Total Permanent Staff (inclusive of all pay grades)

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL	2832	100%	2961	100%	3047	100%	3104	100%
FEMALE	1055	37%	1093	37%	1130	37%	1157	37%
MALE	1777	63%	1868	63%	1917	63%	1947	63%
AFRICAN AMERICAN	366	13%	374	13%	379	12%	377	12%
FEMALE	252	**9%**	256	**9%**	261	**9%**	262	**8%**
MALE	114	4%	118	4%	118	4%	115	4%
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%**
FEMALE	23	**1%**	23	**1%**	22	**1%**	25	**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%**
FEMALE	731	**26%**	765	**26%**	797	**26%**	819	**26%**
MALE	1467	**52%**	1552	**52%**	1604	**53%**	1639	**53%**

	ON BOARD				% OF AGENCY POPULATION		PROFESSIONAL		SUPERVISORS	
		% OF				% OF				% OF
	NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	TO
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	
FEMALE	252	8.90%	50	2.85%	64	32.00%	78	13.61%	60	
MALE	114	4.03%	64	3.64%	8	4.00%	33	5.76%	6	
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	
MALE	151	5.33%	149	8.49%	1	0.50%	1	0.17%	0	
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	
NATIVE AMERICAN	9	0.32%	3	0.17%	2	1.00%	2	0.35%	2	
FEMALE	4	0.14%	1	0.06%	2	1.00%	0	0.00%	1	
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	
FEMALE	731	25.81%	222	12.64%	102	51.00%	210	36.65%	196	

MALE			1467	51.80%	1207	68.74%	12	6.00%	230	40.14%	11

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1998

		ON BOARD				% OF AGENCY POPULATION		PROFESSIONAL		SUPERVISORS	
			% OF		**% OF**				**% OF**		
		NO.	**TOTAL**	**NO.**	**TOTAL**	**NO.**	**TOTAL**	**NO.**	**TOTAL**	**NO.**	**TOTAL**
TOTAL		*2961*	*100.00%*	*1824*	*100.00%*	*230*	*100.00%*	*584*	*100.00%*	*312*	
FEMALE		*1093*	*36.91%*	*295*	*16.17%*	*204*	*88.70%*	*298*	*51.03%*	*294*	
MALE		*1868*	*63.09%*	*1529*	*83.83%*	*26*	*11.30%*	*286*	*48.97%*	*18*	
AFRICAN AMERICAN		*374*	*12.63%*	*112*	*6.14%*	*76*	*33.04%*	*112*	*19.18%*	*71*	
FEMALE		*256*	*8.65%*	*44*	*2.41%*	*68*	*29.57%*	*79*	*13.53%*	*65*	
MALE		*118*	*3.99%*	*68*	*3.73%*	*8*	*3.48%*	*33*	*5.65%*	*6*	
ASIAN PACIFIC AMERICAN		*200*	*6.75%*	*177*	*9.70%*	*8*	*3.48%*	*9*	*1.54%*	*6*	
FEMALE		*46*	*1.55%*	*24*	*1.32%*	*7*	*3.04%*	*9*	*1.54%*	*6*	
MALE		*154*	*5.20%*	*153*	*8.39%*	*1*	*0.43%*	*0*	*0.00%*	*0*	

HISPANIC		62	2.09%	36	1.97%	5	2.17%	11	1.88%	10
FEMALE		23	0.78%	6	0.33%	4	1.74%	3	0.51%	10
MALE		39	1.32%	30	1.64%	1	0.43%	8	1.37%	0
NATIVE AMERICAN		8	0.27%	2	0.11%	3	1.30%	2	0.34%	1
FEMALE		3	0.10%	0	0.00%	2	0.87%	0	0.00%	1
MALE		5	0.17%	2	0.11%	1	0.43%	2	0.34%	0
WHITE		2317	78.25%	1497	82.07%	138	60.00%	450	77.05%	224
FEMALE		765	25.84%	221	12.12%	123	53.48%	207	35.45%	212
MALE		1552	52.41%	1276	69.96%	15	6.52%	243	41.61%	12

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1997

		ON BOARD				% OF AGENCY POPULATION		PROFESSIONAL		SUPERVISORS	
			% OF		% OF				% OF		
		NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	TOTAL	NO.	TO
TOTAL		3047	100.00%	1875	100.00%	249	100.00%	587	100.00%	325	
FEMALE		1130	37.09%	305	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	28.92%	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	0.80%	0	0.00%	1
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

		PATCOB Categories								

| | DATA AS OF SEPTEMBER 30, 1996 | | | | % OF AGENCY POPULATION | | PROFESSIONAL | | SUPERVISORS | |
| | ON BOARD | | | | | | | | | |
	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	TOTAL	NO.	% OF TOTAL	NO.	TO...
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%**	**1593**	**83.67%**	**31**	**12.02%**	**296**	**50.00%**	**18**	
AFRICAN AMERICAN	377	12.15%	106	5.57%	86	33.33%	105	17.74%	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%	4	
FEMALE	48	1.55%	24	1.26%	11	4.26%	9	1.52%	4	
MALE	148	4.77%	147	7.72%	1	0.39%	0	0.00%	0	
HISPANIC	66	2.13%	39	2.05%	7	2.71%	12	2.03%	8	
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	
NATIVE AMERICAN	7	0.23%	2	0.11%	2	0.78%	2	0.34%	1	
FEMALE	3	0.10%	0	0.00%	2	0.78%	0	0.00%	1	
MALE	4	0.13%	2	0.11%	0	0.00%	2	0.34%	0	
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	
MALE	1639	52.80%	1350	70.90%	22	8.53%	252	42.57%	9	

Permanent Agency Staff by Age Groupings (inclusive of all pay grades)

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL ALL AGES	2832	100%	2961	100%	3047	100%	3104	100%
56+	610	22%	592	20%	583	19%	561	18%
50-55	635	22%	664	22%	644	21%	600	19%
40-49	999	35%	1036	35%	1079	35%	1126	36%
39 & Under	588	21%	669	23%	741	24%	817	26%

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

	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%**
AFRICAN AMERICAN	**27**	**8.39%**	**29**	**7.27%**	**30**	**6.98%**	**28**	**6.24%**
FEMALE	10	3.11%	14	3.51%	13	3.02%	11	2.45%
MALE	17	5.28%	15	3.76%	17	3.95%	17	3.79%
ASIAN PACIFIC AMERICAN	**13**	**4.04%**	**19**	**4.76%**	**21**	**4.88%**	**19**	**4.23%**
FEMALE	4	1.24%	5	1.25%	6	1.40%	4	0.89%
MALE	9	2.80%	14	3.51%	15	3.49%	15	3.34%
HISPANIC	**7**	**2.17%**	**7**	**1.75%**	**6**	**1.40%**	**6**	**1.34%**
FEMALE	1	0.31%	1	0.25%	1	0.23%	1	0.22%
MALE	6	1.86%	6	1.50%	5	1.16%	5	1.11%
NATIVE AMERICAN	**1**	**0.31%**	**0**	**0.00%**	**1**	**0.23%**	**1**	**0.22%**
FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MALE	1	0.31%	0	0.00%	1	0.23%	1	0.22%

WHITE	**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%

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

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL ALL AGES	322	100%	399	100%	430	100%	449	100%
56+	62	19%	82	21%	86	20%	87	19%
50-55	116	36%	132	33%	138	32%	133	30%
40-49	122	38%	164	41%	184	43%	205	46%
39 & Under	22	7%	21	5%	22	5%	24	5%

Senior Executive Service

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL	**140**	**100%**	**181**	**100%**	**185**	**100%**	**179**	**100%**
FEMALE	**18**	**13%**	**21**	**12%**	**20**	**11%**	**15**	**8%**
MALE	**122**	**87%**	**160**	**88%**	**165**	**89%**	**164**	**92%**
AFRICAN AMERICAN	**9**	**6%**	**9**	**5%**	**8**	**4%**	**5**	**3%**
FEMALE	2	**1%**	2	**1%**	1	**1%**	0	**0%**
MALE	7	5%	7	4%	7	4%	5	3%
ASIAN PACIFIC AMERICAN	**4**	**3%**	**7**	**4%**	**6**	**3%**	**5**	**3%**
FEMALE	1	**1%**	1	**1%**	0	**0%**	0	**0%**
MALE	3	2%	6	3%	6	3%	5	3%

HISPANIC	**2**	**1%**	**2**	**1%**	**2**	**1%**	**2**	**1%**
FEMALE	0	**0%**	0	**0%**	0	**0%**	0	**0%**
MALE	2	1%	2	1%	2	1%	2	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	**125**	**89%**	**163**	**90%**	**169**	**91%**	**167**	**93%**
FEMALE	15	**11%**	18	**10%**	19	**10%**	15	**8%**
MALE	110	**79%**	145	**80%**	150	**81%**	152	**85%**

Senior Level System

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL	49	100%	38	100%	37	100%	38	100%
FEMALE	10	20%	8	21%	7	19%	6	16%
MALE	39	80%	30	79%	30	81%	32	84%
AFRICAN AMERICAN	0	0%	2	5%	2	5%	1	3%
FEMALE	0	0%	1	3%	1	3%	0	0%
MALE	0	0%	1	3%	1	3%	1	3%

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%
HISPANIC	**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%
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	**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%**

Team Leaders

	FY 99	%	FY 98	%	FY 97	%	FY 96	%
TOTAL	135	100%	106	100%	107	100%	90	100%
FEMALE	30	22%	18	17%	14	13%	11	12%
MALE	105	78%	88	83%	93	87%	79	88%

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%**

Hires								
	FY 99		**FY 98**		**FY 97**		**FY 96**	
		%		**%**		**%**		**%**
TOTAL	**102**	**100%**	**116**	**100%**	**109**	**100%**	**100**	**100%**

FEMALE	**47**	**46%**	**40**	**34%**	**31**	**28%**	**43**	**43%**
MALE	**55**	**54%**	**76**	**66%**	**78**	**72%**	**57**	**57%**
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%**
FEMALE	2	**2%**	1	**1%**	1	**1%**	1	**1%**
MALE	3	3%	3	3%	0	0%	7	7%
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%**
FEMALE	36	**35%**	30	**26%**	23	**21%**	31	**31%**
MALE	44	**43%**	57	**49%**	71	**65%**	44	**44%**

	FY 99		FY 98		FY 97		FY 96	

Rotational Assignments

		%		%		%		%
TOTAL	**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**	**11%**	**24**	**11%**	**16**	**7%**	**22**	**8%**
FEMALE	12	**9%**	17	**8%**	11	**5%**	16	**6%**
MALE	3	2%	7	3%	5	2%	6	2%
ASIAN PACIFIC AMERICAN	**12**	**9%**	**12**	**6%**	**16**	**7%**	**15**	**6%**
FEMALE	3	**2%**	5	**2%**	9	**4%**	9	**3%**
MALE	9	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**	**1%**	**3**	**1%**	**0**	**0%**	**0**	**0%**
FEMALE	1	**1%**	0	**0%**	0	**0%**	0	**0%**
MALE	1	1%	3	1%	0	0%	0	0%
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%**

Rotational Assignments by Age Categories

	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%

Departures

	FY 99	%	FY 99	%	FY 98	%	FY 97	%
TOTAL	**233**	**100%**	**233**	**100%**	**207**	**100%**	**194**	**100%**
FEMALE	**85**	**36%**	**85**	**36%**	**78**	**38%**	**70**	**36%**
MALE	**148**	**64%**	**148**	**64%**	**129**	**62%**	**124**	**64%**
AFRICAN AMERICAN	**22**	**9%**	**22**	**9%**	**15**	**7%**	**12**	**6%**
FEMALE	13	**6%**	13	**6%**	12	**6%**	10	**5%**
MALE	9	4%	9	4%	3	1%	2	1%
ASIAN PACIFIC AMERICAN	**9**	**4%**	**9**	**4%**	**12**	**6%**	**5**	**3%**
FEMALE	2	**1%**	2	**1%**	4	**2%**	2	**1%**
MALE	7	3%	7	3%	8	4%	3	2%
HISPANIC	**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%**

All Awards (HQI, Performance, and Instant Cash)

	FY 1999	%	FY 1998		FY 1997	%	FY 1996		%		%
TOTAL	2003	100%	0	**ERR**	0	**ERR**	0	**ERR**			
FEMALE	857	43%	0	**ERR**	0	**ERR**	0	**ERR**			
MALE	1146	57%	0	**ERR**	0	**ERR**	0	**ERR**			
AFRICAN AMERICAN	296	15%	0	**ERR**	0	**ERR**	0	**ERR**			
FEMALE	211	11%	0	ERR	0	ERR	0	ERR			
MALE	85	4%	0	ERR	0	ERR	0	ERR			
ASIAN PACIFIC AMERICAN	105	5%	0	**ERR**	0	**ERR**	0	**ERR**			
FEMALE	34	2%	0	ERR	0	ERR	0	ERR			
MALE	71	4%	0	ERR	0	ERR	0	ERR			
HISPANIC	37	2%	0	**ERR**	0	**ERR**	0	**ERR**			
FEMALE	13	1%	0	ERR	0	ERR	0	ERR			
MALE	24	1%	0	ERR	0	ERR	0	ERR			
NATIVE AMERICAN	4	0%	0	**ERR**	0	**ERR**	0	**ERR**			
FEMALE	0	0.0%	0	ERR	0	ERR	0	ERR			
MALE	4	0.2%	0	ERR	0	ERR	0	ERR			
WHITE	1561	78%	0	**ERR**	0	**ERR**	0	**ERR**			

FEMALE	599	30%	0	ERR	0	ERR	0	ERR		
MALE	962	48%	0	ERR	0	ERR	0	ERR		

ADVANCEMENTS TO SES & SLS

	FY 1999				FY 1998				FY 1997				FY	
	SES				%				SLS					
TOTAL	2	100%	5	100%	11	100%	8	100%	15	100%	5	100%	4	100%
FEMALE	0	0%	1	20%	3	27%	1	12%	5	33%	2	40%	1	25%
MALE	2	100%	4	80%	8	73%	7	88%	10	67%	3	60%	3	75%
AFRICAN AMERICAN	1	50%	0	0%	1	9%	0	0%	2	13%	1	20%	0	0%
FEMALE	0	0%	0	0%	1	9%	0	0%	1	7%	1	20%	0	0%
MALE	1	50%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%
ASIAN PACIFIC AMERICAN	0	0%	0	0%	1	9%	0	0%	0	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%	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%
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%
WHITE	1	50%	5	100%	9	82%	8	100%	13	87%	4	80%	4	100%
FEMALE	0	0%	1	20%	1	9%	1	12%	4	27%	1	20%	1	25%
MALE	1	50%	4	80%	8	73%	7	88%	9	60%	3	60%	3	75%

	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13

NON-SES COMPETITIVE SELECTIONS - FY 1999

TOTAL	**153**	**100%**	**10**	**100%**	**23**	**100%**	**10**	**100%**	**7**	**100%**	**1**
FEMALE	**79**	**52%**	**9**	**90%**	**20**	**87%**	**10**	**100%**	**7**	**100%**	**9**
MALE	**74**	**48%**	**1**	**10%**	**3**	**13%**	**0**	**0%**	**0**	**0%**	**8**
AFRICAN AMERICAN	**25**	**16%**	**3**	**30%**	**8**	**35%**	**2**	**20%**	**2**	**29%**	**4**
FEMALE	16	10%	3	30%	6	26%	2	20%	2	29%	3
MALE	9	6%	0	0%	2	9%	0	0%	0	0%	
ASIAN PACIFIC AMERICAN	**6**	**4%**	**1**	**10%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	
FEMALE	3	2%	1	10%	0	0%	0	0%	0	0%	
MALE	3	2%	0	0%	0	0%	0	0%	0	0%	
HISPANIC	**4**	**3%**	**1**	**10%**	**0**	**0%**	**1**	**10%**	**0**	**0%**	
FEMALE	2	1%	1	10%	0	0%	1	10%	0	0%	
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	
NATIVE AMERICAN	**2**	**1%**	**1**	**10%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	
MALE	2	1%	1	10%	0	0%	0	0%	0	0%	
WHITE	**116**	**76%**	**4**	**40%**	**15**	**65%**	**7**	**70%**	**5**	**71%**	**13**
FEMALE	58	38%	4	40%	14	61%	7	70%	5	71%	
MALE	58	38%	0	0%	1	4%	0	0%	0	0%	

NON-SES COMPETITIVE SELECTIONS - FY 1998

	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%
TOTAL	119	100%	12	100%	23	100%	4	100%	5	100%	14	
FEMALE	70	59%	11	92%	21	91%	4	100%	5	100%	5	
MALE	49	41%	1	8%	2	9%	0	0%	0	0%	9	
AFRICAN AMERICAN	23	19%	3	25%	7	30%	1	25%	2	40%	3	
FEMALE	18	15%	2	17%	6	26%	1	25%	2	40%	1	
MALE	5	4%	1	8%	1	4%	0	0%	0	0%	2	
ASIAN PACIFIC AMERICAN	3	3%	1	8%	1	4%	0	0%	0	0%	0	
FEMALE	3	3%	1	8%	1	4%	0	0%	0	0%	0	
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	
HISPANIC	2	2%	0	0%	0	0%	0	0%	0	0%	1	

FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0
MALE	2	2%	0	0%	0	0%	0	0%	0	0%	1
NATIVE AMERICAN	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0
WHITE	**91**	**76%**	**8**	**67%**	**15**	**65%**	**3**	**75%**	**3**	**60%**	**10**
FEMALE	49	41%	8	67%	14	61%	3	75%	3	60%	4
MALE	42	35%	0	0%	1	4%	0	0%	0	0%	6

NON-SES COMPETITIVE SELECTIONS - FY 1997

	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13
TOTAL	165	100%	13	100%	32	100%	12	100%	4	100%	14
FEMALE	81	49%	10	77%	30	94%	9	75%	4	100%	7
MALE	84	51%	3	23%	2	6%	3	25%	0	0%	7
AFRICAN AMERICAN	30	18%	5	38%	11	34%	4	33%	1	25%	1
FEMALE	23	14%	5	38%	10	31%	3	25%	1	25%	1
MALE	7	4%	0	0%	1	3%	1	8%	0	0%	0
ASIAN PACIFIC AMERICAN	8	5%	1	8%	2	6%	0	0%	0	0%	2
FEMALE	6	4%	1	8%	2	6%	0	0%	0	0%	2
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0
HISPANIC	5	3%	0	0%	0	0%	1	8%	0	0%	1
FEMALE	3	2%	0	0%	0	0%	1	8%	0	0%	1
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0
NATIVE AMERICAN	1	1%	0	0%	1	3%	0	0%	0	0%	0
FEMALE	1	1%	0	0%	1	3%	0	0%	0	0%	0
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0
WHITE	121	73%	7	54%	18	56%	7	58%	3	75%	10
FEMALE	48	29%	4	31%	17	53%	5	42%	3	75%	3
MALE	73	44%	3	23%	1	3%	2	17%	0	0%	7

NON-SES COMPETITIVE SELECTIONS - FY 1996

	TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	
TOTAL	182	100%	30	100%	27	100%	13	100%	12	100%	8	
FEMALE	95	52%	29	97%	23	85%	11	85%	7	58%	2	
MALE	87	48%	1	3%	4	15%	2	15%	5	42%	6	

AFRICAN AMERICAN	**34**	**19%**	**9**	**30%**	**13**	**48%**	**1**	**8%**	**1**	**8%**	**1**
FEMALE	23	13%	8	27%	9	33%	0	0%	1	8%	0
MALE	11	6%	1	3%	4	15%	1	8%	0	0%	1
ASIAN PACIFIC AMERICAN	**5**	**3%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**
FEMALE	2	1%	0	0%	0	0%	0	0%	0	0%	0
MALE	3	2%	0	0%	0	0%	0	0%	0	0%	0
HISPANIC	**10**	**5%**	**1**	**3%**	**1**	**4%**	**2**	**15%**	**2**	**17%**	**0**
FEMALE	6	3%	1	3%	1	4%	2	15%	1	8%	0
MALE	4	2%	0	0%	0	0%	0	0%	1	8%	0
NATIVE AMERICAN	**2**	**1%**	**2**	**7%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**
FEMALE	2	1%	2	7%	0	0%	0	0%	0	0%	0
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0
WHITE	**131**	**72%**	**18**	**60%**	**13**	**48%**	**10**	**77%**	**9**	**75%**	**7**
FEMALE	62	34%	18	60%	13	48%	9	69%	5	42%	2
MALE	69	38%	0	0%	0	0%	1	8%	4	33%	5

PERFORMANCE APPRAISALS - FY 1998

				TOTAL	%	OUTSTANDING	%	E
TOTAL	**2622**	**100%**	**891**	**34%**	**1421**	**54%**	**303**	
FEMALE	**1011**	**100%**	**370**	**37%**	**542**	**54%**	**96**	
MALE	**1611**	**100%**	**521**	**32%**	**879**	**55%**	**207**	
AFRICAN AMERICAN	**356**	**100%**	**91**	**26%**	**210**	**59%**	**52**	
FEMALE	248	100%	69	28%	146	59%	31	
MALE	108	100%	22	20%	64	59%	21	
ASIAN PACIFIC AMERICAN	**181**	**100%**	**43**	**24%**	**110**	**61%**	**28**	
FEMALE	40	ERR	11	28%	27	68%	2	
MALE	141	100%	32	23%	83	59%	26	
HISPANIC	**55**	**100%**	**11**	**20%**	**37**	**67%**	**7**	
FEMALE	21	100%	5	24%	14	67%	2	
MALE	34	100%	6	18%	23	68%	5	
NATIVE AMERICAN	**7**	**100%**	**3**	**43%**	**3**	**43%**	**1**	

FEMALE	2	ERR	1	50%	1	50%	0
MALE	5	ERR	2	40%	2	ERR	1
WHITE	**2023**	**100%**	**743**	**37%**	**1061**	**52%**	**215**
FEMALE	700	100%	284	41%	354	51%	61
MALE	1323	100%	459	35%	707	53%	154

PERFORMANCE APPRAISALS - FY 1997

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

PERFORMANCE APPRAISALS - FY 1996

				TOTAL	%	OUTSTANDING	%	E
TOTAL	**2758**	**100%**	**1333**	**48%**	**1241**	**45%**	**178**	
FEMALE	**1080**	**100%**	**595**	**55%**	**436**	**40%**	**47**	
MALE	**1678**	**100%**	**738**	**44%**	**805**	**48%**	**131**	
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	67%	1	
MALE	33	100%	6	18%	27	82%	0	
NATIVE AMERICAN	**7**	**100%**	**4**	**57%**	**2**	**29%**	**1**	
FEMALE	3	ERR	2	67%	1	33%	0	
MALE	4	ERR	2	50%	1	ERR	1	
WHITE	**2154**	**100%**	**1086**	**50%**	**938**	**44%**	**127**	
FEMALE	758	100%	453	60%	278	37%	26	
MALE	1396	100%	633	45%	660	47%	101	

PERFORMANCE APPRAISALS - FY 1999

			TOTAL	%	OUTSTANDING	%	E
TOTAL	**2413**	**100%**	**915**	**38%**	**1283**	**53%**	**206**
FEMALE	**930**	**100%**	**390**	**42%**	**463**	**50%**	**73**
MALE	**1483**	**100%**	**525**	**35%**	**820**	**55%**	**133**
AFRICAN AMERICAN	326	100%	90	28%	198	61%	36
FEMALE	228	100%	71	31%	134	59%	21
MALE	98	100%	19	19%	64	65%	15
ASIAN PACIFIC AMERICAN	175	100%	49	28%	105	60%	20
FEMALE	38	ERR	14	37%	21	55%	3
MALE	137	100%	35	26%	84	61%	17
HISPANIC	50	100%	9	18%	31	62%	10
FEMALE	17	100%	5	29%	8	47%	4
MALE	33	100%	4	12%	23	70%	6
NATIVE AMERICAN	8	100%	2	25%	4	50%	2
FEMALE	3	ERR	1	33%	2	67%	0
MALE	5	ERR	1	20%	2	ERR	2
WHITE	1854	100%	765	41%	945	51%	138
FEMALE	644	100%	299	46%	298	46%	45
MALE	1210	100%	466	39%	647	53%	93

PERFORMANCE APPRAISALS BY AGE GROUPINGS

1999

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*			TOTAL	%*	

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*			TOTAL	%*
TOTAL	2413	100%	915	38%	1283	53%	206	9%	9	0.4%		*TOTAL*	2622	100%
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%

1997

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*			TOTAL	%*
TOTAL	2681	100%	1189	44%	1266	47%	221	8%	5	0.2%		*TOTAL*	2758	100%
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%