

**BASES OF FORMAL EEO COMPLAINTS FILED
FISCAL YEARS 1996 - 1999**

BASES	TOTAL	FISCAL YEAR			
		1996	1997	1998	1999
TOTAL	82	20	18	24	37
NATIONAL ORIGIN	7	2	0	5	1
RACE AND COLOR	16	1	5	5	11
GENDER	9	3	1	2	8
AGE	14	4	3	3	7
DISABILITY	12	3	0	5	6
RELIGION	1	1	0	0	0
REPRISAL	23	6	9	4	4

**ISSUES ALLEGED IN FORMAL EEO COMPLAINTS FILED
FISCAL YEARS 1996 - 1999**

ISSUES	TOTAL	FISCAL YEAR			
		1996	1997	1998	1999
TOTAL	76	20	18	21	37
APPOINTMENT/HIRE	7	0	4	2	2
ASSIGNMENT OF DUTIES	9	6	0	2	0
AWARDS	4	0	2	1	2
REPRIMAND	1	0	1	0	1
TERMINATION	1	0	0	0	1
OTHER DISCIPLINARY ACTION	3	2	0	1	0
EVALUATION/APPRaisal	12	4	4	1	6
SEXUAL HARASSMENT	3	1	0	1	1
NON-SEXUAL HARASSMENT	3	1	0	0	1
PROMOTION/NON-SELECTION	16	4	3	7	17
TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	0	2
TRAINING	2	0	1	1	0
TIME & ATTENDANCE	3	0	0	2	0
OTHER	11	2	3	3	4

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%

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1999

	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	2832	100.00%	1758	100.00%	200	100.00%	573	100.00%	291	100.00%	3	100.00%	9	100.00%
FEMALE	1055	37.25%	302	17.20%	178	89.00%	301	52.53%	273	93.81%	0	0.00%	1	11.11%
MALE	1777	62.75%	1454	82.80%	22	11.00%	272	47.47%	18	6.19%	3	100.00%	8	88.89%
AFRICAN AMERICAN	366	12.92%	114	6.49%	72	36.00%	111	19.37%	66	22.68%	0	0.00%	3	33.33%
FEMALE	252	8.90%	50	2.85%	64	32.00%	78	13.61%	60	20.62%	0	0.00%	0	0.00%
MALE	114	4.03%	64	3.64%	8	4.00%	33	5.76%	6	2.06%	0	0.00%	3	33.33%
ASIAN PACIFIC AMERICAN	196	6.92%	172	9.79%	7	3.50%	10	1.75%	7	2.41%	0	0.00%	0	0.00%
FEMALE	45	1.59%	23	1.31%	6	3.00%	9	1.57%	7	2.41%	0	0.00%	0	0.00%
MALE	151	5.33%	149	8.49%	1	0.50%	1	0.17%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	63	2.22%	38	2.16%	5	2.50%	10	1.75%	9	3.09%	1	33.33%	0	0.00%
FEMALE	23	0.81%	6	0.34%	4	2.00%	4	0.70%	9	3.09%	0	0.00%	0	0.00%
MALE	40	1.41%	32	1.82%	1	0.50%	6	1.05%	0	0.00%	1	33.33%	0	0.00%
NATIVE AMERICAN	9	0.32%	3	0.17%	2	1.00%	2	0.35%	2	0.69%	0	0.00%	0	0.00%
FEMALE	4	0.14%	1	0.06%	2	1.00%	0	0.00%	1	0.34%	0	0.00%	0	0.00%
MALE	5	0.18%	2	0.11%	0	0.00%	2	0.35%	1	0.34%	0	0.00%	0	0.00%
WHITE	2198	77.61%	1429	81.38%	114	57.00%	440	76.79%	207	71.13%	2	66.67%	6	66.67%
FEMALE	731	25.81%	222	12.64%	102	51.00%	210	36.65%	196	67.35%	0	0.00%	1	11.11%
MALE	1467	51.80%	1207	68.74%	12	6.00%	230	40.14%	11	3.78%	2	66.67%	5	55.56%

Chart 3

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1998

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		BLUE COLLAR	
	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL
TOTAL	2961	100.00%	1824	100.00%	230	100.00%	584	100.00%	312	100.00%	11	100.00%
FEMALE	1093	36.91%	295	16.17%	204	88.70%	298	51.03%	294	94.23%	2	18.18%
MALE	1868	63.09%	1529	83.83%	26	11.30%	286	48.97%	18	5.77%	9	81.82%
AFRICAN AMERICAN	374	12.63%	112	6.14%	76	33.04%	112	19.18%	71	22.76%	3	27.27%
FEMALE	256	8.65%	44	2.41%	68	29.57%	79	13.53%	65	20.83%	0	0.00%
MALE	118	3.99%	68	3.73%	8	3.48%	33	5.65%	6	1.92%	3	27.27%
ASIAN PACIFIC AMERICAN	200	6.75%	177	9.70%	8	3.48%	9	1.54%	6	1.92%	0	0.00%
FEMALE	46	1.55%	24	1.32%	7	3.04%	9	1.54%	6	1.92%	0	0.00%
MALE	154	5.20%	153	8.39%	1	0.43%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	62	2.09%	36	1.97%	5	2.17%	11	1.88%	10	3.21%	0	0.00%
FEMALE	23	0.78%	6	0.33%	4	1.74%	3	0.51%	10	3.21%	0	0.00%
MALE	39	1.32%	30	1.64%	1	0.43%	8	1.37%	0	0.00%	0	0.00%
NATIVE AMERICAN	8	0.27%	2	0.11%	3	1.30%	2	0.34%	1	0.32%	0	0.00%
FEMALE	3	0.10%	0	0.00%	2	0.87%	0	0.00%	1	0.32%	0	0.00%
MALE	5	0.17%	2	0.11%	1	0.43%	2	0.34%	0	0.00%	0	0.00%
WHITE	2317	78.25%	1497	82.07%	138	60.00%	450	77.05%	224	71.79%	8	72.73%
FEMALE	765	25.84%	221	12.12%	123	53.48%	207	35.45%	212	67.95%	2	18.18%
MALE	1552	52.41%	1276	69.96%	15	6.52%	243	41.61%	12	3.85%	6	54.55%

Chart 4

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1997

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		BLUE COLLAR	
	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL
TOTAL	3047	100.00%	1875	100.00%	249	100.00%	587	100.00%	325	100.00%	11	100.00%
FEMALE	1130	37.09%	305	16.27%	222	89.16%	296	50.43%	305	93.85%	2	18.18%
MALE	1917	62.91%	1570	83.73%	27	10.84%	291	49.57%	20	6.15%	9	81.82%
AFRICAN AMERICAN	379	12.44%	112	5.97%	80	32.13%	110	18.74%	74	22.77%	3	27.27%
FEMALE	261	8.57%	46	2.45%	72	28.92%	76	12.95%	67	20.62%	0	0.00%
MALE	118	3.87%	66	3.52%	8	3.21%	34	5.79%	7	2.15%	3	27.27%
ASIAN PACIFIC AMERICAN	197	6.47%	174	9.28%	11	4.42%	9	1.53%	3	0.92%	0	0.00%
FEMALE	47	1.54%	25	1.33%	10	4.02%	9	1.53%	3	0.92%	0	0.00%
MALE	150	4.92%	149	7.95%	1	0.40%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	63	2.07%	36	1.92%	8	3.21%	11	1.87%	8	2.46%	0	0.00%
FEMALE	22	0.72%	5	0.27%	6	2.41%	3	0.51%	8	2.46%	0	0.00%
MALE	41	1.35%	31	1.65%	2	0.80%	8	1.36%	0	0.00%	0	0.00%
NATIVE AMERICAN	7	0.23%	2	0.11%	2	0.80%	2	0.34%	1	0.31%	0	0.00%
FEMALE	3	0.10%	0	0.00%	2	0.80%	0	0.00%	1	0.31%	0	0.00%
MALE	4	0.13%	2	0.11%	0	0.00%	2	0.34%	0	0.00%	0	0.00%
WHITE	2401	78.80%	1551	82.72%	148	59.44%	455	77.51%	239	73.54%	8	72.73%
FEMALE	797	26.16%	229	12.21%	132	53.01%	208	35.43%	226	69.54%	2	18.18%
MALE	1604	52.64%	1322	70.51%	16	6.43%	247	42.08%	13	4.00%	6	54.55%

Chart 5

PATCOB Categories

DATA AS OF SEPTEMBER 30, 1996

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		BLUE COLLAR	
	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL	NO.	% OF TOTAL
TOTAL	3104	100.00%	1904	100.00%	258	100.00%	592	100.00%	339	100.00%	11	100.00%
FEMALE	1157	37.27%	311	16.33%	227	87.98%	296	50.00%	321	94.69%	2	18.18%
MALE	1947	62.73%	1593	83.67%	31	12.02%	296	50.00%	18	5.31%	9	81.82%
AFRICAN AMERICAN	377	12.15%	106	5.57%	86	33.33%	105	17.74%	77	22.71%	3	27.27%
FEMALE	262	8.44%	44	2.31%	79	30.62%	71	11.99%	68	20.06%	0	0.00%
MALE	115	3.70%	62	3.26%	7	2.71%	34	5.74%	9	2.65%	3	27.27%
ASIAN PACIFIC AMERICAN	196	6.31%	171	8.98%	12	4.65%	9	1.52%	4	1.18%	0	0.00%
FEMALE	48	1.55%	24	1.26%	11	4.26%	9	1.52%	4	1.18%	0	0.00%
MALE	148	4.77%	147	7.72%	1	0.39%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	66	2.13%	39	2.05%	7	2.71%	12	2.03%	8	2.36%	0	0.00%
FEMALE	25	0.81%	7	0.37%	6	2.33%	4	0.68%	8	2.36%	0	0.00%
MALE	41	1.32%	32	1.68%	1	0.39%	8	1.35%	0	0.00%	0	0.00%
NATIVE AMERICAN	7	0.23%	2	0.11%	2	0.78%	2	0.34%	1	0.29%	0	0.00%
FEMALE	3	0.10%	0	0.00%	2	0.78%	0	0.00%	1	0.29%	0	0.00%
MALE	4	0.13%	2	0.11%	0	0.00%	2	0.34%	0	0.00%	0	0.00%
WHITE	2458	79.19%	1586	83.30%	151	58.53%	464	78.38%	249	73.45%	8	72.73%
FEMALE	819	26.39%	236	12.39%	129	50.00%	212	35.81%	240	70.80%	2	18.18%
MALE	1639	52.80%	1350	70.90%	22	8.53%	252	42.57%	9	2.65%	6	54.55%

Chart 6

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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%

Rotational Assignments

	FY 99		FY 98		FY 97		FY 96	
		%		%		%		%
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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%
<hr/>								
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		FY 96	
		%		%		%		%		%
TOTAL	233	100%	233	100%	207	100%	194	100%	187	100%
FEMALE	85	36%	85	36%	78	38%	70	36%	80	43%
MALE	148	64%	148	64%	129	62%	124	64%	107	57%
<hr/>										
AFRICAN AMERICAN	22	9%	22	9%	15	7%	12	6%	27	14%
FEMALE	13	6%	13	6%	12	6%	10	5%	15	8%
MALE	9	4%	9	4%	3	1%	2	1%	12	6%
<hr/>										
ASIAN PACIFIC AMERICAN	9	4%	9	4%	12	6%	5	3%	7	4%
FEMALE	2	1%	2	1%	4	2%	2	1%	6	3%
MALE	7	3%	7	3%	8	4%	3	2%	1	1%
<hr/>										
HISPANIC	5	2%	5	2%	5	2%	6	3%	8	4%
FEMALE	2	1%	2	1%	0	0%	5	3%	4	2%
MALE	3	1%	3	1%	5	2%	1	1%	4	2%
<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	197	85%	197	85%	175	85%	171	88%	145	78%
FEMALE	68	29%	68	29%	62	30%	53	27%	55	29%
MALE	129	55%	129	55%	113	55%	118	61%	90	48%

All Awards (HQI, Performance, and Instant Cash)								
	FY 1999		FY 1998		FY 1997		FY 1996	
	2007	%		%		%		%
TOTAL	2007	100%	1725	100%	1665	100%	1451	100%
FEMALE	861	43%	679	39%	694	42%	633	44%
MALE	1146	57%	1046	61%	971	58%	818	56%
AFRICAN AMERICAN	296	15%	216	13%	222	13%	210	14%
FEMALE	211	11%	142	8%	153	9%	145	10%
MALE	85	4%	74	4%	69	4%	65	4%
ASIAN PACIFIC AMERICAN	105	5%	98	6%	79	5%	66	5%
FEMALE	34	2%	32	2%	24	1%	24	2%
MALE	71	4%	66	4%	55	3%	42	3%
HISPANIC	37	2%	38	2%	34	2%	20	1%
FEMALE	13	1%	13	1%	15	1%	9	1%
MALE	24	1%	25	1%	19	1%	11	1%
NATIVE AMERICAN	8	0%	4	0.2%	4	0.2%	4	0.3%
FEMALE	4	0.2%	2	0.1%	0	0.0%	2	0.1%
MALE	4	0.2%	2	0.1%	4	0.2%	2	0.1%
WHITE	1561	78%	1359	79%	1326	80%	1151	79%
FEMALE	599	30%	490	28%	502	30%	453	31%
MALE	962	48%	879	51%	824	49%	698	48%

ADVANCEMENTS TO SES & SLS																
	FY 1999				FY 1998				FY 1997				FY 1996			
	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%
TOTAL	2	100%	5	100%	11	100%	8	100%	15	100%	5	100%	4	100%	10	90%
FEMALE	0	0%	1	20%	3	27%	1	13%	5	33%	2	40%	1	25%	3	20%
MALE	2	100%	4	80%	8	73%	7	88%	10	67%	3	60%	3	75%	7	70%
AFRICAN AMERICAN	1	50%	0	0%	1	9%	0	0%	2	13%	1	20%	0	0%	0	0%
FEMALE	0	0%	0	0%	1	9%	0	0%	1	7%	1	20%	0	0%	0	0%
MALE	1	50%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
ASIAN PACIFIC AMERICAN	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	10%
FEMALE	0	0%	0	0%	1	9%	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%	1	10%
HISPANIC	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
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	1	50%	5	100%	9	82%	8	100%	13	87%	4	80%	4	100%	8	80%
FEMALE	0	0%	1	20%	1	9%	1	13%	4	27%	1	20%	1	25%	2	20%
MALE	1	50%	4	80%	8	73%	7	88%	9	60%	3	60%	3	75%	6	60%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	NON-SES COMPETITIVE SELECTIONS - FY 1999																
3																	
4		TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
5	TOTAL	153	100%	10	100%	23	100%	10	100%	7	100%	17	100%	50	100%	36	100%
6	FEMALE	79	52%	9	90%	20	87%	10	100%	7	100%	9	53%	14	28%	10	28%
7	MALE	74	48%	1	10%	3	13%	0	0%	0	0%	8	47%	36	72%	26	72%
8	AFRICAN AMERICAN	25	16%	3	30%	8	35%	2	20%	2	29%	4	24%	5	10%	1	3%
9	FEMALE	16	10%	3	30%	6	26%	2	20%	2	29%	3	18%	0	0%	0	0%
10	MALE	9	6%	0	0%	2	9%	0	0%	0	0%	1	6%	5	10%	1	3%
11	ASIAN PACIFIC AMERICAN	6	4%	1	10%	0	0%	0	0%	0	0%	0	0%	3	6%	2	6%
12	FEMALE	3	2%	1	10%	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
13	MALE	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	1	3%
14	HISPANIC	4	3%	1	10%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%
15	FEMALE	2	1%	1	10%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%
16	MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%
17	NATIVE AMERICAN	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
18	FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
19	MALE	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
20	WHITE	116	76%	4	40%	15	65%	7	70%	5	71%	13	11%	40	80%	32	89%
21	FEMALE	58	36%	4	40%	14	61%	7	70%	5	71%	6	35%	13	26%	9	25%
22	MALE	58	38%	0	0%	1	4%	0	0%	0	0%	7	41%	27	54%	23	64%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	NON-SES COMPETITIVE SELECTIONS - FY 1998																
3																	
4		TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
5	TOTAL	119	100%	12	100%	23	100%	4	100%	5	100%	14	100%	45	100%	16	100%
6	FEMALE	70	59%	11	92%	21	91%	4	100%	5	100%	5	36%	17	38%	7	44%
7	MALE	49	41%	1	8%	2	9%	0	0%	0	0%	9	64%	28	62%	9	56%
8																	
9	AFRICAN AMERICAN	23	19%	3	25%	7	30%	1	25%	2	40%	3	21%	6	13%	1	6%
10	FEMALE	18	15%	2	17%	6	26%	1	25%	2	40%	1	7%	5	11%	1	6%
11	MALE	5	4%	1	8%	1	4%	0	0%	0	0%	2	14%	1	2%	0	0%
12	ASIAN PACIFIC AMERICAN	3	3%	1	8%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%
13	FEMALE	3	3%	1	8%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%
14	MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
15	HISPANIC	2	2%	0	0%	0	0%	0	0%	0	0%	1	7%	1	2%	0	0%
16	FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
17	MALE	2	2%	0	0%	0	0%	0	0%	0	0%	1	7%	1	2%	0	0%
18	NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
19	FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
20	MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
21	WHITE	91	76%	8	67%	15	65%	3	75%	3	60%	10	11%	37	82%	15	94%
22	FEMALE	49	41%	8	67%	14	61%	3	75%	3	60%	4	29%	11	24%	6	38%
23	MALE	42	35%	0	0%	1	4%	0	0%	0	0%	6	43%	26	58%	9	56%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	NON-SES COMPETITIVE SELECTIONS - FY 1997																
3																	
4		TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
5	TOTAL	165	100%	13	100%	32	100%	12	100%	4	100%	14	100%	54	100%	36	100%
6	FEMALE	81	49%	10	77%	30	94%	9	75%	4	100%	7	50%	12	22%	9	25%
7	MALE	84	51%	3	23%	2	6%	3	25%	0	0%	7	50%	42	78%	27	75%
8																	
9	AFRICAN AMERICAN	30	18%	5	38%	11	34%	4	33%	1	25%	1	7%	5	9%	3	8%
10	FEMALE	23	14%	5	38%	10	31%	3	25%	1	25%	1	7%	2	4%	1	3%
11	MALE	7	4%	0	0%	1	3%	1	8%	0	0%	0	0%	3	6%	2	6%
12	ASIAN PACIFIC AMERICAN	8	5%	1	8%	2	6%	0	0%	0	0%	2	14%	1	2%	2	6%
13	FEMALE	6	4%	1	8%	2	6%	0	0%	0	0%	2	14%	0	0%	1	3%
14	MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
15	HISPANIC	5	3%	0	0%	0	0%	1	8%	0	0%	1	7%	3	6%	0	0%
16	FEMALE	3	2%	0	0%	0	0%	1	8%	0	0%	1	7%	1	2%	0	0%
17	MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%
18	NATIVE AMERICAN	1	1%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
19	FEMALE	1	1%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
20	MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
21	WHITE	121	73%	7	54%	18	56%	7	58%	3	75%	10	8%	45	83%	31	86%
22	FEMALE	48	29%	4	31%	17	53%	5	42%	3	75%	3	21%	9	17%	7	19%
23	MALE	73	44%	3	23%	1	3%	2	17%	0	0%	7	50%	36	67%	24	67%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	NON-SES COMPETITIVE SELECTIONS - FY 1996																
3																	
4		TOTAL	%	GG 6/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
5	TOTAL	182	100%	30	100%	27	100%	13	100%	12	100%	8	100%	66	100%	26	96%
6	FEMALE	95	52%	29	97%	23	85%	11	85%	7	58%	2	25%	16	24%	7	23%
7	MALE	87	48%	1	3%	4	15%	2	15%	5	42%	6	75%	50	76%	19	73%
8																	
9	AFRICAN AMERICAN	34	19%	9	30%	13	48%	1	8%	1	8%	1	13%	6	9%	3	12%
10	FEMALE	23	13%	8	27%	9	33%	0	0%	1	8%	0	0%	4	6%	1	4%
11	MALE	11	6%	1	3%	4	15%	1	8%	0	0%	1	13%	2	3%	2	8%
12	ASIAN PACIFIC AMERICAN	5	3%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%	3	12%
13	FEMALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%
14	MALE	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%
15	HISPANIC	10	5%	1	3%	1	4%	2	15%	2	17%	0	0%	2	3%	2	8%
16	FEMALE	6	3%	1	3%	1	4%	2	15%	1	8%	0	0%	0	0%	1	4%
17	MALE	4	2%	0	0%	0	0%	0	0%	1	8%	0	0%	2	3%	1	4%
18	NATIVE AMERICAN	2	1%	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
19	FEMALE	2	1%	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
20	MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
21	WHITE	131	72%	18	60%	13	48%	10	77%	9	75%	7	5%	56	85%	18	69%
22	FEMALE	62	34%	18	60%	13	48%	9	69%	5	42%	2	25%	10	15%	5	19%
23	MALE	69	38%	0	0%	0	0%	1	8%	4	33%	5	63%	46	70%	13	50%

Chart 22

	A	B	C	D	E	F	G	H	I	J	K
1											
2	PERFORMANCE APPRAISALS - FY 1998										
3		TOTAL	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
4	TOTAL	2622	100%	891	34%	1421	54%	303	12%	7	0.3%
5	FEMALE	1011	100%	370	37%	542	54%	96	9%	3	0.3%
6	MALE	1611	100%	521	32%	879	55%	207	13%	4	1%
7	AFRICAN AMERICAN	356	100%	91	26%	210	59%	52	15%	3	0.8%
8	FEMALE	248	100%	69	28%	146	59%	31	13%	2	0.8%
9	MALE	108	100%	22	20%	64	59%	21	19%	1	0.9%
10	ASIAN PACIFIC AMERICAN	181	100%	43	24%	110	61%	28	15%	0	0%
11	FEMALE	40	100%	11	28%	27	68%	2	5%	0	0%
12	MALE	141	100%	32	23%	83	59%	26	18%	0	0%
13	HISPANIC	55	100%	11	20%	37	67%	7	13%	0	0%
14	FEMALE	21	100%	5	24%	14	67%	2	10%	0	0%
15	MALE	34	100%	6	18%	23	68%	5	15%	0	0%
16	NATIVE AMERICAN	7	100%	3	43%	3	43%	1	14%	0	0%
17	FEMALE	2	100%	1	50%	1	50%	0	0%	0	0%
18	MALE	5	100%	2	40%	2	40%	1	20%	0	0%
19	WHITE	2023	100%	743	37%	1061	52%	215	11%	4	0.2%
20	FEMALE	700	100%	284	41%	354	51%	61	9%	1	0.1%
21	MALE	1323	100%	459	35%	707	53%	154	12%	3	0.2%

	A	B	C	D	E	F	G	H	I	J	K
1											
2	PERFORMANCE APPRAISALS - FY 1997										
3		TOTAL	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
4	TOTAL	2681	100%	1189	44%	1266	47%	221	8%	5	0.2%
5	FEMALE	1053	100%	528	50%	446	42%	77	7%	2	0.2%
6	MALE	1628	100%	661	41%	820	50%	144	9%	3	0.5%
7	AFRICAN AMERICAN	362	100%	146	40%	168	46%	47	13%	1	0.3%
8	FEMALE	258	100%	113	44%	111	43%	33	13%	1	0.4%
9	MALE	104	100%	33	32%	57	55%	14	13%	0	0.0%
10	ASIAN PACIFIC AMERICAN	176	100%	61	35%	98	56%	16	9%	1	1%
11	FEMALE	41	100%	16	39%	24	59%	0	0%	1	2%
12	MALE	135	100%	45	33%	74	55%	16	12%	0	0%
13	HISPANIC	53	100%	12	23%	36	68%	5	9%	0	0%
14	FEMALE	18	100%	3	17%	14	78%	1	6%	0	0%
15	MALE	35	100%	9	26%	22	63%	4	11%	0	0%
16	NATIVE AMERICAN	6	100%	2	33%	3	50%	1	17%	0	0%
17	FEMALE	2	100%	0	0%	2	100%	0	0%	0	0%
18	MALE	4	100%	2	50%	1	25%	1	25%	0	0%
19	WHITE	2084	100%	968	46%	961	46%	152	7%	3	0.1%
20	FEMALE	734	100%	396	54%	295	40%	43	6%	0	0%
21	MALE	1350	100%	572	42%	666	49%	109	8%	3	0.2%

	A	B	C	D	E	F	G	H	I	J	K
1											
2	PERFORMANCE APPRAISALS - FY 1996										
3		TOTAL	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
4	TOTAL	2758	100%	1333	48%	1241	45%	178	6%	6	0.2%
5	FEMALE	1080	100%	595	55%	436	40%	47	4%	2	0.2%
6	MALE	1678	100%	738	44%	805	48%	131	8%	4	0.5%
7	AFRICAN AMERICAN	366	100%	158	43%	177	48%	29	8%	2	0.5%
8	FEMALE	259	100%	121	47%	120	46%	17	7%	1	0.4%
9	MALE	107	100%	37	35%	57	53%	12	11%	1	0.9%
10	ASIAN PACIFIC AMERICAN	177	100%	73	41%	83	47%	20	11%	1	1%
11	FEMALE	39	100%	13	33%	23	59%	3	8%	0	0%
12	MALE	138	100%	60	43%	60	43%	17	12%	1	1%
13	HISPANIC	54	100%	12	22%	41	76%	1	2%	0	0%
14	FEMALE	21	100%	6	29%	14	67%	1	5%	0	0%
15	MALE	33	100%	6	18%	27	82%	0	0%	0	0%
16	NATIVE AMERICAN	7	100%	4	57%	2	29%	1	14%	0	0%
17	FEMALE	3	100%	2	67%	1	33%	0	0%	0	0%
18	MALE	4	100%	2	50%	1	25%	1	25%	0	0%
19	WHITE	2154	100%	1086	50%	938	44%	127	6%	3	0.1%
20	FEMALE	758	100%	453	60%	278	37%	26	3%	1	0.1%
21	MALE	1396	100%	633	45%	660	47%	101	7%	2	0.1%

PERFORMANCE APPRAISALS - FY 1999

	TOTAL	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	2413	100%	915	38%	1283	53%	206	9%	9	0.4%
FEMALE	930	100%	390	42%	463	50%	73	8%	4	0.4%
MALE	1483	100%	525	35%	820	55%	133	9%	5	1%
AFRICAN AMERICAN	328	100%	90	28%	198	61%	36	11%	2	0.6%
FEMALE	228	100%	71	31%	134	59%	21	9%	2	0.9%
MALE	98	100%	19	19%	64	65%	15	15%	0	0.0%
ASIAN PACIFIC AMERICAN	175	100%	49	28%	105	60%	20	11%	1	1%
FEMALE	38	100%	14	37%	21	55%	3	8%	0	0%
MALE	137	100%	35	26%	84	61%	17	12%	1	1%
HISPANIC	50	100%	9	18%	31	62%	10	20%	0	0%
FEMALE	17	100%	5	29%	8	47%	4	24%	0	0%
MALE	33	100%	4	12%	23	70%	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	1854	100%	765	41%	945	51%	138	7%	6	0.3%
FEMALE	644	100%	299	46%	298	46%	45	7%	2	0.3%
MALE	1210	100%	466	39%	647	53%	93	8%	4	0.3%

PERFORMANCE APPRAISALS BY AGE GROUPINGS

1999

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2413	100%	915	38%	1283	53%	206	9%	9	0.4%
56+	515	100%	140	27%	313	61%	58	11%	4	0.8%
50-55	523	100%	203	39%	279	53%	40	8%	1	0%
40-49	864	100%	354	41%	429	50%	78	9%	3	0.3%
39 and less	511	100%	218	43%	262	51%	30	6%	1	0.2%

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%

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%

1996

	TOTAL	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2758	100%	1333	48%	1241	45%	178	6%	6	0.2%
56+	480	100%	207	43%	228	48%	44	9%	1	0.2%
50-55	519	100%	259	50%	219	42%	38	7%	3	0.6%
40-49	1018	100%	513	50%	444	44%	58	6%	1	0.1%
39 and less	743	100%	354	48%	350	47%	38	5%	1	0.1%