Equal Employment Opportunity Workforce Profile Data

Attachment 3

Permanent Staff (inclusive of all pay grades)

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**2811**	**100%**	**2828**	**100%**	**2832**	**100%**	**2961**	**100%**	**3047**	**100%**
FEMALE	**1063**	**38%**	**1064**	**38%**	**1055**	**37%**	**1093**	**37%**	**1130**	**37%**
MALE	**1748**	**62%**	**1764**	**62%**	**1777**	**63%**	**1868**	**63%**	**1917**	**63%**
AFRICAN AMERICAN	**368**	**13%**	**368**	**13%**	**366**	**13%**	**374**	**13%**	**379**	**12%**
FEMALE	**258**	**9%**	**258**	**9%**	252	9%	256	9%	261	9%
MALE	**110**	4%	**110**	4%	114	4%	118	4%	118	4%
ASIAN PACIFIC AMERICAN	**195**	**7%**	**196**	**7%**	**196**	**7%**	**200**	**7%**	**197**	**6%**
FEMALE	**47**	**2%**	**46**	**2%**	45	2%	46	2%	47	2%
MALE	**148**	5%	**150**	5%	151	5%	154	5%	150	5%
HISPANIC	**74**	**3%**	**71**	**3%**	**63**	**2%**	**62**	**2%**	**63**	**2%**
FEMALE	**26**	**1%**	**27**	**1%**	23	1%	23	1%	22	1%
MALE	**48**	2%	**44**	2%	40	1%	39	1%	41	1%
NATIVE AMERICAN	**7**	**0.25%**	**7**	**0.25%**	**9**	**0.32%**	**8**	**0.27%**	**7**	**0.23%**
FEMALE	2	**0.07%**	2	**0.07%**	4	**0.14%**	3	**0.10%**	3	**0.10%**
MALE	5	0.18%	5	0.18%	5	0.18%	5	0.17%	4	0.13%
WHITE	**2167**	**77%**	**2186**	**77%**	**2198**	**78%**	**2317**	**78%**	**2401**	**79%**
FEMALE	730	**26%**	731	**26%**	731	**26%**	765	**26%**	797	**26%**
MALE	1437	**51%**	1455	**51%**	1467	**52%**	1552	**52%**	1604	**53%**

PATCOB Categories - FY 2001

DATA AS OF MARCH 31, 2001

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL
TOTAL	**2811**	**100.00%**	**1730**	**100.00%**	**199**	**100.00%**	**596**	**100.00%**	**274**	**100.00%**	**5**	**100.00%**	**7**	**100.00%**
FEMALE	**1063**	**37.82%**	**309**	**17.86%**	**180**	**90.45%**	**312**	**52.35%**	**259**	**94.53%**	**2**	**40.00%**	**1**	**14.29%**
MALE	**1748**	**62.18%**	**1421**	**82.14%**	**19**	**9.55%**	**284**	**47.65%**	**15**	**5.47%**	**3**	**60.00%**	**6**	**85.71%**
AFRICAN AMERICAN	368	13.09%	108	6.24%	69	34.67%	120	20.13%	69	25.18%	0	0.00%	2	28.57%
FEMALE	258	9.18%	50	2.89%	62	31.16%	83	13.93%	63	22.99%	0	0.00%	0	0.00%
MALE	110	3.91%	58	3.35%	7	3.52%	37	6.21%	6	2.19%	0	0.00%	2	28.57%
ASIAN PACIFIC AMERICAN	195	6.94%	168	9.71%	11	5.53%	9	1.51%	7	2.55%	0	0.00%	0	0.00%
FEMALE	47	1.67%	23	1.33%	10	5.03%	7	1.17%	7	2.55%	0	0.00%	0	0.00%
MALE	148	5.27%	145	8.38%	1	0.50%	2	0.34%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	74	2.63%	47	2.72%	7	3.52%	10	1.68%	9	3.28%	1	20.00%	0	0.00%
FEMALE	26	0.92%	7	0.40%	6	3.02%	3	0.50%	9	3.28%	1	20.00%	0	0.00%
MALE	48	1.71%	40	2.31%	1	0.50%	7	1.17%	0	0.00%	0	0.00%	0	0.00%
NATIVE AMERICAN	7	0.25%	3	0.17%	0	0.00%	3	0.50%	1	0.36%	0	0.00%	0	0.00%
FEMALE	2	0.07%	1	0.06%	0	0.00%	1	0.17%	0	0.00%	0	0.00%	0	0.00%
MALE	5	0.18%	2	0.12%	0	0.00%	2	0.34%	1	0.36%	0	0.00%	0	0.00%
WHITE	2167	77.09%	1404	81.16%	112	56.28%	454	76.17%	188	68.61%	4	80.00%	5	71.43%
FEMALE	730	25.97%	228	13.18%	102	51.26%	218	36.58%	180	65.69%	1	20.00%	1	14.29%
MALE	1437	51.12%	1176	67.98%	10	5.03%	236	39.60%	8	2.92%	3	60.00%	4	57.14%

ADVANCEMENTS TO SES & SLS

	FY 2001 (thru 3/31/01)				FY 2000				FY 1999				FY 1998			
	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%
TOTAL	7	100%	11	100%	9	100%	15	93%	2	100%	5	100%	11	100%	8	100%
FEMALE	2	29%	2	18%	2	22%	3	20%	0	0%	1	20%	3	27%	1	13%
MALE	5	71%	9	82%	7	78%	12	73%	2	100%	4	80%	8	73%	7	88%
AFRICAN AMERICAN	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	1	9%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
ASIAN PACIFIC AMERICAN	0	0%	0	0%	1	11%	1	0%	0	0%	0	0%	1	9%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%
MALE	0	0%	0	0%	1	11%	1	0%	0	0%	0	0%	0	0%	0	0%
HISPANIC	0	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%	0	0%
MALE	0	0%	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	0%
FEMALE	0	0%	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%	0	0%
WHITE	7	100%	11	100%	8	89%	14	93%	1	50%	5	100%	9	82%	8	100%
FEMALE	2	29%	2	18%	2	22%	3	20%	0	0%	1	20%	1	9%	1	13%
MALE	5	71%	9	82%	6	67%	11	73%	1	50%	4	80%	8	73%	7	88%

Age Group: Awards--NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash (Excludes employees in SES and Senior Level pay plans.)

	FY 01 (thru 3/31/2001)		FY 00		FY 99		FY 98		FY 97	
		%		%		%		%		%
TOTAL ALL AGES	1417	100%	2108	100%	2000	100%	1742	100%	1679	100%
56+	244	17%	373	18%	395	20%	369	21%	412	25%
50-55	339	24%	483	23%	486	24%	422	24%	396	24%
40-49	542	38%	818	39%	724	36%	625	36%	579	34%
39 & Under	292	21%	434	21%	395	20%	326	19%	292	17%

Age Group: Managers/Supervisors (includes SES & non-SES; excludes SLS/team leaders)

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL ALL AGES	334	100%	327	100%	322	100%	399	100%	430	100%
56+	69	21%	65	20%	62	19%	82	21%	86	20%
50-55	127	38%	125	38%	116	36%	132	33%	138	32%
40-49	117	35%	116	35%	122	38%	164	41%	184	43%
39 & Under	21	6%	21	6%	22	7%	21	5%	22	5%

Age Group: Performance Appraisal Ratings

FY 2000

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	**2405**	100%	**954**	**40%**	**1230**	**51%**	**215**	**9%**	**6**	**0.2%**
56+	**534**	100%	161	30%	305	57%	67	13%	1	0.2%
50-55	**561**	100%	224	40%	282	50%	53	9%	2	0%
40-49	**846**	95%	376	44%	402	48%	65	3%	3	0.4%
39 and less	**464**	100%	193	42%	241	52%	30	6%	0	0.0%

FY 1999

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	**2433**	100%	**918**	**38%**	**1295**	**53%**	**211**	**9%**	**9**	**0.4%**
56+	**585**	100%	161	28%	352	60%	68	12%	4	0.7%
50-55	**558**	100%	226	41%	289	52%	42	8%	1	0%
40-49	**845**	100%	335	40%	431	51%	76	9%	3	0.4%
39 and less	**445**	100%	196	44%	223	50%	25	6%	1	0.2%

FY 1998

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	**2622**	**100%**	**891**	**34%**	**1421**	**54%**	**303**	**12%**	**7**	**0.3%**
56+	**513**	100%	138	27%	302	59%	72	14%	1	0.2%
50-55	**557**	100%	190	34%	304	55%	63	11%	0	0%
40-49	**935**	100%	336	36%	476	51%	119	13%	4	0.4%
39 and less	**617**	100%	227	37%	339	55%	49	8%	2	0.3%

FY 1997

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	**2681**	**100%**	**1189**	**44%**	**1266**	**47%**	**221**	**8%**	**5**	**0.2%**
56+	**497**	100%	197	40%	247	50%	51	10%	2	0.4%
50-55	**541**	100%	255	47%	247	46%	38	7%	1	0.2%
40-49	**968**	100%	440	45%	454	47%	72	7%	2	0.2%
39 and less	**675**	100%	297	44%	318	47%	60	9%	0	0%

Age Group: Permanent Staff (inclusive of all pay grades)

	FY 01 (thru 3/31/2001)		FY 00		FY 99		FY 98		FY 97	
		%		%		%		%		%
TOTAL ALL AGES	2811	100%	2828	100%	2832	100%	2961	100%	3047	100%
56+	603	21%	610	22%	610	22%	592	20%	583	19%
50-55	691	25%	682	24%	635	22%	664	22%	644	21%
40-49	988	35%	978	35%	999	35%	1036	35%	1079	35%
39 & Under	529	19%	558	20%	588	21%	669	23%	741	24%

Age Group: Rotation Assignments

	FY 01 (thru 3/31/2001)		FY 00		FY 99		FY 98		FY 97	
		%		%		%		%		%
TOTAL ALL AGES	107	100%	193	100%	141	100%	215	100%	238	100%
56+	12	11%	23	12%	13	9%	24	11%	23	10%
50-55	18	17%	43	22%	41	29%	43	20%	43	18%
40-49	41	38%	81	42%	50	35%	90	42%	100	42%
39 & Under	36	34%	46	24%	37	26%	58	27%	72	30%

All Awards: NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash (Excludes employees in SES and Senior Level pay plans)

	FY 01 (thru 3/31/2001)		FY 2000		FY 1999		FY 1998		FY 1997	
		%		%		%		%		%
TOTAL	1417	100%	2108	100%	2000	100%	1742	100%	1679	100%
FEMALE	608	43%	861	41%	871	44%	694	40%	705	42%
MALE	809	57%	1247	59%	1129	56%	1048	60%	974	58%
AFRICAN AMERICAN	187	13%	278	13%	300	15%	218	13%	224	13%
FEMALE	148	10%	210	10%	214	11%	144	8%	155	9%
MALE	39	3%	68	3%	86	4%	74	4%	69	4%
ASIAN PACIFIC AMERICAN	75	5%	111	5%	103	5%	98	6%	77	5%
FEMALE	20	1%	40	2%	34	2%	32	2%	23	1%
MALE	55	4%	71	3%	69	3%	66	4%	54	3%
HISPANIC	26	2%	52	2%	38	2%	38	2%	34	2%
FEMALE	11	1%	19	1%	12	1%	12	1%	15	1%
MALE	15	1%	33	2%	26	1%	26	1%	19	1%
NATIVE AMERICAN	4	0.3%	7	0.3%	8	0.4%	4	0.2%	5	0.3%
FEMALE	0	0.0%	4	0.2%	4	0.2%	2	0.1%	0	0.0%
MALE	4	0.3%	3	0.1%	4	0.2%	2	0.1%	5	0.3%
WHITE	1125	79%	1660	79%	1551	78%	1384	79%	1339	80%
FEMALE	429	30%	588	28%	607	30%	504	29%	512	30%
MALE	696	49%	1072	51%	944	47%	880	51%	827	49%

Departures

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**87**	**100%**	**165**	**100%**	**233**	**100%**	**207**	**100%**	**194**	**100%**
FEMALE	**33**	**38%**	**71**	**43%**	**85**	**36%**	**78**	**38%**	**70**	**36%**
MALE	**54**	**62%**	**94**	**57%**	**148**	**64%**	**129**	**62%**	**124**	**64%**
AFRICAN AMERICAN	**12**	**14%**	**18**	**11%**	**22**	**9%**	**15**	**7%**	**12**	**6%**
FEMALE	8	9%	9	5%	13	6%	12	6%	10	5%
MALE	4	5%	9	5%	9	4%	3	1%	2	1%
ASIAN PACIFIC AMERICAN	**5**	**6%**	**11**	**7%**	**9**	**4%**	**12**	**6%**	**5**	**3%**
FEMALE	1	1%	4	2%	2	1%	4	2%	2	1%
MALE	4	5%	7	4%	7	3%	8	4%	3	2%
HISPANIC	**4**	**5%**	**4**	**2%**	**5**	**2%**	**5**	**2%**	**6**	**3%**
FEMALE	3	3%	2	1%	2	1%	0	0%	5	3%
MALE	1	1%	2	1%	3	1%	5	2%	1	1%
NATIVE AMERICAN	**0**	**0%**	**2**	**1%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
FEMALE	0	0%	2	1%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	**66**	**76%**	**130**	**79%**	**197**	**85%**	**175**	**85%**	**171**	**88%**
FEMALE	21	24%	54	33%	68	29%	62	30%	53	27%
MALE	45	52%	76	46%	129	55%	113	55%	118	61%

Hires

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**63**	**100%**	**161**	**100%**	**102**	**100%**	**116**	**100%**	**109**	**100%**
FEMALE	**27**	**43%**	**80**	**50%**	**47**	**46%**	**40**	**34%**	**31**	**28%**
MALE	**36**	**57%**	**81**	**50%**	**55**	**54%**	**76**	**66%**	**78**	**72%**
AFRICAN AMERICAN	**9**	**14%**	**19**	**12%**	**11**	**11%**	**9**	**8%**	**9**	**8%**
FEMALE	5	8%	14	9%	7	7%	6	5%	6	6%
MALE	4	6%	5	3%	4	4%	3	3%	3	3%
ASIAN PACIFIC AMERICAN	**4**	**6%**	**11**	**7%**	**5**	**5%**	**15**	**13%**	**5**	**5%**
FEMALE	2	3%	5	3%	1	1%	3	3%	1	1%
MALE	2	3%	6	4%	4	4%	12	10%	4	4%
HISPANIC	**7**	**11%**	**11**	**7%**	**5**	**5%**	**4**	**3%**	**1**	**1%**
FEMALE	2	3%	6	4%	2	2%	1	1%	1	1%
MALE	5	8%	5	3%	3	3%	3	3%	0	0%
NATIVE AMERICAN	**0**	**0%**	**0**	**0%**	**1**	**1%**	**1**	**1%**	**0**	**0%**
FEMALE	0	0%	0	0%	1	1%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	1	1%	0	0%
WHITE	**43**	**68%**	**120**	**75%**	**80**	**78%**	**87**	**75%**	**94**	**86%**
FEMALE	18	29%	55	34%	36	35%	30	26%	23	21%
MALE	25	40%	65	40%	44	43%	57	49%	71	65%

Managers/Supervisors (includes SES & non-SES supervisors/managers)

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**334**	**100%**	**327**	**100%**	**322**	**100%**	**399**	**100%**	**430**	**100%**
FEMALE	**61**	**18%**	**58**	**18%**	**57**	**18%**	**69**	**17%**	**77**	**18%**
MALE	**273**	**82%**	**269**	**82%**	**265**	**82%**	**330**	**83%**	**353**	**82%**
AFRICAN AMERICAN	**26**	**7.78%**	**27**	**8.26%**	**27**	**8.39%**	**29**	**7.27%**	**30**	**6.98%**
FEMALE	10	3%	10	3%	10	3%	14	4%	13	3%
MALE	16	5%	17	5%	17	5%	15	4%	17	4%
ASIAN PACIFIC AMERICAN	**11**	**3.29%**	**13**	**3.98%**	**13**	**4.04%**	**19**	**4.76%**	**21**	**4.88%**
FEMALE	3	1%	3	1%	4	1%	5	1%	6	1%
MALE	8	2%	10	3%	9	3%	14	4%	15	3%
HISPANIC	**8**	**2.40%**	**7**	**2.14%**	**7**	**2.17%**	**7**	**1.75%**	**6**	**1.40%**
FEMALE	2	0.60%	1	0.31%	1	0.31%	1	0.25%	1	0.23%
MALE	6	2%	6	2%	6	2%	6	2%	5	1%
NATIVE AMERICAN	**1**	**0.30%**	**1**	**0.31%**	**1**	**0.31%**	**0**	**0.00%**	**1**	**0.23%**
FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MALE	1	0.30%	1	0.31%	1	0.31%	0	0.00%	1	0.23%
WHITE	**288**	**86.23%**	**279**	**85.32%**	**274**	**85.09%**	**344**	**86.22%**	**372**	**86.51%**
FEMALE	46	14%	44	13%	42	13%	49	12%	57	13%
MALE	242	72%	235	72%	232	72%	295	74%	315	73%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	NON-SES COMPETITIVE SELECTIONS - FY 2001 (thru 3/31/01)																
3																	
4		TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
5	TOTAL	82	100%	5	100%	18	100%	5	100%	10	0%	3	100%	22	100%	19	100%
6	FEMALE	44	54%	5	100%	18	100%	5	100%	7	0%	1	33%	5	23%	3	16%
7	MALE	38	46%	0	0%	0	0%	0	0%	3	0%	2	67%	17	77%	16	84%
8	*AFRICAN AMERICAN*	19	23%	2	40%	4	22%	2	40%	6	0%	1	33%	3	14%	1	5%
9	*FEMALE*	13	16%	2	40%	4	22%	2	40%	4	0%	0	0%	1	5%	0	0%
10	*MALE*	6	7%	0	0%	0	0%	0	0%	2	0%	1	33%	2	9%	1	5%
11	*ASIAN PACIFIC AMERICAN*	6	7%	1	20%	1	6%	0	0%	0	0%	0	0%	4	18%	0	0%
12	*FEMALE*	3	4%	1	20%	1	6%	0	0%	0	0%	0	0%	1	5%	0	0%
13	*MALE*	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%
14	*HISPANIC*	3	4%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	2	11%
15	*FEMALE*	1	1%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
16	*MALE*	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
17	*NATIVE AMERICAN*	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
18	*FEMALE*	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
19	*MALE*	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
20	*WHITE*	54	66%	2	40%	12	67%	3	60%	4	0%	2	4%	15	68%	16	84%
21	*FEMALE*	27	33%	2	40%	12	67%	3	60%	3	0%	1	33%	3	14%	3	16%
22	*MALE*	27	33%	0	0%	0	0%	0	0%	1	0%	1	33%	12	55%	13	68%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	**Non-Supervisory Staff by Grade Categories - FY 2001 (thru 3/31/2001)**																
3	**(Excludes employees in categories: Executive Pay, SES, SLS, Administrative Judges, Supervisors/Managers & Team Leaders)**																
4		**TOTAL**	**%**	**GG 4/7**	**%**	**GG 8/9**	**%**	**GG 10/11**	**%**	**GG 12**	**%**	**GG 13**	**%**	**GG 14**	**%**	**GG 15**	**%**
5	**TOTAL**	**2282**	**100%**	**258**	**100%**	**184**	**100%**	**132**	**100%**	**89**	**100%**	**552**	**100%**	**633**	**100%**	**434**	**100%**
6	**FEMALE**	**960**	**42%**	**226**	**88%**	**165**	**90%**	**113**	**86%**	**65**	**73%**	**186**	**34%**	**141**	**22%**	**64**	**15%**
7	**MALE**	**1322**	**58%**	**32**	**12%**	**19**	**10%**	**19**	**14%**	**24**	**27%**	**366**	**66%**	**492**	**78%**	**370**	**85%**
8	***AFRICAN AMERICAN***	**325**	**14%**	**70**	**27%**	**62**	**34%**	**42**	**32%**	**28**	**31%**	**65**	**12%**	**41**	**6%**	**17**	**4%**
9	*FEMALE*	239	10%	58	22%	58	32%	40	30%	21	24%	38	7%	15	2%	9	2%
10	*MALE*	86	4%	12	5%	4	2%	2	2%	7	8%	27	5%	26	4%	8	2%
11	***ASIAN PACIFIC AMERICAN***	**175**	**8%**	**11**	**4%**	**5**	**3%**	**2**	**2%**	**3**	**3%**	**37**	**7%**	**62**	**10%**	**55**	**13%**
12	*FEMALE*	42	2%	10	4%	5	3%	2	2%	3	3%	9	2%	8	1%	5	1%
13	*MALE*	133	6%	1	0.39%	0	0%	0	0%	0	0%	28	5%	54	9%	50	12%
14	***HISPANIC***	**63**	**3%**	**13**	**5%**	**6**	**3%**	**4**	**3%**	**2**	**2%**	**21**	**4%**	**12**	**2%**	**5**	**1%**
15	*FEMALE*	23	1%	12	5%	3	2%	1	0.76%	2	2%	3	1%	2	0%	0	0.00%
16	*MALE*	40	2%	1	0.39%	3	2%	3	2%	0	0%	18	3%	10	2%	5	1%
17	***NATIVE AMERICAN***	**6**	**0%**	**1**	**0%**	**0**	**0%**	**2**	**2%**	**0**	**0%**	**1**	**0%**	**0**	**0%**	**2**	**0%**
18	*FEMALE*	2	0%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%
19	*MALE*	4	0%	1	0.39%	0	0%	0	0%	0	0%	1	0.18%	0	0%	2	0%
20	***WHITE***	**1713**	**75%**	**163**	**63%**	**111**	**60%**	**82**	**62%**	**56**	**63%**	**428**	**25%**	**518**	**82%**	**355**	**82%**
21	*FEMALE*	654	29%	146	57%	99	54%	68	52%	39	44%	136	25%	116	18%	50	12%
22	*MALE*	1059	46%	17	7%	12	7%	14	11%	17	19%	292	53%	402	64%	305	70%

Performance Appraisal Ratings - FY 2000

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	**2405**	**100%**	**954**	**40%**	**1230**	**51%**	**215**	**9%**	**6**	**0.2%**
FEMALE	**926**	**100%**	**405**	**44%**	**443**	**48%**	**77**	**8%**	**1**	**0.1%**
MALE	**1479**	**100%**	**549**	**37%**	**787**	**53%**	**138**	**9%**	**5**	**1%**
AFRICAN AMERICAN	**318**	**100%**	**112**	**35%**	**170**	**53%**	**36**	**11%**	**0**	**0.0%**
FEMALE	230	100%	90	39%	117	51%	23	10%	0	0.0%
MALE	88	100%	22	25%	53	60%	13	15%	0	0.0%
ASIAN PACIFIC AMERICAN	**174**	**100%**	**55**	**32%**	**103**	**59%**	**16**	**9%**	**0**	**0%**
FEMALE	39	100%	14	36%	21	54%	4	10%	0	0%
MALE	135	100%	41	30%	82	61%	12	9%	0	0%
HISPANIC	**53**	**100%**	**14**	**26%**	**29**	**55%**	**10**	**19%**	**0**	**0%**
FEMALE	19	100%	6	32%	10	53%	3	16%	0	0%
MALE	34	100%	8	24%	19	56%	7	21%	0	0%
NATIVE AMERICAN	**6**	**100%**	**3**	**50%**	**2**	**33%**	**1**	**17%**	**0**	**0%**
FEMALE	1	100%	0	0%	1	100%	0	0%	0	0%
MALE	5	100%	3	60%	1	20%	1	20%	0	0%
WHITE	**1854**	**100%**	**770**	**42%**	**926**	**50%**	**152**	**8%**	**6**	**0.3%**
FEMALE	637	100%	295	46%	294	46%	47	7%	1	0.2%
MALE	1217	100%	475	39%	632	52%	105	9%	5	0.4%

PERFORMANCE APPRAISAL RATINGS - FY 1999

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	**2433**	**100%**	**918**	**38%**	**1295**	**53%**	**211**	**9%**	**9**	**0.4%**
FEMALE	**938**	**100%**	**388**	**41%**	**470**	**50%**	**76**	**8%**	**4**	**0.4%**
MALE	**1495**	**100%**	**530**	**35%**	**825**	**55%**	**135**	**9%**	**5**	**1%**
AFRICAN AMERICAN	**330**	**100%**	**91**	**28%**	**199**	**60%**	**38**	**12%**	**2**	**0.6%**
FEMALE	230	100%	71	31%	135	59%	22	10%	2	0.9%
MALE	100	100%	20	20%	64	64%	16	16%	0	0.0%
ASIAN PACIFIC AMERICAN	**177**	**100%**	**49**	**28%**	**107**	**60%**	**20**	**11%**	**1**	**1%**
FEMALE	39	100%	14	36%	22	56%	3	8%	0	0%
MALE	138	100%	35	25%	85	62%	17	12%	1	1%
HISPANIC	**51**	**100%**	**9**	**18%**	**32**	**63%**	**10**	**20%**	**0**	**0%**
FEMALE	17	100%	5	29%	8	47%	4	24%	0	0%
MALE	34	100%	4	12%	24	71%	6	18%	0	0%
NATIVE AMERICAN	**8**	**100%**	**2**	**25%**	**4**	**50%**	**2**	**25%**	**0**	**0%**
FEMALE	3	100%	1	33%	2	67%	0	0%	0	0%
MALE	5	100%	1	20%	2	40%	2	40%	0	0%
WHITE	**1867**	**100%**	**767**	**41%**	**953**	**51%**	**141**	**8%**	**6**	**0.3%**
FEMALE	649	100%	297	46%	303	47%	47	7%	2	0.3%
MALE	1218	100%	470	39%	650	53%	94	8%	4	0.3%

PERFORMANCE APPRAISAL RATINGS - FY 1998

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	**2622**	**100%**	**891**	**34%**	**1421**	**54%**	**303**	**12%**	**7**	**0.3%**
FEMALE	**1011**	**100%**	**370**	**37%**	**542**	**54%**	**96**	**9%**	**3**	**0.3%**
MALE	**1611**	**100%**	**521**	**32%**	**879**	**55%**	**207**	**13%**	**4**	**1%**
AFRICAN AMERICAN	**356**	**100%**	**91**	**26%**	**210**	**59%**	**52**	**15%**	**3**	**0.8%**
FEMALE	248	100%	69	28%	146	59%	31	13%	2	0.8%
MALE	108	100%	22	20%	64	59%	21	19%	1	0.9%
ASIAN PACIFIC AMERICAN	**181**	**100%**	**43**	**24%**	**110**	**61%**	**28**	**15%**	**0**	**0%**
FEMALE	40	100%	11	28%	27	68%	2	5%	0	0%
MALE	141	100%	32	23%	83	59%	26	18%	0	0%
HISPANIC	**55**	**100%**	**11**	**20%**	**37**	**67%**	**7**	**13%**	**0**	**0%**
FEMALE	21	100%	5	24%	14	67%	2	10%	0	0%
MALE	34	100%	6	18%	23	68%	5	15%	0	0%
NATIVE AMERICAN	**7**	**100%**	**3**	**43%**	**3**	**43%**	**1**	**14%**	**0**	**0%**
FEMALE	2	100%	1	50%	1	50%	0	0%	0	0%
MALE	5	100%	2	40%	2	40%	1	20%	0	0%
WHITE	**2023**	**100%**	**743**	**37%**	**1061**	**52%**	**215**	**11%**	**4**	**0.2%**
FEMALE	700	100%	284	41%	354	51%	61	9%	1	0.1%
MALE	1323	100%	459	35%	707	53%	154	12%	3	0.2%

PERFORMANCE APPRAISAL RATINGS - FY 1997

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	**2681**	**100%**	**1189**	**44%**	**1266**	**47%**	**221**	**8%**	**5**	**0.2%**
FEMALE	**1053**	**100%**	**528**	**50%**	**446**	**42%**	**77**	**7%**	**2**	**0.2%**
MALE	**1628**	**100%**	**661**	**41%**	**820**	**50%**	**144**	**9%**	**3**	**0.5%**
AFRICAN AMERICAN	**362**	**100%**	**146**	**40%**	**168**	**46%**	**47**	**13%**	**1**	**0.3%**
FEMALE	258	100%	113	44%	111	43%	33	13%	1	0.4%
MALE	104	100%	33	32%	57	55%	14	13%	0	0.0%
ASIAN PACIFIC AMERICAN	**176**	**100%**	**61**	**35%**	**98**	**56%**	**16**	**9%**	**1**	**1%**
FEMALE	41	100%	16	39%	24	59%	0	0%	1	2%
MALE	135	100%	45	33%	74	55%	16	12%	0	0%
HISPANIC	**53**	**100%**	**12**	**23%**	**36**	**68%**	**5**	**9%**	**0**	**0%**
FEMALE	18	100%	3	17%	14	78%	1	6%	0	0%
MALE	35	100%	9	26%	22	63%	4	11%	0	0%
NATIVE AMERICAN	**6**	**100%**	**2**	**33%**	**3**	**50%**	**1**	**17%**	**0**	**0%**
FEMALE	2	100%	0	0%	2	100%	0	0%	0	0%
MALE	4	100%	2	50%	1	25%	1	25%	0	0%
WHITE	**2084**	**100%**	**968**	**46%**	**961**	**46%**	**152**	**7%**	**3**	**0.1%**
FEMALE	734	100%	396	54%	295	40%	43	6%	0	0%
MALE	1350	100%	572	42%	666	49%	109	8%	3	0.2%

Rotation Assignments

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**107**	**100%**	**193**	**100%**	**141**	**100%**	**215**	**100%**	**238**	**100%**
FEMALE	**44**	**41%**	**77**	**40%**	**66**	**47%**	**77**	**36%**	**90**	**38%**
MALE	**63**	**59%**	**116**	**60%**	**75**	**53%**	**138**	**64%**	**148**	**62%**
AFRICAN AMERICAN	**18**	**17%**	**32**	**17%**	**15**	**11%**	**24**	**11%**	**16**	**7%**
FEMALE	14	13%	24	12%	12	9%	17	8%	11	5%
MALE	4	4%	8	4%	3	2%	7	3%	5	2%
ASIAN PACIFIC AMERICAN	**10**	**9%**	**11**	**6%**	**12**	**9%**	**12**	**6%**	**16**	**7%**
FEMALE	2	2%	3	2%	3	2%	5	2%	9	4%
MALE	8	7%	8	4%	9	6%	7	3%	7	3%
HISPANIC	**3**	**3%**	**5**	**3%**	**2**	**1%**	**3**	**1%**	**6**	**3%**
FEMALE	2	2%	2	1%	0	0%	2	1%	2	1%
MALE	1	1%	3	2%	2	1%	1	0.5%	4	2%
NATIVE AMERICAN	**0**	**0%**	**2**	**1%**	**2**	**1%**	**3**	**1%**	**0**	**0%**
FEMALE	0	0%	2	1%	1	1%	0	0%	0	0%
MALE	0	0%	0	0%	1	1%	3	1%	0	0%
WHITE	**76**	**71%**	**143**	**74%**	**110**	**78%**	**173**	**80%**	**200**	**84%**
FEMALE	26	24%	46	24%	50	35%	53	25%	68	29%
MALE	50	47%	97	50%	60	43%	120	56%	132	55%

Senior Executive Service

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**141**	**100%**	**140**	**100%**	**140**	**100%**	**181**	**100%**	**185**	**100%**
FEMALE	**19**	**13%**	**19**	**14%**	**18**	**13%**	**21**	**12%**	**20**	**11%**
MALE	**122**	**87%**	**121**	**86%**	**122**	**87%**	**160**	**88%**	**165**	**89%**
AFRICAN AMERICAN	**9**	**6%**	**9**	**6%**	**9**	**6%**	**9**	**5%**	**8**	**4%**
FEMALE	2	1%	2	1%	2	1%	2	1%	1	1%
MALE	7	5%	7	5%	7	5%	7	4%	7	4%
ASIAN PACIFIC AMERICAN	**5**	**4%**	**5**	**4%**	**4**	**3%**	**7**	**4%**	**6**	**3%**
FEMALE	1	1%	1	1%	1	1%	1	1%	0	0%
MALE	4	3%	4	3%	3	2%	6	3%	6	3%
HISPANIC	**2**	**1%**	**2**	**1%**	**2**	**1%**	**2**	**1%**	**2**	**1%**
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	2	1%	2	1%	2	1%	2	1%
NATIVE AMERICAN	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	**125**	**89%**	**124**	**89%**	**125**	**89%**	**163**	**90%**	**169**	**91%**
FEMALE	16	11%	16	11%	15	11%	18	10%	19	10%
MALE	109	77%	108	77%	110	79%	145	80%	150	81%

Senior Level System

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	55	100%	59	100%	49	100%	38	100%	37	100%
FEMALE	11	20%	11	19%	10	20%	8	21%	7	19%
MALE	44	80%	48	81%	39	80%	30	79%	30	81%
AFRICAN AMERICAN	0	0%	0	0%	0	0%	2	5%	2	5%
FEMALE	0	0%	0	0%	0	0%	1	3%	1	3%
MALE	0	0%	0	0%	0	0%	1	3%	1	3%
ASIAN PACIFIC AMERICAN	3	5%	4	7%	4	8%	3	8%	4	11%
FEMALE	0	0%	0	0%	0	0%	0	0%	1	3%
MALE	3	5%	4	7%	4	8%	3	8%	3	8%
HISPANIC	1	2%	1	2%	1	2%	1	3%	1	3%
FEMALE	1	2%	1	2%	1	2%	1	3%	1	3%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	51	93%	54	92%	44	90%	32	84%	30	81%
FEMALE	10	18%	10	17%	9	18%	6	16%	4	11%
MALE	41	75%	44	75%	35	71%	26	68%	26	70%

Team Leaders

	FY 01 (thru 3/31/2001)	%	FY 00	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	135	100%	135	100%	135	100%	106	100%	107	100%
FEMALE	30	22%	32	24%	30	22%	18	17%	14	13%
MALE	105	78%	103	76%	105	78%	88	83%	93	87%
AFRICAN AMERICAN	17	13%	15	11%	13	10%	11	10%	5	5%
FEMALE	9	7%	9	7%	8	6%	5	5%	2	2%
MALE	8	6%	6	4%	5	4%	6	6%	3	3%
ASIAN PACIFIC AMERICAN	5	4%	7	5%	7	5%	2	2%	4	4%
FEMALE	2	1%	2	1%	1	1%	1	1%	0	0%
MALE	3	2%	5	4%	6	4%	1	1%	4	4%
HISPANIC	2	1%	2	1%	1	1%	3	3%	2	2%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	2	1%	1	1%	3	3%	2	2%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	111	82%	111	82%	114	84%	90	85%	96	90%
FEMALE	19	14%	21	16%	21	16%	12	11%	12	11%
MALE	92	68%	90	67%	93	69%	78	74%	84	79%