

Permanent Staff (inclusive of all pay grades)

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	3108	100%	3020	100%	2928	100%	2826	100%	2828	100%
FEMALE	1160	37%	1128	37%	1116	38%	1067	38%	1064	38%
MALE	1948	63%	1892	63%	1812	62%	1759	62%	1764	62%
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AFRICAN AMERICAN	413	13%	408	14%	391	13%	367	13%	368	13%
<i>FEMALE</i>	281	9%	278	9%	272	9%	258	9%	258	9%
<i>MALE</i>	132	4%	130	4%	119	4%	109	4%	110	4%
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ASIAN PACIFIC AMERICAN	232	7%	217	7%	207	7%	195	7%	196	7%
<i>FEMALE</i>	64	2%	55	2%	53	2%	49	2%	46	2%
<i>MALE</i>	168	5%	162	5%	154	5%	146	5%	150	5%
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HISPANIC	140	5%	136	5%	118	4%	90	3%	71	3%
<i>FEMALE</i>	55	2%	53	2%	46	2%	32	1%	27	1%
<i>MALE</i>	85	3%	83	3%	72	2%	58	2%	44	2%
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NATIVE AMERICAN	11	0.35%	11	0.36%	8	0.27%	9	0.32%	7	0.25%
<i>FEMALE</i>	1	0.03%	3	0.10%	2	0.07%	2	0.07%	2	0.07%
<i>MALE</i>	10	0.32%	8	0.26%	6	0.20%	7	0.25%	5	0.18%
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WHITE	2312	74%	2248	74%	2204	75%	2165	77%	2186	77%
<i>FEMALE</i>	759	24%	739	24%	743	25%	726	26%	731	26%
<i>MALE</i>	1553	50%	1509	50%	1461	50%	1439	51%	1455	51%

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

	FY 04		FY 03		FY 02		FY 01		FY 00	
		%		%		%		%		%
TOTAL ALL AGES	3108	100%	3020	100%	2928	100%	2826	100%	2828	100%
56+	779	25%	733	24%	667	23%	623	22%	610	22%
50-55	702	23%	689	23%	703	24%	696	25%	682	24%
40-49	999	32%	983	33%	982	34%	968	34%	978	35%
39 & Under	628	20%	615	20%	576	20%	539	19%	558	20%

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

	FY 04		FY 03		FY 02		FY 01		FY 00	
		%		%		%		%		%
TOTAL	375	100%	345	100%	343	100%	329	100%	327	100%
FEMALE	78	21%	67	19%	64	19%	61	19%	58	18%
MALE	297	79%	278	81%	279	81%	268	81%	269	82%
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AFRICAN AMERICAN	29	7.73%	25	7.25%	21	6.12%	24	7.29%	27	8.26%
FEMALE	11	3%	10	3%	8	2%	10	3%	10	3%
MALE	18	5%	15	4%	13	4%	14	4%	17	5%
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ASIAN PACIFIC AMERICAN	20	5.33%	19	5.51%	18	5.25%	13	3.95%	13	3.98%
FEMALE	4	1%	4	1%	3	1%	2	1%	3	1%
MALE	16	4%	15	4%	15	4%	11	3%	10	3%
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HISPANIC	10	2.67%	10	2.90%	7	2.04%	6	1.82%	7	2.14%
FEMALE	1	0.27%	1	0.29%	2	0.58%	2	0.61%	1	0.31%
MALE	9	2%	9	3%	5	1%	4	1%	6	2%
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NATIVE AMERICAN	2	0.53%	1	0.29%	1	0.29%	1	0.30%	1	0.31%
FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MALE	2	0.53%	1	0.29%	1	0.29%	1	0.30%	1	0.31%
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WHITE	314	83.73%	290	84.06%	296	86.30%	285	86.63%	279	85.32%
FEMALE	62	17%	52	15%	51	15%	47	14%	44	13%
MALE	252	67%	238	69%	245	71%	238	72%	235	72%

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

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL ALL AGES	375	100%	345	100%	343	100%	329	100%	327	100%
56+	96	26%	76	22%	75	22%	75	23%	65	20%
50-55	132	35%	133	39%	135	39%	125	38%	125	38%
40-49	124	33%	110	32%	112	33%	111	34%	116	35%
39 & Under	23	6%	26	8%	21	6%	18	5%	21	6%

Senior Executive Service

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	156	100%	146	100%	149	100%	146	100%	140	100%
FEMALE	26	17%	23	16%	23	15%	21	14%	19	14%
MALE	130	83%	123	84%	126	85%	125	86%	121	86%
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AFRICAN AMERICAN	8	5%	8	5%	7	5%	9	6%	9	6%
FEMALE	1	1%	2	1%	2	1%	2	1%	2	1%
MALE	7	4%	6	4%	5	3%	7	5%	7	5%
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ASIAN PACIFIC AMERICAN	7	4%	6	4%	7	5%	6	4%	5	4%
FEMALE	2	1%	2	1%	2	1%	2	1%	1	1%
MALE	5	3%	4	3%	5	3%	4	3%	4	3%
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HISPANIC	2	1%								
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	2	1%	2	1%	2	1%	2	1%
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NATIVE AMERICAN	1	1%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	1%	0	0%	0	0%	0	0%	0	0%
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WHITE	138	88%	130	89%	133	89%	129	88%	124	89%
FEMALE	23	15%	19	13%	19	13%	17	12%	16	11%
MALE	115	74%	111	76%	114	77%	112	77%	108	77%

Senior Level System

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	71	100%	71	100%	63	100%	62	100%	59	100%
FEMALE	12	17%	11	15%	11	17%	12	19%	11	19%
MALE	59	83%	60	85%	52	83%	50	81%	48	81%
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AFRICAN AMERICAN	0	0%	1	1%	1	2%	1	2%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	1	1%	1	2%	1	2%	0	0%
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ASIAN PACIFIC AMERICAN	5	7%	5	7%	4	6%	3	5%	4	7%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	5	7%	5	7%	4	6%	3	5%	4	7%
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HISPANIC	1	1%	2	3%	2	3%	2	3%	1	2%
FEMALE	0	0%	1	1%	1	2%	1	2%	1	2%
MALE	1	1%	1	1%	1	2%	1	2%	0	0%
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NATIVE AMERICAN	0	0%								
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	65	92%	63	89%	56	89%	56	90%	54	92%
FEMALE	12	17%	10	14%	10	16%	11	18%	10	17%
MALE	53	75%	53	75%	46	73%	45	73%	44	75%

Team Leaders

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	157	100%	164	100%	150	100%	135	100%	135	100%
FEMALE	47	30%	40	24%	40	27%	32	24%	32	24%
MALE	110	70%	124	76%	110	73%	103	76%	103	76%
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AFRICAN AMERICAN	18	11%	19	12%	18	12%	16	12%	15	11%
FEMALE	12	8%	10	6%	12	8%	8	6%	9	7%
MALE	6	4%	9	5%	6	4%	8	6%	6	4%
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ASIAN PACIFIC AMERICAN	6	4%	4	2%	5	3%	6	4%	7	5%
FEMALE	4	3%	2	1%	2	1%	2	1%	2	1%
MALE	2	1%	2	1%	3	2%	4	3%	5	4%
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HISPANIC	2	1%	3	2%	2	1%	2	1%	2	1%
FEMALE	1	1%	2	1%	1	1%	0	0%	0	0%
MALE	1	1%	1	1%	1	1%	2	1%	2	1%
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NATIVE AMERICAN	0	0%								
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	131	83%	138	84%	125	83%	111	82%	111	82%
FEMALE	30	19%	26	16%	25	17%	22	16%	21	16%
MALE	101	64%	112	68%	100	67%	89	66%	90	67%

Non-Supervisory Staff by Grade Categories - FY 2004 (Excludes employees in categories: Executive Pay, SES, SLS, Administrative Judges, Supervisors/Managers & Team Leaders)

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	2502	100%	239	100%	211	100%	184	100%	130	100%	538	99%	664	100%	536	100%
FEMALE	1023	41%	206	86%	168	80%	132	72%	80	62%	183	34%	154	23%	100	18%
MALE	1479	59%	33	14%	43	20%	52	28%	50	38%	355	65%	510	77%	436	81%
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AFRICAN AMERICAN	366	15%	65	27%	60	28%	47	26%	37	28%	82	15%	53	8%	22	4%
FEMALE	258	10%	53	22%	53	25%	39	21%	27	21%	49	9%	26	4%	11	2%
MALE	108	4%	12	5%	7	3%	8	4%	10	8%	33	6%	27	4%	11	2%
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ASIAN PACIFIC AMERICAN	200	8%	12	5%	14	7%	7	4%	5	4%	38	7%	56	8%	68	13%
FEMALE	56	2%	12	5%	11	5%	6	3%	2	2%	10	2%	4	1%	11	2%
MALE	144	6%	0	0.00%	3	1%	1	1%	3	2%	28	5%	52	8%	57	11%
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HISPANIC	127	5%	10	4%	18	9%	26	14%	16	12%	32	6%	17	3%	8	1%
FEMALE	53	2%	8	3%	12	6%	14	7.61%	6	5%	7	1%	4	1%	2	0.37%
MALE	74	3%	2	0.84%	6	3%	12	7%	10	8%	25	5%	13	2%	6	1%
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NATIVE AMERICAN	9	0%	0	0%	1	0%	0	0%	0	0%	3	1%	1	0%	4	1%
FEMALE	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
MALE	8	0%	0	0.00%	1	0%	0	0%	0	0%	3	0.56%	1	0%	3	1%
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WHITE	1800	72%	152	64%	118	56%	104	57%	72	55%	383	21%	537	81%	434	81%
FEMALE	655	26%	133	56%	92	44%	73	40%	45	35%	117	22%	120	18%	75	14%
MALE	1145	46%	19	8%	26	12%	31	17%	27	21%	266	49%	417	63%	359	67%

Mid-Level (GG 13-15) Employees

	FY 04						FY 03						FY 02					
	Engineering/ Scientific		Administrative		Total		Engineering/ Scientific		Administrative		Total		Engineering/ Scientific		Administrative		Total	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
TOTAL	1405	100%	692	100%	2097	100%	1372	100%	647	100%	2019	100%	1338	100%	604	100%	1942	100%
FEMALE	199	14%	334	48%	533	25%	187	14%	308	48%	495	25%	174	13%	301	50%	475	24%
MALE	1206	86%	358	52%	1564	75%	1185	86%	339	52%	1524	75%	1164	87%	303	50%	1467	76%
AFRICAN AMERICAN	72	5%	122	18%	194	9%	75	5%	113	17%	188	9%	70	5%	98	16%	168	9%
<i>FEMALE</i>	27	2%	81	12%	108	5%	28	2%	74	11%	102	5%	27	2%	64	11%	91	5%
<i>MALE</i>	45	3%	41	6%	86	4%	47	3%	39	6%	86	4%	43	3%	34	6%	77	4%
ASIAN PACIFIC AMERICAN	164	12%	17	2%	181	9%	160	12%	11	2%	171	8%	152	11%	9	1%	161	8%
<i>FEMALE</i>	21	1%	10	1%	31	1%	19	1%	6	1%	25	1%	17	1%	6	1%	23	1%
<i>MALE</i>	143	10%	7	1%	150	7%	141	10%	5	1%	146	7%	135	10%	3	0%	138	7%
HISPANIC	49	3%	17	2%	66	3%	42	3%	14	2%	56	3%	40	3%	11	2%	51	3%
<i>FEMALE</i>	10	1%	5	1%	15	1%	6	0%	5	1%	11	1%	5	0%	4	1%	9	0%
<i>MALE</i>	39	3%	12	2%	51	2%	36	3%	9	1%	45	2%	35	3%	7	1%	42	2%
NATIVE AMERICAN	6	0%	3	0%	9	0%	6	0%	3	0%	9	0%	6	0%	2	0%	8	0%
<i>FEMALE</i>	1	0%	0	0%	1	0%	2	0%	0	0%	2	0%	2	0%	0	0%	2	0%
<i>MALE</i>	5	0%	3	0%	8	0%	4	0%	3	0%	7	0%	4	0%	2	0%	6	0%
WHITE	1114	79%	533	77%	1647	79%	1089	79%	506	78%	1595	79%	1070	80%	484	80%	1554	80%
<i>FEMALE</i>	140	10%	238	34%	378	18%	132	10%	223	34%	355	18%	123	9%	227	38%	350	18%
<i>MALE</i>	974	69%	295	43%	1269	61%	957	70%	283	44%	1240	61%	947	71%	257	43%	1204	62%

Non-SES Competitive Selections - FY 2004

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	320	100%	19	100%	32	100%	11	100%	10	100%	15	100%	107	100%	126	100%
FEMALE	148	46%	17	89%	30	94%	10	91%	8	80%	5	33%	33	31%	45	36%
MALE	172	54%	2	11%	2	6%	1	9%	2	20%	10	67%	74	69%	81	64%
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AFRICAN AMERICAN	51	16%	7	37%	8	25%	6	55%	2	20%	2	13%	12	11%	14	11%
<i>FEMALE</i>	37	12%	6	32%	7	22%	5	45%	1	10%	2	13%	7	7%	9	7%
<i>MALE</i>	14	4%	1	5%	1	3%	1	9%	1	10%	0	0%	5	5%	5	4%
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ASIAN PACIFIC AMERICAN	29	9%	2	11%	4	13%	1	9%	0	0%	0	0%	9	8%	13	10%
<i>FEMALE</i>	16	5%	2	11%	4	13%	1	9%	0	0%	0	0%	3	3%	6	5%
<i>MALE</i>	13	4%	0	0%	0	0%	0	0%	0	0%	0	0%	6	6%	7	6%
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HISPANIC	7	2%	0	0%	1	3%	0	0%	0	0%	3	20%	2	2%	1	1%
<i>FEMALE</i>	2	1%	0	0%	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%
<i>MALE</i>	5	2%	0	0%	0	0%	0	0%	0	0%	3	20%	1	1%	1	1%
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NATIVE AMERICAN	2	1%	0	0%	0	0%	2	2%								
<i>FEMALE</i>	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
<i>MALE</i>	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
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WHITE	231	72%	10	53%	19	59%	4	36%	8	80%	10	67%	84	79%	96	76%
<i>FEMALE</i>	92	29%	9	47%	18	56%	4	36%	7	70%	3	20%	22	21%	29	23%
<i>MALE</i>	139	43%	1	5%	1	3%	0	0%	1	10%	7	47%	62	58%	67	53%

Non-SES Competitive Selections - FY 2003

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
	%		%		%		%		%		%		%		%	
TOTAL	281	100%	17	100%	31	100%	11	100%	7	100%	11	100%	102	100%	102	100%
FEMALE	114	41%	16	94%	29	94%	10	91%	6	86%	2	18%	28	27%	23	23%
MALE	167	59%	1	6%	2	6%	1	9%	1	14%	9	82%	74	73%	79	77%
AFRICAN AMERICAN	42	15%	5	29%	9	29%	5	45%	3	43%	3	27%	14	14%	3	3%
FEMALE	29	10%	4	24%	9	29%	4	36%	3	43%	2	18%	7	7%	0	0%
MALE	13	5%	1	6%	0	0%	1	9%	0	0%	1	9%	7	7%	3	3%
ASIAN PACIFIC AMERICAN	21	7%	1	6%	2	6%	1	9%	1	14%	1	9%	8	8%	7	7%
FEMALE	8	3%	1	6%	2	6%	1	9%	1	14%	0	0%	2	2%	1	1%
MALE	13	5%	0	0%	0	0%	0	0%	0	0%	1	9%	6	6%	6	6%
HISPANIC	12	4%	3	18%	4	13%	0	0%	0	0%	0	0%	2	2%	3	3%
FEMALE	6	2%	3	18%	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	6	2%	0	0%	1	3%	0	0%	0	0%	0	0%	2	2%	3	3%
NATIVE AMERICAN	2	1%	0	0%	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%
FEMALE	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
MALE	1	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	204	73%	8	47%	15	48%	5	45%	3	43%	7	64%	77	75%	89	87%
FEMALE	70	25%	8	47%	15	48%	5	45%	2	29%	0	0%	18	18%	22	22%
MALE	134	48%	0	0%	0	0%	0	0%	1	14%	7	64%	59	58%	67	66%

Non-SES Competitive Selections - FY 2002

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	287	100%	18	100%	22	100%	7	100%	10	100%	19	100%	109	100%	102	100%
FEMALE	115	40%	16	89%	21	95%	7	100%	7	70%	12	63%	24	22%	28	27%
MALE	172	60%	2	11%	1	5%	0	0%	3	30%	7	37%	85	78%	74	73%
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AFRICAN AMERICAN	42	15%	7	39%	6	27%	2	29%	5	50%	4	21%	11	10%	7	7%
FEMALE	33	11%	6	33%	6	27%	2	29%	5	50%	4	21%	8	7%	2	2%
MALE	9	3%	1	6%	0	0%	0	0%	0	0%	0	0%	3	3%	5	5%
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ASIAN PACIFIC AMERICAN	26	9%	2	11%	0	0%	1	14%	0	0%	0	0%	9	8%	14	14%
FEMALE	8	3%	2	11%	0	0%	1	14%	0	0%	0	0%	3	3%	2	2%
MALE	18	6%	0	0%	0	0%	0	0%	0	0%	0	0%	6	6%	12	12%
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HISPANIC	8	3%	1	6%	1	5%	0	0%	1	10%	1	5%	3	3%	1	1%
FEMALE	3	1%	1	6%	1	5%	0	0%	0	0%	0	0%	1	1%	0	0%
MALE	5	2%	0	0%	0	0%	0	0%	1	10%	1	5%	2	2%	1	1%
<hr/>																
NATIVE AMERICAN	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
<hr/>																
WHITE	210	73%	8	44%	15	68%	4	57%	4	40%	14	74%	86	79%	79	77%
FEMALE	71	25%	7	39%	14	64%	4	57%	2	20%	8	42%	12	11%	24	24%
MALE	139	48%	1	6%	1	5%	0	0%	2	20%	6	32%	74	68%	55	54%

Non-SES Competitive Selections - FY 2001

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
	%		%		%		%		%		%		%		%	
TOTAL	179	100%	8	100%	36	100%	9	100%	14	100%	7	100%	56	100%	49	100%
FEMALE	88	49%	8	100%	35	97%	9	100%	10	71%	2	29%	14	25%	10	20%
MALE	91	51%	0	0%	1	3%	0	0%	4	29%	5	71%	42	75%	39	80%
<hr/>																
AFRICAN AMERICAN	32	18%	2	25%	11	31%	3	33%	8	57%	1	14%	6	11%	1	2%
<i>FEMALE</i>	24	13%	2	25%	10	28%	3	33%	5	36%	0	0%	4	7%	0	0%
<i>MALE</i>	8	4%	0	0%	1	3%	0	0%	3	21%	1	14%	2	4%	1	2%
<hr/>																
ASIAN PACIFIC AMERICAN	11	6%	1	13%	1	3%	0	0%	0	0%	1	14%	6	11%	2	4%
<i>FEMALE</i>	4	2%	1	13%	1	3%	0	0%	0	0%	0	0%	2	4%	0	0%
<i>MALE</i>	7	4%	0	0%	0	0%	0	0%	0	0%	1	14%	4	7%	2	4%
<hr/>																
HISPANIC	7	4%	0	0%	3	8%	1	11%	0	0%	0	0%	0	0%	3	6%
<i>FEMALE</i>	5	3%	0	0%	3	8%	1	11%	0	0%	0	0%	0	0%	1	2%
<i>MALE</i>	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
<hr/>																
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>FEMALE</i>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>MALE</i>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	129	72%	5	63%	21	58%	5	56%	6	43%	5	71%	44	79%	43	88%
<i>FEMALE</i>	55	31%	5	63%	21	58%	5	56%	5	36%	2	29%	8	14%	9	18%
<i>MALE</i>	74	41%	0	0%	0	0%	0	0%	1	7%	3	43%	36	64%	34	69%

Non-SES Competitive Selections - FY 2000

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
	%		%		%		%		%		%		%		%	
TOTAL	165	99%	13	100%	28	100%	9	100%	1	100%	11	100%	45	100%	58	100%
FEMALE	91	55%	11	85%	25	89%	9	100%	1	100%	8	73%	18	40%	19	33%
MALE	74	45%	2	15%	3	11%	0	0%	0	0%	3	27%	27	60%	39	67%
AFRICAN AMERICAN	20	12%	5	38%	8	29%	2	22%	0	0%	1	9%	3	7%	1	2%
FEMALE	16	10%	4	31%	6	21%	2	22%	0	0%	1	9%	2	4%	1	2%
MALE	4	2%	1	8%	2	7%	0	0%	0	0%	0	0%	1	2%	0	0%
ASIAN PACIFIC AMERICAN	10	6%	0	0%	1	4%	1	11%	0	0%	0	0%	3	7%	5	9%
FEMALE	6	4%	0	0%	1	4%	1	11%	0	0%	0	0%	1	2%	3	5%
MALE	4	2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	2	3%
HISPANIC	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
FEMALE	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NATIVE AMERICAN	1	1%	0	0%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%
FEMALE	1	1%	0	0%	0	0%	1	11%	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	133	81%	8	62%	19	68%	5	56%	1	100%	10	91%	39	87%	51	88%
FEMALE	67	41%	7	54%	18	64%	5	56%	1	100%	7	64%	15	33%	14	24%
MALE	66	40%	1	8%	1	4%	0	0%	0	0%	3	27%	24	53%	37	64%

Advancements to SES & SLS

	FY 04				FY 03				FY 02				FY 01				FY 00			
	SES	%	SLS	%																
TOTAL	23	100%	1	100%	6	100%	8	100%	5	100%	7	100%	11	100%	5	100%	9	100%	15	100%
FEMALE	6	26%	1	100%	1	17%	2	25%	2	40%	1	14%	3	27%	2	40%	2	22%	3	20%
MALE	17	74%	0	0%	5	83%	6	75%	3	60%	6	86%	8	73%	3	60%	7	78%	12	80%
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AFRICAN AMERICAN	2	9%	0	0%	2	33%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	9%	0	0%	1	17%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
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ASIAN PACIFIC AMERICAN	1	4%	0	0%	0	0%	1	13%	0	0%	1	14%	2	18%	0	0%	1	11%	1	7%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
MALE	1	4%	0	0%	0	0%	1	13%	0	0%	1	14%	1	9%	0	0%	1	11%	1	7%
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HISPANIC	0	0%	0	0%	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%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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NATIVE AMERICAN	1	4%	0	0%	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%	0	0%	0	0%
MALE	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	19	83%	1	100%	4	67%	7	88%	5	100%	6	86%	8	73%	5	100%	8	89%	14	93%
FEMALE	6	26%	1	100%	0	0%	2	25%	2	40%	1	14%	2	18%	2	40%	2	22%	3	20%
MALE	13	57%	0	0%	4	67%	5	63%	3	60%	5	71%	6	55%	3	60%	6	67%	11	73%

Hires

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	250	100%	251	100%	243	100%	158	100%	161	100%
FEMALE	90	36%	71	28%	107	44%	69	44%	80	50%
MALE	160	64%	180	72%	136	56%	89	56%	81	50%
<hr/>										
AFRICAN AMERICAN	31	12%	30	12%	47	19%	19	12%	19	12%
FEMALE	17	7%	13	5%	30	12%	14	9%	14	9%
MALE	14	6%	17	7%	17	7%	5	3%	5	3%
<hr/>										
ASIAN PACIFIC AMERICAN	19	8%	20	8%	19	8%	8	5%	11	7%
FEMALE	10	4%	3	1%	7	3%	5	3%	5	3%
MALE	9	4%	17	7%	12	5%	3	2%	6	4%
<hr/>										
HISPANIC	7	3%	21	8%	30	12%	26	16%	11	7%
FEMALE	3	1%	8	3%	14	6%	8	5%	6	4%
MALE	4	2%	13	5%	16	7%	18	11%	5	3%
<hr/>										
NATIVE AMERICAN	1	0%	2	1%	1	0%	1	1%	0	0%
FEMALE	0	0%	0	0%	1	0%	0	0%	0	0%
MALE	1	0%	2	1%	0	0%	1	1%	0	0%
<hr/>										
WHITE	192	77%	178	71%	146	60%	104	66%	120	75%
FEMALE	60	24%	47	19%	55	23%	42	27%	55	34%
MALE	132	53%	131	52%	91	37%	62	39%	65	40%

Hires by Level

	Entry Level		Intermediate Level		Mid Level		SES		Senior Level		Other		Total	
	%		%		%		%		%		%		%	
TOTAL	35	100%	11	100%	157	100%	2	100%	4	0%	41	100%	250	100%
FEMALE	16	46%	4	36%	35	22%	1	50%	0	0%	34	83%	90	36%
MALE	19	54%	7	64%	122	78%	1	50%	4	0%	7	17%	160	64%
<hr/>														
AFRICAN AMERICAN	6	17%	0	0%	12	8%	0	0%	0	0%	13	32%	31	12%
<i>FEMALE</i>	2	6%	0	0%	3	2%	0	0%	0	0%	12	29%	17	7%
<i>MALE</i>	4	11%	0	0%	9	6%	0	0%	0	0%	1	2%	14	6%
<hr/>														
ASIAN PACIFIC AMERICAN	4	11%	1	9%	13	8%	0	0%	0	0%	1	2%	19	8%
<i>FEMALE</i>	3	9%	1	9%	5	3%	0	0%	0	0%	1	2%	10	4%
<i>MALE</i>	1	3%	0	0%	8	5%	0	0%	0	0%	0	0%	9	4%
<hr/>														
HISPANIC	2	6%	2	18%	2	1%	0	0%	0	0%	1	2%	7	3%
<i>FEMALE</i>	1	3%	1	9%	0	0%	0	0%	0	0%	1	2%	3	1%
<i>MALE</i>	1	3%	1	9%	2	1%	0	0%	0	0%	0	0%	4	2%
<hr/>														
NATIVE AMERICAN	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%
<i>FEMALE</i>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>MALE</i>	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%
<hr/>														
WHITE	23	66%	8	73%	129	82%	2	100%	4	0%	26	63%	192	77%
<i>FEMALE</i>	10	29%	2	18%	27	17%	1	50%	0	0%	20	49%	60	24%
<i>MALE</i>	13	37%	6	55%	102	65%	1	50%	4	0%	6	15%	132	53%

NSPDP Hires

	FY 04		FY 03		FY 02	
	%		%		%	
TOTAL	34	100%	51	100%	67	100%
FEMALE	15	44%	15	29%	33	49%
MALE	19	56%	36	71%	34	51%
<hr/>						
AFRICAN AMERICAN	5	15%	10	20%	17	25%
<i>FEMALE</i>	3	9%	3	6%	11	16%
<i>MALE</i>	2	6%	7	14%	6	9%
<hr/>						
ASIAN PACIFIC AMERICAN	4	12%	6	12%	2	3%
<i>FEMALE</i>	3	9%	2	4%	1	1%
<i>MALE</i>	1	3%	4	8%	1	1%
<hr/>						
HISPANIC	1	3%	11	22%	23	34%
<i>FEMALE</i>	1	3%	4	8%	12	18%
<i>MALE</i>	0	0%	7	14%	11	16%
<hr/>						
NATIVE AMERICAN	0	0%	0	0%	0	0%
<i>FEMALE</i>	0	0%	0	0%	0	0%
<i>MALE</i>	0	0%	0	0%	0	0%
<hr/>						
WHITE	24	71%	24	47%	25	37%
<i>FEMALE</i>	8	24%	6	12%	9	13%
<i>MALE</i>	16	47%	18	35%	16	24%

**Student Temporary Hires
(formerly Summer Hires)**

	FY 04		FY 03		FY 02	
	%		%		%	
TOTAL	71	100%	66	100%	69	100%
FEMALE	33	46%	29	44%	34	49%
MALE	38	54%	37	56%	35	51%
<hr/>						
AFRICAN AMERICAN	12	17%	8	12%	16	23%
<i>FEMALE</i>	6	8%	5	8%	10	14%
<i>MALE</i>	6	8%	3	5%	6	9%
<hr/>						
ASIAN PACIFIC AMERICAN	10	14%	9	14%	9	13%
<i>FEMALE</i>	2	3%	6	9%	6	9%
<i>MALE</i>	8	11%	3	5%	3	4%
<hr/>						
HISPANIC	4	6%	3	5%	5	7%
<i>FEMALE</i>	3	4%	0	0%	1	1%
<i>MALE</i>	1	1%	3	5%	4	6%
<hr/>						
NATIVE AMERICAN	0	0%	0	0%	0	0%
<i>FEMALE</i>	0	0%	0	0%	0	0%
<i>MALE</i>	0	0%	0	0%	0	0%
<hr/>						
WHITE	45	63%	46	70%	39	57%
<i>FEMALE</i>	22	31%	18	27%	17	25%
<i>MALE</i>	23	32%	28	42%	22	32%

Departures

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	163	100%	150	100%	144	100%	167	100%	165	100%
FEMALE	58	36%	55	37%	59	41%	71	43%	71	43%
MALE	105	64%	95	63%	85	59%	96	57%	94	57%
<hr/>										
AFRICAN AMERICAN	25	15%	12	8%	23	16%	23	14%	18	11%
FEMALE	14	9%	5	3%	17	12%	17	10%	9	5%
MALE	11	7%	7	5%	6	4%	6	4%	9	5%
<hr/>										
ASIAN PACIFIC AMERICAN	5	3%	9	6%	10	7%	9	5%	11	7%
FEMALE	1	1%	2	1%	3	2%	2	1%	4	2%
MALE	4	2%	7	5%	7	5%	7	4%	7	4%
<hr/>										
HISPANIC	3	2%	3	2%	3	2%	6	4%	4	2%
FEMALE	1	1%	0	0%	0	0%	3	2%	2	1%
MALE	2	1%	3	2%	3	2%	3	2%	2	1%
<hr/>										
NATIVE AMERICAN	2	1%	0	0%	1	1%	0	0%	2	1%
FEMALE	2	1%	0	0%	1	1%	0	0%	2	1%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	128	79%	126	84%	107	74%	129	77%	130	79%
FEMALE	40	25%	48	32%	38	26%	49	29%	54	33%
MALE	88	54%	78	52%	69	48%	80	48%	76	46%

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

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL ALL AGES	2887	100%	2561	100%	2372	100%	2113	100%	2108	100%
56+	617	21%	519	20%	441	19%	379	18%	373	18%
50-55	655	23%	615	24%	546	23%	499	24%	483	23%
40-49	1,051	36%	958	37%	923	39%	801	38%	818	39%
39 & Under	564	20%	469	18%	462	19%	434	21%	434	21%

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

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	2887	100%	2561	100%	2372	100%	2113	100%	2108	100%
FEMALE	1160	40%	1036	40%	959	40%	879	42%	861	41%
MALE	1727	60%	1525	60%	1413	60%	1234	58%	1247	59%
<hr/>										
AFRICAN AMERICAN	378	13%	329	13%	308	13%	273	13%	278	13%
<i>FEMALE</i>	265	9%	230	9%	219	9%	213	10%	210	10%
<i>MALE</i>	113	4%	99	4%	89	4%	60	3%	68	3%
<hr/>										
ASIAN PACIFIC AMERICAN	178	6%	160	6%	132	6%	115	5%	111	5%
<i>FEMALE</i>	58	2%	40	2%	40	2%	36	2%	40	2%
<i>MALE</i>	120	4%	120	5%	92	4%	79	4%	71	3%
<hr/>										
HISPANIC	98	3%	79	3%	60	3%	44	2%	52	2%
<i>FEMALE</i>	42	1%	32	1%	27	1%	16	1%	19	1%
<i>MALE</i>	56	2%	47	2%	33	1%	28	1%	33	2%
<hr/>										
NATIVE AMERICAN	7	0.2%	5	0.2%	4	0.2%	6	0.3%	7	0.3%
<i>FEMALE</i>	1	0.0%	1	0.0%	0	0.0%	0	0.0%	4	0.2%
<i>MALE</i>	6	0.2%	4	0.2%	4	0.2%	6	0.3%	3	0.1%
<hr/>										
WHITE	2226	77%	1988	78%	1868	79%	1675	79%	1660	79%
<i>FEMALE</i>	794	28%	733	29%	673	28%	614	29%	588	28%
<i>MALE</i>	1432	50%	1255	49%	1195	50%	1061	50%	1072	51%

NRC Distinguished and Meritorious Service Awards

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	41	100%	41	100%	43	100%	38	100%	42	100%
FEMALE	20	49%	17	41%	20	47%	14	37%	15	36%
MALE	21	51%	24	59%	23	53%	24	63%	27	64%
<hr/>										
AFRICAN AMERICAN	8	20%	6	15%	6	14%	6	16%	2	5%
<i>FEMALE</i>	5	12%	4	10%	5	12%	3	8%	1	2%
<i>MALE</i>	3	7%	2	5%	1	2%	3	8%	1	2%
<hr/>										
ASIAN PACIFIC AMERICAN	1	2%	2	5%	2	5%	2	5%	2	5%
<i>FEMALE</i>	0	0%	0	0.0%	0	0.0%	1	2.6%	1	2.4%
<i>MALE</i>	1	2%	2	4.9%	2	4.7%	1	2.6%	1	2.4%
<hr/>										
HISPANIC	1	2%	1	2%	2	5%	0	0%	1	2%
<i>FEMALE</i>	0	0%	1	2%	1	2%	0	0%	0	0%
<i>MALE</i>	1	2%	0	0%	1	2%	0	0%	1	2%
<hr/>										
NATIVE AMERICAN	0	0%								
<i>FEMALE</i>	0	0%	0	0%	0	0%	0	0%	0	0%
<i>MALE</i>	0	0%	0	0%	0	0%	0	0%	0	0%
<hr/>										
WHITE	31	76%	32	78%	33	77%	30	79%	37	88%
<i>FEMALE</i>	15	37%	12	29%	14	33%	10	26%	13	31%
<i>MALE</i>	16	39%	20	49%	19	44%	20	53%	24	57%

High Quality Increase (Excludes employees in SES and Senior Level pay plans)

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	37	100%	43	100%	34	100%	52	100%	162	100%
FEMALE	19	51%	28	65%	17	50%	21	40%	88	54%
MALE	18	49%	15	35%	17	50%	31	60%	74	46%
<hr/>										
AFRICAN AMERICAN	1	3%	10	23%	4	12%	7	13%	22	14%
FEMALE	1	3%	8	19%	2	6%	6	12%	17	10%
MALE	0	0%	2	5%	2	6%	1	2%	5	3%
<hr/>										
ASIAN PACIFIC AMERICAN	3	8%	2	5%	1	3%	2	4%	12	7%
FEMALE	0	0.0%	1	2.3%	0	0.0%	1	1.9%	8	4.9%
MALE	3	8.1%	1	2.3%	1	2.9%	1	1.9%	4	2.5%
<hr/>										
HISPANIC	2	5%	2	5%	0	0%	3	6%	2	1%
FEMALE	0	0%	1	2%	0	0%	0	0%	1	1%
MALE	2	5%	1	2%	0	0%	3	6%	1	1%
<hr/>										
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%
<hr/>										
WHITE	31	84%	29	67%	29	85%	40	77%	126	78%
FEMALE	18	49%	18	42%	15	44%	14	27%	62	38%
MALE	13	35%	11	26%	14	41%	26	50%	64	40%

Performance Award (Excludes employees in SES and Senior Level pay plans)

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	2809	100%	2477	100%	2295	100%	2023	100%	1909	100%
FEMALE	1121	40%	991	40%	922	40%	844	42%	758	40%
MALE	1688	60%	1486	60%	1373	60%	1179	58%	1151	60%
<hr/>										
AFRICAN AMERICAN	369	13%	313	13%	298	13%	260	13%	255	13%
<i>FEMALE</i>	259	9%	218	9%	212	9%	204	10%	193	10%
<i>MALE</i>	110	4%	95	4%	86	4%	56	3%	62	3%
<hr/>										
ASIAN PACIFIC AMERICAN	174	6%	156	6%	129	6%	111	5%	96	5%
<i>FEMALE</i>	58	2%	39	2%	40	2%	34	2%	30	2%
<i>MALE</i>	116	4%	117	5%	89	4%	77	4%	66	3%
<hr/>										
HISPANIC	95	3%	76	3%	58	3%	41	2%	49	3%
<i>FEMALE</i>	42	1%	30	1%	26	1%	16	1%	18	1%
<i>MALE</i>	53	2%	46	2%	32	1%	25	1%	31	2%
<hr/>										
NATIVE AMERICAN	7	0.2%	5	0.2%	4	0.2%	6	0.3%	7	0.4%
<i>FEMALE</i>	1	0.0%	1	0.0%	0	0.0%	0	0.0%	4	0.2%
<i>MALE</i>	6	0.2%	4	0.2%	4	0.2%	6	0.3%	3	0.2%
<hr/>										
WHITE	2164	77%	1927	78%	1806	79%	1605	79%	1502	79%
<i>FEMALE</i>	761	27%	703	28%	644	28%	590	29%	513	27%
<i>MALE</i>	1403	50%	1224	49%	1162	51%	1015	50%	989	52%

Rotation Assignments

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL	259	100%	224	100%	208	100%	199	100%	193	100%
FEMALE	107	41%	97	43%	80	38%	72	36%	77	40%
MALE	152	59%	127	57%	128	62%	127	64%	116	60%
<hr/>										
AFRICAN AMERICAN	50	19%	37	17%	21	10%	29	15%	32	17%
FEMALE	28	11%	25	11%	15	7%	20	10%	24	12%
MALE	22	8%	12	5%	6	3%	9	5%	8	4%
<hr/>										
ASIAN PACIFIC AMERICAN	26	10%	23	10%	23	11%	19	10%	11	6%
FEMALE	10	4%	8	4%	9	4%	5	3%	3	2%
MALE	16	6%	15	7%	14	7%	14	7%	8	4%
<hr/>										
HISPANIC	42	16%	31	14%	8	4%	7	4%	5	3%
FEMALE	17	7%	11	5%	2	1%	2	1%	2	1%
MALE	25	10%	20	9%	6	3%	5	3%	3	2%
<hr/>										
NATIVE AMERICAN	0	0%	0	0%	3	1%	1	1%	2	1%
FEMALE	0	0%	0	0%	0	0%	1	1%	2	1%
MALE	0	0%	0	0%	3	1%	0	0%	0	0%
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WHITE	141	54%	133	59%	153	74%	143	72%	143	74%
FEMALE	52	20%	53	24%	54	26%	44	22%	46	24%
MALE	89	34%	80	36%	99	48%	99	50%	97	50%

Age Group: Rotation Assignments

	FY 04		FY 03		FY 02		FY 01		FY 00	
	%		%		%		%		%	
TOTAL ALL AGES	259	100%	224	100%	208	100%	199	100%	193	100%
56+	16	6%	12	5%	23	11%	23	12%	23	12%
50-55	24	9%	28	13%	31	15%	41	21%	43	22%
40-49	69	27%	73	33%	73	35%	75	38%	81	42%
39 & Under	150	58%	111	50%	81	39%	60	30%	46	24%

Performance Appraisal Ratings - FY 2003

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2565	100%	1190	46%	1175	46%	193	8%	7	0.3%
FEMALE	1009	100%	506	50%	440	44%	59	6%	4	0.4%
MALE	1556	100%	684	44%	735	47%	134	9%	3	0%
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AFRICAN AMERICAN	366	100%	153	42%	171	47%	40	11%	2	0.5%
<i>FEMALE</i>	261	100%	122	47%	114	44%	23	9%	2	0.8%
<i>MALE</i>	105	100%	31	30%	57	54%	17	16%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	193	100%	66	34%	107	55%	18	9%	2	1%
<i>FEMALE</i>	50	100%	17	34%	30	60%	2	4%	1	2%
<i>MALE</i>	143	100%	49	34%	77	54%	16	11%	1	1%
<hr/>										
HISPANIC	113	100%	34	30%	66	58%	13	12%	0	0%
<i>FEMALE</i>	43	100%	13	30%	25	58%	5	12%	0	0%
<i>MALE</i>	70	100%	21	30%	41	59%	8	11%	0	0%
<hr/>										
NATIVE AMERICAN	9	100%	3	33%	3	33%	3	33%	0	0%
<i>FEMALE</i>	1	100%	0	0%	1	100%	0	0%	0	0%
<i>MALE</i>	8	100%	3	38%	2	25%	3	38%	0	0%
<hr/>										
WHITE	1884	100%	934	50%	828	44%	119	6%	3	0.2%
<i>FEMALE</i>	654	100%	354	54%	270	41%	29	4%	1	0.2%
<i>MALE</i>	1230	100%	580	47%	558	45%	90	7%	2	0.2%

Performance Appraisal Ratings - FY 2002

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2491	100%	1097	44%	1174	47%	217	9%	3	0.1%
FEMALE	966	100%	472	49%	425	44%	69	7%	0	0.0%
MALE	1525	100%	625	41%	749	49%	148	10%	3	0%
<hr/>										
AFRICAN AMERICAN	351	100%	138	39%	163	46%	50	14%	0	0.0%
<i>FEMALE</i>	244	100%	107	44%	110	45%	27	11%	0	0.0%
<i>MALE</i>	107	100%	31	29%	53	50%	23	21%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	182	100%	62	34%	98	54%	22	12%	0	0%
<i>FEMALE</i>	46	100%	18	39%	25	54%	3	7%	0	0%
<i>MALE</i>	136	100%	44	32%	73	54%	19	14%	0	0%
<hr/>										
HISPANIC	92	100%	24	26%	55	60%	13	14%	0	0%
<i>FEMALE</i>	31	100%	10	32%	17	55%	4	13%	0	0%
<i>MALE</i>	61	100%	14	23%	38	62%	9	15%	0	0%
<hr/>										
NATIVE AMERICAN	7	100%	1	14%	6	86%	0	0%	0	0%
<i>FEMALE</i>	2	100%	0	0%	2	100%	0	0%	0	0%
<i>MALE</i>	5	100%	1	20%	4	80%	0	0%	0	0%
<hr/>										
WHITE	1859	100%	872	47%	852	46%	132	7%	3	0.2%
<i>FEMALE</i>	643	100%	337	52%	271	42%	35	5%	0	0.0%
<i>MALE</i>	1216	100%	535	44%	581	48%	97	8%	3	0.2%

Performance Appraisal Ratings - FY 2001

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2425	100%	1036	43%	1170	48%	213	9%	6	0.2%
FEMALE	951	100%	452	48%	430	45%	68	7%	1	0.1%
MALE	1474	100%	584	40%	740	50%	145	10%	5	1%
<hr/>										
AFRICAN AMERICAN	325	100%	118	36%	172	53%	34	10%	1	0.3%
FEMALE	233	100%	90	39%	120	52%	22	9%	1	0.4%
MALE	92	100%	28	30%	52	57%	12	13%	0	0.0%
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ASIAN PACIFIC AMERICAN	175	100%	53	30%	98	56%	23	13%	1	1%
FEMALE	42	100%	18	43%	18	43%	6	14%	0	0%
MALE	133	100%	35	26%	80	60%	17	13%	1	1%
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HISPANIC	70	100%	21	30%	35	50%	14	20%	0	0%
FEMALE	25	100%	10	40%	10	40%	5	20%	0	0%
MALE	45	100%	11	24%	25	56%	9	20%	0	0%
<hr/>										
NATIVE AMERICAN	8	100%	1	13%	5	63%	2	25%	0	0%
FEMALE	2	100%	0	0%	1	50%	1	50%	0	0%
MALE	6	100%	1	17%	4	67%	1	17%	0	0%
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WHITE	1847	100%	843	46%	860	47%	140	8%	4	0.2%
FEMALE	649	100%	334	51%	281	43%	34	5%	0	0.0%
MALE	1198	100%	509	42%	579	48%	106	9%	4	0.3%

Performance Appraisal Ratings - FY 2000

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2455	100%	975	40%	1257	51%	217	9%	6	0.2%
FEMALE	952	100%	420	44%	453	48%	78	8%	1	0.1%
MALE	1503	100%	555	37%	804	53%	139	9%	5	1%
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AFRICAN AMERICAN	334	100%	123	37%	175	52%	36	11%	0	0.0%
FEMALE	242	100%	99	41%	120	50%	23	10%	0	0.0%
MALE	92	100%	24	26%	55	60%	13	14%	0	0.0%
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ASIAN PACIFIC AMERICAN	179	100%	56	31%	106	59%	17	9%	0	0%
FEMALE	41	100%	15	37%	21	51%	5	12%	0	0%
MALE	138	100%	41	30%	85	62%	12	9%	0	0%
<hr/>										
HISPANIC	55	100%	14	25%	30	55%	11	20%	0	0%
FEMALE	19	100%	6	32%	10	53%	3	16%	0	0%
MALE	36	100%	8	22%	20	56%	8	22%	0	0%
<hr/>										
NATIVE AMERICAN	7	100%	4	57%	2	29%	1	14%	0	0%
FEMALE	1	100%	0	0%	1	100%	0	0%	0	0%
MALE	6	100%	4	67%	1	17%	1	17%	0	0%
<hr/>										
WHITE	1880	100%	778	41%	944	50%	152	8%	6	0.3%
FEMALE	649	100%	300	46%	301	46%	47	7%	1	0.2%
MALE	1231	100%	478	39%	643	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%
<hr/>										
AFRICAN AMERICAN	330	100%	91	28%	199	60%	38	12%	2	0.6%
<i>FEMALE</i>	230	100%	71	31%	135	59%	22	10%	2	0.9%
<i>MALE</i>	100	100%	20	20%	64	64%	16	16%	0	0.0%
<hr/>										
ASIAN PACIFIC AMERICAN	177	100%	49	28%	107	60%	20	11%	1	1%
<i>FEMALE</i>	39	100%	14	36%	22	56%	3	8%	0	0%
<i>MALE</i>	138	100%	35	25%	85	62%	17	12%	1	1%
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HISPANIC	51	100%	9	18%	32	63%	10	20%	0	0%
<i>FEMALE</i>	17	100%	5	29%	8	47%	4	24%	0	0%
<i>MALE</i>	34	100%	4	12%	24	71%	6	18%	0	0%
<hr/>										
NATIVE AMERICAN	8	100%	2	25%	4	50%	2	25%	0	0%
<i>FEMALE</i>	3	100%	1	33%	2	67%	0	0%	0	0%
<i>MALE</i>	5	100%	1	20%	2	40%	2	40%	0	0%
<hr/>										
WHITE	1867	100%	767	41%	953	51%	141	8%	6	0.3%
<i>FEMALE</i>	649	100%	297	46%	303	47%	47	7%	2	0.3%
<i>MALE</i>	1218	100%	470	39%	650	53%	94	8%	4	0.3%

PATCOB Categories - FY 2004
as of 9/30/04

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	3108	100%	1951	100%	171	100%	712	100%	268	100%	0	0%	6	100%
FEMALE	1160	37%	394	20%	153	89%	357	50%	254	95%	0	0%	2	33%
MALE	1948	63%	1557	80%	18	11%	355	50%	14	5%	0	0%	4	67%
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AFRICAN AMERICAN	413	13%	136	7%	55	32%	149	21%	72	27%	0	0%	1	17%
<i>FEMALE</i>	281	9%	63	3%	49	29%	102	14%	67	25%	0	0%	0	0%
<i>MALE</i>	132	4%	73	4%	6	4%	47	7%	5	2%	0	0%	1	17%
<hr/>														
ASIAN PACIFIC AMERICAN	232	7%	190	10%	8	5%	23	3%	11	4%	0	0%	0	0%
<i>FEMALE</i>	64	2%	31	2%	8	5%	14	2%	11	4%	0	0%	0	0%
<i>MALE</i>	168	5%	159	8%	0	0%	9	1%	0	0%	0	0%	0	0%
<hr/>														
HISPANIC	140	5%	105	5%	6	4%	17	2%	12	4%	0	0%	0	0%
<i>FEMALE</i>	55	2%	32	2%	5	3%	6	1%	12	4%	0	0%	0	0%
<i>MALE</i>	85	3%	73	4%	1	1%	11	2%	0	0%	0	0%	0	0%
<hr/>														
NATIVE AMERICAN	11	0%	7	0%	0	0%	3	0%	1	0%	0	0%	0	0%
<i>FEMALE</i>	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>MALE</i>	10	0%	6	0%	0	0%	3	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2312	74%	1513	78%	102	60%	520	73%	172	64%	0	0%	5	83%
<i>FEMALE</i>	759	24%	267	14%	91	53%	235	33%	164	61%	0	0%	2	33%
<i>MALE</i>	1553	50%	1246	64%	11	6%	285	40%	8	3%	0	0%	3	50%

PATCOB Categories - FY 2003
as of 9/30/03

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	3020	100%	1890	100%	181	100%	672	100%	273	100%	0	0%	4	100%
FEMALE	1128	37%	371	20%	162	90%	337	50%	257	94%	0	0%	1	25%
MALE	1892	63%	1519	80%	19	10%	335	50%	16	6%	0	0%	3	75%
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AFRICAN AMERICAN	408	14%	138	7%	63	35%	137	20%	69	25%	0	0%	1	25%
<i>FEMALE</i>	278	9%	63	3%	57	31%	95	14%	63	23%	0	0%	0	0%
<i>MALE</i>	130	4%	75	4%	6	3%	42	6%	6	2%	0	0%	1	25%
<hr/>														
ASIAN PACIFIC AMERICAN	217	7%	180	10%	7	4%	18	3%	12	4%	0	0%	0	0%
<i>FEMALE</i>	55	2%	25	1%	7	4%	11	2%	12	4%	0	0%	0	0%
<i>MALE</i>	162	5%	155	8%	0	0%	7	1%	0	0%	0	0%	0	0%
<hr/>														
HISPANIC	136	5%	104	6%	6	3%	15	2%	11	4%	0	0%	0	0%
<i>FEMALE</i>	53	2%	31	2%	5	3%	6	1%	11	4%	0	0%	0	0%
<i>MALE</i>	83	3%	73	4%	1	1%	9	1%	0	0%	0	0%	0	0%
<hr/>														
NATIVE AMERICAN	11	0%	6	0%	0	0%	4	1%	1	0%	0	0%	0	0%
<i>FEMALE</i>	3	0%	2	0%	0	0%	1	0%	0	0%	0	0%	0	0%
<i>MALE</i>	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2248	74%	1462	77%	105	58%	498	74%	180	66%	0	0%	3	75%
<i>FEMALE</i>	739	24%	250	13%	93	51%	224	33%	171	63%	0	0%	1	25%
<i>MALE</i>	1509	50%	1212	64%	12	7%	274	41%	9	3%	0	0%	2	50%

**PATCOB Categories - FY 2002
as of 9/30/02**

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2928	100%	1820	100%	193	100%	625	100%	276	100%	10	100%	4	100%
FEMALE	1116	38%	354	19%	171	89%	329	53%	257	93%	4	40%	1	25%
MALE	1812	62%	1466	81%	22	11%	296	47%	19	7%	6	60%	3	75%
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AFRICAN AMERICAN	391	13%	128	7%	67	35%	123	20%	71	26%	1	10%	1	25%
<i>FEMALE</i>	272	9%	63	3%	60	31%	86	14%	62	22%	1	10%	0	0%
<i>MALE</i>	119	4%	65	4%	7	4%	37	6%	9	3%	0	0%	1	25%
<hr/>														
ASIAN PACIFIC	207	7%	169	9%	10	5%	14	2%	11	4%	3	30%	0	0%
<i>FEMALE</i>	53	2%	21	1%	9	5%	11	2%	11	4%	1	10%	0	0%
<i>MALE</i>	154	5%	148	8%	1	1%	3	0%	0	0%	2	20%	0	0%
<hr/>														
HISPANIC	118	4%	89	5%	7	4%	12	2%	8	3%	2	20%	0	0%
<i>FEMALE</i>	46	2%	25	1%	6	3%	6	1%	8	3%	1	10%	0	0%
<i>MALE</i>	72	2%	64	4%	1	1%	6	1%	0	0%	1	10%	0	0%
<hr/>														
NATIVE AMERICAN	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
<i>FEMALE</i>	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
<i>MALE</i>	6	0%	3	0%	0	0%	2	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2204	75%	1430	79%	109	56%	473	76%	185	67%	4	40%	3	75%
<i>FEMALE</i>	743	25%	244	13%	96	50%	225	36%	176	64%	1	10%	1	25%
<i>MALE</i>	1461	50%	1186	65%	13	7%	248	40%	9	3%	3	30%	2	50%

**PATCOB Categories - FY 2001
as of 9/30/01**

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2826	100%	1750	100%	197	100%	603	100%	264	100%	5	100%	7	100%
FEMALE	1067	38%	320	18%	177	90%	317	53%	250	95%	2	40%	1	14%
MALE	1759	62%	1430	82%	20	10%	286	47%	14	5%	3	60%	6	86%
<hr/>														
AFRICAN AMERICAN	367	13%	109	6%	67	34%	123	20%	65	25%	1	20%	2	29%
<i>FEMALE</i>	258	9%	53	3%	60	30%	85	14%	59	22%	1	20%	0	0%
<i>MALE</i>	109	4%	56	3%	7	4%	38	6%	6	2%	0	0%	2	29%
<hr/>														
ASIAN PACIFIC AMERICAN	195	7%	163	9%	11	6%	13	2%	7	3%	1	20%	0	0%
<i>FEMALE</i>	49	2%	21	1%	10	5%	11	2%	7	3%	0	0%	0	0%
<i>MALE</i>	146	5%	142	8%	1	1%	2	0%	0	0%	1	20%	0	0%
<hr/>														
HISPANIC	90	3%	64	4%	6	3%	9	1%	9	3%	2	40%	0	0%
<i>FEMALE</i>	32	1%	13	1%	5	3%	4	1%	9	3%	1	20%	0	0%
<i>MALE</i>	58	2%	51	3%	1	1%	5	1%	0	0%	1	20%	0	0%
<hr/>														
NATIVE AMERICAN	9	0%	5	0%	0	0%	3	0%	1	0%	0	0%	0	0%
<i>FEMALE</i>	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
<i>MALE</i>	7	0%	4	0%	0	0%	2	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2165	77%	1409	81%	113	57%	455	75%	182	69%	1	20%	5	71%
<i>FEMALE</i>	726	26%	232	13%	102	52%	216	36%	175	66%	0	0%	1	14%
<i>MALE</i>	1439	51%	1177	67%	11	6%	239	40%	7	3%	1	20%	4	57%

**PATCOB Categories - FY 2000
as of 9/30/00**

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2828	100%	1748	100%	191	100%	592	100%	287	100%	3	100%	7	100%
FEMALE	1064	38%	306	18%	172	90%	312	53%	272	95%	1	33%	1	14%
MALE	1764	62%	1442	82%	19	10%	280	47%	15	5%	2	67%	6	86%
<hr/>														
AFRICAN AMERICAN	368	13%	110	6%	64	34%	119	20%	73	25%	0	0%	2	29%
<i>FEMALE</i>	258	9%	50	3%	57	30%	84	14%	67	23%	0	0%	0	0%
<i>MALE</i>	110	4%	60	3%	7	4%	35	6%	6	2%	0	0%	2	29%
<hr/>														
ASIAN PACIFIC AMERICAN	196	7%	170	10%	10	5%	9	2%	7	2%	0	0%	0	0%
<i>FEMALE</i>	46	2%	22	1%	9	5%	8	1%	7	2%	0	0%	0	0%
<i>MALE</i>	150	5%	148	8%	1	1%	1	0%	0	0%	0	0%	0	0%
<hr/>														
HISPANIC	71	3%	43	2%	7	4%	11	2%	9	3%	1	33%	0	0%
<i>FEMALE</i>	27	1%	7	0%	6	3%	4	1%	9	3%	1	33%	0	0%
<i>MALE</i>	44	2%	36	2%	1	1%	7	1%	0	0%	0	0%	0	0%
<hr/>														
NATIVE AMERICAN	7	0%	3	0%	0	0%	3	1%	1	0%	0	0%	0	0%
<i>FEMALE</i>	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
<i>MALE</i>	5	0%	2	0%	0	0%	2	0%	1	0%	0	0%	0	0%
<hr/>														
WHITE	2186	77%	1422	81%	110	58%	450	76%	197	69%	2	67%	5	71%
<i>FEMALE</i>	731	26%	226	13%	100	52%	215	36%	189	66%	0	0%	1	14%
<i>MALE</i>	1455	51%	1196	68%	10	5%	235	40%	8	3%	2	67%	4	57%