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	FY 99		FY 98		FY 97		FY 96		I
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TOTAL	2832	100%	2961	100%	3047	100%	3104	100%	
FEMALE	1055	37%	1093	37%	1130	37%	1157	37%	L
MALE	1777	63%	1868	63%	1917	63%	1947	63%	├──
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AFRICAN AMERICAN	366	13%	374	13%	379	12%	377	12%	1
FEMALE	252	9%	256	9%	261	9%	262	8%	-
MALE	114	4%	118	4%	118	4%	115	4%	L
ASIAN PACIFIC AMERICAN	196	7%	200	7%	197	6%	196	6%	
FEMALE	45	2%	46	2%	47	2%	48	2%	
MALE	151	5%	154	5%	150	5%	148	5%	_
HISPANIC	63	2%	62	2%	63	2%	66	2%	1
FEMALE	23	1%	23	1%	22	1%	25	<u>2</u> % 1%	
MALE	40	1%	39	1%	41	1%	41	1%	
NATIVE AMERICAN	9	0.32%	8	0.27%	7	0.23%	7	0.23%	
FEMALE	4	0.14%	3	0.10%	3	0.10%	3	0.10%	
MALE	5	0.18%	5	0.17%	4	0.13%	4	0.13%	
WHITE	2198	78%	2317	78%	2401	79%	2458	79%	1
FEMALE	731	26%	765	26%	797	26%	819	26%	
MALE	1467	52%	1552	52%	1604	53%	1639	53%	
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TOTAL	2832	100.00%	1756	100.00%	200	100.00%	573	100.00%	291	
FEMALE	1055	37.25%	302	17.20%	178	89.00%	301	52.53%	273	
MALE	1777	62.75%	1454	82.80%	22	11.00%	272	47.47%	18	
AFRICAN AMERICAN	366	12.92%	114	6.49%	72	36.00%	111	19.37%	66	3
FEMALE	252	8.90%	50	2.85%	64	32.00%	78	13.61%	60	J
MALE	114	4.03%	64	3.64%	8	4.00%	33	5.76%	6	3
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ASIAN PACIFIC AMERICAN	196	6.92%	172	9.79%	7	3.50%	10	1.75%	7	,
FEMALE	45	1.59%	23	1.31%	6	3.00%	9	1.57%	7	7
MALE	151			8.49%	1					
	62	2.22%	20	2.16%		2.50%		1 750/		
HISPANIC	63	2.22%	38	2.16%	5	2.50%	10	1.75%	9	+
FEMALE	23	0.81%	6	0.34%	4	2.00%	4	0.70%	9)
MALE	40	1.41%	32	1.82%	1	0.50%	6	1.05%	0	<u>)</u>
NATIVE AMERICAN	9	0.32%	3	0.17%	2	1.00%	2	0.35%	2	2
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FEMALE	4		1	0.06%	2					
MALE	5	0.18%	2	0.11%	0	0.00%	2	0.35%	1	╞
WHITE	2198	77.61%	1429	81.38%	114	57.00%	440	76.79%	207	7
FEMALE	731	25.81%	222	12.64%	102	51.00%	210	36.65%	196	ز

MALE	1467	51.80%	1207	68.74%	12	6.00%	230	40.14%	11
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	2961	100.00%	1824	100.00%	230	100.00%	584	100.00%	312	
	2961	100.00%	1824	100.00%	230	100.00%	584	100.00%	312	
FEMALE	<u>2961</u> 1093	100.00% 36.91%	1824 295		230 204	100.00% 88.70%	584 298		312 294	
FEMALE MALE										
	1093	36.91%	295 1529	16.17% 83.83%	204 26	88.70% 11.30%	298 286	51.03% 48.97%	294 18	
MALE	1093 1868 374	36.91% 63.09% 12.63%	295 1 529 112	16.17% 83.83% 6.14%	204 26 76	88.70% 11.30% 33.04%	298 286 112	51.03% 48.97% 19.18%	294 18 71	
MALE	1093	36.91% 63.09%	295 1529	16.17% 83.83% 6.14% 2.41%	204 26	88.70% 11.30%	298 286	51.03% 48.97%	294 18	
MALE AFRICAN AMERICAN FEMALE MALE	1093 1868 374 256	36.91% 63.09% 12.63% <u>8.65%</u>	295 1529 112 44	16.17% 83.83% 6.14% 2.41%	204 26 76 68	88.70% 11.30% 33.04% 29.57%	298 286 112 79	51.03% 48.97% 19.18% 13.53%	294 18 71 65	
MALE AFRICAN AMERICAN FEMALE	1093 1868 374 256	36.91% 63.09% 12.63% <u>8.65%</u>	295 1529 112 44	16.17% 83.83% 6.14% 2.41%	204 26 76 68	88.70% 11.30% 33.04% 29.57%	298 286 112 79	51.03% 48.97% 19.18% 13.53%	294 18 71 65	
MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC	1093 1868 374 256 118	36.91% 63.09% 12.63% 8.65% 3.99%	295 1529 112 44 68	16.17% 83.83% 6.14% 2.41% 3.73%	204 26 76 68 8	88.70% 11.30% 33.04% 29.57% 3.48%	298 286 112 79 33	51.03% 48.97% 19.18% 13.53% 5.65%	294 18 71 65 6	

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HISPANIC		62	2.09%	36	5 1.97%	5	2.17%	11	1.88%	10	,
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FEMALE		23	0.78%	6	<i>0.33%</i>	4	1.74%	3	0.51%	10	
MALE		39	1.32%	30	1.64%	1	0.43%	8	1.37%	0	<u> </u>
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NATIVE AMERICAN	+	8	0.27%	2	2	3	3 1.30%	2	0.34%	1	\vdash
FEMALE	, _	3	0.10%	0	0.00%	2	0.87%	0	0.00%	1	/
MALE		5									
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WHITE	\square	2317									1
FEMALE	<u> </u>	765	25.84%	221	12.12%	123	53.48%	207	35.45%	212	<u> </u>
MALE	\square	1552	52.41%	1276	69.96%	15	6.52%	243	41.61%	12	<u> </u>
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TOTAL		3047	100.00%	1875	5 100.00%	249	100.00%	587	100.00%	325	
TOTAL	F	30-77	100.0075	1070	100.0070	270	100.0070	307	100.0070	525	
FEMALE		1130	37.09%	305	5 16.27%	222	89.16%	296	50.43%	305	

MALE	1917	62.91%	1570	83.73%	27	10.84%	291	49.57%	20	
AFRICAN AMERICAN	379	12.44%	112	5.97%	80	32.13%	110	18.74%	74	
FEMALE	261	8.57%	46	2.45%	72		76	12.95%	67	
MALE	118	3.87%	66	3.52%	8	3.21%	34	5.79%	7	
ASIAN PACIFIC AMERICAN	 197	6.47%	174	9.28%	11	4.42%	9	1.53%	3	
FEMALE	47	1.54%	25	1.33%	10	4.02%	9	1.53%	3	
MALE	150	4.92%	149	7.95%	1	0.40%	0	0.00%	0	
HISPANIC	 63	2.07%	36	1.92%	8	3.21%	11	1.87%	8	
FEMALE	22	0.72%	5	0.27%	6	2.41%	3	0.51%	8	
MALE	41	1.35%	31	1.65%	2	0.80%	8	1.36%	0	
NATIVE AMERICAN	 7	0.23%	2	0.11%	2	0.80%	2	0.34%	1	
FEMALE	3	0.10%	0	0.00%	2		0			
MALE	4	0.13%	2	0.11%	0	0.00%	2	0.34%	0	
WHITE	2401	78.80%	1551	82.72%	148	59.44%	455	77.51%	239	
FEMALE	797	26.16%	229	12.21%	132	53.01%	208	35.43%	226	
MALE	1604	52.64%	1322	70.51%	16	6.43%	247	42.08%	13	

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	DATA AS	OF SEPTEMB	ER 30, 199	96					 	
	_	ON F	BOARD			OF AGENCY PULATION	PROF	ESSIONAL	SUPER	RVIS RS
		% OF		% OF	L,			% OF		
	NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	т
TOTAL	3104	100.00%	1904	100.00%	258	100.00%	592	100.00%	339	
FEMALE	1157	37.27%	311	16.33%	227	87.98%	296	50.00%	321	
MALE	1947	62.73%		83.67%	31	12.02%				
AFRICAN AMERICAN	377	12.15%	106	5.57%	86	33.33%	105	17.74%	5 77	
FEMALE	262	8.44%	44	2.31%	79	30.62%	71	11.99%	68	,
MALE	115	3.70%	62	3.26%	7	2.71%	34	5.74%	9	
ASIAN PACIFIC AMERICAN	196	6.31%	171	8.98%	12	4.65%	9	1.52%	5 4	
FEMALE	48	1.55%	24	1.26%	11	4.26%	9	1.52%	6 4	
MALE	148	4.77%	147	7.72%	1	0.39%	0	0.00%	0	<u> </u>
HISPANIC	66	2.13%	39	2.05%	7	2.71%	12	2.03%	8	Ĺ
FEMALE	25	0.81%	7	0.37%	6	2.33%	4	0.68%	8	_
MALE	41	1.32%	32	1.68%	1	0.39%	8	1.35%	0	Ļ
NATIVE AMERICAN	7	0.23%	2	0.11%	2	0.78%	2	0.34%	5 1	L
FEMALE	3	0.10%	0	0.00%	2	0.78%	0	0.00%	5 1	
MALE	4	0.13%	2	0.11%	0	0.00%	2	0.34%	0	Ļ
WHITE	2458	79.19%	1586	83.30%	151	58.53%	464	78.38%	249	,
FEMALE	819	26.39%	236	12.39%	129	50.00%	212	35.81%	240	Ē
MALE	1639	52.80%	1350	70.90%	22	8.53%	252	42.57%	9	
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Permanent Agence	av St	off by Ar		inge (incl		f all pay d	radae)		
Permanent Ayent	Sy Ou	an by ry	e Group	ings (mor	<u>USIVE 01</u>	i ali pay yi	aues		
		FY 99		FY 98		FY 97		FY 96	
	—		%		%		%		%
TOTAL ALL AGES	s	2832	100%	2961	100%	3047	100%	3104	100%
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56+		610	22%	592	20%	583	19%	561	18%
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50-55	_	635	22%	664	22%	644	21%	600	19%
40-49		999	35%	1036	35%	1079	35%	1126	36%
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39 & Under		588	21%	669	23%	741	24%	817	26%
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Managers/Superviso	rs (includes	SES & no	on-SES su	pervisors	/managers)		
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	FY 99		FY 98		FY 97		FY 96	
		%		%		%		%
TOTAL	322	100%	399	100%	430	100%	449	100%
FEMALE	57	18%	69	17%	77	18%	73	16%
MALE	265	82%	330	83%	353	82%	376	84%
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AFRICAN AMERICAN	27	8 39%	29	7 27%	30	6 98%	28	6 24%
	27	8.39% 3.11%	29	7.27% 3.51%	30	6.98% 3.02%	28 11	6.24% 2.45%
AFRICAN AMERICAN FEMALE	10	3.11%	14	3.51%	13	3.02%	11	2.45%
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FEMALE MALE	10	3.11%	14	3.51%	13	3.02%	11	2.45%
FEMALE MALE ASIAN PACIFIC	10 17	3.11% 5.28%	14 15	3.51% 3.76%	13 17	3.02% 3.95%	11 17	2.45% 3.79%
FEMALE MALE ASIAN PACIFIC AMERICAN	10 17 13	3.11% 5.28% 4.04%	14 15 19	3.51% 3.76% 4.76%	13 17 21	3.02% 3.95% 4.88%	11 17 19	2.45% 3.79% 4.23%
FEMALE MALE ASIAN PACIFIC	10 17	3.11% 5.28%	14 15	3.51% 3.76%	13 17	3.02% 3.95%	11 17	2.45% 3.79%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE	10 17 13 4	3.11% 5.28% 4.04% 1.24%	14 15 19 5	3.51% 3.76% 4.76% 1.25%	13 17 21 6	3.02% 3.95% 4.88% 1.40%	11 17 19 4	2.45% 3.79% 4.23% 0.89%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE	10 17 13 4 9	3.11% 5.28% 4.04% 1.24% 2.80%	14 15 19 5 14	3.51% 3.76% 4.76% 1.25%	13 17 21 6 15	3.02% 3.95% 4.88% 1.40% 3.49%	11 17 19 4 15	2.45% 3.79% 4.23% 0.89%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE	10 17 13 4	3.11% 5.28% 4.04% 1.24%	14 15 19 5	3.51% 3.76% 4.76% 1.25% 3.51%	13 17 21 6	3.02% 3.95% 4.88% 1.40%	11 17 19 4	2.45% 3.79% 4.23% 0.89% 3.34%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	10 17 13 4 9 7	3.11% 5.28% 4.04% 1.24% 2.80% 2.17%	14 15 19 5 14 7	3.51% 3.76% 4.76% 1.25% 3.51% 1.75%	13 17 21 6 15 6	3.02% 3.95% 4.88% 1.40% 3.49% 1.40%	11 17 19 4 15 6	2.45% 3.79% 4.23% 0.89% 3.34% 1.34%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC FEMALE	10 17 13 4 9 7 7	3.11% 5.28% 4.04% 1.24% 2.80% 2.80% 0.31%	14 15 19 5 14 7 1	3.51% 3.76% 4.76% 1.25% 3.51% 1.75% 0.25%	13 17 21 6 15 6 1	3.02% 3.95% 4.88% 1.40% 3.49% 1.40% 0.23%	11 17 19 4 15 6 1	2.45% 3.79% 4.23% 0.89% 3.34% 1.34% 0.22%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC FEMALE MALE	10 17 13 4 9 7 7 1 6	3.11% 5.28% 4.04% 1.24% 2.80% 2.80% 0.31% 1.86%	14 15 19 5 14 7 1 6	3.51% 3.76% 4.76% 1.25% 3.51% 1.75% 0.25% 1.50%	13 17 21 6 15 6 1 5	3.02% 3.95% 4.88% 1.40% 3.49% 1.40% 0.23% 1.16%	11 17 19 4 15 6 1 5	2.45% 3.79% 4.23% 0.89% 3.34% 1.34% 0.22% 1.11%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC FEMALE	10 17 13 4 9 7 7	3.11% 5.28% 4.04% 1.24% 2.80% 2.80% 0.31%	14 15 19 5 14 7 1	3.51% 3.76% 4.76% 1.25% 3.51% 1.75% 0.25%	13 17 21 6 15 6 1	3.02% 3.95% 4.88% 1.40% 3.49% 1.40% 0.23%	11 17 19 4 15 6 1	2.45% 3.79% 4.23% 0.89% 3.34% 1.34% 0.22%

NHITE	274	85.09%	344	86.22%	372	86.51%	395	87.97%
FEMALE	42	13.04%	49	12.28%	57	13.26%	57	12.69%
MALE	232	72.05%	295	73.93%	315	73.26%	338	75.28%

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Managers/Supervi non-SES; excludes	sors by A SLS/tear	ge Grou n leadei	ipings (ir rs)						
non-SES; excludes	sors by A s SLS/tear FY 99	n leadei	ipings (in rs) FY 98		FY 97		FY 96		
non-SES; excludes	s SLS/tear	ige Grou n leader %	rs)			%	FY 96	%	
TOTAL ALL AGES	s SLS/tear	n leadei	rs) FY 98			%	FY 96 449	%	
non-SES; excludes	SLS/tear FY 99	n leader	rs) FY 98	%	FY 97				
non-SES; excludes	SLS/tear FY 99	n leader	rs) FY 98	% 100%	FY 97				
non-SES; excludes	SLS/tear FY 99 322	n leader % 100%	rs) FY 98 399	% 100%	FY 97 430	100%	449	100%	
non-SES; excludes	SLS/tear FY 99 322	n leader % 100%	rs) FY 98 399	% 100% 21%	FY 97 430	100%	449	100%	
non-SES; excludes	s SLS/tear FY 99 322 62	n leader % 100% 19%	rs) FY 98 399 82	% 100% 21% 33%	FY 97 430 86	100% 20%	449 87	100% 19%	

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Senior Executive Serv	vice FY 99		FY 98		FY 97		FY 96		
Senior Executive Serv		%	FY 98	%	FY 97	%	FY 96	%	
	FY 99								
TOTAL	FY 99 140	100%	181	100%	185	100%	179	100%	
TOTAL FEMALE	FY 99 140 18	100% 13%	181 21	100% 12%	185 20	100% 11%	179 15	100% 8%	
TOTAL	FY 99 140	100%	181	100%	185	100%	179	100%	
TOTAL FEMALE	FY 99 140 18	100% 13%	181 21	100% 12%	185 20	100% 11%	179 15	100% 8%	
TOTAL FEMALE	FY 99 140 18	100% 13%	181 21	100% 12%	185 20	100% 11%	179 15	100% 8%	
TOTAL FEMALE MALE	FY 99 140 18 122	100% 13% 87%	181 21 160	100% 12% 88%	185 20 165	100% 11% 89%	179 15 164	100% 8% 92%	
TOTAL FEMALE MALE AFRICAN AMERICAN	FY 99 140 18 122 9	100% 13% 87% 6%	181 21 160 9	100% 12% 88% 5%	185 20 165 8	100% 11% 89% 4%	179 15 164 5	<u>100%</u> 8% 92% 3%	
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE	FY 99 140 18 122 9 2 7	100% 13% 87% 6% 1% 5%	181 21 160 9 2 7	100% 12% 88% 5% 1% 4%	185 20 165 8 1 7	100% 11% 89% 4% 1% 4%	179 15 164 5 0	100% 8% 92% 3% 3%	
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE	FY 99 140 18 122 9 2	100% 13% 87% 6% 1%	181 21 160 9 2	100% 12% 88% 5% 1%	185 20 165 8 1	100% 11% 89% 4% 1%	179 15 164 5 0	100% 8% 92% 3% 0%	

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HISPANIC	2	1%	2	1%	2	1%	2	1%
FEMALE	0	0%	0	0%	Í		1	
MALE	2	1%	2	1%				
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NATIVE AMERICAN	0	0%	0	0%			1	
FEMALE	0	0%	0	0%				
MALE	0	0%	0	0%	0	0%	0	0%
WHITE	125	89%	163	90%	169	91%	. 167	93%
FEMALE	15	11%	18	10%				
MALE	110	79%	145	80%				
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FEMALE	1.1							
AFRICAN AMERICAN	0	0% 0%	2 1	5% 3%	2 1	5% 3%	1 0	3% 0%
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MALE	39	80%	30	79%	30	81%	32	84%
EMALE	10	20%	8	21%	7	19%	6	16%
OTAL	49	100%	38	100%	37	100%	38	100%
		%		%		%		%
	FY 99	0/	FY 98	0/	FY 97	0/	FY 96	0/
Senior Level System								

ASIAN PACIFIC AMERICAN	4	8%	3	8%	4	11%	3	8%
FEMALE	0	0%	0	0%	1	3%	1	3%
MALE	4	8%	3	8%	3	8%	2	5%
IISPANIC	1	2%	1	3%	1	3%	1	3%
FEMALE	1	2%	1	3%	1	3%	1	3%
MALE	0	0%	0	0%	0	0%	0	0%
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NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%
FEMALE MALE	0	0%	0	0%	0	0%	0	0%
	0	0%	0	0%	0	0%	0	0%
WHITE	44	90%	32	84%	30	81%	33	87%
FEMALE	9	18%	6	16%	4	11%	4	11%
MALE	35	71%	26	68%	26	70%	29	76%

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TOTAL	135	100%	106	100%	107	100%	90	100%
		%		%		%		%
	FY 99		FY 98		FY 97		FY 96	
Team Leaders								
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AFRICAN AMERICAN	13	10%	11	10%	5	5%	3	3%
FEMALE	8	6%	5	5%	2	2%	2	2%
MALE	5	4%	6	6%	3	3%	1	1%
ASIAN PACIFIC AMERICAN	7	5%	2	2%	4	4%	2	2%
FEMALE	1	1%	1	1%	0	0%	0	0%
MALE	6	4%	1	1%	4	4%	2	2%
HISPANIC	1	1%	3	3%	2	2%	1	1%
FEMALE	0	0%	0	0%	0	0%	0	0%
MALE	1	1%	3	3%	2	2%	1	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%
WHITE	114	84%	90	85%	96	90%	84	93%
FEMALE	21	16%	12	11%	12	11%	9	10%
MALE	93	69%	78	74%	84	79%	75	83%
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TOTAL	102	100%	116	100%	109	100%	100	100%
		%		%		%		%
	FY 99		FY 98		FY 97		FY 96	
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FEMALE	47	46%	40	34%	31	28%	43	43%	
MALE	55	54%	76	66%	78	72%	57	57%	ł
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AFRICAN AMERICAN	11	11%	9	8%	9	8%	12	12%	
FEMALE	7	7%	6	5%	6	6%	7	7%	-
MALE	4	4%	3	3%	3	3%	5	5%	
ASIAN PACIFIC AMERICAN	5	5%	15	13%	5	5%	5	5%	
FEMALE	1	1%	3	3%	1	1%	4	4%	_
MALE	4	4%	12	10%	4	4%	1	1%	-
HISPANIC	5	5%	4	3%	1	1%	8	8%	L
FEMALE	2	2%	1	1%	1	1%	1	1%	
MALE	3	3%	3	3%	0	0%	7	7%	ſ
NATIVE AMERICAN	1	1%	1	1%	0	0%	0	0%	
FEMALE	1	1%	0	0%	0	0%	0	0%	
MALE	0	0%	1	1%	0	0%	0	0%	-
WHITE	80	78%	87	75%	94	86%	75	75%	I _
FEMALE	36	35%	30	26%	23	21%	31	31%	Ē
MALE	44	43%	57	49%	71	65%	44	44%	_
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	FY 99	FY 98	FY 97	FY 96	
Rotational Assign	nments				

		%		%		%		%
FOTAL	141	100%	215	100%	238	100%	260	100%
FEMALE	66	47%	77	36%	90	38%	92	35%
MALE	75	53%	138	64%	148	62%	168	65%
AFRICAN AMERICAN	15 12	11% 9%	24 17	11% 8%	16 11	7% 5%	22 16	<u>8%</u> 6%
MALE	3	9 %	7	3%	5	2%	6	2%
		270		0,0	0	270		_,
ASIAN PACIFIC AMERICAN	12	9%	12	6%	16	7%	15	6%
FEMALE	3	9% 2%	5	2%	9	4%	9	3%
MALE	9	2 76 6%	7	3%	7	3%	6	2%
HISPANIC	2	1%	3	1%	6	3%	10	4%
FEMALE	0	0%	2	1%	2	1%	4	2%
MALE	2	1%	1	0.5%	4	2%	6	2%
NATIVE AMERICAN	2	<u>1%</u> 1%	3	1% 0%	0	<u>0%</u>	0	<u> </u>
MALE	1	1%	3	0% 1%	0	0%	0	09
		170	0	170	0	0 / 0	Ű	07
WHITE	110	78%	173	80%	200	84%	213	82%
FEMALE	50	35%	53	25%	68	29%	63	24%
MALE	60	43%	120	56%	132	55%	150	58%
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	FY 99		FY 98		FY 97		FY 96		
		%		%		%		%	
TOTAL ALL AGES	141	100%	215	100%	238	100%	260	100%	
56+	13	9%	24	11%	23	10%	25	10%	
50-55	41	29%	43	20%	43	18%	40	15%	
40-49	50	35%	90	42%	100	42%	95	37%	
39 & Under	37	26%	58	27%	72	30%	100	38%	
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TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	FY 99 233 85 148 22 13 9 9 9 2 7	% 100% 36% 64% 9% 6% 4%	FY 99 233 85 148 22 13 9	% 100% 36% 64% 9% 6% 4%	FY 98 207 78 129 15 12 3	% 100% 38% 62% 7% 6% 1%	FY 97 194 70 124 12 10 2	% 100% 36% 64% 6% 5% 1%
FEMALE AFRICAN AMERICAN FEMALE ASIAN PACIFIC AMERICAN FEMALE HISPANIC	233 85 148 22 13 9 9 9 2	100% 36% 64% 9% 6% 4%	233 85 148 22 13 9	100% 36% 64% 9% 6%	207 78 129 15 12	100% 38% 62% 7% 6%	194 70 124 12 12	100% 36% 64% <u>6%</u> 5%
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	233 85 148 22 13 9 9 9 2	100% 36% 64% 9% 6% 4%	233 85 148 22 13 9	100% 36% 64% 9% 6%	207 78 129 15 12	100% 38% 62% 7% 6%	194 70 124 12 12	100% 36% 64% <u>6%</u> 5%
MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	85 148 22 13 9 9 2	36% 64% 9% 6% 4%	85 148 22 13 9	36% 64% 9% 6%	78 129 15 12	38% 62% 7% 6%	70 124 12 12 10	36% 64% 6% 5%
FEMALE	85 148 22 13 9 9 2	36% 64% 9% 6% 4%	85 148 22 13 9	36% 64% 9% 6%	78 129 15 12	38% 62% 7% 6%	70 124 12 12 10	36% 64% 6% 5%
MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	148 22 13 9 9 2	64% 9% 6% 4%	148 22 13 9	64% 9% 6%	129 15 12	62% 7% 6%	124 12 10	64% 6% 5%
MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	13 9 9 2	6% 4% 4%	13 9	6%	12	6%	10	5%
FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	13 9 9 2	6% 4% 4%	13 9	6%	12	6%	10	5%
MALE ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	9 9 9 2	4% 4%	9					
ASIAN PACIFIC AMERICAN FEMALE MALE HISPANIC	9 2	4%		4%	<u> </u>	1%	2	1 %
MALE HISPANIC	2					1	1	
FEMALE MALE HISPANIC	2		9	4%	12	6%	5	3%
HISPANIC	7	1%	2	1%	4	2%	2	1%
		3%	7	3%	8	4%	3	2%
	5	2%	5	2%	5	2%	6	3%
FEMALE	2	1%	2	1%	0	0%	5	3%
MALE	3	1%	3	1%	5	2%	1	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%
WHITE	197	85%	197	85%	175	85%	171	88%
FEMALE	68	29%	68	29%	62	30%	53	27%
MALE	129	55%	129	55%	113	55%	118	61%

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All Awards (HQI, P	erformance	e, and Insta	int Cash)									
	FY 1999		FY 1	998	FY	1997	FY ²	1996				
TOTAL		%	•	ERR	0			ERR	%		%	
	2003	100%	0		0							
FEMALE	857	43%	0	ERR	0							
MALE	1146	57%	0	ERR	0	ERF	<u> </u>	ERR				
AFRICAN AMERICAN	296	15%	0	ERR	0	ERF	R 0	ERR				
FEMALE	211	11%	0	ERR	0	ERF	R 0	ERR				
MALE	85	4%	0	ERR	0	ERF	R O	ERR				
ASIAN PACIFIC AMERICAN FEMALE	105 34	5% 2%	0	ERR	0							
MALE	71	4%	0	ERR	0							
MALE		4%	U		0							
HISPANIC	37	2%	0	ERR	0	ERF	R 0	ERR				
FEMALE	13	1%	0	ERR	0	ERF	R 0	ERR				
MALE	24	1%	0	ERR	0	ERF	R 0	ERR				
NATIVE AMERICAN	4	0%	0	ERR	0	ERF	۰ م	ERR				
FEMALE	0	0.0%	0	ERR	0	ERF	R 0	ERR				
MALE	4	0.2%	0	ERR	0	ERF	R o	ERR				_
WHITE	1561	78%		ERR								

FEMALE	599	30%	0	ERR	0	ERR	0	ERR		
MALE	962	48%	0	ERR	0	ERR	0	ERR		
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		FY 19				FY 19				FY 1		·		FY
TOTAL	2	SES 100%		100%	11	% 100%		100%	15	SL 100%		5 100%	. 4	4 100%
FEMALE	0	0%												
MALE	2	100%	4	80%	8	73%	7	88%	10	67%	5 3	60%	3	3 75%
AFRICAN AMERICAN	1	50%	0	0%	1	9%	0	0%	2	13%	5 1	20%	. 0	0 0%
FEMALE	0	0%	0	0%	1	9%	0	0%	1	7%	5 1	20%	0	0%
MALE	1	50%	0	0%	0	0%	0	0%	1	7%	5 O) 0%	. 0	0%
ASIAN PACIFIC AMERICAN	0	0%	0	0%	1	9%	0	0%	0	0%	5 0) 0%	. 0	0 0%
FEMALE	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	. 0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	6 0) 0%	0	0%
HISPANIC	0	0%	0	0%	0	0%	0	0%	0	0%	. 0) 0%	. 0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	. 0) 0%	. 0	0 0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	. 0	0%	0	0%
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WHITE	1	50%	5	100%	9	82%	8	100%	13	87%	5 4	80%	<u> </u>	4 100%
FEMALE	0	0%	1	20%	1	9%	1	12%	4	27%	5 1	20%	. 1	1 25%
MALE	1	50%	4	80%	8	73%	7	88%	9	60%	3	3 60%	3	3 75%
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NON-SES COMPETITIVE SELE			GG 6/7	%	GG 8/9	%	GG 10/11	%	GG	12	%	GG 1	3
			GG 6/7 12	%	GG 8/9 23	%	GG 10/11 4	%	GG	12	%		3
TOTAL	TOTAL 119	% 100%	12	100%	23	100%	4	100%	GG	5	100%	1	4
TOTAL FEMALE	TOTAL 119 70	% 100% 59%	12 11	100% 92%	23 21	100% 91%	4	100% 100%	GG	5	100% 100%	1	4 5
TOTAL	TOTAL 119	% 100%	12	100%	23	100%	4	100%	GG	5	100%	1	4
TOTAL FEMALE	TOTAL 119 70	% 100% 59%	12 11	100% 92%	23 21	100% 91%	4	100% 100%	GG	5	100% 100%	1	4 5
TOTAL FEMALE MALE	TOTAL 119 70 49	% 100% 59% 41%	12 11 1	100% 92% 8%	23 21 2	<u>100%</u> 91% 9%	4	100% 100% 0%	GG	5 5 0	100% 100% 0%	1	4 5 9
TOTAL FEMALE MALE AFRICAN AMERICAN	TOTAL 119 70 49 23	% 100% 59% 41% 19%	12 11 1 3	100% 92% 8% 25%	23 21 2 7	<u>100%</u> 91% 9% 30%	4 4 0 1	100% 100% 0% 25%	GG	5 5 0 2	100% 100% 0% 40%	1	4 5 9
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE	TOTAL 119 70 49 23 18	% 100% 59% 41% 19% 15%	12 11 1 3 2	100% 92% 8% 25% 17%	23 21 2 7 7 6	100% 91% 9% 30% 26%	4 4 0 1	100% 100% 0% 25%		5 5 0 2 2	100% 100% 0% 40%	1	4 5 9 3 1
TOTAL FEMALE MALE AFRICAN AMERICAN	TOTAL 119 70 49 23	% 100% 59% 41% 19% 15%	12 11 1 3	100% 92% 8% 25%	23 21 2 7	<u>100%</u> 91% 9% 30%	4 4 0 1	100% 100% 0% 25%		5 5 0 2	100% 100% 0% 40%	1	4 5 9
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE	TOTAL 119 70 49 23 18	% 100% 59% 41% 19% 15%	12 11 1 3 2	100% 92% 8% 25% 17%	23 21 2 7 7 6	100% 91% 9% 30% 26%	4 4 0 1	100% 100% 0% 25%		5 5 0 2 2	100% 100% 0% 40%	1	4 5 9 3 1
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE	TOTAL 119 70 49 23 18	% 100% 59% 41% 19% 15%	12 11 1 3 2	100% 92% 8% 25% 17%	23 21 2 7 7 6	100% 91% 9% 30% 26%	4 4 0 1	100% 100% 0% 25%		5 5 0 2 2	100% 100% 0% 40%	1	4 5 9 3 1
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE	TOTAL 119 70 49 23 18 5	% 100% 59% 41% 19% 15% 4%	12 11 1 3 2 1	100% 92% 8% 25% 17% 8%	23 21 2 7 6 1	100% 91% 9% 30% 26% 4%	4 4 0 1 1 0	100% 100% 0% 25% 0%		5 5 0 2 2 0	100% 100% 0% 40% 0%	1	4 5 9 3 1 2
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN	TOTAL 119 70 49 23 18 5 3	% 100% 59% 41% 19% 15% 4% 3%	12 11 1 3 2 1	100% 92% 8% 25% 17% 8%	23 21 2 7 6 1	100% 91% 9% 30% 26% 4%	4 4 0 1 1 0 0	100% 100% 0% 25% 25% 0%		5 5 0 2 2 0	100% 100% 0% 40% 40% 0%		4 5 9 3 1 2 0
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE	TOTAL 119 70 49 23 18 5	% 100% 59% 41% 19% 15% 4%	12 11 1 3 2 1	100% 92% 8% 25% 17% 8%	23 21 2 7 6 1	100% 91% 9% 30% 26% 4%	4 4 0 1 1 0	100% 100% 0% 25% 0%		5 5 0 2 2 0	100% 100% 0% 40% 0%		4 5 9 3 1 2
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN	TOTAL 119 70 49 23 18 5 3	% 100% 59% 41% 19% 15% 4% 3%	12 11 1 3 2 1	100% 92% 8% 25% 17% 8%	23 21 2 7 6 1	100% 91% 9% 30% 26% 4%	4 4 0 1 1 0 0	100% 100% 0% 25% 25% 0%		5 5 0 2 2 0	100% 100% 0% 40% 40% 0%		4 5 9 3 1 2 0
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE	TOTAL 119 70 49 23 18 5 3 3 3	% 100% 59% 41% 19% 15% 4% 3% 3%	12 11 1 3 2 1 1 1 1	100% 92% 8% 25% 17% 8% 8%	23 21 2 7 6 1 1	100% 91% 9% 30% 26% 4% 4%	4 4 0 1 1 0 0 0 0	100% 100% 0% 25% 25% 0% 0%		5 5 0 2 2 0 0	100% 100% 0% 40% 0% 0%		4 5 9 3 1 2 0 0
TOTAL FEMALE MALE AFRICAN AMERICAN FEMALE MALE ASIAN PACIFIC AMERICAN FEMALE	TOTAL 119 70 49 23 18 5 3 3 3	% 100% 59% 41% 19% 15% 4% 3% 3%	12 11 1 3 2 1 1 1 1	100% 92% 8% 25% 17% 8% 8%	23 21 2 7 6 1 1	100% 91% 9% 30% 26% 4% 4%	4 4 0 1 1 0 0 0 0	100% 100% 0% 25% 25% 0% 0%		5 5 0 2 2 0 0	100% 100% 0% 40% 0% 0%		4 5 9 3 1 2 0 0

FEMALE	0	0%	0	0%	0	0%	0				
MALE	2	2%	0	0%	0	0%	0	0%	0	0%	
NATIVE AMERICAN	0	0%	0	0%	0	0%	0				
FEMALE	0	0%	0	0%	0	0%	0				
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	
WHITE	91	76%	8	67%	15	65%	3				1
FEMALE	49	41%	8	67%	14	61%	3		3		
MALE	42	35%	0	0%	1	4%	0	0%	0	0%	
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	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13
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TOTAL	165	100%	1	100%							
FEMALE	81	49%		77%							
MALE	84	51%	3	23%	2	6%	3	25%	0	0%	5 7
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AFRICAN AMERICAN	30	18%	5	38%	11	34%	. 4	33%	. 1	25%	
FEMALE	23	14%		38%		31%					
MALE	7	4%		0%		3%					
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ASIAN PACIFIC AMERICAN	8	5%	1	8%	2	6%				0%	1
ASIAN PACIFIC AMERICAN FEMALE	8 6	5% 4%	1	8% 8%							
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	, (
HISPANIC	5	20/		0%		0%		90/		0%	
FEMALE	5	3% 2%		0% 0%			1				
<u>FEMALE</u> MALE	2	2% 1%		0% 0%							
MALE		170		070		070		0 /0		0.70	\vdash
NATIVE AMERICAN	1	1%	0	0%	1	3%	. 0	0%	0	0%	
FEMALE	1	1%		0%	1	3%	1				
MALE	0	0%		0%							
WHITE	121	73%		54%	1		1				
FEMALE	48	29%		31%		53%					
MALE	73	44%	3	23%	1	3%	2	17%	0	0%	,
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FEMALE MALE	95 87	52%	29 1	97%	23	85%	11	85%	7	58%	2	
TOTAL	182		30		27		13		12		8	
	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	
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FEMALE 23 13% 8 27% 9 33% 0 0% 1 8% 0 0% MALE 11 6% 1 3% 4 15% 1 8% 0 0% 7 ASIAN PACIFIC AMERICAN 5 3% 0 0%	AFRICAN AMERICAN	34	19%	9	30%	13	48%	1	8%	1	8%	1
ASIAN PACIFIC AMERICAN 5 3% 0 0%	FEMALE		1		1		1	0		1		0
FEMALE 2 1% 0 0% 0% 0% <	MALE	11	6%	1	3%	4	15%	1	8%	0	0%	1
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MALE 69 38% 0 0% 0 0% 1 8% 4 33% 4 Image: Second sec	FEMALE	62	34%	18	60%	13	48%	9	69%	5	42%	2
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FEMALE	2	ERR	1	50%	1	50%	
MALE	5	ERR	2	40%	2	ERR	
WHITE	2023	100%	743	37%	1061	52%	21
FEMALE	700	100%	284	41%	354	51%	6
MALE	1323	100%	459	35%	707	53%	15

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				TOTAL	%	OUTSTA NDING	%
TOTAL	2681	100%	1189	44%	1266	47%	2
FEMALE	1053	100%	528	50%	446		
MALE	1628	100%	661	41%	820		1
AFRICAN AMERICAN	362	100%	146	40%	168	46%	
FEMALE	258	100%	113	44%	111	43%	
MALE	104	100%	33	32%	57	55%	
ASIAN PACIFIC AMERICAN	176	100%	61	35%	98	56%	
FEMALE	41	ERR	16	39%	24		
MALE	135	100%	45	33%	74		
HISPANIC	53	100%	12	23%	36	68%	
FEMALE	53 18	100%	3	23% 17%			
MALE	35	100%	9	26%	22		
	6	100%	2	33%	3		
FEMALE MALE	2	ERR	0	0%	2		
$\Lambda \Delta I \vdash$	4	ERR	2	50%	1	EKK	
	2084	100%	968	46%	961	46%	
WHITE	2004						
	734	100%	396	54%	295	40%	

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PERFORMANCE APPRA	JSALS - F	Y 1996		TOTAL	%	OUTSTA NDING	%
TOTAL	2758	100%	1333	48%	1241	45%	178
FEMALE	1080	100%	595	55%	436		47
MALE	1678	100%	738	44%	805		131
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AFRICAN AMERICAN	366	100%	158	43%	177	48%	29
FEMALE	259	100%	121	47%	120	46%	17
MALE	107	100%	37	35%	57	53%	12
ASIAN PACIFIC AMERICAN	177	100%	73	41%	83	47%	20
FEMALE	39	100%	13	33%	23	59%	3
MALE	138	100%	60	43%	60	43%	17
HISPANIC	54	100%	12	22%	41	76%	1
FEMALE	21	100%	6	29%	14		1
MALE	33	100%	6	18%	27		C
NATIVE AMERICAN	7	100%	4	57%	2	29%	
FEMALE	3	ERR	2	67%	1	33%	(
MALE	4	ERR	2	50%	1	ERR	
WHITE	2154	100%	1086	50%	938	44%	12
FEMALE	758	100%	453	60%	278		2
MALE	1396	100%	633	45%	660	47%	10 ⁻
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FEMALE 38 ERR 14 37% 21 55% MALE 137 100% 35 26% 84 61% HISPANIC 50 100% 9 18% 31 62% FEMALE 17 100% 5 29% 8 47% MALE 33 100% 4 12% 23 70% NATIVE AMERICAN 8 100% 2 25% 4 50% FEMALE 3 ERR 1 33% 2 67% MALE 5 ERR 1 20% 2 ERR WHITE 1854 100% 765 41% 945 51% FEMALE 644 100% 299 46% 298 46%		175	400%	49	28%	105	60%	20
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56+	515	100%	140	27%	313	61%	58	11%	4	0.8%	56+	513	100%	
50-55	523	100%	203	39%	279	53%	40	8%	1	0%	50-55	557	100%	
40-49	864	100%	354	41%	429	50%	78	9%	3	0.3%	40-49	935	100%	
39 and less	511	100%	218	43%	262	51%	30	6%	1	0.2%	39 and less	617	100%	
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	TOTAL	%*	0	%*	Е	%*	FS	%*	MS	%*		TOTAL	%*	
TOTAL	2681	100%	1189	44%	1266	47%	221	8%	5	0.2%	TOTAL	2758	100%	1
56+	497	100%	197	40%	247	50%	51	10%	2	0.4%	56+	480	100%	
50-55	541	100%	255	47%	247	46%	38	7%	1	0.2%	50-55	519	100%	
40-49	968	100%	440	45%	454	47%	72	7%	2	0.2%	40-49	1016	100%	
39 and less	675	100%	297	44%	318	47%	60	9%	0	0%	39 and less	743	100%	
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