

DOD CIVILIAN DEMOGRAPHICS AS OF SEP 30, 2007

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DOD SENIOR LEADER OVERVIEW

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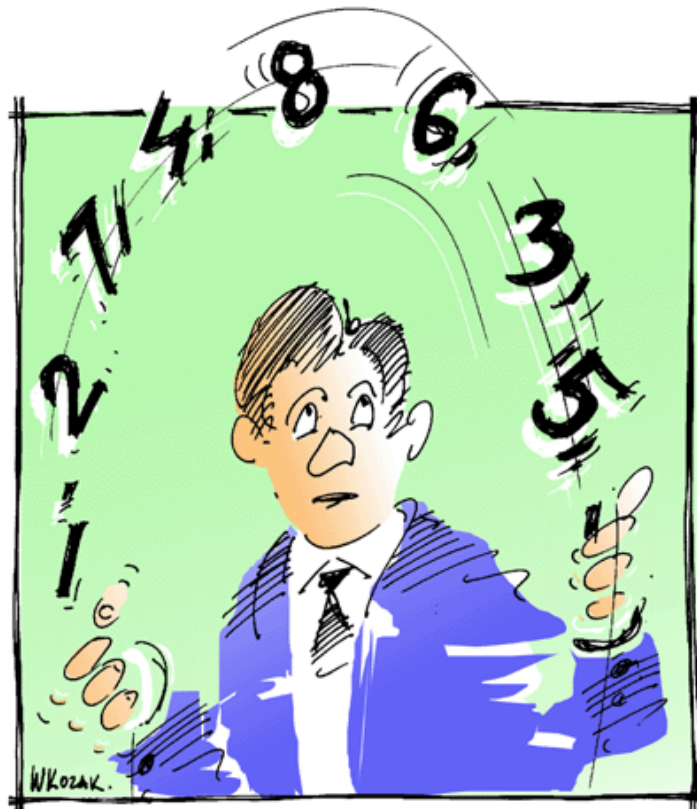


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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

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DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Business, Information and Technology Solutions (HR BITS) as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

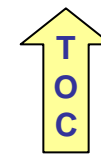
Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

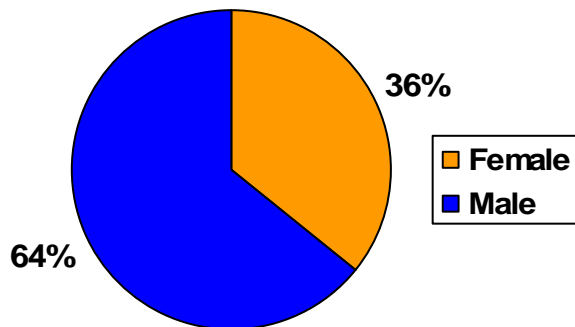
The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please send e-mail to [Feedback](#)

APPROPRIATED FUND

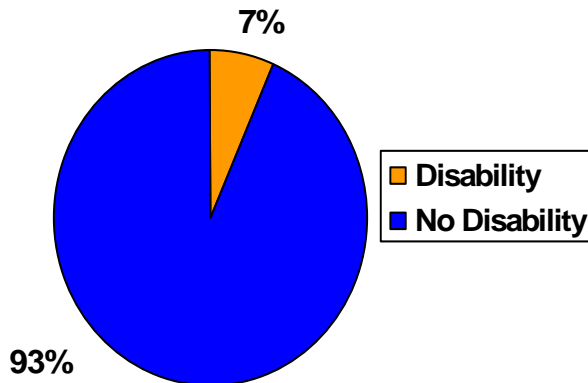
DoD Civilian Overview (Appropriated Fund)



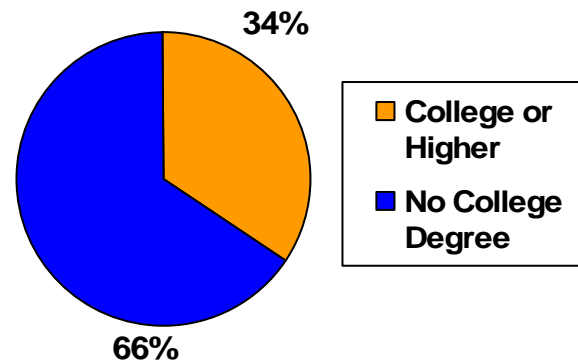
Gender



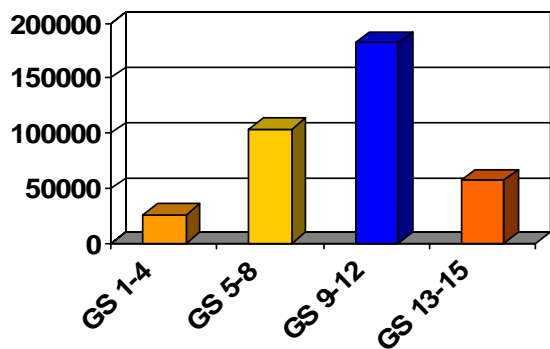
Disability



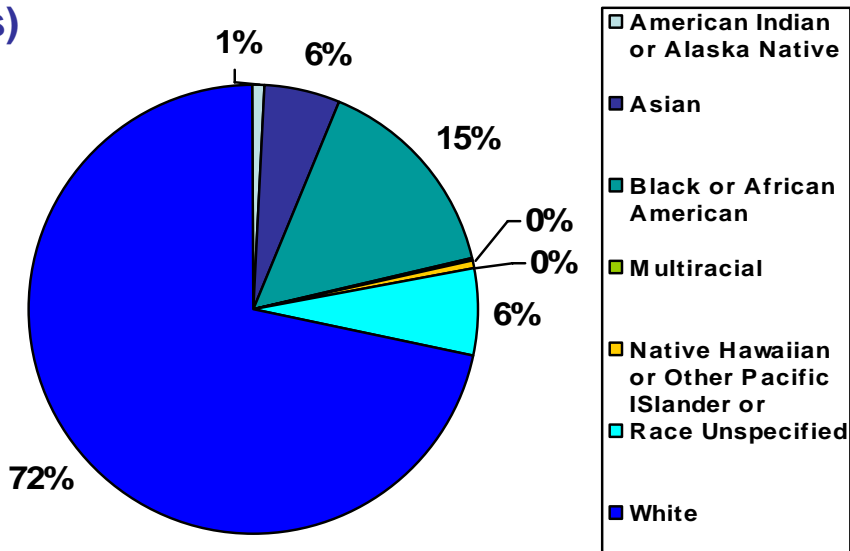
Education



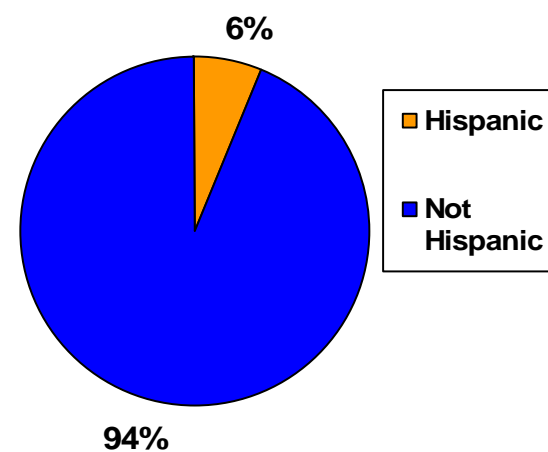
GS and Equivalent (GG, GL, GM Pay Plans)



Race Designation



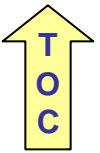
Ethnicity



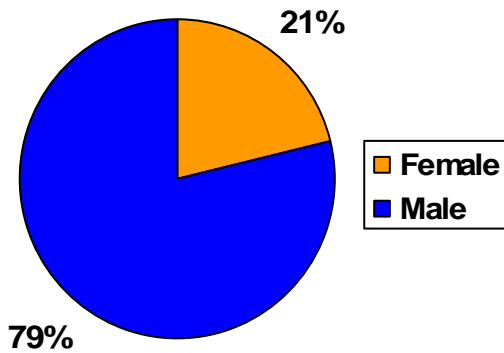
Blue/White Collar

Bargaining/Non Bargaining Unit

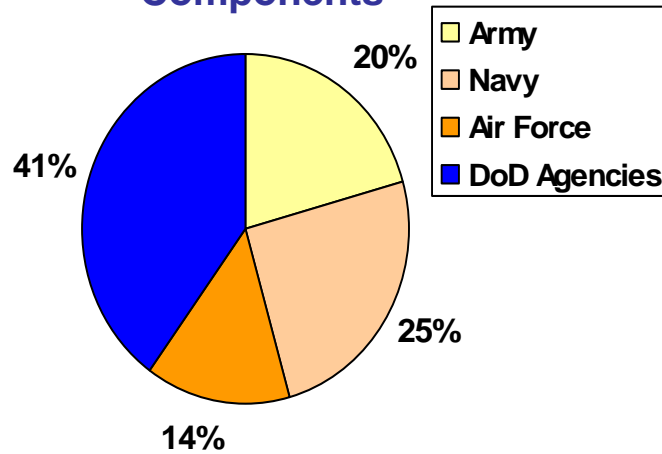
DoD Senior Leader* Overview (Appropriated Fund)



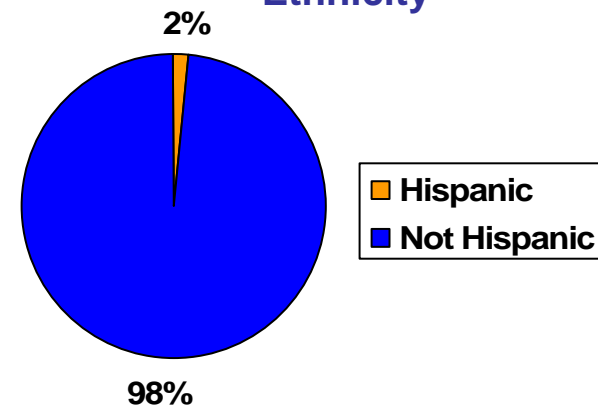
Gender



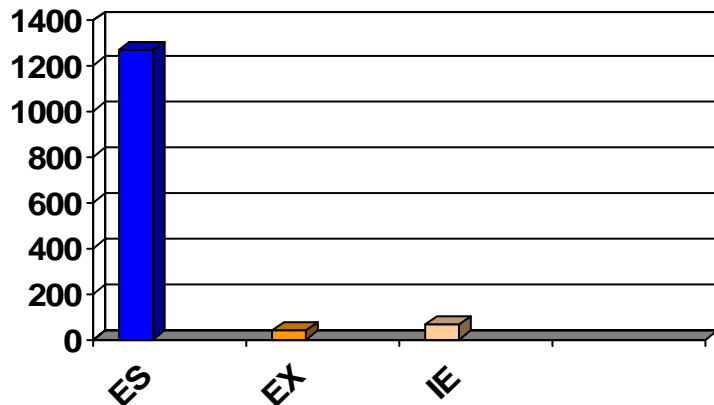
Components



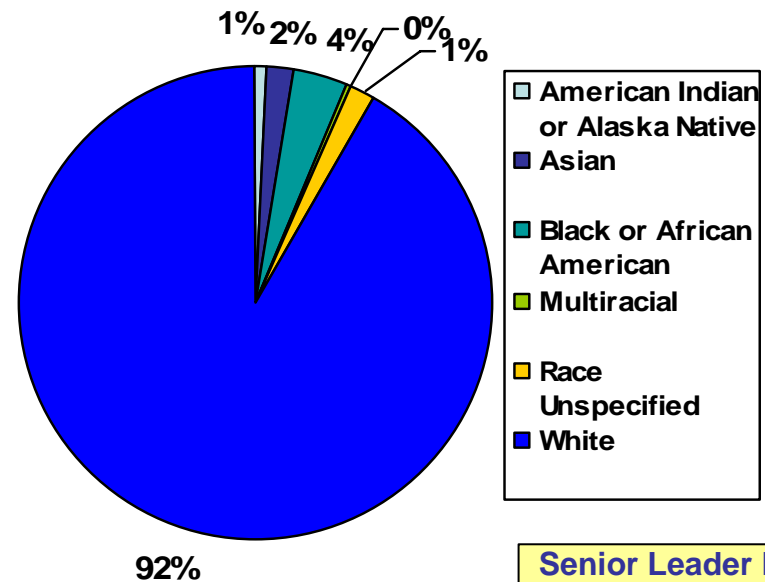
Ethnicity



ES,EX,IE Pay Plans

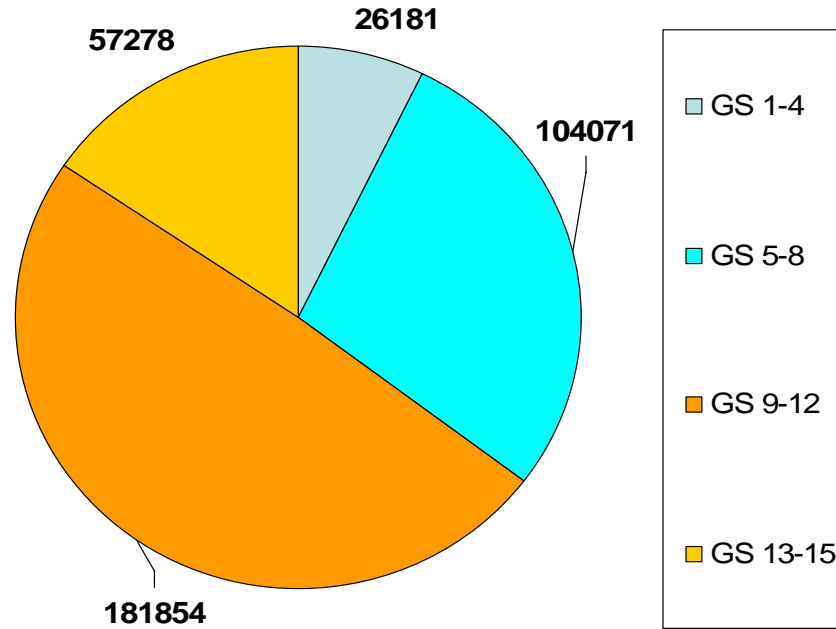
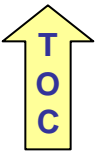


Race Designation



*Includes ES, EX, IE Pay Plans
 Percentages compared to total Senior Leader population (1366)

General Schedule (Appropriated Fund)

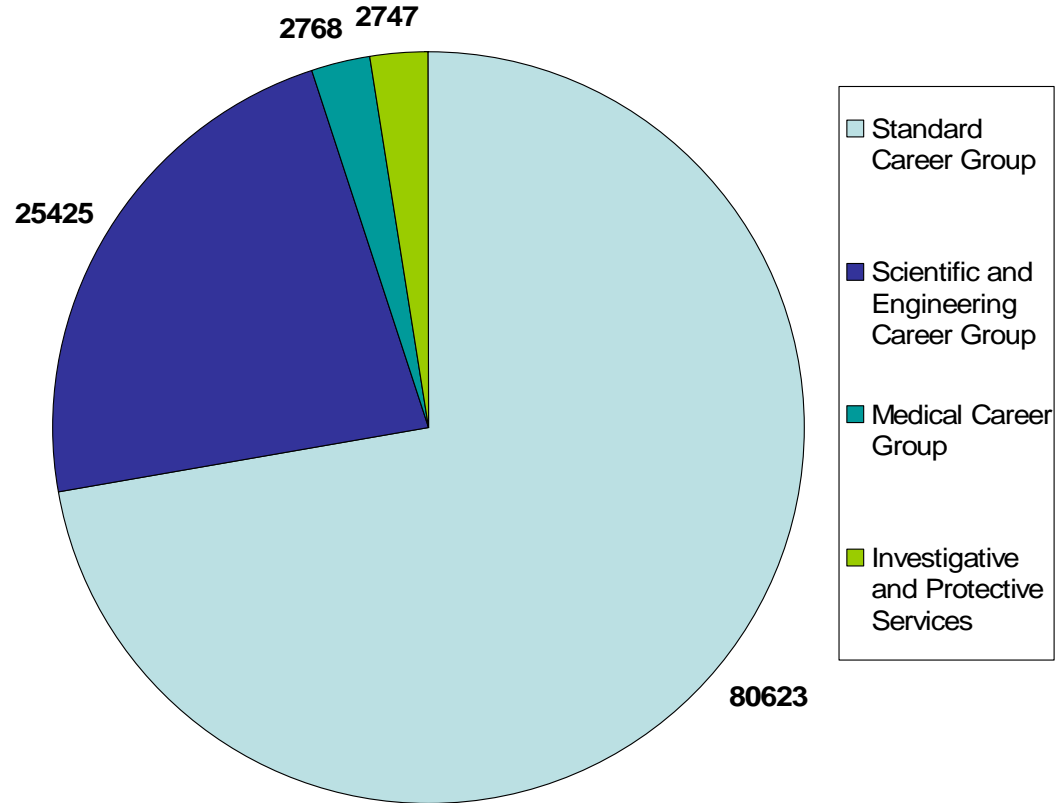


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	26181	7.09%	3.83%
GS 5-8	104071	28.17%	15.24%
GS 9-12	181854	49.23%	26.62%
GS 13-15	57278	15.51%	8.39%
Total	369384	100.00%	54.08%

Total Appropriated Fund Population 683070

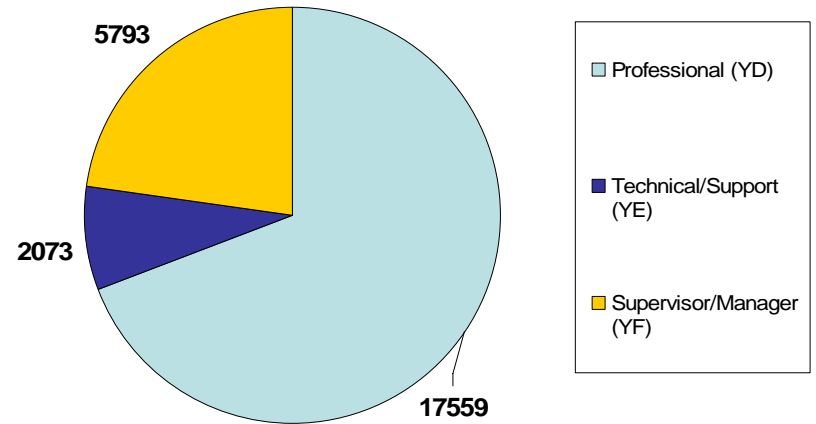
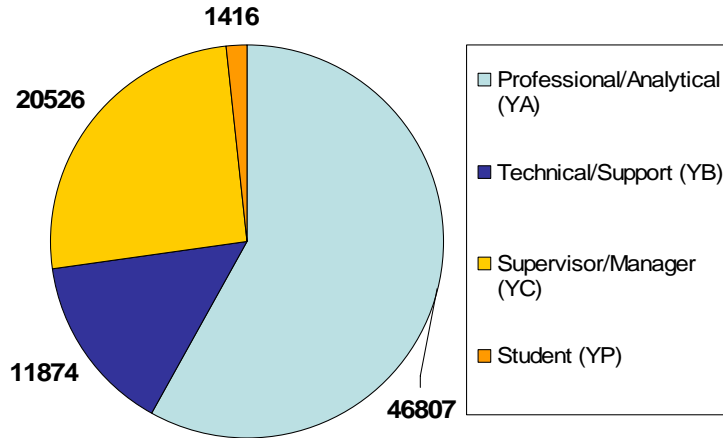
*Includes GS, GM, GG and GL Pay Plans

National Security Personnel System (Appropriated Fund)



National Security Personnel System	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	80623	72.27%	11.80%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	25425	22.79%	3.72%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	2768	2.48%	0.41%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	2747	2.46%	0.40%
Total	111563	100.00%	16.33%

National Security Personnel System (Appropriated Fund)



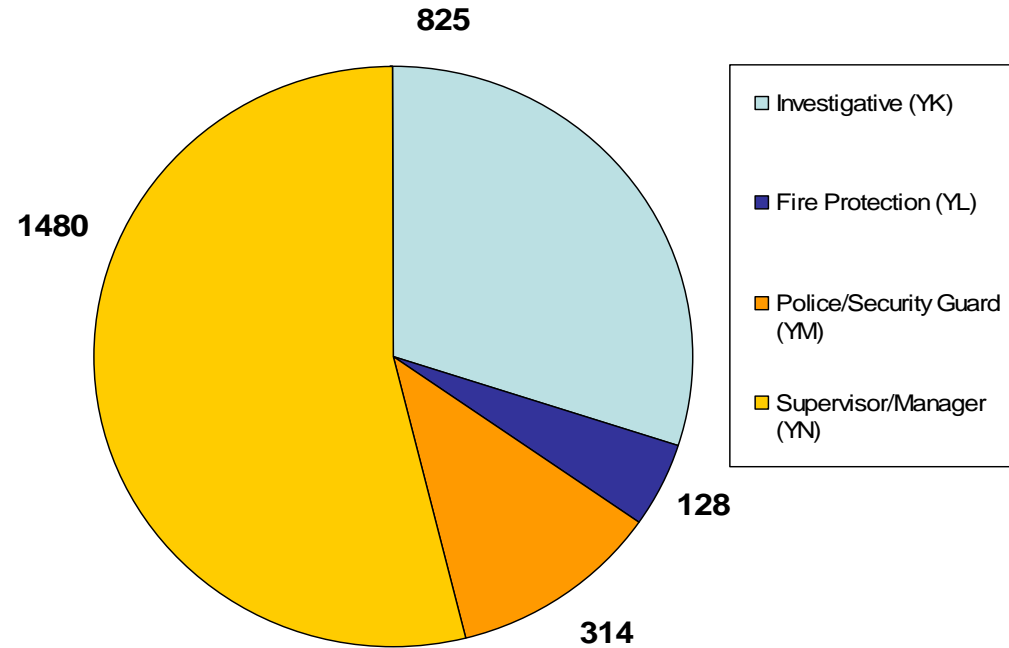
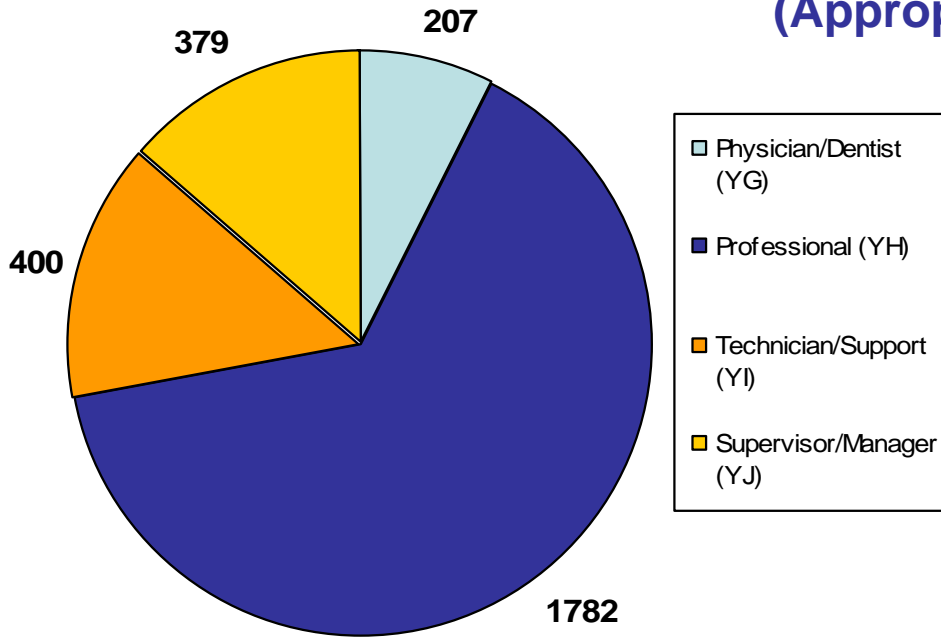
Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	46807	58.06%	6.85%
Technical/Support (YB)	11874	14.73%	1.74%
Supervisor/Manager (YC)	20526	25.46%	3.00%
Student (YP)	1416	1.76%	0.22%
Total	80623	100.00%	11.82%

Total Appropriated Fund Population 683070

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	17559	69.06%	2.57%
Technical/Support (YE)	2073	8.15%	0.30%
Supervisor/Manager (YF)	5793	22.79%	0.85%
Total	25425	100.00%	3.72%

Total Appropriated Fund Population 683070

National Security Personnel System (Appropriated Fund)



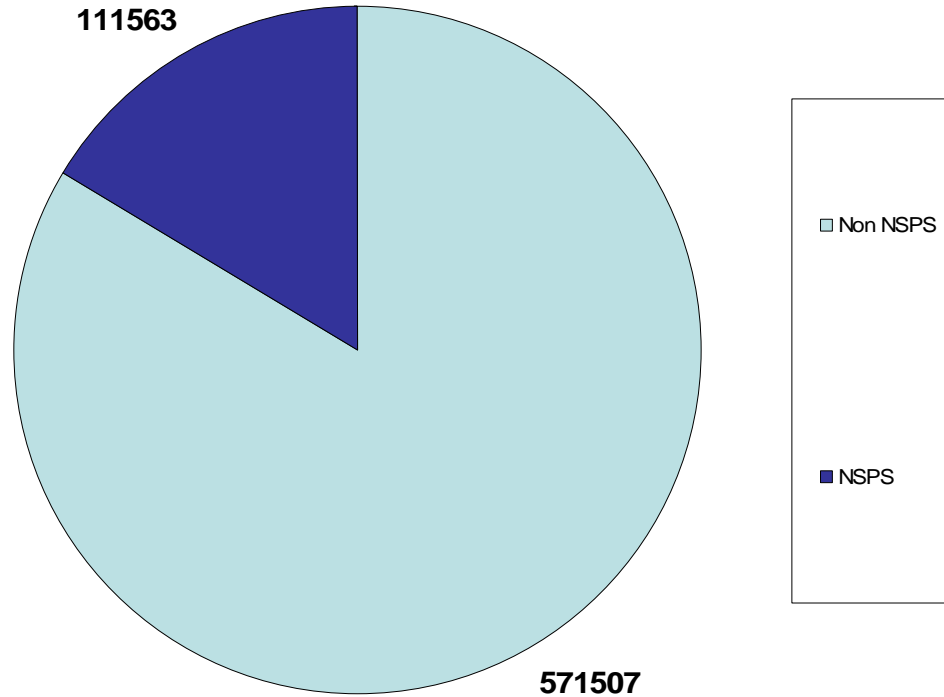
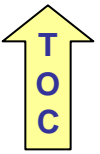
Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	207	7.48%	0.03%
Professional (YH)	1782	64.38%	0.26%
Technician/Support (YI)	400	14.45%	0.06%
Supervisor/Manager (YJ)	379	13.69%	0.06%
Total	2768	100.00%	0.41%

Total Appropriated Fund Population 683070

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	825	30.03%	0.12%
Fire Protection (YL)	128	4.66%	0.02%
Police/Security Guard (YM)	314	11.43%	0.05%
Supervisor/Manager (YN)	1480	53.88%	0.22%
Total	2747	100.00%	0.41%

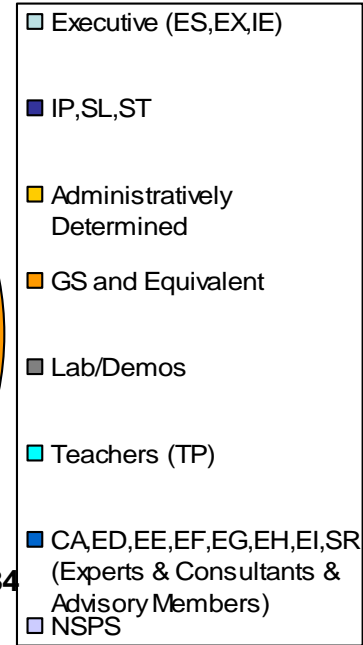
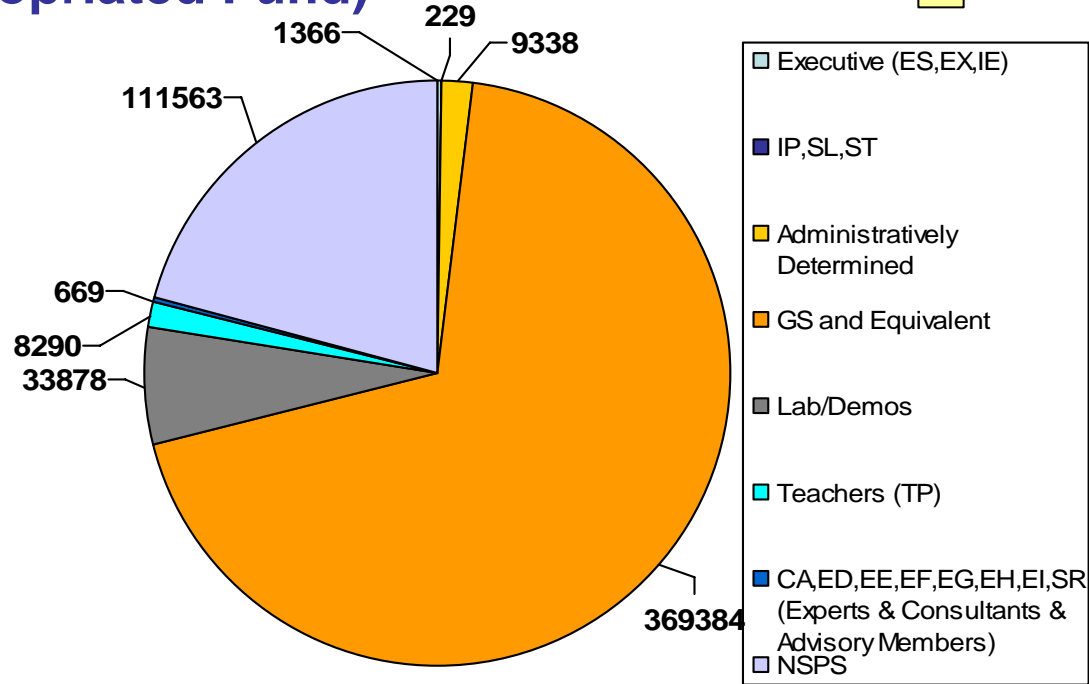
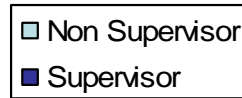
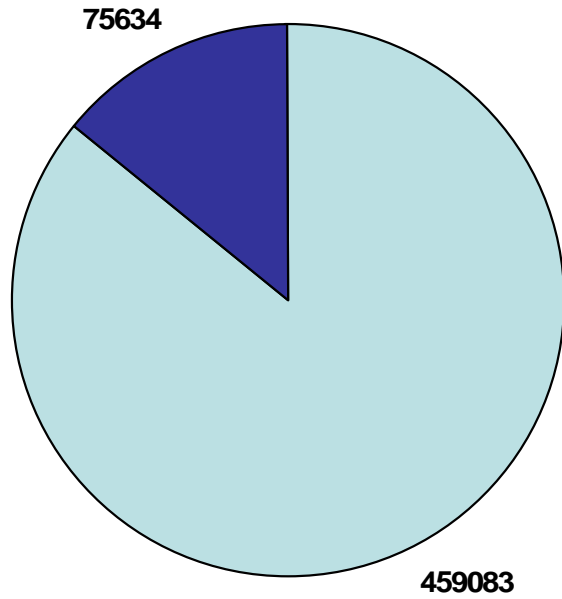
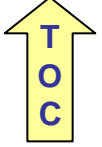
Total Appropriated Fund Population 683070

Non NSPS vs NSPS (Appropriated Fund)



Non NSPS Vs NSPS Population		
	Total	% Compared To Total Appropriated Fund Population
Non NSPS	571507	83.67%
NSPS	111563	16.33%
Total Appropriated Fund Population	683070	100.00%

White Collar Employees (Appropriated Fund)



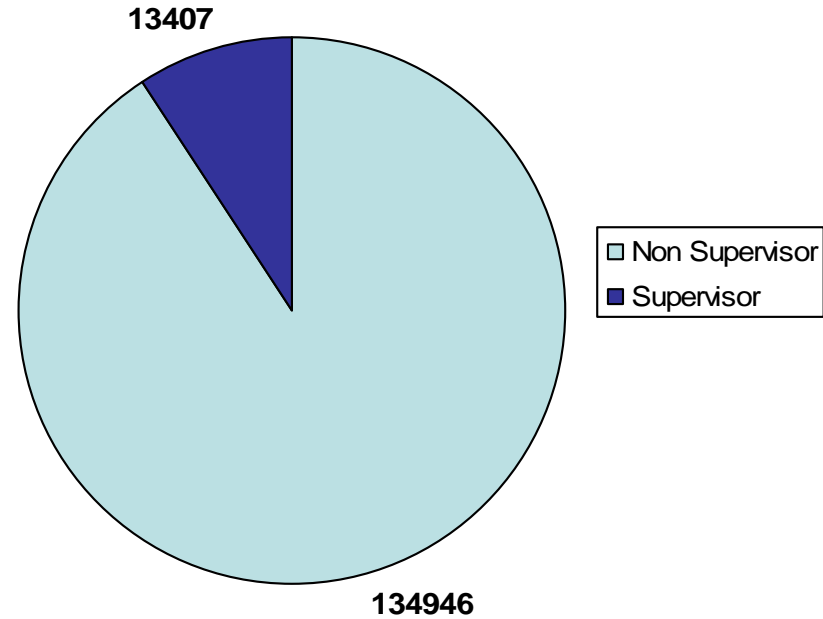
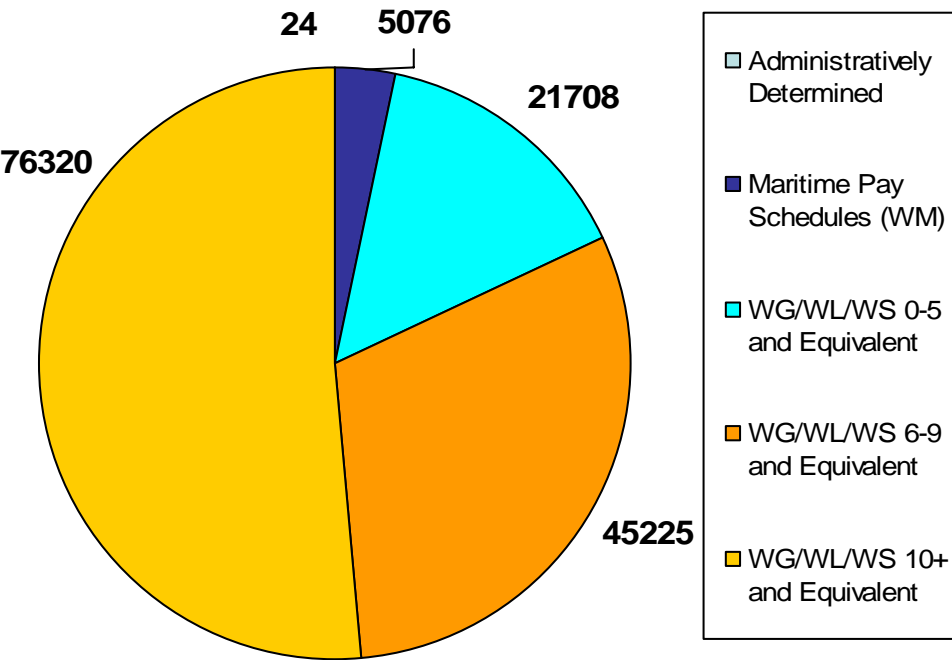
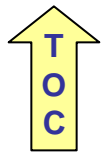
Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor
Non Supervisor	459083	85.86%
Supervisor	75634	14.14%
Total	534717	100.00%

Total Appropriated Fund Population 683070

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1366	0.26%	0.20%
IP,SL,ST	229	0.04%	0.03%
Administratively Determined	9338	1.75%	1.37%
GS and Equivalent	369384	69.08%	54.08%
Lab/Demos	33878	6.33%	4.96%
Teachers (TP)	8290	1.55%	1.21%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	669	0.13%	0.10%
NSPS	111563	20.86%	16.33%
Total	534717	100.00%	78.28%

Total Appropriated Fund Population 683070

Blue Collar Workforce (Appropriated Fund)



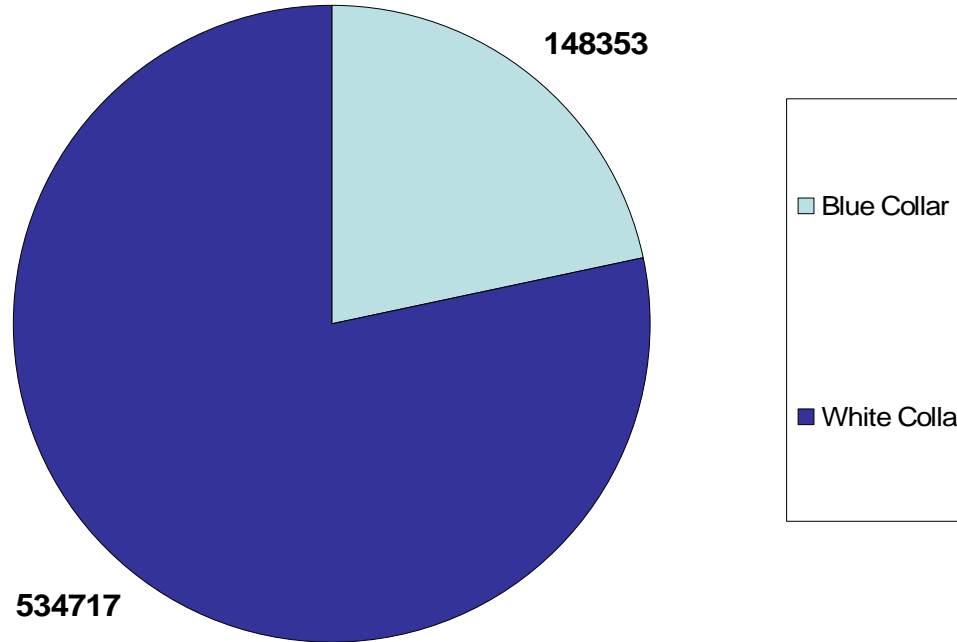
Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	24	0.02%	0.00%
Maritime Pay Schedules (WM)	5076	3.42%	0.74%
WG/WL/WS 0-5 and Equivalent	21708	14.63%	3.18%
WG/WL/WS 6-9 and Equivalent	45225	30.49%	6.63%
WG/WL/WS 10+ and Equivalent	76320	51.44%	11.17%
Total	148353	100.00%	21.72%

Total Appropriated Fund Population 683070

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	134946	90.96%	19.76%
Supervisor	13407	9.04%	1.96%
Total	148353	100.00%	21.72%

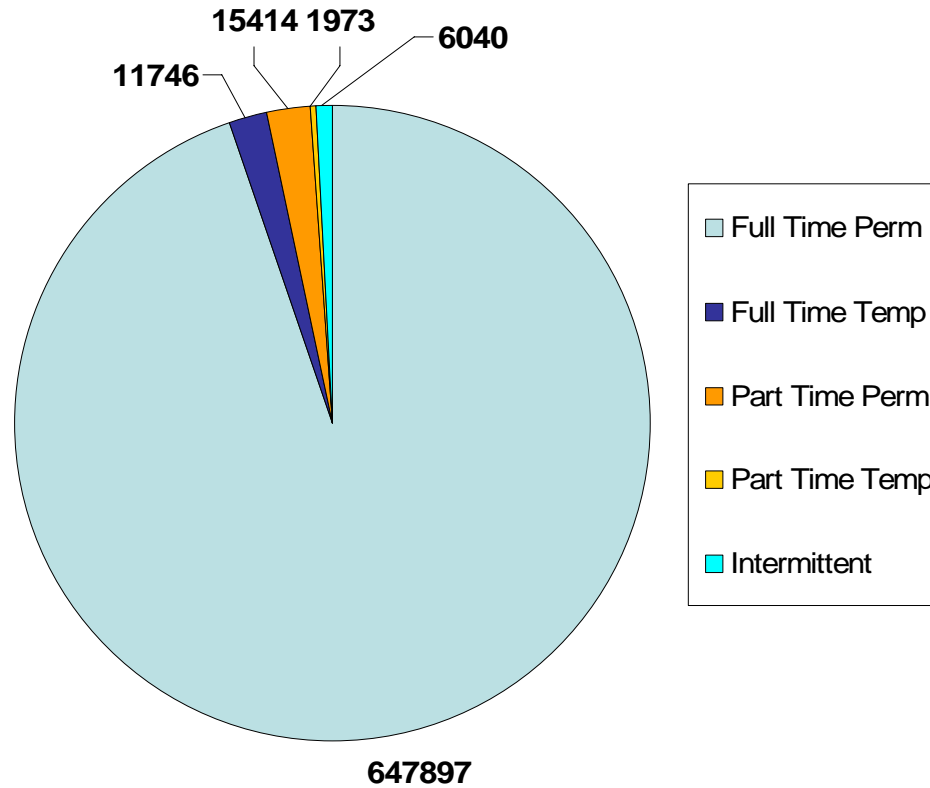
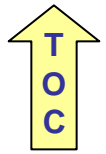
Total Appropriated Fund Population 683070

Blue Collar vs White Collar (Appropriated Fund)



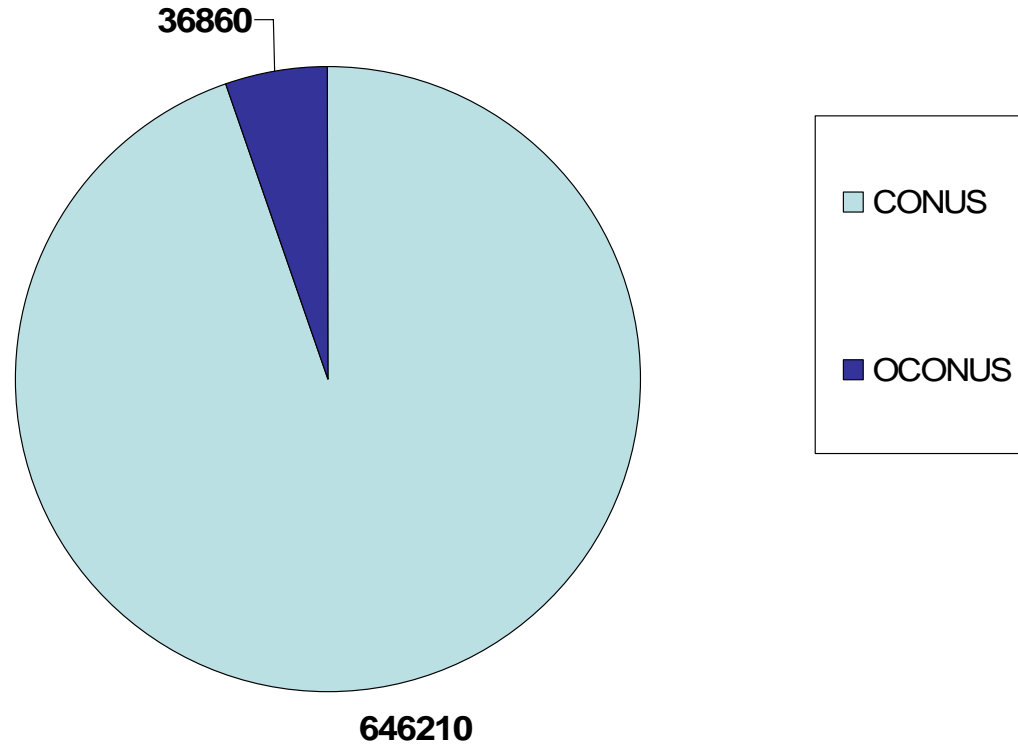
Blue and White Collar	Total	% Compared To Total Appropriated Fund Population
Blue Collar	148353	22%
White Collar	534717	78%
Total	683070	100%

Work Schedule (Appropriated Fund)



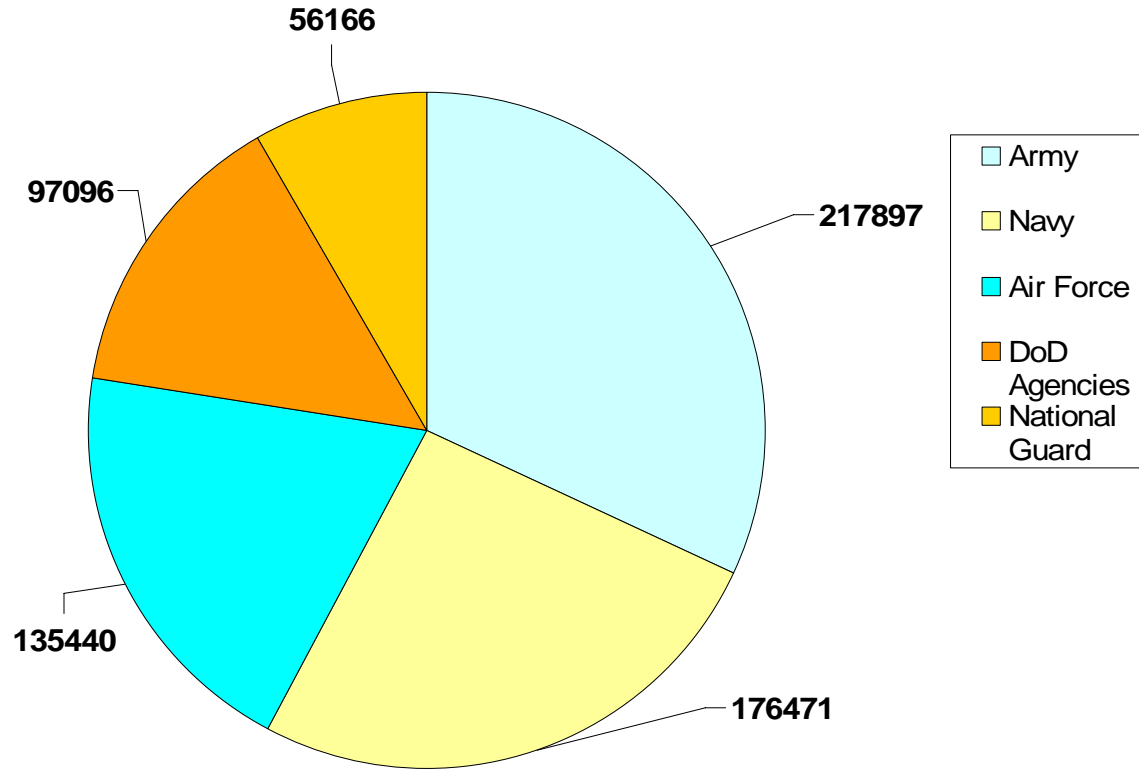
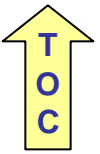
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	647897	94.85%
Full Time Temp	11746	1.72%
Part Time Perm	15414	2.26%
Part Time Temp	1973	0.29%
Intermittent	6040	0.88%
Total	683070	100%

CONUS vs OCONUS (Appropriated Fund)



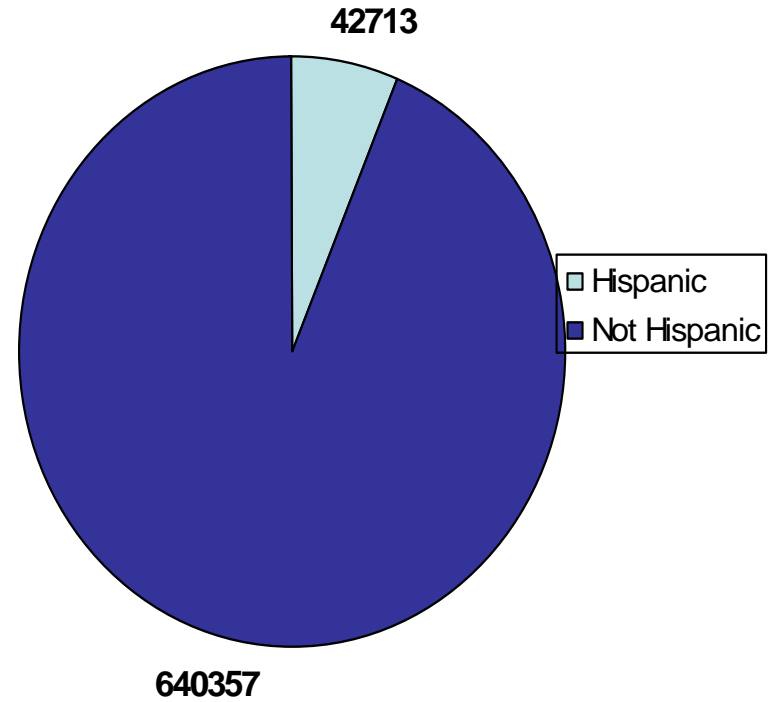
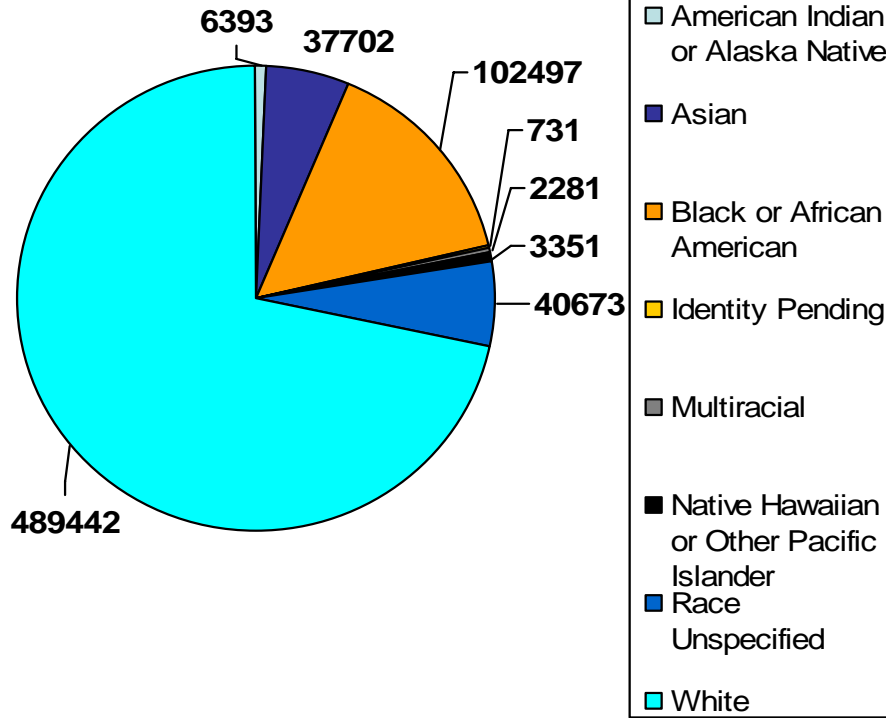
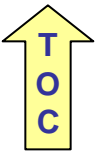
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	646210	94%
OCONUS	36860	6%
Total	683070	100%

Employees by Component (Appropriated Fund)



Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	217897	32%
Navy	176471	26%
Air Force	135440	20%
DoD Agencies	97096	14%
National Guard	56166	8%
Total	683070	100%

General Workforce Demographics (Appropriated Fund)

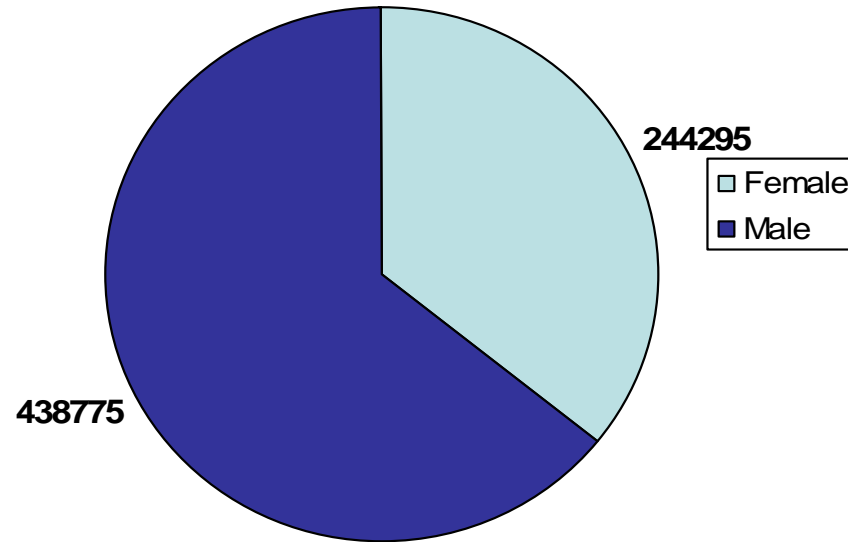
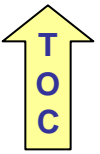


Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6393	1%
Asian	37702	6%
Black or African American	102497	15%
Identity Pending	731	0%
Mutiracial	2281	0%
Native Hawaiian or Other Pacific Islander	3351	0%
*Race Unspecified	40673	6%
White	489442	72%
Total	683070	100%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	42713	6%
Not Hispanic	640357	94%
Total	683070	100%

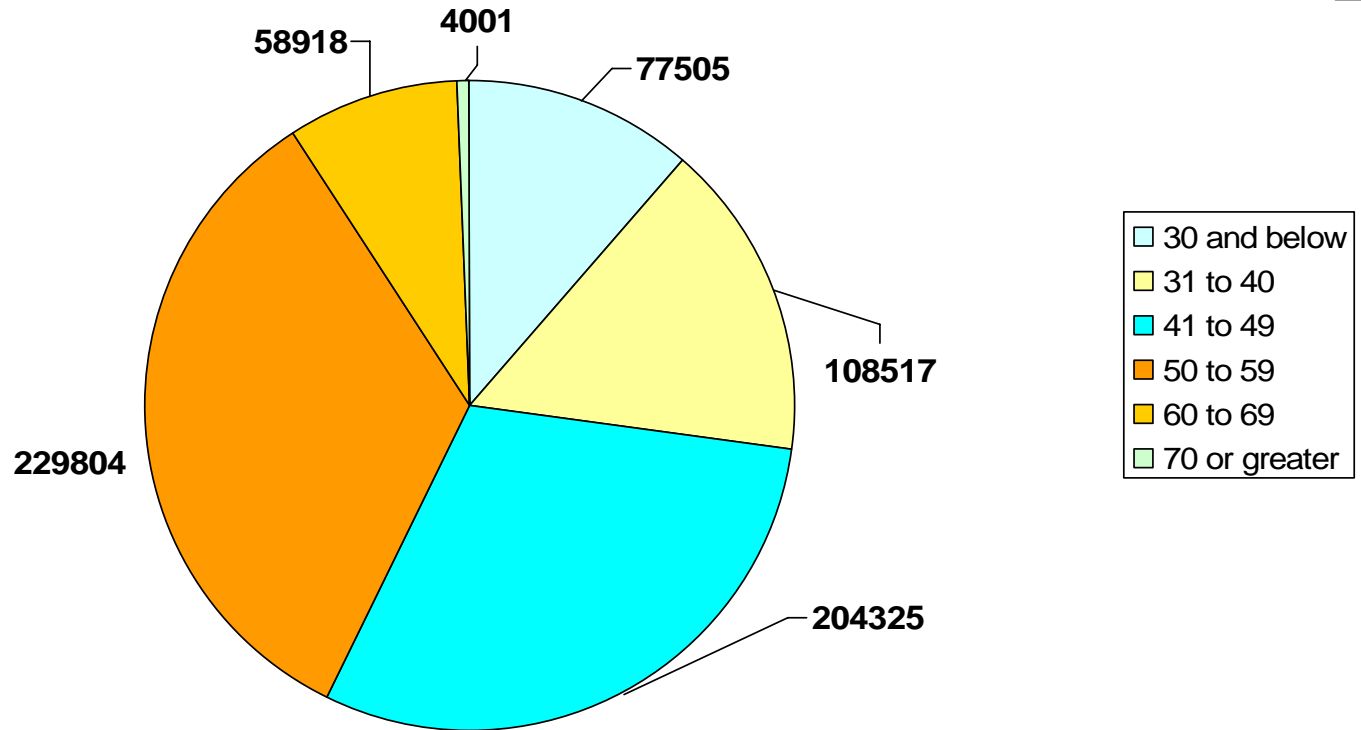
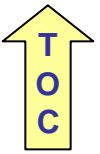
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



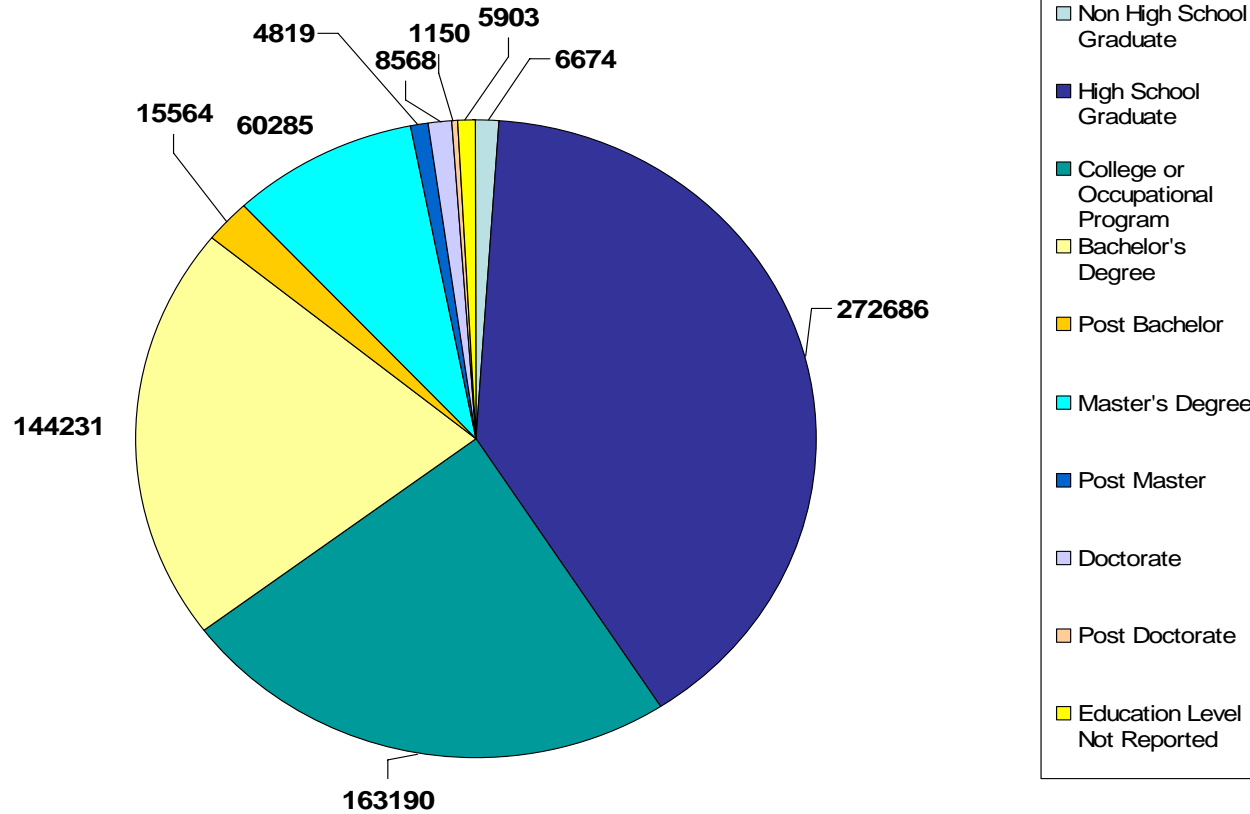
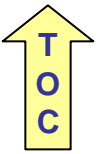
Gender	Total	% Compared To Total Appropriated Fund Population
Female	244295	36%
Male	438775	64%
Total	683070	100%

General Workforce Demographics (Appropriated Fund)



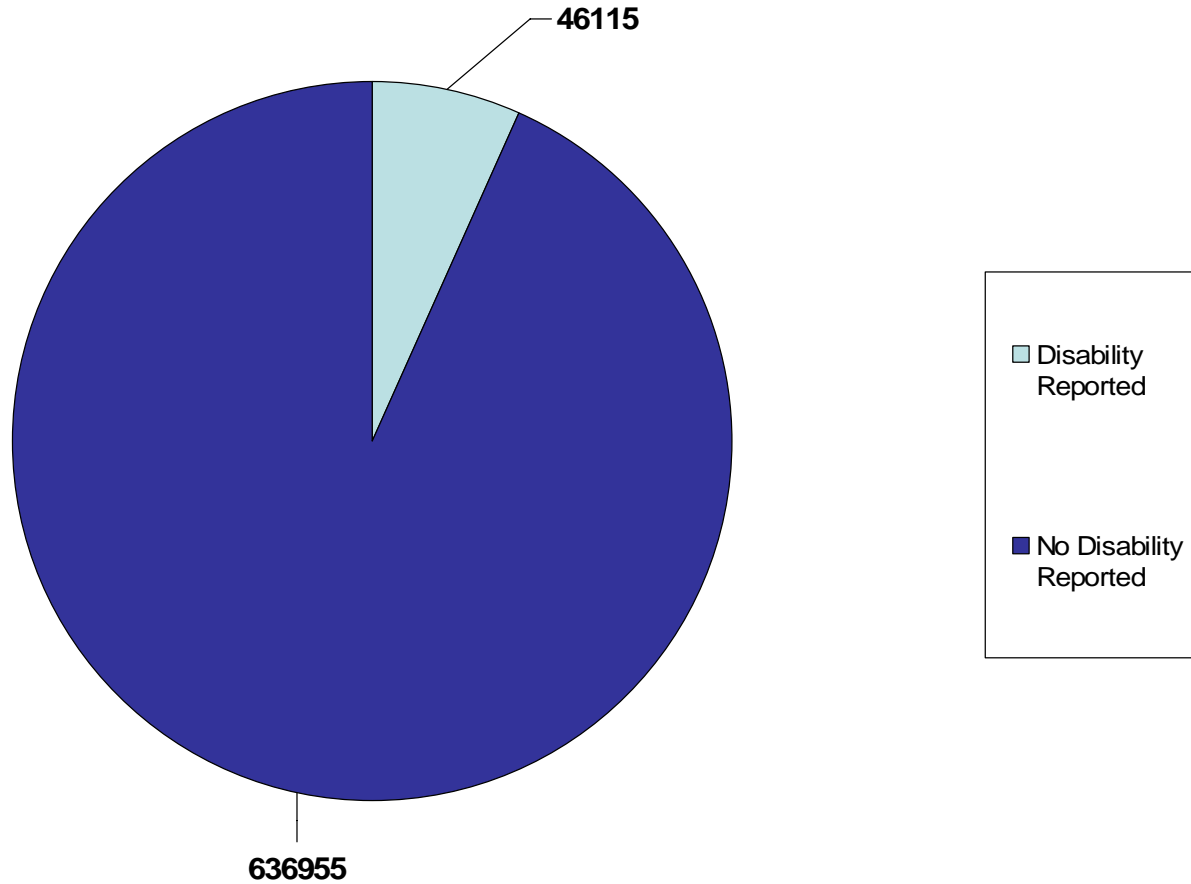
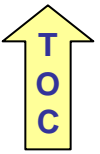
Age	Total	% Compared To Total Appropriated Fund Population
30 and below	77505	11%
31 to 40	108517	15%
41 to 49	204325	30%
50 to 59	229804	34%
60 to 69	58918	9%
70 or greater	4001	1%
Total	683070	100%

Education Levels (Appropriated Fund)



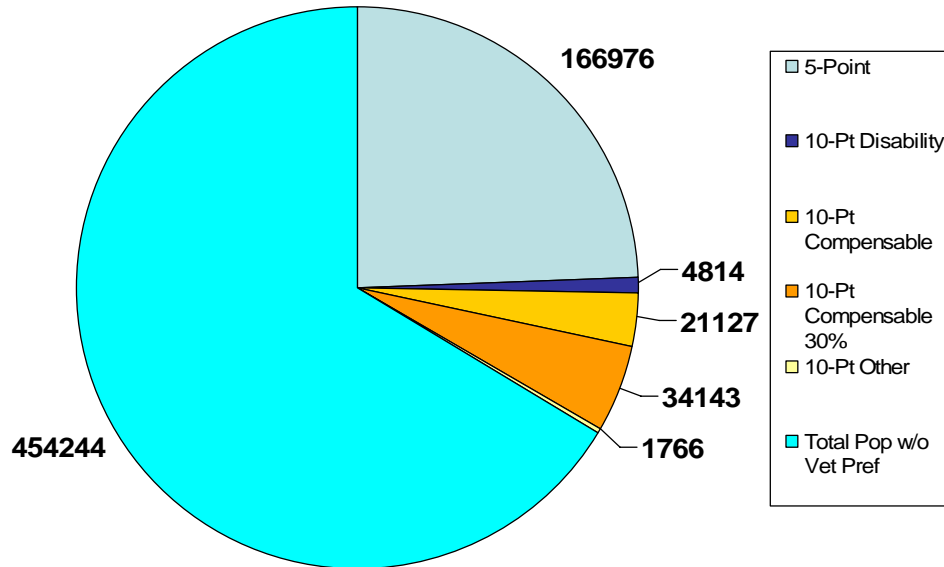
Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6674	1%
High School Graduate	272686	40%
College or Occupational Program	163190	24%
Bachelor's Degree	144231	21%
Post Bachelor	15564	2%
Master's Degree	60285	9%
Post Master	4819	1%
Doctorate	8568	1%
Post Doctorate	1150	0%
Education Level Not Reported	5903	1%
Total	683070	100%

Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46115	7%
No Disability Reported	636955	93%
Total	683070	100%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

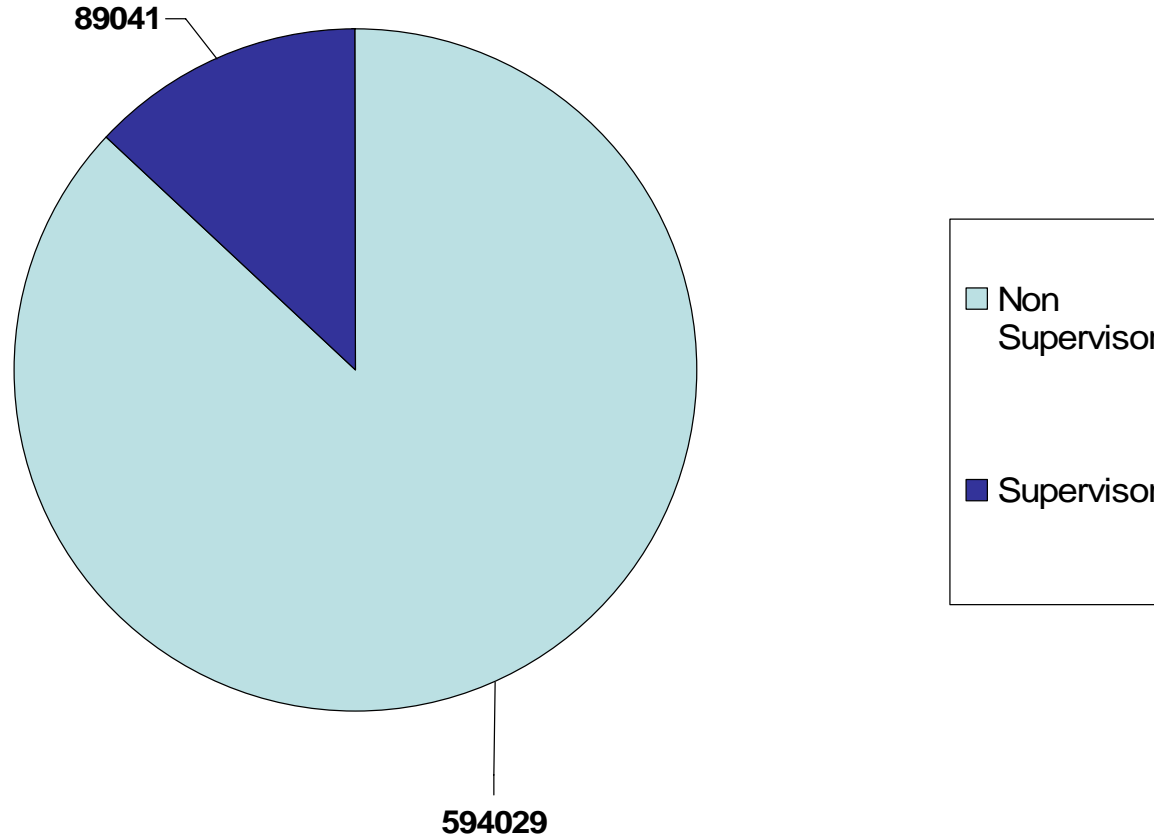
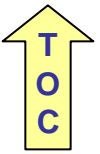
10-Point/Other: Other person entitled to 10-point preference:
 (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or
 (2) The widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of Sep 30, 2007

	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44465	32.83%	1058	0.78%	6013	4.44%	8866	6.55%	355	0.26%	60757	44.86%	74683	55.14%	135,440	20.02%
Army	57801	26.53%	1884	0.86%	8370	3.84%	14680	6.74%	670	0.31%	83405	38.28%	134492	61.72%	217,897	31.90%
DoD Agencies	17707	18.24%	623	0.64%	2155	2.22%	3624	3.73%	365	0.38%	24474	25.21%	72622	74.79%	97,096	14.21%
Natl Guard	21	0.04%	2	*	1	*	0	*	1	*	25	0.04%	56141	99.96%	56,166	8.16%
Navy	46982	26.62%	1247	0.71%	4588	2.60%	6973	3.95%	375	0.21%	60165	34.09%	116306	65.91%	176,471	25.83%
*Grand Total	166976	24.45%	4814	0.70%	21127	3.09%	34143	5.00%	1766	0.26%	228826	33.50%	454244	66.50%	683070	100%

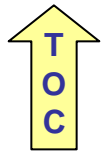
*Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

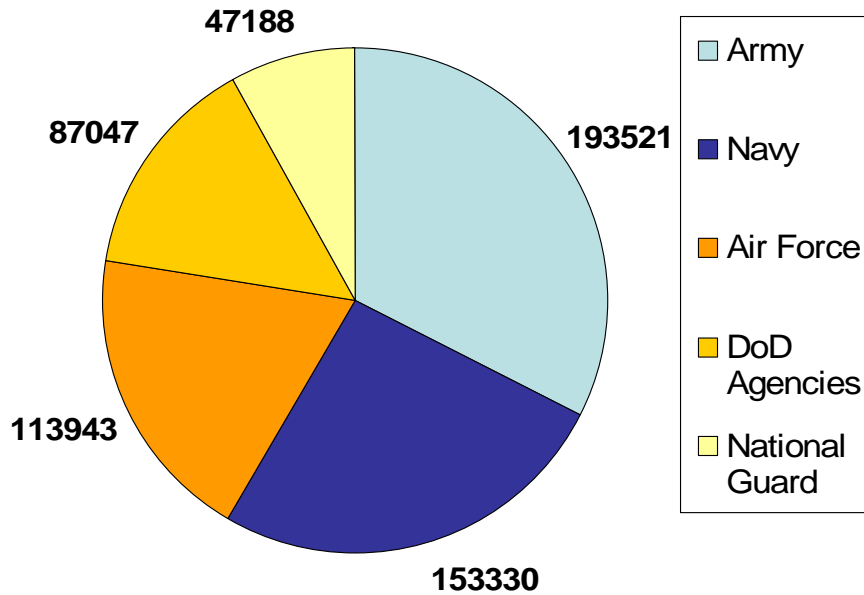


Non Supervisor/Supervisor	Total	% Compared To Total Appropriated Fund Population
Non Supervisor	594029	87%
Supervisor	89041	13%
Total	683070	100%

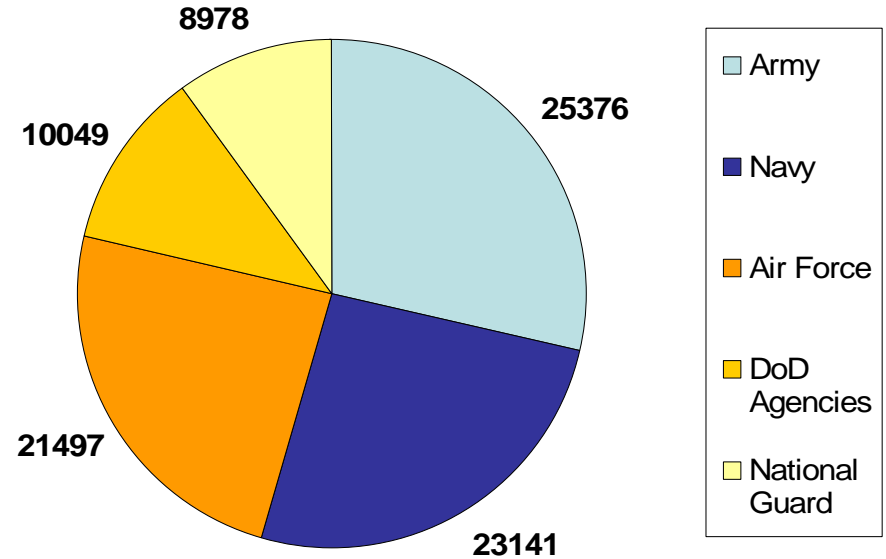
Non Supervisor/Supervisor by Components (Appropriated Fund)



Non Supervisor by Components



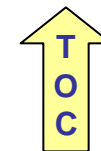
Supervisor by Components



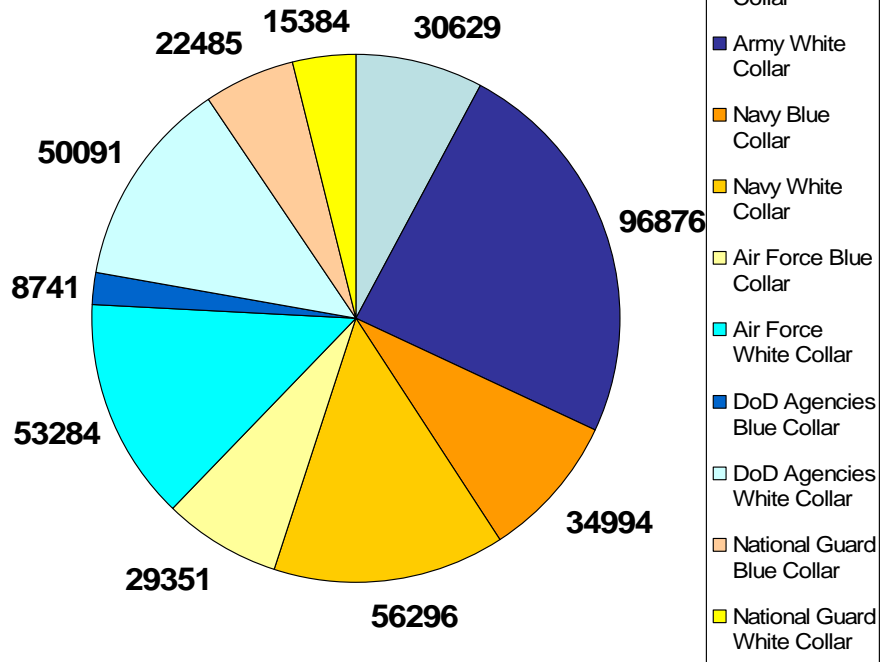
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	193521	32%	28%
Navy	153330	26%	23%
Air Force	113943	19%	17%
DoD Agencies	87047	15%	13%
National Guard	47188	8%	7%
Total	595029	100%	88%

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	25376	29%	4%
Navy	23141	26%	3%
Air Force	21497	24%	3%
DoD Agencies	10049	11%	1%
National Guard	8978	10%	1%
Total	89041	100%	12%

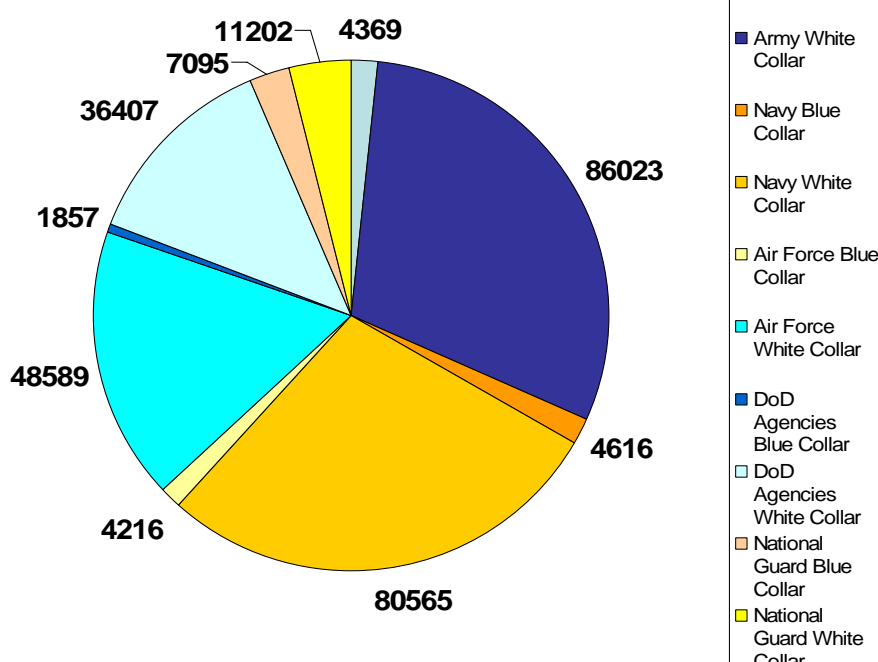
Bargaining vs Non Bargaining (Appropriated Fund)



Bargaining Unit Employees



Non Bargaining Unit Employees



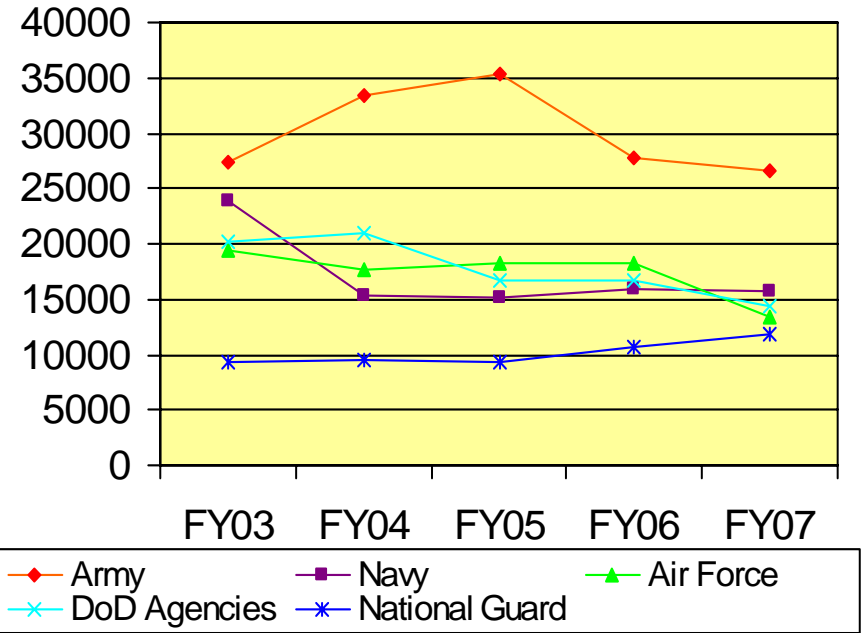
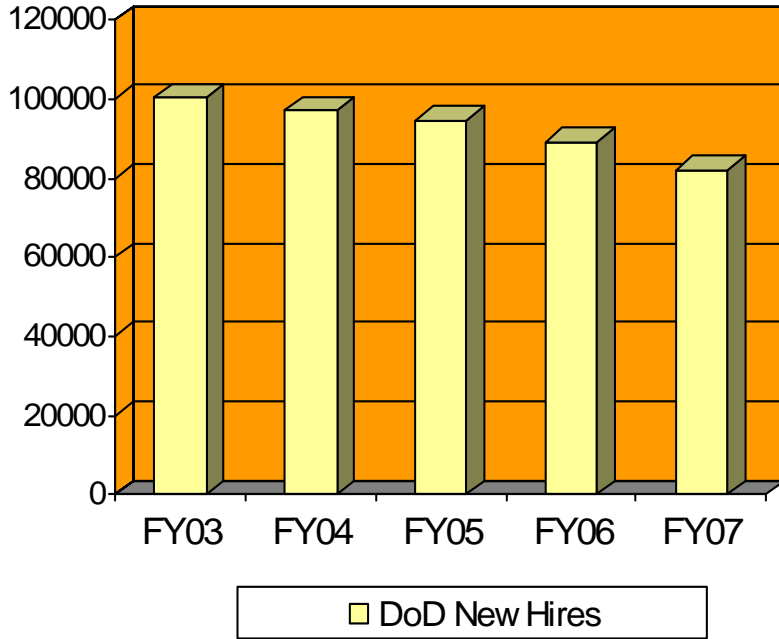
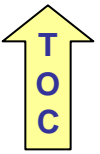
Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	30629	7.7%	4.5%
Army White Collar	96876	24.3%	14.2%
Navy Blue Collar	34994	8.8%	5.1%
Navy White Collar	56296	14.1%	8.2%
Air Force Blue Collar	29351	7.4%	4.3%
Air Force White Collar	53284	13.4%	7.8%
DoD Agencies Blue Collar	8741	2.2%	1.3%
DoD Agencies White Collar	50091	12.6%	7.3%
National Guard Blue Collar	22485	5.6%	3.3%
National Guard White Collar	15384	3.9%	2.3%
Total	398131	100.0%	58.3%

Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4369	1.5%	0.7%
Army White Collar	86023	30.2%	12.6%
Navy Blue Collar	4616	1.6%	0.7%
Navy White Collar	80565	28.3%	11.8%
Air Force Blue Collar	4216	1.5%	0.6%
Air Force White Collar	48589	17.0%	7.1%
DoD Agencies Blue Collar	1857	0.7%	0.3%
DoD Agencies White Collar	36407	12.8%	5.3%
National Guard Blue Collar	7095	2.5%	1.0%
National Guard White Collar	11202	3.9%	1.6%
Total	284939	100.0%	41.7%

Total Appropriated Fund Population 683070

Total Appropriated Fund Population 683070

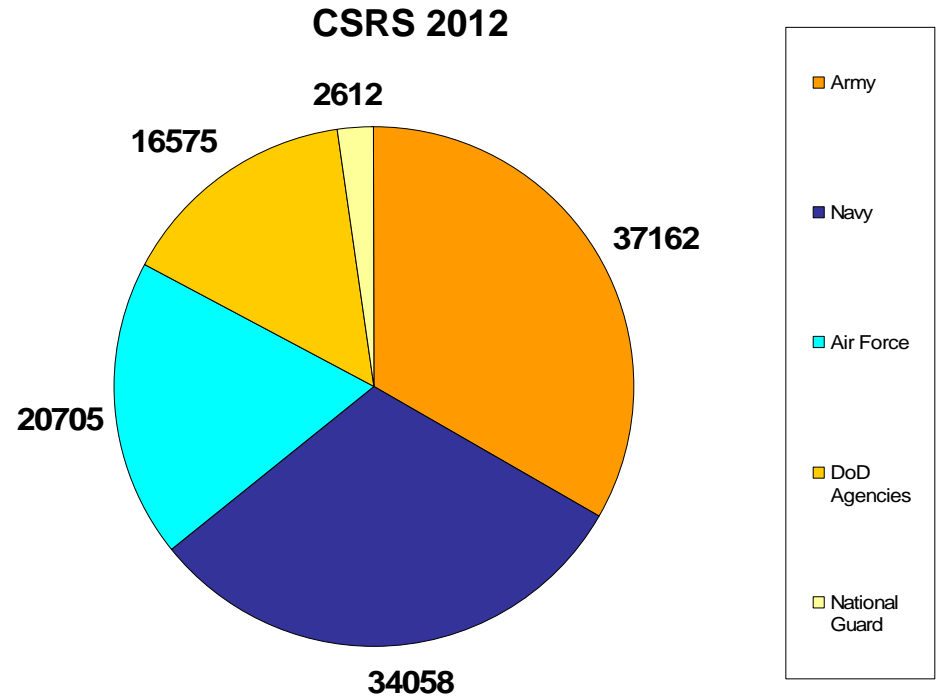
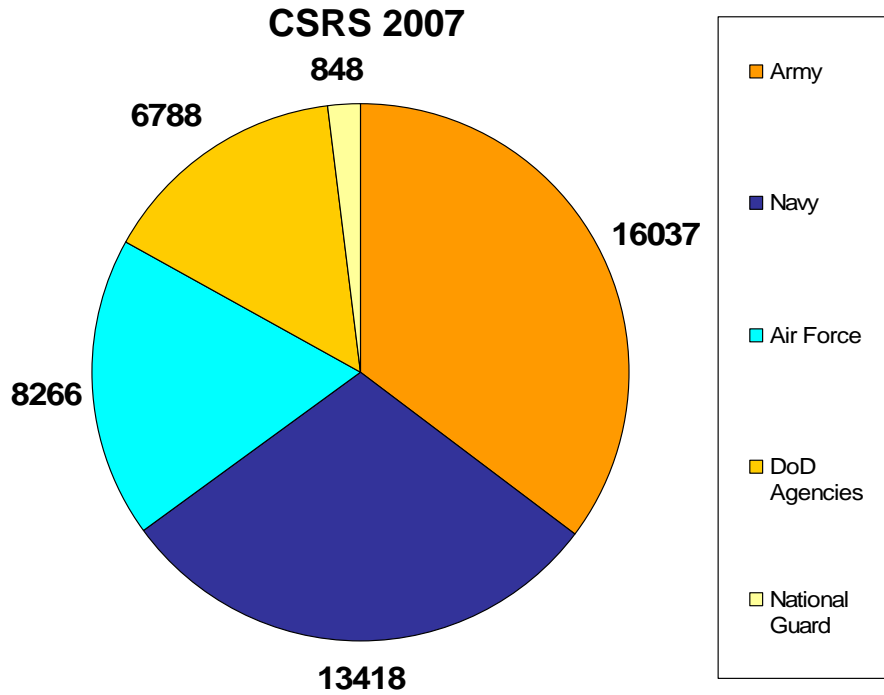
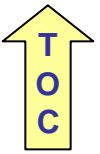
New Hires (Appropriated Fund)



DoD New Hires	Total	% Compared To Total DoD New Hires
FY03	100258	22%
FY04	96951	21%
FY05	94617	20%
FY06	89095	19%
FY07	82005	18%
Total DoD New Hires	462926	100%

DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
Total New DoD Hires	100258	96951	94617	89095	82005	462926	100%

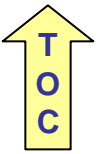
CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



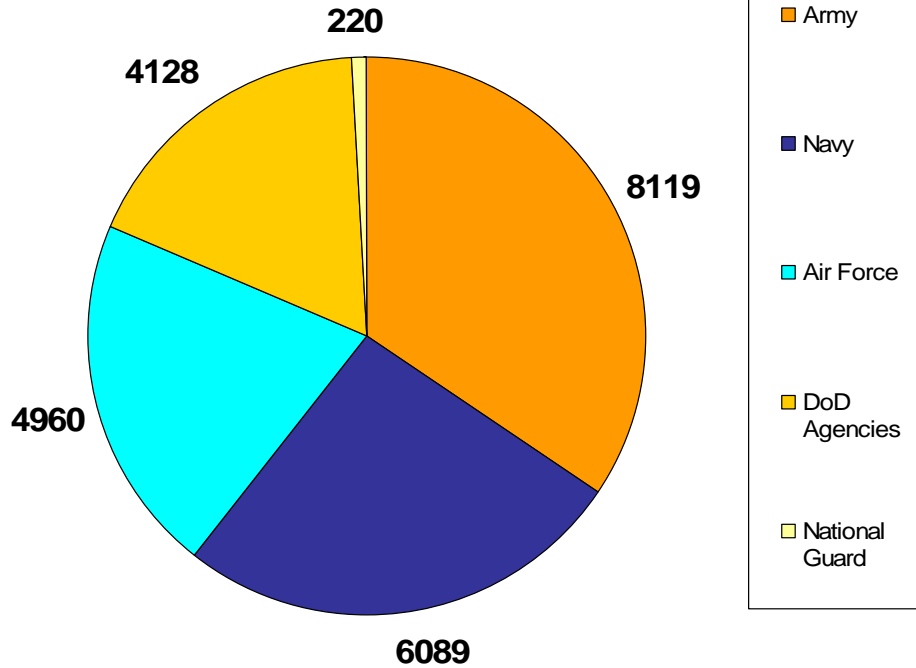
CSRS Retirement Eligibility as of Sep 2007					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	45,970	16,037	35%	2%
Navy	176,471	44,226	13,418	29%	2%
Air Force	135,440	26,871	8,266	31%	1%
DoD Agencies	97,096	20,881	6,788	33%	1%
National Guard	56,166	3,403	848	25%	0%
Grand Total	683,070	141,351	45,357	32%	6%

CSRS Retirement Eligibility as of Sep 2012					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	45,970	37,162	81%	6%
Navy	176,471	44,226	34,058	77%	5%
Air Force	135,440	26,871	20,705	77%	3%
DoD Agencies	97,096	20,881	16,575	79%	2%
National Guard	56,166	3,403	2,612	77%	0%
Grand Total	683,070	141,351	111,112	79%	16%

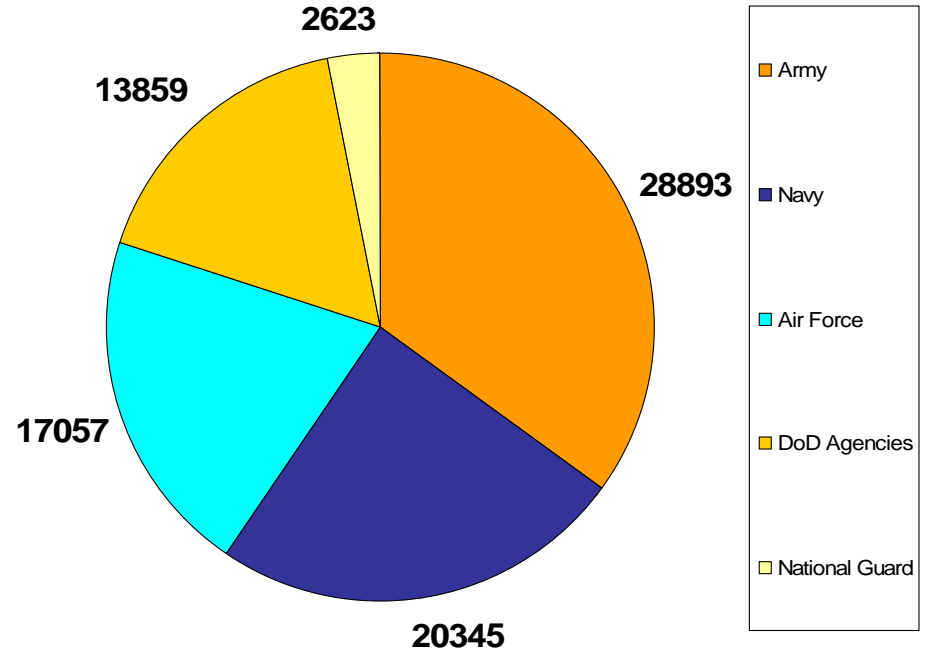
FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



FERS 2007



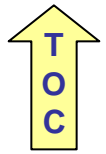
FERS 2012



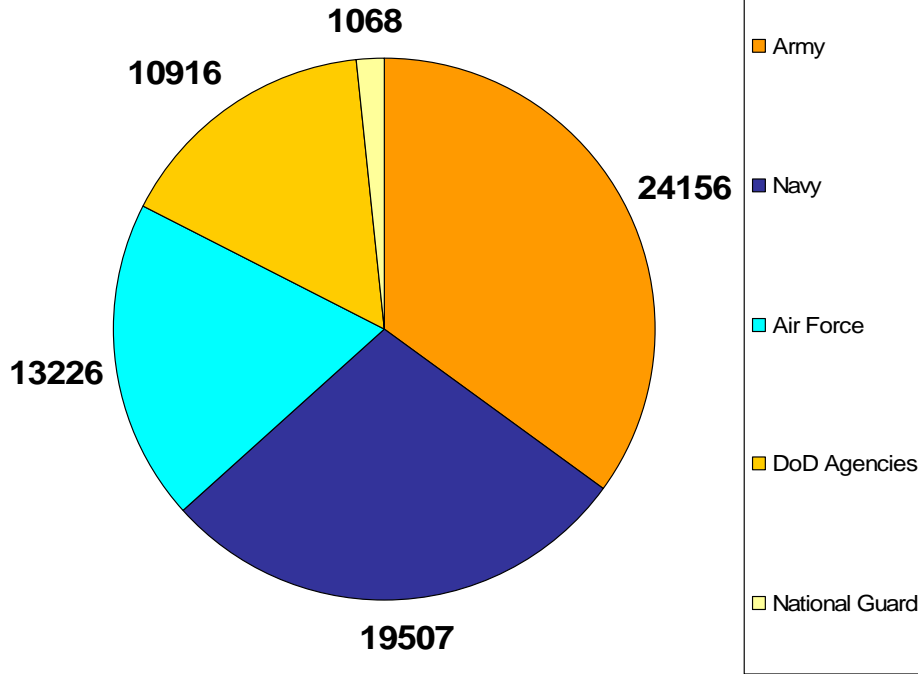
FERS Retirement Eligibility as of Sep 2007					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	165,422	8,119	5%	1%
Navy	176,471	129,785	6,089	5%	1%
Air Force	135,440	105,311	4,960	5%	1%
DoD Agencies	97,096	68,968	4,128	6%	1%
National Guard	56,166	48,672	220	0%	0%
Grand Total	683,070	518,158	23,516	5%	4%

FERS Retirement Eligibility as of Sep 2012					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	165,422	28,893	17%	4%
Navy	176,471	129,785	20,345	16%	3%
Air Force	135,440	105,311	17,057	16%	3%
DoD Agencies	97,096	68,968	13,859	20%	2%
National Guard	56,166	48,672	2,623	4%	0%
Grand Total	683,070	518,158	82,777	16%	12%

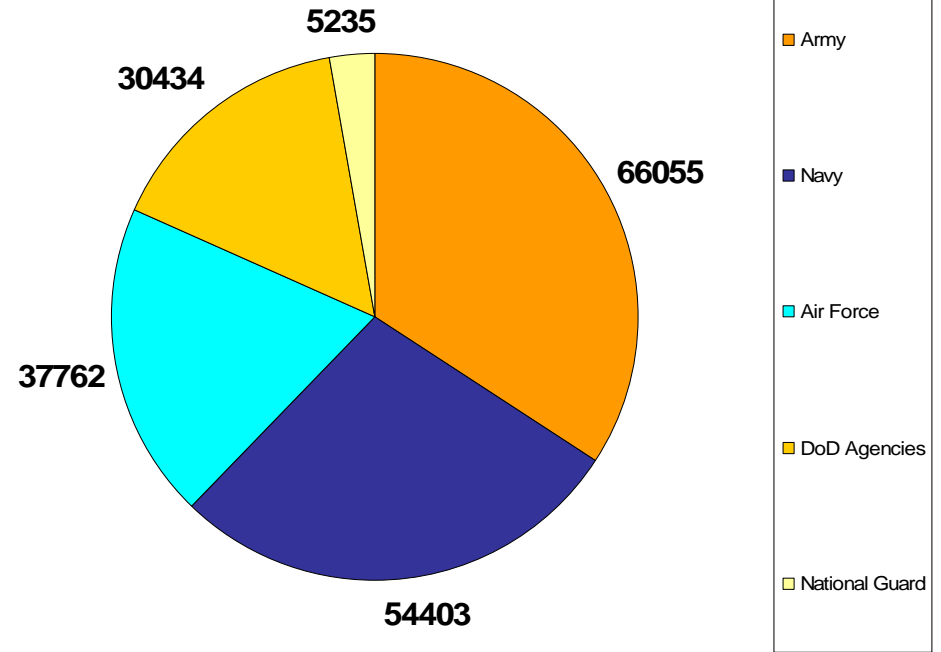
CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS & FERS 2007



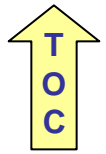
CSRS & FERS 2012



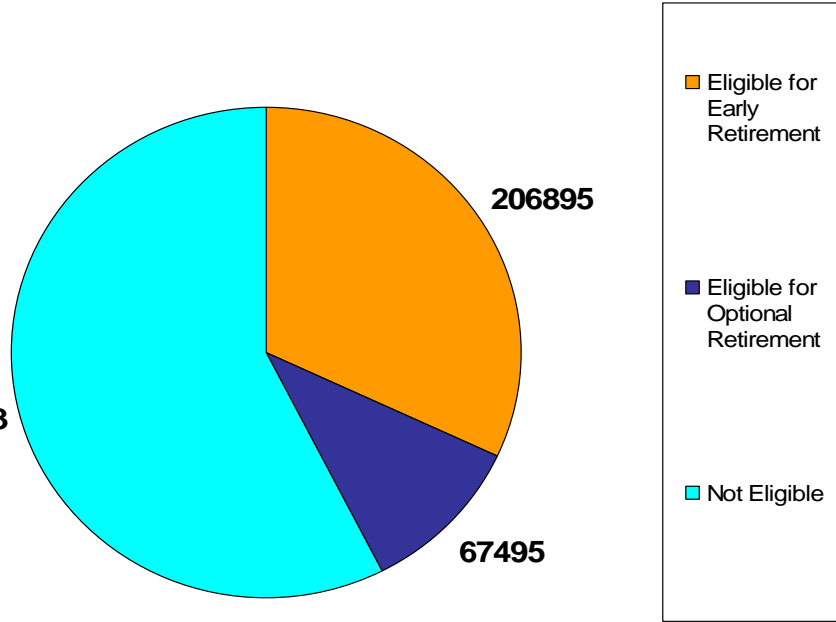
CSRS & FERS Retirement Eligibility as of Sep 2007					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	211,392	24,156	11%	3%
Navy	176,471	174,011	19,507	11%	3%
Air Force	135,440	132,182	13,226	10%	2%
DoD Agencies	97,096	89,849	10,916	12%	2%
National Guard	56,166	52,075	1,068	2%	0%
Grand Total	683,070	659,509	68,873	10%	10%

CSRS & FERS Retirement Eligibility as of Sep 2012					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	217,897	211,392	66,055	31%	10%
Navy	176,471	174,011	54,403	31%	8%
Air Force	135,440	132,182	37,762	29%	5%
DoD Agencies	97,096	89,849	30,434	34%	4%
National Guard	56,166	52,075	5,235	10%	1%
Grand Total	683,070	659,509	193,889	29%	28%

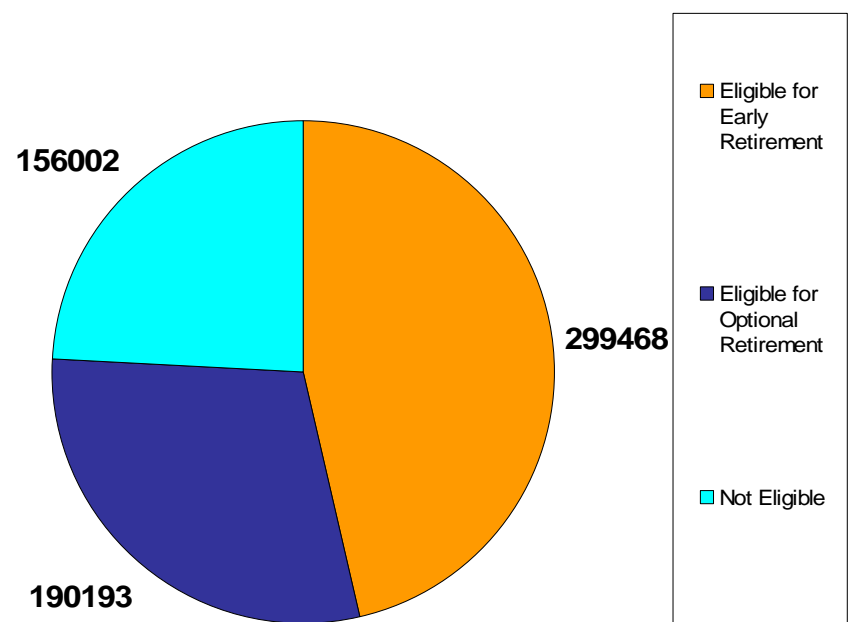
CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



Current Retirement Eligibility



2012 Retirement Eligibility



CSRS & FERS Retirement Eligibility as of Sep 2007							
Total Employees in CSRS & FERS	645,663	CSRS & FERS Permanent Employees Eligible for Early Retirement	206,895	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	32%	CSRS & FERS Permanent Employees Eligible for Optional Retirement	67,495
		% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	10%	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	274,390	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	42%

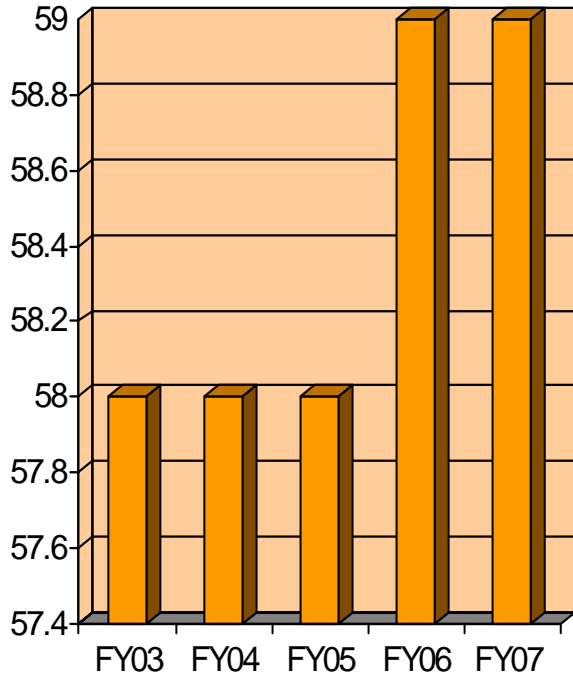
CSRS & FERS Retirement Eligibility as of Sep 2012							
Total Employees in CSRS & FERS	645,663	CSRS & FERS Permanent Employees Eligible for Early Retirement	299,468	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	46%	CSRS & FERS Permanent Employees Eligible for Optional Retirement	190,193
		% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	29%	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	489,661	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	76%

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

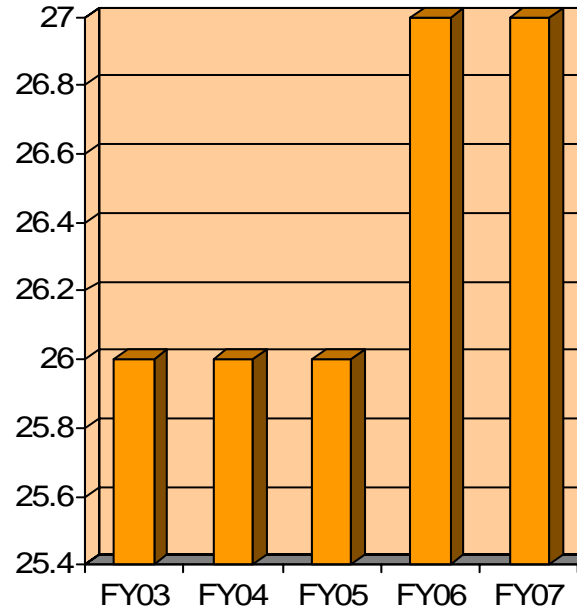
Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

Average Retirement Age



■ Average Retirement Age

Average Years of Service at Retirement



■ Average Years of Service at Retirement

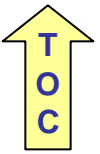
Average Retirement Age

Fiscal Year	Average Retirement Age
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59

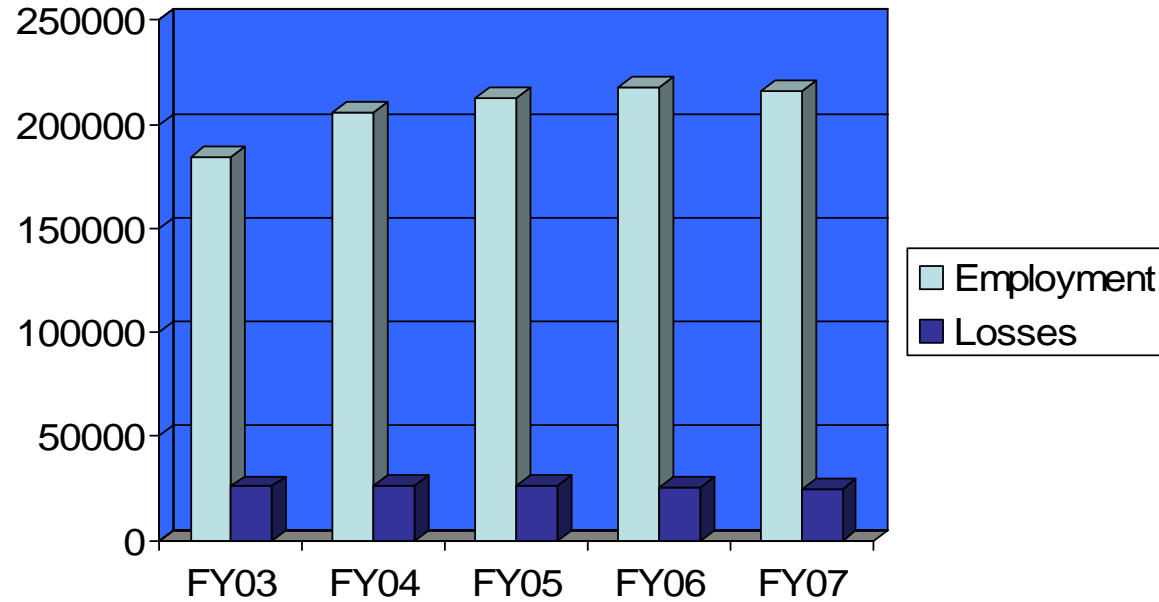
Average Years of Service at Retirement

Fiscal Year	Average Years of Service at Retirement
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27

Army Turnover Rate* (Appropriated Fund)



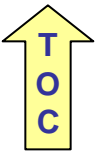
Army Turnover – All Separations



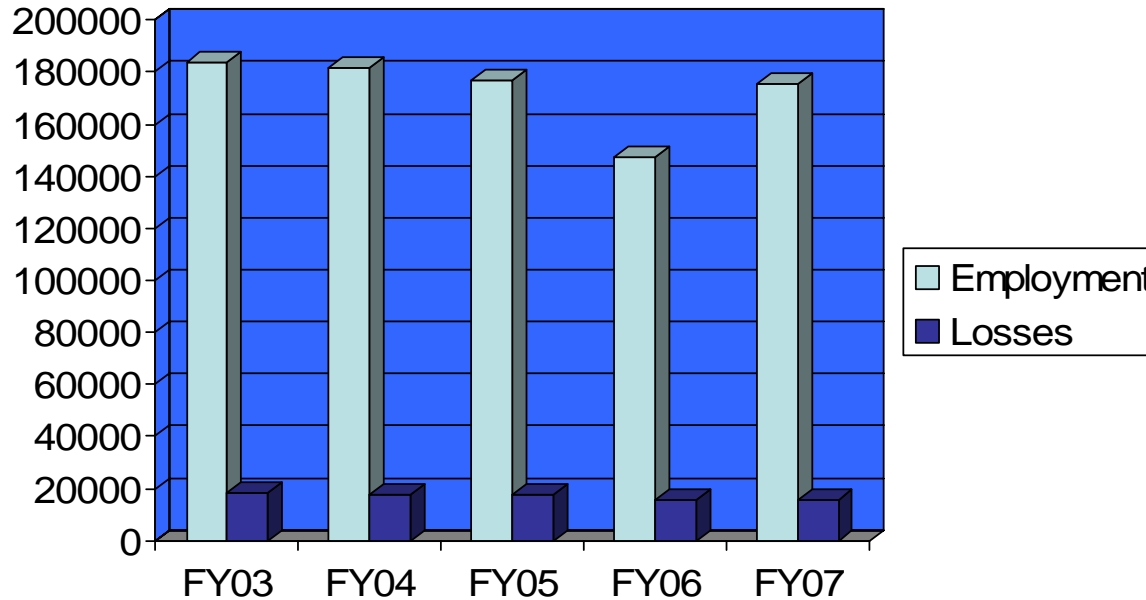
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



Navy Turnover – All Separations

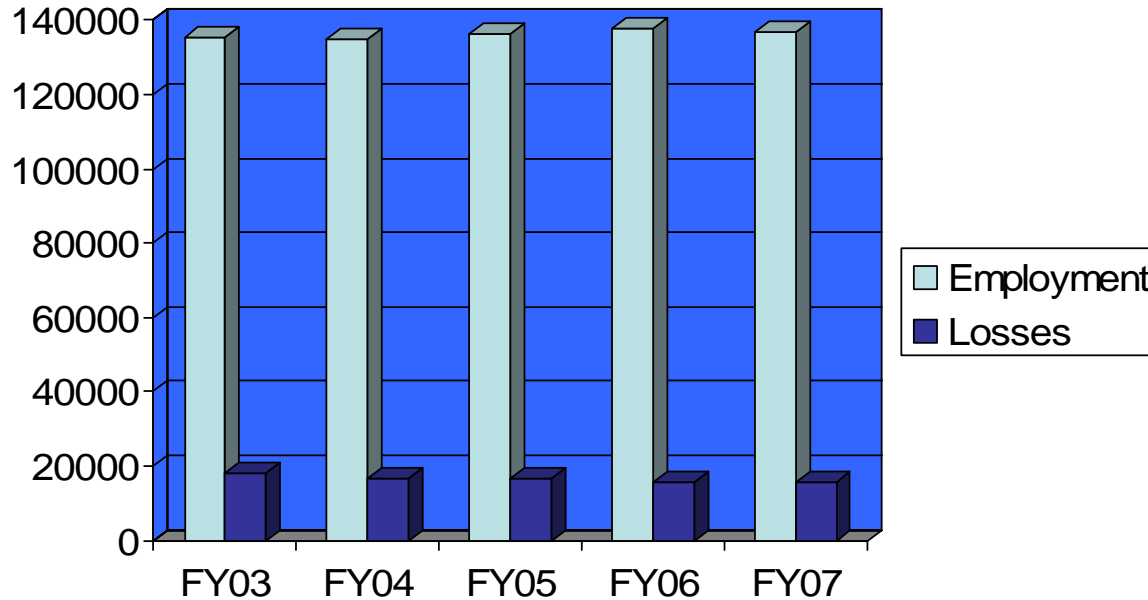


Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)

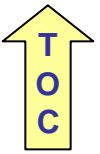
Air Force Turnover – All Separations



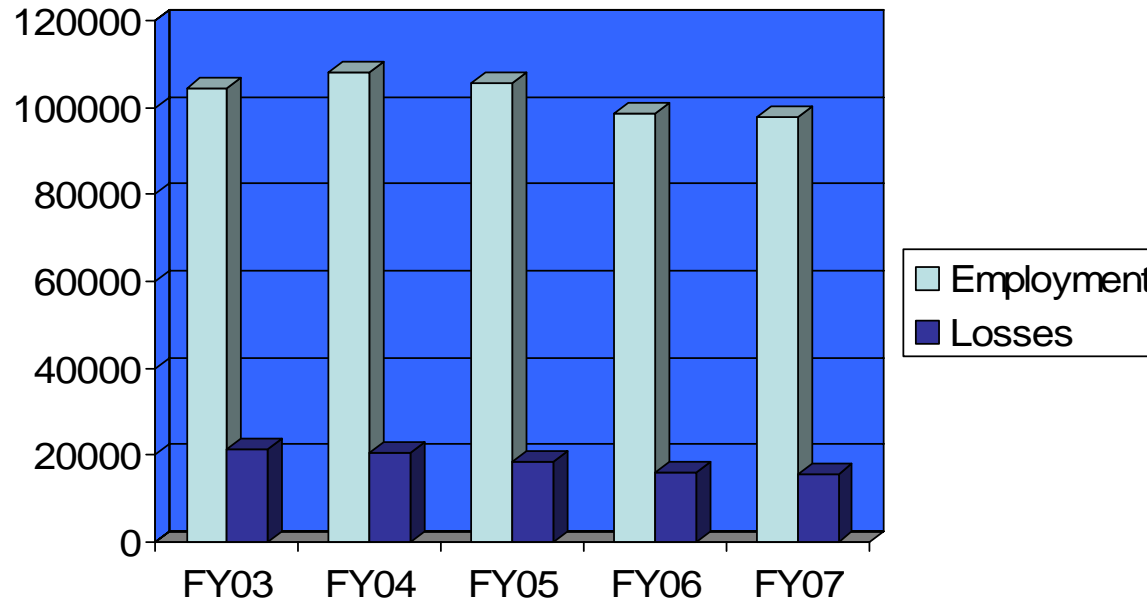
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



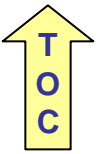
DoD Agencies Turnover – All Separations



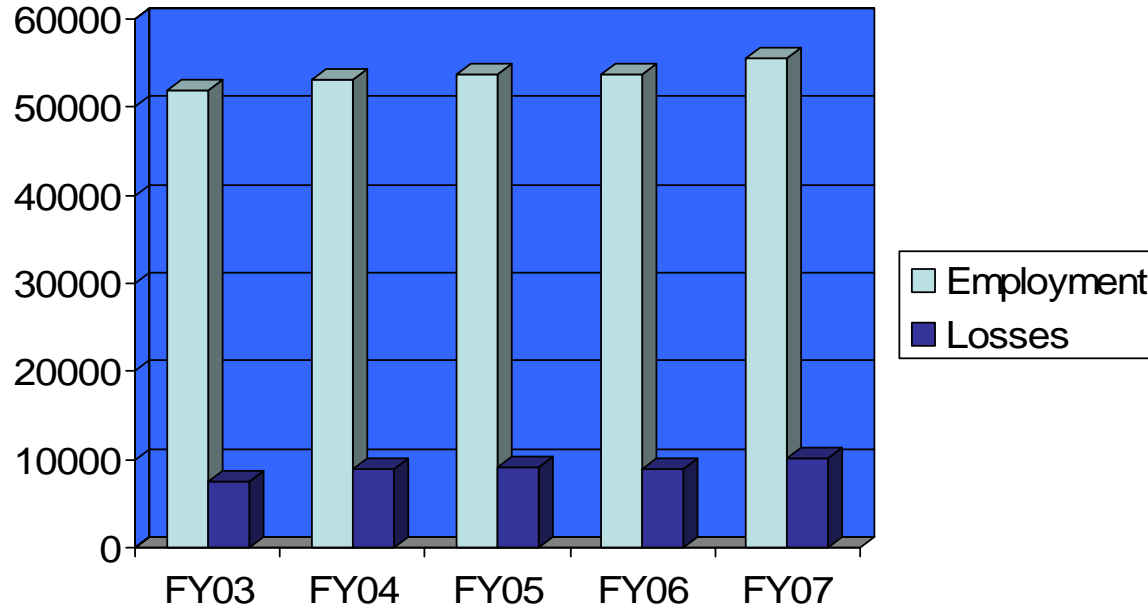
DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



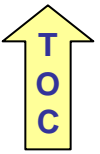
National Guard Turnover – All Separations



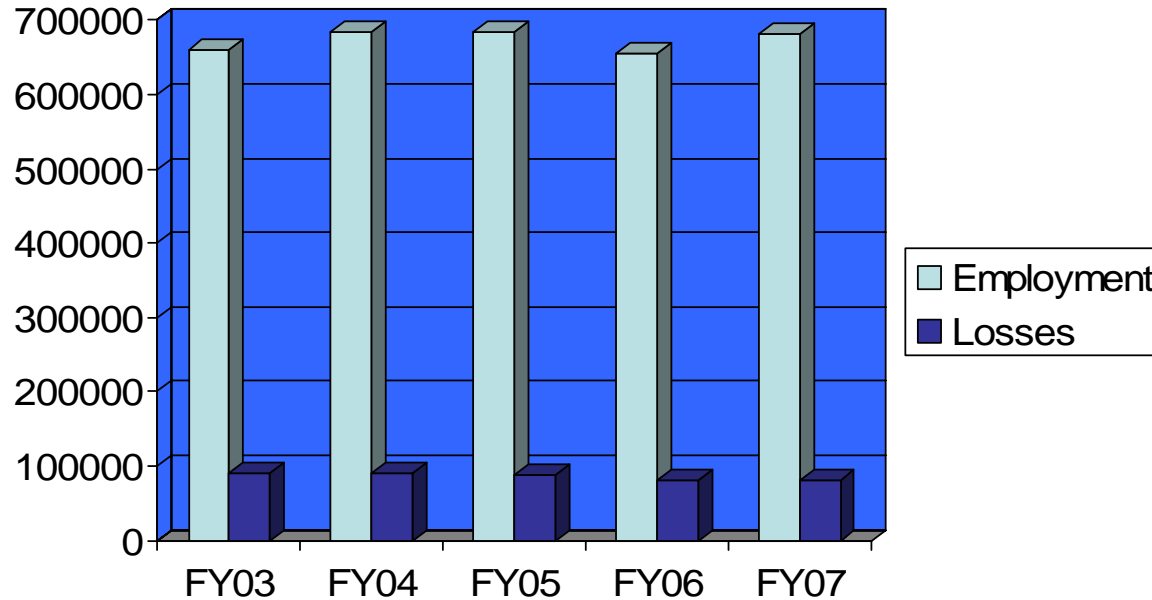
National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



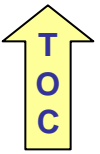
All DoD Turnover – All Separations



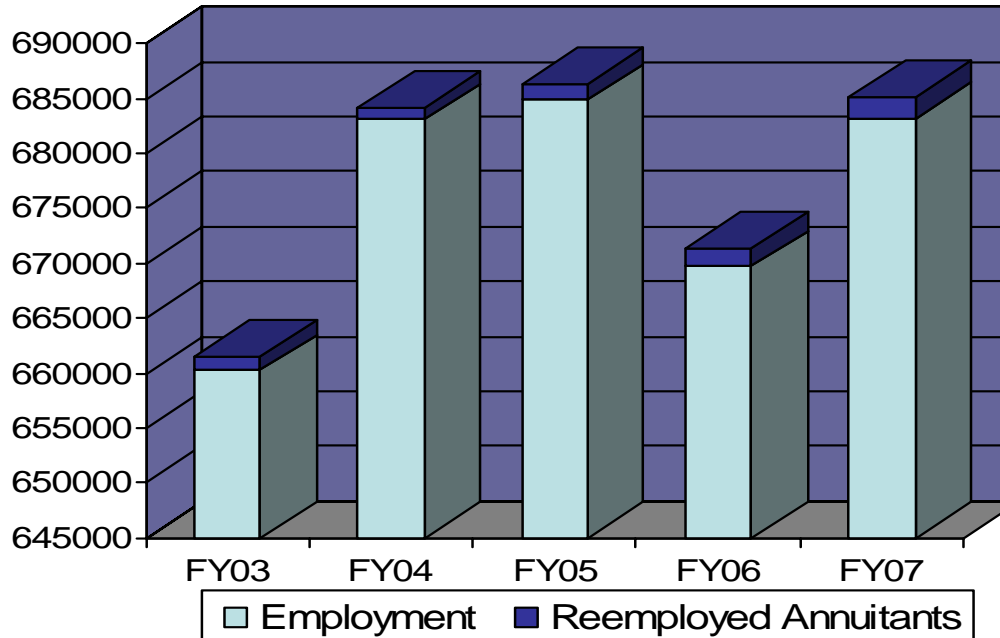
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



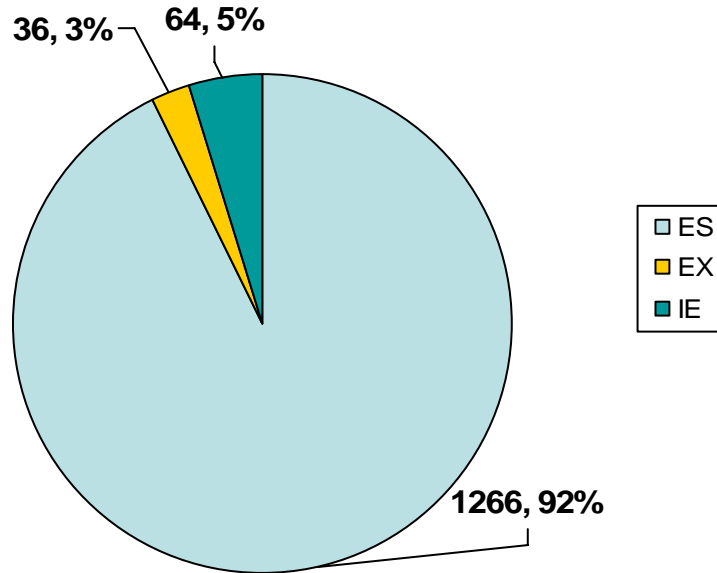
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY03			FY04			FY05			FY06			FY07		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%
Navy	183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%
Air Force	135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%
Natl Guard	51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%
DoD Agencies	104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%
All DoD	660224	1193	0.18%	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%

*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive

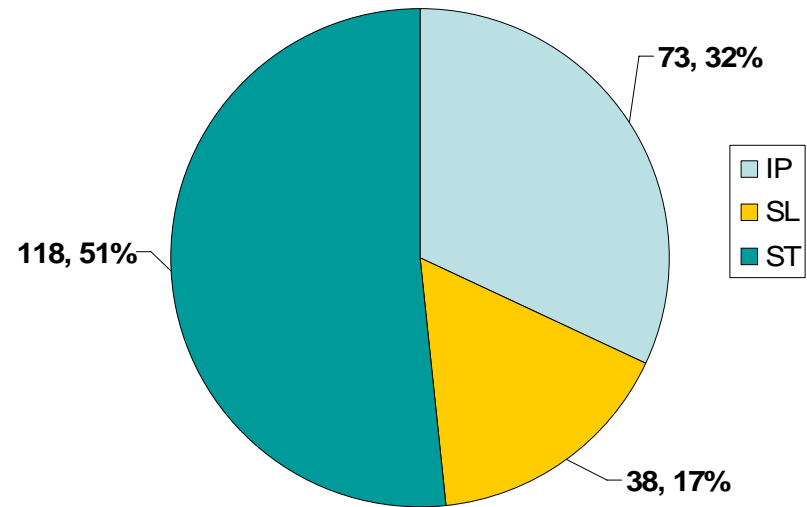


Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1266	92.68%	0.1853%
Total EX	36	2.64%	0.0053%
Total IE	64	4.68%	0.0094%
Total	1366	100.00%	**0.2%

Total Appropriated Fund Population 683070

** Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/ Senior Level Positions/Scientific and Professional

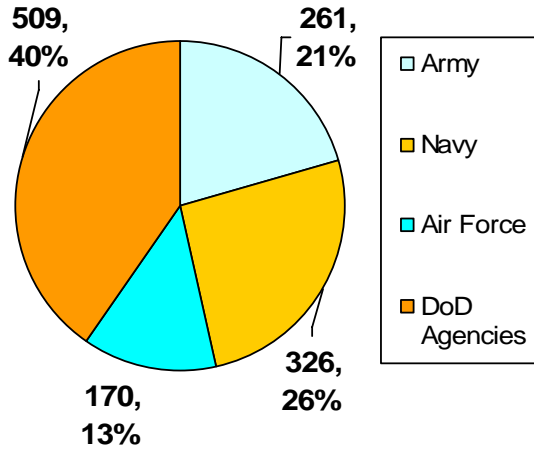


Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	73	31.88%	0.0107%
Total SL	38	16.59%	0.0056%
Total ST	118	51.53%	0.0173%
Total	229	100.00%	0.0336%

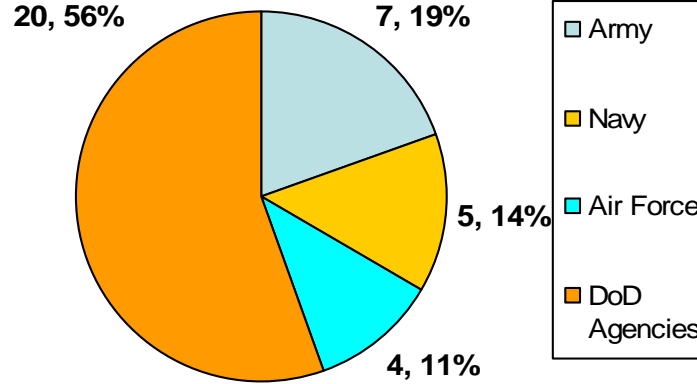
Total Appropriated Fund Population 683070

DoD Executives by Component (Appropriated Fund)

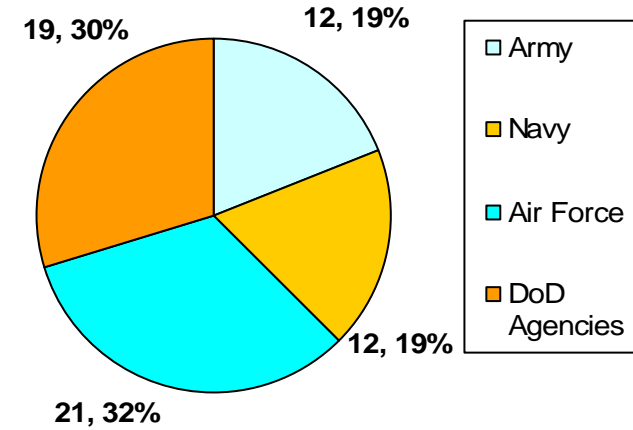
Senior Executive Service



Executive Pay



Intelligence Executive



Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	261	20.62%	0.0382%
Navy	326	25.75%	0.0477%
Air Force	170	13.43%	0.0249%
DoD Agencies	509	40.20%	0.0745%
Total	1266	100.00%	**0.1853%

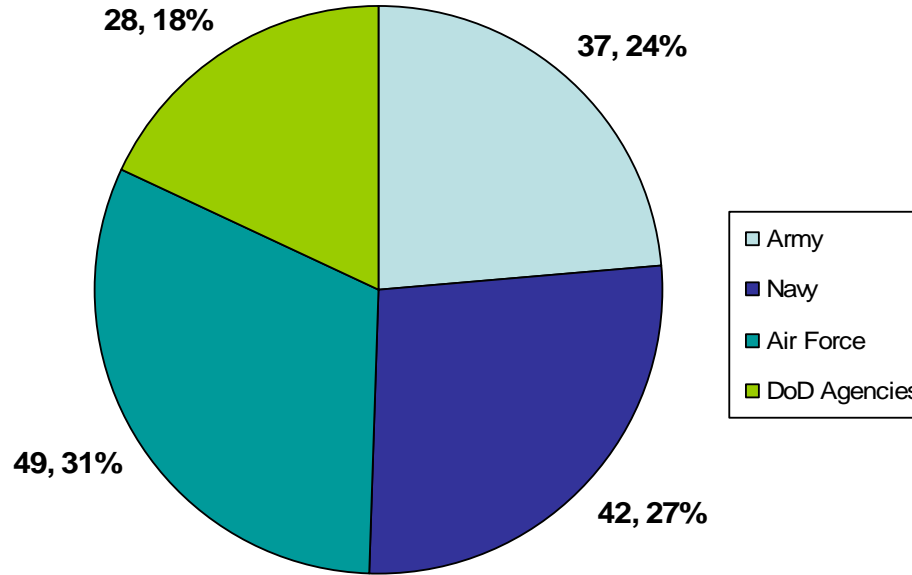
Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	7	19.44%	0.0010%
Navy	5	13.89%	0.0007%
Air Force	4	11.11%	0.0006%
DoD Agencies	20	55.56%	0.0029%
Total	36	100.00%	**0.0052%

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	12	18.75%	0.0018%
Navy	12	18.75%	0.0018%
Air Force	21	32.81%	0.0031%
DoD Agencies	19	29.69%	0.0028%
Total	64	100.00%	**0.0095%

Total Appropriated Fund Population 683070

**Percentage shown in these reports may not add to totals due to rounding

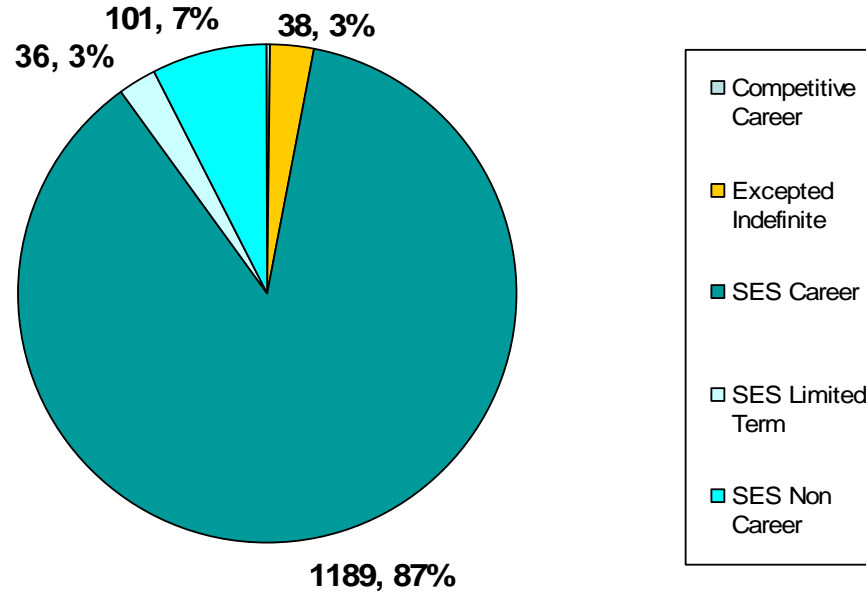
DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	37	23.72%	0.0054%
Navy	42	26.92%	0.0061%
Air Force	49	31.41%	0.0072%
DoD Agencies	28	17.95%	0.0041%
Total	156	100.00%	0.0228%

Total Appropriated Fund Population 683070

DoD Executives by Appointment Type (Appropriated Fund)



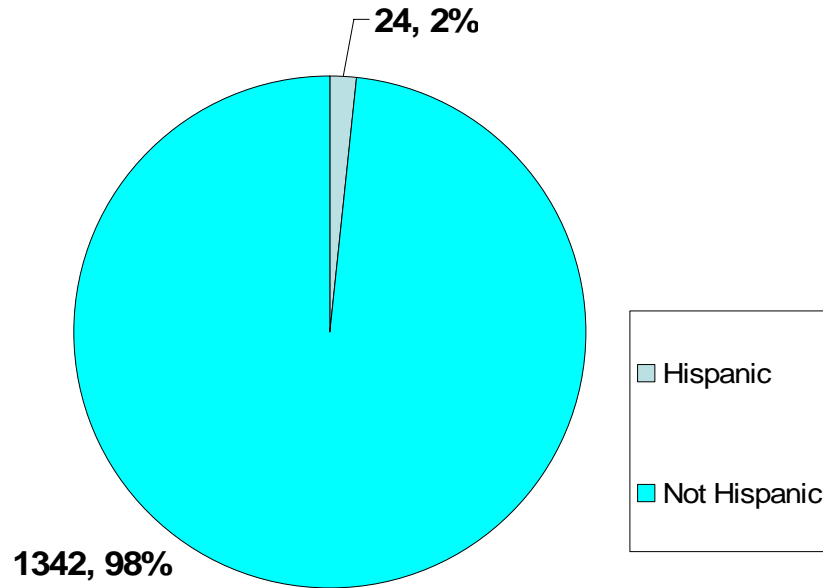
DoD Executives by Appointment Type	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Competitive Career	*2	0.15%	0.0003%
Excepted Indefinite	38	2.78%	0.0057%
SES Career	1189	87.04%	0.1741%
SES Limited Term	36	2.64%	0.0053%
SES Non Career	101	7.39%	0.0148%
Total	1366	100.00%	**0.2002%

*Some data shown in table are not provided in the chart above

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Ethnicity Senior Executive Service/Executive Pay/Intelligence Executive



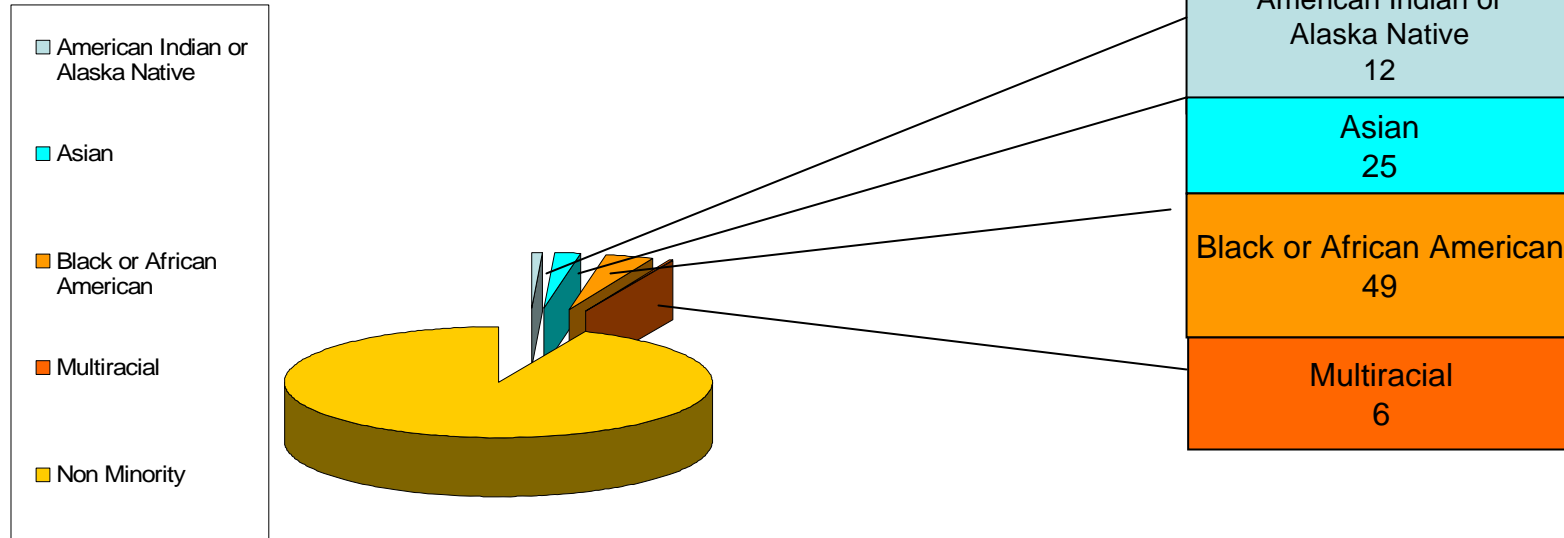
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	24	1.76%	0.0035%
Not Hispanic	1342	98.24%	0.1965%
Total	1366	100.00%	**0.2%

Total Appropriated Fund Population 683070

** Percentage shown in this report may not add to totals due to rounding

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



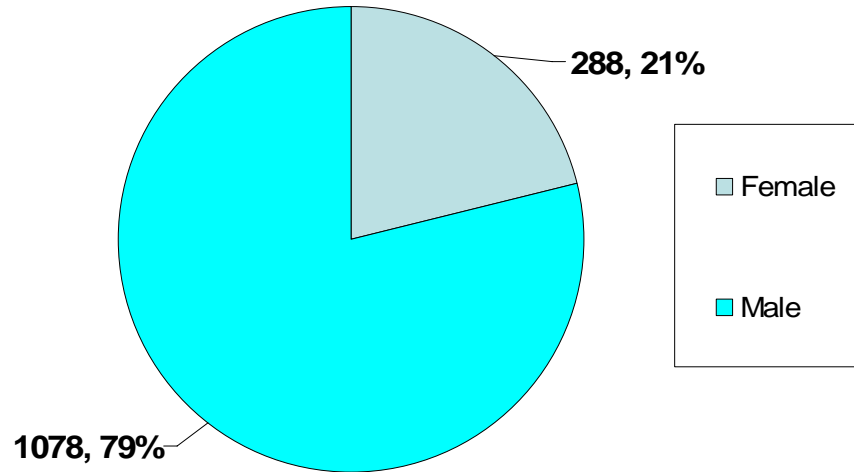
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	12	0.88%	0.0018%
Asian	25	1.83%	0.0036%
Black or African American	49	3.59%	0.0072%
Identity Pending	2	0.15%	0.0003%
Multiracial	6	0.44%	0.0009%
Race Unspecified	20	1.46%	0.0029%
White	1252	91.65%	0.1833%
Total	1366	100.00%	**0.2%

Total Appropriated Fund Population 683070

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Gender
Senior Executive
Service/Executive
Pay/Intelligence Executive

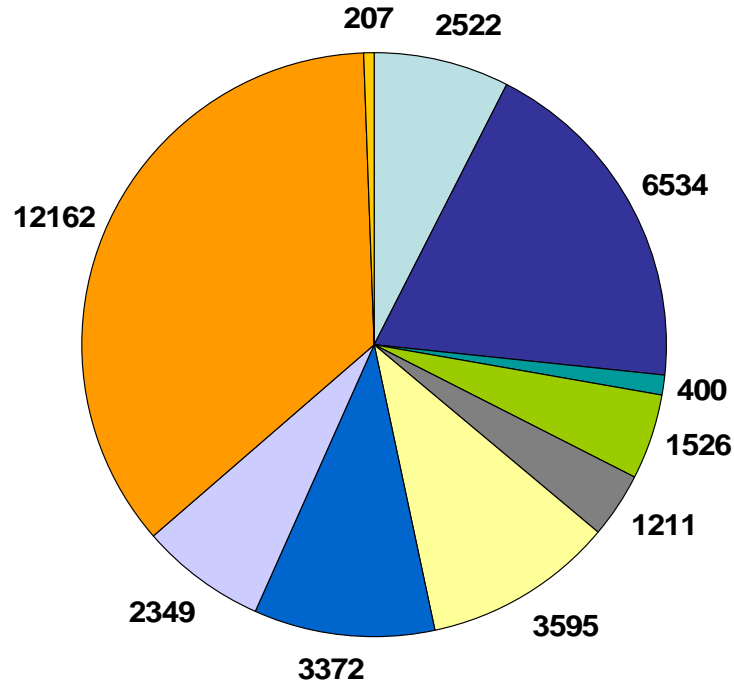
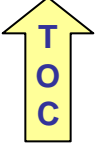


Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	288	21.08%	0.0422%
Male	1078	78.92%	0.1578%
Total	1366	100.00%	**0.2%

Total Appropriated Fund Population 683070

** Percentage shown in this report may not add to totals due to rounding

Lab/Demonstration Projects (Appropriated Fund)

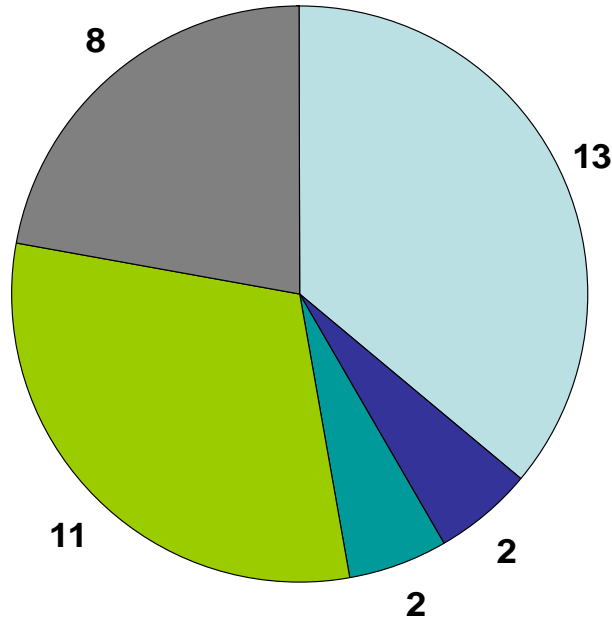
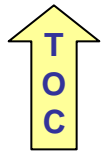


- Air Force Research Lab
- Army Aviation Research, Dev&Eng Ctr
- Army Comm-Electronics Comm Research
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- China Lake Demo
- DoD Acquisition Demo
- Naval Research Lab
- Navy Warfare Center
- Space and Naval Warfare Sys Com

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2522	7.45%	0.37%
Army Aviation Research, Dev&Eng Ctr	6534	19.29%	0.96%
Army Comm-Electronics Comm Research	400	1.18%	0.06%
Army Engineer Research & Dev Ctr	1526	4.50%	0.22%
Army Medical Research and Mat Cmd	1211	3.57%	0.18%
China Lake Demo	3595	10.62%	0.53%
DoD Acquisition Demo	3372	9.95%	0.49%
Naval Research Lab	2349	6.93%	0.34%
Navy Warfare Center	12162	35.90%	1.78%
Space and Naval Warfare Sys Command	207	0.61%	0.03%
Total	33878	100.00%	4.96%

Total Appropriated Fund Population 683070

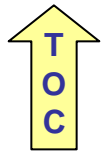
Lab/Demonstration Projects (Appropriated Fund)



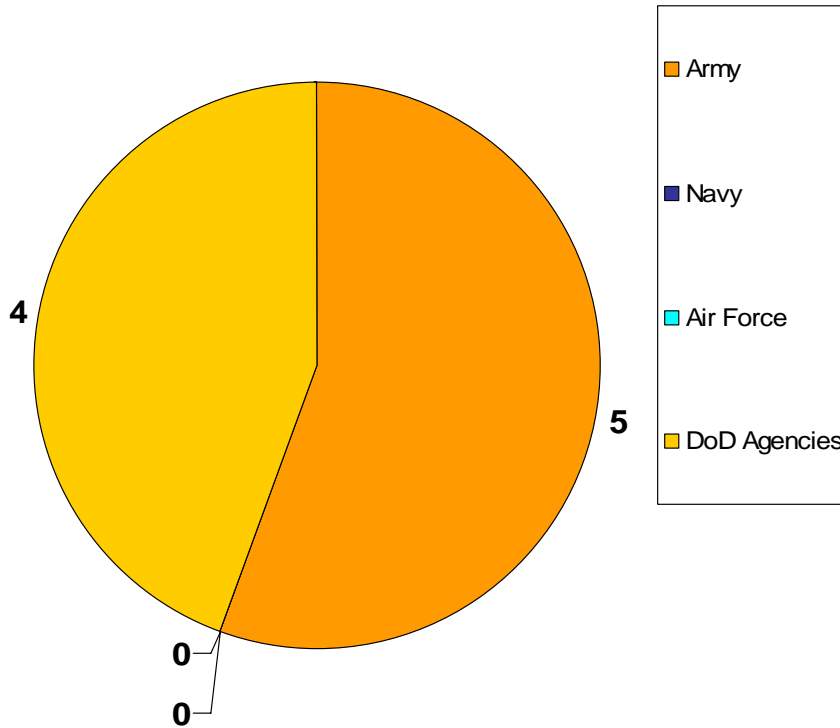
Lab/Demos High Grades	Grade 05			Grade 06		
	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	50.00%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	2	20.00%	0.0003%
Army Medical Research and Mat Cmd	2	7.69%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	11	42.31%	0.0016%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	8	80.00%	0.0012%
Total	26	100.00%	0.0040%	10	100.00%	0.0015%

Total Appropriated Fund Population 683070

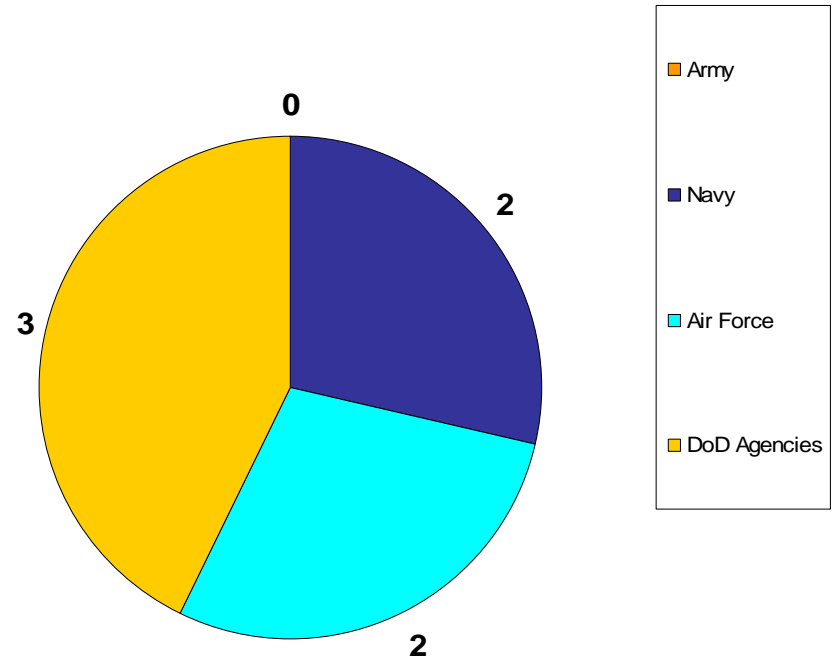
Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees



Hires No Longer on Rolls



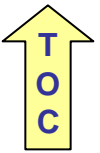
Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	55.56%	0.001%
Navy	0	0.00%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	4	44.44%	0.001%
Total	9	100.00%	0.002%

Total Appropriated Fund Population 683070

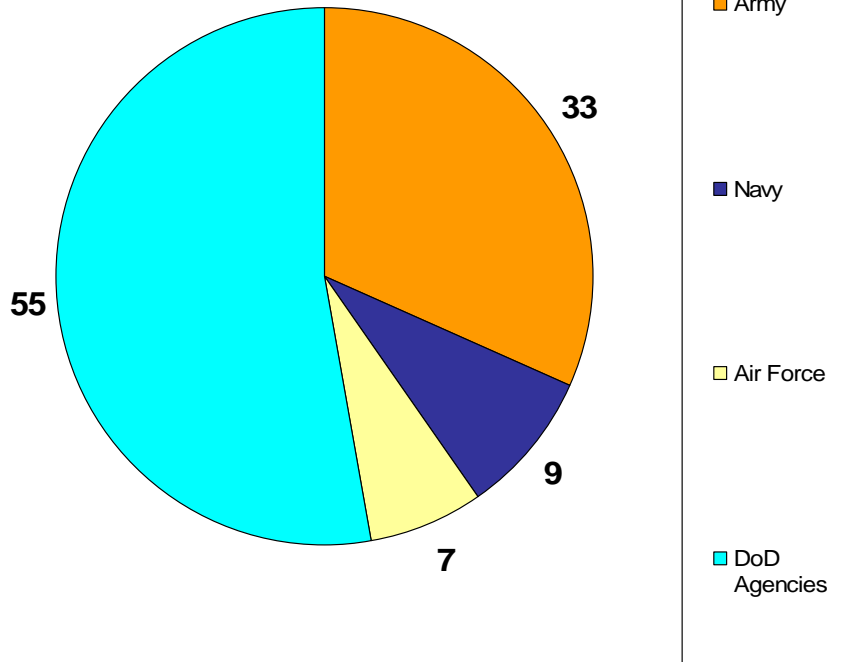
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	28.57%	0.000%
Air Force	2	28.57%	0.000%
DoD Agencies	3	42.86%	0.000%
Total	7	100.00%	0.000%

Total Appropriated Fund Population 683070

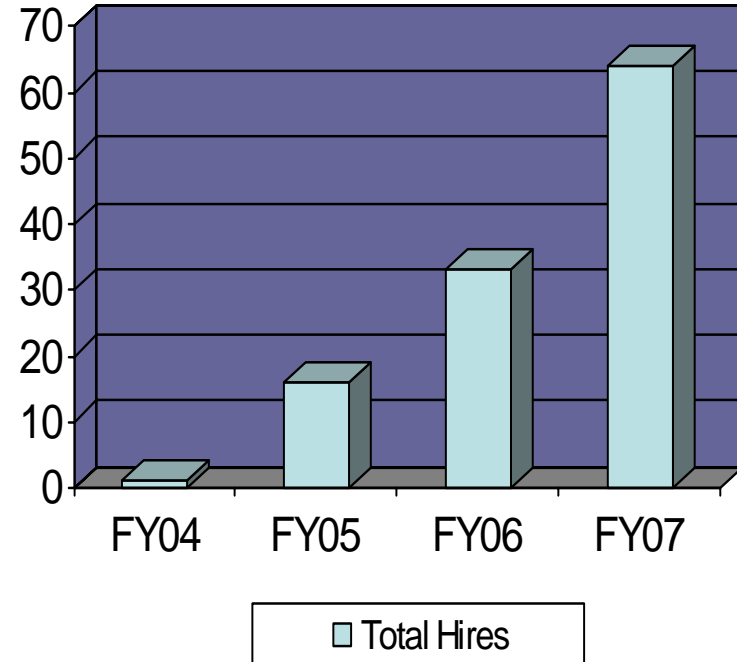
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



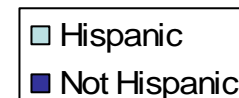
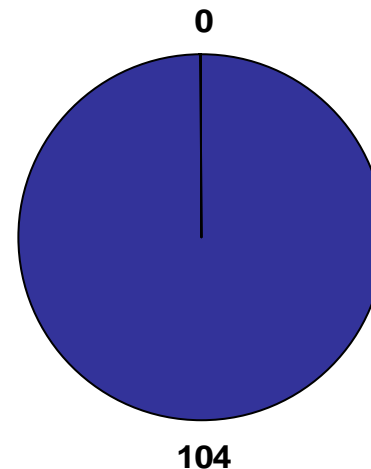
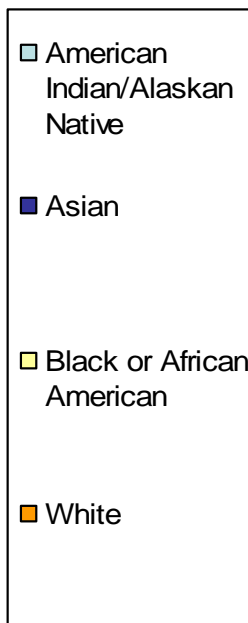
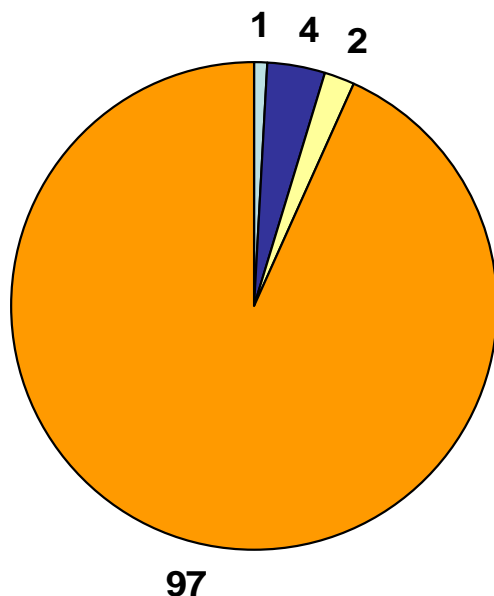
Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	33	31.73%	0.005%
Navy	9	8.66%	0.001%
Air Force	7	6.73%	0.001%
DoD Agencies	55	52.88%	0.008%
Total	104	100.00%	*0.015%

Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.88%	0.000%
FY05	16	14.04%	0.002%
FY06	33	28.94%	0.005%
FY07	64	56.14%	0.009%
Total	114	100.00%	*0.016%

Total Appropriated Fund Population 683070

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
American Indian/Alaska Native	1	0.96%	0.000%
Asian	4	3.85%	0.001%
Black or African American	2	1.92%	0.000%
White	97	93.27%	0.014%
Total	104	100.00%	*0.015%

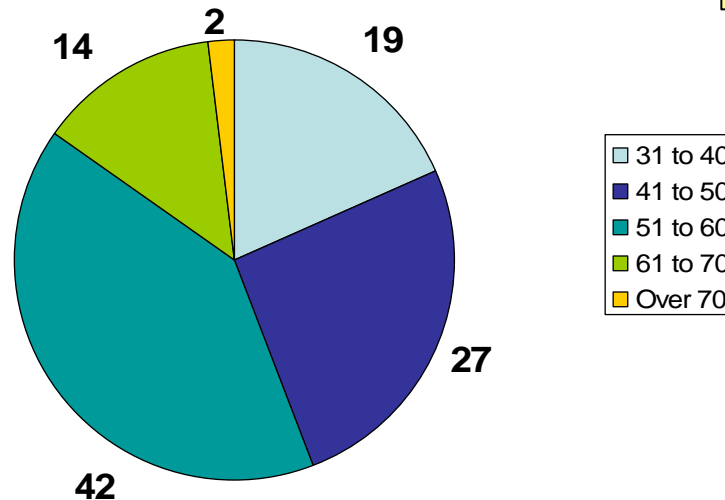
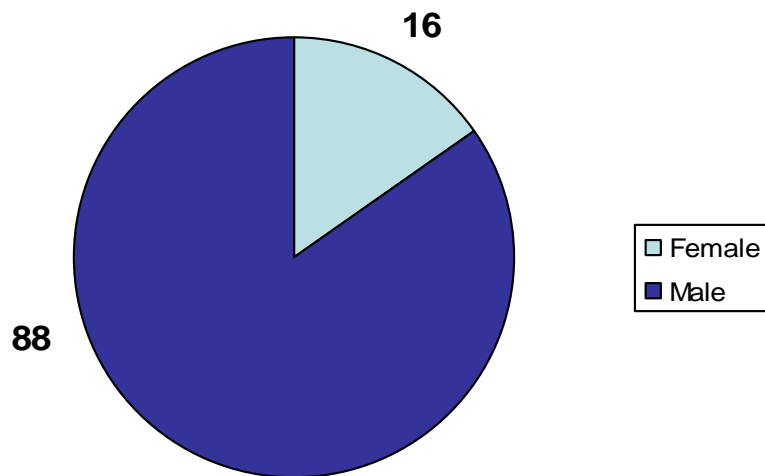
Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	104	100.00%	0.015%
Total	104	100.00%	*0.015%

Total Appropriated Fund Population 683070

Total Appropriated Fund Population 683070

* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	16	15.38%	0.002%
Male	88	84.62%	0.013%
Total	104	100.00%	*0.015%

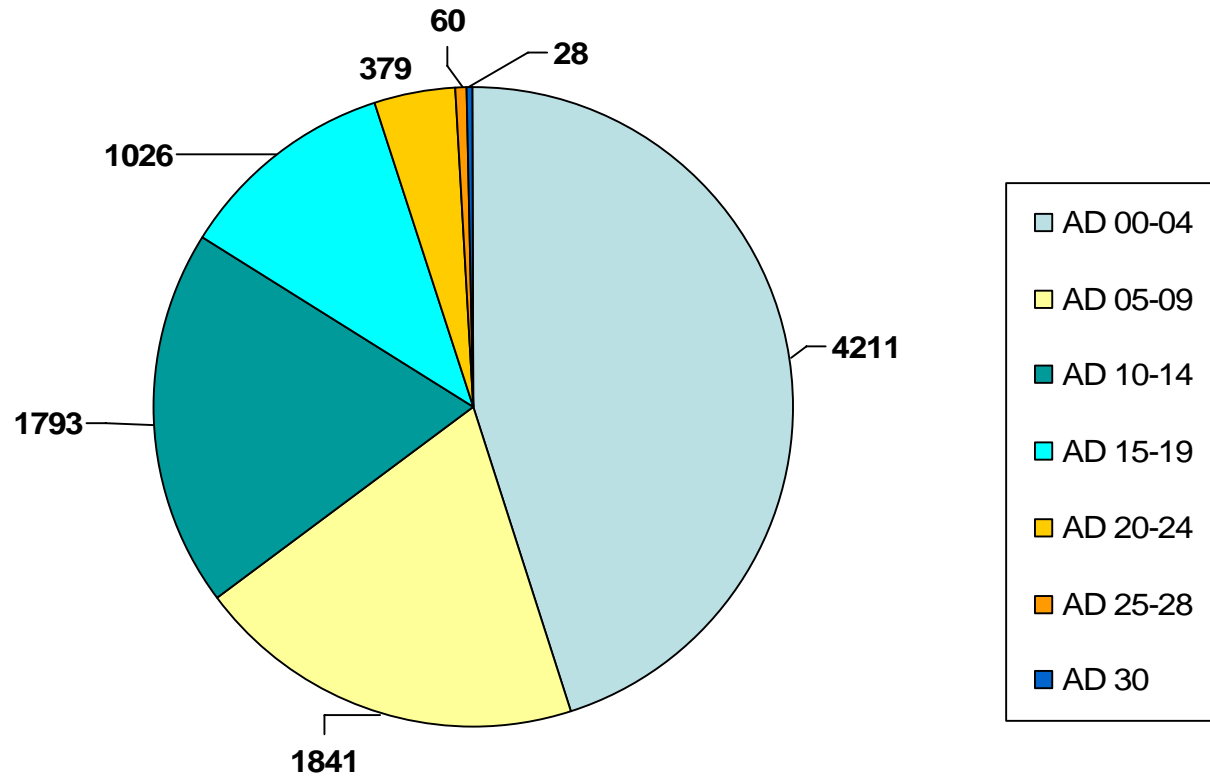
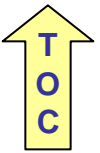
Total Appropriated Fund Population 683070

Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	19	18.27%	0.003%
41 to 50	27	25.96%	0.004%
51 to 60	42	40.39%	0.006%
61 to 70	14	13.46%	0.002%
Over 70	2	1.92%	0.000%
Total	104	100.00%	*0.015%

Total Appropriated Fund Population 683070

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)

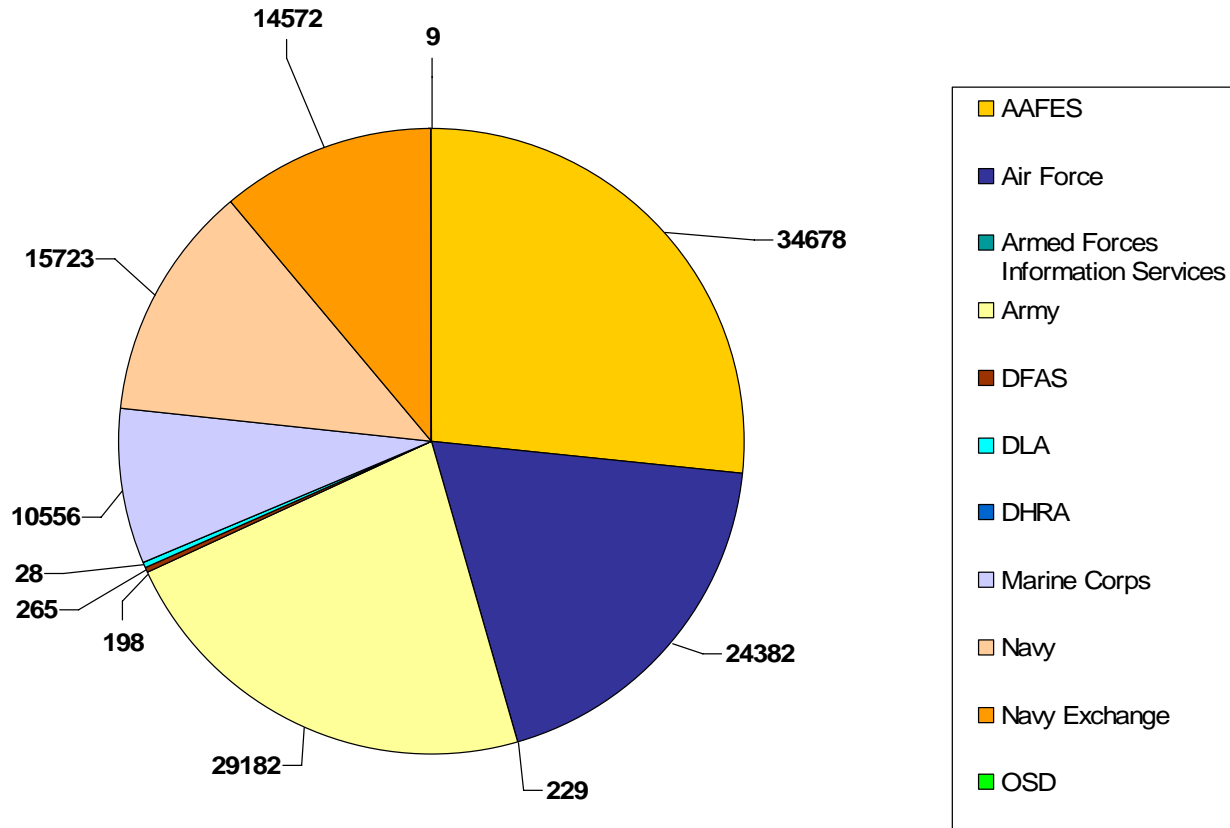
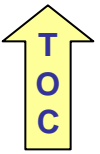


Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4211	45.09%	0.62%
AD 05-09	1841	19.72%	0.27%
AD 10-14	1793	19.20%	0.26%
AD 15-19	1026	10.99%	0.15%
AD 20-24	379	4.06%	0.06%
AD 25-28	60	0.64%	0.01%
AD 30	28	0.30%	0.00%
Total	9338	100.00%	1.37%

Total Appropriated Fund Population 683070

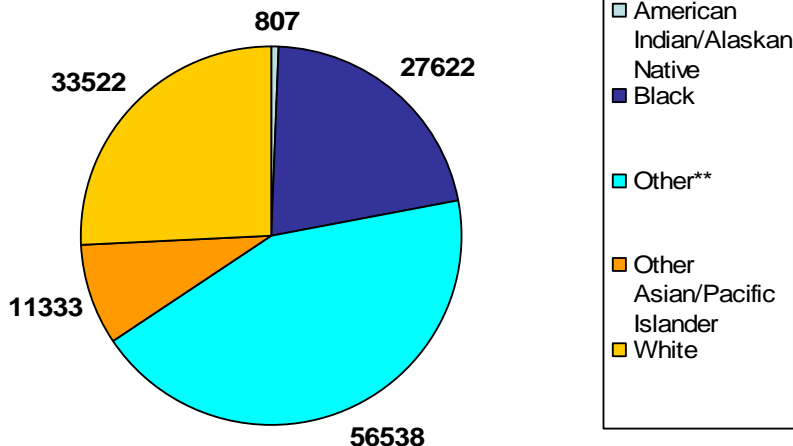
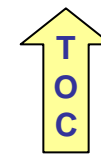
NON APPROPRIATED FUND

Non Appropriated Fund Employees by Component



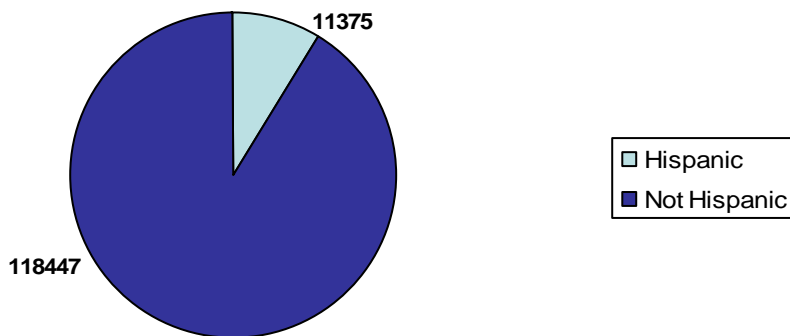
Non Appropriated Fund Employees		
Total = 129822		
AAFES	34678	27%
Air Force	24382	19%
Armed Forces Information Services	229	0%
Army	29182	23%
DFAS	198	0%
DLA	265	0%
DHRA	28	0%
Marine Corps	10556	8%
Navy	15723	12%
Navy Exchange	14572	11%
OSD	9	0%
Total	129822	100%

General Workforce Demographics (Non Appropriated Fund)

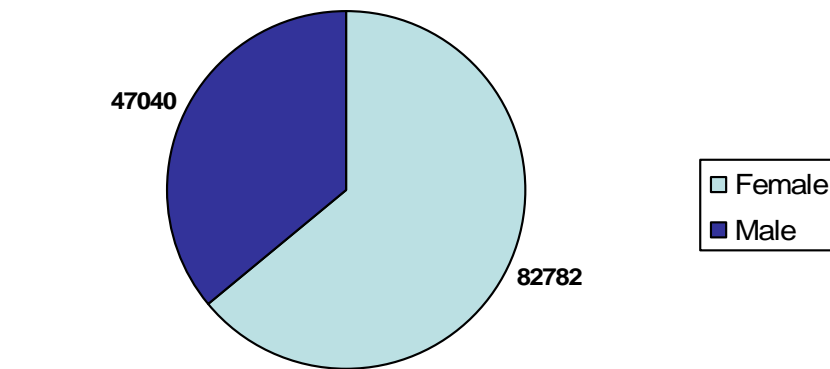


Race Designation Total = 129822		
Amer Indian/Alaskan Native	807	1%
Black	27622	21%
Other**	56538	43%
Other Asian/Pacific Islander	11333	9%
White	33522	26%
Total Non Appropriated Fund Population	129822	100%

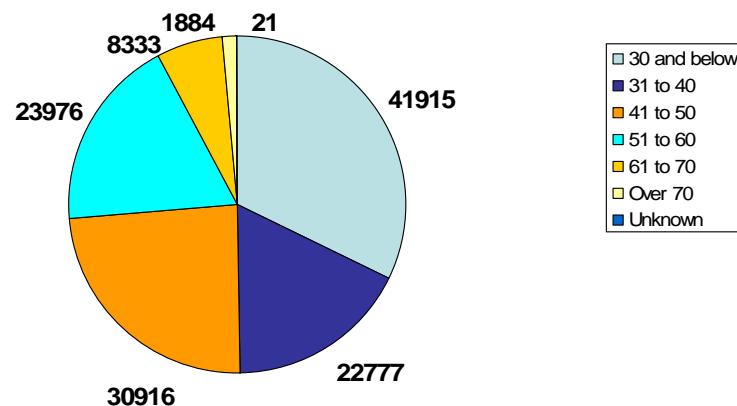
Other** Data not reported by employee



Ethnicity Total = 129822		
Hispanic	11375	9%
Not Hispanic	118447	91%
Total Non Appropriated Fund Population	129822	100%



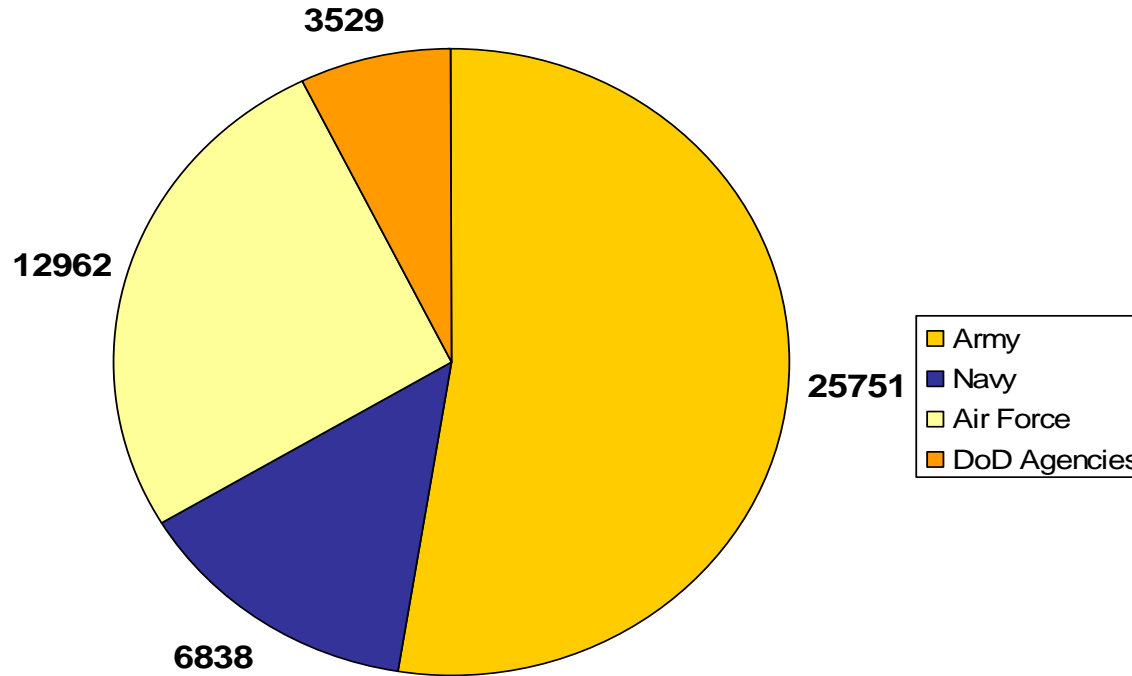
Gender Total = 129822		
Female	82782	64%
Male	47040	36%
Total Non Appropriated Fund Population	129822	100%



Age Total = 129822		
30 and below	41915	32%
31 to 40	22777	18%
41 to 50	30916	24%
51 to 60	23976	19%
61 to 70	8333	6%
Over 70	1884	1%
Unknown	21	0%
Total Non Appropriated Fund Population	129822	100%

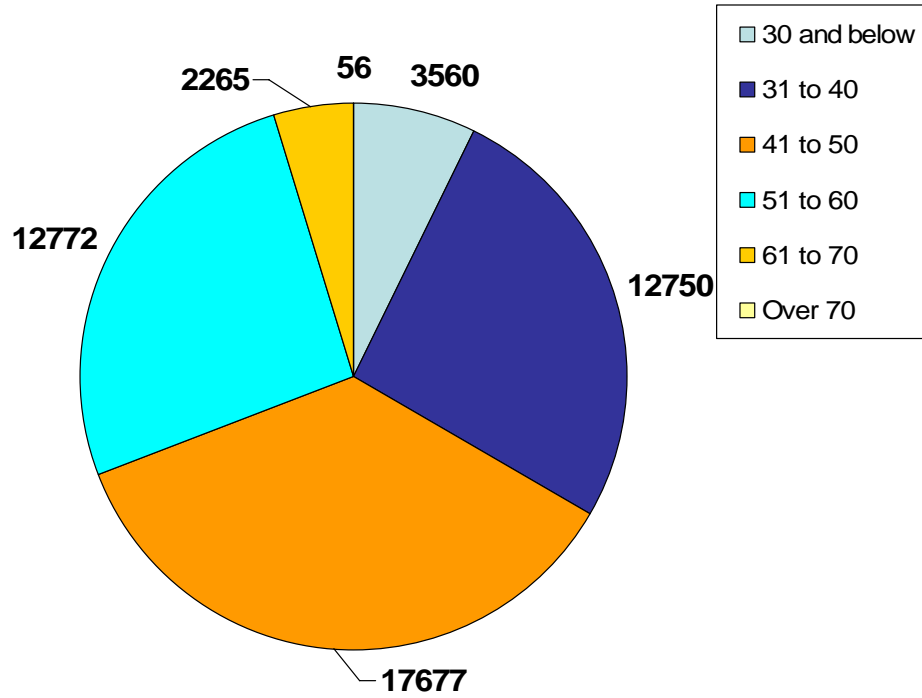
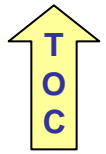
LOCAL NATIONALS

Local National Employees by Component

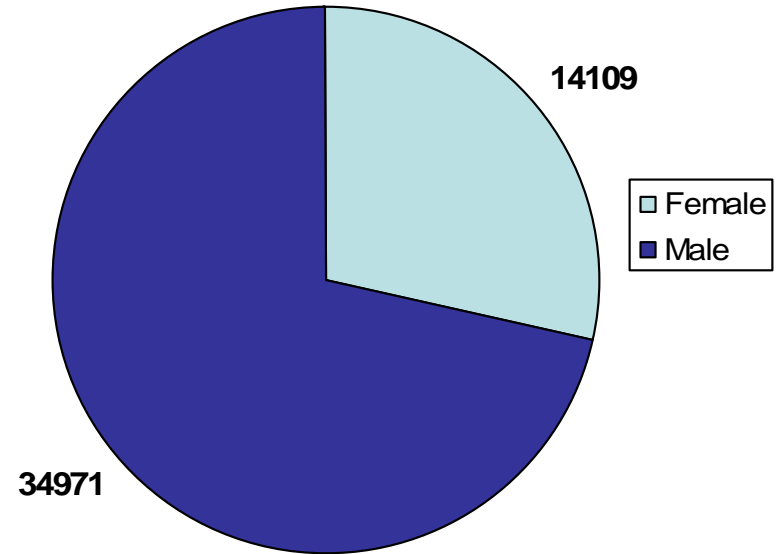


Local Nationals		
Army	25751	53%
Navy	6838	14%
Air Force	12962	26%
DoD Agencies	3529	7%
Total Local National Population	49080	100%

General Workforce Demographics (Local Nationals)



Age		
30 and below	3560	7%
31 to 40	12750	26%
41 to 50	17677	36%
51 to 60	12772	26%
61 to 70	2265	5%
Over 70	56	0%
Total Local National Population	49080	100%



Gender		
Female	14109	29%
Male	34971	71%
Total Local National Population	49080	100%