

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

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL WORKFORCE</b>																	
Total Workforce: Prior FY #	1505	615	890	31	50	434	430	79	323	64	77	1	1	2	4	4	5
Total Workforce: Prior FY %	100	40.86	59.14	2.06	3.32	28.84	28.57	5.25	21.46	4.25	5.12	0.07	0.07	0.13	0.27	0.27	0.33
Total Workforce: Current FY #	1569	616	953	35	58	432	456	79	347	63	82	0	2	2	3	5	5
Total Workforce: Current FY %	100	39.26	60.74	2.23	3.70	27.53	29.06	5.04	22.12	4.02	5.23	0.00	0.13	0.13	0.19	0.32	0.32
Total Workforce: Difference #	64	1	63	4	8	-2	26	0	24	-1	5	-1	1	0	-1	1	0
Total Workforce: Ratio Change %	0.00	-1.60	1.60	0.17	0.38	-1.31	0.49	-0.21	0.66	-0.23	0.11	-0.07	0.06	0.00	-0.08	0.05	-0.01
Total Workforce: Net Change %	4.25	0.16	7.08	12.90	16.00	-0.46	6.05	0.00	7.43	-1.56	6.49	-100.00	100.00	0.00	-25.00	25.00	0.00
<b>EMPLOYEE GAINS</b>																	
Total Workforce: New Hires #	234	77	157	7	8	51	81	12	54	7	13	0	1	0	0	0	0
Total Workforce: New Hires %	100	32.91	67.09	2.99	3.42	21.79	34.62	5.13	23.08	2.99	5.56	0.00	0.43	0.00	0.00	0.00	0.00
<b>EMPLOYEE LOSSES</b>																	
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 #	5	4	1	0	0	1	1	1	0	2	0	0	0	0	0	0	0
Total Workforce: Removal %	100	80.00	20.00	0.00	0.00	20.00	20.00	20.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	28	9	19	1	1	5	11	2	5	1	2	0	0	0	0	0	0
Total Workforce: Resignation %	100	32.14	67.86	3.57	3.57	17.86	39.29	7.14	17.86	3.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Retirement #	53	25	28	2	1	19	14	4	13	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	100	47.17	52.83	3.77	1.89	35.85	26.42	7.55	24.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Other Separations #	96	45	51	1	2	33	29	5	13	4	7	1	0	1	0	0	0
Total Workforce: Other Separations %	100	46.88	53.13	1.04	2.08	34.38	30.21	5.21	13.54	4.17	7.29	1.04	0.00	1.04	0.00	0.00	0.00
Total Workforce: Total Separations #	182	83	99	4	4	58	55	12	31	7	9	1	0	1	0	0	0
Total Workforce: Total Separations %	100	45.60	54.40	2.20	2.20	31.87	30.22	6.59	17.03	3.85	4.95	0.55	0.00	0.55	0.00	0.00	0.00
<b>PERMANENT WORKFORCE</b>																	
Permanent Workforce: Prior FY #	1263	499	764	25	39	350	352	69	300	50	65	0	1	2	3	3	4
Permanent Workforce: Prior FY %	100	39.51	60.49	1.98	3.09	27.71	27.87	5.46	23.75	3.96	5.15	0.00	0.08	0.16	0.24	0.24	0.32
Permanent Workforce: Current FY #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce: Current FY %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Permanent Workforce: Difference #	48	3	45	4	6	-6	19	4	14	1	4	0	1	0	0	0	1
Permanent Workforce: Ratio Change %	0.00	-1.22	1.22	0.23	0.34	-1.47	0.43	0.11	0.20	-0.07	0.11	0.00	0.07	-0.01	-0.01	-0.01	0.06
Permanent Workforce: Net Change %	3.80	0.60	5.89	16.00	15.38	-1.71	5.40	5.80	4.67	2.00	6.15	0.00	100.00	0.00	0.00	0.00	25.00



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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 #	57	28	29	0	2	22	18	2	5	2	4	1	0	1	0	0	0
Temporary Workforce: Other Separations %	100	49.12	50.88	0.00	3.51	38.60	31.58	3.51	8.77	3.51	7.02	1.75	0.00	1.75	0.00	0.00	0.00
Temporary Workforce: Total Separations #	81	35	46	0	3	25	30	3	9	5	4	1	0	1	0	0	0
Temporary Workforce: Total Separations %	100	43.21	56.79	0.00	3.70	30.86	37.04	3.70	11.11	6.17	4.94	1.23	0.00	1.23	0.00	0.00	0.00





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 #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-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
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-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
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-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
GS-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	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-06 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	24	8	16	2	1	2	0	3	12	1	2	0	0	0	1	0	0
GS-07 %	100	33.33	66.67	8.33	4.17	8.33	0.00	12.50	50.00	4.17	8.33	0.00	0.00	0.00	4.17	0.00	0.00
GS-08 #	8	2	6	0	0	0	3	2	3	0	0	0	0	0	0	0	0
GS-08 %	100	25.00	75.00	0.00	0.00	0.00	37.50	25.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	41	5	36	1	2	1	8	2	21	0	3	0	1	0	0	1	1
GS-09 %	100	12.20	87.80	2.44	4.88	2.44	19.51	4.88	51.22	0.00	7.32	0.00	2.44	0.00	0.00	2.44	2.44
GS-10 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	112	25	87	2	1	9	19	11	63	3	3	0	0	0	0	0	1
GS-11 %	100	22.32	77.68	1.79	0.89	8.04	16.96	9.82	56.25	2.68	2.68	0.00	0.00	0.00	0.00	0.00	0.89
GS-12 #	116	25	91	1	5	13	20	8	59	2	6	0	0	0	0	1	1
GS-12 %	100	21.55	78.45	0.86	4.31	11.21	17.24	6.90	50.86	1.72	5.17	0.00	0.00	0.00	0.00	0.86	0.86
GS-13 #	160	44	116	0	7	26	39	14	60	4	7	0	0	0	2	0	1
GS-13 %	100	27.50	72.50	0.00	4.38	16.25	24.38	8.75	37.50	2.50	4.38	0.00	0.00	0.00	1.25	0.00	0.63
GS-14 #	225	86	139	4	9	52	65	17	47	12	17	0	1	0	0	1	0
GS-14 %	100	38.22	61.78	1.78	4.00	23.11	28.89	7.56	20.89	5.33	7.56	0.00	0.44	0.00	0.00	0.44	0.00

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GS-15 #	106	44	62	2	1	35	40	5	18	2	3	0	0	0	0	0	0
GS-15 %	100	41.51	58.49	1.89	0.94	33.02	37.74	4.72	16.98	1.89	2.83	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
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 #	797	240	557	12	26	139	195	62	286	24	41	0	2	0	3	3	4
Total GS Employees %	100	30.11	69.89	1.51	3.26	17.44	24.47	7.78	35.88	3.01	5.14	0.00	0.25	0.00	0.38	0.38	0.50
SES #	84	43	41	1	2	33	32	3	4	6	3	0	0	0	0	0	0
SES %	100	51.19	48.81	1.19	2.38	39.29	38.10	3.57	4.76	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	430	219	211	16	17	172	144	8	24	21	25	0	0	2	0	0	1
Other Senior Pay %	100	50.93	49.07	3.72	3.95	40.00	33.49	1.86	5.58	4.88	5.81	0.00	0.00	0.47	0.00	0.00	0.23
Total Senior Pay #	514	262	252	17	19	205	176	11	28	27	28	0	0	2	0	0	1
Total Senior Pay %	100	50.97	49.03	3.31	3.70	39.88	34.24	2.14	5.45	5.25	5.45	0.00	0.00	0.39	0.00	0.00	0.19





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<b>GS/GM/GL GRADES</b>	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-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 (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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	103	66	37	2	4	51	30	2	2	11	1	0	0	0	0	0	0
SES %	100	64.08	35.92	1.94	3.88	49.51	29.13	1.94	1.94	10.68	0.97	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	108	40	68	1	8	34	44	3	6	1	10	0	0	0	0	1	0
Other Senior Pay %	100	37.04	62.96	0.93	7.41	31.48	40.74	2.78	5.56	0.93	9.26	0.00	0.00	0.00	0.00	0.93	0.00
Total Senior Pay #	211	106	105	3	12	85	74	5	8	12	11	0	0	0	0	1	0
Total Senior Pay %	100	50.24	49.76	1.42	5.69	40.28	35.07	2.37	3.79	5.69	5.21	0.00	0.00	0.00	0.00	0.47	0.00

**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 #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	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
\$40,001-\$50,000 #	11	5	6	1	0	1	0	2	5	1	0	0	0	0	1	0	0
\$40,001-\$50,000 %	100	45.45	54.55	9.09	0.00	9.09	0.00	18.18	45.45	9.09	0.00	0.00	0.00	0.00	9.09	0.00	0.00
\$50,001-\$60,000 #	14	4	10	1	1	1	1	2	6	0	2	0	0	0	0	0	0
\$50,001-\$60,000 %	100	28.57	71.43	7.14	7.14	7.14	7.14	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	36	6	30	1	2	1	6	3	18	0	2	0	1	0	0	1	1
\$60,001-\$70,000 %	100	16.67	83.33	2.78	5.56	2.78	16.67	8.33	50.00	0.00	5.56	0.00	2.78	0.00	0.00	2.78	2.78
\$70,001-\$80,000 #	52	13	39	2	0	3	13	5	22	3	3	0	0	0	0	0	1
\$70,001-\$80,000 %	100	25.00	75.00	3.85	0.00	5.77	25.00	9.62	42.31	5.77	5.77	0.00	0.00	0.00	0.00	0.00	1.92
\$80,001-\$90,000 #	67	9	58	0	3	5	11	4	42	0	2	0	0	0	0	0	0
\$80,001-\$90,000 %	100	13.43	86.57	0.00	4.48	7.46	16.42	5.97	62.69	0.00	2.99	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	65	12	53	0	2	6	12	5	38	0	1	0	0	0	0	1	0
\$90,001-\$100,000 %	100	18.46	81.54	0.00	3.08	9.23	18.46	7.69	58.46	0.00	1.54	0.00	0.00	0.00	0.00	1.54	0.00
\$100,001-\$110,000 #	69	20	49	1	1	12	21	6	24	1	2	0	0	0	0	0	1
\$100,001-\$110,000 %	100	28.99	71.01	1.45	1.45	17.39	30.43	8.70	34.78	1.45	2.90	0.00	0.00	0.00	0.00	0.00	1.45
\$110,001-\$120,000 #	81	22	59	0	7	13	9	7	36	2	4	0	0	0	2	0	1
\$110,001-\$120,000 %	100	27.16	72.84	0.00	8.64	16.05	11.11	8.64	44.44	2.47	4.94	0.00	0.00	0.00	2.47	0.00	1.23
\$120,001-\$130,000 #	70	14	56	1	4	4	24	9	21	0	7	0	0	0	0	0	0
\$120,001-\$130,000 %	100	20.00	80.00	1.43	5.71	5.71	34.29	12.86	30.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	100	42	58	3	4	28	26	5	25	6	3	0	0	0	0	0	0
\$130,001-\$140,000 %	100	42.00	58.00	3.00	4.00	28.00	26.00	5.00	25.00	6.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	59	23	36	1	0	15	12	6	20	1	3	0	1	0	0	0	0
\$140,001-\$150,000 %	100	38.98	61.02	1.69	0.00	25.42	20.34	10.17	33.90	1.69	5.08	0.00	1.69	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	122	47	75	1	4	29	41	7	18	9	12	0	0	0	0	1	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	38.52	61.48	0.82	3.28	23.77	33.61	5.74	14.75	7.38	9.84	0.00	0.00	0.00	0.00	0.82	0.00
\$160,001-\$170,000 #	48	15	33	0	1	12	22	2	9	1	0	0	0	0	0	0	1
\$160,001-\$170,000 %	100	31.25	68.75	0.00	2.08	25.00	45.83	4.17	18.75	2.08	0.00	0.00	0.00	0.00	0.00	0.00	2.08
\$170,001-\$180,000 #	84	41	43	4	0	32	31	1	10	4	2	0	0	0	0	0	0
\$170,001-\$180,000 %	100	48.81	51.19	4.76	0.00	38.10	36.90	1.19	11.90	4.76	2.38	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	431	228	203	13	16	181	141	9	20	23	26	0	0	2	0	0	0
\$180,001 and Greater %	100	52.90	47.10	3.02	3.71	42.00	32.71	2.09	4.64	5.34	6.03	0.00	0.00	0.46	0.00	0.00	0.00

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino 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 #	258	114	144	6	13	88	85	6	33	12	13	0	0	0	0	2	0
Temporary Workforce %	100	44.19	55.81	2.33	5.04	34.11	32.95	2.33	12.79	4.65	5.04	0.00	0.00	0.00	0.00	0.78	0.00
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	96	63	33	2	3	50	27	2	2	9	1	0	0	0	0	0	0
Up to \$20,000 %	100	65.63	34.38	2.08	3.13	52.08	28.13	2.08	2.08	9.38	1.04	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	8	1	7	0	1	1	2	0	3	0	1	0	0	0	0	0	0
\$30,001-\$40,000 %	100	12.50	87.50	0.00	12.50	12.50	25.00	0.00	37.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	20	3	17	1	0	1	6	1	9	0	2	0	0	0	0	0	0
\$40,001-\$50,000 %	100	15.00	85.00	5.00	0.00	5.00	30.00	5.00	45.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	4	0	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	22	5	17	2	1	2	7	0	9	0	0	0	0	0	0	1	0
\$60,001-\$70,000 %	100	22.73	77.27	9.09	4.55	9.09	31.82	0.00	40.91	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00
\$70,001-\$80,000 #	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0	0
\$70,001-\$80,000 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	3	0	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0
\$80,001-\$90,000 %	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	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
\$100,001-\$110,000 #	3	1	2	1	0	0	1	0	0	0	1	0	0	0	0	0	0
\$100,001-\$110,000 %	100	33.33	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	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
\$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 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	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
\$140,001-\$150,000 #	9	2	7	0	0	2	6	0	1	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	22.22	77.78	0.00	0.00	22.22	66.67	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	22	11	11	0	1	10	7	1	2	0	1	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	50.00	50.00	0.00	4.55	45.45	31.82	4.55	9.09	0.00	4.55	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	6	2	4	0	1	2	3	0	0	0	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	33.33	66.67	0.00	16.67	33.33	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	5	1	4	0	2	1	1	0	0	0	1	0	0	0	0	0	0
\$170,001-\$180,000 %	100	20.00	80.00	0.00	40.00	20.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	46	23	23	0	4	17	15	2	0	3	4	0	0	0	0	1	0
\$180,001 and Greater %	100	50.00	50.00	0.00	8.70	36.96	32.61	4.35	0.00	6.52	8.70	0.00	0.00	0.00	0.00	2.17	0.00



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External Selections #	8	3	5	0	1	2	3	1	1	0	0	0	0	0	0	0	0
External Selections %	100	37.50	62.50	0.00	12.50	25.00	37.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>HUMAN RESOURCES MANAGEMENT (0201) #</b>	47	6	41	1	4	2	16	3	18	0	2	0	0	0	1	0	0
<b>HUMAN RESOURCES MANAGEMENT (0201) %</b>	100	12.77	87.23	2.13	8.51	4.26	34.04	6.38	38.30	0.00	4.26	0.00	0.00	0.00	2.13	0.00	0.00
Occupational CLF %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
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-12 #	4	0	4	0	2	0	0	0	2	0	0	0	0	0	0	0	0
GS-12 %	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
GS-13 #	13	1	12	0	0	0	3	1	7	0	1	0	0	0	1	0	0
GS-13 %	100	7.69	92.31	0.00	0.00	0.00	23.08	7.69	53.85	0.00	7.69	0.00	0.00	0.00	7.69	0.00	0.00
GS-14 #	18	1	17	0	2	0	10	1	4	0	1	0	0	0	0	0	0
GS-14 %	100	5.56	94.44	0.00	11.11	0.00	55.56	5.56	22.22	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	7	3	4	1	0	1	2	1	2	0	0	0	0	0	0	0	0
GS-15 %	100	42.86	57.14	14.29	0.00	14.29	28.57	14.29	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	6	0	6	0	0	0	1	0	5	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	100.00	0.00	0.00	0.00	16.67	0.00	83.33	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	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	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	700	212	488	16	59	65	96	109	299	15	18	0	1	2	4	5	11





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Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	27	5	22	2	3	0	9	2	9	0	1	0	0	0	0	1	0
Internal Applications %	100	18.52	81.48	7.41	11.11	0.00	33.33	7.41	33.33	0.00	3.70	0.00	0.00	0.00	0.00	3.70	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 #	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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 Selections #	6	1	5	0	1	1	2	0	2	0	0	0	0	0	0	0	0
Internal Selections %	100	16.67	83.33	0.00	16.67	16.67	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	26																
Voluntarily Identified Applicants #	2165	643	1522	78	161	278	404	219	801	49	98	3	8	5	19	11	31
Voluntarily Identified Applicants %	100	29.70	70.30	3.60	7.44	12.84	18.66	10.12	37.00	2.26	4.53	0.14	0.37	0.23	0.88	0.51	1.43
Qualified External Applicants #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	127	39	88	5	4	15	24	18	47	1	9	0	0	0	1	0	3
Referred Applicants %	100	30.71	69.29	3.94	3.15	11.81	18.90	14.17	37.01	0.79	7.09	0.00	0.00	0.00	0.79	0.00	2.36
Interviewed Applicants #	3	0	3	0	0	0	1	0	1	0	0	0	1	0	0	0	0
Interviewed Applicants %	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
External Selections #	24	3	21	0	4	1	2	2	11	0	3	0	1	0	0	0	0
External Selections %	100	12.50	87.50	0.00	16.67	4.17	8.33	8.33	45.83	0.00	12.50	0.00	4.17	0.00	0.00	0.00	0.00
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) #</b>	25	8	17	1	1	2	3	4	10	1	2	0	0	0	1	0	0
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) %</b>	100	32.00	68.00	4.00	4.00	8.00	12.00	16.00	40.00	4.00	8.00	0.00	0.00	0.00	4.00	0.00	0.00
Occupational CLF %	100	20.98	79.02	3.33	11.24	12.74	51.34	2.88	11.11	1.36	3.1	0.11	0.46	0.04	0.16	0.52	1.61
GS-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	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-06 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	17	5	12	1	1	1	0	2	8	1	2	0	0	0	1	0	0
GS-07 %	100	29.41	70.59	5.88	5.88	5.88	0.00	11.76	47.06	5.88	11.76	0.00	0.00	0.00	5.88	0.00	0.00
GS-08 #	5	2	3	0	0	0	2	2	1	0	0	0	0	0	0	0	0
GS-08 %	100	40.00	60.00	0.00	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	306	93	213	13	16	31	42	40	131	5	14	0	1	1	1	3	8



















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<b>HUMAN RESOURCES MANAGEMENT (0201) #</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HUMAN RESOURCES MANAGEMENT (0201) %</b>	100	0.00	0.00	0.00	0.00	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	38.77	61.23	4.65	6.74	28.05	43.49	3.26	6.96	1.88	2.4	0.16	0.31	0.03	0.09	0.74	1.23
<b>MISCELLANEOUS ADMINISTRATION &amp; PROGRAM (0301) #</b>	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
<b>MISCELLANEOUS ADMINISTRATION &amp; PROGRAM (0301) %</b>	100	0.00	100.00	0.00	0.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	38.77	61.23	4.65	6.74	28.05	43.49	3.26	6.96	1.88	2.4	0.16	0.31	0.03	0.09	0.74	1.23
GS-09 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	3	2	0	0	1	1	1	0	1	1	0	0	0	0	0	0
Internal Applications %	100	60.00	40.00	0.00	0.00	20.00	20.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
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
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) #</b>	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<b>MISCELLANEOUS CLERK &amp; ASSISTANT (0303) %</b>	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
Occupational CLF %	100	20.98	79.02	3.33	11.24	12.74	51.34	2.88	11.11	1.36	3.1	0.11	0.46	0.04	0.16	0.52	1.61
GS-03 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-03 %	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
<b>PROGRAM MANAGEMENT (0340) #</b>	12	8	4	0	0	6	4	1	0	0	0	0	0	0	0	1	0
<b>PROGRAM MANAGEMENT (0340) %</b>	100	66.67	33.33	0.00	0.00	50.00	33.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
Occupational CLF %	100	64.91	35.09	5.56	3.14	51.37	25.64	3.76	3.44	2.82	1.88	0.27	0.2	0.07	0.04	1.05	0.76
AD-04 #	11	7	4	0	0	6	4	0	0	0	0	0	0	0	0	1	0
AD-04 %	100	63.64	36.36	0.00	0.00	54.55	36.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	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
AD-03 #	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
AD-03 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 #	13	8	5	0	0	8	4	0	0	0	1	0	0	0	0	0	0
AD-04 %	100	61.54	38.46	0.00	0.00	61.54	30.77	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
SES #	23	16	7	1	1	12	6	1	0	2	0	0	0	0	0	0	0
SES %	100	69.57	30.43	4.35	4.35	52.17	26.09	4.35	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
Internal Applications %	100	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
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 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	13																
Voluntarily Identified Applicants #	101	66	35	3	5	38	22	5	3	18	3	1	0	1	0	0	2
Voluntarily Identified Applicants %	100	65.35	34.65	2.97	4.95	37.62	21.78	4.95	2.97	17.82	2.97	0.99	0.00	0.99	0.00	0.00	1.98
Qualified External Applicants #	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	57.14	42.86	0.00	0.00	57.14	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	17	11	6	1	0	7	4	2	2	0	0	1	0	0	0	0	0
Referred Applicants %	100	64.71	35.29	5.88	0.00	41.18	23.53	11.76	11.76	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
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
<b>GENERAL EDUCATION &amp; TRAINING (1701) #</b>	25	6	19	0	5	6	10	0	3	0	1	0	0	0	0	0	0
<b>GENERAL EDUCATION &amp; TRAINING (1701) %</b>	100	24.00	76.00	0.00	20.00	24.00	40.00	0.00	12.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	36.87	63.13	4.18	6.6	25.8	45.13	3.81	6.49	1.79	2.9	0.17	0.34	0.07	0.08	1.05	1.6
AD-01 #	5	0	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0
AD-01 %	100	0.00	100.00	0.00	0.00	0.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 #	7	0	7	0	2	0	3	0	1	0	1	0	0	0	0	0	0



**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 %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Senior Grades #</b>	575	217	358	7	19	146	176	39	129	24	30	0	1	0	2	1	1
Total Senior Grades %	100	37.74	62.26	1.22	3.30	25.39	30.61	6.78	22.43	4.17	5.22	0.00	0.17	0.00	0.35	0.17	0.17
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	3	2	0	0	2	0	0	2	1	0	0	0	0	0	0	0
Internal Applications %	100	60.00	40.00	0.00	0.00	40.00	0.00	0.00	40.00	20.00	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 #	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
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
<b>NEW HIRES</b>																	
Vacancy Announcements #	31																
Voluntarily Identified Applicants #	360	229	131	22	16	114	61	35	33	54	19	2	0	2	0	0	2
Voluntarily Identified Applicants %	100	63.61	36.39	6.11	4.44	31.67	16.94	9.72	9.17	15.00	5.28	0.56	0.00	0.56	0.00	0.00	0.56
Qualified External Applicants #	24	16	8	0	1	9	4	0	2	7	1	0	0	0	0	0	0
Qualified External Applicants %	100	66.67	33.33	0.00	4.17	37.50	16.67	0.00	8.33	29.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	41	21	20	1	0	12	13	2	5	5	1	1	0	0	0	0	1
Referred Applicants %	100	51.22	48.78	2.44	0.00	29.27	31.71	4.88	12.20	12.20	2.44	2.44	0.00	0.00	0.00	0.00	2.44
Interviewed Applicants #	6	1	5	0	0	1	2	0	2	0	1	0	0	0	0	0	0
Interviewed Applicants %	100	16.67	83.33	0.00	0.00	16.67	33.33	0.00	33.33	0.00	16.67	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
<b>CAREER DEVELOPMENT PROGRAM</b>																	







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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 #	21	8	13	2	2	3	3	2	6	1	2	0	0	0	0	0	0
External Selections %	100	38.10	61.90	9.52	9.52	14.29	14.29	9.52	28.57	4.76	9.52	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
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
<b>GS-13 or Equivalent #</b>																	
GS-13 or Equivalent #	160	44	116	0	7	26	39	14	60	4	7	0	0	0	2	0	1
GS-13 or Equivalent %	100	27.50	72.50	0.00	4.38	16.25	24.38	8.75	37.50	2.50	4.38	0.00	0.00	0.00	1.25	0.00	0.63
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	10																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	33	9	24	2	1	3	9	4	13	0	0	0	0	0	0	0	1
Internal Applications %	100	27.27	72.73	6.06	3.03	9.09	27.27	12.12	39.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.03
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 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
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 #	4	0	4	0	0	0	1	0	3	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	100.00	0.00	0.00	0.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	47																
Voluntarily Identified Applicants #	2069	885	1184	113	135	453	415	222	526	73	60	4	4	9	13	11	31
Voluntarily Identified Applicants %	100	42.77	57.23	5.46	6.52	21.89	20.06	10.73	25.42	3.53	2.90	0.19	0.19	0.43	0.63	0.53	1.50
Qualified External Applicants #	13	7	6	1	0	2	1	3	3	1	0	0	0	0	2	0	0
Qualified External Applicants %	100	53.85	46.15	7.69	0.00	15.38	7.69	23.08	23.08	7.69	0.00	0.00	0.00	0.00	15.38	0.00	0.00
Referred Applicants #	206	84	122	12	13	28	36	36	59	6	8	0	1	0	1	2	4
Referred Applicants %	100	40.78	59.22	5.83	6.31	13.59	17.48	17.48	28.64	2.91	3.88	0.00	0.49	0.00	0.49	0.97	1.94





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<b>Upward Mobility To Management Positions</b>	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 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
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
<b>Managers</b>																	
Managers #	25	9	16	0	1	7	10	1	4	1	1	0	0	0	0	0	0
Managers %	100	36.00	64.00	0.00	4.00	28.00	40.00	4.00	16.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04 #	9	4	5	0	0	3	5	0	0	1	0	0	0	0	0	0	0
AD-04 %	100	44.44	55.56	0.00	0.00	33.33	55.56	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
AD-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
GS-14 #	9	3	6	0	1	2	1	1	3	0	1	0	0	0	0	0	0
GS-14 %	100	33.33	66.67	0.00	11.11	22.22	11.11	11.11	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0
GS-15 %	100	33.33	66.67	0.00	0.00	33.33	50.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	11																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	37	14	23	2	2	4	6	8	12	0	2	0	0	0	0	0	1
Internal Applications %	100	37.84	62.16	5.41	5.41	10.81	16.22	21.62	32.43	0.00	5.41	0.00	0.00	0.00	0.00	0.00	2.70
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 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
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 #	8	3	5	1	0	2	2	0	3	0	0	0	0	0	0	0	0
Internal Selections %	100	37.50	62.50	12.50	0.00	25.00	25.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	

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<b>Upward Mobility To Management Positions</b>	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
<b>Vacancy Announcements #</b>	20																
Voluntarily Identified Applicants #	935	524	411	68	39	257	113	141	198	44	44	1	2	7	4	6	11
Voluntarily Identified Applicants %	100	56.04	43.96	7.27	4.17	27.49	12.09	15.08	21.18	4.71	4.71	0.11	0.21	0.75	0.43	0.64	1.18
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 #	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
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	1	7	0	0	1	4	0	3	0	0	0	0	0	0	0	0
External Selections %	100	12.50	87.50	0.00	0.00	12.50	50.00	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
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
<b>Supervisors</b>																	
Supervisors #	142	51	91	2	4	35	44	11	38	3	4	0	0	0	1	0	0
Supervisors %	100	35.92	64.08	1.41	2.82	24.65	30.99	7.75	26.76	2.11	2.82	0.00	0.00	0.00	0.70	0.00	0.00
AD-04 #	10	2	8	0	1	2	7	0	0	0	0	0	0	0	0	0	0
AD-04 %	100	20.00	80.00	0.00	10.00	20.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
AD-05 %	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-12 #	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-12 %	100	50.00	50.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	26	6	20	0	0	2	5	3	14	1	0	0	0	0	1	0	0
GS-13 %	100	23.08	76.92	0.00	0.00	7.69	19.23	11.54	53.85	3.85	0.00	0.00	0.00	0.00	3.85	0.00	0.00
GS-14 #	34	12	22	0	1	8	7	3	11	1	3	0	0	0	0	0	0
GS-14 %	100	35.29	64.71	0.00	2.94	23.53	20.59	8.82	32.35	2.94	8.82	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	68	29	39	2	1	22	24	4	13	1	1	0	0	0	0	0	0
GS-15 %	100	42.65	57.35	2.94	1.47	32.35	35.29	5.88	19.12	1.47	1.47	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	



**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 #	1311	502	809	29	45	344	371	73	314	51	69	0	2	2	3	3	5
Permanent Workforce %	100	38.29	61.71	2.21	3.43	26.24	28.30	5.57	23.95	3.89	5.26	0.00	0.15	0.15	0.23	0.23	0.38
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	266	103	163	6	3	74	87	13	60	10	12	0	0	0	0	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	38.72	61.28	2.26	1.13	27.82	32.71	4.89	22.56	3.76	4.51	0.00	0.00	0.00	0.00	0.00	0.38
Time-Off Awards 1 - 10 Hours: Total Hours #	1991	788	1203	42	24	576	650	94	431	76	90	0	0	0	0	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	7.48	7.65	7.38	7	8	7.78	7.47	7.23	7.18	7.6	7.5	0	0	0	0	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	60	16	44	0	3	13	31	3	7	0	3	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	26.67	73.33	0.00	5.00	21.67	51.67	5.00	11.67	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	948	248	700	0	48	200	496	48	112	0	44	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.8	15.5	15.91	0	16	15.38	16	16	16	0	14.67	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	30	12	18	0	2	6	13	4	1	1	2	0	0	0	0	1	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	40.00	60.00	0.00	6.67	20.00	43.33	13.33	3.33	3.33	6.67	0.00	0.00	0.00	0.00	3.33	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	720	288	432	0	48	144	312	96	24	24	48	0	0	0	0	24	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	0	24	24	24	24	24	24	24	0	0	0	0	24	0
Time-Off Awards 31 - 40 hours: Awards Given #	9	1	8	0	1	1	5	0	0	0	2	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	11.11	88.89	0.00	11.11	11.11	55.56	0.00	0.00	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	316	36	280	0	32	36	176	0	0	0	72	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.11	36	35	0	32	36	35.2	0	0	0	36	0	0	0	0	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
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	222	76	146	4	15	52	60	13	58	7	12	0	0	0	1	0	0
Cash Awards \$500 and Under: Awards Given %	100	34.23	65.77	1.80	6.76	23.42	27.03	5.86	26.13	3.15	5.41	0.00	0.00	0.00	0.45	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	89975	31550	58425	1600	5800	21250	22775	5725	24675	2975	4775	0	0	0	400	0	0
Cash Awards \$500 and Under: Average Amount \$	405.29	415.13	400.17	400	386.67	408.65	379.58	440.38	425.43	425	397.92	0	0	0	400	0	0
Cash Awards: \$501 - \$999: Awards Given #	85	30	55	1	1	23	26	1	26	5	2	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	35.29	64.71	1.18	1.18	27.06	30.59	1.18	30.59	5.88	2.35	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	58650	20750	37900	650	650	15900	17950	650	17900	3550	1400	0	0	0	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	690	691.67	689.09	650	650	691.3	690.38	650	688.46	710	700	0	0	0	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	729	253	476	13	22	156	207	46	197	36	44	0	2	0	2	2	2
Cash Awards: \$1000 - \$1999: Awards Given %	100	34.71	65.29	1.78	3.02	21.40	28.40	6.31	27.02	4.94	6.04	0.00	0.27	0.00	0.27	0.27	0.27
Cash Awards: \$1000 - \$1999: Total Amount \$	882655	304725	577930	14175	25700	187600	253325	57075	238200	43875	52490	0	2500	0	2500	2000	3215



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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 \$	1210.78	1204.45	1214.14	1090.38	1168.18	1202.56	1223.79	1240.76	1209.14	1218.75	1192.95	0	1250	0	1250	1000	1607.5
Cash Awards: \$2000 - \$2999: Awards Given #	853	319	534	18	23	216	233	51	233	31	42	0	0	2	0	1	3
Cash Awards: \$2000 - \$2999: Awards Given %	100	37.40	62.60	2.11	2.70	25.32	27.32	5.98	27.32	3.63	4.92	0.00	0.00	0.23	0.00	0.12	0.35
Cash Awards: \$2000 - \$2999: Total Amount \$	1749877	659127	1090750	38000	47500	444427	478800	106700	473700	64000	84750	0	0	4000	0	2000	6000
Cash Awards: \$2000 - \$2999: Average Amount \$	2051.44	2066.23	2042.6	2111.11	2065.22	2057.53	2054.94	2092.16	2033.05	2064.52	2017.86	0	0	2000	0	2000	2000
Cash Awards: \$3000 - \$3999: Awards Given #	293	124	169	5	10	86	82	22	65	11	9	0	0	0	1	0	2
Cash Awards: \$3000 - \$3999: Awards Given %	100	42.32	57.68	1.71	3.41	29.35	27.99	7.51	22.18	3.75	3.07	0.00	0.00	0.00	0.34	0.00	0.68
Cash Awards: \$3000 - \$3999: Total Amount \$	936515	395855	540660	17000	32250	271805	260075	71550	211050	35500	28000	0	0	0	3000	0	6285
Cash Awards: \$3000 - \$3999: Average Amount \$	3196.3	3192.38	3199.17	3400	3225	3160.52	3171.65	3252.27	3246.92	3227.27	3111.11	0	0	0	3000	0	3142.5
Cash Awards: \$4000 - \$4999: Awards Given #	46	21	25	3	0	15	12	0	9	3	4	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	45.65	54.35	6.52	0.00	32.61	26.09	0.00	19.57	6.52	8.70	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	193950	88300	105650	12500	0	63800	51250	0	37000	12000	17400	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4216.3	4204.76	4226	4166.67	0	4253.33	4270.83	0	4111.11	4000	4350	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	209	93	116	1	9	72	67	8	27	11	12	0	0	1	0	0	1
Cash Awards: \$5000 or more: Awards Given %	100	44.50	55.50	0.48	4.31	34.45	32.06	3.83	12.92	5.26	5.74	0.00	0.00	0.48	0.00	0.00	0.48
Cash Awards: \$5000 or more: Total Amount \$	2349841	1124653	1225188	7500	86296	877272	813128	85383	225686	149198	94778	0	0	5300	0	0	5300
Cash Awards: \$5000 or more: Average Amount \$	11243.26	12093.04	10561.97	7500	9588.44	12184.33	12136.24	10672.88	8358.74	13563.45	7898.17	0	0	5300	0	0	5300
<b>OTHER AWARDS</b>																	
Total QSIs Awarded #	137	41	96	3	3	25	34	9	51	3	7	0	0	0	1	1	0
Total QSIs Awarded %	100	29.93	70.07	2.19	2.19	18.25	24.82	6.57	37.23	2.19	5.11	0.00	0.00	0.00	0.73	0.73	0.00
Total Benefit \$	482298	148855	333443	9350	11625	93006	122815	32277	170841	11314	24706	0	0	0	3456	2908	0
Average Benefit \$	3520.42	3630.61	3473.36	3116.67	3875	3720.24	3612.21	3586.33	3349.82	3771.33	3529.43	0	0	0	3456	2908	0
Total Performance Based Pay Increases Awarded #	169	78	91	3	5	64	66	2	12	9	7	0	0	0	1	0	0
Total Performance Based Pay Increases Awarded %	100	46.15	53.85	1.78	2.96	37.87	39.05	1.18	7.10	5.33	4.14	0.00	0.00	0.00	0.59	0.00	0.00
Total Benefit \$	979897	444727	535170	20291	33502	356772	382370	12943	70219	54721	44180	0	0	0	4899	0	0
Average Benefit \$	5798.21	5701.63	5880.99	6763.67	6700.4	5574.56	5793.48	6471.5	5851.58	6080.11	6311.43	0	0	0	4899	0	0

**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]	Significant Disfigurer [93]
<b>TOTAL WORKFORCE</b>																	
Total Workforce: Prior FY #	1505	1290	76	139	27	1	0	10	5	1	1	1	3	1	3	0	1
Total Workforce: Prior FY %	100	85.71	5.05	9.24	1.79	0.07	0.00	0.66	0.33	0.07	0.07	0.07	0.20	0.07	0.20	0.00	0.07
Total Workforce: Current FY #	1569	1306	117	146	29	2	0	10	4	1	1	1	2	0	7	0	1
Total Workforce: Current FY %	100	83.24	7.46	9.31	1.85	0.13	0.00	0.64	0.25	0.06	0.06	0.06	0.13	0.00	0.45	0.00	0.06
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	64	16	41	7	2	1	0	0	-1	0	0	0	-1	-1	4	0	0
Total Workforce: Ratio Change %	0.00	-2.47	2.41	0.07	0.06	0.06	0.00	-0.02	-0.08	-0.01	-0.01	-0.01	-0.07	-0.07	0.25	0.00	-0.01
Total Workforce: Net Change %	4.25	1.24	53.95	5.04	7.41	100.00	0.00	0.00	-20.00	0.00	0.00	0.00	-33.33	-100.00	133.33	0.00	0.00
<b>EMPLOYEE GAINS</b>																	
Total Workforce: New Hires #	234	178	23	33	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: New Hires %	100	76.07	9.83	14.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>EMPLOYEE LOSSES</b>																	
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 #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	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
Total Workforce: Resignation #	28	20	2	6	2	0	0	1	0	0	0	0	0	0	1	0	0
Total Workforce: Resignation %	100	71.43	7.14	21.43	7.14	0.00	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
Total Workforce: Retirement #	53	47	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	100	88.68	5.66	5.66	0.00	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: Other Separations #	96	81	5	10	1	0	0	0	0	0	0	0	0	0	1	0	0
Total Workforce: Other Separations %	100	84.38	5.21	10.42	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
Total Workforce: Total Separations #	182	153	10	19	3	0	0	1	0	0	0	0	0	0	2	0	0
Total Workforce: Total Separations %	100	84.07	5.49	10.44	1.65	0.00	0.00	0.55	0.00	0.00	0.00	0.00	0.00	0.00	1.10	0.00	0.00
<b>PERMANENT WORKFORCE</b>																	
Permanent Workforce: Prior FY #	1263	1085	63	115	21	0	0	9	4	0	0	1	3	1	2	0	1
Permanent Workforce: Prior FY %	100	85.91	4.99	9.11	1.66	0.00	0.00	0.71	0.32	0.00	0.00	0.08	0.24	0.08	0.16	0.00	0.08
Permanent Workforce: Current FY #	1311	1095	97	119	24	1	0	9	3	0	0	1	2	0	7	0	1
Permanent Workforce: Current FY %	100	83.52	7.40	9.08	1.83	0.08	0.00	0.69	0.23	0.00	0.00	0.08	0.15	0.00	0.53	0.00	0.08
Permanent Workforce: Difference #	48	10	34	4	3	1	0	0	-1	0	0	0	-1	-1	5	0	0
Permanent Workforce: Ratio Change %	0.00	-2.39	2.41	-0.03	0.17	0.08	0.00	-0.02	-0.09	0.00	0.00	0.00	-0.09	-0.08	0.37	0.00	0.00
Permanent Workforce: Net Change %	3.80	0.92	53.97	3.48	14.29	0.00	0.00	0.00	-25.00	0.00	0.00	0.00	-33.33	-100.00	250.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																	





**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]	
<b>TOTAL WORKFORCE (Participation Rate)</b>																			
Total Workforce: Prior FY #	1505	1366	1290	76	139	27	1	0	10	5	1	1	1	3	1	3	0	1	
Total Workforce: Prior FY %	100	90.76	85.71	5.05	9.24	1.79	0.07	0.00	0.66	0.33	0.07	0.07	0.07	0.20	0.07	0.20	0.00	0.07	
Total Workforce: Current FY #	1569	1423	1306	117	146	29	2	0	10	4	1	1	1	2	0	7	0	1	
Total Workforce: Current FY %	100	90.69	83.24	7.46	9.31	1.85	0.13	0.00	0.64	0.25	0.06	0.06	0.06	0.13	0.00	0.45	0.00	0.06	
Total Workforce: 501 Goal %					12.00	2.00													
Total Workforce: Difference #	64	57	16	41	7	2	1	0	0	-1	0	0	0	-1	-1	4	0	0	
Total Workforce: Ratio Change %	0.00	-0.07	-2.47	2.41	0.07	0.06	0.06	0.00	-0.02	-0.08	-0.01	-0.01	-0.01	-0.07	-0.07	0.25	0.00	-0.01	
Total Workforce: Net Change %	4.25	4.17	1.24	53.95	5.04	7.41	100.00	0.00	0.00	-20.00	0.00	0.00	0.00	-33.33	-100.00	133.33	0.00	0.00	
<b>EMPLOYEE GAINS (Participation Rate)</b>																			
Total Workforce: New Hires #	234	201	178	23	33	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Workforce: New Hires %	100	85.90	76.07	9.83	14.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																			
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 #	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Workforce: Removal %	0.32	0.35	0.38	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	0.00	
Total Workforce: Resignation #	28	22	20	2	6	2	0	0	1	0	0	0	0	0	0	1	0	0	
Total Workforce: Resignation %	1.78	1.55	1.53	1.71	4.11	6.90	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00	
Total Workforce: Retirement #	53	50	47	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Workforce: Retirement %	3.38	3.51	3.60	2.56	2.05	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: Other Separations #	96	86	81	5	10	1	0	0	0	0	0	0	0	0	0	1	0	0	
Total Workforce: Other Separations %	6.12	6.04	6.20	4.27	6.85	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00	
Total Workforce: Total Separations #	182	163	153	10	19	3	0	0	1	0	0	0	0	0	0	2	0	0	
Total Workforce: Total Separations %	11.60	11.45	11.72	8.55	13.01	10.34	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	28.57	0.00	0.00	
<b>PERMANENT WORKFORCE (Participation Rate)</b>																			
Permanent Workforce: Prior FY #	1263	1148	1085	63	115	21	0	0	9	4	0	0	1	3	1	2	0	1	
Permanent Workforce: Prior FY %	100	90.89	85.91	4.99	9.11	1.66	0.00	0.00	0.71	0.32	0.00	0.00	0.08	0.24	0.08	0.16	0.00	0.08	
Permanent Workforce: Current FY #	1311	1192	1095	97	119	24	1	0	9	3	0	0	1	2	0	7	0	1	
Permanent Workforce: Current FY %	100	90.92	83.52	7.40	9.08	1.83	0.08	0.00	0.69	0.23	0.00	0.00	0.08	0.15	0.00	0.53	0.00	0.08	
Permanent Workforce: Difference #	48	44	10	34	4	3	1	0	0	-1	0	0	0	-1	-1	5	0	0	
Permanent Workforce: Ratio Change %	0.00	0.03	-2.39	2.41	-0.03	0.17	0.08	0.00	-0.02	-0.09	0.00	0.00	0.00	-0.09	-0.08	0.37	0.00	0.00	
Permanent Workforce: Net Change %	3.80	3.83	0.92	53.97	3.48	14.29	0.00	0.00	0.00	-25.00	0.00	0.00	0.00	-33.33	-100.00	250.00	0.00	0.00	
<b>EMPLOYEE GAINS (Participation Rate)</b>																			





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

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	1311	1095	97	119	26	1	0	9	3	0	2	1	2	0	7	0	1
Permanent Workforce %	100	83.52	7.40	9.08	1.98	0.08	0.00	0.69	0.23	0.00	0.15	0.08	0.15	0.00	0.53	0.00	0.08
BFA #	162	138	13	11	0	0	0	0	0	0	0	0	0	0	0	0	0
BFA %	100	85.19	8.02	6.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
BIO #	95	81	4	10	1	0	0	0	0	0	0	0	0	0	1	0	0
BIO %	100	85.26	4.21	10.53	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00
CISE #	84	66	6	12	5	0	0	2	2	0	0	0	0	0	1	0	0
CISE %	100	78.57	7.14	14.29	5.95	0.00	0.00	2.38	2.38	0.00	0.00	0.00	0.00	0.00	1.19	0.00	0.00
EHR #	107	85	10	12	3	0	0	2	0	0	0	0	0	0	1	0	0
EHR %	100	79.44	9.35	11.21	2.80	0.00	0.00	1.87	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00	0.00
ENG #	113	98	7	8	2	0	0	0	0	0	0	1	0	0	1	0	0
ENG %	100	86.73	6.19	7.08	1.77	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.88	0.00	0.00
GEO #	134	121	3	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GEO %	100	90.30	2.24	7.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IRM #	197	148	29	20	3	0	0	1	1	0	0	0	0	0	1	0	0
IRM %	100	75.13	14.72	10.15	1.52	0.00	0.00	0.51	0.51	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.00
MPS #	120	100	11	9	3	1	0	1	0	0	0	0	0	0	0	0	1
MPS %	100	83.33	9.17	7.50	2.50	0.83	0.00	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83
NSB #	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NSB %	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
O/D #	134	116	7	11	3	0	0	0	0	0	1	0	1	0	1	0	0
O/D %	100	86.57	5.22	8.21	2.24	0.00	0.00	0.00	0.00	0.00	0.75	0.00	0.75	0.00	0.75	0.00	0.00
OIG #	65	54	4	7	2	0	0	2	0	0	0	0	0	0	0	0	0
OIG %	100	83.08	6.15	10.77	3.08	0.00	0.00	3.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SBE #	86	74	3	9	4	0	0	1	0	0	1	0	1	0	1	0	0
SBE %	100	86.05	3.49	10.47	4.65	0.00	0.00	1.16	0.00	0.00	1.16	0.00	1.16	0.00	1.16	0.00	0.00







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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 Disfigurement [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 #	797	651	76	70	16	1	0	5	1	0	0	1	2	0	5	0	1
Total GS Employees %	100	81.68	9.54	8.78	2.01	0.13	0.00	0.63	0.13	0.00	0.00	0.13	0.25	0.00	0.63	0.00	0.13
Senior Executive Service #	84	79	0	5	2	0	0	1	1	0	0	0	0	0	0	0	0
Senior Executive Service %	100	94.05	0.00	5.95	2.38	0.00	0.00	1.19	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	430	365	21	44	6	0	0	3	1	0	0	0	0	0	2	0	0
Other Senior Pay (Non-SES) %	100	84.88	4.88	10.23	1.40	0.00	0.00	0.70	0.23	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00
Total Senior Pay #	514	444	21	49	8	0	0	4	2	0	0	0	0	0	2	0	0
Total Senior Pay %	100	86.38	4.09	9.53	1.56	0.00	0.00	0.78	0.39	0.00	0.00	0.00	0.00	0.00	0.39	0.00	0.00
GS-1 to GS-10 #	78	59	10	9	3	1	0	2	0	0	0	0	0	0	0	0	0
GS-1 to GS-10 %	100	75.64	12.82	11.54	3.85	1.28	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 to SES #	1233	1036	87	110	21	0	0	7	3	0	0	1	2	0	7	0	1
GS-11 to SES %	100	84.02	7.06	8.92	1.70	0.00	0.00	0.57	0.24	0.00	0.00	0.08	0.16	0.00	0.57	0.00	0.08



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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 Disfigurement [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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	0.00	0.00	0.00	0.00	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 #	103	89	5	9	2	0	0	1	0	0	1	0	0	0	0	0	0
Senior Executive Service %	100	86.41	4.85	8.74	1.94	0.00	0.00	0.97	0.00	0.00	0.97	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	108	91	7	10	1	0	0	0	0	1	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	84.26	6.48	9.26	0.93	0.00	0.00	0.00	0.00	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	211	106	105	3	12	85	74	5	8	12	11	0	0	0	0	1	0
Total Senior Pay %	100	50.24	49.76	1.42	5.69	40.28	35.07	2.37	3.79	5.69	5.21	0.00	0.00	0.00	0.00	0.47	0.00
GS-1 to GS-10 #	46	8	38	3	1	3	11	1	24	0	2	0	0	0	0	1	0
GS-1 to GS-10 %	100	17.39	82.61	6.52	2.17	6.52	23.91	2.17	52.17	0.00	4.35	0.00	0.00	0.00	0.00	2.17	0.00
GS-11 to SES #	212	106	106	3	12	85	74	5	9	12	11	0	0	0	0	1	0
GS-11 to SES %	100	50.00	50.00	1.42	5.66	40.09	34.91	2.36	4.25	5.66	5.19	0.00	0.00	0.00	0.00	0.47	0.00



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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 Disfigurement [93]
\$160,001-\$170,000 %	100	83.33	6.25	10.42	0.00	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 #	84	75	4	5	1	0	0	0	1	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	89.29	4.76	5.95	1.19	0.00	0.00	0.00	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	431	374	18	39	7	0	0	4	2	0	0	0	0	0	1	0	0
\$180,001 and Greater %	100	86.77	4.18	9.05	1.62	0.00	0.00	0.93	0.46	0.00	0.00	0.00	0.00	0.00	0.23	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 Disfigurement [93]
External Selections #	9	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
HUMAN RESOURCES MANAGEMENT (0201) #	47	32	9	6	1	0	0	0	0	0	0	0	0	0	1	0	0
HUMAN RESOURCES MANAGEMENT (0201) %	100	68.09	19.15	12.77	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.13	0.00	0.00
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
GS-09 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	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
GS-11 #	1	1	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-12 #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	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
GS-13 #	13	5	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	38.46	38.46	23.08	0.00	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 #	18	15	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-14 %	100	83.33	5.56	11.11	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
GS-15 #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	71.43	14.29	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
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	8	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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
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
<b>NEW HIRES</b>																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	1489	168	1182	139	45	2	4	6	0	0	1	2	1	3	33	0	3
Voluntarily Identified Applicants %	100	11.28	79.38	9.34	3.02	0.13	0.27	0.40	0.00	0.00	0.07	0.13	0.07	0.20	2.22	0.00	0.20





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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 Disfigurement [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 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	2	0	2	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
PROGRAM MANAGEMENT (0340) #	30	28	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGEMENT (0340) %	100	93.33	3.33	3.33	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-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-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
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
AD-03 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-03 %	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
AD-04 #	22	21	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-04 %	100	95.45	0.00	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
AD-05 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-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
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	26	5	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	19.23	80.77	0.00	0.00	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 #	3	0	3	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	127	26	98	3	1	0	0	0	0	0	1	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 Disfigurement [93]
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 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	11																
Voluntarily Identified Applicants #	507	117	376	14	11	2	1	2	0	0	1	0	0	0	5	0	0
Voluntarily Identified Applicants %	100	23.08	74.16	2.76	2.17	0.39	0.20	0.39	0.00	0.00	0.20	0.00	0.00	0.00	0.99	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 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	8	0	8	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
GENERAL BUSINESS & INDUSTRY (1101) #	28	23	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL BUSINESS & INDUSTRY (1101) %	100	82.14	10.71	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-12 #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	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
GS-13 #	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	88.89	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	0.00
GS-14 #	4	4	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-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
AD-05 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-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
SES #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	85.71	0.00	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
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	92	10	80	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Voluntarily Identified Applicants %	100	10.87	86.96	2.17	1.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.09	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 #	37	7	26	4	2	0	0	0	0	0	0	0	0	0	2	0	0
Referred Applicants %	100	18.92	70.27	10.81	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.41	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 Disfigurement [93]
HUMAN RESOURCES MANAGEMENT (0201) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGEMENT (0201) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) #	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) %	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
GS-09 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	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-11 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	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
SES #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	5	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	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	0.00	0.00	0.00
Qualified Internal Applicants #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
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
MISCELLANEOUS CLERK & ASSISTANT (0303) #	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS CLERK & ASSISTANT (0303) %	100	0.00	0.00	100.00	100.00	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-03 #	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROGRAM MANAGEMENT (0340) #	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGEMENT (0340) %	100	91.67	0.00	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
AD-04 #	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-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
SES #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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
<b>NEW HIRES</b>																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	136	45	83	8	3	0	0	0	0	0	1	0	0	0	2	0	0















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<b>Upward Mobility to Senior Grade Levels</b>	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
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
<b>GS-14 or Equivalent #</b>																	
GS-14 or Equivalent #	225	194	12	19	3	0	0	1	0	0	0	0	0	0	2	0	0
GS-14 or Equivalent %	100	86.22	5.33	8.44	1.33	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.89	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	15																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	92	13	74	5	2	0	2	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	14.13	80.43	5.43	2.17	0.00	2.17	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 #	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	11	1	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	9.09	81.82	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
<b>NEW HIRES</b>																	
Vacancy Announcements #	44																
Voluntarily Identified Applicants #	3548	436	2894	218	74	2	17	8	3	0	9	5	5	1	32	0	5
Voluntarily Identified Applicants %	100	12.29	81.57	6.14	2.09	0.06	0.48	0.23	0.08	0.00	0.25	0.14	0.14	0.03	0.90	0.00	0.14
Qualified External Applicants #	16	5	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	31.25	68.75	0.00	0.00	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 #	451	39	382	30	11	1	4	0	2	0	1	0	1	0	6	0	0
Referred Applicants %	100	8.65	84.70	6.65	2.44	0.22	0.89	0.00	0.44	0.00	0.22	0.00	0.22	0.00	1.33	0.00	0.00
Interviewed Applicants #	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	31	3	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	9.68	90.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	











National Science Foundation

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 08/18/2022 01:35 PM

<b>Upward Mobility To Management Positions</b>	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Voluntarily Identified Applicants #	1684	183	1367	134	46	1	13	2	0	0	4	8	0	0	18	0	4
Voluntarily Identified Applicants %	100	10.87	81.18	7.96	2.73	0.06	0.77	0.12	0.00	0.00	0.24	0.48	0.00	0.00	1.07	0.00	0.24
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 #	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
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 #	12	0	12	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
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	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																
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																
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
<b>Supervisors #</b>																	
Supervisors #	142	124	10	8	2	0	0	0	1	0	0	0	0	0	1	0	0
Supervisors %	100	87.32	7.04	5.63	1.41	0.00	0.00	0.00	0.70	0.00	0.00	0.00	0.00	0.00	0.70	0.00	0.00
AD-04 #	10																
AD-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
AD-05 #	2																
AD-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
GS-12 #	2																
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-13 #	26																
GS-13 %	100	80.77	11.54	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-14 #	34																
GS-14 %	100	91.18	2.94	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
GS-15 #	68																
GS-15 %	100	86.76	7.35	5.88	1.47	0.00	0.00	0.00	1.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0.02	0	0	0	0	0



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

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	228	14	27	5	0	0	2	0	0	0	2	0	0	1	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	6.14	11.84	2.19	0.00	0.00	0.88	0.00	0.00	0.00	0.88	0.00	0.00	0.44	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	1714	112	189	36	0	0	16	0	0	0	12	0	0	8	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.52	8	7	7.2	0	0	8	0	0	0	6	0	0	8	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	58	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	1.72	1.72	0.00	0.00	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 11 - 20 Hours: Total Hours #	916	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.79	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	27	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	3.70	7.41	0.00	0.00	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 21 - 30 Hours: Total Hours #	648	24	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	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	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	284	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.5	32	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	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
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	195	13	19	4	0	0	2	0	0	0	0	0	0	2	0	0	0
Cash Awards \$500 and Under: Awards Given %	100	6.67	9.74	2.05	0.00	0.00	1.03	0.00	0.00	0.00	0.00	0.00	0.00	1.03	0.00	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	78550	5275	8350	1900	0	0	1000	0	0	0	0	0	0	900	0	0	0
Cash Awards \$500 and Under: Average Amount \$	402.82	405.77	439.47	475	0	0	500	0	0	0	0	0	0	450	0	0	0
Cash Awards: \$501 - \$999: Awards Given #	68	5	15	3	0	0	1	0	0	0	0	1	0	1	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	7.35	22.06	4.41	0.00	0.00	1.47	0.00	0.00	0.00	0.00	1.47	0.00	1.47	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	46550	3350	10850	2300	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	684.56	670	723.33	766.67	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	599	59	77	16	0	0	5	2	0	0	1	3	0	5	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	9.85	12.85	2.67	0.00	0.00	0.83	0.33	0.00	0.00	0.17	0.50	0.00	0.83	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	728255	69600	92600	19675	0	0	6075	2000	0	0	1600	4000	0	6000	0	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1215.78	1179.66	1202.6	1229.69	0	0	1215	1000	0	0	1600	1333.33	0	1200	0	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	739	39	80	13	0	0	6	1	0	0	1	1	0	2	0	2	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	5.28	10.83	1.76	0.00	0.00	0.81	0.14	0.00	0.00	0.14	0.14	0.00	0.27	0.00	0.27	0.00



**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 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]
<b>TIME OFF AWARDS</b>																		
Time-Off Awards 1 - 10 hours: Awards Given #	228	223	14	27	5	0	0	2	0	0	0	2	0	0	1	0	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	17.39	18.71	1.28	27.84	4.20	0.00	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 1 - 10 Hours: Total Hours #	1714	1678	112	189	36	0	0	16	0	0	0	12	0	0	8	0	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.52	0	8	7	7.2	0	0	8	0	0	0	6	0	0	8	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	58	58	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	4.42	4.87	0.09	1.03	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	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	916	916	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.79	15	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	27	27	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	2.06	2.27	0.09	2.06	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	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	648	648	24	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24	24	24	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	8	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	0.61	0.67	0.09	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	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	284	284	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	35.5	35	32	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	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	7.63	8.39	0.00	0.00	0.00	0.00	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
<b>CASH AWARDS</b>																		
Cash Awards \$500 and Under: Awards Given #	195	191	13	19	4	0	0	2	0	0	0	0	0	0	2	0	0	0
Cash Awards \$500 and Under: Awards Given %	14.87	16.02	1.19	19.59	3.36	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
Cash Awards \$500 and Under: Total Amount \$	78550	76650	5275	8350	1900	0	0	1000	0	0	0	0	0	0	900	0	0	0
Cash Awards \$500 and Under: Average Amount \$	402.82	-72	405.77	439.47	475	0	0	500	0	0	0	0	0	450	0	0	0	0
Cash Awards: \$501 - \$999: Awards Given #	68	65	5	15	3	0	0	1	0	0	0	0	1	0	1	0	0	0
Cash Awards: \$501 - \$999: Awards Given %	5.19	5.45	0.46	15.46	2.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	46550	44250	3350	10850	2300	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$501 - \$999: Average Amount \$	684.56	-82	670	723.33	766.67	0	0	750	0	0	0	0	750	0	800	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	599	583	59	77	16	0	0	5	2	0	0	1	3	0	5	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	45.69	48.91	5.39	79.38	13.45	0.00	0.00	0.00	22.22	0.00	0.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	728255	708580	69600	92600	19675	0	0	6075	2000	0	0	1600	4000	0	6000	0	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1215.78	-13	1179.66	1202.6	1229.69	0	0	1215	1000	0	0	1600	1333.33	0	1200	0	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	739	726	39	80	13	0	0	6	1	0	0	1	1	0	2	0	2	0
Cash Awards: \$2000 - \$2999: Awards Given %	56.37	60.91	3.56	82.47	10.92	0.00	0.00	0.00	11.11	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00

