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

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	8392	4946	3446	302	232	4153	2734	149	209	105	113	17	17	147	91	73	50
Total Workforce: Prior FY %	100	58.94	41.06	3.60	2.76	49.49	32.58	1.78	2.49	1.25	1.35	0.20	0.20	1.75	1.08	0.87	0.60
Total Workforce: Current FY #	8569	5029	3540	306	232	4167	2776	157	217	116	120	16	16	143	87	124	92
Total Workforce: Current FY %	100	58.69	41.31	3.57	2.71	48.63	32.40	1.83	2.53	1.35	1.40	0.19	0.19	1.67	1.02	1.45	1.07
Total Workforce: Difference #	177	83	94	4	0	14	42	8	8	11	7	-1	-1	-4	-4	51	42
Total Workforce: Ratio Change %	0.00	-0.25	0.25	-0.03	-0.05	-0.86	-0.18	0.05	0.04	0.10	0.05	-0.01	-0.01	-0.08	-0.06	0.58	0.47
Total Workforce: Net Change %	2.11	1.68	2.73	1.32	0.00	0.34	1.54	5.37	3.83	10.48	6.19	-5.88	-5.88	-2.72	-4.40	69.86	84.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1352	769	583	34	26	583	442	23	28	24	17	1	0	27	16	77	54
Total Workforce: New Hires %	100	56.88	43.12	2.51	1.92	43.12	32.69	1.70	2.07	1.78	1.26	0.07	0.00	2.00	1.18	5.70	3.99
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	12	9	0	0	11	8	0	1	1	0	0	0	0	0	0	0
Total Workforce: Removal %	100	57.14	42.86	0.00	0.00	52.38	38.10	0.00	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	298	167	131	7	4	133	109	1	3	5	5	0	1	11	8	10	1
Total Workforce: Resignation %	100	56.04	43.96	2.35	1.34	44.63	36.58	0.34	1.01	1.68	1.68	0.00	0.34	3.69	2.68	3.36	0.34
Total Workforce: Retirement #	295	179	116	8	4	153	103	6	4	3	0	0	0	9	5	0	0
Total Workforce: Retirement %	100	60.68	39.32	2.71	1.36	51.86	34.92	2.03	1.36	1.02	0.00	0.00	0.00	3.05	1.69	0.00	0.00
Total Workforce: Other Separations #	470	275	195	12	15	228	149	6	11	4	5	1	0	9	8	15	7
Total Workforce: Other Separations %	100	58.51	41.49	2.55	3.19	48.51	31.70	1.28	2.34	0.85	1.06	0.21	0.00	1.91	1.70	3.19	1.49
Total Workforce: Total Separations #	1084	633	451	27	23	525	369	13	19	13	10	1	1	29	21	25	8
Total Workforce: Total Separations %	100	58.39	41.61	2.49	2.12	48.43	34.04	1.20	1.75	1.20	0.92	0.09	0.09	2.68	1.94	2.31	0.74
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	7610	4485	3125	283	219	3758	2454	142	203	96	108	15	15	136	86	55	40
Permanent Workforce: Prior FY %	100	58.94	41.06	3.72	2.88	49.38	32.25	1.87	2.67	1.26	1.42	0.20	0.20	1.79	1.13	0.72	0.53
Permanent Workforce: Current FY #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce: Current FY %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Permanent Workforce: Difference #	148	55	93	7	7	-3	50	8	5	9	7	0	0	-2	-4	36	28
Permanent Workforce: Ratio Change %	0.00	-0.42	0.42	0.02	0.03	-0.98	0.03	0.06	0.01	0.09	0.06	-0.01	-0.01	-0.06	-0.07	0.45	0.35
Permanent Workforce: Net Change %	1.94	1.23	2.98	2.47	3.20	-0.08	2.04	5.63	2.46	9.38	6.48	0.00	0.00	-1.47	-4.65	65.45	70.00

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS																	
Permanent Workforce: New Hires #	717	379	338	22	22	272	244	19	24	15	10	1	0	11	7	39	31
Permanent Workforce: New Hires %	100	52.86	47.14	3.07	3.07	37.94	34.03	2.65	3.35	2.09	1.39	0.14	0.00	1.53	0.98	5.44	4.32
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	15	8	7	0	0	7	6	0	1	1	0	0	0	0	0	0	0
Permanent Workforce: Removal %	100	53.33	46.67	0.00	0.00	46.67	40.00	0.00	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	91	55	36	4	1	49	29	0	2	1	1	0	0	1	3	0	0
Permanent Workforce: Resignation %	100	60.44	39.56	4.40	1.10	53.85	31.87	0.00	2.20	1.10	1.10	0.00	0.00	1.10	3.30	0.00	0.00
Permanent Workforce: Retirement #	295	179	116	8	4	153	103	6	4	3	0	0	0	9	5	0	0
Permanent Workforce: Retirement %	100	60.68	39.32	2.71	1.36	51.86	34.92	2.03	1.36	1.02	0.00	0.00	0.00	3.05	1.69	0.00	0.00
Permanent Workforce: Other Separations #	160	78	82	3	10	63	53	5	11	1	2	0	0	3	4	3	2
Permanent Workforce: Other Separations %	100	48.75	51.25	1.88	6.25	39.38	33.13	3.13	6.88	0.63	1.25	0.00	0.00	1.88	2.50	1.88	1.25
Permanent Workforce: Total Separations #	561	320	241	15	15	272	191	11	18	6	3	0	0	13	12	3	2
Permanent Workforce: Total Separations %	100	57.04	42.96	2.67	2.67	48.48	34.05	1.96	3.21	1.07	0.53	0.00	0.00	2.32	2.14	0.53	0.36
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	782	461	321	19	13	395	280	7	6	9	5	2	2	11	5	18	10
Temporary Workforce: Prior FY %	100	58.95	41.05	2.43	1.66	50.51	35.81	0.90	0.77	1.15	0.64	0.26	0.26	1.41	0.64	2.30	1.28
Temporary Workforce: Current FY #	811	489	322	16	6	412	272	7	9	11	5	1	1	9	5	33	24
Temporary Workforce: Current FY %	100	60.30	39.70	1.97	0.74	50.80	33.54	0.86	1.11	1.36	0.62	0.12	0.12	1.11	0.62	4.07	2.96
Temporary Workforce: Difference #	29	28	1	-3	-7	17	-8	0	3	2	0	-1	-1	-2	0	15	14
Temporary Workforce: Ratio Change %	0.00	1.35	-1.35	-0.46	-0.92	0.29	-2.27	-0.04	0.34	0.21	-0.02	-0.14	-0.14	-0.30	-0.02	1.77	1.68
Temporary Workforce: Net Change %	3.71	6.07	0.31	-15.79	-53.85	4.30	-2.86	0.00	50.00	22.22	0.00	-50.00	-50.00	-18.18	0.00	83.33	140.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	635	390	245	12	4	311	198	4	4	9	7	0	0	16	9	38	23
Temporary Workforce: New Hires %	100	61.42	38.58	1.89	0.63	48.98	31.18	0.63	0.63	1.42	1.10	0.00	0.00	2.52	1.42	5.98	3.62
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	207	112	95	3	3	84	80	1	1	4	4	0	1	10	5	10	1
Temporary Workforce: Resignation %	100	54.11	45.89	1.45	1.45	40.58	38.65	0.48	0.48	1.93	1.93	0.00	0.48	4.83	2.42	4.83	0.48
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	310	197	113	9	5	165	96	1	0	3	3	1	0	6	4	12	5
Temporary Workforce: Other Separations %	100	63.55	36.45	2.90	1.61	53.23	30.97	0.32	0.00	0.97	0.97	0.32	0.00	1.94	1.29	3.87	1.61
Temporary Workforce: Total Separations #	523	313	210	12	8	253	178	2	1	7	7	1	1	16	9	22	6
Temporary Workforce: Total Separations %	100	59.85	40.15	2.29	1.53	48.37	34.03	0.38	0.19	1.34	1.34	0.19	0.19	3.06	1.72	4.21	1.15

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Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Region 1 (Hadley, MA) #	590	336	254	12	13	287	216	13	9	6	10	1	0	8	2	9	4
Region 1 (Hadley, MA) %	100	56.95	43.05	2.03	2.20	48.64	36.61	2.20	1.53	1.02	1.69	0.17	0.00	1.36	0.34	1.53	0.68
Regions 2 & 4 (Atlanta, GA) #	1032	662	370	47	28	569	295	23	29	6	5	0	0	10	7	7	6
Regions 2 & 4 (Atlanta, GA) %	100	64.15	35.85	4.55	2.71	55.14	28.59	2.23	2.81	0.58	0.48	0.00	0.00	0.97	0.68	0.68	0.58
Region 3 (Bloomington, MN) #	809	500	309	16	7	457	285	6	5	3	5	3	1	9	3	6	3
Region 3 (Bloomington, MN) %	100	61.80	38.20	1.98	0.87	56.49	35.23	0.74	0.62	0.37	0.62	0.37	0.12	1.11	0.37	0.74	0.37
Regions 5 & 7 (Lakewood, CO) #	764	487	277	10	17	440	229	3	2	6	6	2	0	14	15	12	8
Regions 5 & 7 (Lakewood, CO) %	100	63.74	36.26	1.31	2.23	57.59	29.97	0.39	0.26	0.79	0.79	0.26	0.00	1.83	1.96	1.57	1.05
Regions 6 & 8 (Albuquerque, NM) #	723	466	257	81	40	334	191	3	9	9	5	0	0	28	9	11	3
Regions 6 & 8 (Albuquerque, NM) %	100	64.45	35.55	11.20	5.53	46.20	26.42	0.41	1.24	1.24	0.69	0.00	0.00	3.87	1.24	1.52	0.41
Regions 9 & 12 (Portland, OR) #	832	489	343	18	19	414	276	4	3	20	22	4	7	12	8	17	8
Regions 9 & 12 (Portland, OR) %	100	58.77	41.23	2.16	2.28	49.76	33.17	0.48	0.36	2.40	2.64	0.48	0.84	1.44	0.96	2.04	0.96
Region 10 (Sacramento, CA) #	756	446	310	30	22	373	243	8	5	13	25	0	1	13	4	9	10
Region 10 (Sacramento, CA) %	100	58.99	41.01	3.97	2.91	49.34	32.14	1.06	0.66	1.72	3.31	0.00	0.13	1.72	0.53	1.19	1.32
Region 11 (Anchorage, AK) #	428	240	188	9	8	195	150	4	2	1	5	0	1	26	13	5	9
Region 11 (Anchorage, AK) %	100	56.07	43.93	2.10	1.87	45.56	35.05	0.93	0.47	0.23	1.17	0.00	0.23	6.07	3.04	1.17	2.10
Headquarters #	1824	914	910	67	72	686	619	86	144	41	32	5	5	14	21	15	17
Headquarters %	100	50.11	49.89	3.67	3.95	37.61	33.94	4.71	7.89	2.25	1.75	0.27	0.27	0.77	1.15	0.82	0.93

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Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
1. Management																	
Executives #	150	90	60	5	5	77	49	3	4	1	0	1	0	2	1	1	1
Executives %	100	60.00	40.00	3.33	3.33	51.33	32.67	2.00	2.67	0.67	0.00	0.67	0.00	1.33	0.67	0.67	0.67
Managers #	967	613	354	31	25	536	289	13	15	8	13	4	1	14	9	7	2
Managers %	100	63.39	36.61	3.21	2.59	55.43	29.89	1.34	1.55	0.83	1.34	0.41	0.10	1.45	0.93	0.72	0.21
Supervisors #	356	267	89	19	6	227	72	8	4	2	2	0	2	7	2	4	1
Supervisors %	100	75.00	25.00	5.34	1.69	63.76	20.22	2.25	1.12	0.56	0.56	0.00	0.56	1.97	0.56	1.12	0.28
Total Management #	1473	970	503	55	36	840	410	24	23	11	15	5	3	23	12	12	4
Total Management %	100	65.85	34.15	3.73	2.44	57.03	27.83	1.63	1.56	0.75	1.02	0.34	0.20	1.56	0.81	0.81	0.27
2. Professionals #	4468	2384	2084	143	129	1976	1649	85	137	69	74	3	10	66	45	42	40
Professionals %	100	53.36	46.64	3.20	2.89	44.23	36.91	1.90	3.07	1.54	1.66	0.07	0.22	1.48	1.01	0.94	0.90
3. Technicians #	374	293	81	27	10	235	58	6	5	5	3	5	0	8	2	7	3
Technicians %	100	78.34	21.66	7.22	2.67	62.83	15.51	1.60	1.34	1.34	0.80	1.34	0.00	2.14	0.53	1.87	0.80
4. Sales Workers #	63	29	34	1	1	23	25	0	2	2	0	0	0	3	3	0	3
Sales Workers %	100	46.03	53.97	1.59	1.59	36.51	39.68	0.00	3.17	3.17	0.00	0.00	0.00	4.76	4.76	0.00	4.76
5. Administrative Workers #	469	132	337	19	32	78	225	18	37	9	11	0	2	1	15	7	15
Administrative Workers %	100	28.14	71.86	4.05	6.82	16.63	47.97	3.84	7.89	1.92	2.35	0.00	0.43	0.21	3.20	1.49	3.20
6. Craft Workers #	314	307	7	16	1	249	6	2	0	4	0	1	0	18	0	17	0
Craft Workers %	100	97.77	2.23	5.10	0.32	79.30	1.91	0.64	0.00	1.27	0.00	0.32	0.00	5.73	0.00	5.41	0.00
7. Operatives #	187	185	2	10	0	159	2	4	0	1	0	0	0	5	0	6	0
Operatives %	100	98.93	1.07	5.35	0.00	85.03	1.07	2.14	0.00	0.53	0.00	0.00	0.00	2.67	0.00	3.21	0.00
8. Laborers and Helpers #	45	36	9	1	0	29	9	0	0	0	0	1	0	5	0	0	0
Laborers and Helpers %	100	80.00	20.00	2.22	0.00	64.44	20.00	0.00	0.00	0.00	0.00	2.22	0.00	11.11	0.00	0.00	0.00
9. Service Workers #	363	202	161	18	17	164	120	11	4	4	12	0	0	5	5	0	3
Service Workers %	100	55.65	44.35	4.96	4.68	45.18	33.06	3.03	1.10	1.10	3.31	0.00	0.00	1.38	1.38	0.00	0.83

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Table A4: Participation Rates For WG Wage Grade Plans by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
WG-01 #	10	5	5	0	0	5	5	0	0	0	0	0	0	0	0	0	0
WG-01 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02 #	5	3	2	0	0	2	2	0	0	1	0	0	0	0	0	0	0
WG-02 %	100	60.00	40.00	0.00	0.00	40.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03 #	5	5	0	0	0	4	0	0	0	0	0	1	0	0	0	0	0
WG-03 %	100	100.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00
WG-04 #	5	4	1	1	0	2	1	0	0	0	0	0	0	1	0	0	0
WG-04 %	100	80.00	20.00	20.00	0.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
WG-05 #	29	27	2	1	0	20	2	1	0	0	0	0	0	5	0	0	0
WG-05 %	100	93.10	6.90	3.45	0.00	68.97	6.90	3.45	0.00	0.00	0.00	0.00	0.00	17.24	0.00	0.00	0.00
WG-06 #	20	20	0	1	0	14	0	0	0	2	0	0	0	2	0	1	0
WG-06 %	100	100.00	0.00	5.00	0.00	70.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	10.00	0.00	5.00	0.00
WG-07 #	36	35	1	3	0	28	1	1	0	0	0	0	0	3	0	0	0
WG-07 %	100	97.22	2.78	8.33	0.00	77.78	2.78	2.78	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00	0.00
WG-08 #	216	210	6	12	1	174	5	1	0	2	0	0	0	6	0	15	0
WG-08 %	100	97.22	2.78	5.56	0.46	80.56	2.31	0.46	0.00	0.93	0.00	0.00	0.00	2.78	0.00	6.94	0.00
WG-09 #	88	86	2	4	0	73	2	1	0	1	0	1	0	5	0	1	0
WG-09 %	100	97.73	2.27	4.55	0.00	82.95	2.27	1.14	0.00	1.14	0.00	1.14	0.00	5.68	0.00	1.14	0.00
WG-10 #	122	122	0	4	0	107	0	2	0	0	0	0	0	3	0	6	0
WG-10 %	100	100.00	0.00	3.28	0.00	87.70	0.00	1.64	0.00	0.00	0.00	0.00	0.00	2.46	0.00	4.92	0.00
WG-11 #	5	5	0	1	0	3	0	0	0	0	0	0	0	1	0	0	0
WG-11 %	100	100.00	0.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
WG-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
WG-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Permanent) #	545	525	20	27	1	435	19	6	0	6	0	2	0	26	0	23	0
Total WG Workforce (Permanent) %	100	96.33	3.67	4.95	0.18	79.82	3.49	1.10	0.00	1.10	0.00	0.37	0.00	4.77	0.00	4.22	0.00

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Table A4: Participation Rates For WG Wage Grade Plans by Race/Ethnicity and Sex (Temporary)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	811	489	322	16	6	412	272	7	9	11	5	1	1	9	5	33	24
Temporary Workforce %	100	60.30	39.70	1.97	0.74	50.80	33.54	0.86	1.11	1.36	0.62	0.12	0.12	1.11	0.62	4.07	2.96
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
WG-01 #	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
WG-01 %	100	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
WG-02 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03 #	11	11	0	1	0	8	0	0	0	0	0	0	0	1	0	1	0
WG-03 %	100	100.00	0.00	9.09	0.00	72.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	9.09	0.00
WG-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
WG-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
WG-05 #	36	33	3	0	0	28	3	0	0	1	0	0	0	2	0	2	0
WG-05 %	100	91.67	8.33	0.00	0.00	77.78	8.33	0.00	0.00	2.78	0.00	0.00	0.00	5.56	0.00	5.56	0.00
WG-06 #	11	11	0	1	0	9	0	0	0	0	0	0	0	0	0	1	0
WG-06 %	100	100.00	0.00	9.09	0.00	81.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00
WG-07 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WG-07 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08 #	37	35	2	2	0	25	1	1	0	1	0	0	0	2	0	4	1
WG-08 %	100	94.59	5.41	5.41	0.00	67.57	2.70	2.70	0.00	2.70	0.00	0.00	0.00	5.41	0.00	10.81	2.70
WG-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WG-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WG-10 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
WG-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Temporary) #	107	99	8	4	0	78	7	1	0	2	0	0	0	5	0	9	1
Total WG Workforce (Temporary) %	100	92.52	7.48	3.74	0.00	72.90	6.54	0.93	0.00	1.87	0.00	0.00	0.00	4.67	0.00	8.41	0.93

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	3	2	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0
GS-03 %	100	66.67	33.33	0.00	0.00	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	26	12	14	0	1	9	10	1	0	0	1	0	0	1	0	1	2
GS-04 %	100	46.15	53.85	0.00	3.85	34.62	38.46	3.85	0.00	0.00	3.85	0.00	0.00	3.85	0.00	3.85	7.69
GS-05 #	149	91	58	10	6	64	38	10	7	5	1	1	1	1	1	0	4
GS-05 %	100	61.07	38.93	6.71	4.03	42.95	25.50	6.71	4.70	3.36	0.67	0.67	0.67	0.67	0.67	0.00	2.68
GS-06 #	164	76	88	7	13	56	61	4	5	3	3	2	0	1	3	3	3
GS-06 %	100	46.34	53.66	4.27	7.93	34.15	37.20	2.44	3.05	1.83	1.83	1.22	0.00	0.61	1.83	1.83	1.83
GS-07 #	500	214	286	22	25	158	204	8	20	6	9	1	1	8	13	11	14
GS-07 %	100	42.80	57.20	4.40	5.00	31.60	40.80	1.60	4.00	1.20	1.80	0.20	0.20	1.60	2.60	2.20	2.80
GS-08 #	107	55	52	4	4	39	32	3	11	3	3	0	0	3	1	3	1
GS-08 %	100	51.40	48.60	3.74	3.74	36.45	29.91	2.80	10.28	2.80	2.80	0.00	0.00	2.80	0.93	2.80	0.93
GS-09 #	769	360	409	22	38	288	305	19	23	8	19	0	1	14	15	9	8
GS-09 %	100	46.81	53.19	2.86	4.94	37.45	39.66	2.47	2.99	1.04	2.47	0.00	0.13	1.82	1.95	1.17	1.04
GS-10 #	8	0	8	0	1	0	3	0	2	0	0	0	1	0	1	0	0
GS-10 %	100	0.00	100.00	0.00	12.50	0.00	37.50	0.00	25.00	0.00	0.00	0.00	12.50	0.00	12.50	0.00	0.00
GS-11 #	1487	801	686	59	43	663	542	26	37	25	32	3	3	17	16	8	13
GS-11 %	100	53.87	46.13	3.97	2.89	44.59	36.45	1.75	2.49	1.68	2.15	0.20	0.20	1.14	1.08	0.54	0.87
GS-12 #	1709	981	728	58	42	817	586	34	47	28	19	0	4	28	14	16	16
GS-12 %	100	57.40	42.60	3.39	2.46	47.81	34.29	1.99	2.75	1.64	1.11	0.00	0.23	1.64	0.82	0.94	0.94
GS-13 #	1439	858	581	43	36	739	471	26	37	14	20	4	3	21	9	11	5
GS-13 %	100	59.62	40.38	2.99	2.50	51.36	32.73	1.81	2.57	0.97	1.39	0.28	0.21	1.46	0.63	0.76	0.35
GS-14 #	546	338	208	20	10	297	166	7	15	4	8	1	1	6	7	3	1
GS-14 %	100	61.90	38.10	3.66	1.83	54.40	30.40	1.28	2.75	0.73	1.47	0.18	0.18	1.10	1.28	0.55	0.18

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	136	82	54	3	4	71	44	2	4	1	0	1	0	3	1	1	1
GS-15 %	100	60.29	39.71	2.21	2.94	52.21	32.35	1.47	2.94	0.74	0.00	0.74	0.00	2.21	0.74	0.74	0.74
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	7047	3871	3176	248	223	3203	2466	140	208	98	115	13	15	103	81	66	68
Total GS Employees %	100	54.93	45.07	3.52	3.16	45.45	34.99	1.99	2.95	1.39	1.63	0.18	0.21	1.46	1.15	0.94	0.96
SES #	22	13	9	2	1	10	8	1	0	0	0	0	0	0	0	0	0
SES %	100	59.09	40.91	9.09	4.55	45.45	36.36	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	22	13	9	2	1	10	8	1	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	59.09	40.91	9.09	4.55	45.45	36.36	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	811	489	322	16	6	412	272	7	9	11	5	1	1	9	5	33	24
Temporary Workforce %	100	60.30	39.70	1.97	0.74	50.80	33.54	0.86	1.11	1.36	0.62	0.12	0.12	1.11	0.62	4.07	2.96
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	45	31	14	1	0	23	10	2	1	1	1	0	0	2	0	2	2
GS-03 %	100	68.89	31.11	2.22	0.00	51.11	22.22	4.44	2.22	2.22	2.22	0.00	0.00	4.44	0.00	4.44	4.44
GS-04 #	104	64	40	3	0	55	35	0	1	1	0	0	0	0	1	5	3
GS-04 %	100	61.54	38.46	2.88	0.00	52.88	33.65	0.00	0.96	0.96	0.00	0.00	0.00	0.00	0.96	4.81	2.88
GS-05 #	286	151	135	3	3	135	119	2	3	6	2	0	0	0	3	5	5
GS-05 %	100	52.80	47.20	1.05	1.05	47.20	41.61	0.70	1.05	2.10	0.70	0.00	0.00	0.00	1.05	1.75	1.75
GS-06 #	26	17	9	1	0	15	7	0	1	1	0	0	0	0	0	0	1
GS-06 %	100	65.38	34.62	3.85	0.00	57.69	26.92	0.00	3.85	3.85	0.00	0.00	0.00	0.00	0.00	0.00	3.85
GS-07 #	112	55	57	3	1	43	41	1	3	0	1	1	1	1	1	6	9
GS-07 %	100	49.11	50.89	2.68	0.89	38.39	36.61	0.89	2.68	0.00	0.89	0.89	0.89	0.89	0.89	5.36	8.04
GS-08 #	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	75	38	37	0	2	34	34	0	0	0	0	0	0	1	0	3	1
GS-09 %	100	50.67	49.33	0.00	2.67	45.33	45.33	0.00	0.00	0.00	0.00	0.00	0.00	1.33	0.00	4.00	1.33
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	26	16	10	1	0	15	8	0	0	0	1	0	0	0	0	0	1
GS-11 %	100	61.54	38.46	3.85	0.00	57.69	30.77	0.00	0.00	0.00	3.85	0.00	0.00	0.00	0.00	0.00	3.85
GS-12 #	15	6	9	0	0	5	8	1	0	0	0	0	0	0	0	0	1
GS-12 %	100	40.00	60.00	0.00	0.00	33.33	53.33	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67
GS-13 #	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
GS-13 %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
GS-14 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
GS-15 %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	703	389	314	12	6	334	265	6	9	9	5	1	1	4	5	23	23
Total GS Employees %	100	55.33	44.67	1.71	0.85	47.51	37.70	0.85	1.28	1.28	0.71	0.14	0.14	0.57	0.71	3.27	3.27
SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
GL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-07 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GL-07 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-09 #	128	116	12	13	1	95	10	3	0	1	0	0	0	3	1	1	0
GL-09 %	100	90.63	9.38	10.16	0.78	74.22	7.81	2.34	0.00	0.78	0.00	0.00	0.00	2.34	0.78	0.78	0.00
GL-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (EX) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (EX) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent) #	130	118	12	13	1	97	10	3	0	1	0	0	0	3	1	1	0
Total GL Workforce (Permanent) %	100	90.77	9.23	10.00	0.77	74.62	7.69	2.31	0.00	0.77	0.00	0.00	0.00	2.31	0.77	0.77	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
WS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
WS-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
WS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-09 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
WS-09 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
WS-10 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
WS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WS Workforce (Permanent) #	6	5	1	0	0	4	1	0	0	0	0	0	0	0	0	1	0
Total WS Workforce (Permanent) %	100	83.33	16.67	0.00	0.00	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
WL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05 #	2	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
WL-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
WL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WL-08 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WL-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
WL-10 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
WL-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Workforce (Permanent) #	8	8	0	0	0	6	0	0	0	0	0	0	0	2	0	0	0
Total WL Workforce (Permanent) %	100	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	811	489	322	16	6	412	272	7	9	11	5	1	1	9	5	33	24
Temporary Workforce %	100	60.30	39.70	1.97	0.74	50.80	33.54	0.86	1.11	1.36	0.62	0.12	0.12	1.11	0.62	4.07	2.96
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
WL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
WL-08 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
WL-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
WL-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Workforce (Temporary) #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Total WL Workforce (Temporary) %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
Up to $20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to $20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$20,001-$30,000 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
$20,001-$30,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$30,001-$40,000 #	161	92	69	5	8	71	47	4	5	7	2	1	0	3	1	1	6
$30,001-$40,000 %	100	57.14	42.86	3.11	4.97	44.10	29.19	2.48	3.11	4.35	1.24	0.62	0.00	1.86	0.62	0.62	3.73
$40,001-$50,000 #	491	278	213	28	24	201	155	15	9	4	5	4	1	9	6	17	13
$40,001-$50,000 %	100	56.62	43.38	5.70	4.89	40.94	31.57	3.05	1.83	0.81	1.02	0.81	0.20	1.83	1.22	3.46	2.65
$50,001-$60,000 #	824	512	312	32	25	411	235	16	16	10	15	1	0	23	13	19	8
$50,001-$60,000 %	100	62.14	37.86	3.88	3.03	49.88	28.52	1.94	1.94	1.21	1.82	0.12	0.00	2.79	1.58	2.31	0.97
$60,001-$70,000 #	1010	601	409	42	35	490	300	19	33	16	18	0	3	19	11	15	9
$60,001-$70,000 %	100	59.50	40.50	4.16	3.47	48.51	29.70	1.88	3.27	1.58	1.78	0.00	0.30	1.88	1.09	1.49	0.89
$70,001-$80,000 #	908	488	420	33	29	414	326	12	26	11	15	1	1	10	11	7	12
$70,001-$80,000 %	100	53.74	46.26	3.63	3.19	45.59	35.90	1.32	2.86	1.21	1.65	0.11	0.11	1.10	1.21	0.77	1.32
$80,001-$90,000 #	959	554	405	43	24	440	319	21	25	19	16	1	3	19	10	11	8
$80,001-$90,000 %	100	57.77	42.23	4.48	2.50	45.88	33.26	2.19	2.61	1.98	1.67	0.10	0.31	1.98	1.04	1.15	0.83
$90,001-$100,000 #	796	448	348	27	20	377	284	18	20	6	8	1	4	16	11	3	1
$90,001-$100,000 %	100	56.28	43.72	3.39	2.51	47.36	35.68	2.26	2.51	0.75	1.01	0.13	0.50	2.01	1.38	0.38	0.13
$100,001-$110,000 #	774	454	320	24	21	392	263	14	18	10	7	2	1	7	4	5	6
$100,001-$110,000 %	100	58.66	41.34	3.10	2.71	50.65	33.98	1.81	2.33	1.29	0.90	0.26	0.13	0.90	0.52	0.65	0.78
$110,001-$120,000 #	696	452	244	20	15	386	200	13	17	9	7	2	1	15	3	7	1
$110,001-$120,000 %	100	64.94	35.06	2.87	2.16	55.46	28.74	1.87	2.44	1.29	1.01	0.29	0.14	2.16	0.43	1.01	0.14
$120,001-$130,000 #	414	230	184	18	9	193	138	7	17	7	13	0	0	3	4	2	3
$120,001-$130,000 %	100	55.56	44.44	4.35	2.17	46.62	33.33	1.69	4.11	1.69	3.14	0.00	0.00	0.72	0.97	0.48	0.72
$130,001-$140,000 #	316	188	128	7	8	164	100	5	10	4	5	2	1	5	4	1	0
$130,001-$140,000 %	100	59.49	40.51	2.22	2.53	51.90	31.65	1.58	3.16	1.27	1.58	0.63	0.32	1.58	1.27	0.32	0.00
$140,001-$150,000 #	165	99	66	5	4	89	51	3	4	0	3	0	0	1	3	1	1
$140,001-$150,000 %	100	60.00	40.00	3.03	2.42	53.94	30.91	1.82	2.42	0.00	1.82	0.00	0.00	0.61	1.82	0.61	0.61
$150,001-$160,000 #	123	66	57	1	2	60	47	0	6	1	1	0	0	2	1	2	0

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
$150,001-$160,000 %	100	53.66	46.34	0.81	1.63	48.78	38.21	0.00	4.88	0.81	0.81	0.00	0.00	1.63	0.81	1.63	0.00
$160,001-$170,000 #	41	28	13	1	0	27	12	0	1	0	0	0	0	0	0	0	0
$160,001-$170,000 %	100	68.29	31.71	2.44	0.00	65.85	29.27	0.00	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$170,001-$180,000 #	60	39	21	2	1	31	19	3	1	1	0	0	0	2	0	0	0
$170,001-$180,000 %	100	65.00	35.00	3.33	1.67	51.67	31.67	5.00	1.67	1.67	0.00	0.00	0.00	3.33	0.00	0.00	0.00
$180,001 and Greater #	18	11	7	2	1	9	6	0	0	0	0	0	0	0	0	0	0
$180,001 and Greater %	100	61.11	38.89	11.11	5.56	50.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	811	489	322	16	6	412	272	7	9	11	5	1	1	9	5	33	24
Temporary Workforce %	100	60.30	39.70	1.97	0.74	50.80	33.54	0.86	1.11	1.36	0.62	0.12	0.12	1.11	0.62	4.07	2.96
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
Up to $20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to $20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$20,001-$30,000 #	42	28	14	1	0	21	11	1	0	1	1	0	0	2	0	2	2
$20,001-$30,000 %	100	66.67	33.33	2.38	0.00	50.00	26.19	2.38	0.00	2.38	2.38	0.00	0.00	4.76	0.00	4.76	4.76
$30,001-$40,000 #	382	230	152	7	2	203	135	3	4	6	0	0	0	1	4	10	7
$30,001-$40,000 %	100	60.21	39.79	1.83	0.52	53.14	35.34	0.79	1.05	1.57	0.00	0.00	0.00	0.26	1.05	2.62	1.83
$40,001-$50,000 #	212	126	86	5	2	98	65	1	4	3	3	1	1	5	0	13	11
$40,001-$50,000 %	100	59.43	40.57	2.36	0.94	46.23	30.66	0.47	1.89	1.42	1.42	0.47	0.47	2.36	0.00	6.13	5.19
$50,001-$60,000 #	87	55	32	1	0	47	30	1	1	0	0	0	0	1	1	5	0
$50,001-$60,000 %	100	63.22	36.78	1.15	0.00	54.02	34.48	1.15	1.15	0.00	0.00	0.00	0.00	1.15	1.15	5.75	0.00
$60,001-$70,000 #	46	26	20	1	1	23	16	0	0	1	1	0	0	0	0	1	2
$60,001-$70,000 %	100	56.52	43.48	2.17	2.17	50.00	34.78	0.00	0.00	2.17	2.17	0.00	0.00	0.00	0.00	2.17	4.35
$70,001-$80,000 #	17	13	4	1	1	12	2	0	0	0	0	0	0	0	0	0	1
$70,001-$80,000 %	100	76.47	23.53	5.88	5.88	70.59	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88
$80,001-$90,000 #	12	3	9	0	0	2	8	1	0	0	0	0	0	0	0	0	1
$80,001-$90,000 %	100	25.00	75.00	0.00	0.00	16.67	66.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33
$90,001-$100,000 #	4	1	3	0	0	1	3	0	0	0	0	0	0	0	0	0	0
$90,001-$100,000 %	100	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$100,001-$110,000 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
$100,001-$110,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$110,001-$120,000 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
$110,001-$120,000 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$120,001-$130,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$120,001-$130,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$130,001-$140,000 #	3	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
$130,001-$140,000 %	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00
$140,001-$150,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$140,001-$150,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$150,001-$160,000 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
$150,001-$160,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$160,001-$170,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$160,001-$170,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$170,001-$180,000 #	3	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
$170,001-$180,000 %	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00
$180,001 and Greater #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$180,001 and Greater %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) #	1810	960	850	56	43	836	724	5	16	25	36	2	4	23	11	13	16
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) %	100	53.04	46.96	3.09	2.38	46.19	40.00	0.28	0.88	1.38	1.99	0.11	0.22	1.27	0.61	0.72	0.88
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-15 #	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	64	43	21	3	2	40	16	0	2	0	1	0	0	0	0	0	0
GS-14 %	100	67.19	32.81	4.69	3.13	62.50	25.00	0.00	3.13	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	441	234	207	13	9	210	179	2	5	4	6	1	2	3	2	1	4
GS-13 %	100	53.06	46.94	2.95	2.04	47.62	40.59	0.45	1.13	0.91	1.36	0.23	0.45	0.68	0.45	0.23	0.91
GS-12 #	625	342	283	19	11	297	248	1	4	12	9	0	2	9	4	4	5
GS-12 %	100	54.72	45.28	3.04	1.76	47.52	39.68	0.16	0.64	1.92	1.44	0.00	0.32	1.44	0.64	0.64	0.80
GS-11 #	489	255	234	18	16	215	194	2	4	7	12	1	0	5	2	7	6
GS-11 %	100	52.15	47.85	3.68	3.27	43.97	39.67	0.41	0.82	1.43	2.45	0.20	0.00	1.02	0.41	1.43	1.23
GS-09 #	147	70	77	3	4	58	64	0	0	2	6	0	0	6	2	1	1
GS-09 %	100	47.62	52.38	2.04	2.72	39.46	43.54	0.00	0.00	1.36	4.08	0.00	0.00	4.08	1.36	0.68	0.68
GS-07 #	38	13	25	0	1	13	20	0	1	0	2	0	0	0	1	0	0
GS-07 %	100	34.21	65.79	0.00	2.63	34.21	52.63	0.00	2.63	0.00	5.26	0.00	0.00	0.00	2.63	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	54.06	45.94	3.29	2.24	46.88	39.41	0.29	0.82	1.29	1.94	0.12	0.24	1.53	0.53	0.65	0.76
Internal Applications #	180	106	74	14	5	80	66	1	1	8	0	0	1	3	1	0	0
Internal Applications %	100	58.89	41.11	7.78	2.78	44.44	36.67	0.56	0.56	4.44	0.00	0.00	0.56	1.67	0.56	0.00	0.00
Qualified Internal Applicants #	82	51	31	6	0	37	31	0	0	5	0	0	0	3	0	0	0
Qualified Internal Applicants %	100	62.20	37.80	7.32	0.00	45.12	37.80	0.00	0.00	6.10	0.00	0.00	0.00	3.66	0.00	0.00	0.00
Referred Applicants #	70	43	27	6	0	32	27	0	0	2	0	0	0	3	0	0	0
Referred Applicants %	100	61.43	38.57	8.57	0.00	45.71	38.57	0.00	0.00	2.86	0.00	0.00	0.00	4.29	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	151	73	78	4	2	64	72	0	2	3	1	0	0	0	0	2	1
Internal Selections %	100	48.34	51.66	2.65	1.32	42.38	47.68	0.00	1.32	1.99	0.66	0.00	0.00	0.00	0.00	1.32	0.66
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	925	458	467	42	51	355	358	18	26	9	24	3	1	8	4	3	3
Voluntarily Identified Applicants %	100	49.51	50.49	4.54	5.51	38.38	38.70	1.95	2.81	0.97	2.59	0.32	0.11	0.86	0.43	0.32	0.32

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Qualified External Applicants #	548	253	295	19	27	208	238	6	13	15	14	1	0	4	1	0	2
Qualified External Applicants %	100	46.17	53.83	3.47	4.93	37.96	43.43	1.09	2.37	2.74	2.55	0.18	0.00	0.73	0.18	0.00	0.36
Referred Applicants #	340	164	176	10	15	136	146	2	6	11	8	1	0	4	0	0	1
Referred Applicants %	100	48.24	51.76	2.94	4.41	40.00	42.94	0.59	1.76	3.24	2.35	0.29	0.00	1.18	0.00	0.00	0.29
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	170	71	99	3	4	64	84	0	1	3	4	0	0	0	2	1	4
External Selections %	100	41.76	58.24	1.76	2.35	37.65	49.41	0.00	0.59	1.76	2.35	0.00	0.00	0.00	1.18	0.59	2.35
BIOLOGICAL SCIENCE TECHNICIAN (0404) #	159	113	46	4	9	96	35	3	0	2	0	3	0	2	2	3	0
BIOLOGICAL SCIENCE TECHNICIAN (0404) %	100	71.07	28.93	2.52	5.66	60.38	22.01	1.89	0.00	1.26	0.00	1.89	0.00	1.26	1.26	1.89	0.00
Occupational CLF %	100	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
GS-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	81	60	21	3	2	52	19	1	0	0	0	1	0	1	0	2	0
GS-07 %	100	74.07	25.93	3.70	2.47	64.20	23.46	1.23	0.00	0.00	0.00	1.23	0.00	1.23	0.00	2.47	0.00
GS-06 #	48	29	19	1	5	23	12	0	0	1	0	2	0	1	2	1	0
GS-06 %	100	60.42	39.58	2.08	10.42	47.92	25.00	0.00	0.00	2.08	0.00	4.17	0.00	2.08	4.17	2.08	0.00
GS-05 #	18	13	5	0	2	10	3	2	0	1	0	0	0	0	0	0	0
GS-05 %	100	72.22	27.78	0.00	11.11	55.56	16.67	11.11	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	72.39	27.61	2.45	4.91	63.19	22.09	0.61	0	1.23	0	1.84	0	1.23	0.61	1.84	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	12	5	1	1	7	3	2	0	1	0	0	0	0	1	1	0
External Selections %	100	70.59	29.41	5.88	5.88	41.18	17.65	11.76	0.00	5.88	0.00	0.00	0.00	0.00	5.88	5.88	0.00
FISH & WILDLIFE ADMINISTRATION (0480) #	253	154	99	8	4	139	86	2	3	0	2	0	0	4	3	1	1
FISH & WILDLIFE ADMINISTRATION (0480) %	100	60.87	39.13	3.16	1.58	54.94	33.99	0.79	1.19	0.00	0.79	0.00	0.00	1.58	1.19	0.40	0.40
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
ES-00 #	14	8	6	2	1	5	5	1	0	0	0	0	0	0	0	0	0
ES-00 %	100	57.14	42.86	14.29	7.14	35.71	35.71	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	71	44	27	2	1	41	22	0	2	0	0	0	0	1	1	0	1
GS-15 %	100	61.97	38.03	2.82	1.41	57.75	30.99	0.00	2.82	0.00	0.00	0.00	0.00	1.41	1.41	0.00	1.41
GS-14 #	161	99	62	4	2	90	55	1	1	0	2	0	0	3	2	1	0
GS-14 %	100	61.49	38.51	2.48	1.24	55.90	34.16	0.62	0.62	0.00	1.24	0.00	0.00	1.86	1.24	0.62	0.00
GS-13 #	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	42.86	57.14	0.00	0.00	42.86	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	60.83	39.17	2.5	1.25	55.83	33.33	0.83	1.67	0	0.83	0	0	1.67	1.25	0	0.83
Internal Applications #	140	85	55	9	2	65	44	8	5	2	2	0	0	1	2	0	0
Internal Applications %	100	60.71	39.29	6.43	1.43	46.43	31.43	5.71	3.57	1.43	1.43	0.00	0.00	0.71	1.43	0.00	0.00
Qualified Internal Applicants #	70	37	33	3	1	33	27	0	2	1	2	0	0	0	1	0	0
Qualified Internal Applicants %	100	52.86	47.14	4.29	1.43	47.14	38.57	0.00	2.86	1.43	2.86	0.00	0.00	0.00	1.43	0.00	0.00
Referred Applicants #	70	37	33	3	1	4	33	27	0	2	1	2	0	0	1	0	0
Referred Applicants %	100	52.86	47.14	4.29	1.43	5.71	47.14	38.57	0.00	2.86	1.43	2.86	0.00	0.00	1.43	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	24	13	11	1	1	12	9	0	1	0	0	0	0	0	0	0	0
Internal Selections %	100	54.17	45.83	4.17	4.17	50.00	37.50	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Voluntarily Identified Applicants #	96	74	169	10	10	75	56	3	3	4	1	0	0	2	2	2	1
Voluntarily Identified Applicants %	100	77.08	176.04	10.42	10.42	78.13	58.33	3.13	3.13	4.17	1.04	0.00	0.00	2.08	2.08	2.08	1.04
Qualified External Applicants #	95	43	52	4	9	33	36	1	3	2	1	0	0	1	1	2	1
Qualified External Applicants %	100	45.26	54.74	4.21	9.47	34.74	37.89	1.05	3.16	2.11	1.05	0.00	0.00	1.05	1.05	2.11	1.05
Referred Applicants #	33	17	16	1	1	16	13	0	0	0	1	0	0	0	1	0	0
Referred Applicants %	100	51.52	48.48	3.03	3.03	48.48	39.39	0.00	0.00	0.00	3.03	0.00	0.00	0.00	3.03	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	11	4	7	0	0	3	5	0	0	0	0	0	0	0	2	1	0
External Selections %	100	36.36	63.64	0.00	0.00	27.27	45.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.18	9.09	0.00
FISH BIOLOGY (0482) #	546	420	126	23	8	375	111	9	4	3	2	0	0	8	1	2	0
FISH BIOLOGY (0482) %	100	76.92	23.08	4.21	1.47	68.68	20.33	1.65	0.73	0.55	0.37	0.00	0.00	1.47	0.18	0.37	0.00
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-14 #	24	20	4	1	1	18	3	1	0	0	0	0	0	0	0	0	0
GS-14 %	100	83.33	16.67	4.17	4.17	75.00	12.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	116	91	25	5	0	82	24	3	0	0	1	0	0	0	0	1	0
GS-13 %	100	78.45	21.55	4.31	0.00	70.69	20.69	2.59	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.86	0.00
GS-12 #	116	95	21	5	0	86	19	0	1	1	1	0	0	3	0	0	0
GS-12 %	100	81.90	18.10	4.31	0.00	74.14	16.38	0.00	0.86	0.86	0.86	0.00	0.00	2.59	0.00	0.00	0.00
GS-11 #	177	129	48	9	5	114	40	2	3	2	0	0	0	2	0	0	0
GS-11 %	100	72.88	27.12	5.08	2.82	64.41	22.60	1.13	1.69	1.13	0.00	0.00	0.00	1.13	0.00	0.00	0.00
GS-09 #	97	71	26	2	1	63	24	3	0	0	0	0	0	2	1	1	0
GS-09 %	100	73.20	26.80	2.06	1.03	64.95	24.74	3.09	0.00	0.00	0.00	0.00	0.00	2.06	1.03	1.03	0.00
GS-07 #	15	14	1	1	0	12	1	0	0	0	0	0	0	1	0	0	0
GS-07 %	100	93.33	6.67	6.67	0.00	80.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00
GS-05 #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	76.98	23.02	3.96	1.44	68.53	20.14	1.44	0.72	1.08	0.36	0	0	1.62	0.36	0.36	0
Internal Applications #	47	27	20	3	5	22	15	2	0	0	0	0	0	0	0	0	0
Internal Applications %	100	57.45	42.55	6.38	10.64	46.81	31.91	4.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	19	11	8	0	1	10	7	0	0	1	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	57.89	42.11	0.00	5.26	52.63	36.84	0.00	0.00	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	16	10	6	0	1	10	5	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	62.50	37.50	0.00	6.25	62.50	31.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	33	22	11	0	0	22	10	0	1	0	0	0	0	0	0	0	0
Internal Selections %	100	66.67	33.33	0.00	0.00	66.67	30.30	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	308	200	508	27	26	256	150	6	11	12	5	0	1	6	5	1	2
Voluntarily Identified Applicants %	100	64.94	164.94	8.77	8.44	83.12	48.70	1.95	3.57	3.90	1.62	0.00	0.32	1.95	1.62	0.32	0.65
Qualified External Applicants #	233	164	69	8	4	144	55	0	3	8	4	0	1	4	2	0	0
Qualified External Applicants %	100	70.39	29.61	3.43	1.72	61.80	23.61	0.00	1.29	3.43	1.72	0.00	0.43	1.72	0.86	0.00	0.00
Referred Applicants #	223	158	65	6	3	140	53	0	3	8	3	0	1	4	2	0	0
Referred Applicants %	100	70.85	29.15	2.69	1.35	62.78	23.77	0.00	1.35	3.59	1.35	0.00	0.45	1.79	0.90	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	30	19	11	1	1	16	10	1	0	0	0	0	0	1	0	0	0
External Selections %	100	63.33	36.67	3.33	3.33	53.33	33.33	3.33	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00
WILDLIFE REFUGE MANAGEMENT (0485) #	520	361	159	23	15	306	128	9	3	7	4	0	0	11	6	5	3
WILDLIFE REFUGE MANAGEMENT (0485) %	100	69.42	30.58	4.42	2.88	58.85	24.62	1.73	0.58	1.35	0.77	0.00	0.00	2.12	1.15	0.96	0.58
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-15 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	69	49	20	4	0	42	18	0	0	2	1	0	0	1	1	0	0
GS-14 %	100	71.01	28.99	5.80	0.00	60.87	26.09	0.00	0.00	2.90	1.45	0.00	0.00	1.45	1.45	0.00	0.00
GS-13 #	151	114	37	6	3	93	32	2	1	3	1	0	0	7	0	3	0
GS-13 %	100	75.50	24.50	3.97	1.99	61.59	21.19	1.32	0.66	1.99	0.66	0.00	0.00	4.64	0.00	1.99	0.00
GS-12 #	156	113	43	7	6	98	30	4	2	1	1	0	0	2	3	1	1
GS-12 %	100	72.44	27.56	4.49	3.85	62.82	19.23	2.56	1.28	0.64	0.64	0.00	0.00	1.28	1.92	0.64	0.64
GS-11 #	74	47	27	5	2	40	23	0	0	1	1	0	0	1	1	0	0
GS-11 %	100	63.51	36.49	6.76	2.70	54.05	31.08	0.00	0.00	1.35	1.35	0.00	0.00	1.35	1.35	0.00	0.00
GS-09 #	54	31	23	1	2	28	18	2	0	0	0	0	0	0	1	0	2
GS-09 %	100	57.41	42.59	1.85	3.70	51.85	33.33	3.70	0.00	0.00	0.00	0.00	0.00	0.00	1.85	0.00	3.70
GS-07 #	13	6	7	0	2	4	5	1	0	0	0	0	0	0	0	1	0
GS-07 %	100	46.15	53.85	0.00	15.38	30.77	38.46	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
GS-05 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	69.83	30.17	4.17	3.04	59.77	24.1	1.9	0.57	1.33	0.76	0	0	2.09	1.33	0.57	0.38

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Internal Applications #	172	108	64	10	10	87	47	2	1	5	5	0	0	4	1	0	0
Internal Applications %	100	62.79	37.21	5.81	5.81	50.58	27.33	1.16	0.58	2.91	2.91	0.00	0.00	2.33	0.58	0.00	0.00
Qualified Internal Applicants #	69	51	18	6	3	39	12	0	1	3	1	0	0	3	1	0	0
Qualified Internal Applicants %	100	73.91	26.09	8.70	4.35	56.52	17.39	0.00	1.45	4.35	1.45	0.00	0.00	4.35	1.45	0.00	0.00
Referred Applicants #	69	51	18	6	3	39	12	0	1	3	1	0	0	3	1	0	0
Referred Applicants %	100	73.91	26.09	8.70	4.35	56.52	17.39	0.00	1.45	4.35	1.45	0.00	0.00	4.35	1.45	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	44	29	15	3	2	22	10	1	0	1	0	0	0	2	3	0	0
Internal Selections %	100	65.91	34.09	6.82	4.55	50.00	22.73	2.27	0.00	2.27	0.00	0.00	0.00	4.55	6.82	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	213	142	71	26	11	100	54	5	1	7	3	0	0	3	2	1	0
Voluntarily Identified Applicants %	100	66.67	33.33	12.21	5.16	46.95	25.35	2.35	0.47	3.29	1.41	0.00	0.00	1.41	0.94	0.47	0.00
Qualified External Applicants #	106	70	36	9	2	56	30	1	1	2	2	0	0	1	1	1	0
Qualified External Applicants %	100	66.04	33.96	8.49	1.89	52.83	28.30	0.94	0.94	1.89	1.89	0.00	0.00	0.94	0.94	0.94	0.00
Referred Applicants #	54	37	17	4	0	31	15	0	0	1	1	0	0	1	1	0	0
Referred Applicants %	100	68.52	31.48	7.41	0.00	57.41	27.78	0.00	0.00	1.85	1.85	0.00	0.00	1.85	1.85	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	19	11	8	0	1	9	6	0	0	0	0	0	0	0	0	2	1
External Selections %	100	57.89	42.11	0.00	5.26	47.37	31.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.53	5.26
WILDLIFE BIOLOGY (0486) #	444	256	188	11	7	233	168	2	1	0	9	0	0	8	2	2	1
WILDLIFE BIOLOGY (0486) %	100	57.66	42.34	2.48	1.58	52.48	37.84	0.45	0.23	0.00	2.03	0.00	0.00	1.80	0.45	0.45	0.23
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	12	10	2	0	0	10	1	0	0	0	1	0	0	0	0	0	0
GS-14 %	100	83.33	16.67	0.00	0.00	83.33	8.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	104	73	31	2	3	69	26	0	0	0	1	0	0	2	1	0	0
GS-13 %	100	70.19	29.81	1.92	2.88	66.35	25.00	0.00	0.00	0.00	0.96	0.00	0.00	1.92	0.96	0.00	0.00
GS-12 #	139	76	63	4	0	66	61	1	0	0	1	0	0	3	0	2	1
GS-12 %	100	54.68	45.32	2.88	0.00	47.48	43.88	0.72	0.00	0.00	0.72	0.00	0.00	2.16	0.00	1.44	0.72
GS-11 #	135	81	54	4	1	73	47	1	0	0	5	0	0	3	1	0	0
GS-11 %	100	60.00	40.00	2.96	0.74	54.07	34.81	0.74	0.00	0.00	3.70	0.00	0.00	2.22	0.74	0.00	0.00
GS-09 #	42	12	30	1	2	11	26	0	1	0	1	0	0	0	0	0	0
GS-09 %	100	28.57	71.43	2.38	4.76	26.19	61.90	0.00	2.38	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00

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GS-07 #	11	3	8	0	1	3	7	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	27.27	72.73	0.00	9.09	27.27	63.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	57.8	42.2	2.86	1.32	52.53	38.24	0.44	0.22	0	1.76	0	0	1.54	0.44	0.44	0.22
Internal Applications #	79	43	36	7	4	30	32	3	0	2	0	0	0	1	0	0	0
Internal Applications %	100	54.43	45.57	8.86	5.06	37.97	40.51	3.80	0.00	2.53	0.00	0.00	0.00	1.27	0.00	0.00	0.00
Qualified Internal Applicants #	39	23	16	4	1	17	15	2	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	58.97	41.03	10.26	2.56	43.59	38.46	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	39	23	16	4	1	17	15	2	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	58.97	41.03	10.26	2.56	43.59	38.46	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	6	6	0	0	4	6	0	0	0	0	0	0	1	0	1	0
Internal Selections %	100	50.00	50.00	0.00	0.00	33.33	50.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	8.33	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	175	95	80	16	12	68	57	6	5	4	3	0	0	0	2	1	1
Voluntarily Identified Applicants %	100	54.29	45.71	9.14	6.86	38.86	32.57	3.43	2.86	2.29	1.71	0.00	0.00	0.00	1.14	0.57	0.57
Qualified External Applicants #	67	39	28	5	2	31	21	2	2	1	2	0	0	0	1	0	0
Qualified External Applicants %	100	58.21	41.79	7.46	2.99	46.27	31.34	2.99	2.99	1.49	2.99	0.00	0.00	0.00	1.49	0.00	0.00
Referred Applicants #	41	26	15	2	1	23	10	1	2	0	1	0	0	0	1	0	0
Referred Applicants %	100	63.41	36.59	4.88	2.44	56.10	24.39	2.44	4.88	0.00	2.44	0.00	0.00	0.00	2.44	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	23	10	13	0	1	10	11	0	0	0	1	0	0	0	0	0	0
External Selections %	100	43.48	56.52	0.00	4.35	43.48	47.83	0.00	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00
LAND MANAGEMENT LAW ENFORCEMENT (1801) #	230	211	19	19	2	173	16	5	0	4	0	1	0	8	1	1	0
LAND MANAGEMENT LAW ENFORCEMENT (1801) %	100	91.74	8.26	8.26	0.87	75.22	6.96	2.17	0.00	1.74	0.00	0.43	0.00	3.48	0.43	0.43	0.00
Occupational CLF %	100	76.35	23.65	8.24	3.01	57.85	15.3	7.45	4.35	1.58	0.52	0.07	0.03	0.8	0.29	0.35	0.16
GS-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	10	8	2	1	1	6	1	0	0	0	0	0	0	1	0	0	0
GS-14 %	100	80.00	20.00	10.00	10.00	60.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00
GS-13 #	6	5	1	0	0	4	1	0	0	0	0	0	0	1	0	0	0
GS-13 %	100	83.33	16.67	0.00	0.00	66.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00
GS-12 #	40	37	3	4	1	30	2	1	0	0	0	0	0	2	0	0	0

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GS-12 %	100	92.50	7.50	10.00	2.50	75.00	5.00	2.50	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00
GS-11 #	58	56	2	4	0	46	2	1	0	3	0	1	0	1	0	0	0
GS-11 %	100	96.55	3.45	6.90	0.00	79.31	3.45	1.72	0.00	5.17	0.00	1.72	0.00	1.72	0.00	0.00	0.00
GL-09 #	113	102	11	10	0	84	10	3	0	1	0	0	0	3	1	1	0
GL-09 %	100	90.27	9.73	8.85	0.00	74.34	8.85	2.65	0.00	0.88	0.00	0.00	0.00	2.65	0.88	0.88	0.00
GL-07 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GL-07 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	91.6	8.4	8.4	0.8	75.6	7.2	2	0	1.6	0	0.4	0	3.2	0.4	0.4	0
Internal Applications #	804	751	53	178	5	420	37	92	7	35	1	6	1	14	1	6	1
Internal Applications %	100	93.41	6.59	22.14	0.62	52.24	4.60	11.44	0.87	4.35	0.12	0.75	0.12	1.74	0.12	0.75	0.12
Qualified Internal Applicants #	509	485	24	120	1	275	17	46	4	25	1	3	0	11	1	5	0
Qualified Internal Applicants %	100	95.28	4.72	23.58	0.20	54.03	3.34	9.04	0.79	4.91	0.20	0.59	0.00	2.16	0.20	0.98	0.00
Referred Applicants #	509	485	24	120	1	275	17	46	4	25	1	3	0	11	1	5	0
Referred Applicants %	100	95.28	4.72	23.58	0.20	54.03	3.34	9.04	0.79	4.91	0.20	0.59	0.00	2.16	0.20	0.98	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	17	14	3	0	1	14	2	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	82.35	17.65	0.00	5.88	82.35	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	467	425	42	93	9	235	19	52	7	30	4	5	1	6	1	4	1
Voluntarily Identified Applicants %	100	91.01	8.99	19.91	1.93	50.32	4.07	11.13	1.50	6.42	0.86	1.07	0.21	1.28	0.21	0.86	0.21
Qualified External Applicants #	81	81	0	24	0	41	0	8	0	4	0	0	0	2	0	2	0
Qualified External Applicants %	100	100.00	0.00	29.63	0.00	50.62	0.00	9.88	0.00	4.94	0.00	0.00	0.00	2.47	0.00	2.47	0.00
Referred Applicants #	81	81	0	24	0	41	0	8	0	4	0	0	0	2	0	2	0
Referred Applicants %	100	100.00	0.00	29.63	0.00	50.62	0.00	9.88	0.00	4.94	0.00	0.00	0.00	2.47	0.00	2.47	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CRIMINAL INVESTIGATION (1811) #	215	182	33	15	4	154	22	8	1	2	4	1	0	2	2	0	0
CRIMINAL INVESTIGATION (1811) %	100	84.65	15.35	6.98	1.86	71.63	10.23	3.72	0.47	0.93	1.86	0.47	0.00	0.93	0.93	0.00	0.00
Occupational CLF %	100	76.35	23.65	8.24	3.01	57.85	15.3	7.45	4.35	1.58	0.52	0.07	0.03	0.8	0.29	0.35	0.16
ES-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	46	38	8	2	0	34	4	0	1	1	1	1	0	0	2	0	0
GS-14 %	100	82.61	17.39	4.35	0.00	73.91	8.70	0.00	2.17	2.17	2.17	2.17	0.00	0.00	4.35	0.00	0.00
GS-13 #	122	103	19	7	2	89	15	5	0	1	2	0	0	1	0	0	0
GS-13 %	100	84.43	15.57	5.74	1.64	72.95	12.30	4.10	0.00	0.82	1.64	0.00	0.00	0.82	0.00	0.00	0.00
GS-12 #	23	19	4	3	1	13	3	2	0	0	0	0	0	1	0	0	0
GS-12 %	100	82.61	17.39	13.04	4.35	56.52	13.04	8.70	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00	0.00
GS-11 #	3	2	1	0	0	1	0	1	0	0	1	0	0	0	0	0	0
GS-11 %	100	66.67	33.33	0.00	0.00	33.33	0.00	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
GL-09 #	13	12	1	3	1	9	0	0	0	0	0	0	0	0	0	0	0
GL-09 %	100	92.31	7.69	23.08	7.69	69.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	85.78	14.22	5.69	1.42	74.88	9.95	2.84	0.47	0.47	1.42	0.47	0	1.42	0.95	0	0
Internal Applications #	434	418	16	96	5	241	8	46	2	18	0	3	1	11	0	3	0
Internal Applications %	100	96.31	3.69	22.12	1.15	55.53	1.84	10.60	0.46	4.15	0.00	0.69	0.23	2.53	0.00	0.69	0.00
Qualified Internal Applicants #	319	312	7	66	3	190	3	30	0	14	0	2	1	8	0	2	0
Qualified Internal Applicants %	100	97.81	2.19	20.69	0.94	59.56	0.94	9.40	0.00	4.39	0.00	0.63	0.31	2.51	0.00	0.63	0.00
Referred Applicants #	173	170	3	34	2	107	1	15	0	5	0	2	0	7	0	0	0
Referred Applicants %	100	98.27	1.73	19.65	1.16	61.85	0.58	8.67	0.00	2.89	0.00	1.16	0.00	4.05	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	15	10	5	0	0	9	3	0	0	1	1	0	0	0	1	0	0
Internal Selections %	100	66.67	33.33	0.00	0.00	60.00	20.00	0.00	0.00	6.67	6.67	0.00	0.00	0.00	6.67	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	24	21	3	2	0	15	2	2	0	1	1	0	0	1	0	0	0
External Selections %	100	87.50	12.50	8.33	0.00	62.50	8.33	8.33	0.00	4.17	4.17	0.00	0.00	4.17	0.00	0.00	0.00

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

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) #	38	16	22	1	1	15	20	0	0	0	0	0	0	0	0	0	1
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) %	100	42.11	57.89	2.63	2.63	39.47	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-12 #	12	4	8	0	0	4	7	0	0	0	0	0	0	0	0	0	1
GS-12 %	100	33.33	66.67	0.00	0.00	33.33	58.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33
GS-11 #	8	6	2	1	0	5	2	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	75.00	25.00	12.50	0.00	62.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	18	6	12	0	1	6	11	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	33.33	66.67	0.00	5.56	33.33	61.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	52.17	47.83	2.17	2.17	50	45.65	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Internal Selections %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	3	5	0	0	3	5	0	0	0	0	0	0	0	0	0	0
External Selections %	100	37.50	62.50	0.00	0.00	37.50	62.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
BIOLOGICAL SCIENCE TECHNICIAN (0404) #	405	213	192	8	4	182	161	3	5	7	2	1	0	1	4	11	16
BIOLOGICAL SCIENCE TECHNICIAN (0404) %	100	52.59	47.41	1.98	0.99	44.94	39.75	0.74	1.23	1.73	0.49	0.25	0.00	0.25	0.99	2.72	3.95
Occupational CLF %	100	52.63	47.37	3.44	5.42	37.59	32.33	4.16	2.71	5.19	5.86	0.11	0.02	1.64	0.62	0.48	0.39
GS-08 #	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	95	49	46	2	1	38	34	1	1	0	0	1	0	1	1	6	9
GS-07 %	100	51.58	48.42	2.11	1.05	40.00	35.79	1.05	1.05	0.00	0.00	1.05	0.00	1.05	1.05	6.32	9.47
GS-06 #	21	13	8	1	0	11	6	0	1	1	0	0	0	0	0	0	1
GS-06 %	100	61.90	38.10	4.76	0.00	52.38	28.57	0.00	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	4.76
GS-05 #	241	125	116	3	3	109	101	2	2	6	2	0	0	0	3	5	5
GS-05 %	100	51.87	48.13	1.24	1.24	45.23	41.91	0.83	0.83	2.49	0.83	0.00	0.00	0.00	1.24	2.07	2.07
GS-04 #	39	20	19	2	0	18	18	0	0	0	0	0	0	0	0	0	1
GS-04 %	100	51.28	48.72	5.13	0.00	46.15	46.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.56
GS-03 #	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
GS-03 %	100	33.33	66.67	0.00	0.00	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	51.87	48.13	2.02	1.73	43.52	41.21	0.86	0.86	1.44	0.58	0.29	0.29	1.73	0.86	2.02	2.59
Internal Applications #	26	16	10	0	1	15	8	1	1	0	0	0	0	0	0	0	0
Internal Applications %	100	61.54	38.46	0.00	3.85	57.69	30.77	3.85	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	14	10	4	1	0	8	2	0	0	0	0	0	0	0	0	1	2
Internal Selections %	100	71.43	28.57	7.14	0.00	57.14	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	14.29
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	1293	574	719	47	65	495	601	7	13	16	28	0	0	9	12	0	0
Voluntarily Identified Applicants %	100	44.39	55.61	3.63	5.03	38.28	46.48	0.54	1.01	1.24	2.17	0.00	0.00	0.70	0.93	0.00	0.00
Qualified External Applicants #	1150	504	646	41	57	440	539	4	13	12	28	0	0	7	9	0	0
Qualified External Applicants %	100	43.83	56.17	3.57	4.96	38.26	46.87	0.35	1.13	1.04	2.43	0.00	0.00	0.61	0.78	0.00	0.00
Referred Applicants #	637	286	351	20	28	256	304	2	3	5	9	0	0	3	7	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Referred Applicants %	100	44.90	55.10	3.14	4.40	40.19	47.72	0.31	0.47	0.78	1.41	0.00	0.00	0.47	1.10	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	296	148	148	5	3	125	124	1	1	4	2	0	0	5	4	8	14
External Selections %	100	50.00	50.00	1.69	1.01	42.23	41.89	0.34	0.34	1.35	0.68	0.00	0.00	1.69	1.35	2.70	4.73
FISH & WILDLIFE ADMINISTRATION (0480) #	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
FISH & WILDLIFE ADMINISTRATION (0480) %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
GS-14 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	50	50	0	0	0	0	0	50	0	0	0	0	0	0	50	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
FISH BIOLOGY (0482) #	39	26	13	0	0	25	12	0	0	0	1	0	0	0	0	1	0
FISH BIOLOGY (0482) %	100	66.67	33.33	0.00	0.00	64.10	30.77	0.00	0.00	0.00	2.56	0.00	0.00	0.00	0.00	2.56	0.00
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-12 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	7	5	2	0	0	5	1	0	0	0	1	0	0	0	0	0	0
GS-11 %	100	71.43	28.57	0.00	0.00	71.43	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	29	20	9	0	0	19	9	0	0	0	0	0	0	0	0	1	0
GS-09 %	100	68.97	31.03	0.00	0.00	65.52	31.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00
GS-07 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	54.72	45.28	3.77	1.89	49.06	39.62	0	0	0	1.89	0	0	0	1.89	1.89	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WILDLIFE REFUGE MANAGEMENT (0485) #	9	4	5	0	1	3	4	0	0	0	0	0	0	0	0	1	0

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WILDLIFE REFUGE MANAGEMENT (0485) %	100	44.44	55.56	0.00	11.11	33.33	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-09 #	8	4	4	0	1	3	3	0	0	0	0	0	0	0	0	1	0
GS-09 %	100	50.00	50.00	0.00	12.50	37.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00
GS-07 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	33.33	66.67	0	0	22.22	66.67	0	0	0	0	0	0	0	0	11.11	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100	33.33	66.67	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WILDLIFE BIOLOGY (0486) #	11	4	7	0	0	3	6	0	0	0	0	0	0	0	0	1	1
WILDLIFE BIOLOGY (0486) %	100	36.36	63.64	0.00	0.00	27.27	54.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	9.09
Occupational CLF %	100	52.01	47.99	2.44	2.17	44.27	39.49	1.39	1.59	3.17	4.15	0.05	0.05	0.48	0.35	0.19	0.2
GS-13 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-11 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	8	3	5	0	0	2	4	0	0	0	0	0	0	0	0	1	1
GS-09 %	100	37.50	62.50	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	12.50
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	25	75	0	0	25	75	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	4	2	0	0	3	1	0	0	0	0	0	0	0	0	1	1
External Selections %	100	66.67	33.33	0.00	0.00	50.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	16.67
LAND MANAGEMENT LAW ENFORCEMENT (1801) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAND MANAGEMENT LAW ENFORCEMENT (1801) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	76.35	23.65	8.24	3.01	57.85	15.3	7.45	4.35	1.58	0.52	0.07	0.03	0.8	0.29	0.35	0.16
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CRIMINAL INVESTIGATION (1811) #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CRIMINAL INVESTIGATION (1811) %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	76.35	23.65	8.24	3.01	57.85	15.3	7.45	4.35	1.58	0.52	0.07	0.03	0.8	0.29	0.35	0.16
GS-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	24	20	4	1	0	7	0	10	4	2	0	0	0	0	0	0	0
Internal Applications %	100	83.33	16.67	4.17	0.00	29.17	0.00	41.67	16.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	6	5	1	1	0	3	0	1	1	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	83.33	16.67	16.67	0.00	50.00	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	58.5	41.5	3.7	2.9	48.4	32.3	1.9	2.7	1.4	1.5	0.2	0.2	1.7	1.1	1.2	0.9
Alternative Benchmark %	100	56.6	43.4	3.5	2.9	47.5	34.4	1.9	2.6	1.3	1.6	0.1	0.2	1.5	1	0.8	0.8
Total Senior Grades #	2143	1291	852	68	51	1117	689	36	56	19	28	6	4	30	17	15	7
Total Senior Grades %	100	60.24	39.76	3.17	2.38	52.12	32.15	1.68	2.61	0.89	1.31	0.28	0.19	1.40	0.79	0.70	0.33
SES or Equivalent #	22	13	9	2	1	10	8	1	0	0	0	0	0	0	0	0	0
SES or Equivalent %	100	59.09	40.91	9.09	4.55	45.45	36.36	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	60.81	39.19	4.05	3.38	51.35	32.43	2.03	2.7	0.68	0	0.68	0	2.03	0	0	0.68
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #	136	82	54	3	4	71	44	2	4	1	0	1	0	3	1	1	1
GS-15 or Equivalent %	100	60.29	39.71	2.21	2.94	52.21	32.35	1.47	2.94	0.74	0.00	0.74	0.00	2.21	0.74	0.74	0.74
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	64.59	35.41	2.94	1.1	57.98	29.36	1.28	2.2	0.73	1.28	0.18	0.18	1.47	0.92	0	0.37
Internal Applications #	97	65	32	6	0	42	21	14	7	2	2	0	0	1	2	0	0
Internal Applications %	100	67.01	32.99	6.19	0.00	43.30	21.65	14.43	7.22	2.06	2.06	0.00	0.00	1.03	2.06	0.00	0.00
Qualified Internal Applicants #	38	22	16	3	0	18	11	1	2	0	2	0	0	0	1	0	0
Qualified Internal Applicants %	100	57.89	42.11	7.89	0.00	47.37	28.95	2.63	5.26	0.00	5.26	0.00	0.00	0.00	2.63	0.00	0.00
Referred Applicants #	32	17	15	2	0	15	11	0	1	0	2	0	0	0	1	0	0
Referred Applicants %	100	53.13	46.88	6.25	0.00	46.88	34.38	0.00	3.13	0.00	6.25	0.00	0.00	0.00	3.13	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	10	8	0	0	10	6	0	2	0	0	0	0	0	0	0	0
Internal Selections %	100	55.56	44.44	0.00	0.00	55.56	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	209	131	78	10	6	97	54	16	9	4	4	0	0	2	2	2	3
Voluntarily Identified Applicants %	100	62.68	37.32	4.78	2.87	46.41	25.84	7.66	4.31	1.91	1.91	0.00	0.00	0.96	0.96	0.96	1.44
Qualified External Applicants #	165	93	72	6	6	69	49	13	8	1	4	0	0	2	2	2	3
Qualified External Applicants %	100	56.36	43.64	3.64	3.64	41.82	29.70	7.88	4.85	0.61	2.42	0.00	0.00	1.21	1.21	1.21	1.82
Referred Applicants #	31	25	6	0	0	20	5	4	0	0	1	0	0	1	0	0	0
Referred Applicants %	100	80.65	19.35	0.00	0.00	64.52	16.13	12.90	0.00	0.00	3.23	0.00	0.00	3.23	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	2	4	0	1	1	2	0	0	0	0	0	0	0	1	1	0
External Selections %	100	33.33	66.67	0.00	16.67	16.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	16.67	0.00

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent #	546	338	208	20	10	297	166	7	15	4	8	1	1	6	7	3	1
GS-14 or Equivalent %	100	61.90	38.10	3.66	1.83	54.40	30.40	1.28	2.75	0.73	1.47	0.18	0.18	1.10	1.28	0.55	0.18
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	61.23	38.77	3.45	2.73	52.84	30.8	1.65	2.73	1.08	1.36	0.22	0.14	1.44	0.72	0.57	0.29
Internal Applications #	321	201	120	21	10	139	81	22	15	10	9	1	0	6	5	2	0
Internal Applications %	100	62.62	37.38	6.54	3.12	43.30	25.23	6.85	4.67	3.12	2.80	0.31	0.00	1.87	1.56	0.62	0.00
Qualified Internal Applicants #	156	100	56	13	4	71	37	6	8	7	3	0	0	2	4	1	0
Qualified Internal Applicants %	100	64.10	35.90	8.33	2.56	45.51	23.72	3.85	5.13	4.49	1.92	0.00	0.00	1.28	2.56	0.64	0.00
Referred Applicants #	155	99	56	12	4	71	37	6	8	7	3	0	0	2	4	1	0
Referred Applicants %	100	63.87	36.13	7.74	2.58	45.81	23.87	3.87	5.16	4.52	1.94	0.00	0.00	1.29	2.58	0.65	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	55	26	29	2	3	22	19	0	2	2	2	0	0	0	3	0	0
Internal Selections %	100	47.27	52.73	3.64	5.45	40.00	34.55	0.00	3.64	3.64	3.64	0.00	0.00	0.00	5.45	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	264	141	123	21	17	96	86	8	13	10	4	0	0	4	3	2	0
Voluntarily Identified Applicants %	100	53.41	46.59	7.95	6.44	36.36	32.58	3.03	4.92	3.79	1.52	0.00	0.00	1.52	1.14	0.76	0.00
Qualified External Applicants #	166	83	83	14	12	56	55	4	10	6	3	0	0	2	3	1	0
Qualified External Applicants %	100	50.00	50.00	8.43	7.23	33.73	33.13	2.41	6.02	3.61	1.81	0.00	0.00	1.20	1.81	0.60	0.00
Referred Applicants #	76	46	30	7	2	35	24	0	2	2	1	0	0	1	1	1	0
Referred Applicants %	100	60.53	39.47	9.21	2.63	46.05	31.58	0.00	2.63	2.63	1.32	0.00	0.00	1.32	1.32	1.32	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	23	11	12	1	0	7	9	0	2	0	0	0	0	0	1	3	0
External Selections %	100	47.83	52.17	4.35	0.00	30.43	39.13	0.00	8.70	0.00	0.00	0.00	0.00	0.00	4.35	13.04	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #	1439	858	581	43	36	739	471	26	37	14	20	4	3	21	9	11	5
GS-13 or Equivalent %	100	59.62	40.38	2.99	2.50	51.36	32.73	1.81	2.57	0.97	1.39	0.28	0.21	1.46	0.63	0.76	0.35
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	56.6	43.4	2.95	2.33	48.19	35.24	1.84	3.07	1.23	0.98	0.06	0.31	1.78	0.98	0.55	0.49
Internal Applications #	797	479	318	68	34	305	203	63	54	20	16	2	2	16	8	5	1
Internal Applications %	100	60.10	39.90	8.53	4.27	38.27	25.47	7.90	6.78	2.51	2.01	0.25	0.25	2.01	1.00	0.63	0.13
Qualified Internal Applicants #	274	164	110	22	9	112	81	16	13	7	6	1	0	5	1	1	0
Qualified Internal Applicants %	100	59.85	40.15	8.03	3.28	40.88	29.56	5.84	4.74	2.55	2.19	0.36	0.00	1.82	0.36	0.36	0.00
Referred Applicants #	215	126	89	20	8	81	67	13	9	6	4	1	0	5	1	0	0
Referred Applicants %	100	58.60	41.40	9.30	3.72	37.67	31.16	6.05	4.19	2.79	1.86	0.47	0.00	2.33	0.47	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	96	40	56	0	2	38	52	0	0	0	1	0	0	2	1	0	0
Internal Selections %	100	41.67	58.33	0.00	2.08	39.58	54.17	0.00	0.00	0.00	1.04	0.00	0.00	2.08	1.04	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	917	490	427	51	50	342	298	38	39	44	28	3	0	9	9	3	3
Voluntarily Identified Applicants %	100	53.44	46.56	5.56	5.45	37.30	32.50	4.14	4.25	4.80	3.05	0.33	0.00	0.98	0.98	0.33	0.33
Qualified External Applicants #	435	231	204	20	22	165	148	18	14	21	14	2	0	4	5	1	1
Qualified External Applicants %	100	53.10	46.90	4.60	5.06	37.93	34.02	4.14	3.22	4.83	3.22	0.46	0.00	0.92	1.15	0.23	0.23
Referred Applicants #	241	119	122	7	12	92	95	7	7	10	6	1	0	2	1	0	1
Referred Applicants %	100	49.38	50.62	2.90	4.98	38.17	39.42	2.90	2.90	4.15	2.49	0.41	0.00	0.83	0.41	0.00	0.41

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	71	38	33	1	1	27	27	4	2	2	1	1	0	0	1	3	1
External Selections %	100	53.52	46.48	1.41	1.41	38.03	38.03	5.63	2.82	2.82	1.41	1.41	0.00	0.00	1.41	4.23	1.41
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	58.5	41.5	3.7	2.9	48.4	32.3	1.9	2.7	1.4	1.5	0.2	0.2	1.7	1.1	1.2	0.9
Alternative Benchmark %	100	56.6	43.4	3.5	2.9	47.5	34.4	1.9	2.6	1.3	1.6	0.1	0.2	1.5	1	0.8	0.8
Total Management #	1473	970	503	55	36	840	410	24	23	11	15	5	3	23	12	12	4
Total Management %	100	65.85	34.15	3.73	2.44	57.03	27.83	1.63	1.56	0.75	1.02	0.34	0.20	1.56	0.81	0.81	0.27
Executives #	150	90	60	5	5	77	49	3	4	1	0	1	0	2	1	1	1
Executives %	100	60.00	40.00	3.33	3.33	51.33	32.67	2.00	2.67	0.67	0.00	0.67	0.00	1.33	0.67	0.67	0.67
ES-00 #	22	13	9	2	1	10	8	1	0	0	0	0	0	0	0	0	0
ES-00 %	100	59.09	40.91	9.09	4.55	45.45	36.36	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	128	77	51	3	4	67	41	2	4	1	0	1	0	2	1	1	1
GS-15 %	100	60.16	39.84	2.34	3.13	52.34	32.03	1.56	3.13	0.78	0.00	0.78	0.00	1.56	0.78	0.78	0.78
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	70.43	29.57	3.08	1.64	62.63	24.23	0.82	1.03	1.23	1.23	0.21	0	1.85	1.03	0.62	0.41
Internal Applications #	73	45	28	5	0	35	21	4	3	0	2	0	0	1	2	0	0
Internal Applications %	100	61.64	38.36	6.85	0.00	47.95	28.77	5.48	4.11	0.00	2.74	0.00	0.00	1.37	2.74	0.00	0.00
Qualified Internal Applicants #	32	17	15	2	0	15	11	0	1	0	2	0	0	0	1	0	0
Qualified Internal Applicants %	100	53.13	46.88	6.25	0.00	46.88	34.38	0.00	3.13	0.00	6.25	0.00	0.00	0.00	3.13	0.00	0.00
Referred Applicants #	32	17	15	2	0	15	11	0	1	0	2	0	0	0	1	0	0
Referred Applicants %	100	53.13	46.88	6.25	0.00	46.88	34.38	0.00	3.13	0.00	6.25	0.00	0.00	0.00	3.13	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	10	8	0	0	10	6	0	2	0	0	0	0	0	0	0	0
Internal Selections %	100	55.56	44.44	0.00	0.00	55.56	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	209	131	78	10	6	97	54	16	9	4	4	0	0	2	2	2	3
Voluntarily Identified Applicants %	100	62.68	37.32	4.78	2.87	46.41	25.84	7.66	4.31	1.91	1.91	0.00	0.00	0.96	0.96	0.96	1.44
Qualified External Applicants #	165	93	72	6	6	69	49	13	8	1	4	0	0	2	2	2	3
Qualified External Applicants %	100	56.36	43.64	3.64	3.64	41.82	29.70	7.88	4.85	0.61	2.42	0.00	0.00	1.21	1.21	1.21	1.82
Referred Applicants #	31	25	6	0	0	20	5	4	0	0	1	0	0	1	0	0	0
Referred Applicants %	100	80.65	19.35	0.00	0.00	64.52	16.13	12.90	0.00	0.00	3.23	0.00	0.00	3.23	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	2	3	0	1	1	1	0	0	0	0	0	0	0	1	1	0
External Selections %	100	40.00	60.00	0.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers #	967	613	354	31	25	536	289	13	15	8	13	4	1	14	9	7	2
Managers %	100	63.39	36.61	3.21	2.59	55.43	29.89	1.34	1.55	0.83	1.34	0.41	0.10	1.45	0.93	0.72	0.21
GS-13 #	521	338	183	15	16	293	152	6	5	5	5	3	1	10	2	6	2
GS-13 %	100	64.88	35.12	2.88	3.07	56.24	29.17	1.15	0.96	0.96	0.96	0.58	0.19	1.92	0.38	1.15	0.38
GS-14 #	446	275	171	16	9	243	137	7	10	3	8	1	0	4	7	1	0
GS-14 %	100	61.66	38.34	3.59	2.02	54.48	30.72	1.57	2.24	0.67	1.79	0.22	0.00	0.90	1.57	0.22	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	59.06	40.94	3.43	2.62	50.87	33.78	1.12	1.43	1.29	1.47	0.07	0.17	1.64	0.8	0.63	0.66
Internal Applications #	426	248	178	29	15	167	116	31	28	9	10	1	0	10	9	1	0
Internal Applications %	100	58.22	41.78	6.81	3.52	39.20	27.23	7.28	6.57	2.11	2.35	0.23	0.00	2.35	2.11	0.23	0.00
Qualified Internal Applicants #	210	121	89	18	5	80	60	11	14	8	5	0	0	4	5	0	0
Qualified Internal Applicants %	100	57.62	42.38	8.57	2.38	38.10	28.57	5.24	6.67	3.81	2.38	0.00	0.00	1.90	2.38	0.00	0.00
Referred Applicants #	199	116	83	17	5	77	55	11	13	7	5	0	0	4	5	0	0
Referred Applicants %	100	58.29	41.71	8.54	2.51	38.69	27.64	5.53	6.53	3.52	2.51	0.00	0.00	2.01	2.51	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	93	46	47	2	4	40	37	0	1	2	2	0	0	2	3	0	0
Internal Selections %	100	49.46	50.54	2.15	4.30	43.01	39.78	0.00	1.08	2.15	2.15	0.00	0.00	2.15	3.23	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	347	191	156	27	18	137	111	11	14	12	6	0	0	3	7	1	0

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Voluntarily Identified Applicants %	100	55.04	44.96	7.78	5.19	39.48	31.99	3.17	4.03	3.46	1.73	0.00	0.00	0.86	2.02	0.29	0.00
Qualified External Applicants #	218	120	98	15	9	87	67	7	11	9	4	0	0	1	7	1	0
Qualified External Applicants %	100	55.05	44.95	6.88	4.13	39.91	30.73	3.21	5.05	4.13	1.83	0.00	0.00	0.46	3.21	0.46	0.00
Referred Applicants #	120	72	48	8	2	57	39	1	4	5	1	0	0	1	2	0	0
Referred Applicants %	100	60.00	40.00	6.67	1.67	47.50	32.50	0.83	3.33	4.17	0.83	0.00	0.00	0.83	1.67	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	34	15	19	0	0	11	15	0	2	0	0	1	0	0	2	3	0
External Selections %	100	44.12	55.88	0.00	0.00	32.35	44.12	0.00	5.88	0.00	0.00	2.94	0.00	0.00	5.88	8.82	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors #	356	267	89	19	6	227	72	8	4	2	2	0	2	7	2	4	1
Supervisors %	100	75.00	25.00	5.34	1.69	63.76	20.22	2.25	1.12	0.56	0.56	0.00	0.56	1.97	0.56	1.12	0.28
GS-08 #	3	3	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00
GS-09 #	5	3	2	0	0	2	2	1	0	0	0	0	0	0	0	0	0
GS-09 %	100	60.00	40.00	0.00	0.00	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	43	28	15	2	0	25	13	1	0	0	1	0	1	0	0	0	0
GS-11 %	100	65.12	34.88	4.65	0.00	58.14	30.23	2.33	0.00	0.00	2.33	0.00	2.33	0.00	0.00	0.00	0.00
GS-12 #	297	227	70	17	6	193	55	6	4	2	1	0	1	6	2	3	1
GS-12 %	100	76.43	23.57	5.72	2.02	64.98	18.52	2.02	1.35	0.67	0.34	0.00	0.34	2.02	0.67	1.01	0.34
WS-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
WS-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
WS-09 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
WS-09 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
WS-10 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	60.05	39.95	4.29	2.93	50	32.28	1.02	1.02	2.26	1.81	0.34	0	1.47	0.9	0.68	1.02
Internal Applications #	58	40	18	6	2	30	14	0	0	3	1	0	0	1	1	0	0
Internal Applications %	100	68.97	31.03	10.34	3.45	51.72	24.14	0.00	0.00	5.17	1.72	0.00	0.00	1.72	1.72	0.00	0.00
Qualified Internal Applicants #	39	28	11	5	2	20	7	0	0	2	1	0	0	1	1	0	0
Qualified Internal Applicants %	100	71.79	28.21	12.82	5.13	51.28	17.95	0.00	0.00	5.13	2.56	0.00	0.00	2.56	2.56	0.00	0.00
Referred Applicants #	39	28	11	5	2	20	7	0	0	2	1	0	0	1	1	0	0
Referred Applicants %	100	71.79	28.21	12.82	5.13	51.28	17.95	0.00	0.00	5.13	2.56	0.00	0.00	2.56	2.56	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	11	1	0	0	11	0	0	1	0	0	0	0	0	0	0	0
Internal Selections %	100	91.67	8.33	0.00	0.00	91.67	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	218	143	75	22	8	102	56	5	2	9	4	0	1	4	4	1	0
Voluntarily Identified Applicants %	100	65.60	34.40	10.09	3.67	46.79	25.69	2.29	0.92	4.13	1.83	0.00	0.46	1.83	1.83	0.46	0.00
Qualified External Applicants #	106	69	37	7	2	52	28	0	1	6	4	0	0	4	2	0	0
Qualified External Applicants %	100	65.09	34.91	6.60	1.89	49.06	26.42	0.00	0.94	5.66	3.77	0.00	0.00	3.77	1.89	0.00	0.00
Referred Applicants #	82	55	27	4	1	42	20	0	1	5	3	0	0	4	2	0	0
Referred Applicants %	100	67.07	32.93	4.88	1.22	51.22	24.39	0.00	1.22	6.10	3.66	0.00	0.00	4.88	2.44	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	7	5	2	0	0	3	0	1	0	0	1	0	0	0	0	1	1
External Selections %	100	71.43	28.57	0.00	0.00	42.86	0.00	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	14.29	14.29
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	7758	4540	3218	290	226	3755	2504	150	208	105	115	15	15	134	82	91	68
Permanent Workforce %	100	58.52	41.48	3.74	2.91	48.40	32.28	1.93	2.68	1.35	1.48	0.19	0.19	1.73	1.06	1.17	0.88
Alternative Benchmark %	100	54.03	45.97	3.6	3.19	43.46	35.27	3.23	3.58	2.78	3.2	0.06	0.05	0.64	0.43	0.25	0.25
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	341	198	143	7	7	175	122	8	7	5	3	0	0	2	3	1	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	58.06	41.94	2.05	2.05	51.32	35.78	2.35	2.05	1.47	0.88	0.00	0.00	0.59	0.88	0.29	0.29
Time-Off Awards 1 - 10 Hours: Total Hours #	2769	1615	1154	60	59	1426	972	76	63	37	24	0	0	12	28	4	8
Time-Off Awards 1 - 10 Hours: Average Hours #	8.12	8.16	8.07	8.57	8.43	8.15	7.97	9.5	9	7.4	8	0	0	6	9.33	4	8
Time-Off Awards 11 - 20 hours: Awards Given #	563	304	259	18	11	248	205	15	18	8	10	2	1	11	10	2	4
Time-Off Awards 11 - 20 hours: Awards Given %	100	54.00	46.00	3.20	1.95	44.05	36.41	2.66	3.20	1.42	1.78	0.36	0.18	1.95	1.78	0.36	0.71
Time-Off Awards 11 - 20 Hours: Total Hours #	10048	5461	4587	336	195	4434	3625	284	346	148	170	32	16	199	163	28	72
Time-Off Awards 11 - 20 Hours: Average Hours #	17.85	17.96	17.71	18.67	17.73	17.88	17.68	18.93	19.22	18.5	17	16	16	18.09	16.3	14	18
Time-Off Awards 21 - 30 hours: Awards Given #	509	301	208	20	13	251	164	9	13	8	6	1	2	10	7	2	3
Time-Off Awards 21 - 30 hours: Awards Given %	100	59.14	40.86	3.93	2.55	49.31	32.22	1.77	2.55	1.57	1.18	0.20	0.39	1.96	1.38	0.39	0.59
Time-Off Awards 21 - 30 Hours: Total Hours #	13290	7860	5430	514	350	6572	4293	225	338	201	160	30	48	264	167	54	74
Time-Off Awards 21 - 30 Hours: Average Hours #	26.11	26.11	26.11	25.7	26.92	26.18	26.18	25	26	25.13	26.67	30	24	26.4	23.86	27	24.67
Time-Off Awards 31 - 40 hours: Awards Given #	1426	781	645	45	43	671	524	17	29	14	18	2	3	23	17	9	11
Time-Off Awards 31 - 40 hours: Awards Given %	100	54.77	45.23	3.16	3.02	47.05	36.75	1.19	2.03	0.98	1.26	0.14	0.21	1.61	1.19	0.63	0.77
Time-Off Awards 31 - 40 Hours: Total Hours #	53368	28954	24414	1689	1648	24890	19891	626	1118	499	657	72	108	858	584	320	408
Time-Off Awards 31 - 40 Hours: Average Hours #	37.42	37.07	37.85	37.53	38.33	37.09	37.96	36.82	38.55	35.64	36.5	36	36	37.3	34.35	35.56	37.09
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards $500 and Under: Awards Given #	861	481	380	23	23	409	308	11	10	16	18	0	2	20	9	2	10
Cash Awards $500 and Under: Awards Given %	100	55.87	44.13	2.67	2.67	47.50	35.77	1.28	1.16	1.86	2.09	0.00	0.23	2.32	1.05	0.23	1.16
Cash Awards $500 and Under: Total Amount $	362982	200172	162810	9478	10649	170569	131752	4865	4896	6590	6584	0	590	7920	3860	750	4479
Cash Awards $500 and Under: Average Amount $	421.58	416.16	428.45	412.09	463	417.04	427.77	442.27	489.6	411.88	365.78	0	295	396	428.89	375	447.9
Cash Awards: $501 - $999: Awards Given #	999	556	443	27	40	453	342	22	22	11	16	2	2	29	17	12	4
Cash Awards: $501 - $999: Awards Given %	100	55.66	44.34	2.70	4.00	45.35	34.23	2.20	2.20	1.10	1.60	0.20	0.20	2.90	1.70	1.20	0.40
Cash Awards: $501 - $999: Total Amount $	772914	431406	341508	21449	29840	352059	264553	17333	16855	8482	12493	1381	1720	21118	13197	9584	2850
Cash Awards: $501 - $999: Average Amount $	773.69	775.91	770.9	794.41	746	777.17	773.55	787.86	766.14	771.09	780.81	690.5	860	728.21	776.29	798.67	712.5
Cash Awards: $1000 - $1999: Awards Given #	3371	2025	1346	128	89	1716	1091	50	63	47	46	8	5	45	32	31	20
Cash Awards: $1000 - $1999: Awards Given %	100	60.07	39.93	3.80	2.64	50.90	32.36	1.48	1.87	1.39	1.36	0.24	0.15	1.33	0.95	0.92	0.59
Cash Awards: $1000 - $1999: Total Amount $	4572674	2745575	1827099	174798	117229	2327791	1480358	66140	87174	63201	63087	9585	8027	62130	45003	41930	26221

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Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: $1000 - $1999: Average Amount $	1356.47	1355.84	1357.43	1365.61	1317.18	1356.52	1356.88	1322.8	1383.71	1344.7	1371.46	1198.13	1605.4	1380.67	1406.34	1352.58	1311.05
Cash Awards: $2000 - $2999: Awards Given #	1941	1144	797	74	48	979	652	28	45	20	27	2	6	31	15	10	4
Cash Awards: $2000 - $2999: Awards Given %	100	58.94	41.06	3.81	2.47	50.44	33.59	1.44	2.32	1.03	1.39	0.10	0.31	1.60	0.77	0.52	0.21
Cash Awards: $2000 - $2999: Total Amount $	4608920	2722636	1886284	176191	116704	2335305	1538536	66399	108647	44561	63646	4930	13539	72096	35427	23154	9785
Cash Awards: $2000 - $2999: Average Amount $	2374.51	2379.93	2366.73	2380.96	2431.33	2385.4	2359.72	2371.39	2414.38	2228.05	2357.26	2465	2256.5	2325.68	2361.8	2315.4	2446.25
Cash Awards: $3000 - $3999: Awards Given #	718	406	312	30	20	345	245	9	26	5	10	1	0	12	9	4	2
Cash Awards: $3000 - $3999: Awards Given %	100	56.55	43.45	4.18	2.79	48.05	34.12	1.25	3.62	0.70	1.39	0.14	0.00	1.67	1.25	0.56	0.28
Cash Awards: $3000 - $3999: Total Amount $	2397813	1358154	1039659	103970	64920	1149745	818532	31439	87208	17425	32963	3250	0	39505	29226	12820	6810
Cash Awards: $3000 - $3999: Average Amount $	3339.57	3345.21	3332.24	3465.67	3246	3332.59	3340.95	3493.22	3354.15	3485	3296.3	3250	0	3292.08	3247.33	3205	3405
Cash Awards: $4000 - $4999: Awards Given #	273	143	130	8	11	126	98	4	14	2	4	1	0	1	3	1	0
Cash Awards: $4000 - $4999: Awards Given %	100	52.38	47.62	2.93	4.03	46.15	35.90	1.47	5.13	0.73	1.47	0.37	0.00	0.37	1.10	0.37	0.00
Cash Awards: $4000 - $4999: Total Amount $	1189978	625870	564108	34858	48201	552395	423957	17825	61743	8192	16440	4099	0	4501	13767	4000	0
Cash Awards: $4000 - $4999: Average Amount $	4358.89	4376.71	4339.29	4357.25	4381.91	4384.09	4326.09	4456.25	4410.21	4096	4110	4099	0	4501	4589	4000	0
Cash Awards: $5000 or more: Awards Given #	435	237	198	12	17	208	154	7	15	3	6	1	1	4	3	2	2
Cash Awards: $5000 or more: Awards Given %	100	54.48	45.52	2.76	3.91	47.82	35.40	1.61	3.45	0.69	1.38	0.23	0.23	0.92	0.69	0.46	0.46
Cash Awards: $5000 or more: Total Amount $	3421305	1995839	1425466	124975	126781	1750585	1138701	53157	90177	19204	36508	6903	6000	29147	16430	11868	10869
Cash Awards: $5000 or more: Average Amount $	7865.07	8421.26	7199.32	10414.58	7457.71	8416.27	7394.16	7593.86	6011.8	6401.33	6084.67	6903	6000	7286.75	5476.67	5934	5434.5
OTHER AWARDS																	
Total QSIs Awarded #	454	230	224	13	13	196	183	10	13	5	10	2	2	4	1	0	2
Total QSIs Awarded %	100	50.66	49.34	2.86	2.86	43.17	40.31	2.20	2.86	1.10	2.20	0.44	0.44	0.88	0.22	0.00	0.44
Total Benefit $	1321137	686274	634863	32926	35231	591646	522676	28293	35562	14216	27818	5694	5319	13499	2401	0	5856
Average Benefit $	2909.99	2983.8	2834.21	2532.77	2710.08	3018.6	2856.15	2829.3	2735.54	2843.2	2781.8	2847	2659.5	3374.75	2401	0	2928
Total Performance Based Pay Increases Awarded #	23	14	9	2	1	11	8	1	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	100	60.87	39.13	8.70	4.35	47.83	34.78	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit $	73830	54164	19666	15476	2000	31882	17666	6806	0	0	0	0	0	0	0	0	0
Average Benefit $	3210	3868.86	2185.11	7738	2000	2898.36	2208.25	6806	0	0	0	0	0	0	0	0	0

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Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significan Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	8392	6986	497	909	204	2	15	40	13	7	6	27	18	1	73	0	2
Total Workforce: Prior FY %	100	83.25	5.92	10.83	2.43	0.02	0.18	0.48	0.15	0.08	0.07	0.32	0.21	0.01	0.87	0.00	0.02
Total Workforce: Current FY #	8569	6951	713	905	211	3	19	44	14	7	5	24	19	1	72	0	3
Total Workforce: Current FY %	100	81.12	8.32	10.56	2.46	0.04	0.22	0.51	0.16	0.08	0.06	0.28	0.22	0.01	0.84	0.00	0.04
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	177	-35	216	-4	7	1	4	4	1	0	-1	-3	1	0	-1	0	1
Total Workforce: Ratio Change %	0.00	-2.13	2.40	-0.27	0.03	0.02	0.04	0.03	0.01	0.00	-0.01	-0.04	0.01	0.00	-0.03	0.00	0.02
Total Workforce: Net Change %	2.11	-0.50	43.46	-0.44	3.43	50.00	26.67	10.00	7.69	0.00	-16.67	-11.11	5.56	0.00	-1.37	0.00	50.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1352	863	357	132	39	2	6	8	2	0	0	2	3	0	15	0	1
Total Workforce: New Hires %	100	63.83	26.41	9.76	2.88	0.15	0.44	0.59	0.15	0.00	0.00	0.15	0.22	0.00	1.11	0.00	0.07
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	9	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	42.86	38.10	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	298	237	41	20	6	0	2	0	0	0	0	0	0	0	4	0	0
Total Workforce: Resignation %	100	79.53	13.76	6.71	2.01	0.00	0.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.34	0.00	0.00
Total Workforce: Retirement #	295	251	5	39	6	0	0	0	0	0	0	2	1	0	3	0	0
Total Workforce: Retirement %	100	85.08	1.69	13.22	2.03	0.00	0.00	0.00	0.00	0.00	0.00	0.68	0.34	0.00	1.02	0.00	0.00
Total Workforce: Other Separations #	470	341	67	62	18	1	0	3	1	0	1	3	1	0	8	0	0
Total Workforce: Other Separations %	100	72.55	14.26	13.19	3.83	0.21	0.00	0.64	0.21	0.00	0.21	0.64	0.21	0.00	1.70	0.00	0.00
Total Workforce: Total Separations #	1084	838	121	125	30	1	2	3	1	0	1	5	2	0	15	0	0
Total Workforce: Total Separations %	100	77.31	11.16	11.53	2.77	0.09	0.18	0.28	0.09	0.00	0.09	0.46	0.18	0.00	1.38	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	7610	6363	410	837	182	1	14	35	13	7	6	25	15	1	63	0	2
Permanent Workforce: Prior FY %	100	83.61	5.39	11.00	2.39	0.01	0.18	0.46	0.17	0.09	0.08	0.33	0.20	0.01	0.83	0.00	0.03
Permanent Workforce: Current FY #	7758	6365	555	838	187	2	17	37	14	7	5	22	15	1	64	0	3
Permanent Workforce: Current FY %	100	82.04	7.15	10.80	2.41	0.03	0.22	0.48	0.18	0.09	0.06	0.28	0.19	0.01	0.82	0.00	0.04
Permanent Workforce: Difference #	148	2	145	1	5	1	3	2	1	0	-1	-3	0	0	1	0	1
Permanent Workforce: Ratio Change %	0.00	-1.57	1.76	-0.20	0.02	0.02	0.04	0.02	0.01	0.00	-0.02	-0.05	-0.01	0.00	-0.01	0.00	0.01
Permanent Workforce: Net Change %	1.94	0.03	35.37	0.12	2.75	100.00	21.43	5.71	7.69	0.00	-16.67	-12.00	0.00	0.00	1.59	0.00	50.00
EMPLOYEE GAINS																	

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significan Disfigurer [93]
Permanent Workforce: New Hires #	717	445	181	91	24	1	3	3	2	0	0	1	1	0	12	0	1
Permanent Workforce: New Hires %	100	62.06	25.24	12.69	3.35	0.14	0.42	0.42	0.28	0.00	0.00	0.14	0.14	0.00	1.67	0.00	0.14
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	15	4	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	100	26.67	46.67	26.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	91	75	8	8	3	0	0	0	0	0	0	0	0	0	3	0	0
Permanent Workforce: Resignation %	100	82.42	8.79	8.79	3.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.30	0.00	0.00
Permanent Workforce: Retirement #	295	251	5	39	6	0	0	0	0	0	0	2	1	0	3	0	0
Permanent Workforce: Retirement %	100	85.08	1.69	13.22	2.03	0.00	0.00	0.00	0.00	0.00	0.00	0.68	0.34	0.00	1.02	0.00	0.00
Permanent Workforce: Other Separations #	160	109	12	39	10	0	0	0	1	0	1	2	0	0	6	0	0
Permanent Workforce: Other Separations %	100	68.13	7.50	24.38	6.25	0.00	0.00	0.00	0.63	0.00	0.63	1.25	0.00	0.00	3.75	0.00	0.00
Permanent Workforce: Total Separations #	561	439	32	90	19	0	0	0	1	0	1	4	1	0	12	0	0
Permanent Workforce: Total Separations %	100	78.25	5.70	16.04	3.39	0.00	0.00	0.00	0.18	0.00	0.18	0.71	0.18	0.00	2.14	0.00	0.00
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	782	623	87	72	22	1	1	5	0	0	0	2	3	0	10	0	0
Temporary Workforce: Prior FY %	100	79.67	11.13	9.21	2.81	0.13	0.13	0.64	0.00	0.00	0.00	0.26	0.38	0.00	1.28	0.00	0.00
Temporary Workforce: Current FY #	811	586	158	67	24	1	2	7	0	0	0	2	4	0	8	0	0
Temporary Workforce: Current FY %	100	72.26	19.48	8.26	2.96	0.12	0.25	0.86	0.00	0.00	0.00	0.25	0.49	0.00	0.99	0.00	0.00
Temporary Workforce: Difference #	29	-37	71	-5	2	0	1	2	0	0	0	0	1	0	-2	0	0
Temporary Workforce: Ratio Change %	0.00	-7.41	8.35	-0.95	0.15	-0.01	0.12	0.22	0.00	0.00	0.00	-0.01	0.11	0.00	-0.29	0.00	0.00
Temporary Workforce: Net Change %	3.71	-5.94	81.61	-6.94	9.09	0.00	100.00	40.00	0.00	0.00	0.00	0.00	33.33	0.00	-20.00	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	635	418	176	41	15	1	3	5	0	0	0	1	2	0	3	0	0
Temporary Workforce: New Hires %	100	65.83	27.72	6.46	2.36	0.16	0.47	0.79	0.00	0.00	0.00	0.16	0.31	0.00	0.47	0.00	0.00
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	207	162	33	12	3	0	2	0	0	0	0	0	0	0	1	0	0
Temporary Workforce: Resignation %	100	78.26	15.94	5.80	1.45	0.00	0.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significan Disfigurer [93]
Temporary Workforce: Other Separations #	310	232	55	23	8	1	0	3	0	0	0	1	1	0	2	0	0
Temporary Workforce: Other Separations %	100	74.84	17.74	7.42	2.58	0.32	0.00	0.97	0.00	0.00	0.00	0.32	0.32	0.00	0.65	0.00	0.00
Temporary Workforce: Total Separations #	523	399	89	35	11	1	2	3	0	0	0	1	1	0	3	0	0
Temporary Workforce: Total Separations %	100	76.29	17.02	6.69	2.10	0.19	0.38	0.57	0.00	0.00	0.00	0.19	0.19	0.00	0.57	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
Schedule A (permanent): Prior FY #	54	1	8	45	15	0	2	4	3	0	0	0	3	0	3	0	0
Schedule A (permanent): Prior FY %	100	1.85	14.81	83.33	27.78	0.00	3.70	7.41	5.56	0.00	0.00	0.00	5.56	0.00	5.56	0.00	0.00
Schedule A (permanent): Current FY #	63	1	18	44	15	0	2	4	4	0	0	1	2	0	2	0	0
Schedule A (permanent): Current FY %	100	1.59	28.57	69.84	23.81	0.00	3.17	6.35	6.35	0.00	0.00	1.59	3.17	0.00	3.17	0.00	0.00
Schedule A (permanent): Difference #	9	0	10	-1	0	0	0	0	1	0	0	1	-1	0	-1	0	0
Schedule A (permanent): Ratio Change %	0.00	-0.26	13.76	-13.49	-3.97	0.00	-0.53	-1.06	0.79	0.00	0.00	1.59	-2.39	0.00	-2.39	0.00	0.00
Schedule A (permanent): Net Change %	16.67	0.00	125.00	-2.22	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	-33.33	0.00	-33.33	0.00	0.00
EMPLOYEE GAINS																	
Schedule A (permanent): New Hires #	24	0	8	16	4	0	0	0	2	0	0	1	0	0	1	0	0
Schedule A (permanent): New Hires %	100	0.00	33.33	66.67	16.67	0.00	0.00	0.00	8.33	0.00	0.00	4.17	0.00	0.00	4.17	0.00	0.00
EMPLOYEE LOSSES																	
Schedule A (permanent): Total Separations #	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Total Separations %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	8392	7483	6986	497	909	204	2	15	40	13	7	6	27	18	1	73	0	2
Total Workforce: Prior FY %	100	89.17	83.25	5.92	10.83	2.43	0.02	0.18	0.48	0.15	0.08	0.07	0.32	0.21	0.01	0.87	0.00	0.02
Total Workforce: Current FY #	8569	7664	6951	713	905	211	3	19	44	14	7	5	24	19	1	72	0	3
Total Workforce: Current FY %	100	89.44	81.12	8.32	10.56	2.46	0.04	0.22	0.51	0.16	0.08	0.06	0.28	0.22	0.01	0.84	0.00	0.04
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	177	181	-35	216	-4	7	1	4	4	1	0	-1	-3	1	0	-1	0	1
Total Workforce: Ratio Change %	0.00	0.27	-2.13	2.40	-0.27	0.03	0.02	0.04	0.03	0.01	0.00	-0.01	-0.04	0.01	0.00	-0.03	0.00	0.02
Total Workforce: Net Change %	2.11	2.42	-0.50	43.46	-0.44	3.43	50.00	26.67	10.00	7.69	0.00	-16.67	-11.11	5.56	0.00	-1.37	0.00	50.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	1352	1220	863	357	132	39	2	6	8	2	0	0	2	3	0	15	0	1
Total Workforce: New Hires %	100	90.24	63.83	26.41	9.76	2.88	0.15	0.44	0.59	0.15	0.00	0.00	0.15	0.22	0.00	1.11	0.00	0.07
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	17	9	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	0.25	0.22	0.13	1.12	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	298	278	237	41	20	6	0	2	0	0	0	0	0	0	0	4	0	0
Total Workforce: Resignation %	3.48	3.63	3.41	5.75	2.21	2.84	0.00	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00
Total Workforce: Retirement #	295	256	251	5	39	6	0	0	0	0	0	0	2	1	0	3	0	0
Total Workforce: Retirement %	3.44	3.34	3.61	0.70	4.31	2.84	0.00	0.00	0.00	0.00	0.00	0.00	8.33	5.26	0.00	4.17	0.00	0.00
Total Workforce: Other Separations #	470	408	341	67	62	18	1	0	3	1	0	1	3	1	0	8	0	0
Total Workforce: Other Separations %	5.48	5.32	4.91	9.40	6.85	8.53	33.33	0.00	6.82	7.14	0.00	20.00	12.50	5.26	0.00	11.11	0.00	0.00
Total Workforce: Total Separations #	1084	959	838	121	125	30	1	2	3	1	0	1	5	2	0	15	0	0
Total Workforce: Total Separations %	12.65	12.51	12.06	16.97	13.81	14.22	33.33	10.53	6.82	7.14	0.00	20.00	20.83	10.53	0.00	20.83	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	7610	6773	6363	410	837	182	1	14	35	13	7	6	25	15	1	63	0	2
Permanent Workforce: Prior FY %	100	89.00	83.61	5.39	11.00	2.39	0.01	0.18	0.46	0.17	0.09	0.08	0.33	0.20	0.01	0.83	0.00	0.03
Permanent Workforce: Current FY #	7758	6920	6365	555	838	187	2	17	37	14	7	5	22	15	1	64	0	3
Permanent Workforce: Current FY %	100	89.20	82.04	7.15	10.80	2.41	0.03	0.22	0.48	0.18	0.09	0.06	0.28	0.19	0.01	0.82	0.00	0.04
Permanent Workforce: Difference #	148	147	2	145	1	5	1	3	2	1	0	-1	-3	0	0	1	0	1
Permanent Workforce: Ratio Change %	0.00	0.20	-1.57	1.76	-0.20	0.02	0.02	0.04	0.02	0.01	0.00	-0.02	-0.05	-0.01	0.00	-0.01	0.00	0.01
Permanent Workforce: Net Change %	1.94	2.17	0.03	35.37	0.12	2.75	100.00	21.43	5.71	7.69	0.00	-16.67	-12.00	0.00	0.00	1.59	0.00	50.00
EMPLOYEE GAINS (Participation Rate)																		

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Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significar Disfigure [93]
Permanent Workforce: New Hires #	717	626	445	181	91	24	1	3	3	2	0	0	1	1	0	12	0	1
Permanent Workforce: New Hires %	100	87.31	62.06	25.24	12.69	3.35	0.14	0.42	0.42	0.28	0.00	0.00	0.14	0.14	0.00	1.67	0.00	0.14
EMPLOYEE LOSSES (Inclusion Rate)																		
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	15	11	4	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	0.19	0.16	0.06	1.26	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	91	83	75	8	8	3	0	0	0	0	0	0	0	0	0	3	0	0
Permanent Workforce: Resignation %	1.17	1.20	1.18	1.44	0.95	1.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.69	0.00	0.00
Permanent Workforce: Retirement #	295	256	251	5	39	6	0	0	0	0	0	0	2	1	0	3	0	0
Permanent Workforce: Retirement %	3.80	3.70	3.94	0.90	4.65	3.21	0.00	0.00	0.00	0.00	0.00	0.00	9.09	6.67	0.00	4.69	0.00	0.00
Permanent Workforce: Other Separations #	160	121	109	12	39	10	0	0	0	1	0	1	2	0	0	6	0	0
Permanent Workforce: Other Separations %	2.06	1.75	1.71	2.16	4.65	5.35	0.00	0.00	0.00	7.14	0.00	20.00	9.09	0.00	0.00	9.38	0.00	0.00
Permanent Workforce: Total Separations #	561	471	439	32	90	19	0	0	0	1	0	1	4	1	0	12	0	0
Permanent Workforce: Total Separations %	6.55	6.15	6.32	4.49	9.94	9.00	0.00	0.00	0.00	7.14	0.00	20.00	16.67	5.26	0.00	16.67	0.00	0.00
TEMPORARY WORKFORCE (Participation Rate)																		
Temporary Workforce: Prior FY #	782	710	623	87	72	22	1	1	5	0	0	0	2	3	0	10	0	0
Temporary Workforce: Prior FY %	100	90.79	79.67	11.13	9.21	2.81	0.13	0.13	0.64	0.00	0.00	0.00	0.26	0.38	0.00	1.28	0.00	0.00
Temporary Workforce: Current FY #	811	744	586	158	67	24	1	2	7	0	0	0	2	4	0	8	0	0
Temporary Workforce: Current FY %	100	91.74	72.26	19.48	8.26	2.96	0.12	0.25	0.86	0.00	0.00	0.00	0.25	0.49	0.00	0.99	0.00	0.00
Temporary Workforce: Difference #	29	34	-37	71	-5	2	0	1	2	0	0	0	0	1	0	-2	0	0
Temporary Workforce: Ratio Change %	0.00	0.95	-7.41	8.35	-0.95	0.15	-0.01	0.12	0.22	0.00	0.00	0.00	-0.01	0.11	0.00	-0.29	0.00	0.00
Temporary Workforce: Net Change %	3.71	4.79	-5.94	81.61	-6.94	9.09	0.00	100.00	40.00	0.00	0.00	0.00	0.00	33.33	0.00	-20.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Temporary Workforce: New Hires #	635	594	418	176	41	15	1	3	5	0	0	0	1	2	0	3	0	0
Temporary Workforce: New Hires %	100	93.54	65.83	27.72	6.46	2.36	0.16	0.47	0.79	0.00	0.00	0.00	0.16	0.31	0.00	0.47	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	6	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	0.74	0.81	0.85	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	207	195	162	33	12	3	0	2	0	0	0	0	0	0	0	1	0	0
Temporary Workforce: Resignation %	25.52	26.21	27.65	20.89	17.91	12.50	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significar Disfigure [93]
Temporary Workforce: Other Separations #	310	287	232	55	23	8	1	0	3	0	0	0	1	1	0	2	0	0
Temporary Workforce: Other Separations %	38.22	38.58	39.59	34.81	34.33	33.33	100.00	0.00	42.86	0.00	0.00	0.00	50.00	25.00	0.00	25.00	0.00	0.00
Temporary Workforce: Total Separations #	523	488	399	89	35	11	1	2	3	0	0	0	1	1	0	3	0	0
Temporary Workforce: Total Separations %	6.10	6.37	5.74	12.48	3.87	5.21	33.33	10.53	6.82	0.00	0.00	0.00	4.17	5.26	0.00	4.17	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)																		
Schedule A (permanent): Prior FY #	54	9	1	8	45	15	0	2	4	3	0	0	0	3	0	3	0	0
Schedule A (permanent): Prior FY %	100	16.67	1.85	14.81	83.33	27.78	0.00	3.70	7.41	5.56	0.00	0.00	0.00	5.56	0.00	5.56	0.00	0.00
Schedule A (permanent): Current FY #	63	19	1	18	44	15	0	2	4	4	0	0	1	2	0	2	0	0
Schedule A (permanent): Current FY %	100	30.16	1.59	28.57	69.84	23.81	0.00	3.17	6.35	6.35	0.00	0.00	1.59	3.17	0.00	3.17	0.00	0.00
Schedule A (permanent): Difference #	9	10	0	10	-1	0	0	0	0	1	0	0	1	-1	0	-1	0	0
Schedule A (permanent): Ratio Change %	0.00	13.49	-0.26	13.76	-13.49	-3.97	0.00	-0.53	-1.06	0.79	0.00	0.00	1.59	-2.39	0.00	-2.39	0.00	0.00
Schedule A (permanent): Net Change %	16.67	111.11	0.00	125.00	-2.22	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	-33.33	0.00	-33.33	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Schedule A (permanent): New Hires #	24	8	0	8	16	4	0	0	0	2	0	0	1	0	0	1	0	0
Schedule A (permanent): New Hires %	100	33.33	0.00	33.33	66.67	16.67	0.00	0.00	0.00	8.33	0.00	0.00	4.17	0.00	0.00	4.17	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Schedule A (permanent): Total Separations #	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Total Separations %	0.05	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significan Disfigurer [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	7758	6365	555	838	187	2	17	37	14	7	5	22	15	1	64	0	3
Permanent Workforce %	100	82.04	7.15	10.80	2.41	0.03	0.22	0.48	0.18	0.09	0.06	0.28	0.19	0.01	0.82	0.00	0.04
Region 1 (Hadley, MA) #	590	494	37	59	15	0	1	6	0	1	0	5	2	0	0	0	0
Region 1 (Hadley, MA) %	100	83.73	6.27	10.00	2.54	0.00	0.17	1.02	0.00	0.17	0.00	0.85	0.34	0.00	0.00	0.00	0.00
Regions 2 & 4 (Atlanta, GA) #	1032	873	68	91	15	1	0	4	1	1	1	3	1	0	3	0	0
Regions 2 & 4 (Atlanta, GA) %	100	84.59	6.59	8.82	1.45	0.10	0.00	0.39	0.10	0.10	0.10	0.29	0.10	0.00	0.29	0.00	0.00
Region 3 (Bloomington, MN) #	809	677	58	74	18	0	3	2	0	2	0	2	0	0	9	0	0
Region 3 (Bloomington, MN) %	100	83.68	7.17	9.15	2.22	0.00	0.37	0.25	0.00	0.25	0.00	0.25	0.00	0.00	1.11	0.00	0.00
Regions 5 & 7 (Lakewood, CO) #	764	656	46	62	12	0	2	3	1	0	0	2	2	1	1	0	0
Regions 5 & 7 (Lakewood, CO) %	100	85.86	6.02	8.12	1.57	0.00	0.26	0.39	0.13	0.00	0.00	0.26	0.26	0.13	0.13	0.00	0.00
Regions 6 & 8 (Albuquerque, NM) #	723	591	49	83	18	0	3	2	2	0	0	0	1	0	9	0	1
Regions 6 & 8 (Albuquerque, NM) %	100	81.74	6.78	11.48	2.49	0.00	0.41	0.28	0.28	0.00	0.00	0.00	0.14	0.00	1.24	0.00	0.14
Regions 9 & 12 (Portland, OR) #	832	688	60	84	13	1	2	1	1	0	1	0	3	0	3	0	1
Regions 9 & 12 (Portland, OR) %	100	82.69	7.21	10.10	1.56	0.12	0.24	0.12	0.12	0.00	0.12	0.00	0.36	0.00	0.36	0.00	0.12
Region 10 (Sacramento, CA) #	756	651	43	62	9	0	1	2	0	1	0	1	0	0	4	0	0
Region 10 (Sacramento, CA) %	100	86.11	5.69	8.20	1.19	0.00	0.13	0.26	0.00	0.13	0.00	0.13	0.00	0.00	0.53	0.00	0.00
Region 11 (Anchorage, AK) #	428	352	36	40	15	0	0	6	1	0	1	1	1	0	5	0	0
Region 11 (Anchorage, AK) %	100	82.24	8.41	9.35	3.50	0.00	0.00	1.40	0.23	0.00	0.23	0.23	0.23	0.00	1.17	0.00	0.00
Headquarters #	1824	1383	158	283	72	0	5	11	8	2	2	8	5	0	30	0	1
Headquarters %	100	75.82	8.66	15.52	3.95	0.00	0.27	0.60	0.44	0.11	0.11	0.44	0.27	0.00	1.64	0.00	0.05

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

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumati Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significa Disfigur [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	150	134	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0
Executives %	100	89.33	4.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers #	967	873	39	55	18	0	2	6	2	1	0	2	1	0	3	0	1
Managers %	100	90.28	4.03	5.69	1.86	0.00	0.21	0.62	0.21	0.10	0.00	0.21	0.10	0.00	0.31	0.00	0.10
Supervisors #	356	320	12	24	2	0	0	1	0	0	0	0	0	0	1	0	0
Supervisors %	100	89.89	3.37	6.74	0.56	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.00
Total Management #	1473	1327	57	89	20	0	2	7	2	1	0	2	1	0	4	0	1
Total Management %	100	90.09	3.87	6.04	1.36	0.00	0.14	0.48	0.14	0.07	0.00	0.14	0.07	0.00	0.27	0.00	0.07
2. Professionals #	4468	3663	301	504	107	0	10	22	10	5	4	11	11	0	34	0	0
Professionals %	100	81.98	6.74	11.28	2.39	0.00	0.22	0.49	0.22	0.11	0.09	0.25	0.25	0.00	0.76	0.00	0.00
3. Technicians #	374	308	35	31	3	0	1	0	0	0	0	0	0	0	1	0	1
Technicians %	100	82.35	9.36	8.29	0.80	0.00	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.27	0.00	0.27
4. Sales Workers #	63	55	4	4	1	0	0	0	0	0	0	0	0	0	1	0	0
Sales Workers %	100	87.30	6.35	6.35	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00	0.00
5. Administrative Workers #	469	272	69	128	39	2	3	7	1	0	1	5	3	1	16	0	0
Administrative Workers %	100	58.00	14.71	27.29	8.32	0.43	0.64	1.49	0.21	0.00	0.21	1.07	0.64	0.21	3.41	0.00	0.00
6. Craft Workers #	314	234	43	37	4	0	1	0	0	0	0	1	0	0	1	0	1
Craft Workers %	100	74.52	13.69	11.78	1.27	0.00	0.32	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.32	0.00	0.32
7. Operatives #	187	158	15	14	3	0	0	1	0	0	0	0	0	0	2	0	0
Operatives %	100	84.49	8.02	7.49	1.60	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00	0.00	1.07	0.00	0.00
8. Laborers and Helpers #	45	34	7	4	1	0	0	0	0	0	0	0	0	0	1	0	0
Laborers and Helpers %	100	75.56	15.56	8.89	2.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.22	0.00	0.00
9. Service Workers #	363	312	24	27	9	0	0	0	1	1	0	3	0	0	4	0	0
Service Workers %	100	85.95	6.61	7.44	2.48	0.00	0.00	0.00	0.28	0.28	0.00	0.83	0.00	0.00	1.10	0.00	0.00

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Table B4: Participation Rates For WG Wage Grade Plans by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
WG-01 #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-01 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02 #	5	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-02 %	100	60.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03 #	5	2	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
WG-03 %	100	40.00	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
WG-04 #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-04 %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05 #	29	20	6	3	1	0	0	0	0	0	0	0	0	0	1	0	0
WG-05 %	100	68.97	20.69	10.34	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00	0.00
WG-06 #	20	16	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-06 %	100	80.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07 #	36	29	2	5	1	0	0	0	0	0	0	0	0	0	1	0	0
WG-07 %	100	80.56	5.56	13.89	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00
WG-08 #	216	153	31	32	4	0	1	0	0	0	0	1	0	0	1	0	1
WG-08 %	100	70.83	14.35	14.81	1.85	0.00	0.46	0.00	0.00	0.00	0.00	0.46	0.00	0.00	0.46	0.00	0.46
WG-09 #	88	73	11	4	1	0	0	1	0	0	0	0	0	0	0	0	0
WG-09 %	100	82.95	12.50	4.55	1.14	0.00	0.00	1.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10 #	122	108	8	6	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-10 %	100	88.52	6.56	4.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-11 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All Other Wage Grades %	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Permanent) #	545	425	62	58	8	0	1	1	0	0	0	1	0	0	4	0	1
Total WG Workforce (Permanent) %	100	77.98	11.38	10.64	1.47	0.00	0.18	0.18	0.00	0.00	0.00	0.18	0.00	0.00	0.73	0.00	0.18

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Table B4: Participation Rates For WG Wage Grade Plans by Disability (Temporary)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
WG-01 #	5	2	0	3	1	0	0	0	0	0	0	1	0	0	0	0	0
WG-01 %	100	40.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00
WG-02 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-02 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03 #	11	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-03 %	100	63.64	36.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-04 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05 #	36	20	12	4	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-05 %	100	55.56	33.33	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06 #	11	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-06 %	100	36.36	63.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-08 #	37	19	14	4	1	0	0	1	0	0	0	0	0	0	0	0	0
WG-08 %	100	51.35	37.84	10.81	2.70	0.00	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-10 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Temporary) #	107	57	39	11	2	0	0	1	0	0	0	1	0	0	0	0	0
Total WG Workforce (Temporary) %	100	53.27	36.45	10.28	1.87	0.00	0.00	0.93	0.00	0.00	0.00	0.93	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	4	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	3	1	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0
GS-03 %	100	33.33	0.00	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	33.33	0.00	0.00
GS-04 #	26	12	8	6	3	0	1	1	0	0	0	0	1	0	0	0	0
GS-04 %	100	46.15	30.77	23.08	11.54	0.00	3.85	3.85	0.00	0.00	0.00	0.00	3.85	0.00	0.00	0.00	0.00
GS-05 #	149	91	28	30	10	0	2	0	1	0	0	2	1	0	3	0	1
GS-05 %	100	61.07	18.79	20.13	6.71	0.00	1.34	0.00	0.67	0.00	0.00	1.34	0.67	0.00	2.01	0.00	0.67
GS-06 #	164	108	19	37	13	1	1	4	0	0	0	1	0	0	6	0	0
GS-06 %	100	65.85	11.59	22.56	7.93	0.61	0.61	2.44	0.00	0.00	0.00	0.61	0.00	0.00	3.66	0.00	0.00
GS-07 #	500	348	72	80	15	1	1	2	1	0	1	1	1	0	7	0	0
GS-07 %	100	69.60	14.40	16.00	3.00	0.20	0.20	0.40	0.20	0.00	0.20	0.20	0.20	0.00	1.40	0.00	0.00
GS-08 #	107	88	3	16	5	0	0	0	0	0	0	1	0	0	4	0	0
GS-08 %	100	82.24	2.80	14.95	4.67	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00	0.00	3.74	0.00	0.00
GS-09 #	769	577	79	113	30	0	3	4	2	0	1	6	3	0	11	0	0
GS-09 %	100	75.03	10.27	14.69	3.90	0.00	0.39	0.52	0.26	0.00	0.13	0.78	0.39	0.00	1.43	0.00	0.00
GS-10 #	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1487	1247	84	156	28	0	2	6	1	4	2	1	4	0	8	0	0
GS-11 %	100	83.86	5.65	10.49	1.88	0.00	0.13	0.40	0.07	0.27	0.13	0.07	0.27	0.00	0.54	0.00	0.00
GS-12 #	1709	1455	92	162	34	0	2	10	5	2	1	3	1	0	10	0	0
GS-12 %	100	85.14	5.38	9.48	1.99	0.00	0.12	0.59	0.29	0.12	0.06	0.18	0.06	0.00	0.59	0.00	0.00
GS-13 #	1439	1260	66	113	22	0	2	7	0	1	0	3	3	0	6	0	0
GS-13 %	100	87.56	4.59	7.85	1.53	0.00	0.14	0.49	0.00	0.07	0.00	0.21	0.21	0.00	0.42	0.00	0.00
GS-14 #	546	492	19	35	14	0	1	2	4	0	0	3	1	0	2	0	1
GS-14 %	100	90.11	3.48	6.41	2.56	0.00	0.18	0.37	0.73	0.00	0.00	0.55	0.18	0.00	0.37	0.00	0.18
GS-15 #	136	122	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	89.71	3.68	6.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	7047	5809	475	763	176	2	15	36	14	7	5	21	15	1	58	0	2
Total GS Employees %	100	82.43	6.74	10.83	2.50	0.03	0.21	0.51	0.20	0.10	0.07	0.30	0.21	0.01	0.82	0.00	0.03
Senior Executive Service #	22	20	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	90.91	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	22	20	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	90.91	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS-10 #	1730	1233	209	288	78	2	8	11	4	0	2	11	6	1	32	0	1
GS-1 to GS-10 %	100	71.27	12.08	16.65	4.51	0.12	0.46	0.64	0.23	0.00	0.12	0.64	0.35	0.06	1.85	0.00	0.06
GS-11 to SES #	5339	4596	267	476	98	0	7	25	10	7	3	10	9	0	26	0	1
GS-11 to SES %	100	86.08	5.00	8.92	1.84	0.00	0.13	0.47	0.19	0.13	0.06	0.19	0.17	0.00	0.49	0.00	0.02

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

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	45	30	11	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	66.67	24.44	8.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	104	75	21	8	4	0	0	2	0	0	0	0	1	0	1	0	0
GS-04 %	100	72.12	20.19	7.69	3.85	0.00	0.00	1.92	0.00	0.00	0.00	0.00	0.96	0.00	0.96	0.00	0.00
GS-05 #	286	217	46	23	8	1	1	3	0	0	0	0	1	0	2	0	0
GS-05 %	100	75.87	16.08	8.04	2.80	0.35	0.35	1.05	0.00	0.00	0.00	0.00	0.35	0.00	0.70	0.00	0.00
GS-06 #	26	23	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-06 %	100	88.46	3.85	7.69	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00	0.00
GS-07 #	112	80	19	13	6	0	1	0	0	0	0	1	1	0	3	0	0
GS-07 %	100	71.43	16.96	11.61	5.36	0.00	0.89	0.00	0.00	0.00	0.00	0.89	0.89	0.00	2.68	0.00	0.00
GS-08 #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	75	60	11	4	2	0	0	1	0	0	0	0	0	0	1	0	0
GS-09 %	100	80.00	14.67	5.33	2.67	0.00	0.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	1.33	0.00	0.00
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	26	22	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	84.62	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	15	11	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	73.33	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	3	2	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-14 %	100	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
GS-15 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	703	529	118	56	22	1	2	6	0	0	0	1	4	0	8	0	0
Total GS Employees %	100	75.25	16.79	7.97	3.13	0.14	0.28	0.85	0.00	0.00	0.00	0.14	0.57	0.00	1.14	0.00	0.00
Senior Executive Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS-10 #	655	491	110	54	21	1	2	6	0	0	0	1	3	0	8	0	0
GS-1 to GS-10 %	100	74.96	16.79	8.24	3.21	0.15	0.31	0.92	0.00	0.00	0.00	0.15	0.46	0.00	1.22	0.00	0.00
GS-11 to SES #	48	38	8	2	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-11 to SES %	100	79.17	16.67	4.17	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00	0.00	0.00

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Table B4: Participation Rates For GL Grades by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
GL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-07 #	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-09 #	128	101	12	15	3	0	1	0	0	0	0	0	0	0	2	0	0
GL-09 %	100	78.91	9.38	11.72	2.34	0.00	0.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.56	0.00	0.00
GL-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (EX) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (EX) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent) #	130	101	14	15	3	0	1	0	0	0	0	0	0	0	2	0	0
Total GL Workforce (Permanent) %	100	77.69	10.77	11.54	2.31	0.00	0.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.54	0.00	0.00

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Table B4: Participation Rates For WS Grades by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
WS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-09 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-09 %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-10 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WS Workforce (Permanent) #	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total WS Workforce (Permanent) %	100	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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Table B4: Participation Rates For WL Grades by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
WL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-05 %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-08 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-10 %	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Workforce (Permanent) #	8	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total WL Workforce (Permanent) %	100	62.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
WL-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-08 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-08 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-09 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WL-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WL-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
All Other Wage Grades %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WL Workforce (Temporary) #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total WL Workforce (Temporary) %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
Up to $20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to $20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$20,001-$30,000 #	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
$20,001-$30,000 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$30,001-$40,000 #	161	95	37	29	12	0	1	1	1	0	0	0	1	1	6	0	1
$30,001-$40,000 %	100	59.01	22.98	18.01	7.45	0.00	0.62	0.62	0.62	0.00	0.00	0.00	0.62	0.62	3.73	0.00	0.62
$40,001-$50,000 #	491	331	78	82	22	1	4	4	0	0	0	3	2	0	8	0	0
$40,001-$50,000 %	100	67.41	15.89	16.70	4.48	0.20	0.81	0.81	0.00	0.00	0.00	0.61	0.41	0.00	1.63	0.00	0.00
$50,001-$60,000 #	824	597	105	122	32	1	4	3	2	0	1	2	1	0	17	0	1
$50,001-$60,000 %	100	72.45	12.74	14.81	3.88	0.12	0.49	0.36	0.24	0.00	0.12	0.24	0.12	0.00	2.06	0.00	0.12
$60,001-$70,000 #	1010	796	85	129	23	0	2	3	1	0	3	4	1	0	9	0	0
$60,001-$70,000 %	100	78.81	8.42	12.77	2.28	0.00	0.20	0.30	0.10	0.00	0.30	0.40	0.10	0.00	0.89	0.00	0.00
$70,001-$80,000 #	908	760	53	95	18	0	1	4	1	1	0	4	3	0	4	0	0
$70,001-$80,000 %	100	83.70	5.84	10.46	1.98	0.00	0.11	0.44	0.11	0.11	0.00	0.44	0.33	0.00	0.44	0.00	0.00
$80,001-$90,000 #	959	801	52	106	26	0	1	6	3	4	0	2	2	0	8	0	0
$80,001-$90,000 %	100	83.52	5.42	11.05	2.71	0.00	0.10	0.63	0.31	0.42	0.00	0.21	0.21	0.00	0.83	0.00	0.00
$90,001-$100,000 #	796	670	46	80	12	0	0	3	2	2	0	0	1	0	4	0	0
$90,001-$100,000 %	100	84.17	5.78	10.05	1.51	0.00	0.00	0.38	0.25	0.25	0.00	0.00	0.13	0.00	0.50	0.00	0.00
$100,001-$110,000 #	774	694	28	52	11	0	2	4	0	0	1	1	1	0	2	0	0
$100,001-$110,000 %	100	89.66	3.62	6.72	1.42	0.00	0.26	0.52	0.00	0.00	0.13	0.13	0.13	0.00	0.26	0.00	0.00
$110,001-$120,000 #	696	620	26	50	9	0	1	4	0	0	0	1	1	0	2	0	0
$110,001-$120,000 %	100	89.08	3.74	7.18	1.29	0.00	0.14	0.57	0.00	0.00	0.00	0.14	0.14	0.00	0.29	0.00	0.00
$120,001-$130,000 #	414	353	21	40	8	0	0	3	0	0	0	2	1	0	2	0	0
$120,001-$130,000 %	100	85.27	5.07	9.66	1.93	0.00	0.00	0.72	0.00	0.00	0.00	0.48	0.24	0.00	0.48	0.00	0.00
$130,001-$140,000 #	316	288	9	19	2	0	0	1	0	0	0	0	0	0	1	0	0
$130,001-$140,000 %	100	91.14	2.85	6.01	0.63	0.00	0.00	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00
$140,001-$150,000 #	165	143	7	15	7	0	1	0	1	0	0	3	1	0	1	0	0
$140,001-$150,000 %	100	86.67	4.24	9.09	4.24	0.00	0.61	0.00	0.61	0.00	0.00	1.82	0.61	0.00	0.61	0.00	0.00
$150,001-$160,000 #	123	109	5	9	4	0	0	1	3	0	0	0	0	0	0	0	0
$150,001-$160,000 %	100	88.62	4.07	7.32	3.25	0.00	0.00	0.81	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$160,001-$170,000 #	41	39	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1

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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
$160,001-$170,000 %	100	95.12	0.00	4.88	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.44
$170,001-$180,000 #	60	52	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
$170,001-$180,000 %	100	86.67	5.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$180,001 and Greater #	18	17	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
$180,001 and Greater %	100	94.44	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B5T: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
Up to $20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to $20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$20,001-$30,000 #	42	28	11	3	0	0	0	0	0	0	0	0	0	0	0	0	0
$20,001-$30,000 %	100	66.67	26.19	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$30,001-$40,000 #	382	283	64	35	13	1	1	5	0	0	0	1	2	0	3	0	0
$30,001-$40,000 %	100	74.08	16.75	9.16	3.40	0.26	0.26	1.31	0.00	0.00	0.00	0.26	0.52	0.00	0.79	0.00	0.00
$40,001-$50,000 #	212	144	50	18	5	0	1	1	0	0	0	0	0	0	3	0	0
$40,001-$50,000 %	100	67.92	23.58	8.49	2.36	0.00	0.47	0.47	0.00	0.00	0.00	0.00	0.00	0.00	1.42	0.00	0.00
$50,001-$60,000 #	87	64	16	7	5	0	0	1	0	0	0	1	1	0	2	0	0
$50,001-$60,000 %	100	73.56	18.39	8.05	5.75	0.00	0.00	1.15	0.00	0.00	0.00	1.15	1.15	0.00	2.30	0.00	0.00
$60,001-$70,000 #	46	35	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0
$60,001-$70,000 %	100	76.09	19.57	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$70,001-$80,000 #	17	14	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$70,001-$80,000 %	100	82.35	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$80,001-$90,000 #	12	9	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$80,001-$90,000 %	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$90,001-$100,000 #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
$90,001-$100,000 %	100	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$100,001-$110,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$100,001-$110,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$110,001-$120,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$110,001-$120,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$120,001-$130,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$120,001-$130,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$130,001-$140,000 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$130,001-$140,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$140,001-$150,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$140,001-$150,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$150,001-$160,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$150,001-$160,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$160,001-$170,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
$160,001-$170,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
$170,001-$180,000 #	3	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0
$170,001-$180,000 %	100	33.33	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
$180,001 and Greater #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$180,001 and Greater %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) #	1810	1594	84	132	19	0	2	5	0	1	1	2	1	0	7	0	0
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) %	100	88.07	4.64	7.29	1.05	0.00	0.11	0.28	0.00	0.06	0.06	0.11	0.06	0.00	0.39	0.00	0.00
GS-15 #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	64	60	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	93.75	1.56	4.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	441	395	15	31	5	0	0	2	0	0	0	2	0	0	1	0	0
GS-13 %	100	89.57	3.40	7.03	1.13	0.00	0.00	0.45	0.00	0.00	0.00	0.45	0.00	0.00	0.23	0.00	0.00
GS-12 #	625	555	24	46	4	0	0	1	0	1	0	0	0	0	2	0	0
GS-12 %	100	88.80	3.84	7.36	0.64	0.00	0.00	0.16	0.00	0.16	0.00	0.00	0.00	0.00	0.32	0.00	0.00
GS-11 #	489	423	30	36	9	0	2	2	0	0	1	0	1	0	3	0	0
GS-11 %	100	86.50	6.13	7.36	1.84	0.00	0.41	0.41	0.00	0.00	0.20	0.00	0.20	0.00	0.61	0.00	0.00
GS-09 #	147	121	13	13	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	82.31	8.84	8.84	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.68	0.00	0.00
GS-07 #	38	34	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	89.47	2.63	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	88.24	3.76	8	1.18	0	0	0.29	0	0.06	0	0.18	0	0	0.47	0	0
Internal Applications #	180	55	119	8	6	0	1	0	0	0	0	2	0	0	3	0	0
Internal Applications %	100	30.56	66.11	4.44	3.33	0.00	0.56	0.00	0.00	0.00	0.00	1.11	0.00	0.00	1.67	0.00	0.00
Qualified Internal Applicants #	82	15	65	4	2	0	1	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100	18.29	79.27	4.88	2.44	0.00	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.22	0.00	0.00
Referred Applicants #	70	9	59	4	2	0	1	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100	12.86	84.29	5.71	2.86	0.00	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.43	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	151	133	7	11	3	0	0	0	0	0	0	0	0	0	3	0	0
Internal Selections %	100	88.08	4.64	7.28	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.99	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	925	339	567	32	19	0	1	3	0	1	1	2	2	0	10	0	0
Voluntarily Identified Applicants %	100	36.65	61.30	3.46	2.05	0.00	0.11	0.32	0.00	0.11	0.11	0.22	0.22	0.00	1.08	0.00	0.00
Qualified External Applicants #	548	188	348	22	12	0	1	2	0	0	1	0	2	0	6	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Qualified External Applicants %	100	34.31	63.50	4.01	2.19	0.00	0.18	0.36	0.00	0.00	0.18	0.00	0.36	0.00	1.09	0.00	0.00
Referred Applicants #	340	92	242	11	6	0	1	1	0	0	1	0	1	0	2	0	0
Referred Applicants %	100	27.06	71.18	3.24	1.76	0.00	0.29	0.29	0.00	0.00	0.29	0.00	0.29	0.00	0.59	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	170	141	21	8	1	0	0	0	0	0	0	0	0	0	1	0	
External Selections %	100	82.94	12.35	4.71	0.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.59	0.00	
BIOLOGICAL SCIENCE TECHNICIAN (0404) #	159	130	12	17	2	0	0	0	0	0	0	0	0	0	1	0	1
BIOLOGICAL SCIENCE TECHNICIAN (0404) %	100	81.76	7.55	10.69	1.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.63	0.00	0.63
GS-09 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	81	67	4	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	82.72	4.94	12.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	48	41	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	85.42	8.33	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	18	11	3	4	2	0	0	0	0	0	0	0	0	0	1	0	1
GS-05 %	100	61.11	16.67	22.22	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	5.56
GS-04 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	81.6	8.59	9.82	0.61	0	0	0	0	0	0	0	0	0	0.61	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	13	2	2	1	0	0	0	0	0	0	0	0	0	0	0	1
External Selections %	100	76.47	11.76	11.76	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88
FISH & WILDLIFE ADMINISTRATION (0480) #	253	235	7	11	2	0	0	1	0	0	0	1	0	0	0	0	0
FISH & WILDLIFE ADMINISTRATION (0480) %	100	92.89	2.77	4.35	0.79	0.00	0.00	0.40	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00
ES-00 #	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	92.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	71	65	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	91.55	2.82	5.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	161	150	5	6	2	0	0	1	0	0	0	1	0	0	0	0	0
GS-14 %	100	93.17	3.11	3.73	1.24	0.00	0.00	0.62	0.00	0.00	0.00	0.62	0.00	0.00	0.00	0.00	0.00
GS-13 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	92.08	2.08	5.83	0.83	0	0	0.42	0	0	0	0.42	0	0	0	0	0
Internal Applications #	140	36	100	12	4	0	1	0	0	0	0	0	1	0	2	0	0
Internal Applications %	100	25.71	71.43	8.57	2.86	0.00	0.71	0.00	0.00	0.00	0.00	0.00	0.71	0.00	1.43	0.00	0.00
Qualified Internal Applicants #	70	12	58	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	17.14	82.86	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	70	12	58	2	10	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	17.14	82.86	2.86	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	24	21	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	87.50	4.17	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	169	74	93	7	2	0	1	0	0	0	1	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	43.79	55.03	4.14	1.18	0.00	0.59	0.00	0.00	0.00	0.59	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	95	44	51	3	0	0	0	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Qualified External Applicants %	100	46.32	53.68	3.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	33	15	18	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	45.45	54.55	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	11	8	1	2	1	0	0	1	0	0	0	0	0	0	0	0	
External Selections %	100	72.73	9.09	18.18	9.09	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
FISH BIOLOGY (0482) #	546	490	25	31	5	0	0	1	0	0	0	0	0	0	4	0	0
FISH BIOLOGY (0482) %	100	89.74	4.58	5.68	0.92	0.00	0.00	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.73	0.00	0.00
GS-14 #	24	22	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	91.67	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	116	108	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	93.10	4.31	2.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	116	106	4	6	2	0	0	1	0	0	0	0	0	0	1	0	0
GS-12 %	100	91.38	3.45	5.17	1.72	0.00	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.86	0.00	0.00
GS-11 #	177	162	5	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	91.53	2.82	5.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	97	80	9	8	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	82.47	9.28	8.25	1.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.03	0.00	0.00
GS-07 #	15	11	1	3	2	0	0	0	0	0	0	0	0	0	2	0	0
GS-07 %	100	73.33	6.67	20.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.33	0.00	0.00
GS-05 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	90.83	3.6	5.58	0.9	0	0	0.18	0	0	0	0	0.18	0	0.54	0	0
Internal Applications #	47	9	36	2	2	0	0	0	0	0	1	0	1	0	0	0	0
Internal Applications %	100	19.15	76.60	4.26	4.26	0.00	0.00	0.00	0.00	0.00	2.13	0.00	2.13	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	19	3	14	2	2	0	0	0	0	0	1	0	1	0	0	0	0
Qualified Internal Applicants %	100	15.79	73.68	10.53	10.53	0.00	0.00	0.00	0.00	0.00	5.26	0.00	5.26	0.00	0.00	0.00	0.00
Referred Applicants #	16	3	12	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Referred Applicants %	100	18.75	75.00	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	33	29	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	87.88	3.03	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	508	204	291	17	13	2	0	1	1	1	1	1	1	0	1	0	0
Voluntarily Identified Applicants %	100	40.16	57.28	3.35	2.56	0.39	0.00	0.20	0.20	0.20	0.20	0.20	0.20	0.00	0.20	0.00	0.00
Qualified External Applicants #	233	76	153	6	4	0	0	0	0	0	1	0	1	0	2	0	0
Qualified External Applicants %	100	32.62	65.67	2.58	1.72	0.00	0.00	0.00	0.00	0.00	0.43	0.00	0.43	0.00	0.86	0.00	0.00
Referred Applicants #	223	72	147	6	4	0	0	0	0	0	1	0	1	0	2	0	0
Referred Applicants %	100	32.29	65.92	2.69	1.79	0.00	0.00	0.00	0.00	0.00	0.45	0.00	0.45	0.00	0.90	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	30	21	5	4	1	0	0	0	0	0	0	0	0	0	1	0	
External Selections %	100	70.00	16.67	13.33	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00	
WILDLIFE REFUGE MANAGEMENT (0485) #	520	460	25	35	9	0	1	4	1	1	0	0	1	0	0	0	1
WILDLIFE REFUGE MANAGEMENT (0485) %	100	88.46	4.81	6.73	1.73	0.00	0.19	0.77	0.19	0.19	0.00	0.00	0.19	0.00	0.00	0.00	0.19
GS-15 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	69	61	3	5	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-14 %	100	88.41	4.35	7.25	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.45
GS-13 #	151	140	3	8	4	0	1	2	0	1	0	0	0	0	0	0	0
GS-13 %	100	92.72	1.99	5.30	2.65	0.00	0.66	1.32	0.00	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	156	140	5	11	1	0	0	0	1	0	0	0	0	0	0	0	0
GS-12 %	100	89.74	3.21	7.05	0.64	0.00	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	74	66	3	5	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-11 %	100	89.19	4.05	6.76	1.35	0.00	0.00	1.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	54	41	9	4	2	0	0	1	0	0	0	0	1	0	0	0	0
GS-09 %	100	75.93	16.67	7.41	3.70	0.00	0.00	1.85	0.00	0.00	0.00	0.00	1.85	0.00	0.00	0.00	0.00
GS-07 #	13	9	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	69.23	15.38	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	89.56	4.36	6.07	1.52	0	0	0.57	0.19	0.19	0	0	0.19	0	0	0	0
Internal Applications #	172	49	118	9	5	0	0	1	1	0	0	0	0	0	3	0	0
Internal Applications %	100	28.49	68.60	5.23	2.91	0.00	0.00	0.58	0.58	0.00	0.00	0.00	0.00	0.00	1.74	0.00	0.00
Qualified Internal Applicants #	69	7	59	4	3	0	0	1	1	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100	10.14	85.51	5.80	4.35	0.00	0.00	1.45	1.45	0.00	0.00	0.00	0.00	0.00	1.45	0.00	0.00
Referred Applicants #	69	7	59	4	3	0	0	1	1	0	0	0	0	0	1	0	0

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Referred Applicants %	100	10.14	85.51	5.80	4.35	0.00	0.00	1.45	1.45	0.00	0.00	0.00	0.00	0.00	1.45	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	44	40	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	90.91	2.27	6.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	213	71	137	9	5	0	0	1	0	0	0	0	0	0	4	0	0
Voluntarily Identified Applicants %	100	33.33	64.32	4.23	2.35	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.00	1.88	0.00	0.00
Qualified External Applicants #	106	31	71	5	4	0	0	1	0	0	0	0	0	0	3	0	0
Qualified External Applicants %	100	29.25	66.98	4.72	3.77	0.00	0.00	0.94	0.00	0.00	0.00	0.00	0.00	0.00	2.83	0.00	0.00
Referred Applicants #	54	9	42	4	3	0	0	1	0	0	0	0	0	0	2	0	0
Referred Applicants %	100	16.67	77.78	7.41	5.56	0.00	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	19	14	3	2	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	73.68	15.79	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WILDLIFE BIOLOGY (0486) #	444	382	17	45	9	0	1	3	1	1	0	0	0	0	3	0	0
WILDLIFE BIOLOGY (0486) %	100	86.04	3.83	10.14	2.03	0.00	0.23	0.68	0.23	0.23	0.00	0.00	0.00	0.00	0.68	0.00	0.00
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	12	10	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0
GS-14 %	100	83.33	0.00	16.67	8.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	104	92	2	10	1	0	1	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	88.46	1.92	9.62	0.96	0.00	0.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	139	121	4	14	2	0	0	1	0	1	0	0	0	0	0	0	0
GS-12 %	100	87.05	2.88	10.07	1.44	0.00	0.00	0.72	0.00	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	135	117	6	12	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-11 %	100	86.67	4.44	8.89	0.74	0.00	0.00	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	42	35	3	4	3	0	0	1	0	0	0	0	0	0	2	0	0
GS-09 %	100	83.33	7.14	9.52	7.14	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00
GS-07 #	11	6	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-07 %	100	54.55	18.18	27.27	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	87.47	3.52	9.01	1.76	0	0	0.66	0.22	0.22	0	0	0	0	0.44	0	0
Internal Applications #	79	18	58	4	3	0	1	0	0	1	0	0	0	0	1	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Internal Applications %	100	22.78	73.42	5.06	3.80	0.00	1.27	0.00	0.00	1.27	0.00	0.00	0.00	0.00	1.27	0.00	0.00
Qualified Internal Applicants #	39	3	34	3	2	0	1	0	0	1	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	7.69	87.18	7.69	5.13	0.00	2.56	0.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	39	3	34	3	2	0	1	0	0	1	0	0	0	0	0	0	0
Referred Applicants %	100	7.69	87.18	7.69	5.13	0.00	2.56	0.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	83.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	175	80	94	3	1	0	1	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	45.71	53.71	1.71	0.57	0.00	0.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	67	27	39	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	40.30	58.21	1.49	1.49	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	41	11	29	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	26.83	70.73	2.44	2.44	0.00	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	23	17	1	5	1	0	0	0	0	0	0	0	0	0	1	0	
External Selections %	100	73.91	4.35	21.74	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	
LAND MANAGEMENT LAW ENFORCEMENT (1801) #	230	196	14	20	3	0	1	0	0	0	0	0	0	0	2	0	0
LAND MANAGEMENT LAW ENFORCEMENT (1801) %	100	85.22	6.09	8.70	1.30	0.00	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.87	0.00	0.00
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	40	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	58	51	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	87.93	1.72	10.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-09 #	113	88	11	14	3	0	1	0	0	0	0	0	0	0	2	0	0
GL-09 %	100	77.88	9.73	12.39	2.65	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.77	0.00	0.00
GL-07 #	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	85.2	5.6	9.2	2	0	0	0	0	0	0	0	0	0	1.6	0	0
Internal Applications #	804	183	597	43	24	0	6	5	0	0	0	0	3	0	10	0	0
Internal Applications %	100	22.76	74.25	5.35	2.99	0.00	0.75	0.62	0.00	0.00	0.00	0.00	0.37	0.00	1.24	0.00	0.00
Qualified Internal Applicants #	509	98	394	31	17	0	5	2	0	0	0	0	2	0	8	0	0
Qualified Internal Applicants %	100	19.25	77.41	6.09	3.34	0.00	0.98	0.39	0.00	0.00	0.00	0.00	0.39	0.00	1.57	0.00	0.00
Referred Applicants #	509	98	394	31	17	0	5	2	0	0	0	0	2	0	8	0	0
Referred Applicants %	100	19.25	77.41	6.09	3.34	0.00	0.98	0.39	0.00	0.00	0.00	0.00	0.39	0.00	1.57	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	17	16	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	94.12	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	467	133	327	15	7	0	2	0	0	0	0	1	2	0	2	0	0
Voluntarily Identified Applicants %	100	28.48	70.02	3.21	1.50	0.00	0.43	0.00	0.00	0.00	0.00	0.21	0.43	0.00	0.43	0.00	0.00
Qualified External Applicants #	81	14	66	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified External Applicants %	100	17.28	81.48	2.47	1.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.23	0.00	0.00
Referred Applicants #	81	14	66	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100	17.28	81.48	2.47	1.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.23	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CRIMINAL INVESTIGATION (1811) #	215	196	15	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CRIMINAL INVESTIGATION (1811) %	100	91.16	6.98	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	46	44	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	95.65	2.17	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	122	113	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	92.62	6.56	0.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	23	18	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	78.26	13.04	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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GS-11 #	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GL-09 #	13	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-09 %	100	92.31	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	93.36	4.74	1.9	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	804	183	597	11	11	0	6	5	0	0	0	0	3	0	10	0	0
Internal Applications %	100	22.76	74.25	1.37	1.37	0.00	0.75	0.62	0.00	0.00	0.00	0.00	0.37	0.00	1.24	0.00	0.00
Qualified Internal Applicants #	319	55	257	7	7	0	2	1	0	0	0	0	0	0	3	0	1
Qualified Internal Applicants %	100	17.24	80.56	2.19	2.19	0.00	0.63	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.94	0.00	0.31
Referred Applicants #	173	23	144	6	6	0	1	1	0	0	0	0	0	0	3	0	1
Referred Applicants %	100	13.29	83.24	3.47	3.47	0.00	0.58	0.58	0.00	0.00	0.00	0.00	0.00	0.00	1.73	0.00	0.58
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	24	17	7	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	70.83	29.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) #	38	30	6	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCE (0401) %	100	78.95	15.79	5.26	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00
GS-12 #	12	8	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	66.67	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	18	15	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	83.33	11.11	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	84.78	8.7	6.52	2.17	0	0	0	0	0	0	0	0	0	2.17	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	50.00	37.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
BIOLOGICAL SCIENCE TECHNICIAN (0404) #	405	305	68	32	13	0	1	4	0	0	0	1	3	0	4	0	0
BIOLOGICAL SCIENCE TECHNICIAN (0404) %	100	75.31	16.79	7.90	3.21	0.00	0.25	0.99	0.00	0.00	0.00	0.25	0.74	0.00	0.99	0.00	0.00
GS-08 #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	95	72	16	7	3	0	0	0	0	0	0	1	1	0	1	0	0
GS-07 %	100	75.79	16.84	7.37	3.16	0.00	0.00	0.00	0.00	0.00	0.00	1.05	1.05	0.00	1.05	0.00	0.00
GS-06 #	21	18	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-06 %	100	85.71	4.76	9.52	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00
GS-05 #	241	180	43	18	6	0	1	3	0	0	0	0	1	0	1	0	0
GS-05 %	100	74.69	17.84	7.47	2.49	0.00	0.41	1.24	0.00	0.00	0.00	0.00	0.41	0.00	0.41	0.00	0.00
GS-04 #	39	29	7	3	3	0	0	1	0	0	0	0	1	0	1	0	0
GS-04 %	100	74.36	17.95	7.69	7.69	0.00	0.00	2.56	0.00	0.00	0.00	0.00	2.56	0.00	2.56	0.00	0.00
GS-03 #	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	82.71	8.36	8.93	3.17	0	0	0.58	0	0	0	0.29	0.58	0	1.73	0	0
Internal Applications #	26	14	11	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Applications %	100	53.85	42.31	7.69	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00	0.00
Qualified Internal Applicants #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	14	11	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	78.57	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	1293	649	625	48	19	2	2	4	2	1	1	1	1	0	5	0	0
Voluntarily Identified Applicants %	100	50.19	48.34	3.71	1.47	0.15	0.15	0.31	0.15	0.08	0.08	0.08	0.08	0.00	0.39	0.00	0.00
Qualified External Applicants #	1150	572	563	39	15	2	1	4	2	1	1	1	0	0	3	0	0
Qualified External Applicants %	100	49.74	48.96	3.39	1.30	0.17	0.09	0.35	0.17	0.09	0.09	0.09	0.00	0.00	0.26	0.00	0.00
Referred Applicants #	637	245	382	19	10	1	0	4	0	1	1	1	0	0	2	0	0
Referred Applicants %	100	38.46	59.97	2.98	1.57	0.16	0.00	0.63	0.00	0.16	0.16	0.16	0.00	0.00	0.31	0.00	0.00

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	296	207	72	17	7	0	1	3	0	0	0	0	1	0	2	0	
External Selections %	100	69.93	24.32	5.74	2.36	0.00	0.34	1.01	0.00	0.00	0.00	0.00	0.34	0.00	0.68	0.00	
FISH & WILDLIFE ADMINISTRATION (0480) #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FISH & WILDLIFE ADMINISTRATION (0480) %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
FISH BIOLOGY (0482) #	39	34	3	2	1	0	0	1	0	0	0	0	0	0	0	0	0
FISH BIOLOGY (0482) %	100	87.18	7.69	5.13	2.56	0.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
GS-12 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	29	25	2	2	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-09 %	100	86.21	6.90	6.90	3.45	0.00	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	81.13	9.43	9.43	3.77	0	0	1.89	0	0	0	0	1.89	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WILDLIFE REFUGE MANAGEMENT (0485) #	9	6	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WILDLIFE REFUGE MANAGEMENT (0485) %	100	66.67	22.22	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	8	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	62.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
GS-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	88.89	11.11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WILDLIFE BIOLOGY (0486) #	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WILDLIFE BIOLOGY (0486) %	100	81.82	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Relevant Applicant Pool %	100	87.5	12.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
LAND MANAGEMENT LAW ENFORCEMENT (1801) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAND MANAGEMENT LAW ENFORCEMENT (1801) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CRIMINAL INVESTIGATION (1811) #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRIMINAL INVESTIGATION (1811) %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	24	9	13	2	2	0	0	0	0	0	0	0	0	0	2	0	0
Internal Applications %	100	37.50	54.17	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00
Qualified Internal Applicants #	6	2	3	1	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100	33.33	50.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DOI U.S. Fish and Wildlife Service **For period covering October 1, 2020 to September 30, 2021.**

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
External Selections %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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

Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal #				12.00	2.00												
Total Senior Grades #	2121	1874	90	157	36	0	3	9	4	1	0	6	4	0	8	0	1
Total Senior Grades %	100	88.35	4.24	7.40	1.70	0.00	0.14	0.42	0.19	0.05	0.00	0.28	0.19	0.00	0.38	0.00	0.05
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	91.89	2.03	6.08	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #	136	122	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	100	89.71	3.68	6.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	90.28	2.94	6.79	2.39	0	0	0.18	0.73	0	0	0.55	0.37	0	0.37	0	0
Internal Applications #	78	20	55	10	3	0	0	0	0	0	0	0	1	0	2	0	0
Internal Applications %	100	25.64	70.51	12.82	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.28	0.00	2.56	0.00	0.00
Qualified Internal Applicants #	36	4	32	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	11.11	88.89	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	36	4	32	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	11.11	88.89	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	17	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	94.44	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	216	99	113	12	4	0	0	0	0	0	1	0	0	0	3	0	0
Voluntarily Identified Applicants %	100	45.83	52.31	5.56	1.85	0.00	0.00	0.00	0.00	0.00	0.46	0.00	0.00	0.00	1.39	0.00	0.00
Qualified External Applicants #	79	86	0	7	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified External Applicants %	100	108.86	0.00	8.86	1.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.27	0.00	0.00
Referred Applicants #	31	11	19	4	1	0	0	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100	35.48	61.29	12.90	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																

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Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent #	546	492	19	35	14	0	1	2	4	0	0	3	1	0	2	0	1
GS-14 or Equivalent %	100	90.11	3.48	6.41	2.56	0.00	0.18	0.37	0.73	0.00	0.00	0.55	0.18	0.00	0.37	0.00	0.18
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	89.16	3.3	7.54	1.36	0	0	0.5	0	0	0	0.22	0.07	0	0.36	0	0
Internal Applications #	365	90	263	29	12	0	6	0	0	0	0	0	0	0	6	0	0
Internal Applications %	100	24.66	72.05	7.95	3.29	0.00	1.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.64	0.00	0.00
Qualified Internal Applicants #	176	38	134	10	4	0	3	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100	21.59	76.14	5.68	2.27	0.00	1.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.00
Referred Applicants #	175	37	134	10	4	0	3	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100	21.14	76.57	5.71	2.29	0.00	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	55	50	2	3	2	0	1	1	0	0	0	0	0	0	0	0	0
Internal Selections %	100	90.91	3.64	5.45	3.64	0.00	1.82	1.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	284	127	148	19	9	0	4	0	0	1	1	2	0	0	1	0	0
Voluntarily Identified Applicants %	100	44.72	52.11	6.69	3.17	0.00	1.41	0.00	0.00	0.35	0.35	0.70	0.00	0.00	0.35	0.00	0.00
Qualified External Applicants #	171	77	90	12	4	0	1	0	0	0	1	1	0	0	1	0	0
Qualified External Applicants %	100	45.03	52.63	7.02	2.34	0.00	0.58	0.00	0.00	0.00	0.58	0.58	0.00	0.00	0.58	0.00	0.00
Referred Applicants #	77	28	47	5	2	0	0	0	0	0	1	0	0	0	1	0	0
Referred Applicants %	100	36.36	61.04	6.49	2.60	0.00	0.00	0.00	0.00	0.00	1.30	0.00	0.00	0.00	1.30	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	23	18	2	3	1	0	0	1	0	0	0	0	0	0	0	0	0
External Selections %	100	78.26	8.70	13.04	4.35	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

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Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #	1439	1260	66	113	22	0	2	7	0	1	0	3	3	0	6	0	0
GS-13 or Equivalent %	100	87.56	4.59	7.85	1.53	0.00	0.14	0.49	0.00	0.07	0.00	0.21	0.21	0.00	0.42	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	86.19	3.99	9.82	1.96	0	0	0.55	0.31	0.18	0	0.18	0.06	0	0.49	0	0
Internal Applications #	846	231	558	91	57	0	12	2	3	1	4	2	2	0	29	1	1
Internal Applications %	100	27.30	65.96	10.76	6.74	0.00	1.42	0.24	0.35	0.12	0.47	0.24	0.24	0.00	3.43	0.12	0.12
Qualified Internal Applicants #	284	51	217	24	16	0	3	0	0	0	0	1	1	0	10	0	1
Qualified Internal Applicants %	100	17.96	76.41	8.45	5.63	0.00	1.06	0.00	0.00	0.00	0.00	0.35	0.35	0.00	3.52	0.00	0.35
Referred Applicants #	223	35	178	16	10	0	2	0	0	0	0	0	1	0	6	0	1
Referred Applicants %	100	15.70	79.82	7.17	4.48	0.00	0.90	0.00	0.00	0.00	0.00	0.00	0.45	0.00	2.69	0.00	0.45
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	96	87	5	4	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Selections %	100	90.63	5.21	4.17	1.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	1099	424	646	49	29	0	3	5	1	0	1	2	3	0	14	0	0
Voluntarily Identified Applicants %	100	38.58	58.78	4.46	2.64	0.00	0.27	0.45	0.09	0.00	0.09	0.18	0.27	0.00	1.27	0.00	0.00
Qualified External Applicants #	482	170	301	16	11	0	2	2	0	0	0	0	1	0	6	0	0
Qualified External Applicants %	100	35.27	62.45	3.32	2.28	0.00	0.41	0.41	0.00	0.00	0.00	0.00	0.21	0.00	1.24	0.00	0.00
Referred Applicants #	273	81	184	11	8	0	2	2	0	0	0	0	1	0	3	0	0
Referred Applicants %	100	29.67	67.40	4.03	2.93	0.00	0.73	0.73	0.00	0.00	0.00	0.00	0.37	0.00	1.10	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	71	42	19	10	2	0	0	0	0	0	0	0	1	0	1	0	0
External Selections %	100	59.15	26.76	14.08	2.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.41	0.00	1.41	0.00	0.00

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Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
501 Goal %				12.00	2.00												
Total Management #	1473	1327	57	89	20	0	2	7	2	1	0	2	1	0	4	0	1
Total Management %	100	90.09	3.87	6.04	1.36	0.00	0.14	0.48	0.14	0.07	0.00	0.14	0.07	0.00	0.27	0.00	0.07
Executives #	150	134	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0
Executives %	100	89.33	4.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	22	20	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	90.91	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	128	114	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	89.06	3.91	7.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	92.61	2.67	4.72	1.23	0	0	0.41	0	0	0	0.41	0	0	0.21	0	0
Internal Applications #	73	20	50	10	3	0	0	0	0	0	0	0	1	0	2	0	0
Internal Applications %	100	27.40	68.49	13.70	4.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.37	0.00	2.74	0.00	0.00
Qualified Internal Applicants #	32	4	28	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	12.50	87.50	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	32	4	28	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	12.50	87.50	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	18	17	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Internal Selections %	100	94.44	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
NEW HIRES																	
Vacancy Announcements #	0																

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Voluntarily Identified Applicants #	209	95	110	12	4	0	0	0	0	0	1	0	0	0	3	0	0
Voluntarily Identified Applicants %	100	45.45	52.63	5.74	1.91	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00	0.00	1.44	0.00	0.00
Qualified External Applicants #	165	78	86	7	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified External Applicants %	100	47.27	52.12	4.24	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
Referred Applicants #	31	11	19	4	1	0	0	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100	35.48	61.29	12.90	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers #	967	873	39	55	18	0	2	6	2	1	0	2	1	0	3	0	1
Managers %	100	90.28	4.03	5.69	1.86	0.00	0.21	0.62	0.21	0.10	0.00	0.21	0.10	0.00	0.31	0.00	0.10
GS-13 #	521	468	25	28	8	0	1	5	0	1	0	0	0	0	1	0	0
GS-13 %	100	89.83	4.80	5.37	1.54	0.00	0.19	0.96	0.00	0.19	0.00	0.00	0.00	0.00	0.19	0.00	0.00
GS-14 #	446	405	14	27	10	0	1	1	2	0	0	2	1	0	2	0	1
GS-14 %	100	90.81	3.14	6.05	2.24	0.00	0.22	0.22	0.45	0.00	0.00	0.45	0.22	0.00	0.45	0.00	0.22
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	89.06	3.29	7.66	1.4	0	0	0.38	0.1	0.1	0	0.21	0	0	0.38	0	0

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Internal Applications #	426	107	300	37	19	0	6	0	1	0	3	1	0	0	8	0	0
Internal Applications %	100	25.12	70.42	8.69	4.46	0.00	1.41	0.00	0.23	0.00	0.70	0.23	0.00	0.00	1.88	0.00	0.00
Qualified Internal Applicants #	210	42	163	14	5	0	5	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	20.00	77.62	6.67	2.38	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	199	35	159	13	5	0	5	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	17.59	79.90	6.53	2.51	0.00	2.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	93	85	4	4	1	0	1	0	0	0	0	0	0	0	0	0	
Internal Selections %	100	91.40	4.30	4.30	1.08	0.00	1.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	347	142	192	20	13	0	3	0	1	1	1	2	0	0	5	0	0
Voluntarily Identified Applicants %	100	40.92	55.33	5.76	3.75	0.00	0.86	0.00	0.29	0.29	0.29	0.58	0.00	0.00	1.44	0.00	0.00
Qualified External Applicants #	218	87	125	11	6	0	2	0	0	0	1	1	0	0	2	0	0
Qualified External Applicants %	100	39.91	57.34	5.05	2.75	0.00	0.92	0.00	0.00	0.00	0.46	0.46	0.00	0.00	0.92	0.00	0.00
Referred Applicants #	120	37	79	6	4	0	1	0	0	0	1	0	0	0	2	0	0
Referred Applicants %	100	30.83	65.83	5.00	3.33	0.00	0.83	0.00	0.00	0.00	0.83	0.00	0.00	0.00	1.67	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	34	30	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0
External Selections %	100	88.24	8.82	2.94	2.94	0.00	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Supervisors #	356	320	12	24	2	0	0	1	0	0	0	0	0	0	1	0	0
Supervisors %	100	89.89	3.37	6.74	0.56	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.00
GS-08 #	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	43	38	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	88.37	6.98	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	297	269	8	20	2	0	0	1	0	0	0	0	0	0	1	0	0
GS-12 %	100	90.57	2.69	6.73	0.67	0.00	0.00	0.34	0.00	0.00	0.00	0.00	0.00	0.00	0.34	0.00	0.00
WS-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-09 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-09 %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WS-10 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-10 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	89.16	3.61	7.22	1.81	0	0	0.34	0	0.23	0	0.11	0.11	0	0.68	0	0
Internal Applications #	58	11	44	5	3	0	0	1	1	1	0	0	0	0	0	0	0
Internal Applications %	100	18.97	75.86	8.62	5.17	0.00	0.00	1.72	1.72	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	39	3	33	4	3	0	0	1	1	1	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	7.69	84.62	10.26	7.69	0.00	0.00	2.56	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	39	3	33	4	3	0	0	1	1	1	0	0	0	0	0	0	0
Referred Applicants %	100	7.69	84.62	10.26	7.69	0.00	0.00	2.56	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Internal Selections %	100	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
NEW HIRES																	
Vacancy Announcements #	0																

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Voluntarily Identified Applicants #	218	87	128	6	3	0	0	1	0	1	0	0	1	0	0	0	0
Voluntarily Identified Applicants %	100	39.91	58.72	2.75	1.38	0.00	0.00	0.46	0.00	0.46	0.00	0.00	0.46	0.00	0.00	0.00	0.00
Qualified External Applicants #	106	36	68	3	2	0	0	1	0	0	0	0	1	0	0	0	0
Qualified External Applicants %	100	33.96	64.15	2.83	1.89	0.00	0.00	0.94	0.00	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00
Referred Applicants #	82	21	59	3	2	0	0	1	0	0	0	0	1	0	0	0	0
Referred Applicants %	100	25.61	71.95	3.66	2.44	0.00	0.00	1.22	0.00	0.00	0.00	0.00	1.22	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	7	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	71.43	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	341	287	16	38	6	0	0	2	0	1	0	0	1	0	2	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	84.16	4.69	11.14	1.76	0.00	0.00	0.59	0.00	0.29	0.00	0.00	0.29	0.00	0.59	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	2769	2346	113	310	43	0	0	13	0	10	0	0	4	0	16	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	8.12	8.17	7.06	8.16	7.17	0	0	6.5	0	10	0	0	4	0	8	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	563	462	36	65	13	0	0	3	1	1	1	1	1	0	4	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	100	82.06	6.39	11.55	2.31	0.00	0.00	0.53	0.18	0.18	0.18	0.18	0.18	0.00	0.71	0.00	0.18
Time-Off Awards 11 - 20 Hours: Total Hours #	10048	8221	646	1181	248	0	0	52	20	20	16	20	20	0	80	0	20
Time-Off Awards 11 - 20 Hours: Average Hours #	17.85	17.79	17.94	18.17	19.08	0	0	17.33	20	20	16	20	20	0	20	0	20
Time-Off Awards 21 - 30 hours: Awards Given #	509	414	33	62	12	1	1	2	2	0	0	2	1	0	3	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	81.34	6.48	12.18	2.36	0.20	0.20	0.39	0.39	0.00	0.00	0.39	0.20	0.00	0.59	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	13290	10853	857	1580	300	21	24	54	45	0	0	54	24	0	78	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	26.11	26.21	25.97	25.48	25	21	24	27	22.5	0	0	27	24	0	26	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	1426	1237	57	132	32	0	3	9	1	0	3	3	2	0	11	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	86.75	4.00	9.26	2.24	0.00	0.21	0.63	0.07	0.00	0.21	0.21	0.14	0.00	0.77	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	53368	46259	2119	4990	1197	0	112	340	40	0	98	112	80	0	415	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.42	37.4	37.18	37.8	37.41	0	37	37.78	40	0	33	37.33	40	0	37.73	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards $500 and Under: Awards Given #	861	694	62	105	26	0	1	6	2	1	0	3	4	0	9	0	0
Cash Awards $500 and Under: Awards Given %	100	80.60	7.20	12.20	3.02	0.00	0.12	0.70	0.23	0.12	0.00	0.35	0.46	0.00	1.05	0.00	0.00
Cash Awards $500 and Under: Total Amount $	362982	294161	25133	43688	11964	0	500	2950	700	500	0	1334	2000	0	3980	0	0
Cash Awards $500 and Under: Average Amount $	421.58	423.86	405.37	416.08	460.15	0	500	491.67	350	500	0	444.67	500	0	442.22	0	0
Cash Awards: $501 - $999: Awards Given #	999	832	51	116	29	1	2	7	1	2	5	3	3	0	5	0	0
Cash Awards: $501 - $999: Awards Given %	100	83.28	5.11	11.61	2.90	0.10	0.20	0.70	0.10	0.20	0.50	0.30	0.30	0.00	0.50	0.00	0.00
Cash Awards: $501 - $999: Total Amount $	772914	643060	39321	90533	23279	910	1255	5802	924	1596	4126	2204	2324	0	4138	0	0
Cash Awards: $501 - $999: Average Amount $	773.69	772.91	771	780.46	802.72	910	628	828.86	924	798	825	734.67	774.67	0	827.6	0	0
Cash Awards: $1000 - $1999: Awards Given #	3371	2834	182	355	69	0	7	11	2	5	2	10	10	0	22	0	0
Cash Awards: $1000 - $1999: Awards Given %	100	84.07	5.40	10.53	2.05	0.00	0.21	0.33	0.06	0.15	0.06	0.30	0.30	0.00	0.65	0.00	0.00
Cash Awards: $1000 - $1999: Total Amount $	4572674	3852408	245994	474272	91023	0	10949	14472	2300	6138	2024	11865	13512	0	29763	0	0
Cash Awards: $1000 - $1999: Average Amount $	1356.47	1359.35	1351.62	1335.98	1319.17	0	1564	1315.64	1150	1227.6	1012	1186.5	1351.2	0	1352.86	0	0
Cash Awards: $2000 - $2999: Awards Given #	1941	1682	78	181	41	1	1	9	3	2	1	5	3	0	15	0	1
Cash Awards: $2000 - $2999: Awards Given %	100	86.66	4.02	9.33	2.11	0.05	0.05	0.46	0.15	0.10	0.05	0.26	0.15	0.00	0.77	0.00	0.05

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Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
Cash Awards: $2000 - $2999: Total Amount $	4608920	3996364	184550	428006	96768	2500	2465	22419	7120	5189	2500	11148	6500	0	34927	0	2000
Cash Awards: $2000 - $2999: Average Amount $	2374.51	2375.96	2366.03	2364.67	2360.2	2500	2465	2491	2373.33	2594.5	2500	2229.6	2166.67	0	2328.47	0	2000
Cash Awards: $3000 - $3999: Awards Given #	718	631	23	64	15	0	0	4	0	0	0	5	1	0	5	0	0
Cash Awards: $3000 - $3999: Awards Given %	100	87.88	3.20	8.91	2.09	0.00	0.00	0.56	0.00	0.00	0.00	0.70	0.14	0.00	0.70	0.00	0.00
Cash Awards: $3000 - $3999: Total Amount $	2397813	2104423	77994	215396	51904	0	0	14386	0	0	0	17238	3000	0	17280	0	0
Cash Awards: $3000 - $3999: Average Amount $	3339.57	3335.06	3391.04	3365.56	3460.27	0	0	3596.5	0	0	0	3447.6	3000	0	3456	0	0
Cash Awards: $4000 - $4999: Awards Given #	273	245	4	24	4	0	0	1	1	0	0	1	0	0	1	0	0
Cash Awards: $4000 - $4999: Awards Given %	100	89.74	1.47	8.79	1.47	0.00	0.00	0.37	0.37	0.00	0.00	0.37	0.00	0.00	0.37	0.00	0.00
Cash Awards: $4000 - $4999: Total Amount $	1189978	1067990	17238	104750	17630	0	0	4556	4000	0	0	4325	0	0	4749	0	0
Cash Awards: $4000 - $4999: Average Amount $	4358.89	4359.14	4309.5	4364.58	4407.5	0	0	4556	4000	0	0	4325	0	0	4749	0	0
Cash Awards: $5000 or more: Awards Given #	435	389	17	29	5	0	0	0	2	0	0	0	3	0	0	0	0
Cash Awards: $5000 or more: Awards Given %	100	89.43	3.91	6.67	1.15	0.00	0.00	0.00	0.46	0.00	0.00	0.00	0.69	0.00	0.00	0.00	0.00
Cash Awards: $5000 or more: Total Amount $	3421305	3086718	103080	231507	34384	0	0	0	13002	0	0	0	21382	0	0	0	0
Cash Awards: $5000 or more: Average Amount $	7865.07	7935.01	6063.53	7983	6876.8	0	0	0	6501	0	0	0	7127.33	0	0	0	0
OTHER AWARDS																	
Total QSIs Awarded #	454	388	19	47	8	0	0	0	2	0	0	1	1	0	3	0	1
Total QSIs Awarded %	100	85.46	4.19	10.35	1.76	0.00	0.00	0.00	0.44	0.00	0.00	0.22	0.22	0.00	0.66	0.00	0.22
Total Benefit $	1321137	1141999	52306	126832	26653	0	0	0	6863	0	0	2816	2788	0	10055	0	4131
Average Benefit $	2909.99	2943.3	2752.95	2698.55	3331.63	0	0	0	3431.5	0	0	2816	2788	0	3351.67	0	4131
Total Performance Based Pay Increases Awarded #	23	22	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	100	95.65	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit $	73830	71830	0	2000	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit $	3210	3265	0	2000	0	0	0	0	0	0	0	0	0	0	0	0	0

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Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurem [93]
TIME OFF AWARDS																		
Time-Off Awards 1 - 10 hours: Awards Given #	341	303	287	16	38	6	0	0	2	0	1	0	0	1	0	2	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	4.40	4.38	4.51	2.88	4.53	3.21	0.00	0.00	5.41	0.00	14.29	0.00	0.00	6.67	0.00	3.13	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	2769	2459	2346	113	310	43	0	0	13	0	10	0	0	4	0	16	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	8.12	0	8.17	7.06	8.16	7.17	0	0	6.5	0	10	0	0	4	0	8	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	563	498	462	36	65	13	0	0	3	1	1	1	1	1	0	4	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	7.26	7.20	7.26	6.49	7.76	6.95	0.00	0.00	8.11	7.14	14.29	20.00	4.55	6.67	0.00	6.25	0.00	33.33
Time-Off Awards 11 - 20 Hours: Total Hours #	10048	8867	8221	646	1181	248	0	0	52	20	20	16	20	20	0	80	0	20
Time-Off Awards 11 - 20 Hours: Average Hours #	17.85	0	17.79	17.94	18.17	19.08	0	0	17.33	20	20	16	20	20	0	20	0	20
Time-Off Awards 21 - 30 hours: Awards Given #	509	447	414	33	62	12	1	1	2	2	0	0	2	1	0	3	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	6.56	6.46	6.50	5.95	7.40	6.42	50.00	5.88	5.41	14.29	0.00	0.00	9.09	6.67	0.00	4.69	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	13290	11710	10853	857	1580	300	21	24	54	45	0	0	54	24	0	78	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	26.11	0	26.21	25.97	25.48	25	21	24	27	22.5	0	0	27	24	0	26	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	1426	1294	1237	57	132	32	0	3	9	1	0	3	3	2	0	11	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	18.38	18.70	19.43	10.27	15.75	17.11	0.00	17.65	24.32	7.14	0.00	60.00	13.64	13.33	0.00	17.19	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	53368	48378	46259	2119	4990	1197	0	112	340	40	0	98	112	80	0	415	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.42	0	37.4	37.18	37.8	37.41	0	37	37.78	40	0	33	37.33	40	0	37.73	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																		
Cash Awards $500 and Under: Awards Given #	861	756	694	62	105	26	0	1	6	2	1	0	3	4	0	9	0	0
Cash Awards $500 and Under: Awards Given %	11.10	10.92	10.90	11.17	12.53	13.90	0.00	5.88	16.22	14.29	14.29	0.00	13.64	26.67	0.00	14.06	0.00	0.00
Cash Awards $500 and Under: Total Amount $	362982	319294	294161	25133	43688	11964	0	500	2950	700	500	0	1334	2000	0	3980	0	0
Cash Awards $500 and Under: Average Amount $	421.58	5	423.86	405.37	416.08	460.15	0	500	491.67	350	500	0	444.67	500	0	442.22	0	0
Cash Awards: $501 - $999: Awards Given #	999	883	832	51	116	29	1	2	7	1	2	5	3	3	0	5	0	0
Cash Awards: $501 - $999: Awards Given %	12.88	12.76	13.07	9.19	13.84	15.51	50.00	11.76	18.92	7.14	28.57	100.00	13.64	20.00	0.00	7.81	0.00	0.00
Cash Awards: $501 - $999: Total Amount $	772914	682381	643060	39321	90533	23279	910	1255	5802	924	1596	4126	2204	2324	0	4138	0	0
Cash Awards: $501 - $999: Average Amount $	773.69	-6	772.91	771	780.46	802.72	910	628	828.86	924	798	825	734.67	774.67	0	827.6	0	0
Cash Awards: $1000 - $1999: Awards Given #	3371	3016	2834	182	355	69	0	7	11	2	5	2	10	10	0	22	0	0
Cash Awards: $1000 - $1999: Awards Given %	43.45	43.58	44.52	32.79	42.36	36.90	0.00	41.18	29.73	14.29	71.43	40.00	45.45	66.67	0.00	34.38	0.00	0.00
Cash Awards: $1000 - $1999: Total Amount $	4572674	4098402	3852408	245994	474272	91023	0	10949	14472	2300	6138	2024	11865	13512	0	29763	0	0
Cash Awards: $1000 - $1999: Average Amount $	1356.47	20	1359.35	1351.62	1335.98	1319.17	0	1564	1315.64	1150	1227.6	1012	1186.5	1351.2	0	1352.86	0	0
Cash Awards: $2000 - $2999: Awards Given #	1941	1760	1682	78	181	41	1	1	9	3	2	1	5	3	0	15	0	1
Cash Awards: $2000 - $2999: Awards Given %	25.02	25.43	26.43	14.05	21.60	21.93	50.00	5.88	24.32	21.43	28.57	20.00	22.73	20.00	0.00	23.44	0.00	33.33

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Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfiguren [93]
Cash Awards: $2000 - $2999: Total Amount $	4608920	4180914	3996364	184550	428006	96768	2500	2465	22419	7120	5189	2500	11148	6500	0	34927	0	2000
Cash Awards: $2000 - $2999: Average Amount $	2374.51	9	2375.96	2366.03	2364.67	2360.2	2500	2465	2491	2373.33	2594.5	2500	2229.6	2166.67	0	2328.47	0	2000
Cash Awards: $3000 - $3999: Awards Given #	718	654	631	23	64	15	0	0	4	0	0	0	5	1	0	5	0	0
Cash Awards: $3000 - $3999: Awards Given %	9.25	9.45	9.91	4.14	7.64	8.02	0.00	0.00	10.81	0.00	0.00	0.00	22.73	6.67	0.00	7.81	0.00	0.00
Cash Awards: $3000 - $3999: Total Amount $	2397813	2182417	2104423	77994	215396	51904	0	0	14386	0	0	0	17238	3000	0	17280	0	0
Cash Awards: $3000 - $3999: Average Amount $	3339.57	-25	3335.06	3391.04	3365.56	3460.27	0	0	3596.5	0	0	0	3447.6	3000	0	3456	0	0
Cash Awards: $4000 - $4999: Awards Given #	273	249	245	4	24	4	0	0	1	1	0	0	1	0	0	1	0	0
Cash Awards: $4000 - $4999: Awards Given %	3.52	3.60	3.85	0.72	2.86	2.14	0.00	0.00	2.70	7.14	0.00	0.00	4.55	0.00	0.00	1.56	0.00	0.00
Cash Awards: $4000 - $4999: Total Amount $	1189978	1085228	1067990	17238	104750	17630	0	0	4556	4000	0	0	4325	0	0	4749	0	0
Cash Awards: $4000 - $4999: Average Amount $	4358.89	-5	4359.14	4309.5	4364.58	4407.5	0	0	4556	4000	0	0	4325	0	0	4749	0	0
Cash Awards: $5000 or more: Awards Given #	435	406	389	17	29	5	0	0	0	2	0	0	0	3	0	0	0	0
Cash Awards: $5000 or more: Awards Given %	5.61	5.87	6.11	3.06	3.46	2.67	0.00	0.00	0.00	14.29	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00
Cash Awards: $5000 or more: Total Amount $	3421305	3189798	3086718	103080	231507	34384	0	0	0	13002	0	0	0	21382	0	0	0	0
Cash Awards: $5000 or more: Average Amount $	7865.07	-117	7935.01	6063.53	7983	6876.8	0	0	0	6501	0	0	0	7127.33	0	0	0	0
OTHER AWARDS																		
Total QSIs Awarded #	454	407	388	19	47	8	0	0	0	2	0	0	1	1	0	3	0	1
Total QSIs Awarded %	5.85	5.88	6.10	3.42	5.61	4.28	0.00	0.00	0.00	14.29	0.00	0.00	4.55	6.67	0.00	4.69	0.00	33.33
Total Benefit $	1321137	1194305	1141999	52306	126832	26653	0	0	0	6863	0	0	2816	2788	0	10055	0	4131
Average Benefit $	2909.99	211	2943.3	2752.95	2698.55	3331.63	0	0	0	3431.5	0	0	2816	2788	0	3351.67	0	4131
Total Performance Based Pay Increases Awarded #	23	22	22	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	0.30	0.32	0.35	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit $	73830	71830	71830	0	2000	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit $	3210	1210	3265	0	2000	0	0	0	0	0	0	0	0	0	0	0	0	0