

DOD CIVILIAN DEMOGRAPHICS AS OF SEP 30, 2008

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APPROPRIATED FUND

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

NON APPROPRIATED FUND

LOCAL NATIONALS

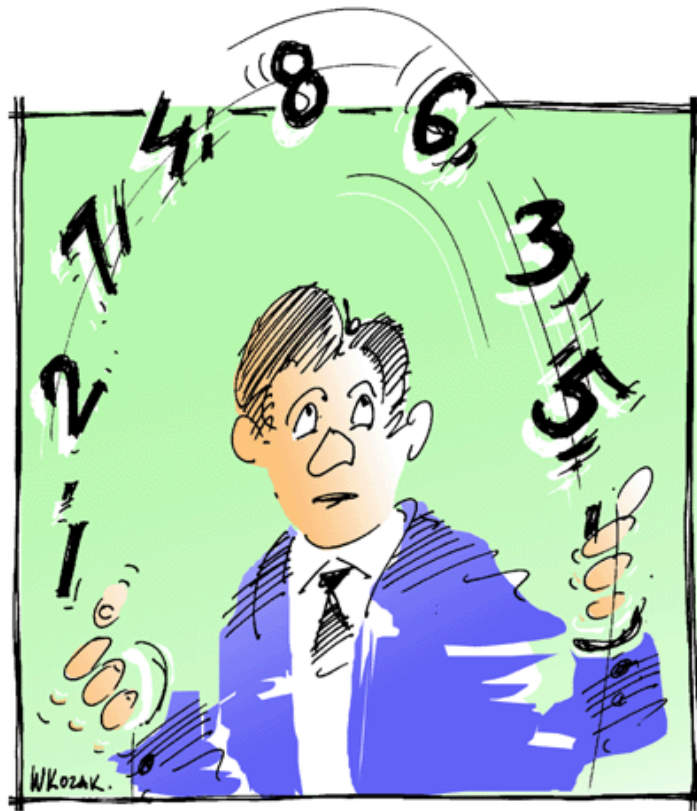


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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into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

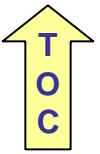
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Local Nationals

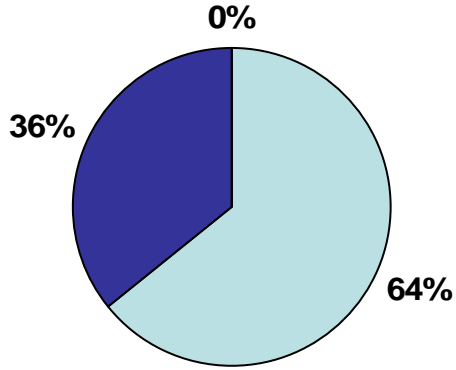
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APPROPRIATED FUND

DoD Civilian Overview (Appropriated Fund)

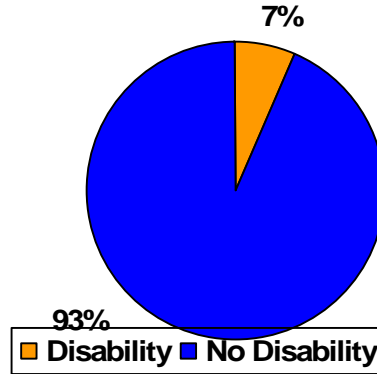


Gender



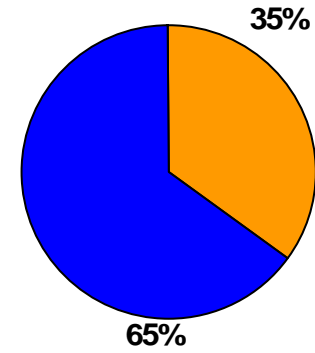
- Male
- Female
- Not Specified

Disability



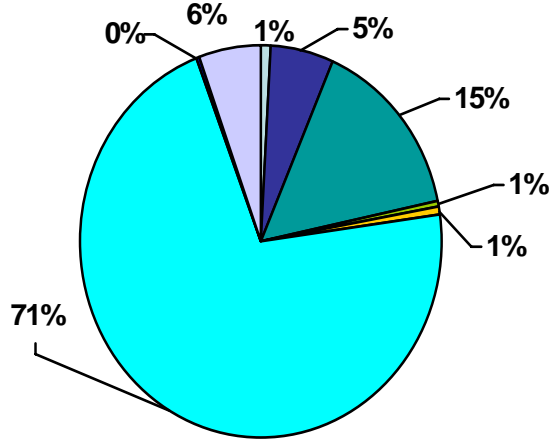
- Disability
- No Disability

Education



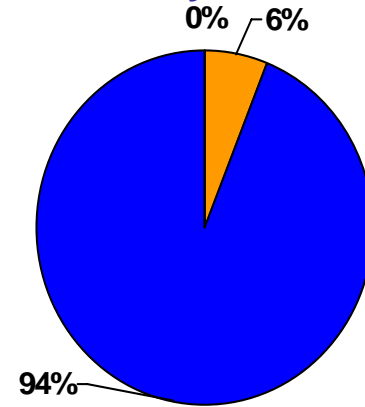
- College or Higher
- No College Degree

Race Designation



- American Indian or Alaska Native
- Asian
- Black or African American
- Multiracial
- Native Hawaiian or Other Pacific Islander
- White
- Identity Pending
- Race Unspecified

Ethnicity

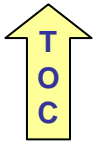


- Hispanic
- Non Hispanic
- Ethnicity Unspecified

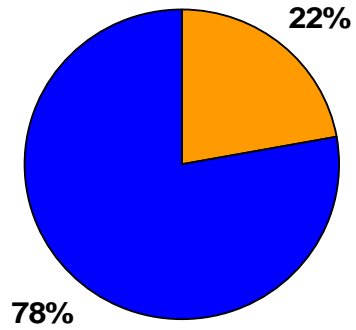
Blue/White Collar

Bargaining/Non Bargaining Unit

DoD Senior Leader* Overview (Appropriated Fund)

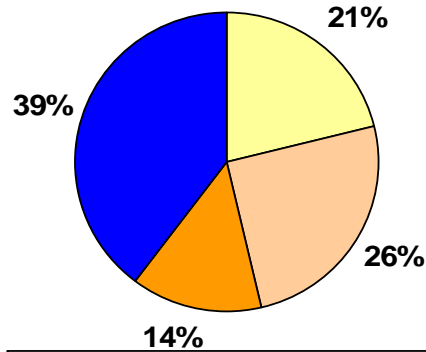


Gender



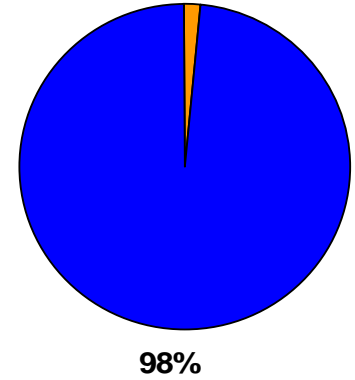
Female Male

Components



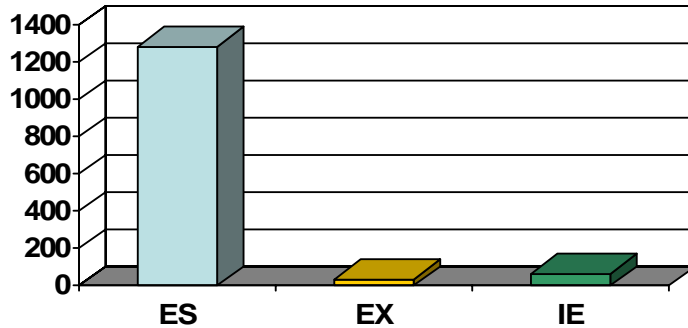
Army Navy Air Force DoD Agencies

Ethnicity



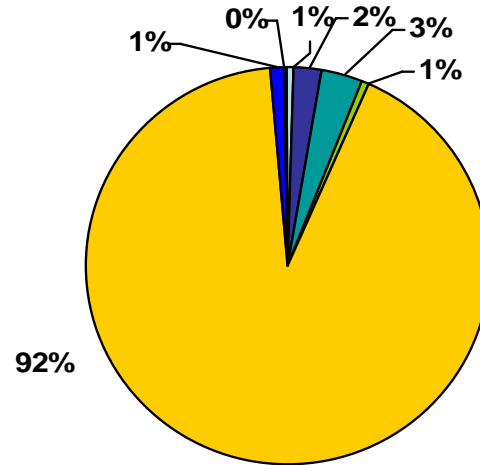
Hispanic Not Hispanic

ES,EX,IE Pay Plans



ES EX IE

Race Designation

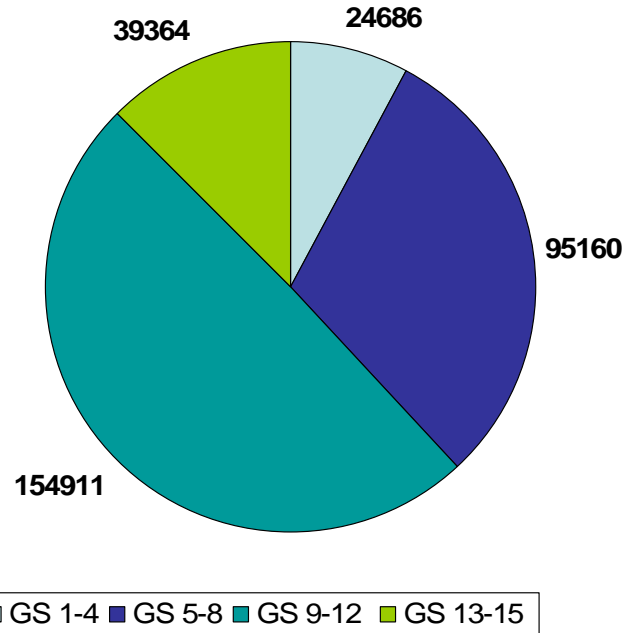
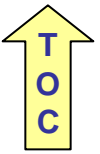


American Indian or Alaska Native Asian
 Black or African American Multiracial
 White Race Unspecified



*Includes ES, EX, IE Pay Plans
 Percentages compared to total Senior Leader population (1,380)

General Schedule (Appropriated Fund)

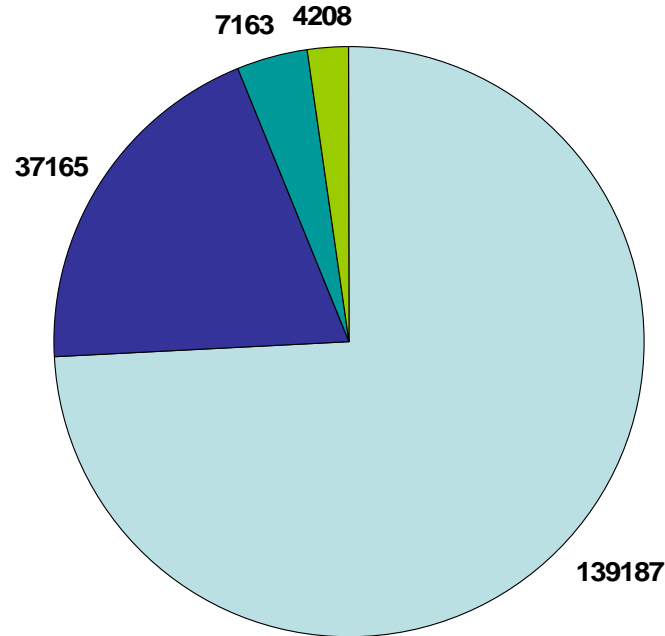


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	24686	7.86%	3.49%
GS 5-8	95160	30.29%	13.47%
GS 9-12	154911	49.32%	21.92%
GS 13-15	39364	12.53%	5.57%
Total	314121	100.00%	44.45%

Total Appropriated Fund Population 706,683

*Includes GS, GM, GG and GL Pay Plans

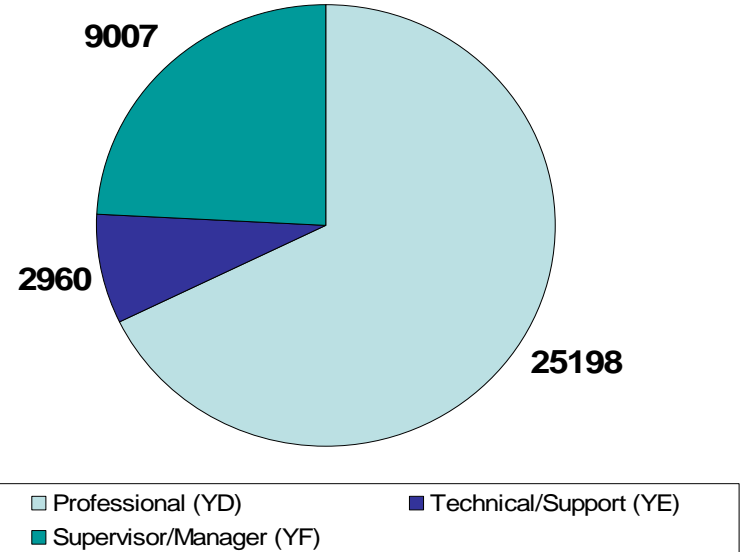
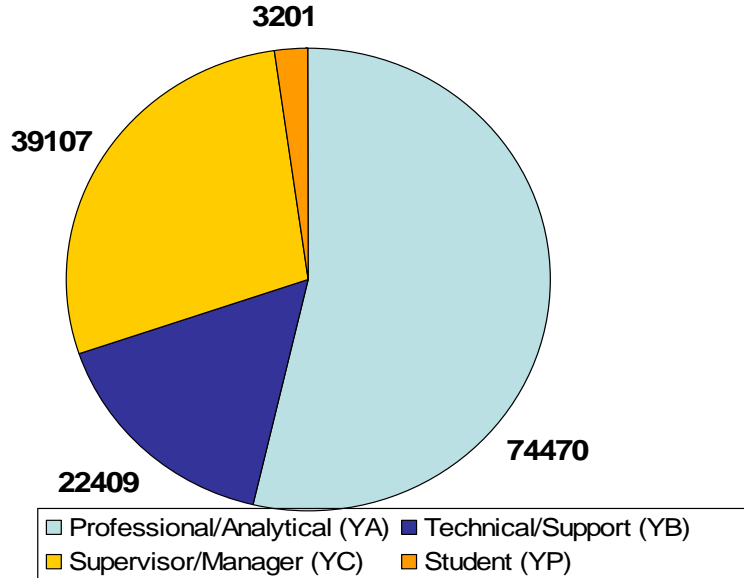
National Security Personnel System (Appropriated Fund)



- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	139187	74.14%	19.70%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	37165	19.80%	5.26%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	7163	3.82%	1.01%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	4208	2.24%	0.60%
Total	187723	100.00%	26.56%

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)	74470	53.50%	10.54%
Technical/Support (YB)	22409	16.10%	3.17%
Supervisor/Manager (YC)	39107	28.10%	5.53%
Student (YP)	3201	2.30%	0.45%
Total	139187	100.00%	*19.70%

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	25198	67.80%	3.57%
Technical/Support (YE)	2960	7.96%	0.42%
Supervisor/Manager (YF)	9007	24.24%	1.27%
Total	37165	100.00%	*5.26%

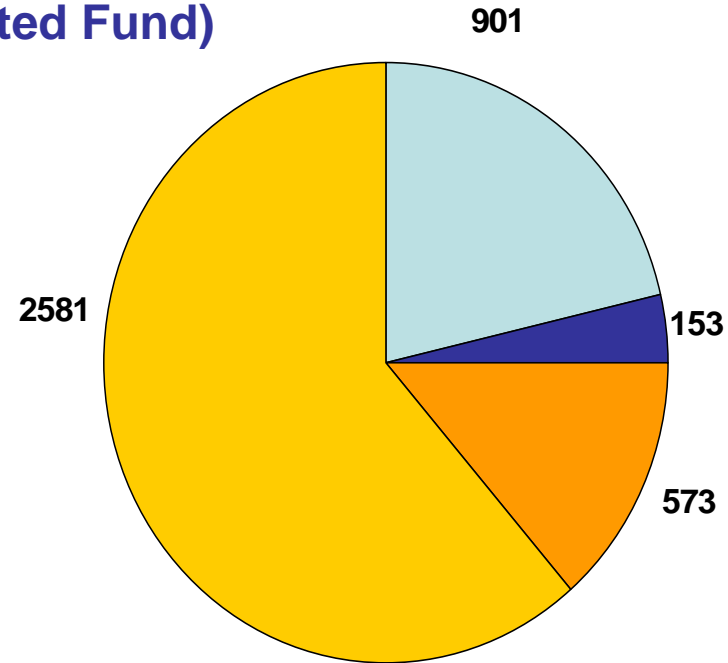
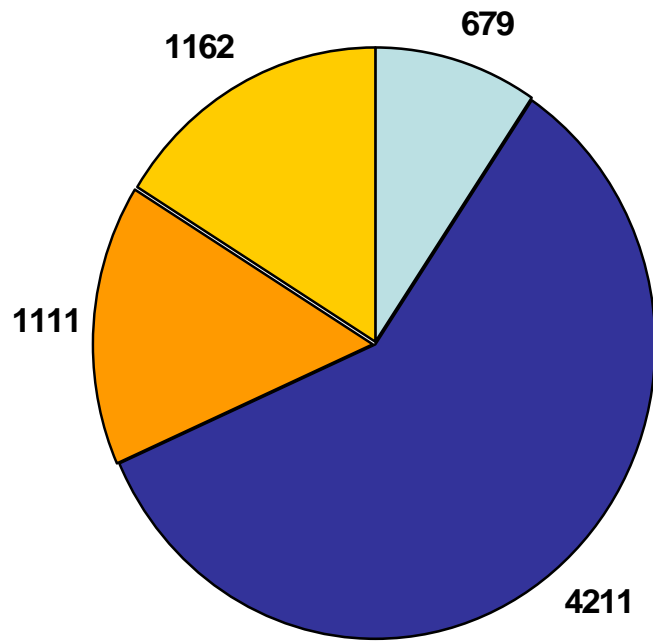
Total Appropriated Fund Population 706,683

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

Total Appropriated Fund Population 706,683

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

National Security Personnel System (Appropriated Fund)



■ Physician/Dentist (YG) ■ Professional (YH)
■ Technician/Support (YI) ■ Supervisor/Manager (YJ)

■ Investigative (YK) ■ Fire Protection (YL)
■ Police/Security Guard (YM) ■ Supervisor/Manager (YN)

Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	679	9.48%	0.10%
Professional (YH)	4211	58.79%	0.60%
Technician/Support (YI)	1111	15.51%	0.16%
Supervisor/Manager (YJ)	1162	16.22%	0.16%
Total	7163	100.00%	*1.01%

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	901	21.41%	0.13%
Fire Protection (YL)	153	3.64%	0.02%
Police/Security Guard (YM)	573	13.62%	0.08%
Supervisor/Manager (YN)	2581	61.34%	0.37%
Total	4208	100.00%	*0.60%

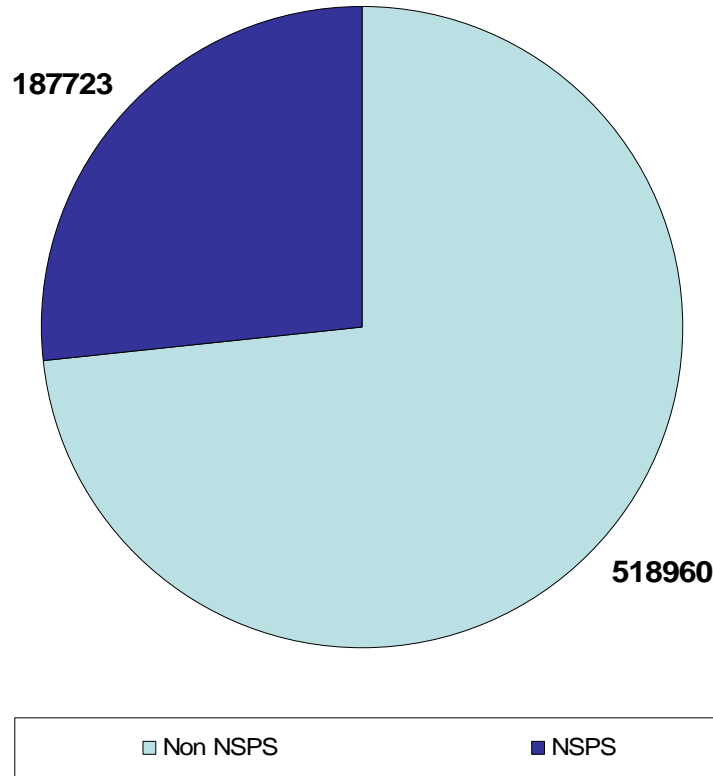
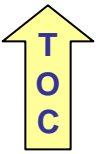
Total Appropriated Fund Population 706,683

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Total Appropriated Fund Population 706,683

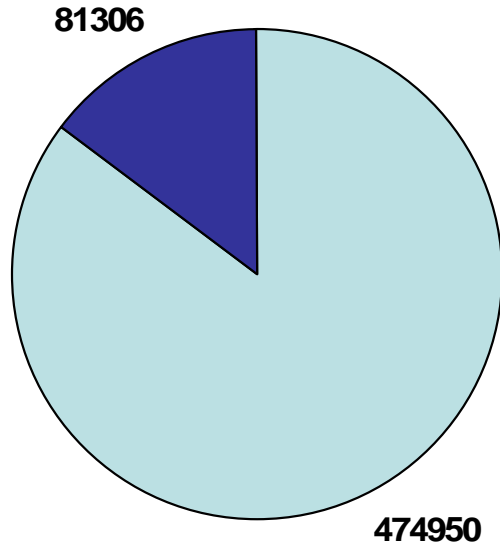
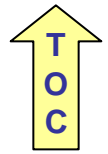
** Percentage shown in this report may not add to totals due to rounding

Non NSPS vs NSPS (Appropriated Fund)

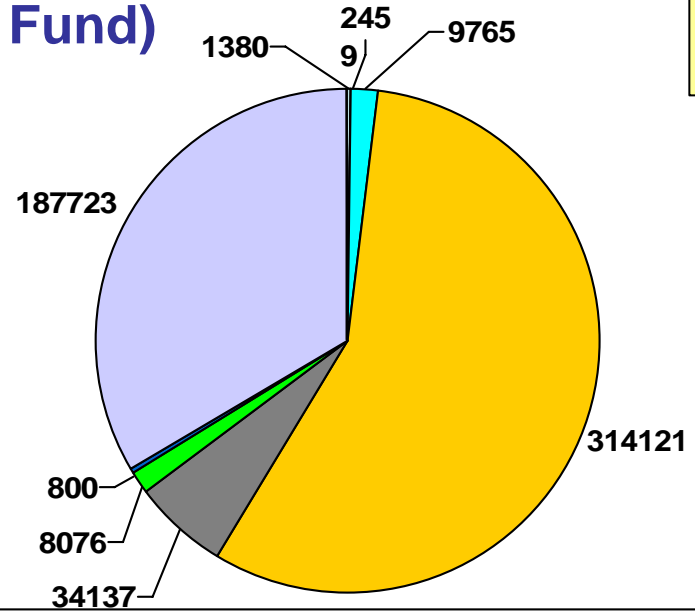


Non NSPS Vs NSPS Population		% Compared To Total Appropriated Fund Population
	Total	
Non NSPS	518960	73.44%
NSPS	187723	26.56%
Total Appropriated Fund Population	706683	100.00%

White Collar Employees (Appropriated Fund)



□ Non Supervisor ■ Supervisor



□ Executive (ES,EX,IE)
 ■ IP,SL,ST
 ■ Administratively Determined
 ■ GS and Equivalent
 ■ Lab/Demos
 ■ Teachers (TP)
 ■ CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)
 ■ NSPS
 ■ Unknown

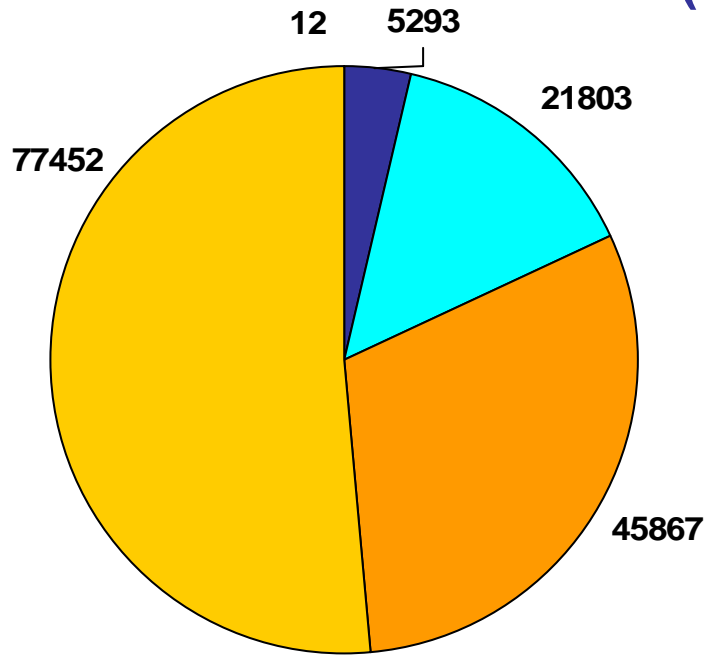
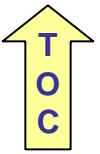
Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	474950	85.38%	67.21%
Supervisor	81306	14.62%	11.51%
Total	556256	100.00%	78.71%

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1380	0.25%	0.20%
IP,SL,ST	245	0.04%	0.03%
Administratively Determined	9765	1.76%	1.38%
GS and Equivalent	314121	56.47%	44.45%
Lab/Demos	34137	6.14%	4.83%
Teachers (TP)	8076	1.45%	1.14%
CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)	800	0.14%	0.11%
NSPS	187723	33.75%	26.56%
Nonapplicable (ZZ Pay Plan)	9	0.00%	0.00%
Total	556256	100.00%	78.71%

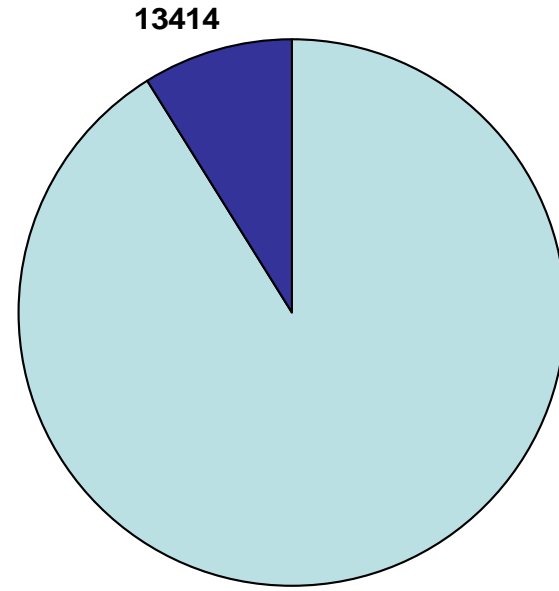
Total Appropriated Fund Population 706,683

Total Appropriated Fund Population 706,683

Blue Collar Workforce (Appropriated Fund)



Administratively Determined	Maritime Pay Schedules (WM)
WG/WL/WS 0-5 and Equivalent	WG/WL/WS 6-9 and Equivalent
WG/WL/WS 10+ and Equivalent	



Non Supervisor	Supervisor
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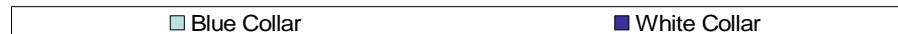
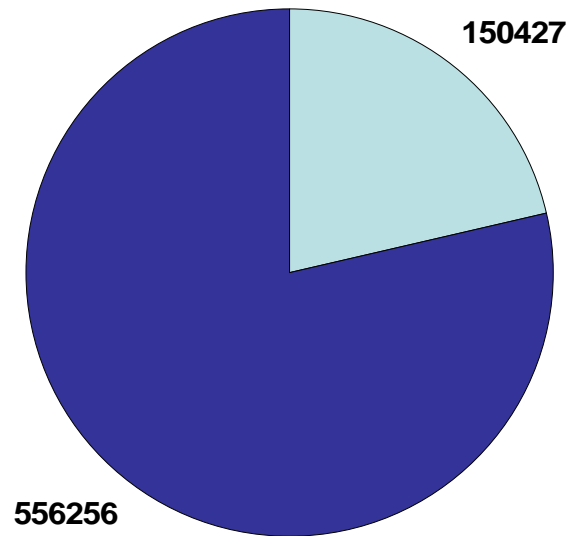
Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	12	0.01%	0.00%
Maritime Pay Schedules (WM)	5293	3.52%	0.75%
WG/WL/WS 0-5 and Equivalent	21803	14.49%	3.09%
WG/WL/WS 6-9 and Equivalent	45867	30.49%	6.49%
WG/WL/WS 10+ and Equivalent	77452	51.49%	10.96%
Total	150427	100.00%	21.29%

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	137013	91.08%	19.39%
Supervisor	13414	8.92%	1.90%
Total	150427	100.00%	21.29%

Total Appropriated Fund Population 706,683

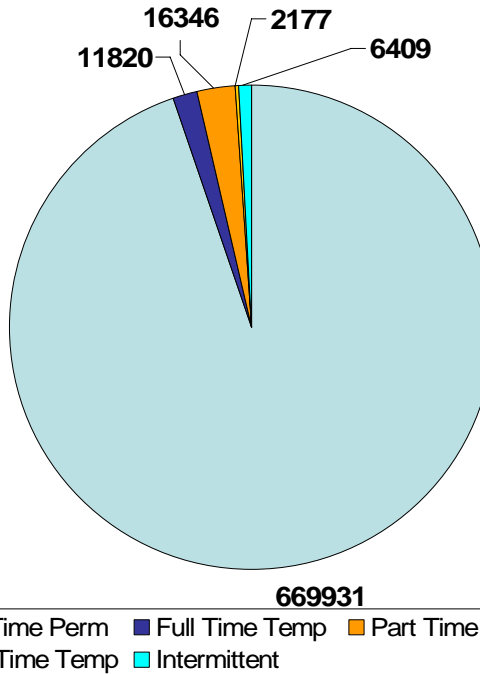
Total Appropriated Fund Population 706,683

Blue Collar vs White Collar (Appropriated Fund)



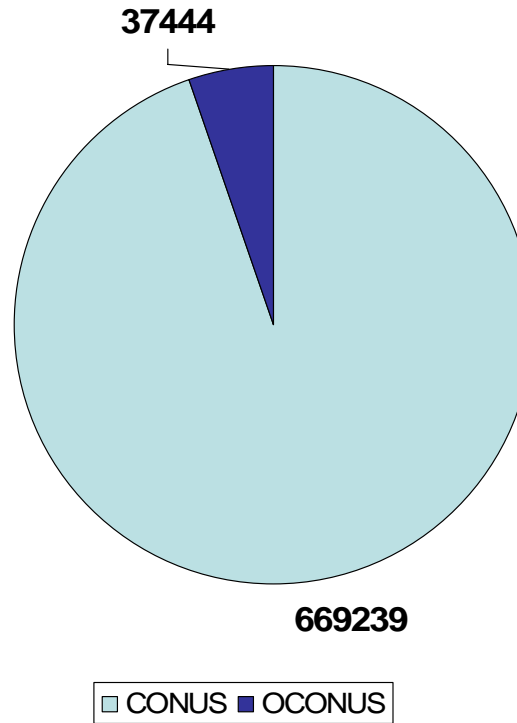
Blue and White Collar		Total	% Compared To Total Appropriated Fund Population
Blue Collar		150427	21%
White Collar		556256	79%
Total		706683	100%

Work Schedule (Appropriated Fund)



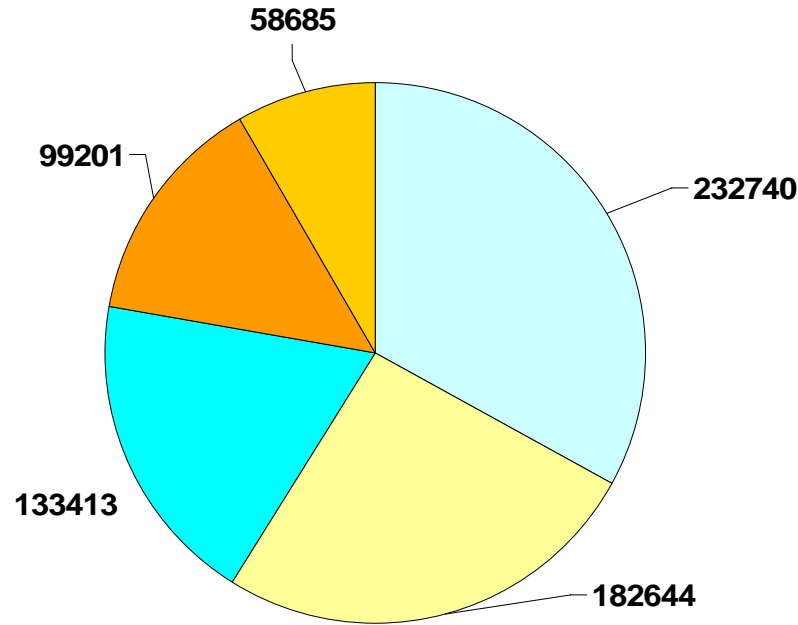
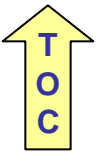
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	669931	94.80%
Full Time Temp	11820	1.67%
Part Time Perm	16346	2.31%
Part Time Temp	2177	0.31%
Intermittent	6409	0.91%
Total	706683	100%

CONUS vs OCONUS (Appropriated Fund)



Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	669239	95%
OCONUS	37444	5%
Total	706683	100%

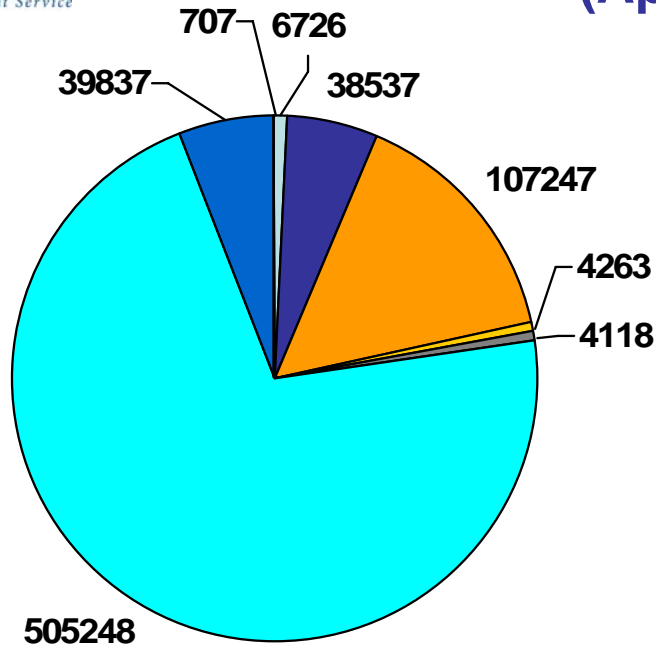
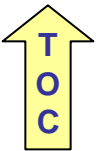
Employees by Component (Appropriated Fund)



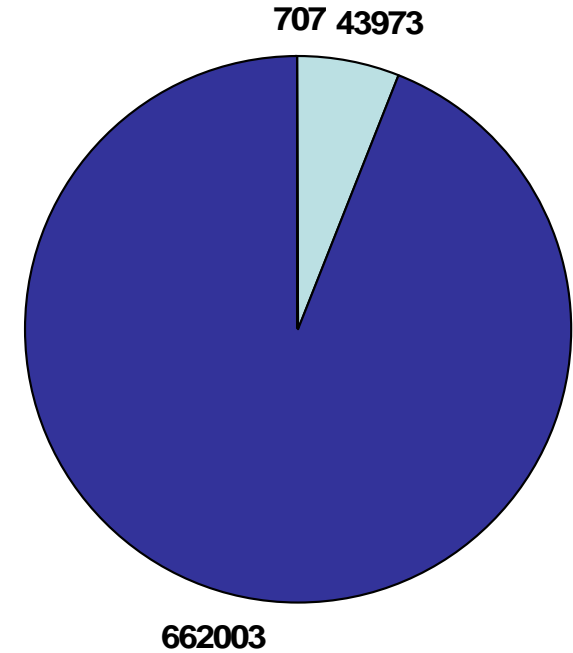
■ Army
 ■ Navy
 ■ Air Force
 ■ DoD Agencies
 ■ National Guard

Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	232740	33%
Navy	182644	26%
Air Force	133413	19%
DoD Agencies	99201	14%
National Guard	58685	8%
Total	706683	100%

General Workforce Demographics (Appropriated Fund)



- American Indian or Alaska Native
- Black or African American
- Native Hawaiian or Other Pacific Islander
- *Race Unspecified
- Asian
- Mutiracial
- White
- Identity Pending



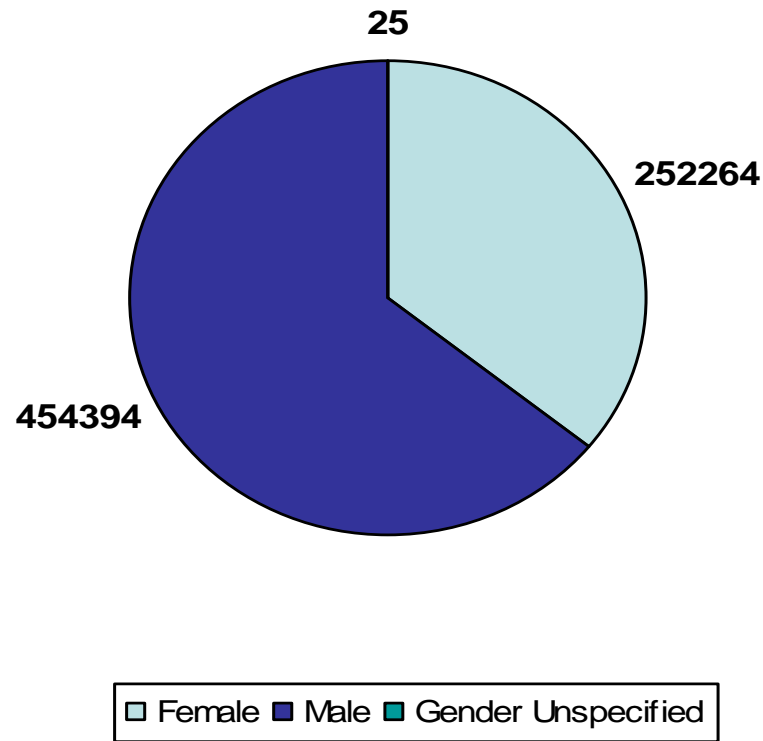
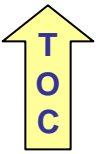
- Hispanic
- Not Hispanic
- Identity Pending

Race Designation	% Compared To Total Appropriated Fund Population	
	Total	%
American Indian or Alaska Native	6726	1%
Asian	38537	5%
Black or African American	107247	15%
Mutiracial	4263	1%
Native Hawaiian or Other Pacific Islander	4118	1%
White	505248	71%
*Race Unspecified	39837	6%
Identity Pending	707	0%
Total	706683	100%

Ethnicity	% Compared To Total Appropriated Fund Population	
	Total	%
Hispanic	43973	6%
Not Hispanic	662003	94%
Identity Pending	707	0%
Total	706683	100%

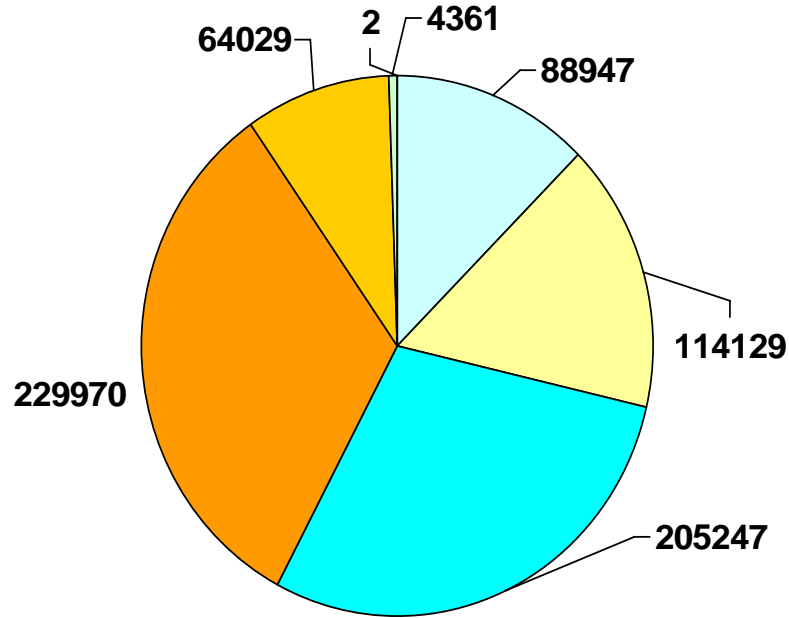
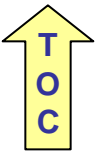
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Appropriated Fund Population
Female	252264	36%
Male	454394	64%
Gender Unspecified	25	0%
Total	706683	100%

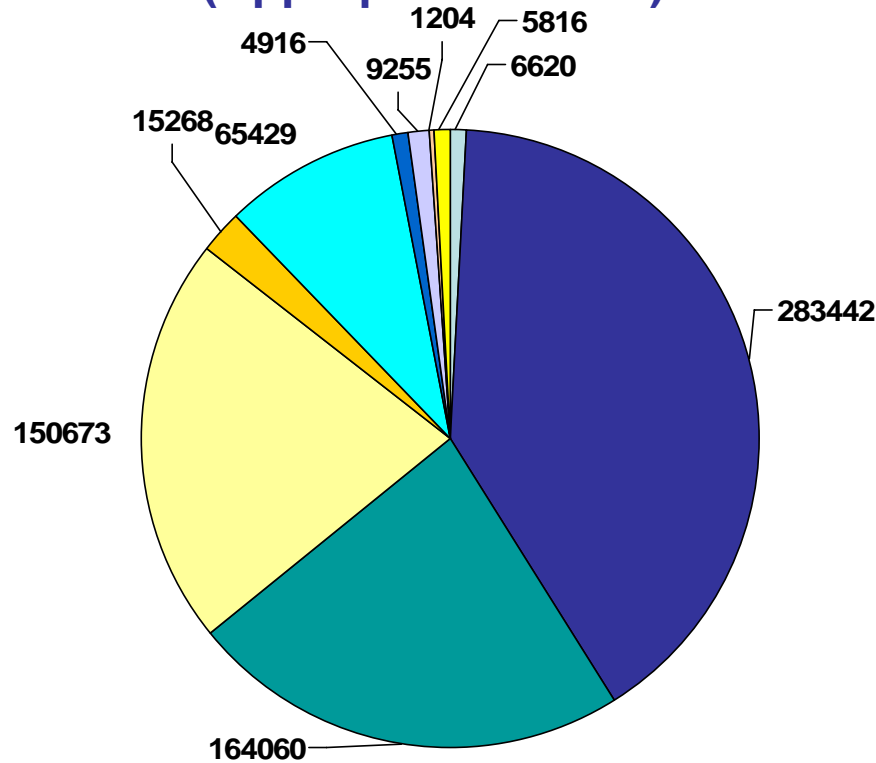
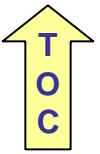
General Workforce Demographics (Appropriated Fund)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 or greater
 ■ Unspecified

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	88947	13%
31 to 40	114129	16%
41 to 49	205247	29%
50 to 59	229970	33%
60 to 69	64029	9%
70 or greater	4361	1%
Total	706683	100%

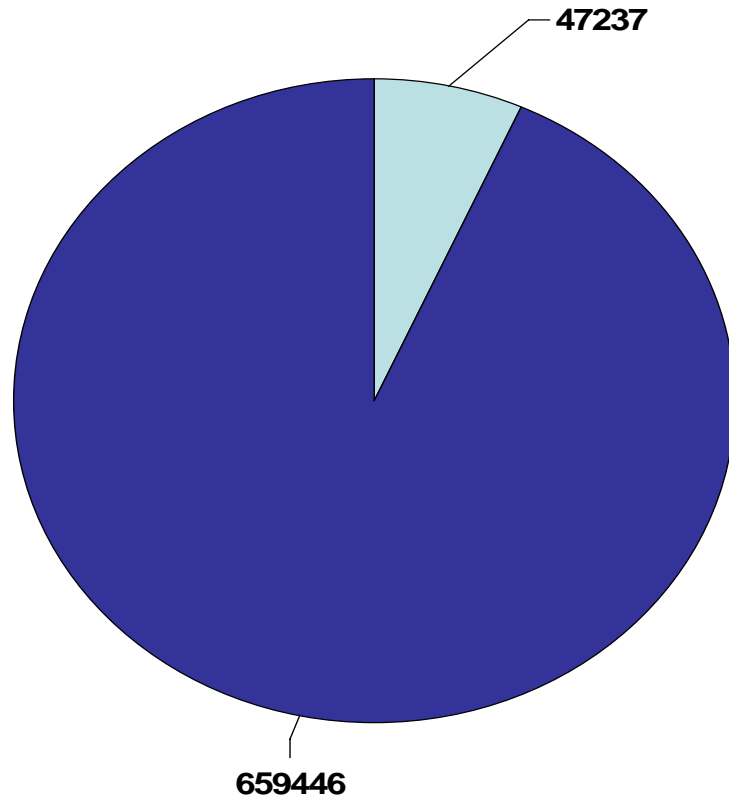
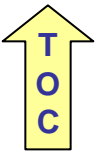
Education Levels (Appropriated Fund)



Non High School Graduate	High School Graduate	College or Occupational Program	Bachelor's Degree
Post Bachelor	Master's Degree	Post Master	Doctorate
Post Doctorate	Education Level Not Reported		

Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6620	1%
High School Graduate	283442	40%
College or Occupational Program	164060	23%
Bachelor's Degree	150673	21%
Post Bachelor	15268	2%
Master's Degree	65429	9%
Post Master	4916	1%
Doctorate	9255	1%
Post Doctorate	1204	0%
Education Level Not Reported	5816	1%
Total	706683	100%

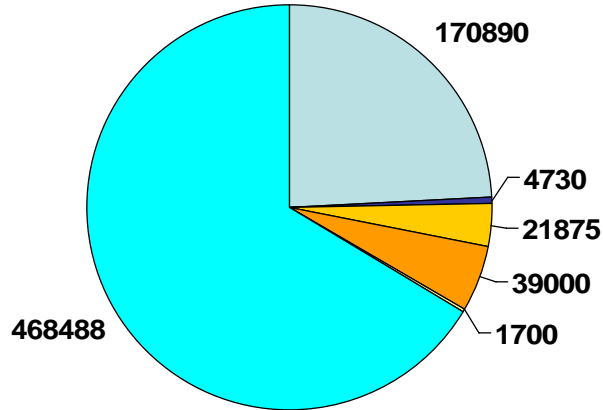
Disabilities Reported (Appropriated Fund)



Disability Reported
 No Disability Reported

Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	47237	7%
No Disability Reported	659446	93%
Total	706683	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

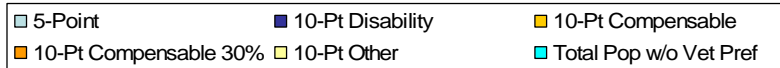
10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

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

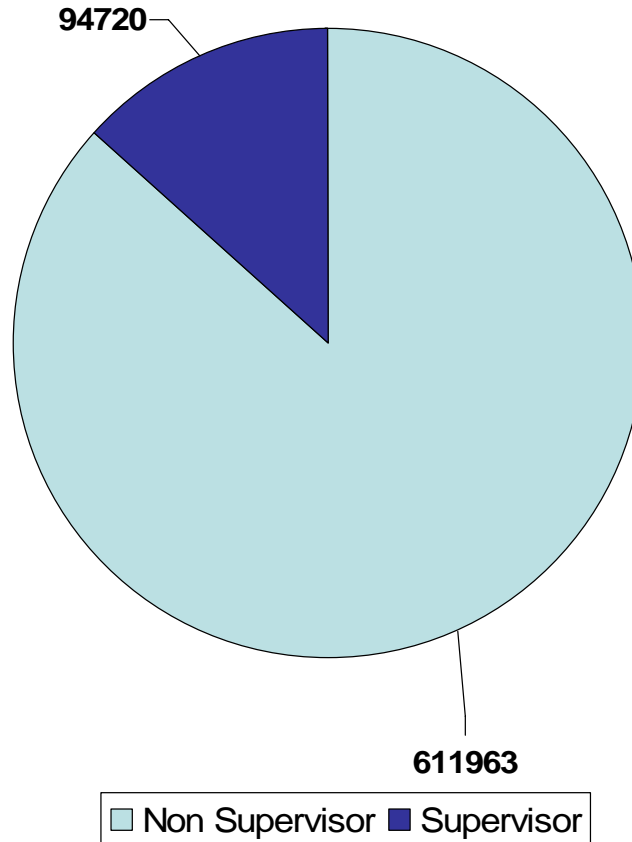
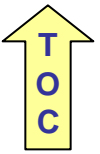


Veterans' Preference by Component as of Sep 30, 2008

	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	43766	32.80%	1004	0.75%	5833	4.37%	9214	6.91%	320	0.24%	60137	45.08%	73276	54.92%	133,413	18.88%
Army	61091	26.25%	1859	0.80%	8960	3.85%	17424	7.49%	679	0.29%	90013	38.68%	142727	61.32%	232,740	32.93%
DoD Agencies	17594	17.74%	624	0.63%	2210	2.23%	4075	4.11%	352	0.35%	24855	25.06%	74346	74.94%	99,201	14.04%
Natl Guard	26	0.04%	1	*	1	*	1	*	0	*	29	0.05%	58656	99.95%	58,685	8.30%
Navy	48413	26.51%	1242	0.68%	4871	2.67%	8286	4.54%	349	0.19%	63161	34.58%	119483	65.42%	182,644	25.85%
Grand Total	170890	24.18%	4730	0.67%	21875	3.10%	39000	5.52%	1700	0.24%	238195	33.71%	468488	66.29%	706683	100%

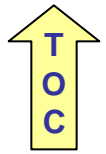
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

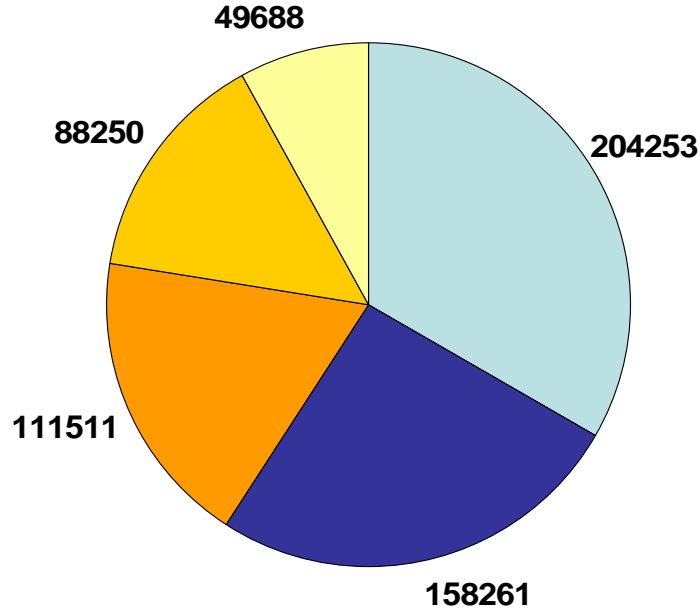


Non Supervisor/Supervisor	Total	% Compared To Total Appropriated Fund Population
Non Supervisor	611963	87%
Supervisor	94720	13%
Total	706683	100%

Non Supervisor/Supervisor by Components (Appropriated Fund)

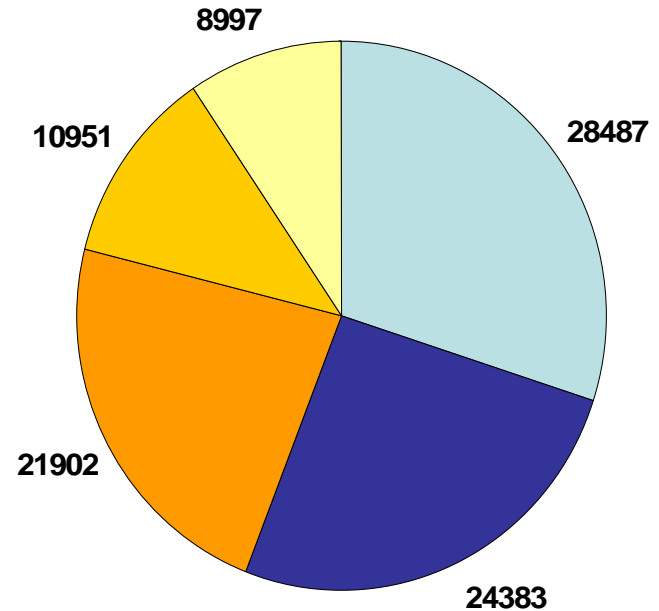


Non Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

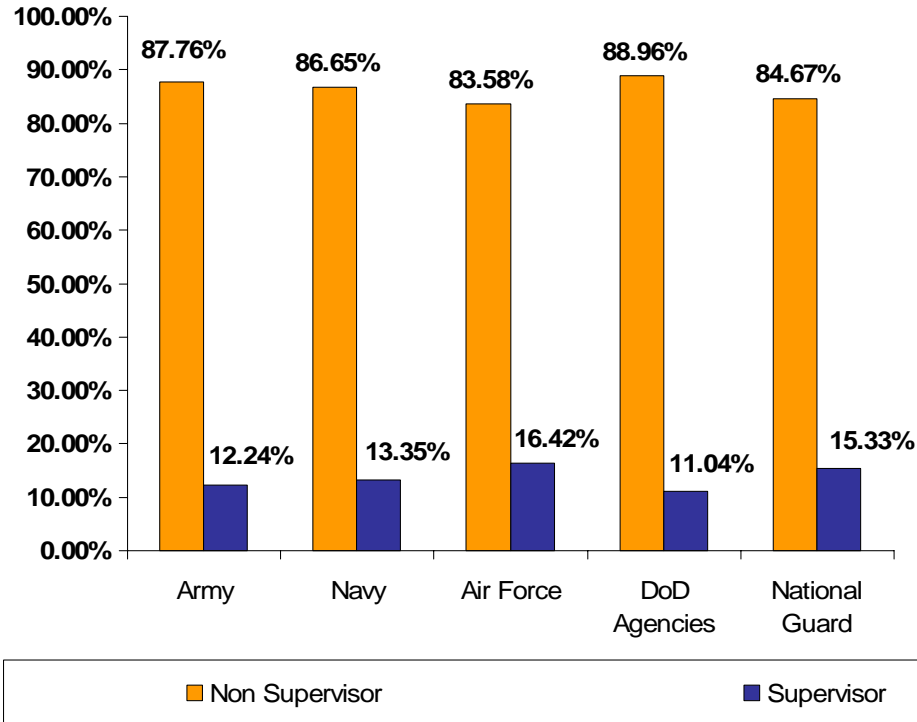
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	204253	33%	29%
Navy	158261	26%	22%
Air Force	111511	18%	16%
DoD Agencies	88250	14%	12%
National Guard	49688	8%	7%
Total	611963	100%	87%

Total Appropriated Fund Population 706,683

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	28487	30%	4%
Navy	24383	26%	3%
Air Force	21902	23%	3%
DoD Agencies	10951	12%	2%
National Guard	8997	9%	1%
Total	94720	100%	13%

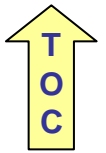
Total Appropriated Fund Population 706,683

Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

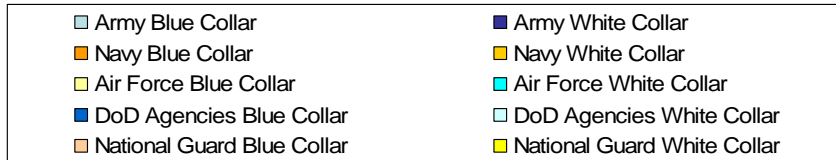
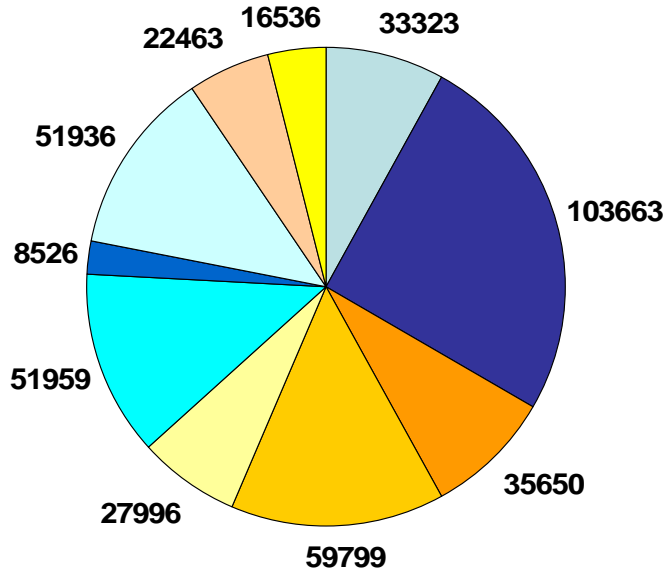


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	204253	28487	232740	87.76%	12.24%
Navy	158261	24383	182644	86.65%	13.35%
Air Force	111511	21902	133413	83.58%	16.42%
DoD Agencies	88250	10951	99201	88.96%	11.04%
National Guard	49688	8997	58685	84.67%	15.33%
Total	611963	94720	706683	86.60%	13.40%

Bargaining vs Non Bargaining (Appropriated Fund)



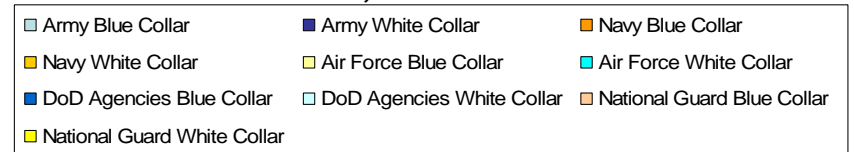
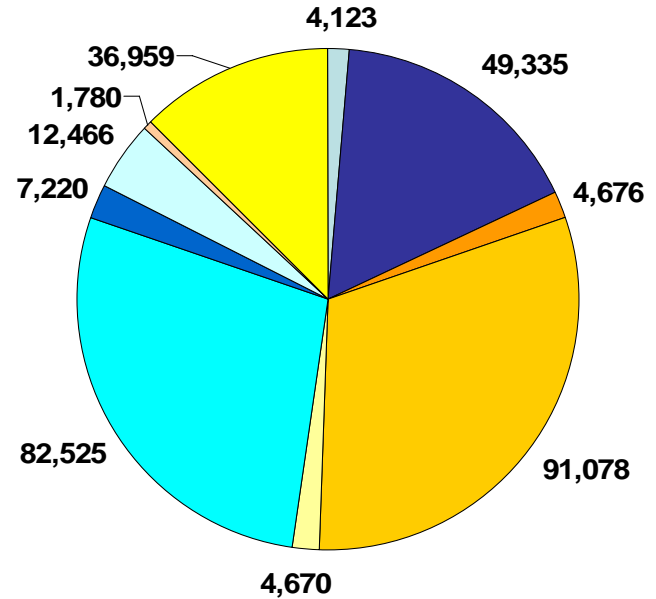
Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	33323	8.1%	4.7%
Army White Collar	103663	25.2%	14.7%
Navy Blue Collar	35650	8.7%	5.0%
Navy White Collar	59799	14.5%	8.5%
Air Force Blue Collar	27996	6.8%	4.0%
Air Force White Collar	51959	12.6%	7.4%
DoD Agencies Blue Collar	8526	2.1%	1.2%
DoD Agencies White Collar	51936	12.6%	7.3%
National Guard Blue Collar	22463	5.5%	3.2%
National Guard White Collar	16536	4.0%	2.3%
Total	411851	100.0%	58.3%

Total Appropriated Fund Population 706,683

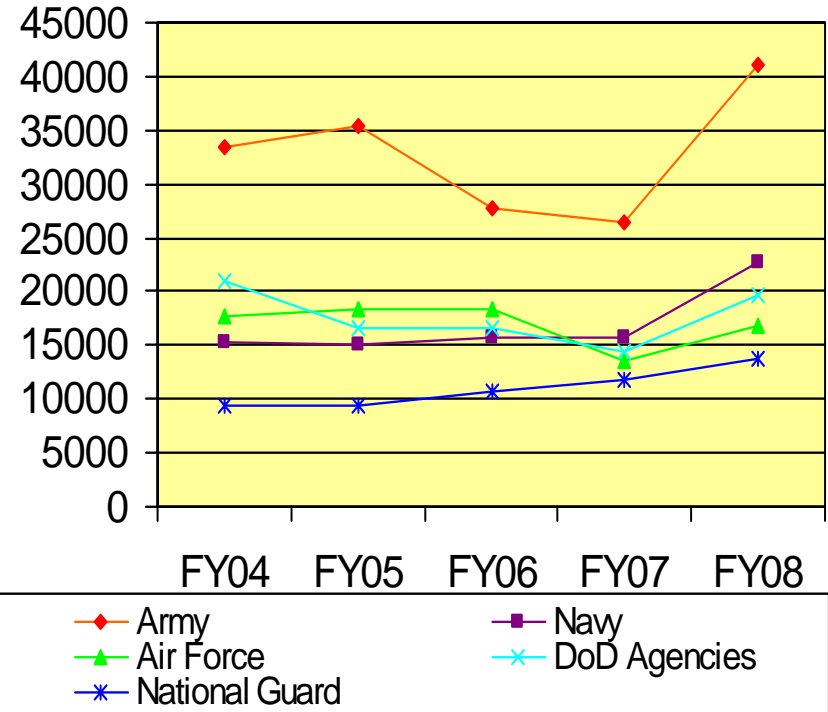
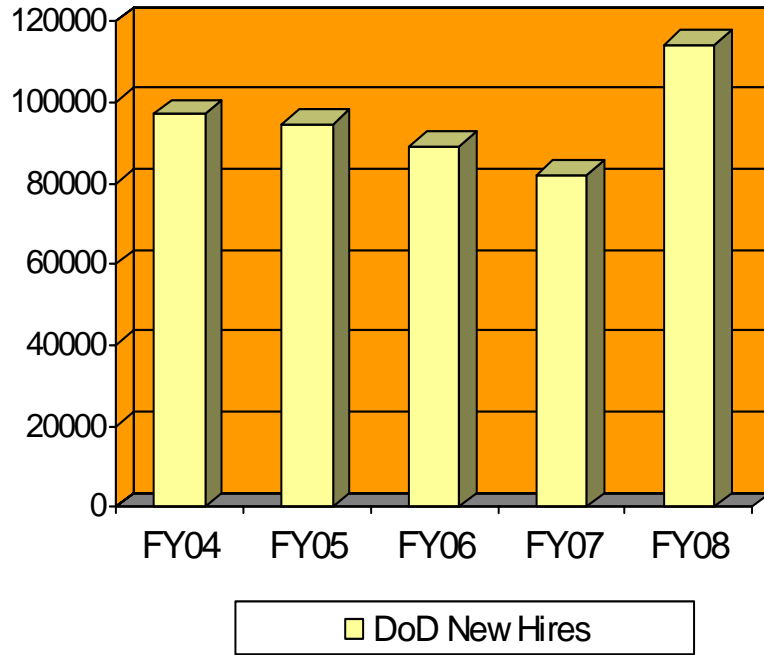
Non Bargaining Unit Employees



Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4676	1.6%	0.7%
Army White Collar	91078	30.9%	12.9%
Navy Blue Collar	4670	1.6%	0.7%
Navy White Collar	82525	28.0%	11.7%
Air Force Blue Collar	4123	1.4%	0.6%
Air Force White Collar	49335	16.7%	7.0%
DoD Agencies Blue Collar	1780	0.6%	0.3%
DoD Agencies White Collar	36959	12.5%	5.2%
National Guard Blue Collar	7220	2.4%	1.0%
National Guard White Collar	12466	4.2%	1.8%
Total	294832	100.0%	41.7%

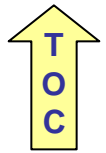
Total Appropriated Fund Population 706,683

New Hires (Appropriated Fund)

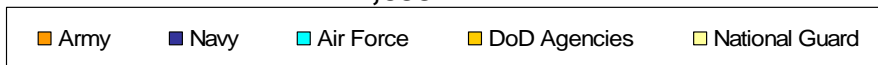
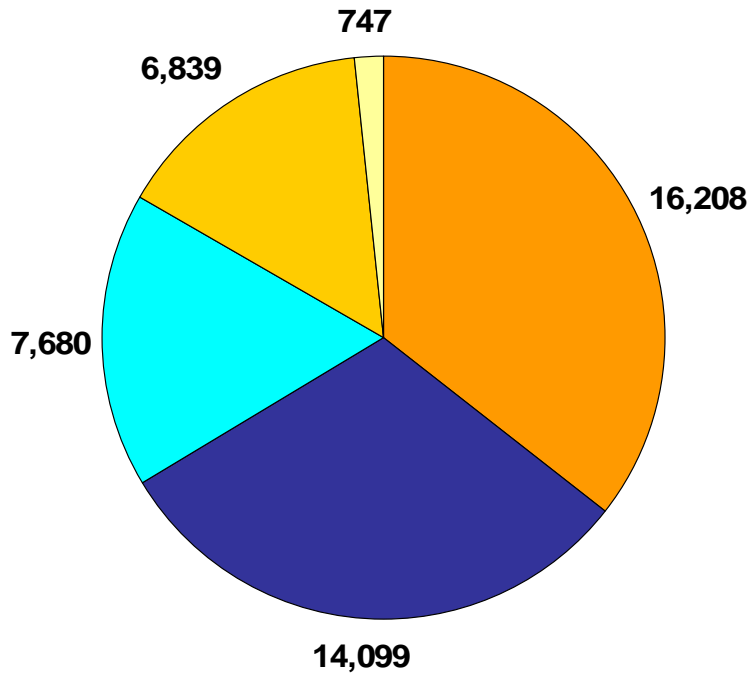


DoD New Hires	FY04	FY05	FY06	FY07	FY08	Total	% Compared To Total DoD New Hires
Army	33434	35385	27684	26509	41147	164159	34%
Navy	15325	15052	15833	15745	22738	84693	18%
Air Force	17761	18281	18307	13454	16925	84728	18%
DoD Agencies	20942	16603	16668	14424	19567	88204	18%
National Guard	9489	9296	10603	11873	13784	55045	12%
Total New DoD Hires	96951	94617	89095	82005	114161	476829	100%

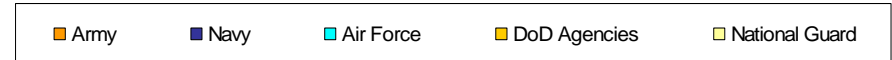
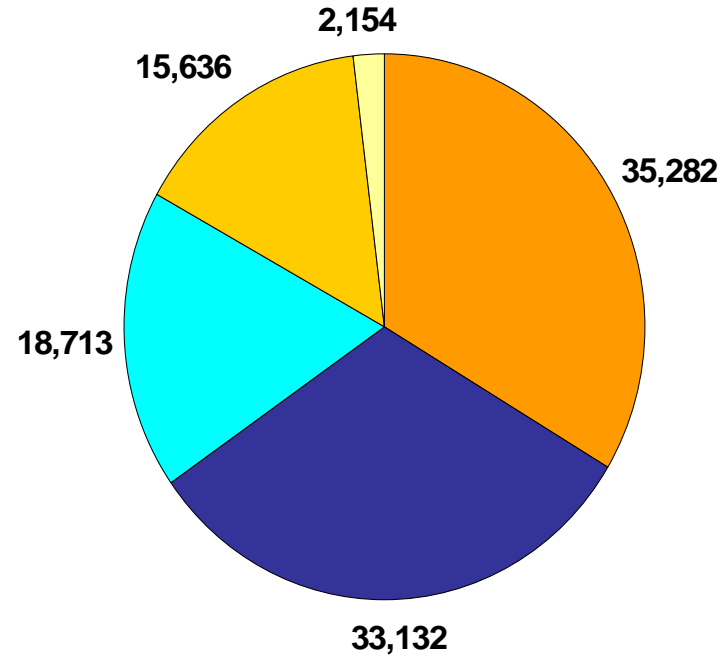
CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS 2008



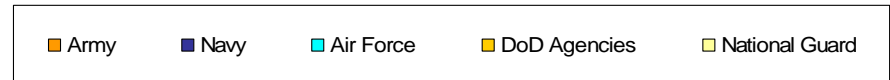
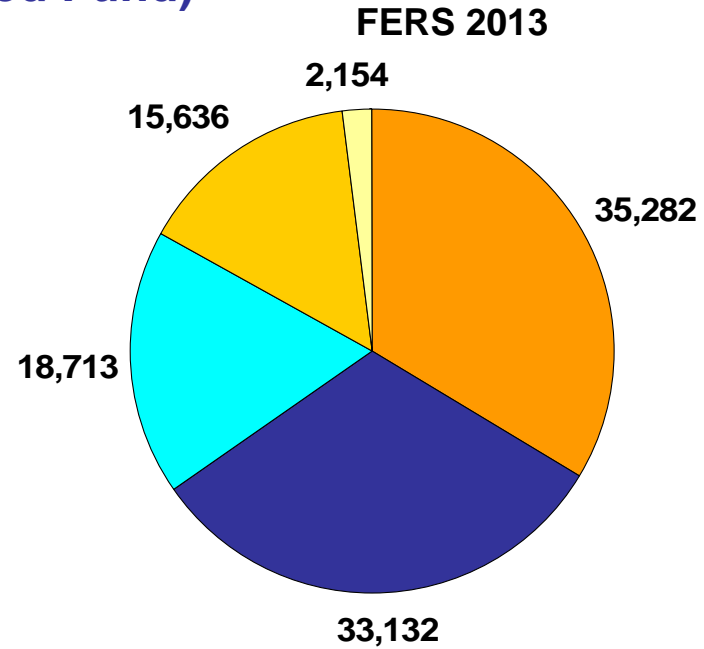
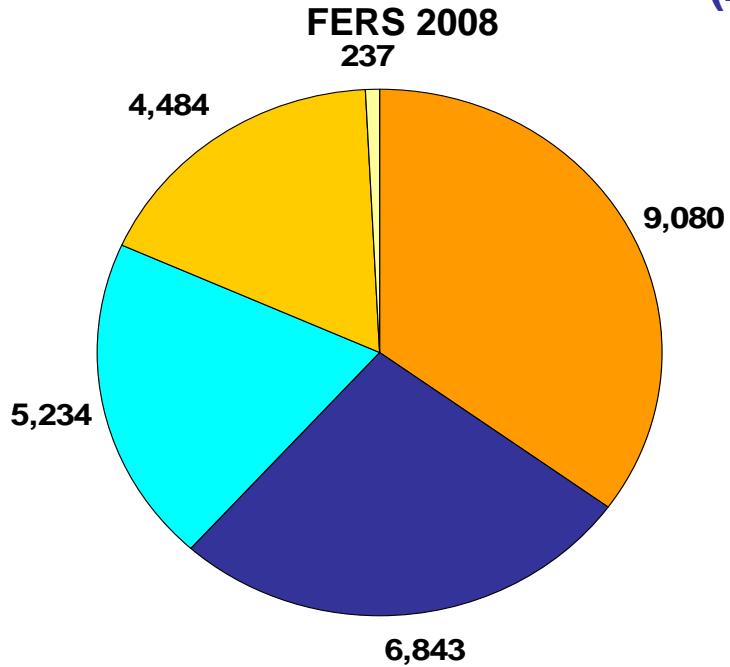
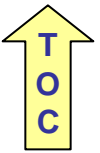
CSRS 2013



CSRS Retirement Eligibility as of Sep 2008					
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	232,740	41,170	16,208	39%	2%
Navy	182,644	40,210	14,099	35%	2%
Air Force	133,413	22,767	7,680	34%	1%
DoD Agencies	99,201	18,648	6,839	37%	1%
National Guard	58,685	2,630	747	28%	0%
Grand Total	706,683	125,425	45,573	36%	6%

CSRS Retirement Eligibility as of Sep 2013					
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	232,740	41,170	35,282	86%	5%
Navy	182,644	40,210	33,132	82%	5%
Air Force	133,413	22,767	18,713	82%	3%
DoD Agencies	99,201	18,648	15,636	84%	2%
National Guard	58,685	2,630	2,154	82%	0%
Grand Total	706,683	125,425	104,917	84%	15%

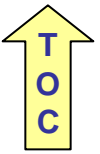
FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



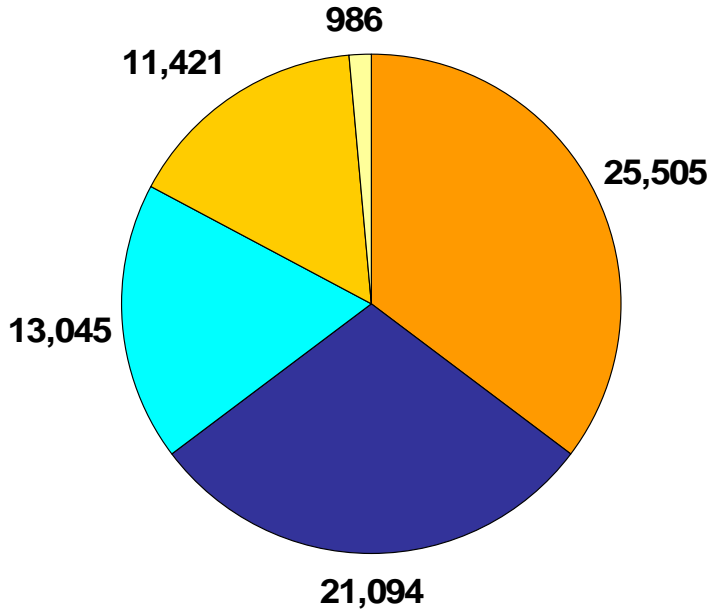
FERS Retirement Eligibility as of Sep 2008					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	232,740	183,449	9,080	5%	1%
Navy	182,644	139,528	6,843	5%	1%
Air Force	133,413	106,745	5,234	5%	1%
DoD Agencies	99,201	73,147	4,484	6%	1%
National Guard	58,685	50,675	237	0%	0%
Grand Total	706,683	553,544	25,878	5%	4%

FERS Retirement Eligibility as of Sep 2013					
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	232,740	183,449	35,282	19%	5%
Navy	182,644	139,528	33,132	24%	5%
Air Force	133,413	106,745	18,713	18%	3%
DoD Agencies	99,201	73,147	15,636	21%	2%
National Guard	58,685	50,675	2,154	4%	0%
Grand Total	706,683	553,544	104,917	19%	15%

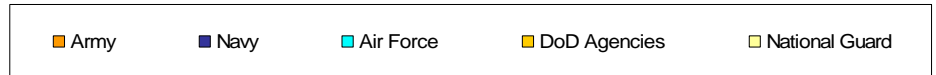
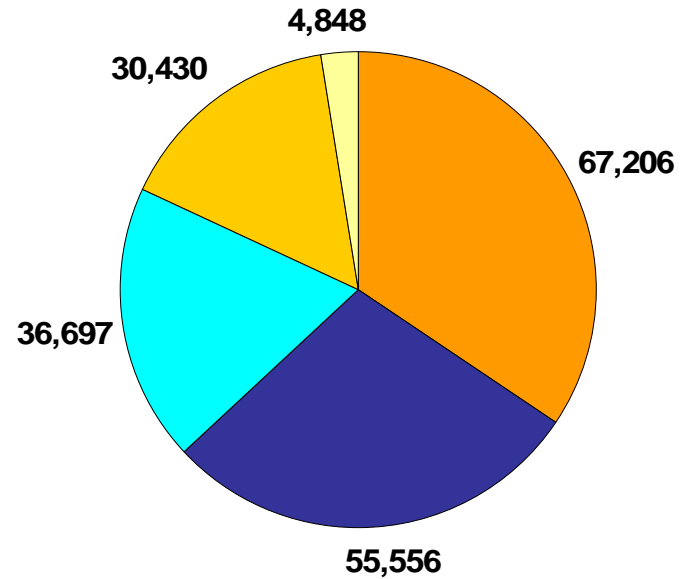
CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS & FERS 2008



CSRS & FERS 2013



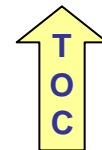
CSRS & FERS Retirement Eligibility as of Sep 2008

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	232,740	224,619	25,505	11%	4%
Navy	182,644	179,738	21,094	12%	3%
Air Force	133,413	129,512	13,045	10%	2%
DoD Agencies	99,201	91,795	11,421	12%	2%
National Guard	58,685	53,305	986	2%	0%
Grand Total	706,683	678,969	72,051	11%	10%

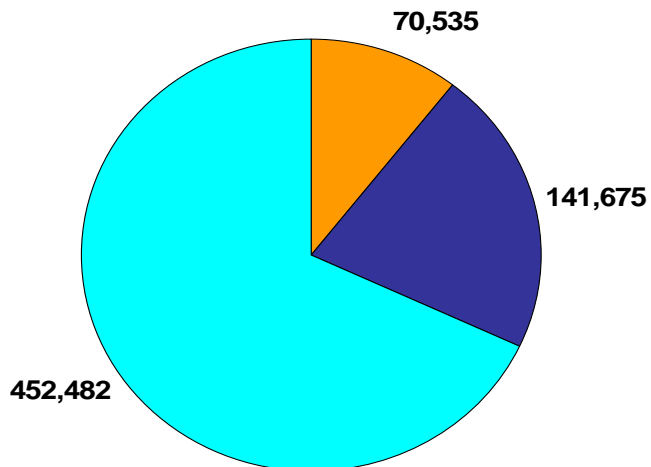
CSRS & FERS Retirement Eligibility as of Sep 2013

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	232,740	224,619	67,206	30%	10%
Navy	182,644	179,738	55,556	31%	8%
Air Force	133,413	129,512	36,697	28%	5%
DoD Agencies	99,201	91,795	30,430	33%	4%
National Guard	58,685	53,305	4,848	9%	1%
Grand Total	706,683	678,969	194,737	29%	28%

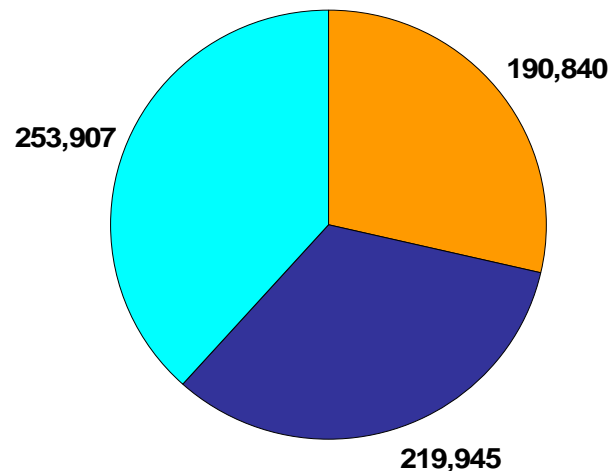
CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



Current Retirement Eligibility



2013 Retirement Eligibility



■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

CSRS & FERS Retirement Eligibility as of Sep 2008							
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
664,692	70,535	11%	141,675	21%	212,210	32%	452,482

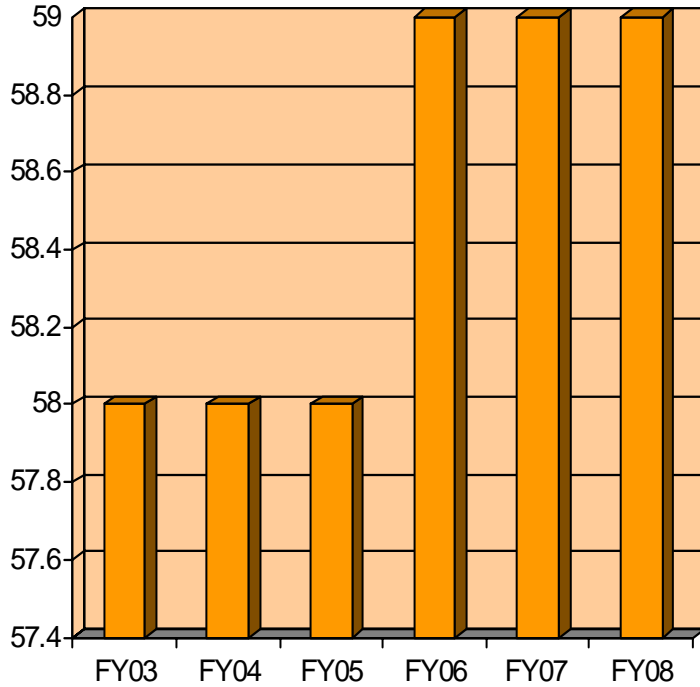
CSRS & FERS Retirement Eligibility as of Sep 2013							
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
664,692	190,840	29%	219,945	33%	410,785	62%	253,907

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. DCPDS data as of Sep 30, 2008

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

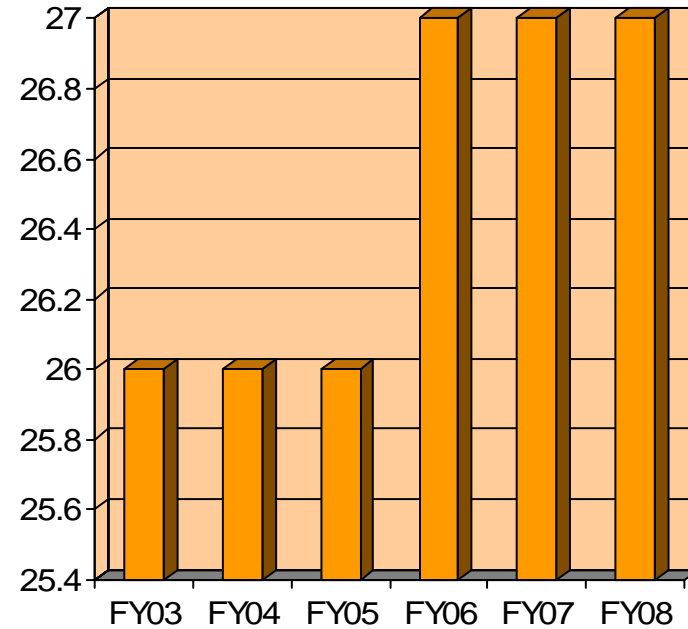
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08	59

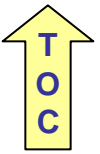
Average Years of Service at Retirement



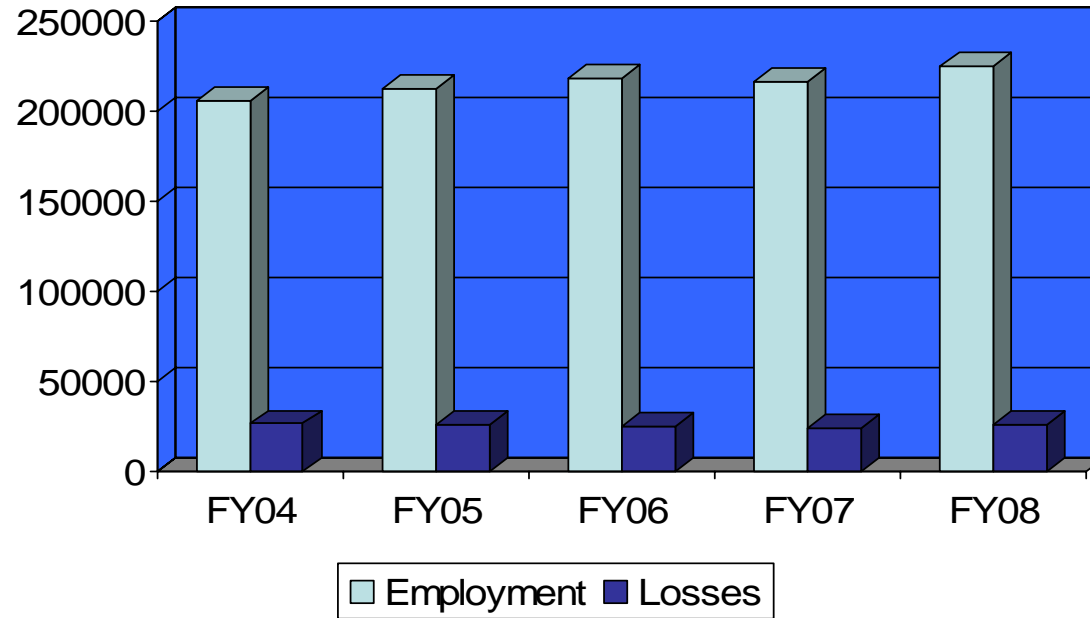
■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08	27

Army Turnover Rate* (Appropriated Fund)



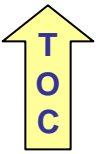
Army Turnover – All Separations



Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%
FY08	224557	25900	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.

Navy Turnover Rate* (Appropriated Fund)



Navy Turnover – All Separations

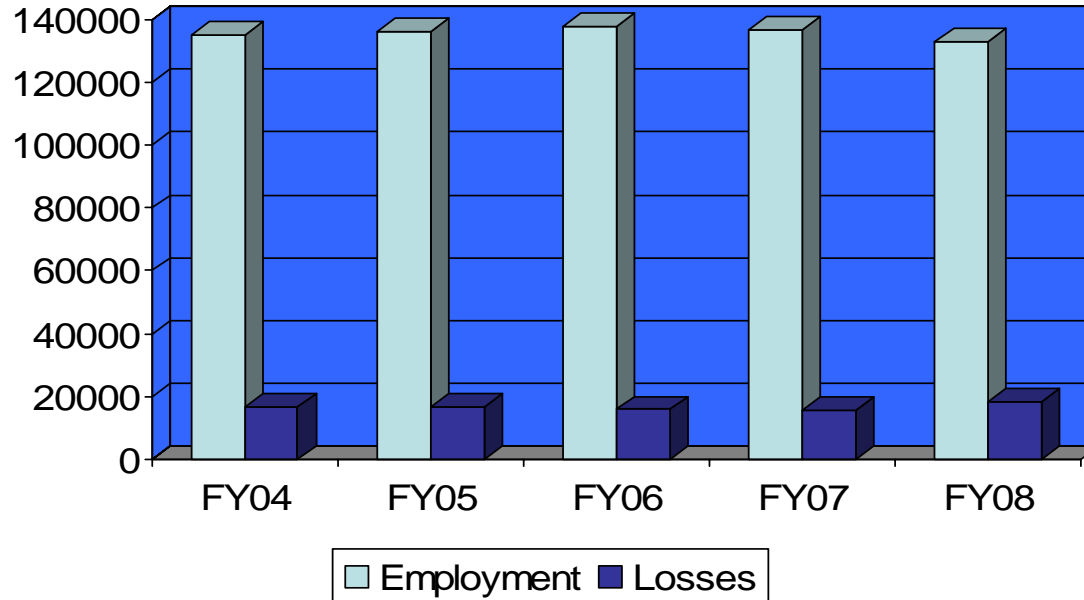


Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%
FY08	177624	15291	9%

*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)

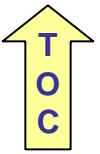
Air Force Turnover – All Separations



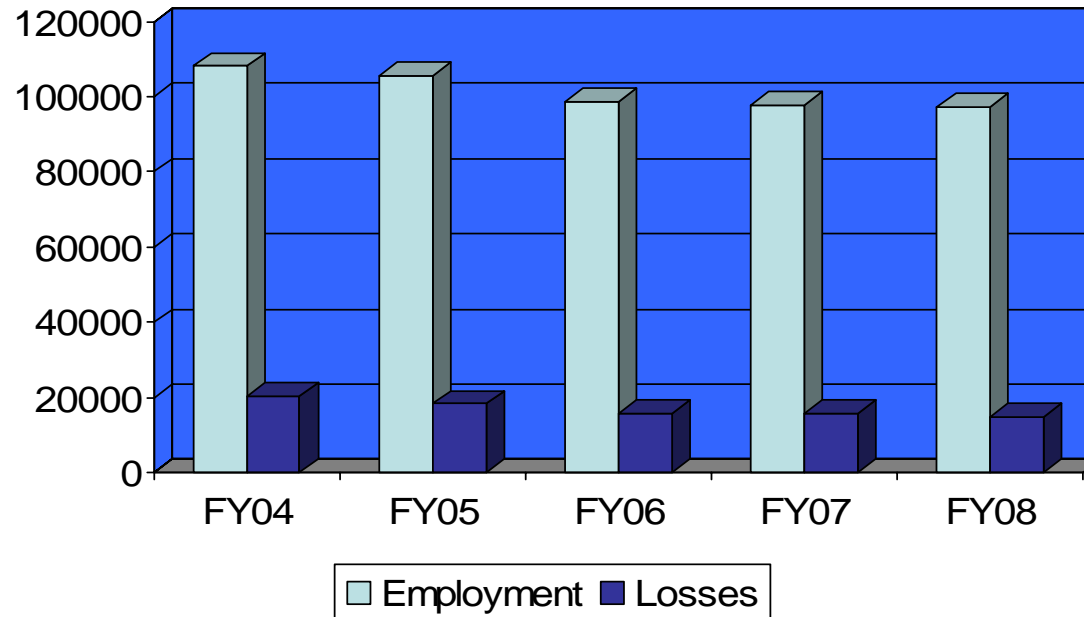
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%
FY08	132987	18330	14%

*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)



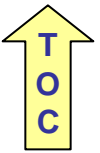
DoD Agencies Turnover – All Separations



DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%
FY08	97332	14770	15%

*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)



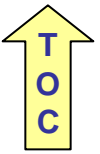
National Guard Turnover – All Separations



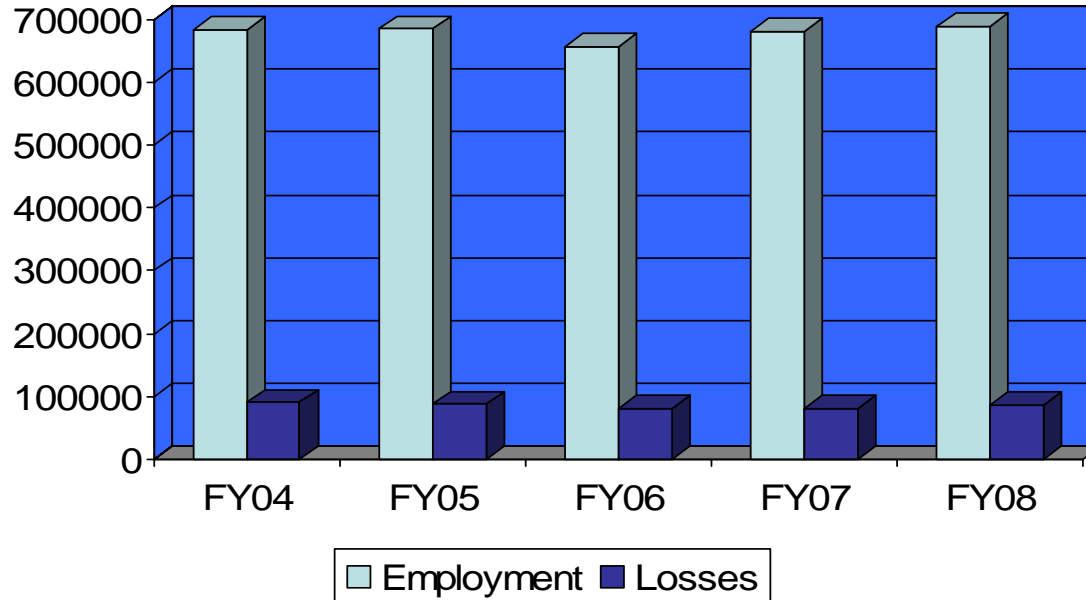
National Guard Turnover Rate			
	Employment Net Guard Technicians	All Net Guard Technicians Losses	% of Net Guard Technicians Losses compared to Employment
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%
FY08	57122	11385	20%

*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)



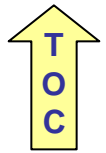
All DoD Turnover – All Separations



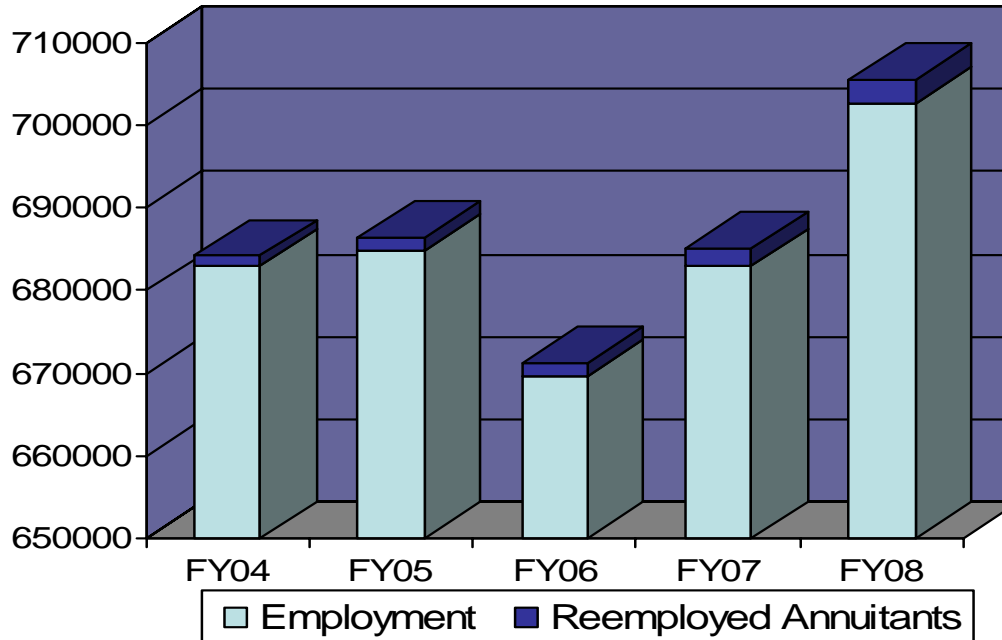
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%
FY08	689623	85676	12%

*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



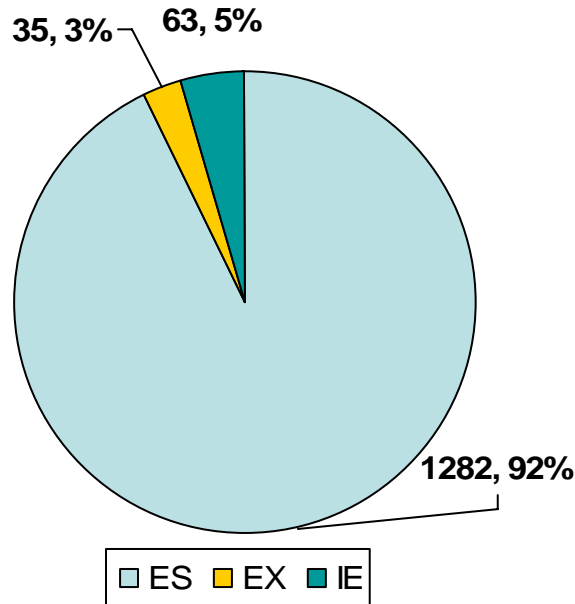
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY04			FY05			FY06			FY07			FY08		
	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	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	232740	1889	0.81%
Navy	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	182644	373	0.20%
Air Force	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133413	240	0.18%
Natl Guard	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	58685	107	0.18%
DoD Agencies	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	99201	356	0.36%
All DoD	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	706683	2965	0.42%

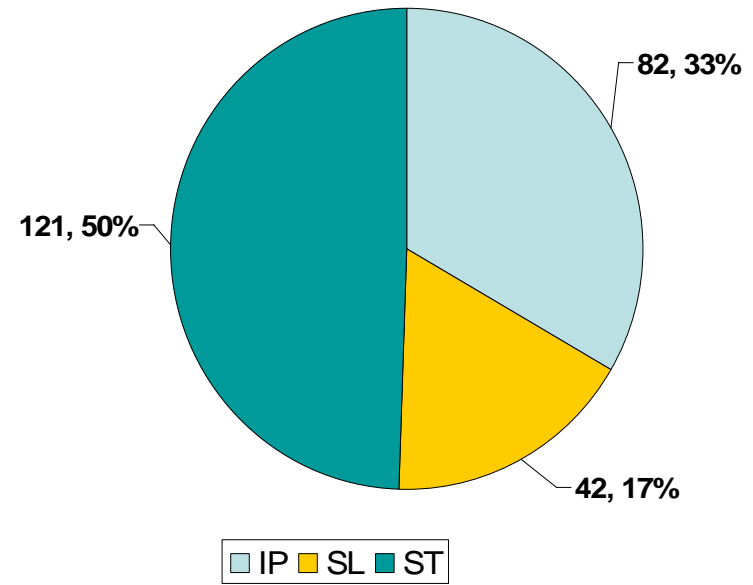
*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive



Intelligence Professional/ Senior Level Positions/Scientific and Professional



Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1282	92.90%	0.1814%
Total EX	35	2.54%	0.0050%
Total IE	63	4.57%	0.0089%
Total	1380	100.00%	*0.1953%

Total Appropriated Fund Population 706,683

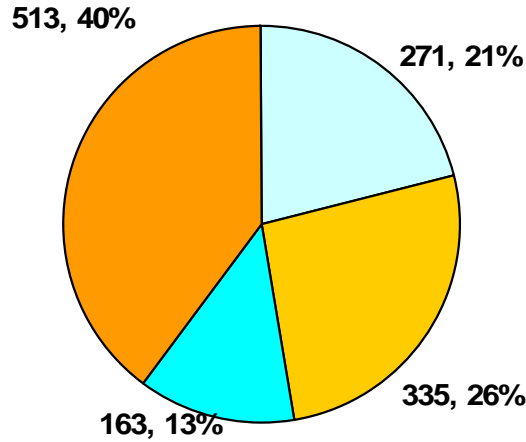
Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	82	33.47%	0.0116%
Total SL	42	17.14%	0.0059%
Total ST	121	49.39%	0.0171%
Total	245	100.00%	*0.0347%

Total Appropriated Fund Population 706,683

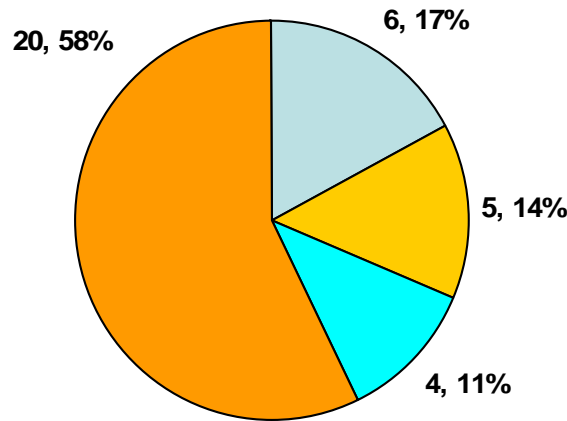
* Percentage shown in this report may not add to totals due to rounding

DoD Executives by Component (Appropriated Fund)

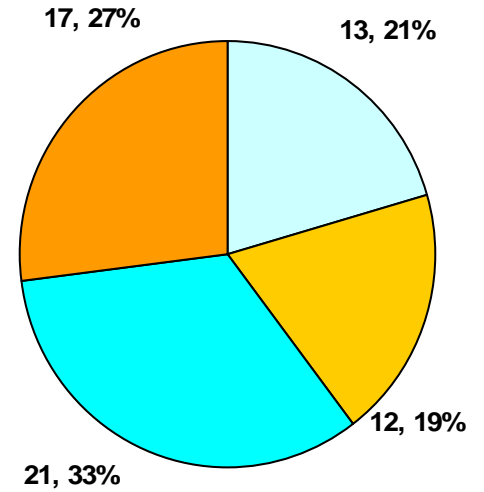
Senior Executive Service



Executive Pay



Intelligence Executive



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Senior Executive Service			
Army	271	21.14%	0.0383%
Navy	335	26.13%	0.0474%
Air Force	163	12.71%	0.0231%
DoD Agencies	513	40.02%	0.0726%
Total	1282	100.00%	*0.1814%

□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Executive Pay			
Army	6	17.14%	0.0008%
Navy	5	14.29%	0.0007%
Air Force	4	11.43%	0.0006%
DoD Agencies	20	57.14%	0.0028%
Total	35	100.00%	*0.0050%

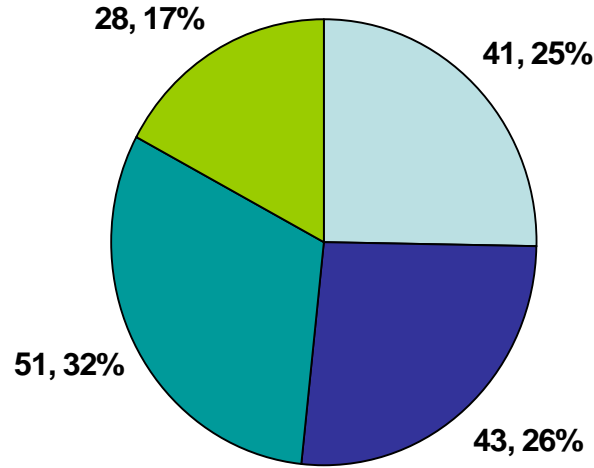
□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Intelligence Executive			
Army	13	20.63%	0.0018%
Navy	12	19.05%	0.0017%
Air Force	21	33.33%	0.0030%
DoD Agencies	17	26.98%	0.0024%
Total	63	100.00%	*0.0089%

Total Appropriated Fund Population 706,683

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

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

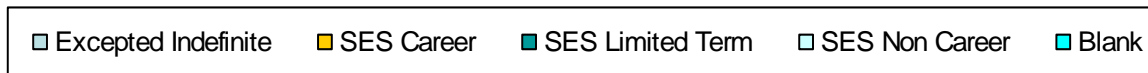
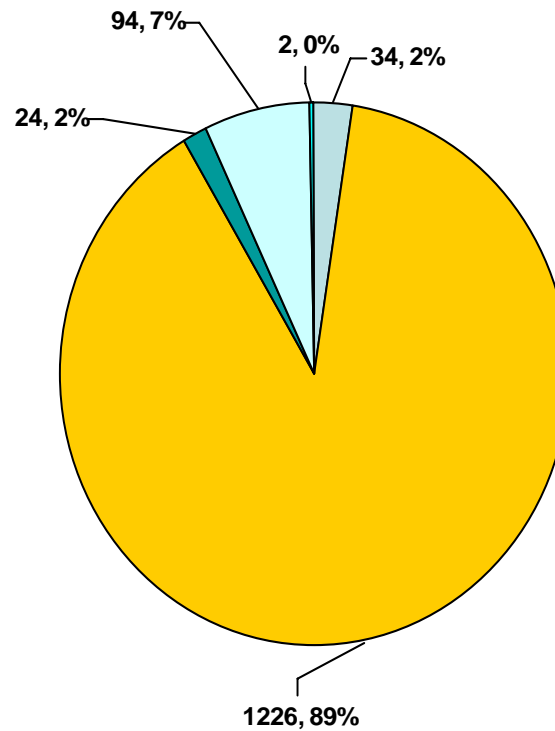
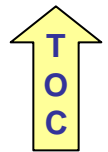


□ Army
■ Navy
■ Air Force
■ DoD Agencies

Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	41	25.15%	0.0058%
Navy	43	26.38%	0.0061%
Air Force	51	31.29%	0.0072%
DoD Agencies	28	17.18%	0.0040%
Total	163	100.00%	*0.0231%

Total Appropriated Fund Population 706,683

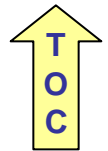
DoD Executives by Appointment Type (Appropriated Fund)



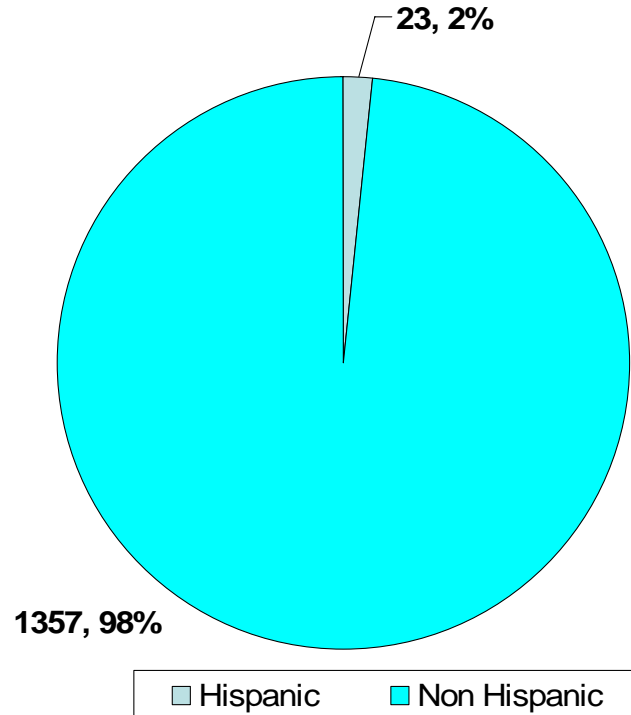
DoD Executives by Appointment Type		Total	% Compared To Total Senior Leader Population
Excepted Indefinite		34	2.46%
SES Career		1226	88.84%
SES Limited Term		24	1.74%
SES Non Career		94	6.81%
Blank		2	0.14%
Total		1380	100.00%

* 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



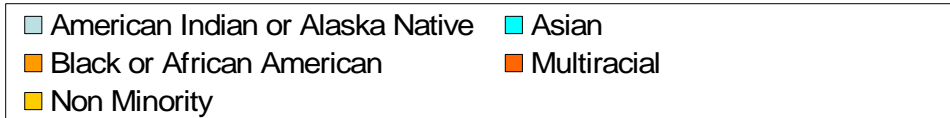
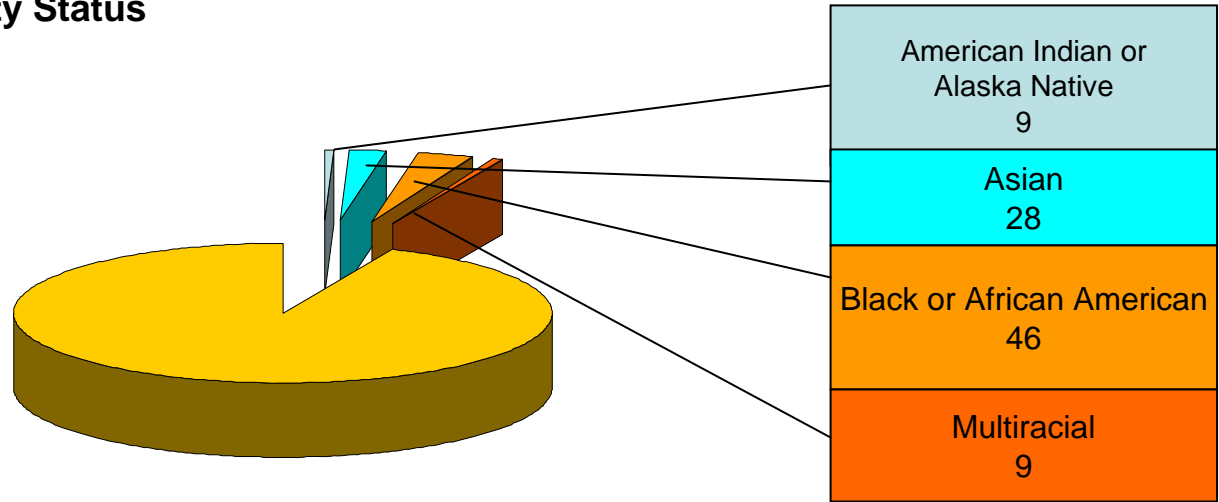
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	23	1.67%	0.0033%
Not Hispanic	1357	98.33%	0.1920%
Total	1380	100.00%	*0.1953%

Total Appropriated Fund Population 706,683

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

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status

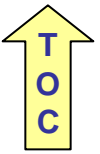


Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	9	0.65%	0.0013%
Asian	28	2.03%	0.0040%
Black or African American	46	3.33%	0.0065%
Multiracial	9	0.65%	0.0013%
White	1267	91.81%	0.1793%
Race Unspecified	19	1.38%	0.0027%
Identity Pending	2	0.14%	0.0003%
Total	1380	100.00%	*0.1953%

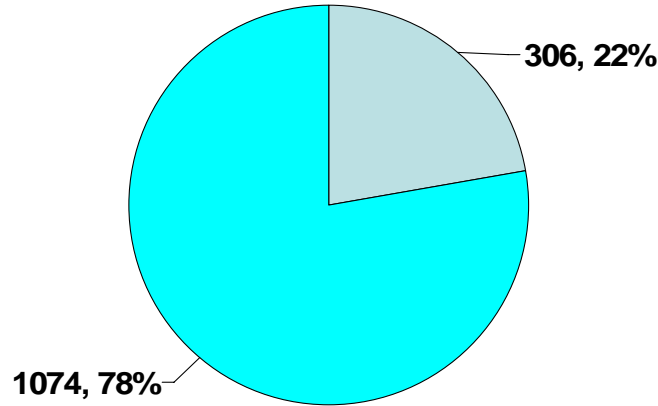
Total Appropriated Fund Population 706,683

* 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

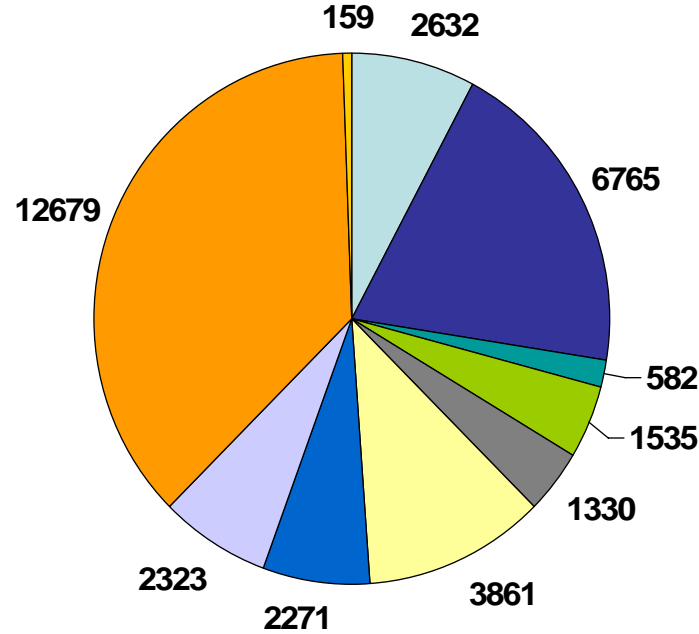
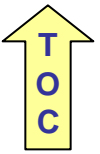


Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	306	22.17%	0.0433%
Male	1074	77.83%	0.1520%
Total	1380	100.00%	*0.1953%

Total Appropriated Fund Population 706,683

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

Lab/Demonstration Projects (Appropriated Fund)

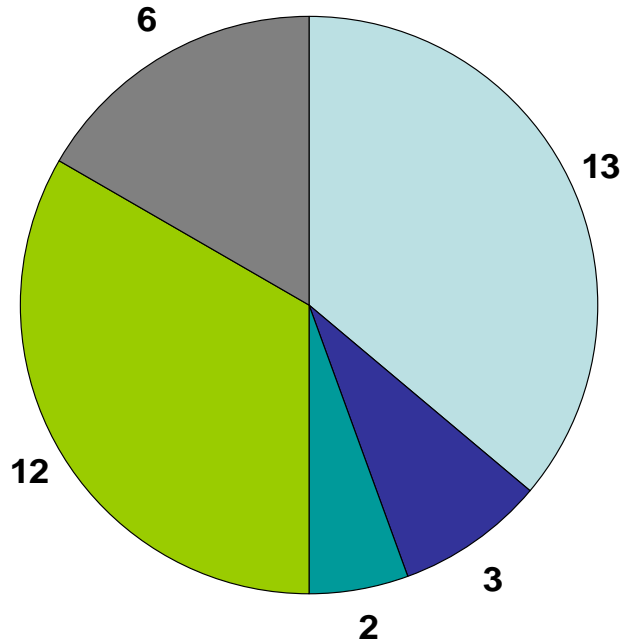
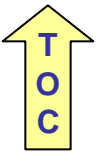


Air Force Research Lab	Army Aviation Research, Dev&Eng Ctr
Army Comm-Electronics Comm Research	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	China Lake Demo
DoD Acquisition Demo	Naval Research Lab
Navy Warfare Center	Space and Naval Warfare Sys Command

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2632	7.71%	0.37%
Army Aviation Research, Dev&Eng Ctr	6765	19.82%	0.96%
Army Comm-Electronics Comm Research	582	1.70%	0.08%
Army Engineer Research & Dev Ctr	1535	4.50%	0.22%
Army Medical Research and Mat Cmd	1330	3.90%	0.19%
China Lake Demo	3861	11.31%	0.55%
DoD Acquisition Demo	2271	6.65%	0.32%
Naval Research Lab	2323	6.80%	0.33%
Navy Warfare Center	12679	37.14%	1.79%
Space and Naval Warfare Sys Command	159	0.47%	0.02%
Total	34137	100.00%	4.83%

Total Appropriated Fund Population 706,683

Lab/Demonstration Projects (Appropriated Fund)

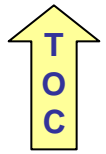


Army Aviation Research, Dev&Eng Ctr	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	Naval Research Lab
Navy Warfare Center	

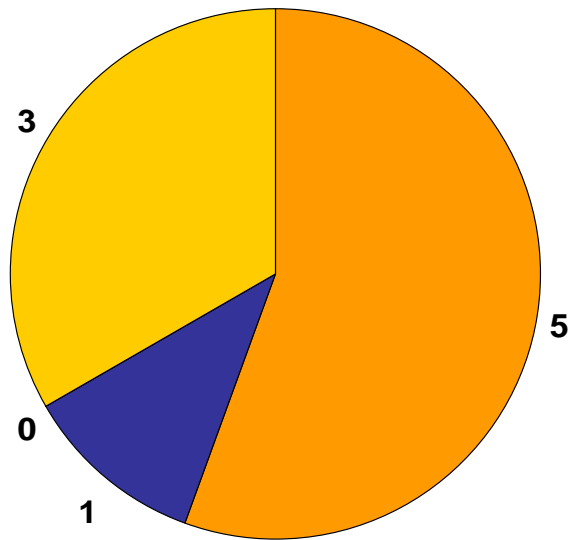
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	48.15%	0.0018%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	3	33.33%	0.0004%
Army Medical Research and Mat Cmd	2	7.41%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	12	44.44%	0.0017%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	6	66.67%	0.0008%
Total	27	100.00%	0.0038%	9	100.00%	0.0013%

Total Appropriated Fund Population 706,683

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



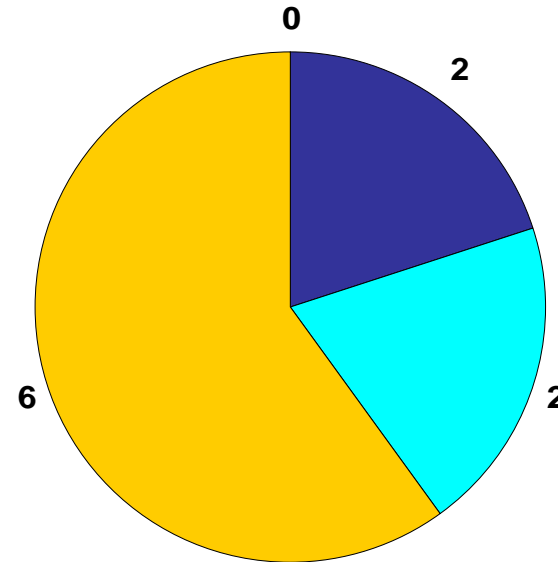
Current Employees



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	1	11.11%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	3	33.33%	0.000%
Total	9	100.00%	0.001%

Total Appropriated Fund Population 706,683

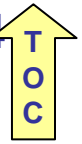
Hires No Longer on Rolls



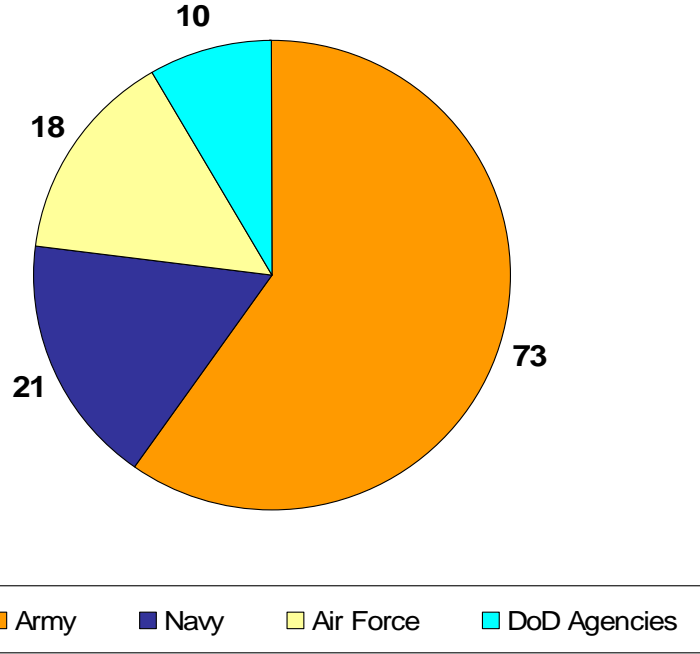
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	20.00%	0.000%
Air Force	2	20.00%	0.000%
DoD Agencies	6	60.00%	0.001%
Total	10	100.00%	0.001%

Total Appropriated Fund Population 706,683

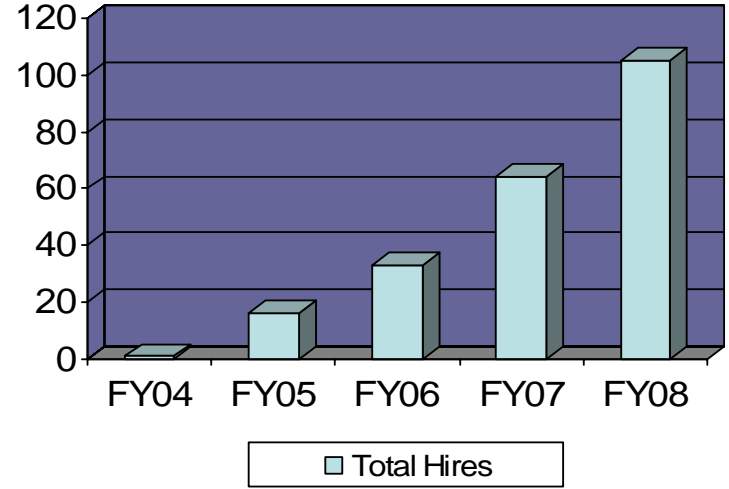
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



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	73	59.84%	0.010%
Navy	21	17.21%	0.003%
Air Force	18	14.75%	0.003%
DoD Agencies	10	8.20%	0.001%
Total	122	100.00%	*0.017%

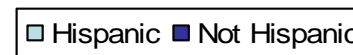
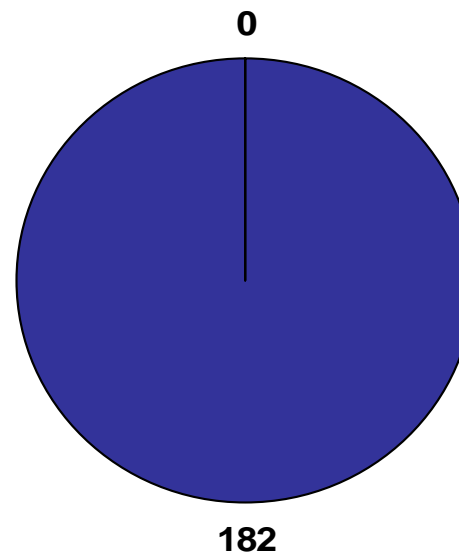
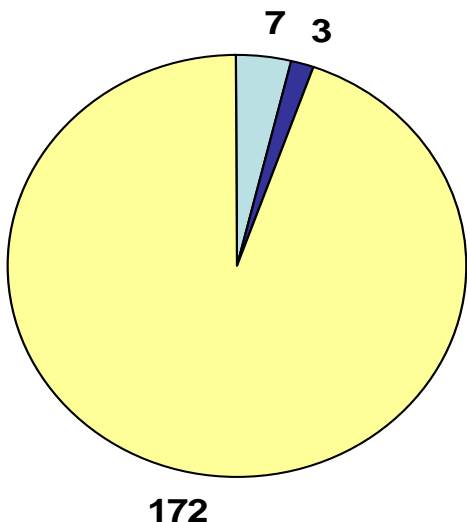
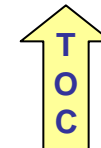
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total HQE Population By FY	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.46%	0.000%
FY05	16	7.31%	0.002%
FY06	33	15.07%	0.005%
FY07	64	29.22%	0.009%
FY08	105	47.95%	0.015%
Total	219	100.00%	*0.031%

Total Appropriated Fund Population 706,683

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

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Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	7	3.85%	0.001%
Black or African American	3	1.65%	0.000%
White	172	94.51%	0.024%
Total	182	100.00%	*0.026%

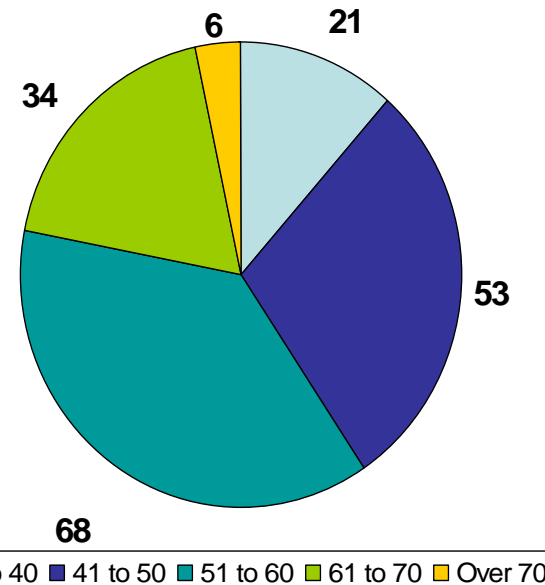
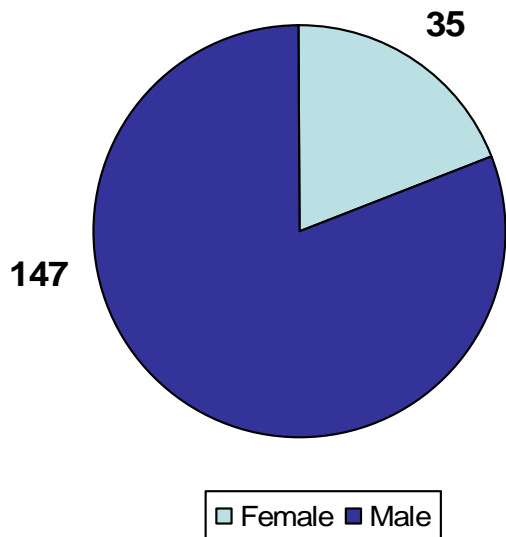
Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	182	100.00%	0.026%
Total	182	100.00%	*0.026%

Total Appropriated Fund Population 706,683

Total Appropriated Fund Population 706,683

* 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	35	19.23%	0.005%
Male	147	80.77%	0.021%
Total	182	100.00%	*0.026%

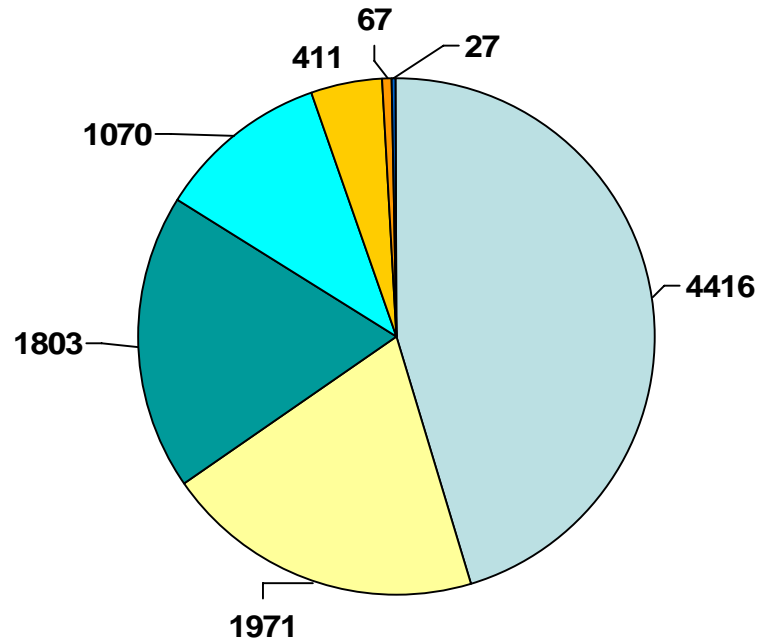
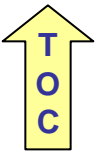
Total Appropriated Fund Population 706,683

Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	21	11.54%	0.003%
41 to 50	53	29.12%	0.007%
51 to 60	68	37.36%	0.010%
61 to 70	34	18.68%	0.005%
Over 70	6	3.30%	0.001%
Total	182	100.00%	*0.026%

Total Appropriated Fund Population 706,683

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

Administratively Determined (Appropriated Fund)

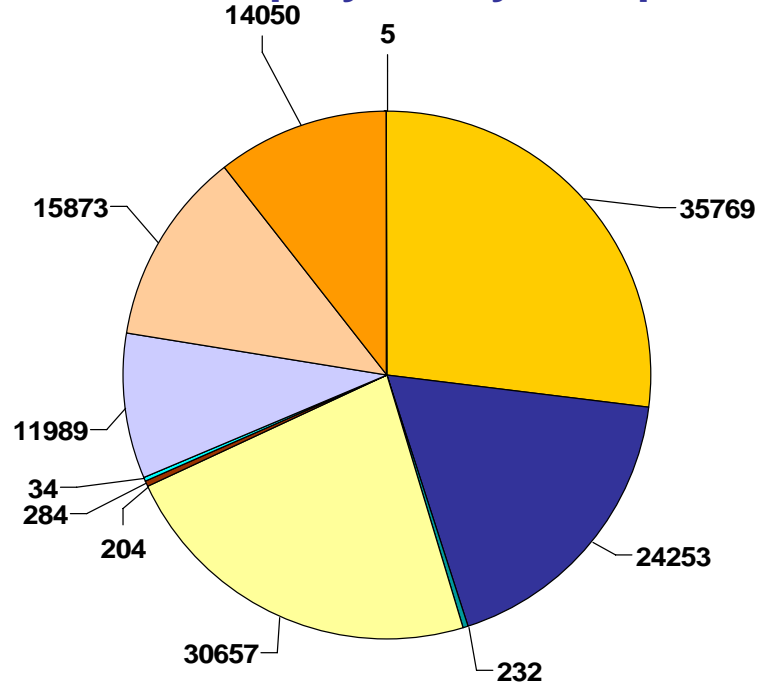
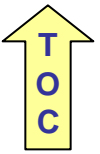


Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4416	45.22%	0.62%
AD 05-09	1971	20.18%	0.28%
AD 10-14	1803	18.46%	0.26%
AD 15-19	1070	10.96%	0.15%
AD 20-24	411	4.21%	0.06%
AD 25-28	67	0.69%	0.01%
AD 30	27	0.28%	0.00%
Total	9765	100.00%	1.38%

Total Appropriated Fund Population 706,683

NON APPROPRIATED FUND

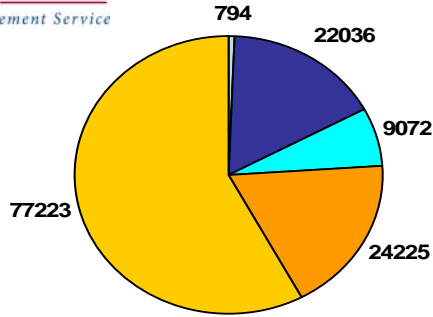
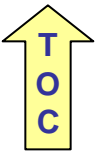
Non Appropriated Fund Employees by Component



AAFES	Air Force	Armed Forces Information Services
Army	DFAS	DLA
DHRA	Marine Corps	Navy
Navy Exchange	OSD	

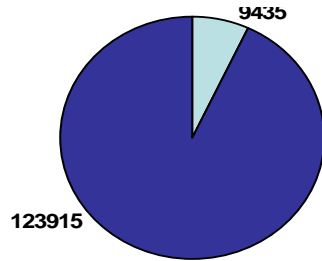
Non Appropriated Fund Employees		
Total = 13350		
AAFES	35769	27%
Air Force	24253	18%
Armed Forces Information Services	232	0%
Army	30657	23%
DFAS	204	0%
DLA	284	0%
DHRA	34	0%
Marine Corps	11989	9%
Navy	15873	12%
Navy Exchange	14050	11%
OSD	5	0%
Total	133350	100%

General Workforce Demographics (Non Appropriated Fund)



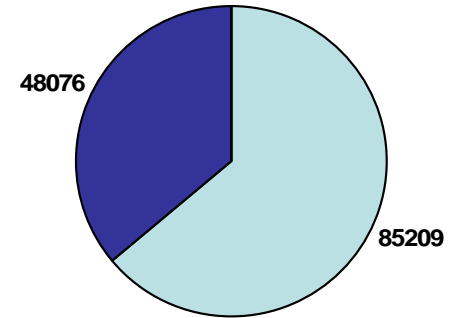
Amer Indian/Alaskan Native
 Black
 Other Asian/Pacific Islander
 White
 Race Unspecified

Race Designation Total = 133350		
Amer Indian/Alaskan Native	794	1%
Black	22036	58%
Other Asian/Pacific Islander	9072	7%
White	24225	17%
Race Unspecified	77223	18%
Total Non Appropriated Fund Population	133350	100%



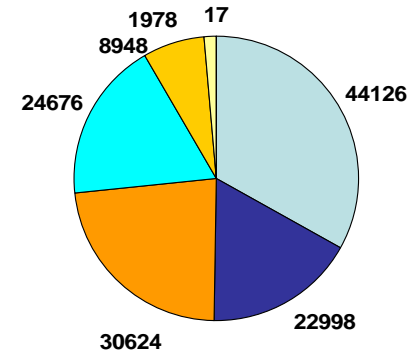
Hispanic
 Not Hispanic

Ethnicity Total = 133350		
Hispanic	9435	7%
Not Hispanic	123915	93%
Total Non Appropriated Fund Population	133350	100%



Female
 Male
 Unspecified

Gender Total = 133350		
Female	85209	64%
Male	48076	36%
Unspecified	65	0%
Total Non Appropriated Fund Population	133350	100%

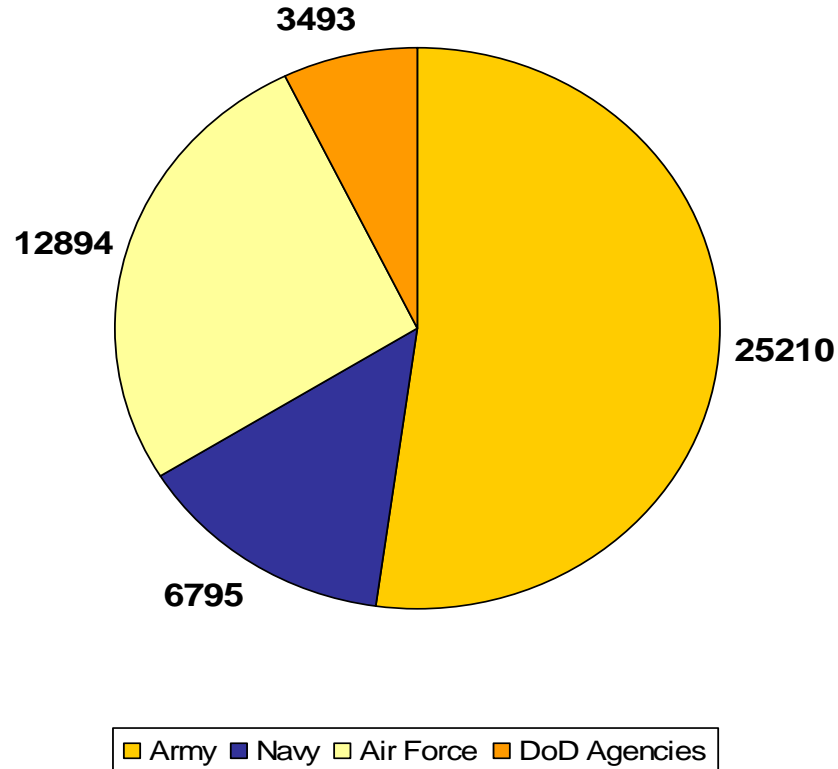


30 and below
 31 to 40
 41 to 50
 51 to 60
 61 to 70
 Over 70
 Unknown

Age Total = 133350		
30 and below	44126	33%
31 to 40	22998	17%
41 to 50	30624	23%
51 to 60	24676	19%
61 to 70	8948	7%
Over 70	1978	1%
Total Non Appropriated Fund Population	133350	100%

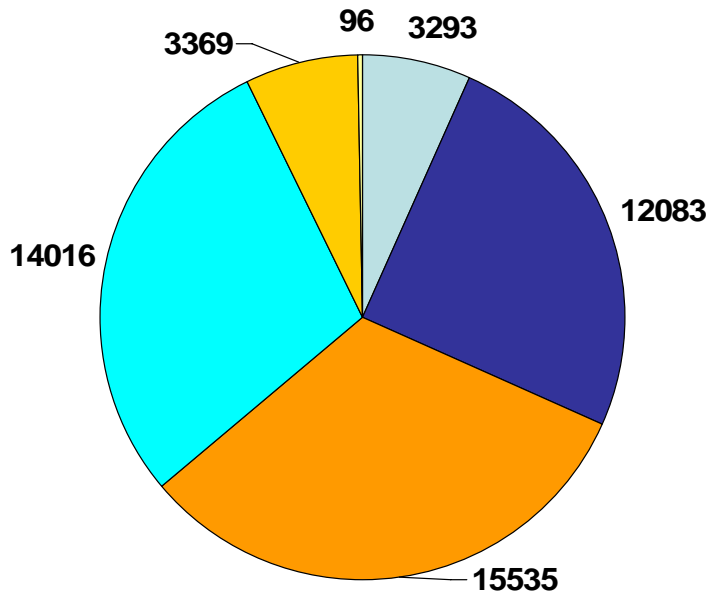
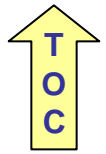
LOCAL NATIONALS

Local National Employees by Component



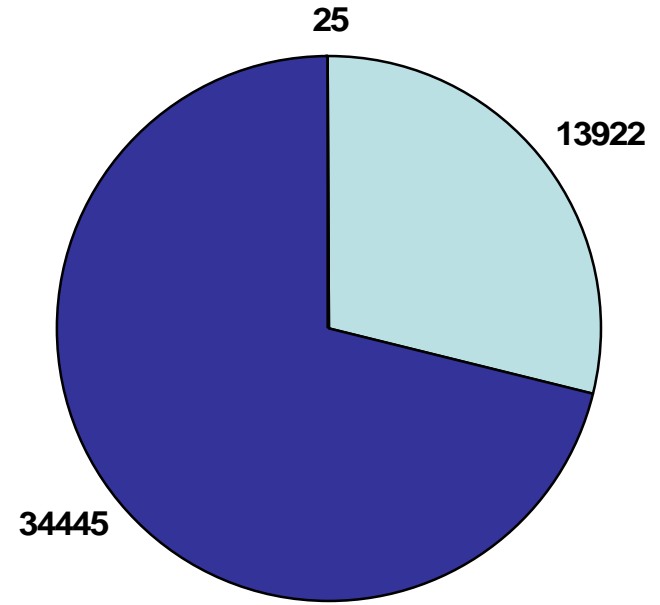
Local Nationals		
Army	25210	52%
Navy	6795	14%
Air Force	12894	27%
DoD Agencies	3493	7%
Total Local National Population	48392	100%

General Workforce Demographics (Local Nationals)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 and over

Age		
30 and below	3293	7%
31 to 40	12083	25%
41 to 49	15535	32%
50 to 59	14016	29%
60 to 69	3369	7%
70 and over	96	0%
Total Local National Population	48392	100%



■ Female
 ■ Male
 ■ Unspecified

Gender		
Female	13922	29%
Male	34445	71%
Unspecified	25	0%
Total Local National Population	48392	100%