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United States Government Accountability Office  
Washington, DC 20548

May 18, 2007

The Honorable Henry A. Waxman  
Chairman  
Committee on Oversight and Government Reform  
House of Representatives

The Honorable Danny K. Davis  
Chairman  
Subcommittee on the Federal Workforce, Post Office,  
and the District of Columbia  
Committee on Oversight and Government Reform  
House of Representatives

The Honorable Charles A. Gonzalez  
House of Representatives

The Honorable Grace Flores Napolitano  
House of Representatives

Subject: *Data on Hispanic Representation in the Federal Workforce*

In August 2006, we reported to you on the results of our review, done at your request, of factors affecting Hispanic representation in the federal workforce and efforts being taken by the Equal Employment Opportunity Commission (EEOC), Office of Personnel Management (OPM), and other agencies related to Hispanic representation.<sup>1</sup> We reported that EEOC and OPM require agencies to analyze their workforces to help ensure equal employment opportunity and that EEOC requires agencies to analyze subsets of their workforce to determine whether barriers to such opportunities may exist.<sup>2</sup> As indicated in that report, and as discussed with your offices, this report contains additional data on Hispanic representation in various subsets of the federal workforce with some comparisons to Hispanic representation

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<sup>1</sup>See GAO, *The Federal Workforce: Additional Insights Could Enhance Agency Efforts Related to Hispanic Representation*, GAO-06-832 (Washington, D.C.: Aug. 17, 2006).

<sup>2</sup>EEOC defines barriers as agency policies, principles, or practices that limit or tend to limit employment opportunities for members of a particular gender, race, or ethnic background, or based on an individual's disability status.

in the Civilian Labor Force (CLF).<sup>3</sup> (See enclosure 1.) The data in this report provide a foundation for further analyses by agency officials and policymakers as they consider a broad spectrum of issues related to Hispanic representation in the federal workforce. These data include analyses by agency, selected occupation, occupational category, grade, and among new hires. For purposes of these analyses, the federal workforce governmentwide includes civilian employees of all cabinet-level departments, independent agencies, commissions, councils, and boards in the executive branch except the intelligence agencies, the Postal Service, and the Foreign Service (as of 2006).<sup>4</sup>

The data in this report are descriptive and our analyses did not include any statistical tests controlling for citizenship, education, or other factors that can affect an individual's placement in the federal workforce or the CLF. These data are not intended to and do not show either the existence or absence of discrimination against Hispanics or any other group by a federal agency. Additionally, these data should be considered in the context of changes to the size, structure, and occupational composition and hiring needs of individual agencies and the federal workforce as a whole. For example, in 2003 the Department of Homeland Security was formed from portions of other cabinet-level departments, including the Departments of Justice, Transportation, and Treasury, and all of the Federal Emergency Management Agency, an independent agency. We did not report data on Hispanic representation where the total number of employees in the particular subset of the federal workforce was less than 20 because a single employee within a subset of less than 20 employees can change representation levels by 5 percent or more. We also indicated where the total number of employees in a particular subset ranged from 20 to 50.

For our analyses of Hispanic representation among on-board federal employees, we included both permanent and nonpermanent employees because the CLF, to which the federal workforce is often compared, includes both permanent and nonpermanent employees. However, because about half of all new federal hires are nonpermanent employees compared to about a tenth of all current federal employees, for our analyses of Hispanic representation among new hires, we provided data on Hispanic representation separately for permanent and nonpermanent hires. Permanent employees include those who have career or career-conditional appointments, while nonpermanent employees include those with a temporary or limited term appointment or other appointment that does not make them eligible to become a career employee. In our August 2006 report, we reported on the reliability of the same datasets used for these analyses—the Central Personnel Data File (CPDF) and the Census 2000 Special EEO File. Because we use these datasets in this report for similar purposes as they were used in our August 2006 report, we consider these datasets sufficiently reliable for the purposes of this report.

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<sup>3</sup>Hispanics are defined as persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin. The CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and not in the military or institutionalized. With a few exceptions, 18 years is the minimum age for federal employment.

<sup>4</sup>For on-board employees, the Foreign Service is not included for all 2006 data, and for new hires, the Foreign Service is not included as of March 2006.

- In table 1, we provide data on Hispanic representation for each of the 24 Chief Financial Officer Act agencies,<sup>5</sup> using the CPDF for each of the years 1990–2006. The CPDF is a database maintained by OPM that contains individual records for most federal employees and personnel actions. It is the primary governmentwide source for information on federal employees.
- In table 2, we provide data on Hispanic representation in the CLF and governmentwide by EEOC’s occupational categories.<sup>6</sup> EEOC uses nine occupational categories for the federal workforce—officials and managers, professionals, technicians, sales, office and clerical, craft workers, operatives, laborers, and service workers. EEOC also requires private sector employers to report data using these nine categories. We determined Hispanic representation in the federal workforce by EEOC’s occupational categories using the CPDF for each of the years 2000–2006. We did not analyze Hispanic representation using EEOC’s categories for the federal workforce or CLF for 1990 because changes in how federal occupations were categorized in 1990 versus 2000 did not allow us to adequately conduct these analyses. For the analysis of Hispanic representation in the CLF by EEOC’s occupational categories, we used the Census 2000 Special EEO File. The Census 2000 Special EEO File is a tabulation based on decennial Census data, which permits analyses of representation in the CLF by occupation, race, ethnicity, and gender. The Census Bureau prepares these files based on specifications set by EEOC, OPM, the Department of Justice, and the Department of Labor.
- In table 3, we provide data on Hispanic representation governmentwide by OPM’s occupational categories. OPM, which is responsible for classifying federal occupations, uses six occupational categories; one covering blue-collar occupations, which includes occupations comprising the trades, crafts, and manual labor, and five covering white-collar occupations—professional, administrative, technical, clerical, and other white collar.<sup>7</sup> We determined Hispanic representation in the federal workforce governmentwide by OPM’s occupational categories using the CPDF for 1990 and each of the years 2000–2006. We did not analyze CLF data by OPM’s occupational categories because some federal occupations are included in multiple categories depending upon the employee’s grade level and the Census 2000 Special EEO File does not have comparable grade-level data to allow us to adequately conduct an analysis.
- In table 4, we provide data on Hispanic representation in federal occupations and in similar occupations in the CLF. We selected the occupations which in September 2004 had 10,000 or more federal employees—47 occupations in total. For Hispanic representation in these occupations governmentwide, we used the CPDF for each of the years 2000–2006. For Hispanic representation in these

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<sup>5</sup>In 2006, the Chief Financial Officer Act agencies employed 98 percent of federal employees.

<sup>6</sup>EEOC also calls its categories, “job” or “employment” categories. For purposes of this report, we refer to them as “occupational” categories.

<sup>7</sup>For the white-collar occupations, OPM considers the subject matter of work, the level of difficulty or responsibility involved, and the educational requirements of each occupation in determining the occupational category.

occupations in the CLF, we analyzed the Census 2000 Special EEO File. To match the federal occupations with similar occupations in the CLF, we used a crosswalk provided to us by EEOC.

- In tables 5 through 30, we provide data on Hispanic representation by pay plan/grade. Table 5 contains governmentwide data and tables 6 through 30 contain data for each agency, using the CPDF for each of the years 1990–2006 in groupings of Blue Collar (wage grade), General Schedule grades 1 through 4, 5 through 8, and 9 through 12; separately for grades 13, 14, and 15; and separately for those in the Senior Executive Service, Senior Level/Senior Technical positions, and under the Executive Schedule.
- In tables 31 through 34, we provide data on Hispanic representation governmentwide and in table 35, for each agency, among new hires, separately for permanent and nonpermanent hires, using the CPDF for 1990 and each of the years 2000–2006. Governmentwide, we provide data on new hires overall, by pay plan/grade, and EEOC’s and OPM’s occupational categories. In the definition of permanent new hires, we included reinstatements—those who had career status when they were separated from the federal workforce and received new career appointments. We did not include the Federal Bureau of Investigation in the new hire data because it does not submit data to the CPDF on hires and other personnel actions. Additionally, beginning in January 2006, OPM required agencies to ask new hires to identify whether or not they are Hispanic—their ethnicity—separate from or regardless of their race rather than, as previously required, in response to a single question where Hispanic could be selected from a list of racial and ethnic groups, which could affect the reported percentage of Hispanic new hires.

We provided the Chair of EEOC, the Director of OPM, the Attorney General, and the Secretary of Commerce with a draft of this report for their review and comment. EEOC, OPM, and the Department of Commerce provided technical comments, which we incorporated as appropriate. In response to comments by the Department of Justice, we have added explanatory notes to tables 2 and 4. Justice’s comments are reprinted in enclosure II.

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We will send copies of this report to the Chair of EEOC, the Director of OPM, the Attorney General, and the Secretary of Commerce, the Chairman of the Congressional Hispanic Caucus, and other interested parties. Copies will be made available to others upon request. This report will also be available at no charge on GAO’s Web site at <http://www.gao.gov>.

If you have questions about this report, please contact me at (202) 512-9490 or [stalcupg@gao.gov](mailto:stalcupg@gao.gov). In addition to the contact named above, Belva M. Martin, Assistant Director; Karin K. Fangman; Anthony P. Lofaro; Rebecca Shea; Tamara F. Stenzel; and Gregory H. Wilmoth made major contributions to this report.

A handwritten signature in black ink that reads "George H. Stalcup". The signature is written in a cursive style with a large initial "G".

George H. Stalcup  
Director, Strategic Issues

Enclosures

## Enclosure I

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# Enclosure I

**Table 1: Hispanic Representation by Chief Financial Officer Act Agency, 1990-2006**  
Percent

Agency <sup>a</sup>	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Governmentwide <sup>b</sup>	5.3	5.5	5.6	5.6	5.7	5.9	6.0	6.2	6.4	6.4	6.5	6.7	6.9	7.0	7.3	7.4	7.5	
Agriculture	4.73	4.98	5.10	5.10	5.24	5.40	5.36	5.49	5.62	5.71	5.84	6.07	6.14	5.92	6.17	6.39	6.51	
AID	2.69	2.82	3.18	3.14	3.19	3.17	3.25	3.41	3.60	3.50	3.46	3.39	3.56	3.67	3.73	3.76	4.26	
Commerce	3.96	2.61	2.54	2.95	2.69	2.95	2.84	2.85	3.39	4.15	4.01	3.41	3.53	3.61	3.67	4.17	3.97	
Defense	5.62	5.58	5.65	5.67	5.78	5.93	6.08	6.23	6.18	6.08	5.99	5.97	6.01	5.97	6.16	6.27	6.24	
Education	3.45	3.65	3.62	3.55	3.82	4.43	4.47	4.26	4.73	4.72	4.61	4.80	4.61	4.57	4.37	4.40	4.21	
Energy	4.43	4.56	4.72	4.81	4.89	5.10	4.99	5.09	5.23	5.30	5.38	5.39	5.74	5.83	5.98	6.33	6.43	
EPA	3.53	3.73	3.85	3.99	4.05	4.06	4.08	4.19	4.47	4.58	4.66	4.73	4.85	4.96	4.98	5.07	4.83	
FEMA	7.80	6.68	9.23	8.15	8.30	9.54	14.91	8.11	10.69	13.10	10.46	12.21	9.64	<sup>c</sup>	<sup>c</sup>	<sup>c</sup>	<sup>c</sup>	
GSA	4.23	4.40	4.57	4.77	4.55	4.65	4.71	4.95	5.05	5.08	4.87	5.02	5.06	4.81	5.11	5.26	5.39	
HHS	2.47	2.56	2.59	2.64	2.62	2.74	2.77	2.84	2.91	3.05	3.10	3.30	3.46	3.53	3.54	3.67	3.65	
Homeland Security	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	<sup>d</sup>	16.58	16.61	17.02	16.77
HUD	6.12	6.37	6.28	6.48	6.50	6.63	6.66	6.56	6.73	6.98	7.00	6.94	7.06	7.13	7.06	7.15	7.26	
Interior	3.85	4.00	4.06	4.00	3.70	3.86	3.93	4.15	4.34	4.55	4.68	4.78	4.74	4.77	4.71	4.78	4.85	
Justice	9.62	9.76	10.03	10.27	10.55	10.92	11.48	11.82	12.17	12.31	12.94	13.49	14.18	8.44	8.62	8.72	8.82	
Labor	5.16	5.16	5.34	5.45	5.62	6.07	5.82	6.24	6.59	6.78	6.94	6.90	6.85	7.02	6.97	6.98	6.84	
NASA	3.49	3.81	3.87	4.07	4.28	4.56	4.48	4.54	4.67	4.80	4.96	4.97	4.98	5.07	5.21	5.39	5.45	
NRC	1.53	1.60	1.66	1.68	1.69	1.96	1.96	2.07	2.12	2.22	2.54	3.18	3.95	4.31	4.30	4.36	4.68	
NSF	1.70	1.52	1.56	1.39	1.45	1.79	1.76	2.00	2.03	1.99	2.71	2.70	2.55	2.68	2.60	2.61	2.49	
OPM	3.48	3.46	3.69	3.68	3.42	3.05	2.78	2.79	3.01	3.59	3.89	3.66	3.87	4.18	3.74	4.08	3.96	
SBA	9.12	8.35	10.03	9.06	9.15	9.19	10.21	8.97	9.57	10.97	9.69	10.71	10.33	10.09	11.13	9.55	7.95	
SSA	6.75	7.06	7.16	7.20	7.50	7.86	8.06	8.43	8.72	9.30	10.13	10.94	11.17	11.69	12.12	12.53	12.83	
State	3.68	3.79	4.17	4.06	3.97	3.89	3.95	3.92	4.23	4.05	4.07	4.27	4.53	5.12	5.31	5.60	<sup>e</sup> 4.29	
Transportation	3.68	3.87	4.22	4.28	4.38	4.47	4.55	4.64	4.70	4.83	4.94	5.04	7.30	5.57	5.70	5.91	6.01	
Treasury	6.62	6.75	6.90	7.11	7.36	7.71	7.83	8.23	8.50	8.66	8.84	9.06	9.19	8.06	8.33	8.44	8.54	
Veterans Affairs	5.22	5.30	5.39	5.47	5.49	5.59	5.63	5.84	5.98	6.10	6.26	6.39	6.45	6.62	6.84	6.91	6.89	

Sources: OPM's *Hispanics in the Federal Government, A Statistical Profile*, for the 1990-1995 governmentwide federal workforce, and OPM's *Sixth Annual Report to the President on Hispanic Employment in the Federal Government* for the 1996-2006 governmentwide federal workforce. GAO analysis of the CPDF, 1990-2006 for the federal workforce by agency.

<sup>a</sup>Data on Hispanic representation by agency include the permanent and nonpermanent workforces of each agency and are as of September of the indicated year.

<sup>b</sup>According to OPM's reports, Hispanic representation governmentwide is based on the permanent federal workforce as of September 1990-2004 and June 2005-2006.

<sup>c</sup>The Federal Emergency Management Agency became part of the Department of Homeland Security in 2003.

<sup>d</sup>The Department of Homeland Security was not in existence until 2003.

<sup>e</sup>This percentage does not include Foreign Service personnel because the State Department stopped submitting Foreign Service data to the CPDF in 2006.

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**Table 2: Hispanic Representation in the Civilian Labor Force (CLF) by EEOC Occupational Category, 2000, and Governmentwide by EEOC Occupational Category, 2000-2006**  
Percent

EEOC category <sup>a</sup>	2000 CLF <sup>b</sup>	2000 Federal	2001 Federal	2002 Federal	2003 Federal	2004 Federal	2005 Federal	2006 Federal
Officials-managers <sup>c</sup>	5.67	6.73	6.85	7.04	7.41	7.55	7.72	7.72
Professionals	5.13	4.54	4.60	4.69	4.75	4.96	5.07	5.08
Technicians	6.63	5.40	5.59	6.57	7.54	7.90	8.08	6.16
Sales	8.91	7.99	8.70	8.68	8.79	8.99	9.44	9.10
Admin-support	9.55	7.93	8.08	8.23	8.35	8.63	8.86	8.70
Crafts	12.52	7.47	7.63	7.52	7.47	7.65	7.79	7.90
Operatives	15.89	7.86	7.92	8.13	8.22	8.15	8.26	8.13
Laborers	24.50	9.15	9.01	8.85	8.17	8.92	8.91	9.13
Services	14.46	10.21	10.67	11.20	11.25	11.46	11.65	12.59

Source: GAO analysis of the Census 2000 Special EEO File for the CLF and the CPDF, 2000-2006 for the federal workforce.

Notes: The data in this table are descriptive and do not reflect statistical tests controlling for citizenship, education, or other factors that can affect the likelihood of Hispanics and non-Hispanics being employed in the federal workforce relative the nonfederal workforce. Federal workforce data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>EEOC requires federal agencies to report on the race and ethnicity of their workforces by these categories. Although both EEOC and OPM require agencies to report data by occupational category, EEOC's and OPM's categories are not identical and often do not include the same occupations. For example, EEOC includes law enforcement occupations in its Services category while OPM includes them in its Administrative category.

<sup>b</sup>The CLF is defined as those 16 and older (including federal workers) who are employed (permanent and nonpermanent) or looking for work and not in the military or institutionalized. Percentages calculated by GAO on Hispanic representation in the CLF vary from 0.00 to 0.08 from those generated by the Census Bureau and are due to rounding among other factors.

<sup>c</sup>The Officials-managers category, in addition to occupations with supervisory or significant policy responsibilities, includes occupations which are primarily business, financial, and administrative in nature, but do not have such responsibilities, such as Administrative Officers.

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**Table 3: Hispanic Representation Governmentwide by OPM Occupational Category for 1990, 2000-2006**  
Percent

OPM category <sup>a</sup>	1990	2000	2001	2002	2003	2004	2005	2006
Professional	3.50	4.40	4.48	4.57	4.63	4.77	4.87	4.86
Administrative	4.60	6.24	6.38	6.56	6.86	7.06	7.26	7.31
Technical	5.42	7.25	7.41	7.78	8.25	8.57	8.25	8.25
Clerical	6.42	7.93	8.08	8.20	8.36	8.61	9.67	9.67
Other white collar	9.25	14.69	15.28	16.36	16.65	16.75	17.05	18.12
Blue collar	<sup>b</sup> 7.32	7.57	7.61	7.58	7.60	7.75	7.81	7.81

Source: GAO analysis of the CPDF, 1990, 2000-2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>OPM requires federal agencies to report the race and ethnicity of their workforces using these six occupational categories; one covering blue-collar occupations, which includes occupations comprising the trades, crafts, and manual labor, and five covering white-collar occupations—professional, administrative, technical, clerical, and other white collar. For the white-collar occupations, OPM considers the subject matter of work, the level of difficulty or responsibility involved, and the educational requirements of each occupation in determining the occupational category. Although both EEOC and OPM require agencies to report data by occupational category, EEOC's and OPM's categories are not identical and often do not include the same occupations. For example, EEOC includes law enforcement occupations in its Services category while OPM includes them in its Administrative category.

<sup>b</sup>Employees in occupation code 3506, Summer Aid/Student Aid are not included solely in the Blue-collar category, but are included in the relevant category based on their pay plan/grade.

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**Table 4: Hispanic Representation in the Civilian Labor Force (CLF), 2000, and Governmentwide by Federal Occupation, 2000–2006**  
Percent

Federal occupational series and title <sup>a</sup>		2000 CLF <sup>b</sup>	2000 Federal	2001 Federal	2002 Federal	2003 Federal	2004 Federal	2005 Federal	2006 Federal
Overall CLF <sup>c</sup> /Governmentwide <sup>d</sup>		10.7	6.5	6.7	6.9	7.0	7.3	7.4	7.5
7	Correctional Officer	8.30	12.03	12.16	12.19	12.28	12.68	12.78	12.85
19	Safety Technician	5.39	4.02	4.33	10.91	12.63	13.32	13.93	<sup>e</sup> 13.98
83	Police	8.72	6.49	6.55	7.24	7.34	7.94	7.99	8.20
105	Social Insurance Administration	6.25	11.06	12.22	12.77	13.59	14.26	14.82	15.27
201	Human Resources Management	7.75	5.82	6.16	6.39	6.29	6.36	6.46	6.65
301	Miscellaneous Administration & Program	9.98	5.75	5.70	5.48	5.34	5.78	6.36	6.19
303	Miscellaneous Clerk & Assistant	8.06	7.55	7.43	7.71	7.95	8.13	8.36	8.11
318	Secretary	7.43	6.78	6.86	6.93	6.87	7.13	7.36	7.41
340	Program Management	9.98	4.10	4.21	4.34	4.54	4.87	4.94	4.97
343	Management Program Analysis	3.58	3.73	3.71	3.76	3.86	4.08	4.25	4.35
346	Logistics Management	6.32	4.44	4.10	4.16	4.28	4.50	4.67	4.80
401	General Biological Science	4.06	2.71	2.95	3.04	3.12	5.59	5.77	6.12
462	Forestry Technician	6.74	6.74	6.67	6.89	6.94	7.47	7.70	7.78
501	Financial Administration & Program	9.21	4.43	4.61	4.97	5.09	4.89	5.06	5.23
510	Accounting	5.13	4.05	4.29	4.44	4.42	4.47	4.46	4.44
511	Auditing	5.13	4.13	4.35	4.60	4.65	4.93	5.06	5.19
512	Internal Revenue Agent	7.59	5.46	5.57	5.55	5.57	5.53	5.48	5.66
525	Accounting Technician	6.74	6.06	6.24	6.64	6.49	6.35	6.28	5.46
560	Budget Analysis	5.27	4.49	4.64	4.77	5.06	5.19	5.29	5.52
592	Tax Examining	7.59	8.85	8.79	8.63	8.89	9.16	8.80	9.33
602	Medical Officer	5.12	5.78	5.96	6.13	6.26	6.32	6.29	6.29
610	Nurse	3.30	5.61	5.75	5.81	5.83	5.93	5.98	5.97
620	Practical Nurse	5.77	5.49	5.56	5.81	6.34	6.78	6.84	6.69
621	Nursing Assistant	10.46	5.83	5.97	6.00	6.70	6.81	6.91	7.13
640	Health Aid & Technician	10.66	6.10	6.52	6.39	6.45	6.90	7.18	7.47
679	Medical Support Assistance	9.56	6.49	6.81	6.85	7.03	6.96	7.17	7.33
801	General Engineering	3.78	4.51	4.70	4.93	5.02	5.20	5.38	5.37
802	Engineering Technician	7.65	4.39	4.59	4.55	4.56	4.69	4.59	4.50
810	Civil Engineering	4.30	4.77	4.80	4.89	4.94	5.12	5.16	5.17
830	Mechanical Engineering	3.33	3.55	3.68	3.72	3.62	3.80	3.94	3.86
855	Electronics Engineering	4.06	4.97	4.98	5.06	5.08	5.46	5.50	5.54
905	General Attorney	3.28	3.91	4.00	4.04	4.10	4.15	4.26	4.11
962	Contact Representative	16.87	13.54	14.29	14.41	14.77	15.84	16.28	16.76
1101	General Business & Industry	9.98	5.80	5.80	5.79	5.77	5.94	5.95	6.04

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1102	Contracting	6.02	4.19	4.28	4.36	4.47	4.60	4.82	4.85
1701	General Education & Training	7.25	3.20	3.50	3.27	3.36	3.55	3.70	3.42
1801	General Inspection, Investigation & Compliance	7.67	12.34	12.14	12.24	14.22	13.67	13.82	14.17
1811	Criminal Investigating	9.04	8.37	8.59	8.81	9.14	9.29	9.32	9.47
1895	Customs & Border Protection	7.67					27.82	27.91	27.38
1896	Border Patrol Agent	9.04	40.17	42.98	49.18	50.49	50.44	50.35	52.84
2005	Supply Clerical & Technician	7.27	7.83	7.81	7.78	8.01	8.30	8.39	8.18
2152	Air Traffic Control	4.77	3.79	3.90	4.01	4.20	4.30	4.41	4.77
2210	Information Technology Management	4.70	3.91	4.01	4.17	4.32	4.43	4.54	4.59
3566	Custodial Working	20.11	6.73	6.66	6.71	6.85	7.13	6.96	6.65
4749	Maintenance Mechanic	12.54	7.88	8.03	7.91	7.73	7.74	7.74	7.95
5803	Heavy Mobile Equipment Mechanic	8.66	7.66	7.52	7.28	7.47	7.78	7.91	8.61
8852	Aircraft Mechanic	9.85	8.89	8.88	8.80	8.74	9.26	9.36	9.39

Source: GAO analysis of the Census 2000 Special EEO File for the CLF and the CPDF, 2000–2006 for the federal workforce by occupation. OPM's *Sixth Annual Report to the President on Hispanic Employment in the Federal Government* for Hispanic representation governmentwide, 2000–2006.

Notes: The data in this table are descriptive and do not reflect statistical tests controlling for citizenship, education, or other factors that can affect the likelihood of Hispanics and non-Hispanics being employed in the federal workforce relative to the nonfederal workforce.

<sup>a</sup>OPM classifies every position in the federal government into a particular occupation code. Data are listed by OPM's occupational codes and OPM job titles. We analyzed federal occupations that had 10,000 or more federal employees as of September 2004. Data by federal occupation include permanent and nonpermanent employees and are as of September of the indicated year. To match the federal occupations with similar occupations in the CLF, we used a crosswalk provided to us by EEOC.

<sup>b</sup>Percentages calculated by GAO on Hispanic representation in the CLF vary from 0.00 to 0.08 from those generated by the Census Bureau and are due to rounding among other factors.

<sup>c</sup>Hispanic representation in the overall CLF includes all occupations in the CLF (permanent and nonpermanent), according to the Census 2000 Special EEO File. The CLF is defined as those 16 and older (including federal workers) who are employed or looking for work and not in the military or institutionalized.

<sup>d</sup>According to OPM's reports, Hispanic representation governmentwide is based on the permanent federal workforce as of September 2000-2004 and June 2005-2006.

<sup>e</sup>Federal occupation code 1895 did not exist until 2004.

<sup>f</sup>This percentage also includes Hispanic representation in Compliance Inspection & Support positions, occupation code 1802. In fiscal year 2006, the Transportation Security Administration (TSA) reclassified approximately 44,000 Transportation Security Officer positions as Compliance Inspection & Support. After reclassification, 54,178 individuals were employed in the federal workforce in occupations classified as Compliance Inspection & Support, and only 195 individuals were employed in positions classified as Safety Technicians, occupation code 19.

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**Table 5: Hispanic Representation Governmentwide by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	<sup>a</sup> 7.38	<sup>a</sup> 7.37	<sup>a</sup> 7.49	<sup>a</sup> 7.50	<sup>a</sup> 7.56	7.75	8.01	8.17	8.01	7.66	7.57	7.61	7.58	7.60	7.75	7.81	7.81
Grades 1–4	7.08	7.18	7.31	7.44	7.48	7.84	8.00	8.22	8.44	8.65	8.73	8.74	8.80	9.16	9.55	9.70	9.27
Grades 5–8	5.67	5.89	6.11	6.24	6.43	6.78	7.10	7.43	7.62	7.75	7.98	8.30	8.64	8.87	8.84	8.83	9.07
Grades 9–12	4.86	4.97	5.06	5.21	5.39	5.55	5.74	5.98	6.24	6.45	6.60	6.76	6.94	7.20	7.62	7.94	8.14
Grade 13	2.87	3.05	3.21	3.34	3.51	3.68	3.81	4.00	4.13	4.24	4.30	4.43	4.58	4.69	4.94	5.08	5.24
Grade 14	2.26	2.39	2.51	2.64	2.78	2.92	3.09	3.23	3.42	3.64	3.66	3.74	3.83	3.94	4.11	4.21	4.30
Grade 15	2.31	2.29	2.40	2.50	2.62	2.75	2.84	2.97	3.09	3.14	3.28	3.40	3.43	3.52	3.63	3.71	3.83
SES <sup>b</sup>	1.52	1.64	1.70	1.66	2.14	2.39	2.35	2.51	2.78	2.89	3.06	2.73	3.11	3.22	3.34	3.51	3.74
SL/ST <sup>c</sup>	0.62	1.30	1.19	0.90	1.22	1.49	1.49	1.14	1.39	1.46	1.94	1.90	1.94	1.87	2.01	2.59	2.63
Executives <sup>d</sup>	3.21	3.42	4.90	4.68	4.39	5.22	5.29	5.50	5.39	6.39	6.39	5.10	5.43	6.09	7.16	7.25	5.73
Other <sup>e</sup>	4.28	3.62	4.34	4.38	4.57	5.25	5.65	5.17	5.35	5.65	5.58	5.65	6.54	7.33	7.55	7.91	7.28

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>This includes all those employed in occupation code 3506, Summer Aid/Student Aid.

<sup>b</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule and those in the Federal Aviation Administration (FAA) who have equivalent positions. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>c</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans and those in FAA who have equivalent positions. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>d</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>e</sup>Other includes those who could not be placed in one of the above pay plans or grades.

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**Table 6: Hispanic Representation at Agriculture by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	8.16	10.58	11.45	11.36	12.67	11.91	11.06	10.89	10.81	11.14	10.75	10.28	9.98	10.99	11.83	12.06	11.98
Grades 1-4	7.84	7.74	7.88	7.88	7.51	7.97	8.01	8.03	7.95	7.87	8.43	8.82	8.59	8.99	10.30	11.06	11.66
Grades 5-8	4.84	5.03	5.06	5.15	5.32	5.34	5.48	5.74	5.87	6.10	6.27	6.70	6.98	6.44	6.54	6.81	6.88
Grades 9-12	3.88	4.11	4.21	4.39	4.59	4.73	4.75	4.80	4.95	4.97	5.06	5.15	5.20	4.84	4.98	5.15	5.37
Grade 13	1.91	2.17	2.36	2.55	2.85	2.96	3.19	3.24	3.56	3.57	3.69	3.97	3.97	4.01	4.08	4.25	4.19
Grade 14	1.71	1.86	2.05	2.04	2.05	1.93	2.18	2.42	2.50	3.02	3.07	3.03	3.05	3.31	3.33	3.55	3.92
Grade 15	1.22	1.42	1.46	1.77	1.79	2.09	2.22	2.23	2.46	2.53	2.47	2.49	2.76	2.86	3.13	3.18	3.32
SES <sup>a</sup>	0.58	1.13	0.80	0.90	1.50	1.79	1.82	2.48	3.30	3.58	4.39	3.00	4.35	4.35	3.59	3.53	3.06
SL/ST <sup>b</sup>	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	0.00	0.00	1.72	1.67	1.79	1.64	1.54
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	2.55	2.59	2.62	2.54	2.63	4.29	3.28	3.27	4.37	4.10	4.28	3.56	3.32	4.02	3.57	3.84	3.78

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 7: Hispanic Representation by Pay Plan/Grade at the Agency for International Development, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	**	**	**	**	**	**	**	**	**	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grades 1-4	0.70	0.00	1.80	1.92	*4.17	*2.78	**	**	**	**	**	**	**	**	**	**	**
Grades 5-8	2.33	1.82	1.58	1.58	1.10	2.03	1.61	2.16	1.72	2.53	2.76	3.36	5.36	3.03	4.10	2.44	1.25
Grades 9-12	2.65	3.58	4.00	4.01	4.23	3.45	3.06	3.10	3.96	3.33	4.07	3.89	4.26	4.61	4.39	5.03	5.41
Grade 13	2.37	1.00	1.82	2.21	2.45	2.02	4.24	3.59	3.32	1.96	2.17	1.06	2.42	2.88	3.32	3.11	3.54
Grade 14	3.44	3.16	3.31	3.36	3.10	3.32	3.59	3.55	3.16	3.64	3.31	3.43	3.32	3.51	3.35	2.75	4.13
Grade 15	2.50	3.19	3.61	3.08	3.31	3.11	3.01	3.28	3.35	3.51	2.75	2.80	2.99	2.94	2.63	2.91	3.22
SES <sup>a</sup>	*2.94	*2.50	*2.17	*2.56	*7.89	*9.30	*5.41	*5.26	*5.41	*6.06	*6.06	*8.00	*4.00	*4.00	*4.17	*4.76	*5.00
SL/ST <sup>b</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**
Executives <sup>c</sup>	**	*4.55	*9.09	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	2.82	3.00	3.49	3.39	3.79	4.88	4.48	5.17	6.32	5.65	5.61	4.76	3.30	3.49	4.70	4.80	4.55

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.



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**Table 8: Hispanic Representation at Commerce by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	1.98	2.10	2.14	2.04	2.05	2.42	2.60	2.75	2.88	2.88	2.61	2.98	3.35	3.76	3.79	3.37	2.86
Grades 1-4	2.86	2.58	2.57	4.85	2.86	4.00	3.51	3.14	4.91	4.96	4.22	3.82	4.81	5.44	5.46	7.06	6.17
Grades 5-8	3.02	2.94	3.04	3.18	3.30	2.97	3.01	3.15	3.27	4.07	4.28	4.18	4.24	4.08	4.38	5.03	4.83
Grades 9-12	3.25	2.77	2.73	2.70	2.73	2.98	2.98	3.06	3.47	4.32	4.36	3.77	3.71	3.76	3.47	3.59	3.64
Grade 13	2.68	2.49	2.52	2.51	2.71	3.02	2.67	2.79	3.03	2.87	2.76	2.73	2.79	2.98	3.32	3.24	3.11
Grade 14	1.76	1.79	1.62	1.50	1.70	1.74	2.01	1.94	2.04	2.19	2.30	2.32	2.42	2.54	2.75	2.91	2.99
Grade 15	1.44	1.40	1.36	1.48	1.85	1.81	1.94	2.03	2.13	2.19	2.27	2.29	2.26	2.17	2.20	2.29	2.43
SES <sup>a</sup>	0.94	1.17	0.90	0.95	1.96	3.04	3.36	3.01	3.48	3.49	3.64	2.36	2.46	1.93	2.00	2.06	2.56
SL/ST <sup>b</sup>	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*2.17	*2.22	*2.04	*0.00	*0.00	0.00	0.00	1.69	1.59	1.64
Executives <sup>c</sup>	*0.00	*0.00	*5.00	**	*0.00	*0.00	*0.00	**	*9.52	*9.52	*4.76	**	*0.00	*0.00	*0.00	**	**
Other <sup>d</sup>	8.18	3.42	1.96	2.35	3.27	6.23	3.97	3.72	4.11	10.43	9.96	0.46	2.05	1.86	0.77	1.87	2.47

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 9: Hispanic Representation at Defense by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	7.78	7.68	7.77	7.82	7.92	8.16	8.51	8.67	8.43	7.89	7.72	7.77	7.72	7.70	7.83	7.88	7.85
Grades 1-4	7.03	7.37	7.60	7.63	7.80	8.07	8.41	8.41	8.51	8.73	8.72	8.69	8.84	8.71	9.13	9.34	8.91
Grades 5-8	5.64	5.68	5.81	5.92	6.17	6.41	6.59	6.86	6.98	7.01	7.11	7.13	7.30	7.33	7.65	7.92	7.86
Grades 9-12	4.26	4.32	4.38	4.44	4.56	4.66	4.82	4.99	5.08	5.03	4.97	4.98	5.11	5.09	5.31	5.45	5.53
Grade 13	2.26	2.34	2.42	2.50	2.69	2.79	2.89	3.01	3.11	3.21	3.29	3.36	3.48	3.46	3.67	3.84	3.89
Grade 14	1.59	1.66	1.69	1.76	1.85	1.96	2.02	2.11	2.11	2.27	2.26	2.43	2.64	2.77	3.05	3.12	3.29
Grade 15	1.02	0.97	1.06	1.02	1.04	1.12	1.30	1.44	1.48	1.58	1.67	1.79	1.84	1.93	2.05	2.27	2.48
SES <sup>a</sup>	1.09	1.13	1.21	1.12	1.01	0.93	1.02	1.20	1.32	1.22	1.13	0.84	1.17	1.26	1.21	1.57	1.55
SL/ST <sup>b</sup>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	1.50	1.45	1.33	1.39	1.32	1.34
Executives <sup>c</sup>	*2.27	*2.44	*2.38	**	*2.86	*0.00	*0.00	*0.00	*2.94	*5.26	*5.26	*12.12	*7.14	*11.90	*10.53	*11.76	*10.00
Other <sup>d</sup>	3.21	2.37	2.49	2.86	3.40	5.20	4.72	5.04	4.70	6.44	6.10	5.65	5.16	5.30	5.17	5.10	4.89

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 10: Hispanic Representation at Education by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Grades 1-4	4.00	5.47	4.51	3.99	3.91	5.03	4.46	5.07	8.78	6.99	9.09	10.00	11.54	8.22	5.63	7.46	2.99
Grades 5-8	2.58	2.85	2.84	3.41	4.10	4.63	3.54	4.06	4.41	4.31	3.32	4.84	5.25	4.60	4.94	5.11	6.99
Grades 9-12	3.63	3.66	3.60	3.38	4.04	4.55	4.68	4.09	4.91	4.97	4.82	5.09	5.14	5.59	5.18	5.05	4.39
Grade 13	3.88	3.56	3.32	2.94	3.33	3.40	3.24	3.00	3.70	3.97	4.20	4.13	4.52	4.66	5.22	5.41	5.80
Grade 14	3.48	3.96	3.46	3.74	3.81	3.78	4.62	3.53	3.41	3.33	3.06	2.82	3.18	3.26	2.85	2.63	2.31
Grade 15	2.36	1.85	2.62	3.10	3.29	2.63	2.47	2.88	2.43	2.36	3.15	3.39	3.58	3.33	3.25	3.71	3.36
SES <sup>a</sup>	8.43	5.75	4.44	2.53	4.71	6.25	5.33	5.06	3.66	5.19	3.85	1.25	3.33	3.75	2.11	1.15	1.14
SL/ST <sup>b</sup>	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	4.06	5.71	7.91	7.23	3.41	9.82	12.01	13.03	13.14	12.76	11.94	13.14	6.87	5.67	4.12	3.82	3.54

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

N/AThe agency did not employ individuals at this grade level or in this pay plan during the indicated year.

# Enclosure I

**Table 11: Hispanic Representation at Energy by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Blue collar	3.07	2.91	3.21	3.64	3.48	3.84	3.76	3.78	3.89	3.84	3.93	4.08	4.11	3.79	4.04	4.58	4.52	
Grades 1-4	8.07	10.34	11.23	10.85	11.20	13.71	13.22	11.76	12.00	8.97	11.11	10.63	13.15	17.82	22.96	23.58	19.85	
Grades 5-8	7.02	7.03	7.49	7.73	7.78	8.41	8.59	9.17	9.16	9.06	8.88	9.05	8.95	8.66	7.80	8.00	7.45	
Grades 9-12	5.18	5.34	5.51	5.87	6.04	6.02	6.05	6.38	6.97	7.46	7.05	6.95	7.25	7.74	7.82	8.42	8.52	
Grade 13	3.72	3.69	3.67	3.95	4.31	4.63	4.50	4.66	4.65	4.81	5.18	5.22	5.70	5.90	6.06	6.10	6.70	
Grade 14	2.28	2.66	2.78	2.83	3.09	3.77	3.83	3.81	4.32	4.36	4.53	4.74	4.89	4.63	5.11	5.46	5.71	
Grade 15	1.59	1.45	1.40	1.52	1.95	2.00	2.01	2.38	2.39	2.50	2.78	3.00	3.01	3.18	3.20	3.41	3.04	
SES <sup>a</sup>	1.64	1.54	1.43	1.70	1.45	2.20	2.43	2.29	2.59	2.51	3.07	2.06	3.29	3.47	4.75	5.31	5.91	
SL/ST <sup>b</sup>	*0.00	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	*4.76
Executives <sup>c</sup>	**	**	*0.00	**	*0.00	*0.00	*0.00	**	**	*9.52	*9.52	**	*0.00	*0.00	**	**	**	*4.36
Other <sup>d</sup>	1.38	0.70	0.49	1.05	1.50	2.27	2.64	3.53	2.86	1.97	4.27	2.18	6.29	7.08	6.90	7.65	7.36	

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

# Enclosure I

**Table 12: Hispanic Representation at the Environmental Protection Agency by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	1.92	0.96	1.18	0.00	*0.00	*0.00	*0.00	**	**	**	**	**	**	**	**	**	**
Grades 1-4	7.74	8.15	8.78	10.84	12.99	13.87	14.71	12.44	12.33	13.68	14.67	11.81	10.15	12.15	10.77	9.91	5.88
Grades 5-8	5.83	6.24	6.44	5.98	5.92	6.50	6.65	6.48	7.53	7.55	7.89	8.29	9.22	9.56	9.32	9.95	9.52
Grades 9-12	3.54	3.87	4.28	4.52	4.79	4.79	4.74	4.94	5.12	5.55	5.74	5.99	5.96	5.98	6.15	6.22	5.94
Grade 13	2.10	2.39	2.72	3.23	3.10	3.29	3.64	3.87	3.86	3.95	4.04	4.16	4.25	4.42	4.47	4.55	4.52
Grade 14	1.42	1.38	1.55	1.70	2.11	2.34	2.33	2.34	3.03	3.30	3.69	3.79	4.09	4.15	4.42	4.30	4.13
Grade 15	1.80	1.84	1.75	1.95	1.85	1.97	1.86	2.11	2.27	2.75	2.26	2.54	2.85	3.17	3.12	3.51	3.51
SES <sup>a</sup>	0.40	0.36	0.35	0.36	0.71	1.13	0.77	0.79	1.19	2.55	3.96	3.32	4.44	3.58	4.55	4.55	4.56
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	**	**	*0.00	*0.00	*4.17	*4.17	*0.00	*0.00	*3.13	*3.13
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	0.93	0.83	0.70	0.37	0.36	0.99	0.79	0.86	1.50	1.71	1.97	1.82	2.54	2.18	2.32	2.51	2.15

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 13: Hispanic Representation at the Federal Emergency Management Agency by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	<sup>o</sup> 2003	<sup>o</sup> 2004	<sup>o</sup> 2005	<sup>o</sup> 2006
Blue collar	0.00	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
Grades 1-4	0.00	3.08	1.22	4.29	*2.00	1.96	4.00	3.17	1.52	1.67	1.64	1.89	*4.08				
Grades 5-8	1.59	3.22	4.13	5.69	11.25	6.75	5.81	5.74	5.32	4.08	4.08	3.68	3.74				
Grades 9-12	1.72	3.16	3.33	3.82	6.36	5.46	4.73	4.94	4.39	4.18	4.27	4.55	5.44				
Grade 13	1.55	1.52	1.93	2.40	2.39	2.49	3.09	3.07	3.50	3.30	3.41	2.99	2.95				
Grade 14	1.27	1.20	1.19	1.20	1.22	1.25	1.16	1.19	1.50	2.17	2.57	2.60	2.73				
Grade 15	0.55	1.09	1.06	0.56	0.57	0.63	1.28	1.21	0.57	1.60	1.93	2.45	3.15				
SES <sup>a</sup>	*0.00	*0.00	0.00	*0.00	*2.22	*2.17	*2.04	*2.00	*2.17	*4.26	*2.08	*2.33	1.96				
SL/ST <sup>b</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	14.74	11.59	13.33	10.98	9.53	11.54	18.61	9.94	14.22	17.44	14.69	17.27	12.89				

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

<sup>e</sup>FEMA was part of the Department of Homeland Security.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 14: Hispanic Representation at the General Services Administration by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Blue collar	6.45	6.74	6.66	6.92	6.23	6.41	6.64	6.18	6.42	6.40	5.99	6.15	6.21	5.39	5.89	6.31	5.94	
Grades 1-4	6.88	7.93	8.41	10.25	11.00	12.21	11.73	13.25	12.18	8.61	10.04	9.19	9.17	8.84	10.60	11.76	6.35	
Grades 5-8	4.56	4.63	5.26	5.49	5.47	6.19	6.90	7.51	8.02	7.97	6.95	7.41	7.13	7.12	7.23	7.07	7.69	
Grades 9-12	2.97	3.19	3.48	3.37	3.58	3.73	3.97	4.74	5.00	5.64	5.82	5.99	6.09	5.86	6.22	6.48	6.69	
Grade 13	1.25	1.14	1.23	1.72	1.78	1.97	2.19	2.22	2.34	2.46	2.43	2.55	2.91	3.25	3.56	3.76	3.91	
Grade 14	1.16	1.08	1.72	1.88	1.69	1.65	1.63	2.26	2.21	2.11	2.20	2.34	2.74	2.40	2.83	2.80	3.13	
Grade 15	0.73	0.95	0.86	1.05	1.29	1.35	2.03	1.70	1.55	1.07	1.16	1.31	1.67	2.59	2.71	2.97	3.12	
SES <sup>a</sup>	0.90	0.84	0.84	0.00	0.97	1.75	1.80	2.86	2.78	1.82	2.88	3.09	1.92	1.96	2.88	3.03	2.25	
SL/ST <sup>b</sup>	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	**	**	**	**	**	**	**	N/A	N/A
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	*6.12	4.92	6.78	*2.17	*4.08	*8.33	*6.90	*9.09	*8.33	*5.56	*4.55	*4.35	1.79	1.82	1.79	1.96	*2.04	

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

N/A The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 15: Hispanic Representation at Health and Human Services by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	0.84	1.08	1.25	1.01	0.99	0.86	0.96	0.88	0.82	0.93	0.96	0.98	1.18	1.00	0.95	0.89	0.91
Grades 1-4	3.27	3.29	3.39	3.51	2.74	2.88	2.67	2.45	2.29	2.28	2.15	2.59	2.19	1.84	1.70	2.12	2.07
Grades 5-8	2.35	2.37	2.34	2.37	2.41	2.42	2.52	2.62	2.69	2.88	2.91	3.20	3.55	3.06	2.83	2.86	2.61
Grades 9-12	2.53	2.73	2.83	2.98	2.92	3.10	3.16	3.29	3.42	3.61	3.70	3.88	3.93	4.31	4.45	4.64	4.64
Grade 13	2.46	2.42	2.67	2.73	2.70	2.65	2.54	2.71	2.88	3.03	3.23	3.36	3.59	3.98	3.98	4.09	4.24
Grade 14	2.51	2.54	2.52	2.50	2.45	2.55	2.67	2.72	2.86	2.78	2.76	2.79	3.00	3.04	3.11	3.21	3.07
Grade 15	2.24	1.95	2.07	2.24	2.48	2.46	2.40	2.41	2.54	2.78	2.66	3.14	2.82	2.97	2.83	2.68	2.91
SES <sup>a</sup>	0.56	0.71	1.21	0.91	1.06	1.92	2.78	2.87	3.11	3.54	4.14	3.11	2.39	2.53	2.36	2.09	2.69
SL/ST <sup>b</sup>	**	**	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	3.06	3.37	2.71	2.62	3.28	3.74	3.82	3.77	3.44	3.47	3.37	3.43	3.80	3.67	3.73	3.96	3.90

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.



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**Table 16: Hispanic Representation at Homeland Security by Pay Plan/Grade, 1990–2006**  
Percent

Pay Plan/Grade	°1990	°1991	°1992	°1993	°1994	°1995	°1996	°1997	°1998	°1999	°2000	°2001	°2002	2003	2004	2005	2006
Blue collar														13.76	14.21	13.85	14.33
Grades 1-4														22.30	22.68	21.02	18.23
Grades 5-8														22.93	20.13	17.26	20.83
Grades 9-12														23.60	24.97	25.73	25.12
Grade 13														10.89	11.61	11.87	12.19
Grade 14														7.98	8.46	8.59	8.70
Grade 15														5.81	5.87	5.98	5.98
SES <sup>a</sup>														4.87	4.80	5.59	5.50
SL/ST <sup>b</sup>														**	**	*4.55	*3.85
Executives <sup>c</sup>														**	**	**	**
Other <sup>d</sup>														11.72	12.14	13.07	11.58

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

<sup>e</sup>The Department of Homeland Security was not in existence.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 17: Hispanic Representation at Housing and Urban Development by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	*3.23	*9.30	*0.00	*0.00	*0.00	**	**	**	**	**	**	**	**	**	**	**	**
Grades 1-4	10.09	9.56	9.40	8.69	7.42	7.37	7.84	5.77	6.44	6.19	6.77	8.30	7.95	7.45	6.08	5.80	6.14
Grades 5-8	7.07	7.33	7.68	8.69	8.71	8.87	8.81	8.41	8.51	9.01	9.16	8.14	7.91	8.63	8.32	8.21	8.89
Grades 9-12	6.05	6.25	6.31	6.19	6.35	6.50	6.70	6.73	6.86	7.41	7.60	7.91	8.24	8.15	8.00	8.16	8.40
Grade 13	4.90	5.11	5.31	5.31	5.54	5.06	4.86	5.61	6.06	6.03	6.63	6.71	6.59	6.88	7.07	7.18	7.01
Grade 14	3.20	4.00	3.94	3.99	4.06	5.90	6.47	6.33	5.59	5.79	5.29	5.24	5.66	5.64	6.26	6.12	6.09
Grade 15	1.88	1.92	2.09	3.02	3.58	3.30	3.38	3.51	6.21	6.84	5.62	4.75	4.69	4.63	4.60	5.05	5.67
SES <sup>a</sup>	0.00	1.68	2.65	4.81	5.77	5.88	5.38	4.90	5.10	4.44	5.62	6.25	8.91	8.08	8.33	8.42	7.00
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	*0.00	*2.50	*0.00	*9.09	6.06	5.83	5.05	3.54	2.63	1.30	2.76	3.70	5.56	4.64	2.02	2.89	3.09

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 18: Hispanic Representation at Interior by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	4.60	4.70	4.82	4.60	4.07	4.53	4.61	4.74	5.16	5.38	5.72	5.94	5.78	5.59	5.44	5.46	5.72
Grades 1-4	5.18	5.41	5.41	4.97	3.74	4.21	4.26	5.30	5.62	6.53	6.52	6.52	6.37	6.91	5.97	6.21	5.55
Grades 5-8	4.84	4.93	4.99	5.12	4.88	4.90	4.81	4.98	5.11	5.29	5.24	5.28	5.28	5.28	5.34	5.44	5.40
Grades 9-12	3.33	3.52	3.61	3.76	3.75	3.86	4.03	4.14	4.22	4.31	4.47	4.58	4.54	4.62	4.68	4.78	5.00
Grade 13	1.92	2.21	2.29	2.27	2.48	2.57	2.76	2.93	2.89	3.22	3.36	3.42	3.59	3.59	3.71	3.76	3.80
Grade 14	1.11	1.20	1.31	1.20	1.30	1.46	1.68	1.89	2.38	2.49	2.91	2.96	2.84	2.96	3.08	3.30	3.32
Grade 15	1.19	1.14	1.18	1.24	1.02	1.17	1.17	1.22	0.97	1.26	1.27	1.49	1.47	1.70	1.71	1.65	1.79
SES <sup>a</sup>	1.11	1.44	1.75	0.36	0.79	0.84	0.44	1.81	3.06	3.08	3.48	4.11	4.29	4.56	3.83	3.40	4.56
SL/ST <sup>b</sup>	*0.00	*0.00	0.00	0.00	0.00	*0.00	*0.00	*0.00	*0.00	0.00	0.00	*0.00	*0.00	0.00	1.41	1.37	2.74
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	1.87	1.76	1.74	1.56	1.31	1.79	1.62	1.68	2.14	2.30	2.47	2.73	2.83	2.97	2.83	2.84	3.14

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September 30 the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

# Enclosure I

**Table 19: Hispanic Representation at Justice by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	9.27	10.05	10.88	10.53	10.66	10.90	11.38	11.59	11.63	11.73	12.09	12.15	12.06	8.37	8.75	8.99	9.35
Grades 1-4	13.81	12.48	13.31	14.62	16.26	16.45	16.43	16.84	16.30	16.80	19.33	20.29	20.73	12.12	12.56	12.09	12.40
Grades 5-8	9.31	9.95	10.60	10.99	10.94	12.03	13.16	13.12	13.46	13.45	14.42	15.40	16.95	10.87	11.22	11.49	11.79
Grades 9-12	13.51	13.20	13.12	13.39	14.07	13.84	14.12	14.40	14.77	14.87	15.52	16.16	16.89	8.49	8.77	8.86	8.96
Grade 13	4.89	5.40	5.68	5.86	6.37	6.83	7.06	7.60	7.87	8.11	8.37	8.65	8.78	6.80	6.89	6.84	7.01
Grade 14	5.56	5.42	5.14	5.52	5.51	5.79	5.95	6.46	6.90	7.18	6.91	7.07	7.45	6.61	6.50	6.62	6.34
Grade 15	3.60	3.71	3.84	3.88	4.04	4.04	4.07	4.02	4.17	4.38	5.14	5.30	5.36	4.97	4.94	4.92	4.87
SES <sup>a</sup>	2.20	3.02	3.62	3.84	4.50	4.46	4.08	3.99	4.31	4.27	5.03	5.06	5.17	4.46	4.07	5.12	5.41
SL/ST <sup>b</sup>	**	**	**	*8.33	*13.64	*12.90	*9.68	*8.11	*11.63	*10.00	13.33	11.48	7.69	11.11	10.94	13.24	10.14
Executives <sup>c</sup>	*3.70	*7.14	*3.85	*0.00	*3.85	*3.03	*3.45	*3.85	*3.85	*0.00	*0.00	*0.00	*6.67	*19.23	*20.69	*19.23	*14.29
Other <sup>d</sup>	2.52	2.78	3.09	3.31	3.63	4.10	4.11	4.57	4.94	5.17	5.25	5.23	5.09	5.34	5.43	5.65	5.47

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

# Enclosure I

**Table 20: Hispanic Representation at Labor by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	0.00	4.23	1.22	0.00	1.61	*0.00	*0.00	*0.00	*0.00	**	**	**	**	**	**	**	**
Grades 1-4	7.16	6.67	6.19	5.13	5.80	7.45	7.32	6.77	8.92	9.53	9.73	10.44	10.80	9.28	8.30	8.77	8.12
Grades 5-8	5.48	5.44	5.78	6.05	6.09	6.77	5.82	7.28	6.86	7.47	7.13	7.53	6.59	6.95	6.82	7.01	6.93
Grades 9-12	5.67	5.70	5.92	6.06	6.42	6.71	6.79	6.95	7.64	7.76	8.24	8.10	8.29	8.43	8.39	8.45	8.14
Grade 13	4.07	4.04	4.38	4.54	4.57	4.82	5.04	4.98	4.99	4.98	5.19	4.93	5.34	5.75	5.53	5.34	5.42
Grade 14	3.40	3.81	4.02	4.03	3.79	4.03	3.81	4.20	4.95	4.72	4.82	4.73	4.33	4.53	5.07	5.00	5.48
Grade 15	3.18	3.17	2.96	2.86	3.05	2.95	2.39	2.88	2.75	3.57	3.33	2.86	3.29	3.35	3.63	3.33	2.91
SES <sup>a</sup>	4.55	3.49	3.49	3.66	6.63	7.93	5.81	5.52	6.08	4.91	3.68	5.03	4.38	4.91	5.75	5.85	5.95
SL/ST <sup>b</sup>	0.00	N/A	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	6.33	1.34	0.70	5.16	3.55	6.94	2.24	2.44	1.69	1.68	0.00	1.11	1.01	0.00	1.06	0.00	0.91

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

# Enclosure I

**Table 21: Hispanic Representation at the National Aeronautics and Space Administration by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	5.77	6.65	6.59	7.44	7.18	8.14	8.33	8.01	7.75	8.68	8.47	4.62	3.70	*2.27	*2.50	*2.63	*3.03
Grades 1-4	6.88	6.38	7.16	10.43	11.06	10.45	10.07	9.91	10.65	9.22	8.70	7.96	5.92	8.48	9.30	8.89	10.14
Grades 5-8	4.22	5.07	4.56	4.51	4.89	6.10	6.18	6.03	6.29	7.12	7.44	7.17	7.54	8.04	8.18	8.31	8.05
Grades 9-12	3.92	4.29	4.45	4.56	4.76	4.75	4.40	4.33	4.49	4.41	4.40	5.03	4.79	4.77	5.43	6.31	6.84
Grade 13	3.56	3.90	4.32	4.41	4.55	4.97	5.16	5.45	5.52	5.61	5.70	5.50	5.79	5.80	5.86	5.72	5.76
Grade 14	1.91	2.11	2.25	2.61	3.01	3.22	3.40	3.47	3.82	4.08	4.27	4.26	4.34	4.55	4.41	4.38	4.38
Grade 15	1.32	1.36	1.48	1.45	1.59	2.07	2.03	2.16	2.43	2.72	3.17	3.60	3.49	3.57	3.79	4.20	4.13
SES <sup>a</sup>	1.14	1.04	1.06	1.09	1.59	1.31	2.27	2.55	2.59	2.69	2.26	2.37	3.50	4.38	4.51	4.24	4.65
SL/ST <sup>b</sup>	**	*3.03	*2.27	1.54	1.64	1.75	1.82	1.67	1.64	1.75	1.61	1.49	1.33	1.27	1.01	1.00	1.96
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	0.00	0.00	0.00	0.00	0.39	0.00	0.00	0.30	0.29	0.62	2.44	1.96	1.92	4.10	3.07	4.00	2.52

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 22: Hispanic Representation at the Nuclear Regulatory Commission by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Grades 1-4	*2.70	*0.00	*4.55	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Grades 5-8	2.07	2.71	2.40	2.31	2.24	2.74	2.42	2.84	3.08	2.80	4.60	7.47	9.11	6.13	4.83	4.24	9.04
Grades 9-12	1.95	1.54	2.30	3.23	3.68	3.55	3.97	1.88	1.68	1.80	2.42	4.87	7.63	12.10	11.69	9.58	5.96
Grade 13	2.12	2.23	1.59	1.36	1.82	2.73	2.73	2.93	3.48	3.95	3.77	3.68	4.42	4.94	5.88	7.64	9.56
Grade 14	1.46	1.46	1.71	1.35	1.41	1.65	1.30	2.27	2.23	2.00	2.21	1.79	1.92	2.14	2.53	2.88	2.65
Grade 15	0.69	0.81	0.91	1.06	0.98	0.87	1.15	0.88	0.91	0.92	0.93	1.56	1.62	1.92	1.78	1.73	1.77
SES <sup>a</sup>	1.44	0.94	0.94	0.97	0.64	1.09	1.10	1.08	1.10	1.42	1.43	1.37	1.34	1.37	1.28	1.37	1.97
SL/ST <sup>b</sup>	*2.86	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	0.62	1.16	1.16	1.16	0.00	0.61	1.14	1.29	0.71	1.40	1.96	2.58	1.81	1.05	0.53	1.00	0.88

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

N/A The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 23: Hispanic Representation at the National Science Foundation by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	**	**	**	**	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grades 1-4	0.00	1.30	2.33	*2.44	*0.00	*0.00	*4.35	*8.33	*3.13	*6.90	*8.33	*3.70	*0.00	*0.00	*0.00	*0.00	*3.85
Grades 5-8	1.38	0.83	0.86	0.83	1.42	1.13	1.49	1.61	1.66	1.37	2.17	1.87	2.43	2.51	2.23	2.00	2.20
Grades 9-12	2.09	1.60	1.93	1.85	1.35	1.27	0.42	0.87	0.89	0.88	1.33	0.85	0.84	1.29	0.43	0.41	0.00
Grade 13	2.78	2.67	3.95	4.00	2.82	4.35	5.63	5.56	4.29	5.71	3.66	3.19	3.06	4.35	5.31	3.67	3.48
Grade 14	0.00	0.00	0.00	0.00	1.10	1.06	0.00	0.00	0.00	0.00	2.50	3.66	3.41	2.35	2.27	3.06	3.74
Grade 15	1.28	1.37	0.00	0.00	0.00	1.23	1.19	1.22	1.20	1.22	1.22	1.28	0.00	0.00	0.00	0.00	0.00
SES <sup>a</sup>	1.00	0.95	2.80	1.98	1.98	1.90	2.00	2.08	2.20	2.25	1.16	1.23	1.23	1.15	2.38	2.30	2.33
SL/ST <sup>b</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	2.88	2.78	2.01	1.52	1.72	2.94	2.52	2.60	3.09	2.51	3.97	4.37	4.08	3.89	3.70	4.09	3.49

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.



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**Table 24: Hispanic Representation at the Office of Personnel Management by Pay Plan/Grade, 1990–2006**  
Percent

Pay Plan/Grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	0.00	0.00	0.00	0.00	0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	**	**	**	**
Grades 1-4	3.74	3.25	3.63	3.46	2.75	2.96	3.58	3.51	3.72	4.00	4.01	3.60	4.06	4.64	4.25	4.64	3.81
Grades 5-8	3.65	3.90	4.15	4.28	4.45	3.31	2.83	2.64	3.10	4.08	3.41	3.03	3.17	3.83	2.87	3.92	3.73
Grades 9-12	3.61	3.61	3.69	3.91	3.85	3.32	2.06	1.92	2.00	3.04	4.44	4.45	4.66	4.09	3.98	4.26	4.26
Grade 13	1.74	2.30	2.51	2.41	2.51	2.46	2.47	2.74	2.59	2.30	1.77	2.26	2.14	3.35	2.63	3.02	3.73
Grade 14	4.15	3.81	4.35	4.32	3.92	3.41	4.00	3.92	3.98	4.37	5.22	5.24	4.87	4.18	3.75	2.56	2.94
Grade 15	3.68	4.73	4.49	4.55	3.76	3.81	3.23	3.23	3.96	3.19	6.90	5.56	5.74	4.58	4.26	4.35	4.07
SES <sup>a</sup>	6.78	6.45	6.25	4.84	*4.08	*2.38	*0.00	*0.00	*2.22	*8.16	*6.67	*4.88	*7.32	8.62	8.33	10.00	7.84
SL/ST <sup>b</sup>	**	N/A	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	*2.86	*2.86	*4.88	*0.00	0.00	*0.00	0.00	*0.00	*0.00	*0.00	**	**	*5.00	*4.55	*3.57	**	**

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 25: Hispanic Representation at the Small Business Administration by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Grades 1-4	11.31	7.98	13.62	11.69	11.94	12.38	18.06	10.87	15.46	15.15	10.48	10.08	9.72	*5.13	21.05	11.39	7.97
Grades 5-8	12.01	11.13	13.43	10.56	10.47	12.17	13.48	9.94	10.74	14.84	12.57	14.75	13.92	12.58	13.63	10.83	9.41
Grades 9-12	9.25	9.25	9.85	9.61	8.96	9.08	10.08	9.84	10.29	11.32	10.34	11.47	11.23	10.96	11.28	9.18	6.76
Grade 13	6.46	5.95	5.91	6.80	6.32	6.27	5.61	6.22	6.32	6.79	6.63	6.61	6.97	8.21	9.42	10.61	10.00
Grade 14	3.52	3.33	3.70	3.91	3.62	3.30	5.05	5.69	5.33	6.18	6.15	6.68	5.67	6.28	5.48	5.44	6.12
Grade 15	2.63	3.09	4.62	3.63	5.52	6.56	5.75	9.29	9.84	9.50	9.36	8.76	10.73	10.78	11.27	10.53	10.14
SES <sup>a</sup>	*4.08	3.77	3.45	*4.00	*6.52	*9.09	*6.38	*6.67	*6.82	*11.11	*8.00	*11.11	*12.00	14.55	*14.29	13.73	*17.39
SL/ST <sup>b</sup>	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	1.61	1.54	1.61	*3.23	4.71	3.64	*2.50	*4.65	*6.52	11.76	*6.12	*11.11	*6.12	4.69	5.08	3.45	5.17

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 26: Hispanic Representation at the Social Security Administration by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	4.13	4.75	10.83	3.31	10.73	2.81	3.36	3.22	3.57	3.74	4.35	3.96	3.59	3.15	2.73	2.69	2.82
Grades 1-4	8.84	8.02	7.60	7.89	7.91	8.57	10.38	11.53	10.27	11.04	12.67	13.79	11.20	10.22	10.10	13.08	10.30
Grades 5-8	7.14	8.24	8.97	9.16	9.64	10.11	10.13	10.84	11.86	13.15	14.59	15.64	15.45	16.00	16.47	16.28	16.57
Grades 9-12	6.20	6.39	6.25	6.46	6.61	6.93	7.09	7.32	7.53	7.81	8.42	9.40	10.38	11.11	11.79	12.52	13.24
Grade 13	3.15	3.09	3.24	3.32	3.35	3.49	4.37	4.17	4.48	4.42	4.38	4.49	4.64	4.92	4.88	5.36	5.63
Grade 14	4.43	4.36	4.75	4.60	4.88	5.12	5.09	5.69	5.30	5.46	6.04	6.32	5.92	6.02	6.16	6.11	6.27
Grade 15	3.64	2.66	2.98	2.91	2.65	2.80	2.67	4.62	4.43	4.62	4.42	3.06	4.77	4.64	4.36	4.65	4.35
SES <sup>a</sup>	5.48	7.41	7.50	7.50	8.75	8.79	8.79	9.78	9.43	8.55	10.24	9.48	8.87	6.82	8.28	8.33	7.74
SL/ST <sup>b</sup>	**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Executives <sup>c</sup>	**	**	**	N/A	**	N/A	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	3.90	3.94	4.29	4.15	4.15	9.45	5.36	3.90	4.02	4.19	4.31	4.31	4.14	4.21	3.87	4.14	4.23

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

N/A The agency did not employ individuals at this grade level or in this pay plan during the indicated year.

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**Table 27: Hispanic Representation at State by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	<sup>o</sup> 2006
Blue collar	4.63	4.67	5.66	5.94	5.26	5.63	6.94	6.94	7.25	8.96	9.09	6.67	7.14	7.55	7.84	*6.52	*13.16
Grades 1-4	4.63	4.63	7.69	5.45	5.72	4.57	6.25	6.37	5.30	4.72	4.04	2.59	3.15	6.31	2.83	6.99	4.76
Grades 5-8	3.82	4.19	4.67	4.63	4.29	3.98	3.83	4.07	4.92	4.33	4.29	5.21	6.42	7.69	8.50	9.44	5.21
Grades 9-12	4.18	4.09	4.35	4.18	4.09	4.09	4.18	4.02	4.27	4.26	4.52	4.64	4.49	5.20	5.37	5.55	5.43
Grade 13	2.74	2.71	2.93	3.78	3.58	3.41	3.04	3.23	3.17	2.96	2.45	2.80	2.94	3.06	3.18	3.11	3.57
Grade 14	3.27	3.55	3.55	3.47	3.80	3.74	3.66	3.42	3.38	3.36	3.48	3.36	3.59	3.47	3.39	3.55	2.73
Grade 15	3.05	3.48	3.80	3.76	3.69	4.10	4.45	4.52	4.77	4.23	4.22	4.27	3.96	3.94	3.97	3.83	3.25
SES <sup>a</sup>	0.00	0.76	0.74	1.61	2.27	2.34	2.36	3.97	5.04	4.85	4.73	4.26	2.47	3.11	2.96	1.18	1.85
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	*0.00	*0.00	*4.17	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*0.00	*3.03	*6.25	*6.06	*6.45	*2.94
Other <sup>d</sup>	2.21	2.11	2.27	2.76	2.67	2.65	2.80	3.03	3.48	3.81	3.51	3.17	3.45	3.77	3.65	3.93	3.50

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

<sup>e</sup>The percentages for 2006 do not include Foreign Service personnel because the State Department stopped submitting Foreign Service data to the CPDF in 2006.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 28: Hispanic Representation at Transportation by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	5.92	6.16	5.92	5.69	5.28	4.99	5.12	4.97	4.73	5.22	5.56	5.68	5.82	8.15	6.60	8.10	7.86
Grades 1-4	7.21	6.97	7.84	9.70	11.60	11.80	11.08	11.15	12.12	10.54	10.81	9.43	9.07	9.12	9.39	6.71	9.90
Grades 5-8	4.59	4.96	5.71	5.09	5.44	5.65	5.99	6.16	6.42	7.02	5.62	5.97	9.90	11.44	8.01	8.51	8.33
Grades 9-12	3.76	3.95	4.35	4.57	4.71	4.80	4.85	4.92	4.99	5.61	4.72	4.86	5.33	6.48	9.14	10.48	9.87
Grade 13	3.41	3.80	4.19	4.40	4.50	4.43	4.57	4.65	4.79	5.27	4.78	4.74	4.32	4.73	5.22	4.89	4.86
Grade 14	2.19	2.44	2.72	2.89	3.07	3.31	3.51	3.71	3.83	4.71	4.65	4.54	4.10	4.35	4.33	4.57	4.73
Grade 15	2.16	2.09	2.53	2.85	2.96	3.53	3.52	3.50	3.81	3.78	2.83	3.32	3.52	3.54	4.12	3.96	3.82
SES <sup>a</sup>	1.89	2.16	2.15	1.99	3.81	3.91	2.72	2.68	2.63	2.34	0.96	0.49	0.90	0.89	0.89	0.94	1.90
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	*0.00	*0.00	*0.00	*0.00	*0.00	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	*15.00	**	**	**	**	**	*4.76	**	*9.52	**	**
Other <sup>d</sup>	1.77	1.66	2.30	2.62	4.88	5.47	3.05	3.13	1.69	3.41	4.97	5.09	7.97	5.33	5.44	5.64	5.77

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule and those in Federal Aviation Administration (FAA) who have equivalent positions. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans and those in FAA who have equivalent positions. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 29: Hispanic Representation at Treasury by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Blue collar	6.23	6.25	6.30	6.63	7.04	7.12	7.07	7.42	7.20	7.91	8.28	8.01	8.45	8.41	8.29	8.47	8.42	
Grades 1-4	8.69	8.83	8.74	9.06	9.58	10.07	9.63	10.22	10.78	11.07	10.84	10.84	10.62	11.26	12.46	12.41	12.43	
Grades 5-8	7.01	7.28	7.77	8.06	8.24	8.59	8.98	9.51	9.49	9.23	9.39	9.91	10.13	9.39	9.73	9.99	10.35	
Grades 9-12	7.00	7.06	7.26	7.68	7.96	8.38	8.67	9.03	9.73	10.26	10.65	10.90	11.09	7.57	7.75	7.85	7.95	
Grade 13	3.38	3.85	4.04	4.03	4.20	4.46	4.58	4.95	5.11	5.31	5.55	5.89	6.24	5.07	5.19	5.45	5.38	
Grade 14	2.29	2.26	2.67	2.92	3.18	3.33	3.50	3.69	4.05	4.49	4.51	4.76	4.58	3.44	3.69	3.93	3.67	
Grade 15	1.70	2.25	2.25	2.28	2.51	2.75	3.09	3.14	3.12	3.05	3.63	3.86	3.71	2.53	2.53	2.48	2.53	
SES <sup>a</sup>	1.00	1.06	1.17	1.70	1.93	1.90	1.57	1.49	1.73	1.65	2.07	1.66	1.83	1.39	2.55	2.11	3.17	
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	*0.00	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	3.61	3.55	3.41	3.46	3.80	3.79	3.67	3.62	3.72	3.92	4.10	4.24	4.55	4.82	4.96	5.39	6.51	

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals employed at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

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**Table 30: Hispanic Representation at Veterans Affairs by Pay Plan/Grade, 1990–2006**  
Percent

Pay plan/grade	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Blue collar	6.69	6.73	6.80	6.93	6.68	6.80	6.80	7.19	7.20	7.19	7.32	7.34	7.37	7.59	7.87	7.82	7.72
Grades 1-4	6.11	6.34	6.56	6.53	6.54	6.53	6.41	6.88	7.66	7.78	8.07	8.18	8.31	9.05	9.35	8.84	8.23
Grades 5-8	4.94	5.01	5.16	5.34	5.57	5.78	5.92	6.23	6.38	6.57	6.82	6.95	7.06	7.21	7.51	7.74	7.83
Grades 9-12	4.90	4.98	4.56	4.63	4.68	4.77	4.86	5.02	5.12	5.31	5.41	5.56	5.63	5.75	5.97	6.08	6.14
Grade 13	2.44	2.54	2.53	2.62	2.58	2.76	2.94	3.06	3.26	3.22	3.40	3.42	3.47	3.58	3.91	4.31	4.55
Grade 14	3.90	3.92	4.05	4.21	4.78	4.18	4.08	3.64	3.91	3.57	3.28	3.32	3.31	3.60	3.70	3.72	3.23
Grade 15	5.16	5.17	5.08	5.19	5.07	4.91	5.00	5.24	5.25	5.25	5.81	5.86	5.91	6.04	6.28	6.24	6.50
SES <sup>a</sup>	2.36	2.13	1.50	1.21	1.33	1.33	1.03	1.08	1.48	1.16	1.51	2.48	2.65	3.34	2.81	3.46	3.52
SL/ST <sup>b</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Executives <sup>c</sup>	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Other <sup>d</sup>	4.50	4.59	5.12	5.17	5.25	5.36	5.46	5.49	5.59	5.68	5.80	6.08	6.16	6.32	6.43	6.51	6.37

Source: GAO analysis of the CPDF, 1990–2006.

Note: These data include permanent and nonpermanent employees as of September of the indicated year.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*\*Because the total number of individuals employed in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

## Enclosure I

**Table 31: Hispanic Representation Governmentwide among Permanent and Nonpermanent New Hires, 1990, 2000–2006**  
Percent

Type of hire	1990	2000	2001	2002	2003	2004	2005	2006
Permanent	5.46	8.49	8.02	9.23	9.35	8.29	8.23	7.42
Nonpermanent	6.78	6.31	6.63	6.48	8.08	7.33	7.57	5.88

Source: GAO analysis of the CPDF, fiscal years 1990, 2000-2006.

Notes: The percent of Hispanic new hires is calculated from the total new hires including those who did not specify their race or ethnicity. The Federal Bureau of Investigation is not included in the new hire data because it does not submit data to the CPDF on hires and other personnel actions.



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**Table 32: Hispanic Representation Governmentwide among Permanent (P) and Nonpermanent (NP) New Hires by EEOC Occupational Category, 2000–2006**  
Percent

EEOC category	2000		2001		2002		2003		2004		2005		2006	
	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP
Officials-managers	8.36	7.02	8.60	10.05	9.84	6.63	11.29	5.61	6.81	10.58	7.94	9.98	5.12	4.26
Professionals	4.98	5.73	5.10	5.59	4.86	4.45	5.12	4.90	5.49	5.22	5.36	5.68	4.63	4.12
Technicians	6.64	5.82	6.52	5.97	10.14	5.71	6.73	10.23	11.39	7.07	10.26	6.07	6.77	5.50
Sales	8.23	8.31	10.26	8.33	8.74	9.49	8.26	10.94	8.07	10.61	8.39	12.49	9.06	10.56
Admin-support	10.25	6.92	9.10	7.43	9.05	8.00	10.90	8.25	11.01	8.10	9.48	9.02	7.92	7.78
Crafts	6.66	7.53	5.42	8.26	5.84	6.46	6.57	6.38	6.25	7.54	7.07	6.47	6.30	6.71
Operatives	7.56	8.39	6.82	7.29	6.79	9.11	5.85	10.96	6.72	9.35	8.35	12.80	5.84	8.76
Laborers	11.19	5.98	6.39	5.93	10.60	6.47	11.04	7.21	10.90	6.73	7.55	7.44	11.68	5.95
Services	14.68	6.02	14.02	6.11	17.76	6.82	15.58	6.28	10.84	7.33	11.77	6.41	13.81	5.86

Source: GAO analysis of the CPDF, fiscal years 2000–2006.

Notes: The percent of Hispanic new hires is calculated from the total new hires including those who did not specify their race or ethnicity. The Federal Bureau of Investigation is not included in the new hire data because it does not submit data to the CPDF on hires and other personnel actions.

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**Table 33: Hispanic Representation Governmentwide among Permanent (P) and Nonpermanent (NP) New Hires by OPM Occupational Category, 1990, 2000–2006**  
Percent

OPM category	1990		2000		2001		2002		2003		2004		2005		2006	
	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP
Professional	4.24	4.50	4.64	5.76	5.00	5.69	4.74	4.58	4.80	4.91	4.74	5.19	4.94	5.44	4.12	4.02
Administrative	4.59	8.66	7.46	5.37	7.51	7.73	9.36	5.48	9.82	5.15	6.60	9.19	7.32	8.88	4.84	4.05
Technical	4.77	5.47	9.57	5.92	8.75	6.10	9.93	5.73	9.18	9.83	11.09	7.32	10.35	6.76	7.80	5.96
Clerical	6.07	7.45	9.01	6.95	8.47	7.44	8.24	8.17	11.02	8.29	10.52	8.09	8.85	9.34	9.38	8.10
Other white collar	8.95	11.22	16.67	6.71	16.37	6.47	20.76	7.94	18.06	5.80	11.86	7.41	13.62	7.96	18.58	6.32
Blue collar	6.14	6.73	7.14	6.75	5.66	6.57	6.24	7.41	7.45	7.47	7.82	6.85	7.15	6.68	6.91	5.99

Source: GAO analysis of the CPDF, fiscal years 1990, 2000–2006.

Note: The percent of Hispanic new hires is calculated from the total new hires including those who did not specify their race or ethnicity. The Federal Bureau of Investigation is not included in the new hire data because it does not submit data to the CPDF on hires and other personnel actions.

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**Table 34: Hispanic Representation Governmentwide among Permanent (P) and Nonpermanent (NP) New Hires by Pay Plan/ Grade, 1990, 2000–2006 Percent**

Pay plan/grade	1990		2000		2001		2002		2003		2004		2005		2006	
	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP
Blue collar	6.14	6.73	7.14	6.75	5.66	6.57	6.24	7.41	7.45	7.47	7.82	6.85	7.15	6.68	6.91	5.99
Grades 1-4	6.62	6.93	8.98	6.73	8.68	6.99	8.32	7.40	11.46	8.16	11.40	7.58	8.94	8.44	8.15	7.61
Grades 5-8	5.40	4.99	12.02	5.39	11.39	5.88	12.66	5.83	13.33	6.02	9.64	6.84	10.49	6.73	9.81	5.16
Grades 9-12	4.06	4.75	4.64	4.95	4.75	5.34	4.68	5.13	5.04	5.13	5.37	5.96	5.51	6.17	4.25	3.98
Grade 13	1.54	2.57	2.88	2.26	3.34	3.09	2.94	3.04	3.29	2.33	3.55	3.88	4.06	3.04	2.64	2.27
Grade 14	3.53	1.27	3.64	2.39	3.18	3.74	2.90	3.53	3.39	2.61	4.18	1.78	3.16	2.66	2.61	2.48
Grade 15	4.20	1.28	5.48	3.39	3.69	4.14	4.86	2.84	4.88	2.17	4.84	1.09	3.82	1.44	3.91	1.09
SES <sup>a</sup>	*0.00	*5.13	3.70	2.90	3.54	3.72	2.94	5.42	2.14	4.17	3.75	5.30	4.55	2.86	4.79	2.07
SL/ST <sup>b</sup>	N/A	N/A	*0.00	**	*5.00	**	*7.89	**	*10.00	**	*3.70	**	*17.39	**	*3.57	**
Executives <sup>c</sup>	**	**	*0.00	**	6.19	*15.00	7.94	**	*7.69	*5.00	*3.57	**	3.64	**	3.80	*3.70
Other <sup>d</sup>	4.13	8.31	5.72	6.39	5.17	7.22	10.41	4.91	5.32	9.73	9.97	8.20	9.83	8.43	8.87	4.40

Source: GAO analysis of the CPDF, fiscal years 1990 and 2000-2006.

Note: The percent of Hispanic new hires is calculated from the total new hires including those who did not specify their race or ethnicity. The Federal Bureau of Investigation is not included in the new hire data because it does not submit data to the CPDF on hires and other personnel actions.

<sup>a</sup>SES are those in the Senior Executive Service, both permanent and nonpermanent, paid according to the SES pay schedule and those in the Federal Aviation Administration (FAA) who have equivalent positions. These are the highest nonpolitically appointed leaders in the federal workforce.

<sup>b</sup>SL/ST includes those in the Senior Level and Senior Technical pay plans and those in FAA who have equivalent positions. These are primarily engineers, scientists, and other top-level professionals. They do not have the leadership roles of the SES.

<sup>c</sup>Executives are politically appointed agency leaders paid according to the Executive Schedule.

<sup>d</sup>Other includes those who could not be placed in a pay plan or grade listed above.

\*The total number of individuals hired at this grade level or in this pay plan ranged from 20-50.

\*\*Because the total number of individuals hired in this category was less than 20 (1-19), GAO is not reporting Hispanic representation at this grade level or in this pay plan.

<sup>N/A</sup>There were no individuals hired at this grade level or in this pay plan during the indicated year.

# Enclosure I

**Table 35: Hispanic Representation among Permanent and Nonpermanent New Hires by Chief Financial Officer Act Agency, 1990, 2000-2006**  
Percent

Agency	1990		2000		2001		2002		2003		2004		2005		2006	
	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP	P	NP
Agriculture	4.29	5.90	6.54	6.43	8.20	6.58	7.18	6.55	6.99	8.02	9.10	7.02	7.31	7.85	8.01	6.74
AID	*0.00	0.00	*4.17	4.12	7.58	4.58	5.49	6.10	4.55	3.49	5.05	4.31	6.25	4.68	*7.50	3.97
Commerce	2.45	7.30	6.04	6.19	5.86	5.39	4.35	9.51	3.57	7.24	3.39	6.93	4.79	11.84	3.77	5.87
Defense	4.78	7.29	6.04	6.44	5.56	6.14	5.81	6.19	6.40	6.54	6.45	6.29	6.48	6.73	5.40	5.87
Education	7.78	2.60	5.29	6.30	11.30	6.20	9.14	6.52	4.19	4.95	4.46	6.19	5.77	7.80	3.14	1.00
Energy	6.29	5.08	4.98	9.38	7.36	7.79	6.07	9.47	6.07	11.56	5.39	9.50	8.23	7.69	6.84	4.29
EPA	6.48	4.25	6.99	8.92	4.83	6.25	6.99	6.63	7.90	8.50	6.10	6.13	6.34	4.40	1.64	1.10
FEMA	*0.00	31.89	1.04	3.87	6.15	19.98	6.19	8.28	<sup>a</sup> 1.25	<sup>a</sup> 4.37	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>
GSA	4.48	10.55	3.83	4.81	6.52	3.61	6.60	3.85	6.74	2.44	8.53	5.80	5.96	3.68	2.46	6.11
HHS	3.43	1.79	3.67	3.36	4.08	3.51	4.63	3.66	3.51	3.18	3.60	3.51	4.37	4.40	2.41	2.26
Homeland	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup>	<sup>b</sup> 21.33	<sup>b</sup> 10.68	12.65	12.14	13.28	13.80	15.61	4.52
HUD	7.23	3.75	9.13	5.15	8.50	7.30	5.59	6.96	8.26	3.90	6.29	6.13	9.84	2.51	3.41	7.18
Interior	4.25	3.15	5.37	4.54	4.92	4.59	3.87	4.28	5.13	4.17	4.44	4.16	4.84	4.28	3.68	3.66
Justice <sup>c</sup>	10.09	8.12	21.99	10.94	22.07	12.43	29.07	11.22	19.59	8.62	12.99	6.37	12.09	6.63	10.94	4.01
Labor	5.41	6.58	8.73	6.92	7.24	6.61	6.83	5.26	6.75	4.01	6.93	6.12	6.57	7.49	5.14	4.54
NASA	6.87	4.28	5.87	5.33	6.67	8.01	5.83	4.25	8.04	7.16	9.09	4.90	12.09	4.79	7.31	5.82
NRC	1.39	*0.00	7.14	2.56	16.34	5.61	13.10	4.81	7.47	2.54	2.93	4.20	3.75	0.00	7.80	4.76
NSF	*0.00	*4.17	8.93	6.21	5.19	1.80	*4.00	4.70	*2.22	3.03	*2.44	3.68	*0.00	3.45	*5.26	1.62
OPM	6.03	*2.33	7.09	2.59	3.36	0.70	4.55	6.67	8.11	5.19	3.29	5.56	6.33	0.00	2.67	*0.00
SBA	9.84	18.99	*6.82	9.38	13.46	18.39	*6.25	14.45	9.80	10.92	*10.42	14.83	4.29	9.07	6.25	5.35
SSA	8.19	8.66	24.87	14.33	23.78	14.24	17.90	10.58	19.63	12.39	15.61	9.29	16.99	12.70	12.96	11.49
State	2.26	4.21	1.72	3.36	2.05	3.85	3.58	6.35	5.77	7.49	5.00	6.96	5.47	9.49	3.28	<sup>d</sup> 6.60
Transportation	2.99	5.03	3.77	7.16	4.28	3.86	11.06	3.63	5.76	12.73	5.38	5.86	6.85	4.47	4.11	6.51
Treasury	7.17	8.52	10.96	6.33	10.05	6.98	9.15	8.93	13.94	8.46	13.64	9.30	10.73	10.61	10.21	10.17
Veterans Affairs	5.70	6.97	7.32	7.23	6.02	7.78	6.30	7.74	6.73	8.16	7.98	8.73	7.03	7.51	6.52	6.11

Source: GAO analysis of the CPDF, fiscal years 1990 and 2000-2006.

Note: The percent of Hispanic new hires is calculated from the total new hires including those who did not specify their race or ethnicity.

<sup>a</sup>This includes new hires through February 28, 2003. The Federal Emergency Management Agency became part of the Department of Homeland Security in March 2003.

<sup>b</sup>The Department of Homeland Security was not in existence until March 2003. The 2003 percentage includes new hires as of March 1, 2003.

<sup>c</sup>The Federal Bureau of Investigation is not included because it does not submit data to the CPDF on hires and other personnel actions.

<sup>d</sup>This does not include Foreign Service personnel hired after March 2006 because the State Department stopped submitting Foreign Service data to the CPDF in March 2006.

\*The total number of individuals hired at this grade level or in this pay plan ranged from 20-50.

Comments from the Department of Justice



U.S. Department of Justice

April 13, 2007

Washington, D.C. 20530

Ms. Belva Martin  
Assistant Director  
Strategic Issues  
United States Government Accountability Office  
Washington, D.C. 20548

Dear Ms. Martin:

This letter responds to a letter, dated March 29, 2007, from George H. Stalcup, Director of Strategic Issues, United States Government Accountability Office ("GAO"), to Attorney General Alberto R. Gonzales inviting comment by this Department to the GAO's proposed report entitled *Data on Hispanic Representation in the Federal Workforce* (GAO-07-439R)("Draft Report"). We thank you for providing us the opportunity to comment on your Draft Report.

The GAO's Draft Report references (at 1) the GAO's report of last August that, *inter alia*, addressed various factors (citizenship, level of education, etc.) that affect the representation of Hispanics in the federal workforce. See GAO, *The Federal Workforce: Additional Insights Could Enhance Agency Efforts Related to Hispanic Representation*, GAO-06-832 (Washington, D.C.: August 17, 2006) (the "August 2006 Report"). The Draft Report then states (at 2) that:

this report contains additional data [to that presented in the August 2006 Report] on the Hispanic representation in various subsets of the federal workforce with some comparisons to Hispanic representation in the Civilian Labor Force (CLF). [footnote omitted] The data in this report provide a foundation for further analyses by agency officials and policymakers as they consider a broad spectrum of issues related to Hispanic representation in the federal workforce.

We are concerned with the GAO's presentation – without any qualifiers – of comparisons between Hispanic representation in the CLF and Hispanic representation in the federal workforce. See Draft Report, Tables 2 and 4. In our view, comparisons of this type that do not include the effect of various factors (citizenship, level of education, etc.) are at a minimum misleading, and could lead to misinterpretation and misapplication by the federal agencies and others.

Ms. Belva Martin

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Let us illustrate the serious problem with presenting such comparisons without any qualifiers. In its August 2006 Report, the GAO found that “Hispanics 18 [years of age] and older were 30 percent less likely than non-Hispanics to be employed (i.e., represented) in the federal workforce, relative to the nonfederal workforce.” August 2006 Report, at 7. However, the GAO correctly observed that, with few exceptions, U.S. citizenship is required for federal employment; and, indeed, “99.7 percent of federal executive branch employees were U.S. citizens or nationals in 2005.” *Id.* When the GAO took into account the effect of citizenship, it found that Hispanic citizens 18 years of age and older were only “5 percent less likely than non-Hispanics to be employed in the federal workforce compared to their representation in the nonfederal workforce.” *Id.* Further, the GAO correctly observed that “[t]he federal workforce contains a greater percentage of occupations that require higher levels of education than the CLF.” *Id.*, at 8. When the GAO took into account the effects of both citizenship and level of education, it found that “Hispanic citizens were 1.16 times or 16 percent more likely than similarly educated non-Hispanic citizens to be in the federal workforce than the nonfederal workforce.” *Id.* Lastly, when the GAO took into account all of the factors in its statistical model that affected Hispanic representation in the federal workforce (citizenship, level of education, gender, veteran’s status, race, English proficiency, age, disability status, school attendance, employment status and geography), it found that “among citizens, Hispanics were 24 percent or 1.24 times more likely than non-Hispanics to be employed in the federal workforce than in the nonfederal workforce.” *Id.*, at 7.

In light of the above, we feel strongly that the GAO should insert a caveat as to the limited use that can be made of the comparisons presented in Tables 2 and 4 of the Draft Report and incorporate by reference those findings of its August 2006 Report that are discussed above.

Thank you again for the opportunity to review and comment on the draft report. If you have any questions, please contact Richard Theis, DOJ Audit Liaison, who can be reached on 202-514-0469.

Sincerely,



Lee J. Lofthus  
Assistant Attorney General  
for Administration

(450529)

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