.0%	26.7%	33.3%	-	-	-	0.0%	-	-	-	50.0%	-
Grade-02	#	17	15		2									0.0%	-
	%	11.5%	11.6%	0.0%	13.3%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-03	#	17	16		1									0.0%	-
	%	11.5%	12.4%	0.0%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-04	#	3	3											0.0%	-
	%	2.0%	2.3%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-05	#	38	33	3	2									0.0%	-
	%	25.7%	25.6%	75.0%	13.3%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-06	#	16	11		5	2				1				1	
	%	10.8%	8.5%	0.0%	33.3%	66.7%	-	-	-	100.0%	-	-	-	50.0%	-
Grade-07	#	14	13		1									0.0%	-
	%	9.5%	10.1%	0.0%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-08	#	16	16											0.0%	-
	%	10.8%	12.4%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-09	#	6	6											0.0%	-
	%	4.1%	4.7%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-10	#	2	2											0.0%	-
	%	1.4%	1.6%	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	#	148	129	4	15	3				1				2	
	%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	-	100%	-

Fish & Wildlife Service - Servicewide FY2011

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Actions	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	84	79	1	4										
	%	100%	94.0%	1.2%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1716	1579	35	102	15	2			4			9		
	%	100%	92.0%	2.0%	5.9%	0.9%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	
Biological Science Technician (0404)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	1	1												
	%	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%
Relevant Pool	#	140	126	2	12										
	%	100%	90.0%	1.4%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish and Wildlife Administration (0480)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	23	22	1											
	%	100%	95.7%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	215	198	5	12										
	%	100%	92.1%	2.3%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fish Biology (0482)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	30	28		2										
	%	100%	93.3%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	560	523	9	28	1				1					
	%	100%	93.4%	1.6%	5.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	

Fish & Wildlife Service - Servicewide FY2011

Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
 Based on occupational series of employee before the promotion

Actions	Total	Total by Disability-Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
General Natural Resources Management and Biological Sciences (0401)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	83	78	1	4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	%	100%	94.0%	1.2%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	1716	1579	35	102	15	2		4			9			
	%	100%	92.0%	2.0%	5.9%	0.9%	0.1%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%		
Biological Science Technician (0404)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	7	6		1										
	%	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	140	126	2	12										
	%	100%	90.0%	1.4%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Fish and Wildlife Administration (0480)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	7	6	1											
	%	100%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	215	198	5	12										
	%	100%	92.1%	2.3%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Fish Biology (0482)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	34	32		2										
	%	100%	94.1%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	560	523	9	28	1			1						
	%	100%	93.4%	1.6%	5.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%		

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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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Total Employees Eligible for Career Ladder Promotions	#	744	660	16	68	16	2			4	1	1		8	
	%	100%	88.7%	2.2%	9.1%	2.2%	0.3%	0.0%	0.0%	0.5%	0.1%	0.1%	0.0%	1.1%	0.0%
Time in grade in excess of minimum															
1 - 12 months	#	63	61		2										
	%	100%	96.8%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13 - 24 months	#	22	18		4	2							2		
	%	100%	81.8%	0.0%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	
25+ months	#	41	33		8	2				1	1				
	%	100%	80.5%	0.0%	19.5%	4.9%	0.0%	0.0%	0.0%	2.4%	2.4%	0.0%	0.0%	0.0%	

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Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13 - 15 AND SES) - Distribution by Disability Permanent Workforce

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
GS-13 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#														
	%	-	-	-	-	-	-	-	-	1	-	-	-	-	
Selected	#	88	77	1	10	1									
	%	100%	87.5%	1.1%	11.4%	1.1%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
Relevant Pool	#	1866	1699	37	130	10	2		1	1	2		4		
	%	100%	91.1%	2.0%	7.0%	0.5%	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%	
GS-14 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	50	49	1											
	%	100%	98.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	1396	1281	29	86	9	1	1							
	%	100%	91.8%	2.1%	6.2%	0.6%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%	
GS-15 Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	15	13	1	1										
	%	100%	86.7%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	537	483	19	35	7		2	1		1		3		
	%	100%	89.9%	3.5%	6.5%	1.3%	0.0%	0.4%	0.0%	0.2%	0.0%	0.2%	0.0%	0.6%	
Senior Executive Service Vacancies															
Applied	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	1	1												
	%	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%	
Relevant Pool	#	153	138	2	13	2			1		1				
	%	100%	90.2%	1.3%	8.5%	1.3%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%	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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 21 & 22															
Slots	#	48													
Relevant Pool	#	3301	3031	59	211	22	3			4	1	3		10	
	%	100%	91.8%	1.8%	6.4%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	
Applied	#	143	131	4	8	1				1					
	%	100%	91.6%	2.8%	5.6%	0.7%	0.0%	0.0%	0.0%	0.7%	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%	
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 23 & 24															
Slots	#	48													
Relevant Pool	#	3312	3037	57	218	21	3			5	1	3		9	
	%	100%	91.7%	1.7%	6.6%	0.6%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.3%	
Applied	#	162	146	4	12										
	%	100%	90.1%	2.5%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Participants	#	48	45	2	1										
	%	100%	93.8%	4.2%	2.1%	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: Advanced Leadership Development Program cohort XI															
Slots	#	24													
Relevant Pool	#	1933	1764	48	121	16	1	3		2	1	3		6	
	%	100%	91.3%	2.5%	6.3%	0.8%	0.1%	0.2%	0.0%	0.1%	0.1%	0.2%	0.0%	0.3%	
Applied	#	92	89		3										
	%	100%	96.7%	0.0%	3.3%	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%	
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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism		
Time-Off awards - 1-9 hours																
Total Time-Off Awards Given	#	404	359	7	38	5				1				4		
	%	100%	88.9%	1.7%	9.4%	1.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	1.0%	0.0%	
Total Hours		3008	2685	30	293	27								27		
Average Hours		7	7	4	8	5	-	-	-	0	-	-	-	7	-	
Time-Off awards - 9+ hours																
Total Time-Off Awards Given	#	565	508	15	42	6	1			3		1		1		
	%	100%	89.9%	2.7%	7.4%	1.1%	0.2%	0.0%	0.0%	0.5%	0.0%	0.2%	0.0%	0.2%	0.0%	
Total Hours		23038	21287	404	1347	80						40		40		
Average Hours		41	42	27	32	13	0	-	-	0	-	40	-	40	-	
Cash Awards - \$100 - \$500																
Total Cash Awards Given	#	1466	1311	34	121	21	2		1	5	1	4		8		
	%	100%	89.4%	2.3%	8.3%	1.4%	0.1%	0.0%	0.1%	0.3%	0.1%	0.3%	0.0%	0.5%	0.0%	
Total Amount		\$562,260	\$497,585	\$13,292	\$51,383	\$5,246						\$1,800		\$3,446		
Average Amount		\$384	\$380	\$391	\$425	\$250	\$0	-	\$0	\$0	\$0	\$450	-	\$431	-	
Cash Awards \$501+																
Total Cash Awards Given	#	9411	8533	196	682	84	13	7	1	19	3	15		26		
	%	100%	90.7%	2.1%	7.2%	0.9%	0.1%	0.1%	0.0%	0.2%	0.0%	0.2%	0.0%	0.3%	0.0%	
Total Amount		\$18,100,682	\$16,448,129	\$367,174	\$1,285,379	\$87,262						\$31,684		\$55,578		
Average Amount		\$1,923	\$1,928	\$1,873	\$1,885	\$1,039	\$0	\$0	\$0	\$0	\$0	\$2,112	-	\$2,138	-	
Senior Executive Service Performance Awards																
Total Cash Awards Given	#	22	19		3											
	%	100%	86.4%	0.0%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Amount		\$303,664	\$217,408		\$86,256											
Average Amount		\$13,803	\$11,443	-	\$28,752	-	-	-	-	-	-	-	-	-	-	
Quality Step Increases (QSI)																
Total QSIs Awarded	#	299	266	7	26	3			1			2				
	%	100%	89.0%	2.3%	8.7%	1.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
Total Benefit		\$773,906	\$695,420	\$17,056	\$61,430	\$3,417						\$3,417				
Average Benefit		\$2,588	\$2,614	\$2,437	\$2,363	\$1,139	-	-	\$0	-	-	\$1,709	-	-	-	

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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) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Voluntary	#	480	419	16	45	9				2		1		6	
	%	100%	87.3%	3.3%	9.4%	1.9%	0.0%	0.0%	0.0%	0.4%	0.0%	0.2%	0.0%	1.3%	0.0%
Involuntary	#	19	13	1	5	2				1				1	
	%	100%	68.4%	5.3%	26.3%	10.5%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	5.3%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	499	432	17	50	11				3		1		7	
	%	100%	86.6%	3.4%	10.0%	2.2%	0.0%	0.0%	0.0%	0.6%	0.0%	0.2%	0.0%	1.4%	0.0%
Total Permanent Workforce (09/30/2010)	#	8574	7711	172	691	103	12	5	4	26	5	13	1	37	
	%	100%	89.9%	2.0%	8.1%	1.2%	0.1%	0.1%	0.0%	0.3%	0.1%	0.2%	0.0%	0.4%	0.0%