

Statistical Information on Hispanic Employment in Federal Agencies

Report to the President



United States Office of Personnel Management
June 2005



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

OFFICE OF THE DIRECTOR

June 6, 2005

The Honorable George W. Bush
The White House
Washington, DC 20500

Dear Mr. President:

I am pleased to present the U.S. Office of Personnel Management's semiannual report, *Statistical Information on Hispanic Employment in Federal Agencies*. This report provides data on Hispanics in Federal employment governmentwide, and on Hispanic new hiring. It also presents information on the numbers and percentages of Hispanics hired through the Student Career Experience Program which is available to all Federal agencies and can be used to attract and recruit Hispanics. The Bilingual/Bicultural Program is available, as appropriate, under the Luevano consent decree.

While the Federal Government continues to be a leader in providing employment opportunities to minorities, overall Hispanic representation in the Federal workforce continues to lag behind when compared to the civilian labor workforce. We are pleased that the number of Hispanic new hires increased in FY 2004 at the higher grade levels (i.e., GSR-13, GSR-14 and GSR-15) and Senior Pay. In addition, Hispanic representation increased to 7.3 percent of the Federal workforce in FY 2004, compared to 7.0 percent in 2003. Nevertheless, agencies are strongly encouraged to continue outreach and recruiting to build a diverse, high performing, citizen-centered, results-oriented workforce for the future.

We are committed to building a Federal workforce that draws on the strengths of America's diversity. To achieve this goal, we must improve efforts to reach out to the Hispanic community to attract talented and skilled citizens to public service by convening a stakeholder taskforce, expanding Hispanic media interaction, and creating a symposium to showcase promising practices in outreach for human resources professionals in the Federal Government.

Respectfully submitted,

A handwritten signature in blue ink that reads "Dan G. Blair".

Dan G. Blair
Acting Director

Enclosure

Executive Summary

The President's Management Agenda (PMA) calls for a Federal workforce that draws on the strengths of America's diversity. Over the past four years, Government data has shown an upward trend in the overall Hispanic representation in the Federal workforce. Many Federal agencies continue to take advantage of hiring flexibilities, such as the Student Career Experience Program (SCEP), that have proven effective in recruiting students, including Hispanics to public service. OPM, under the direction of the PMA, has pursued a long-term strategy of recruitment and outreach which has already shown progress.

While the Government's efforts have been ongoing, greater progress can best be achieved by word-of-mouth, personal networks, and using the resources of key partner organizations. Hispanics remain the only underrepresented minority group in the Federal Government compared to the Civilian Labor Force (CLF). Hispanic employment represented 7.3 percent of the permanent Federal workforce as of September 30, 2004, compared to 12.6 percent in the CLF. As part of our fulfillment of Executive Order 13171, this report offers statistical data on the status of Hispanic employment in the Federal Government.

Highlights

Current statistics on Hispanic employment in the Federal Government show:

- A 6.6 percent increase in the number of Hispanics in the permanent Federal workforce from fiscal year (FY) 2003.
- An increase in the number and percentage of Hispanic permanent new hires at grade levels GS-13-14 and senior level positions.
- An increase in the number and percentage of Hispanic new hires under the SCEP.

Results

The number of Hispanics in the Federal workforce has increased over the past year. In FY 2004, the permanent Federal workforce included 123,207 Hispanics compared to 115,600 Hispanics in FY 2003. In terms of overall representation, Hispanics represented 7.3 percent of the Federal workforce in FY 2004 compared to 7.0 percent in FY 2003.

Hispanic Representation in the Federal Workforce by Number and Percentage

FY 2001		FY 2002		FY 2003		FY 2004	
Number	Percent	Number	Percent	Number	Percent	Number	Percent
107,267	6.6%	113,418	6.9%	115,600	7.0%	123,207	7.3%

The total number of governmentwide new hires decreased in FY 2004. As a result, there was a corresponding drop in the number of Hispanics hired.

Hispanic Representation in New Hires by Number and Percentage

FY 2001		FY 2002		FY 2003		FY 2004	
Number	Percent	Number	Percent	Number	Percent	Number	Percent
8,466	8.2%	13,385	9.5%	9,090	9.7%	7,896	8.5%

Introduction

The U.S. Office of Personnel Management's (OPM's) report to the President, *Statistical Information on Hispanic Employment in Federal Agencies*, provides a semiannual accounting of Hispanic representation governmentwide. This report is provided as a supplement to the *Annual Report to the President on Hispanic Employment in the Federal Government* required by Executive Order 13171. In accordance with the President's Management Agenda, Federal agencies continue to strive for a diverse workforce. This report highlights hiring flexibilities that have proven most useful to agencies in recruiting Hispanics. This report also provides a comparison between fiscal year (FY) 2004 and FY 2003 data.

The data for this report are derived from OPM's Central Personnel Data File (CPDF). This report compares Hispanic employment data from FY 2004 to data from FY 2003 with respect to Hispanics as a percentage of:

- The Federal Government's "permanent" workforce;¹
- Employees newly hired in the permanent workforce (new hires);
- Employment in select critical occupations in the permanent workforce; and
- Employees appointed to the permanent workforce under special hiring authorities.

OPM has advanced a strategy of aggressive recruiting to build a high quality citizen-centered and results oriented workforce that draws on the strengths of America's diversity. This strategy has included:

- Visits and Job Fairs at cities across the country;
- Outreach at major professional and cultural events;
- Partnerships with key stakeholder organizations;
- Leading Human Capital practices and succession planning;
- Improving the applicant experience and utilization of USAJOBS; and
- Working directly with agencies.

¹ The "permanent" Federal workforce, hereafter referred to as the Federal workforce, is defined as the total number of career and career-conditional employees, regardless of work schedule, on Federal agency employment rolls or hired by Federal agencies as of a particular date or timeframe. It does not include employees in temporary positions. Unless otherwise indicated, this definition applies to all further references to Federal employment or Federal new hires within this report.

List of Agencies referred to in Table 1, Table 7, and/or Table 8

<u>Agency</u>	<u>Acronym</u>
Agriculture, Department of	USDA
Air Force, Department of the	AIR FORCE
Army, Department of the	ARMY
Commerce, Department of	DOC
Education, Department of	ED
Energy, Department of	DOE
Environmental Protection Agency, U.S.	EPA
Equal Employment Opportunity Commission	EEOC
Federal Deposit Insurance Corporation	FDIC
General Services Administration	GSA
Health and Human Services, Department of	HHS
Homeland Security, Department of	DHS
Housing and Urban Development, Department of	HUD
Inter-American Foundation	IAF
Interior, Department of the	DOI
Justice, Department of	DOJ
Labor, Department of	DOL
National Aeronautics and Space Administration	NASA
National Labor Relations Board	NLRB
Navy, Department of the	NAVY
Office of Personnel Management	OPM
Social Security Administration	SSA
State, Department of	DOS
Transportation, Department of	DOT
Treasury, Department of the	TREAS
Veterans Affairs, Department of	VA

Governmentwide Data on Hispanic Employment

Hispanic Representation in the Federal Workforce

As a result of President Bush's administrative policies and strategies, the overall number of Hispanics in the Federal workforce continues to increase. In FY 2004, the permanent Federal workforce included 123,207 Hispanics compared to 115,600 in FY 2003. This represents a 6.6 percent increase in the number of Hispanics governmentwide. In terms of representation, Hispanics represented 7.3 percent of the Federal workforce in FY 2004, compared to 7.0 in FY 2003.

Table 1 compares the FY 2004 and FY 2003 hiring rates and the permanent on-board Hispanic representation as of September 30, 2004. As shown in Table 1, the percentage of Hispanic new hires decreased from 9.7 percent in FY 2003 to 8.5 percent in FY 2004. The number of Hispanics hired decreased from 9,090 in FY 2003 to 7,896 in FY 2004. This trend is partly explained by the decrease in the total number of governmentwide new hires in FY 2004.

Table 1 also shows that the agencies with the largest percentage of Hispanic new hires were the Social Security Administration, the Department of the Treasury, the Department of Homeland Security and the Department of Justice.

Table 1. Hispanic Representation in the Permanent Federal Workforce (On-Board as of September 30, 2004 and New Hires FY 2004)

Agency	Hispanic On-Board As of 9/30/04		Hispanic Permanent New Hires #		Hispanic Permanent New Hires %		
	#	%	FY 2004	FY 2003	FY 2004	FY 2003	
SSA	7,737	12.1	425	846	▼	15.6	19.6
TREAS	8,319	7.7	912	1,197	▼	13.7	14.0
DHS	24,675	18.1	1,472	1,524	▼	13.6	26.1
DOJ	8,599	8.6	461	1,130	▼	13.1	19.7
USDA	5,151	5.7	403	305	▲	9.2	7.0
EEOC	307	12.8	1	1	▼	9.1	14.3
NASA	943	5.1	59	43	▲	9.1	8.0
GSA	627	5.1	50	37	▲	9.0	7.6
VA	14,226	6.7	1,175	944	▲	7.8	6.4
ARMY	14,081	6.7	1,149	969	▲	7.6	7.4
DOL	1,079	7.0	42	54	▲	7.0	6.6
AIR FORCE	10,463	7.4	548	595	▼	6.7	6.9
EPA	867	5.0	33	43	▼	6.5	8.3
HUD	701	7.1	18	35	▼	6.5	8.4
Defense – Other	4,754	5.5	264	183	▲	5.8	5.3
DOE	865	5.9	32	30	▼	5.6	6.5
DOT	3,167	5.6	52	162	▼	5.5	5.8
NAVY	7,384	4.3	354	470	▼	4.8	5.2
ED	178	4.3	8	6	▲	4.6	4.3
DOI	3,003	5.0	104	128	▼	4.5	5.1
DOS	828	4.6	27	28	▼	4.5	5.7
DOC	1,198	3.5	58	54	▼	3.4	3.6
HHS	1,837	3.5	87	92	▼	3.4	3.8
OPM	131	3.7	11	20	▼	3.4	7.2
All Other Agencies	2,087	4.6	151	194	▼	5.7	7.5
Governmentwide	123,207	7.3	7,896	9,090		8.5	9.7

Legend: ▲ = increase ▼ = decrease

Hispanic Representation Among New Hires, by Pay Plan

Table 2 compares governmentwide Hispanic hiring in FY 2004 with FY 2003 by pay plan, as categorized by OPM's CPDF. The General Schedule and Related (GSR) pay plans cover most white-collar occupations. The "Senior Pay" designation covers Senior Executive Service and Senior Level positions. The "Blue-Collar" category covers blue-collar wage grade occupations. The category designated "Other White-Collar" includes alternative and agency-determined pay plans, such as those established by the Federal Aviation Administration, the Transportation Security Administration, and the U.S. Securities and Exchange Commission, which are not GSR pay plans.

As shown in Table 2, the number of Hispanic new hires increased in FY 2004 at the higher grade levels (i.e., GSR-13, GSR-14 and GSR-15) and Senior Pay. The number of Hispanic hires into Blue-Collar occupations increased by 156. There were 1,013 new hires in Blue-Collar occupations in FY 2004, compared to 857 in FY 2003. In FY 2004, the number of Hispanic new hires decreased in grades GSR-5-8, compared to FY 2003. There were 3,061 Hispanic new hires in grade levels GSR-5-8 in FY 2004, compared to 5,114 in FY 2003.

A large number of Hispanics were hired in the Other White-Collar category. There were 1,110 Hispanic new hires in the Other White-Collar category in FY 2004, compared to 292 in FY 2003. The Department of Homeland Security hired 19 percent of all Hispanics new hires in FY 2004. Of the 6,783 new hires in Other White-Collar category at the Department of Homeland Security, 13.5 percent were Hispanics.

Table 2. Hispanic Representation Among New Hires, by Pay Plan

Pay Groups	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Hispanic Percentage of Permanent New Hires*	
	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2003
GSR 1-4	11,845	13,749	1,350	1,578	11.5	11.5
GSR 5-8	31,303	37,059	3,061	5,114	9.9	14.0
GSR 9-12	19,262	19,216	1,038	986	5.5	5.2
GSR 13	4,365	3,846	153	127	3.6	3.4
GSR 14	1,767	1,506	74	50	4.3	3.4
GSR 15	1,662	1,510	79	73	4.8	4.9
Senior Pay	482	379	18	13	3.8	3.5
Blue-Collar	12,676	11,706	1,013	857	8.1	7.4
Other White-Collar	10,883	6,019	1,110	292	10.2	4.9
Total	94,245	94,990	7,896	9,090	8.5	9.7

**Note: The total number of Federal new hires shown in this table includes all Federal new hires. However, the total number of Federal new hires used to calculate the percentage of Hispanic new hires does not include individuals designated as "Unspecified Race and National Origin." Therefore, the percentage of Hispanic new hires is not a direct calculation from total new hires displayed in this table.*

Hispanic Representation in the Federal Workforce, by Pay Plan

Table 3 shows that there were more Federal employees overall in FY 2004 (1,684,790) than in FY 2003 (1,648,948). The total number of Hispanic permanent employees also increased from 115,600 in FY 2003 to 123,207 in FY 2004. The percentage of Hispanic employees in the Federal workforce also increased from 7.0 percent in FY 2003, to 7.3 percent in FY 2004.

As Table 3 indicates, the number of Hispanic permanent employees in FY 2004 increased in all the grade groups, except in the GS-5-8 group. The data also show that in FY 2004, compared to FY 2003, the percentage of Hispanic employees increased in both the Blue-Collar and Other White-Collar categories.

The data also show that in FY 2004 the number of permanent Hispanic employees in the Other White-Collar category increased. There were 13,601 Hispanic permanent employees in the Other White-Collar category in FY 2004, compared to 9,677 in FY 2003.

Table 3. Hispanic Representation in the Federal Workforce, by Pay Plan

Pay Groups	Number of Permanent Federal Employees		Number of Permanent Hispanic Employees		Hispanic Percentage of Permanent Employees*	
	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2003
GS 1-4	49,186	52,077	4,321	4,281	8.8	8.2
GS 5-8	354,540	358,704	31,830	32,472	9.0	9.1
GS 9-12	553,791	550,706	42,634	40,000	7.7	7.3
GS 13	200,163	196,148	9,944	9,271	5.0	4.7
GS 14	97,016	94,025	4,019	3,722	4.1	4.0
GS 15	59,536	57,493	2,163	2,015	3.6	3.5
Senior Pay	15,700	15,308	538	525	3.4	3.4
Blue-Collar	186,242	184,252	14,157	13,637	7.6	7.4
Other White-Collar	168,616	140,235	13,601	9,677	8.1	6.9
Total	1,684,790	1,648,948	123,207	115,600	7.3	7.0

**Note: The total number of Federal employees shown in this table includes all Federal employees. However, the total number of Federal employees used to calculate the percentage of Hispanic employees does not include individuals designated as "Unspecified Race and National Origin." Therefore, the percentage of Hispanic employees is not a direct calculation from total new hires displayed in this table.*

Hispanic Hiring in Professional and Administrative Occupations

This occupational analysis concentrates on the professional and administrative occupational groups which lead to higher GSR graded and management positions. Of the 40,761 permanent new hires in FY 2004, 19,996 were hired into professional occupations, while 20,765 were hired into administrative occupations.

Table 4 shows the percentage of Hispanic new hires into professional occupations decreased from 4.8 percent in FY 2003 to 4.7 percent in FY 2004. Also, the percentage of Hispanic new hires into administrative occupations decreased from 10.3 percent in FY 2003 to 6.8 percent in FY 2004. The overall percentage of Hispanic new hires into professional and administrative occupations decreased from 7.8 percent in FY 2003 to 5.6 percent in FY 2004.

As shown in Table 4, the total number of Hispanic new hires into professional occupations increased from 898 in FY 2003 to 913 in FY 2004. In contrast, the total number of Hispanic new hires into administrative occupations decreased from 2,427 in FY 2003 to 1,383 in FY 2004. This decrease in volume is consistent with the decrease in governmentwide hiring into administrative positions from 23,918 in FY 2003 to 20,765 in FY 2004.

Table 4. Hispanic Hiring into Permanent Professional and Administrative Occupations

Occupational Group	Governmentwide Total		Hispanic #		Hispanic %*	
	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2003
Professional Occupations	19,996	19,283	913	898	4.7	4.8
Administrative Occupations	20,765	23,918	1,383	2,427	6.8	10.3
Total	40,761	43,201	2,296	3,325	5.6	7.8

**Note: The governmentwide total includes all new hires into professional and administrative occupations. However, the total governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and National Origin." Therefore, the percentage of Hispanics is not a direct calculation from the governmentwide total displayed in this table.*

Hispanic Hiring in Professional Occupations

Hispanics represented 4.7 percent of all Federal employees in professional occupations in 2004. Table 5 shows the top ten professional occupations where most hiring took place governmentwide in FY 2004. The largest number of Hispanic new hires was in the Nursing (GS-0610) and Medical Officer (GS-0602) professions.

The number of new hires in these ten occupations (10,448) represents 52 percent of all new hires into professional occupations (19,996) in FY 2004. The largest percentage of Hispanic new hires in these professional occupations was in Electronics Engineering (7.3 percent). Hispanic representation among new hires was also notably strong in other professional occupations such as Medical Technologist (10.3 percent) and Social Work (6.8 percent).

Table 5. FY 2004 Hispanic Hiring Into the Top Ten Professional Occupations

Occupational Group and Series	Governmentwide Total	Hispanic #	Hispanic %*
All Professional Occupations	19,996	913	4.7
Nurse (GS-0610)	2,373	92	3.9
Medical Officer (GS-0602)	1,397	91	6.5
Contracting (GS-1102)	1,292	51	4.1
General Attorney (GS-0905)	1,150	57	5.0
Internal Revenue Agent (GS-0512)	915	28	3.1
Auditing (GS-0511)	736	23	4.2
Electronics Engineering (GS-0855)	714	51	7.3
General Education & Training (GS-1701)	664	31	4.7
General Engineering (GS-0801)	612	28	4.7
Accounting (0510)	595	20	3.5
Total Top Professional Occupations	10,448	472	4.5

Note: The governmentwide total includes all new hires into professional occupations. However, the total governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and National Origin." Therefore, the percentage of Hispanics is not a direct calculation from the governmentwide total displayed in this table.

Hispanic Hiring in Administrative Occupations

Hispanics represented 6.8 percent of all Federal employees in administrative occupations in 2004. The top ten administrative occupations with the most new hires governmentwide for FY 2004 are shown in Table 6. The number of new hires in these ten occupations (12,231) represents 59 percent of all new hires in administrative occupations in FY 2004. The largest number of Hispanic new hires was in Customs Inspection (192). The largest percentage of Hispanic new hires within an occupation was in Social Insurance Administration (18.6 percent).

Table 6. FY 2004 Hispanic Hiring Into the Top Ten Administrative Occupations

Occupational Group and Series	Governmentwide Total	Hispanic #	Hispanic %*
All Administrative Occupations	20,765	1,383	6.8
Customs Inspections (GS-1890)	1,389	192	13.8
Information Technology Specialist (GS-2210)	2,544	129	5.2
Miscellaneous Administration and Program (GS-0301)	2,613	127	4.9
Social Insurance Administration (GS-0105)	618	115	18.6
Criminal Investigating (GS-1811)	890	96	11.4
General Inspection, Investigation and Compliance (GS-1801)	737	78	10.7
Management and Program Analysis (GS-0343)	1,367	75	5.6
Human Resources Management (GS-0201)	678	41	6.1
Intelligence (GS-0132)	686	38	5.6
Security Administration (GS-0080)	709	28	4.0
Total Top Ten Administrative Groups	12,231	919	7.5
<p><i>*Note: The governmentwide total includes all new hires into administrative occupations. However, the total governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and National Origin." Therefore, the percentage of Hispanics is not necessarily a direct calculation from the governmentwide total displayed in this table.</i></p>			

Hiring Programs

Federal agencies have available a variety of special hiring programs, authorities and flexibilities to meet their human capital needs. The Student Career Experience Program (SCEP) and the Bilingual/Bicultural Program are two hiring programs agencies are using to recruit diverse candidates at the entry-level.

Hispanic Hiring under the Student Career Experience Program (SCEP)

A large number of Federal agencies maximized student employment programs like the SCEP to recruit talented Hispanic students to the Federal service with the unique experience that SCEP offers. This program allows agencies to appoint students to Federal positions in their major field of study. Once SCEP participants successfully complete specific work requirements and complete all degree coursework, they may be eligible for non competitive conversion to term, career, or career-conditional appointments.

In FY 2004, there was a 10.5 percent increase in the number of new hires under the SCEP. Table 7 shows that the percentage of Hispanics hired using this flexibility increased to 9.8 percent in FY 2004, compared to 8.1 percent in FY 2003.

Agencies vary greatly in terms of percentage of Hispanic hires under the SCEP. In FY 2004, the agencies with the highest percentage of Hispanic new hires under the SCEP were the following: Department of Agriculture, Department of Justice, Department of the Treasury, National Labor Relations Board, General Services Administration, Department of Homeland Security, Department of Labor, Department of the Interior, the Environmental Protection Agency, and the Federal Deposit Insurance Corporation.

Table 7. Hispanic New Hires under the Student Career Experience Program

Agency	FY 2004			FY 2003		
	All Hires #	Hispanics #	Hispanics %	All Hires #	Hispanics #	Hispanics %*
USDA	1,032	221	21.4	539	65	12.1
DOJ	57	11	19.3	106	19	17.9
TREAS	69	12	17.4	123	20	16.3
NLRB	32	5	15.6	41	2	4.9
GSA	74	11	15.5	72	8	11.9
DHS	75	11	14.7	94	12	12.8
DOL	60	8	13.6	43	4	9.3
DOI	241	28	11.6	234	26	11.1
EPA	47	5	10.6	23	5	21.7
FDIC	57	6	10.5	69	4	5.8
DOT	68	6	8.8	56	4	7.1
NASA	201	17	8.5	218	26	11.9
VA	295	25	8.5	351	30	8.5
ARMY	583	40	6.9	615	40	6.5
AIR FORCE	724	45	6.2	676	53	7.9
DOE	53	3	5.8	39	1	2.6
SSA	22	1	4.5	36	6	16.7
DOC	95	4	4.2	66	2	3.0
NAVY	1,009	33	3.4	1,105	36	3.4
DOS	77	2	2.8	42	5	11.9
HHS	43	1	2.3	25	1	4.0
Defense-Other	261	3	1.4	95	1	1.1
ED	4	0	0.0	4	0	0.0
Other agencies	49	4	8.2	60	10	16.6
Total	5,228	502	9.8	4,732	380	8.1

**Note: The number of all hires includes all new hires under the SCEP. However, the number of hires used to calculate the percentage of Hispanic new hires under the SCEP does not include individuals designated as “Unspecified Race and National Origin.” Therefore, the percentage of Hispanics is not necessarily a direct calculation from the governmentwide total displayed in this table.*

Hispanic Hiring under the Bilingual/Bicultural Program

The *Luevano* Consent Decree was the basis for establishing the Bilingual/Bicultural appointing authority. This hiring authority allows agencies to hire applicants with Spanish-language proficiency and/or knowledge of Hispanic culture where these competencies enhance service to the public or job performance. Agencies may only use this program consistent with the requirements of the Decree, as a supplement (not a substitute) for the competitive examining process.

Table 8 shows the use of the Bilingual/Bicultural Program by individual Federal agencies in FY 2004 and FY 2003. In FY 2004, there was a significant decrease in the total number of hires, the number of Hispanic hires, and the percentage of Hispanic hires using the Bilingual/Bicultural appointing authority. Hispanics represented 23.5 percent of all persons hired under this authority in FY 2004, compared to 63.9 percent in FY 2003.

Table 8. Hispanic New Hires under the Bilingual/Bicultural Program

Agency	FY 2004			FY 2003		
	All Hires #	Hispanics #	Hispanics %	All Hires #	Hispanics #	Hispanics %
SSA	56	36	64.3	167	131	78.4
DHS	9	5	55.6	109	101	92.7
DOC	4	3	75.0	14	9	64.3
TREAS	3	3	100	5	5	100
EEOC	4	2	50	0	0	0.0
DOL	2	2	100	11	9	81.8
USDA	1	1	100	0	0	0.0
ARMY	139	0	0.0	115	0	0.0
Defense- Other	0	0	0.0	7	2	28.6
HUD	0	0	0.0	2	2	100
IAF	1	0	0.0	2	0	0.0
DOL	1	0	0.0	72	63	87.5
Total	221	52	23.5	504	322	63.9



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