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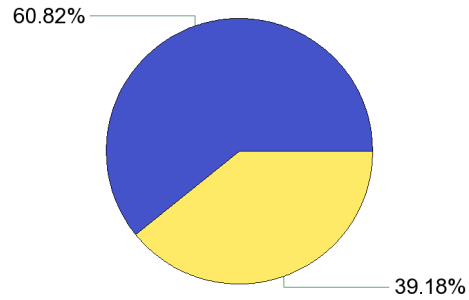
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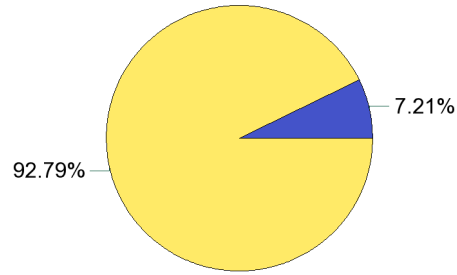
# *APPROPRIATED FUND*

## DoD Civilian Overview (Appropriated Fund)



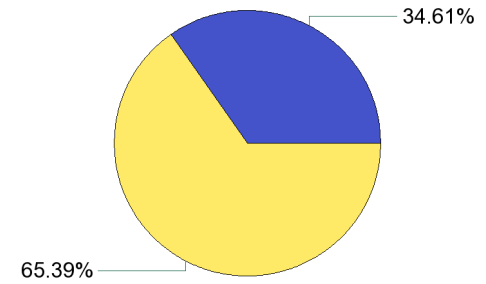
**EDUCATION**

■ No College Degree ■ College or Higher



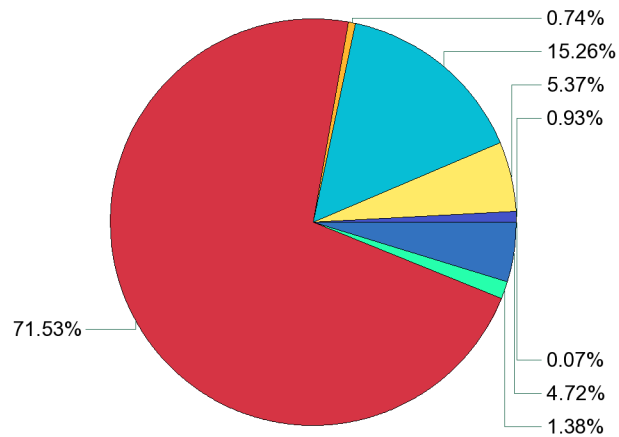
**DISABILITY**

■ Disability Reported ■ Disability Not Reported



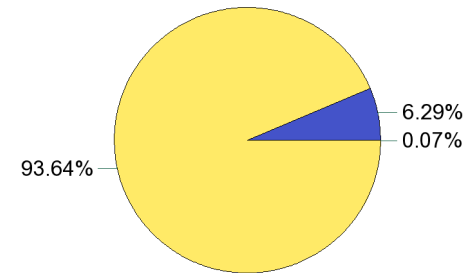
**GENDER**

■ Female ■ Male



**RACE**

■ AI/AN  
 ■ ASIAN  
 ■ BLACK/AA  
 ■ NH/PI  
 ■ WHITE  
 ■ MULTIRACIAL  
 ■ \* UNSPECIFIED  
 ■ UNKNOWN



**ETHNICITY**

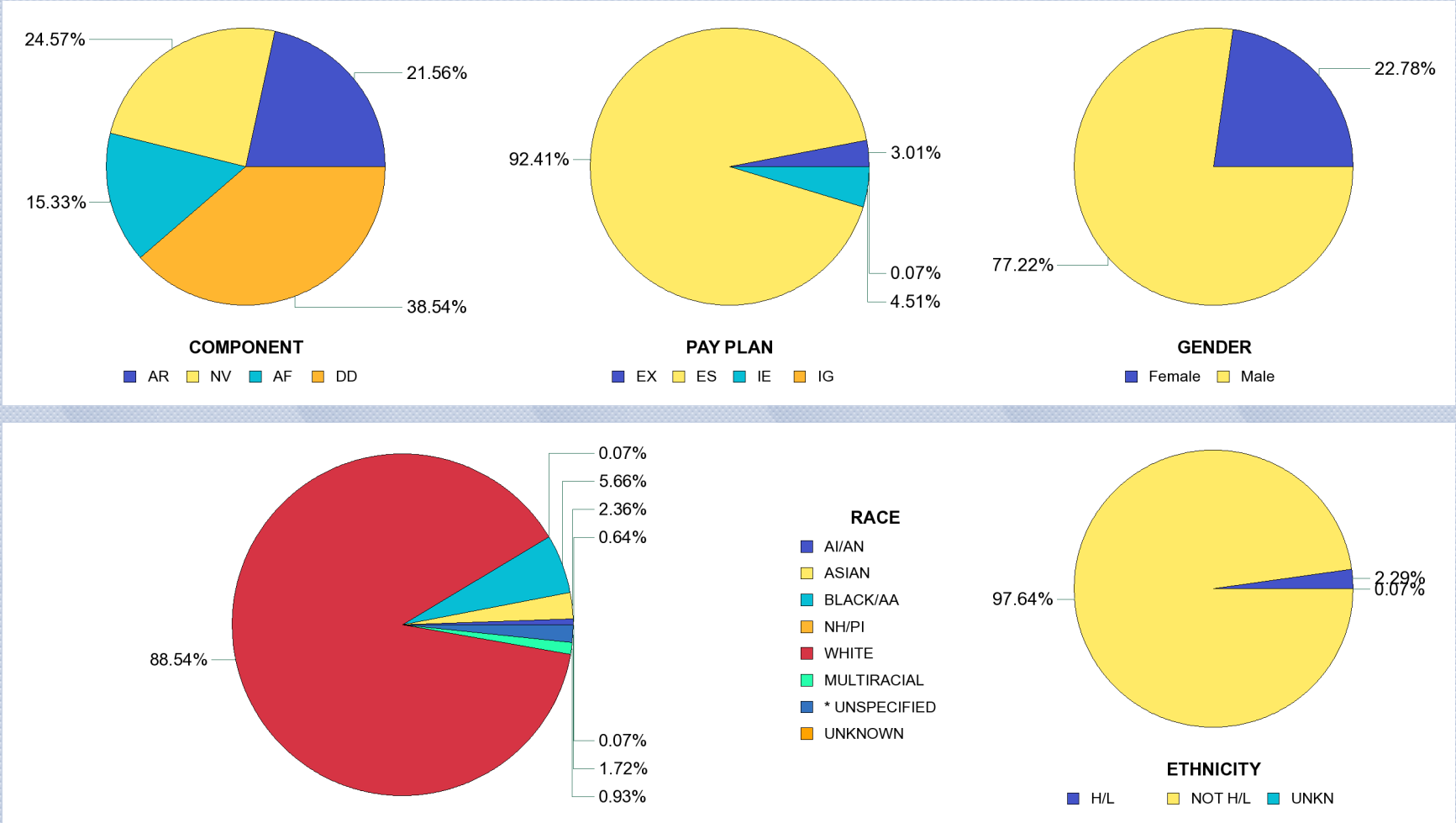
■ H/L ■ NOT H/L ■ UNKN

**Percentages compared to Total Appropriated Fund population (782,228)**

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

DCPDS data as of 02/28/2012

## DoD Senior Leader (EX, ES, IE, IG Pay Plans) Overview (Appropriated Fund)



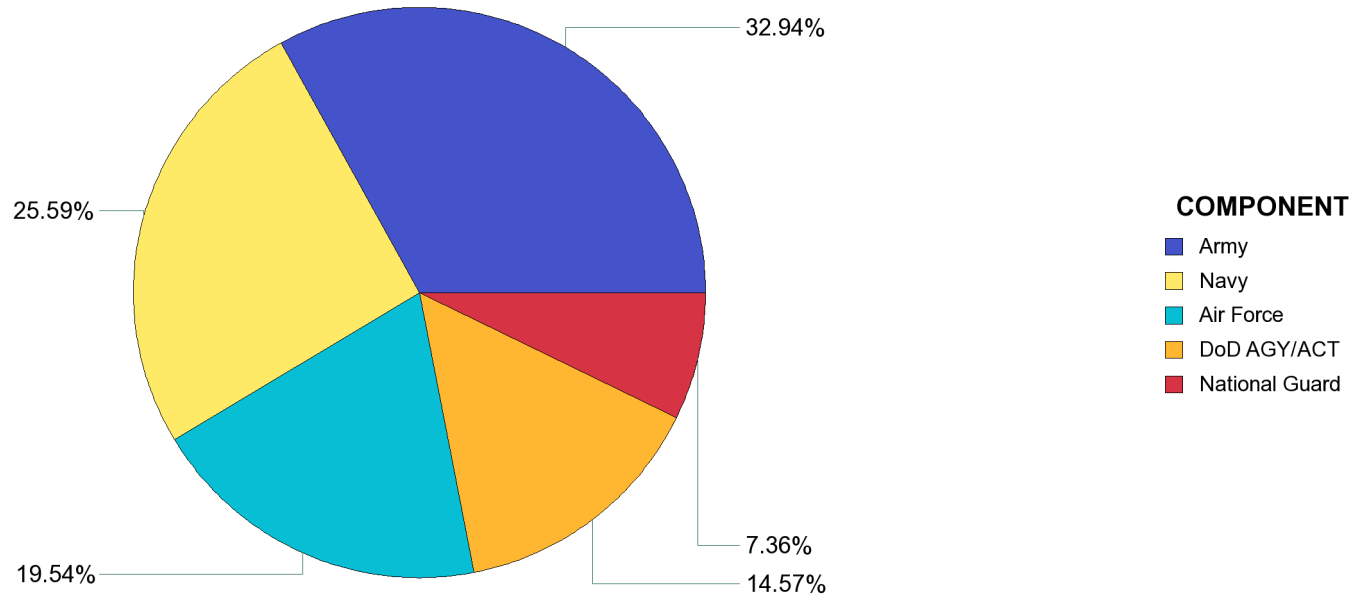
**Percentages compared to Total Senior Leader population (1,396)**

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

DCPDS data as of 02/28/2012



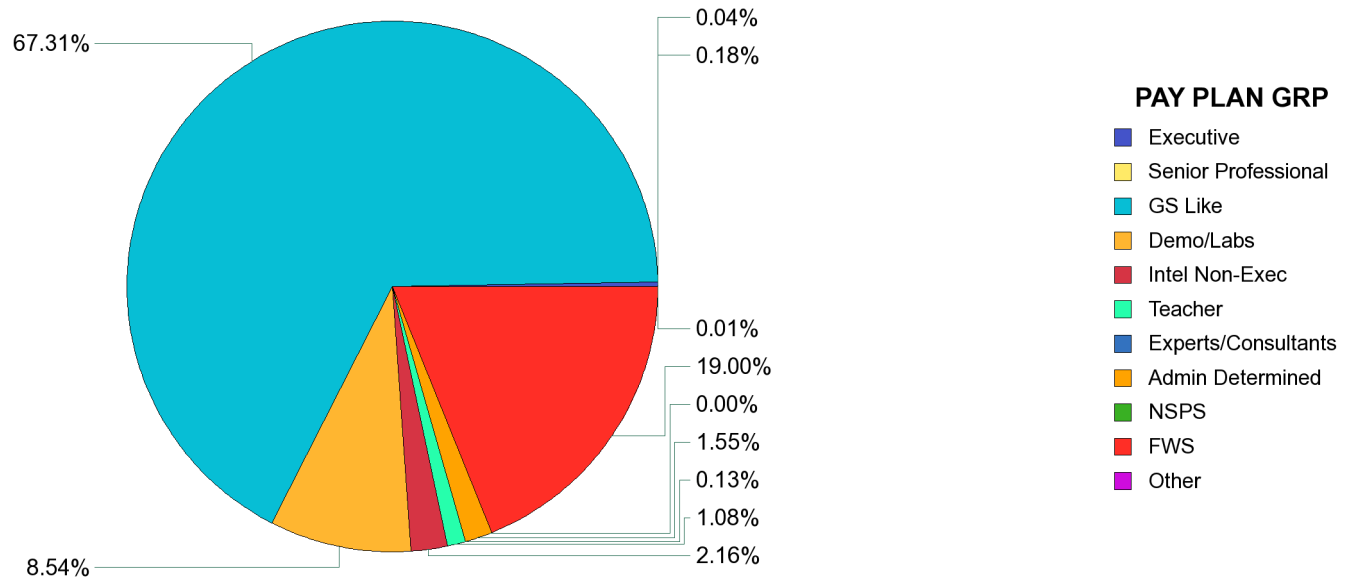
## Employees by Component (Appropriated Fund)



COMPONENT	Total	% Total Appr Fund Population
Army	257,660	32.94%
Navy	200,180	25.59%
Air Force	152,865	19.54%
DoD AGY/ACT	113,964	14.57%
National Guard	57,559	7.36%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

## Employees by Pay Plan Groups (Appropriated Fund)

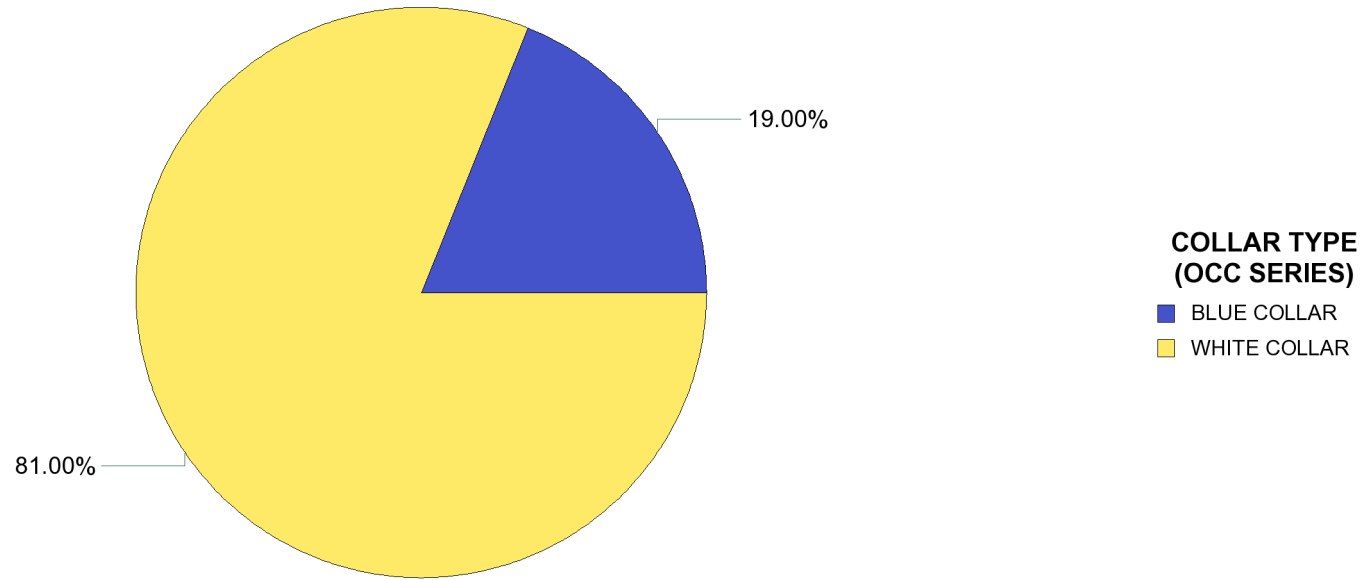


PAY PLAN GRPS	Total	% Total Appr Fund Population
Executive (ES,EX,IE,IG)	1,396	0.18%
Senior Professional (IP,SL,ST)	298	0.04%
GS Like	526,552	67.31%
Demo/Labs	66,800	8.54%
Intel Non-Exec	16,894	2.16%
Teacher	8,478	1.08%
Experts/Consultants	1,047	0.13%
Admin Determined	12,105	1.55%
NSPS	6	0.00%
FWS	148,589	19.00%
Other	63	0.01%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

GS Like Pay Plan Group does not include GG Pay Plan. GG is represented in the Intel Non-Exec Group.

DCPDS data as of 02/28/2012

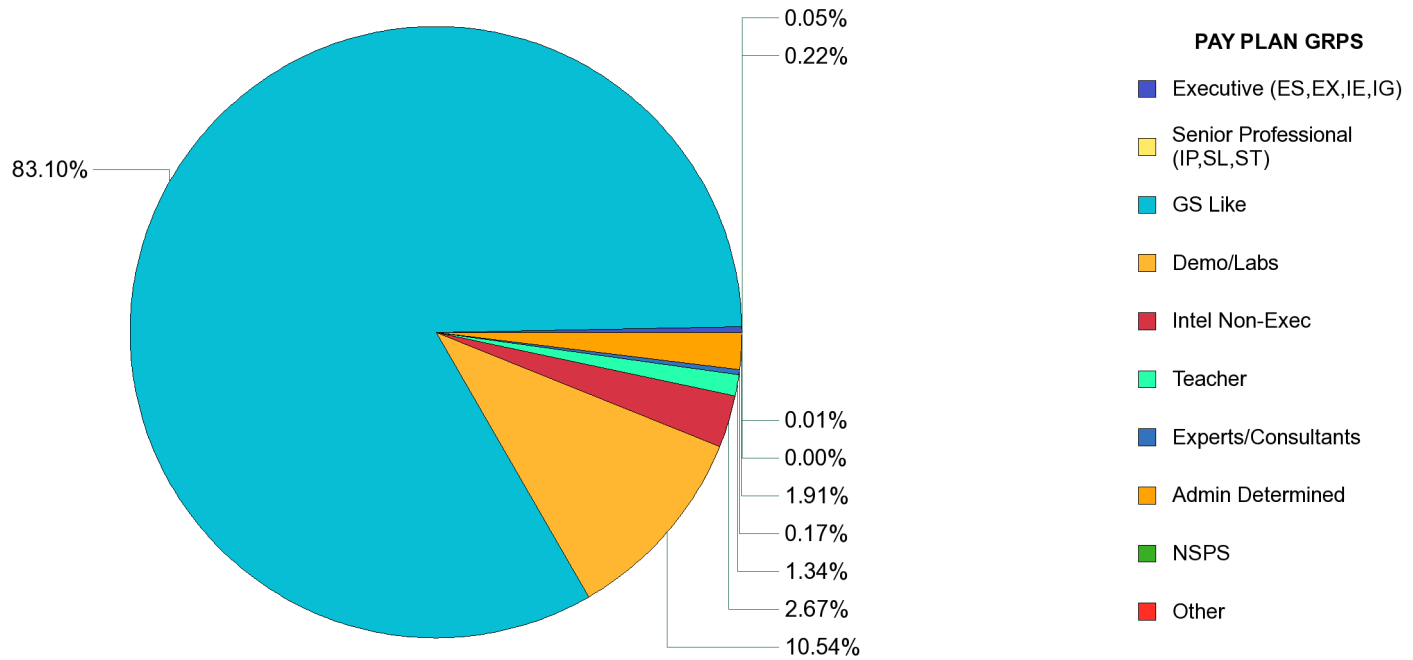
## Blue Collar vs White Collar (Appropriated Fund)



COLLAR TYPE (OCC SERIES)	Total	% Total Appr Fund Population
BLUE COLLAR	148,603	19.00%
WHITE COLLAR	633,625	81.00%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

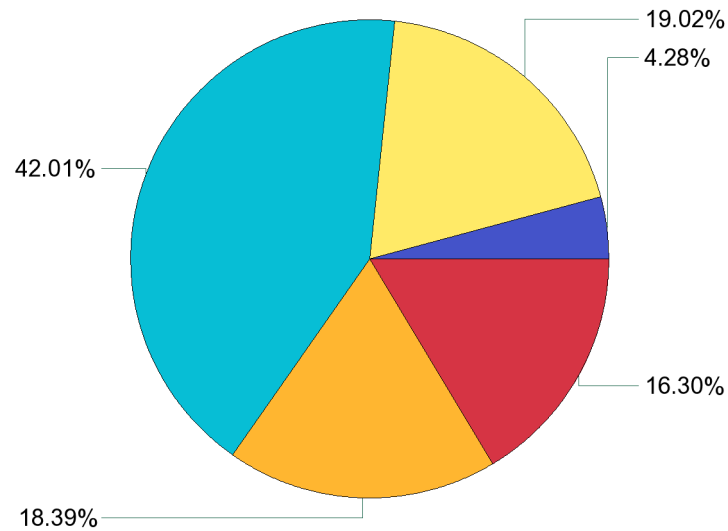
## White Collar Employees (Appropriated Fund)



PAY PLAN GRPS	Total	% White Collar Population	% Total Appr Fund Population
Executive (ES,EX,IE,IG)	1,396	0.22%	0.18%
Senior Professional (IP,SL,ST)	298	0.05%	0.04%
GS Like	526,552	83.10%	67.31%
Demo/Labs	66,800	10.54%	8.54%
Intel Non-Exec	16,894	2.67%	2.16%
Teacher	8,478	1.34%	1.08%
Experts/Consultants	1,047	0.17%	0.13%
Admin Determined	12,091	1.91%	1.55%
NSPS	6	0.00%	0.00%
Other	63	0.01%	0.01%
<b>Total</b>	<b>633,625</b>	<b>100.00%</b>	<b>81.00%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

## White Collar General Schedule Equivalent Gx\* Pay Plans (Appropriated Fund)



**PAY PLAN GRPS (WHITE COLLAR)**

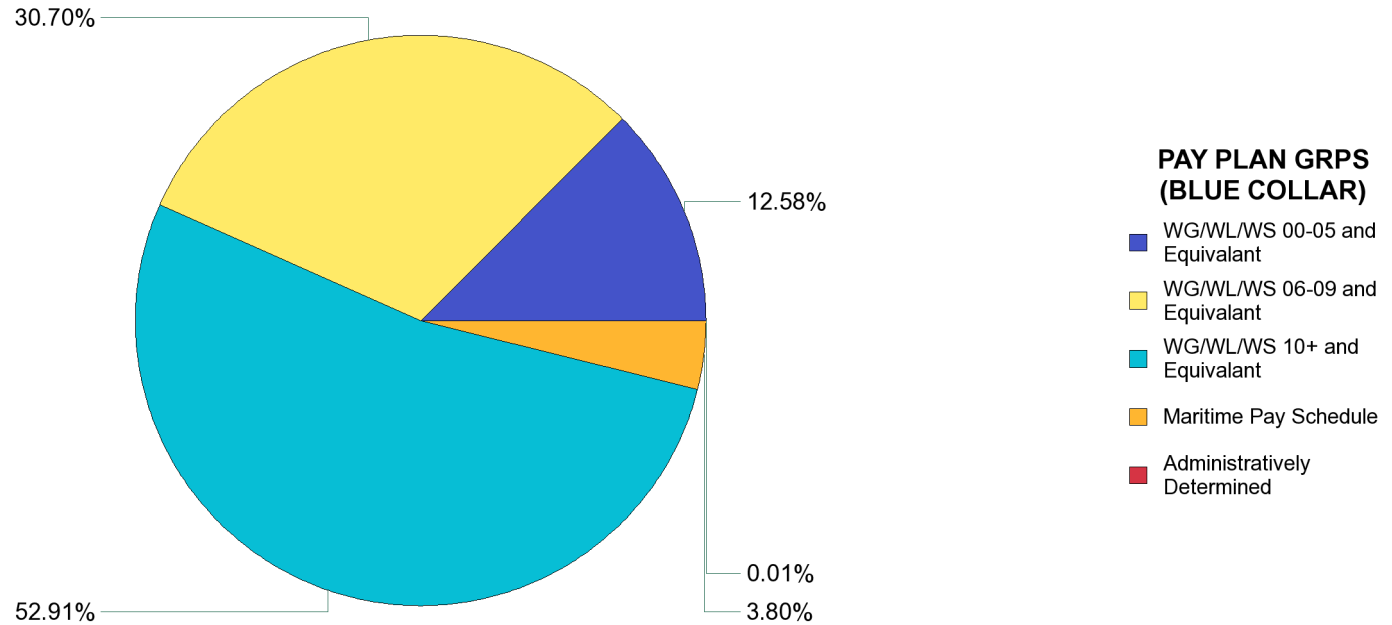
■ Gx 01-04    
 ■ Gx 05-08    
 ■ Gx 09-12    
 ■ Gx 13-15    
 ■ Other White Collar PP

PAY PLAN GRPS (WHITE COLLAR)	Total	% White Collar Population	% Total Appr Fund Population
Gx 01-04	27,107	4.28%	3.47%
Gx 05-08	120,515	19.02%	15.41%
Gx 09-12	266,212	42.01%	34.03%
Gx 13-15	116,527	18.39%	14.90%
Other White Collar PP	103,264	16.30%	13.20%
<b>Total</b>	<b>633,625</b>	<b>100.00%</b>	<b>81.00%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

\* Includes GS, GM GG, GL, GP, and GR Pay Plans

DCPDS data as of 02/28/2012

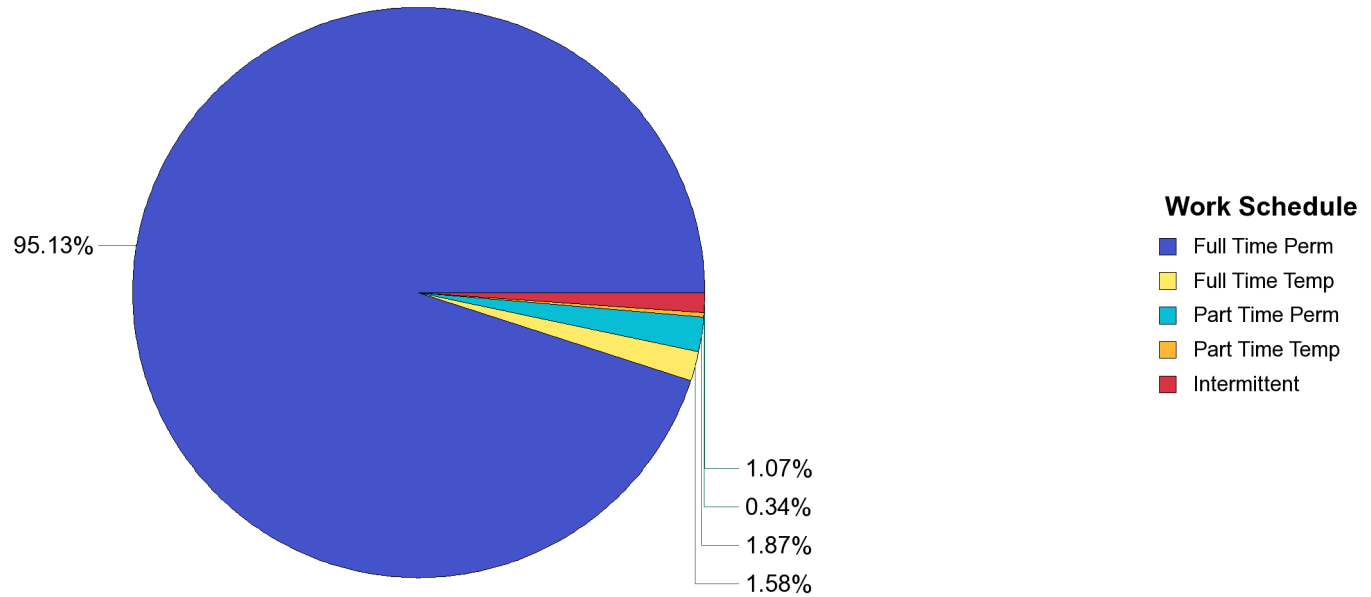
## Blue Collar Employees (Appropriated Fund)



PAY PLAN GRPS (BLUE COLLAR)	Total	% Blue Collar Population	% Total Appr Fund Population
WG/WL/WS 00-05 and Equivalentant	18,687	12.58%	2.39%
WG/WL/WS 06-09 and Equivalentant	45,626	30.70%	5.83%
WG/WL/WS 10+ and Equivalentant	78,623	52.91%	10.05%
Maritime Pay Schedule	5,653	3.80%	0.72%
Administratively Determined	14	0.01%	0.00%
<b>Total</b>	<b>148,603</b>	<b>100.00%</b>	<b>19.00%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

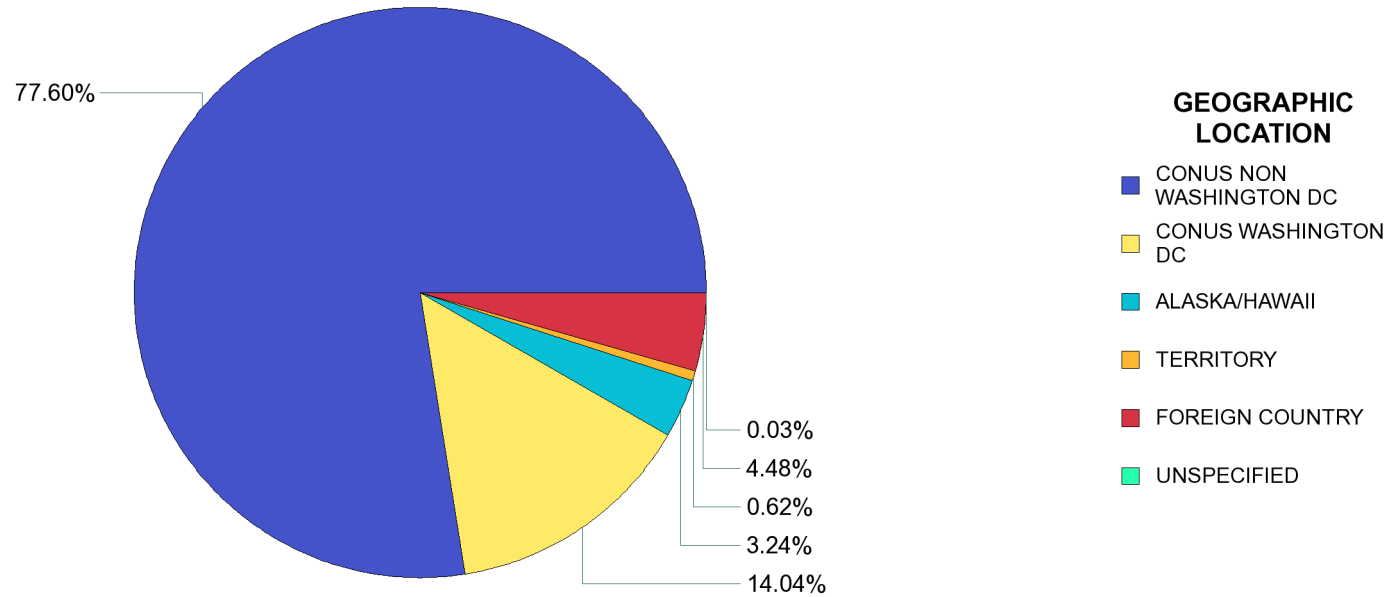
## Work Schedule (Appropriated Fund)



Work Schedule	Total	% Total Appr Fund Population
Full Time Perm	744,149	95.13%
Full Time Temp	12,381	1.58%
Part Time Perm	14,657	1.87%
Part Time Temp	2,672	0.34%
Intermittent	8,369	1.07%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

## Geographic Location (Appropriated Fund)

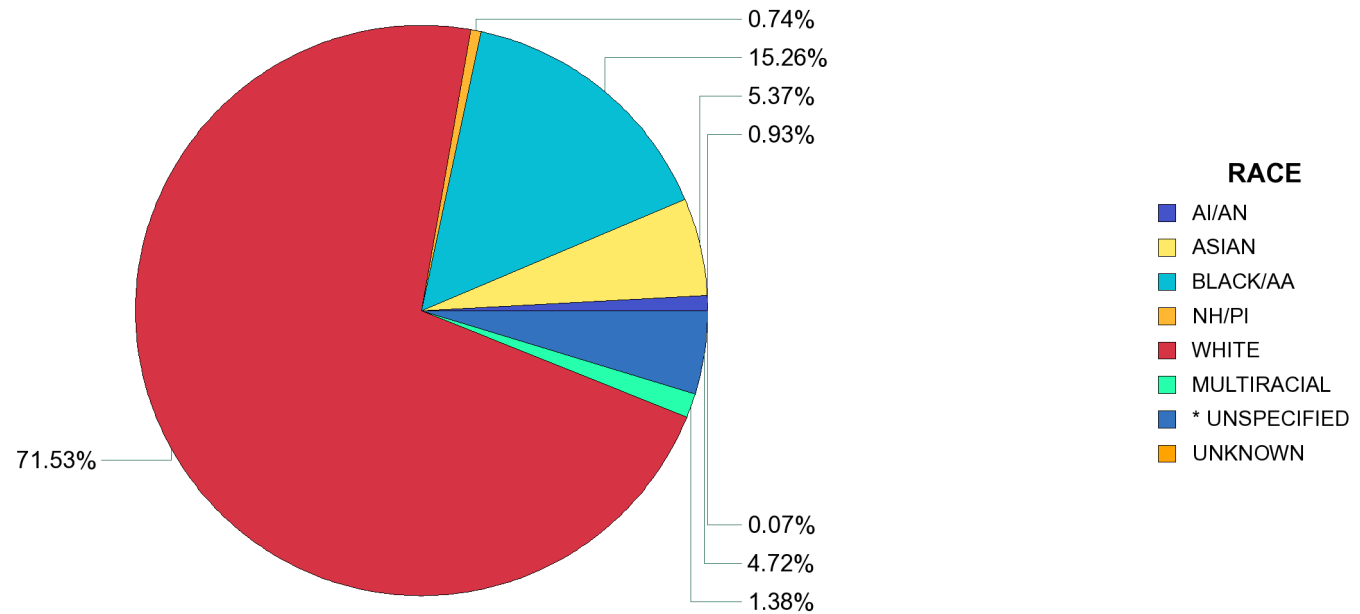


GEOGRAPHIC LOCATION	Total	% Total Appr Fund Population
CONUS NON WASHINGTON DC	606,985	77.60%
CONUS WASHINGTON DC	109,827	14.04%
ALASKA/HAWAII	25,350	3.24%
TERRITORY	4,831	0.62%
FOREIGN COUNTRY	35,019	4.48%
UNSPECIFIED	216	0.03%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012



## General Workforce Demographics - Race (Appropriated Fund)

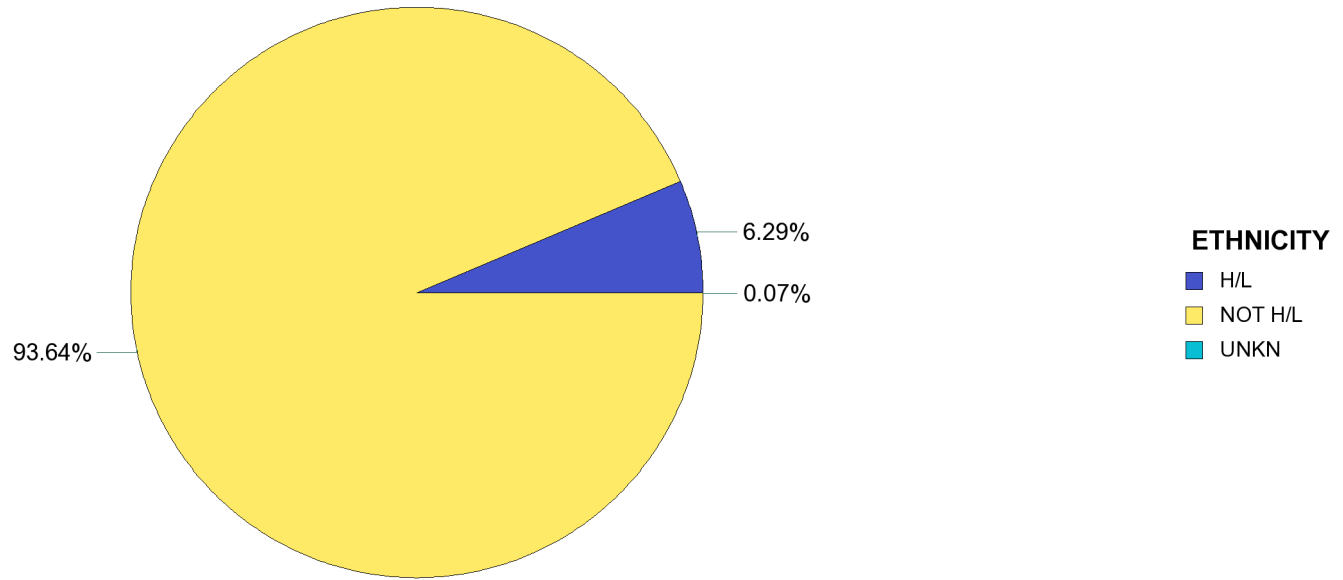


RACE	Total	% Total Appr Fund Population
AI/AN	7,272	0.93%
ASIAN	42,040	5.37%
BLACK/AA	119,347	15.26%
NH/PI	5,751	0.74%
WHITE	559,508	71.53%
MULTIRACIAL	10,817	1.38%
* UNSPECIFIED	36,959	4.72%
UNKNOWN	534	0.07%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

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

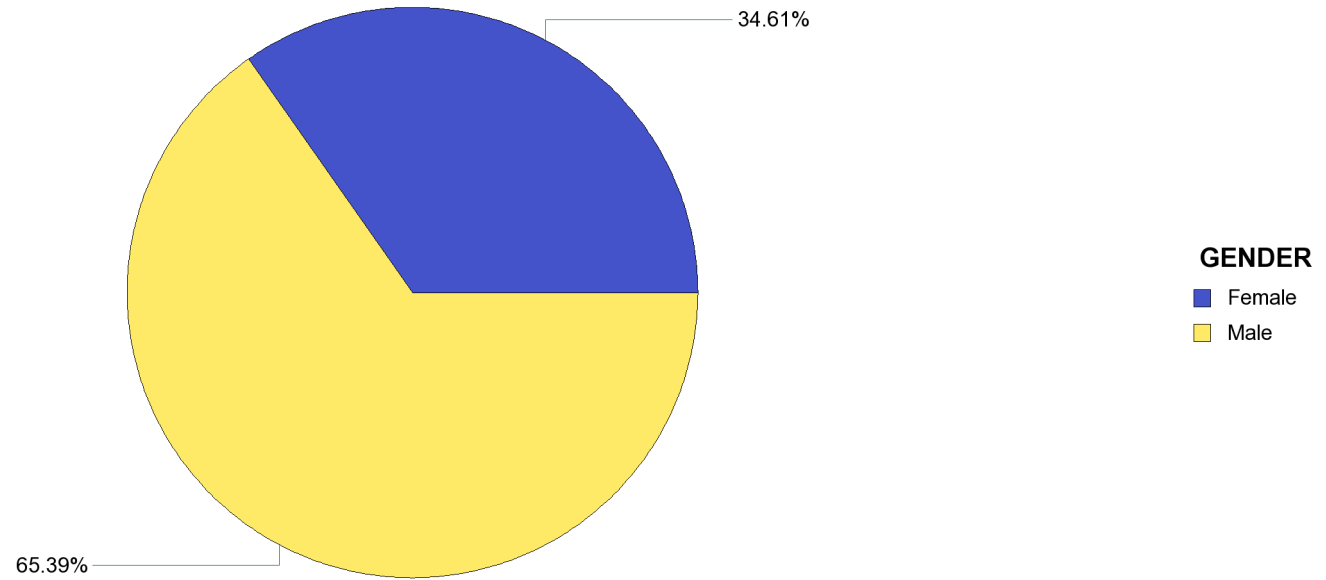
## General Workforce Demographics - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% Total Appr Fund Population
H/L	49,233	6.29%
NOT H/L	732,461	93.64%
UNKN	534	0.07%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

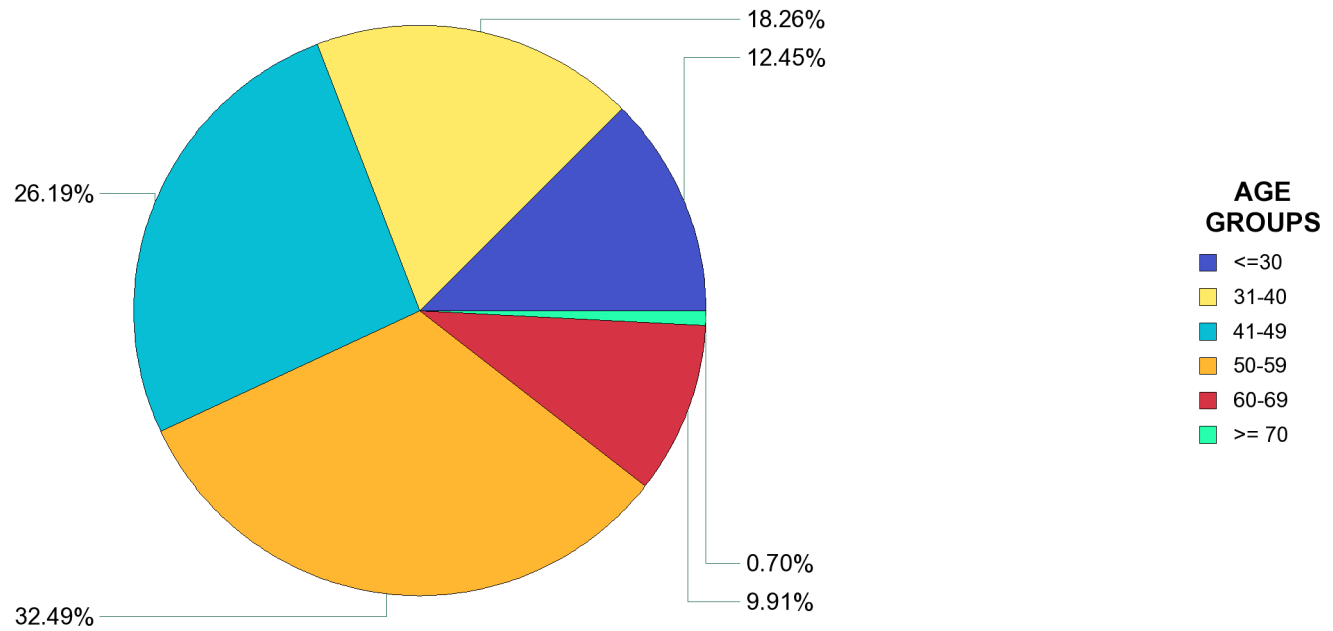
## General Workforce Demographics - Gender (Appropriated Fund)



GENDER	Total	% Total Appr Fund Population
Female	270,711	34.61%
Male	511,517	65.39%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

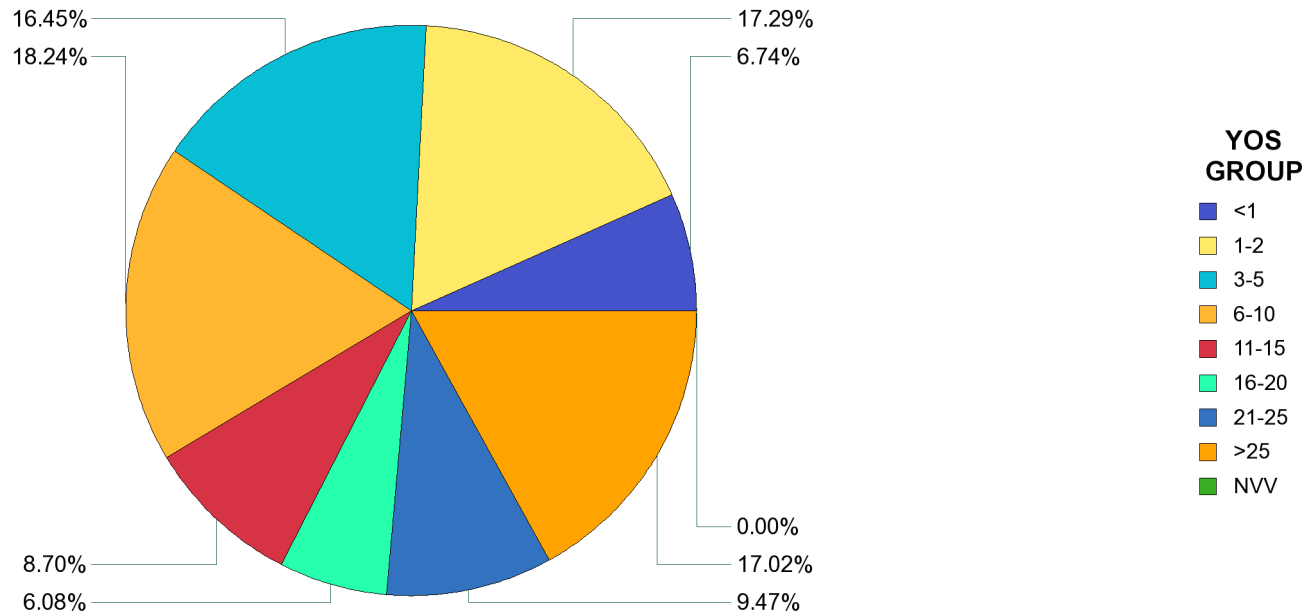
## General Workforce Demographics - Age (Appropriated Fund)



AGE GROUPS	Total	% Total Appr Fund Population
<=30	97,358	12.45%
31-40	142,867	18.26%
41-49	204,886	26.19%
50-59	254,120	32.49%
60-69	77,546	9.91%
>= 70	5,451	0.70%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

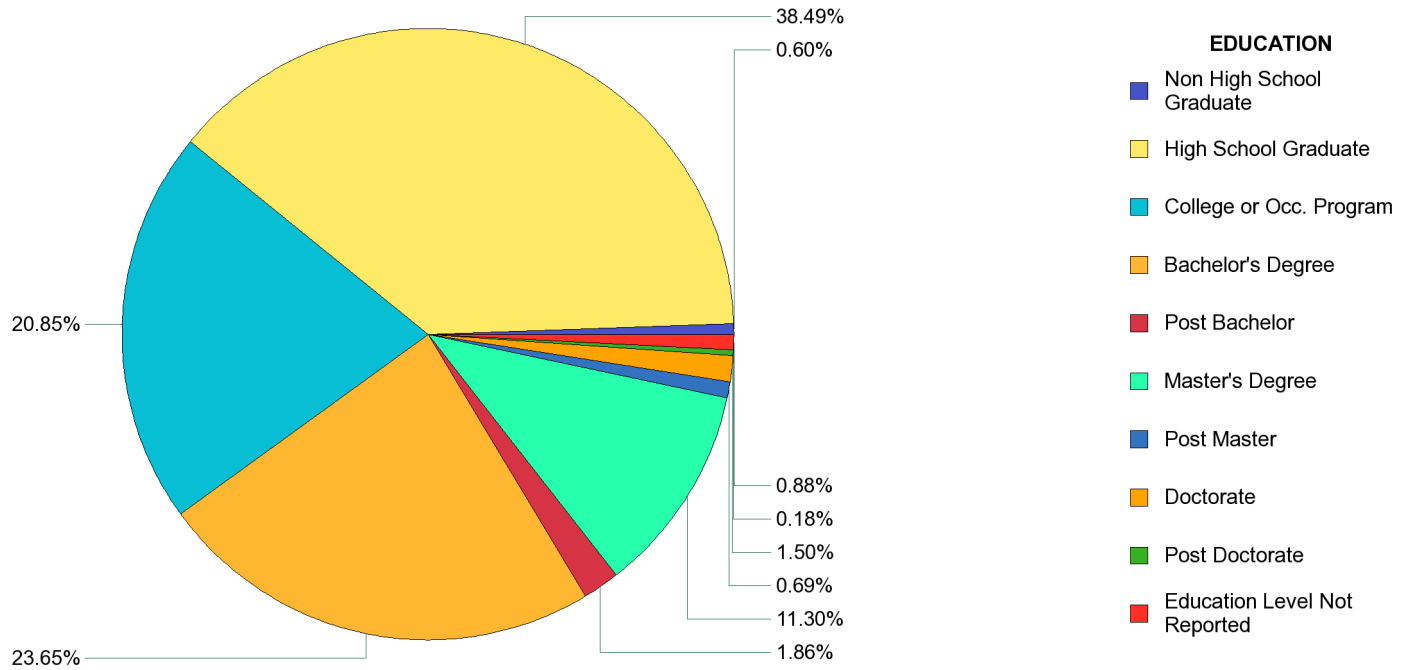
## General Workforce Demographics - Years of Service (YOS) (Appropriated Fund)



YOS GROUP	Total	% Total Appr Fund Population
<1	52,734	6.74%
1-2	135,230	17.29%
3-5	128,697	16.45%
6-10	142,648	18.24%
11-15	68,056	8.70%
16-20	47,597	6.08%
21-25	74,079	9.47%
>25	133,165	17.02%
NVV	22	0.00%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

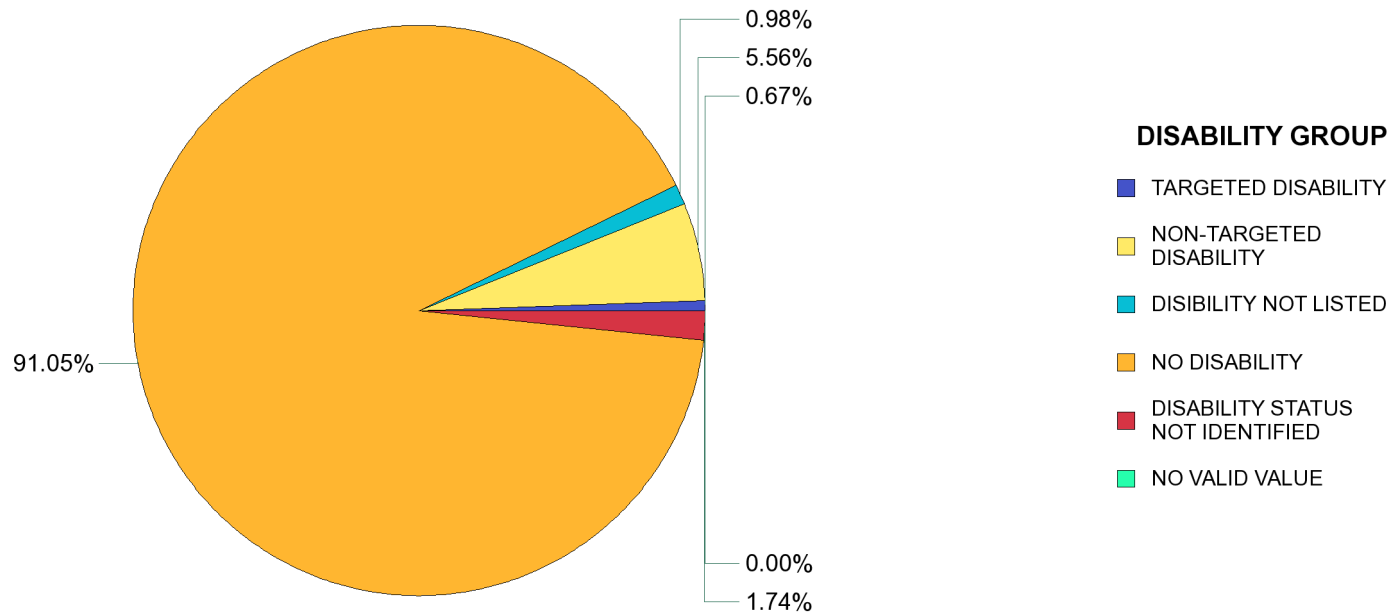
## Education Levels (Appropriated Fund)



EDUCATION	Total	% Total Appr Fund Population
Non High School Graduate	4,686	0.60%
High School Graduate	301,055	38.49%
College or Occ. Program	163,117	20.85%
Bachelor's Degree	184,972	23.65%
Post Bachelor	14,541	1.86%
Master's Degree	88,417	11.30%
Post Master	5,407	0.69%
Doctorate	11,768	1.50%
Post Doctorate	1,381	0.18%
Education Level Not Reported	6,884	0.88%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

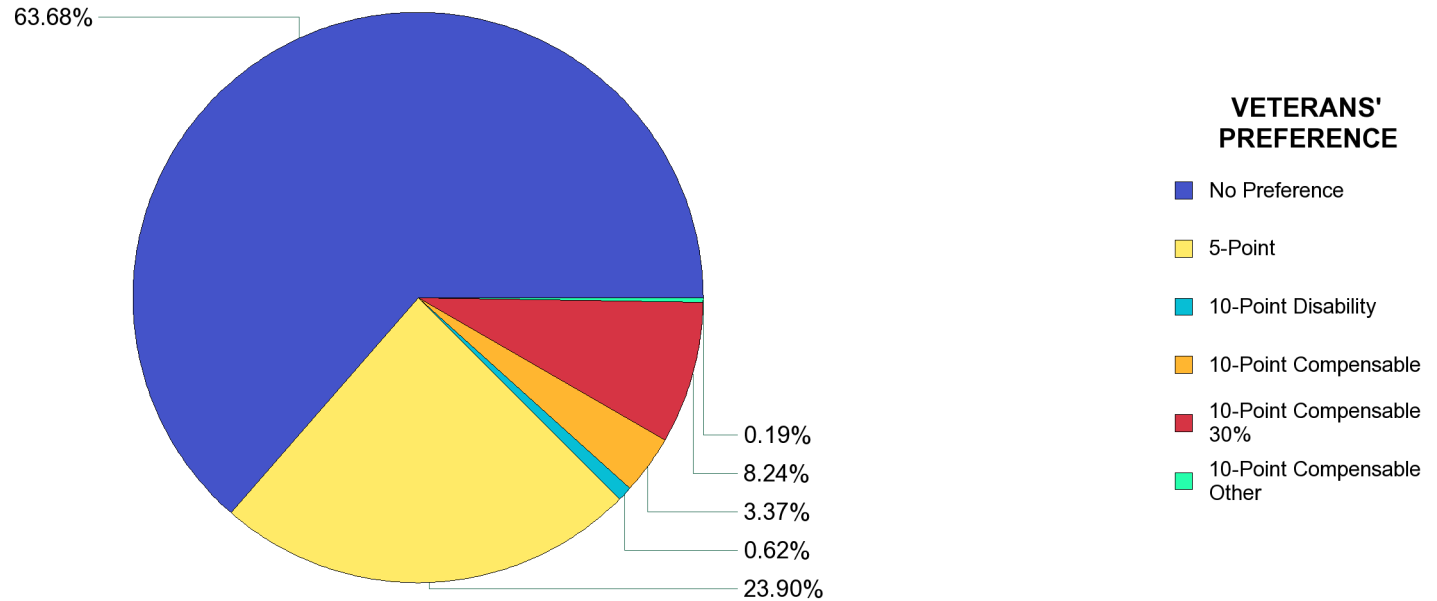
## Disability Designation (Appropriated Fund)



DISABILITY GROUP	Total	% Total Appr Fund Population
TARGETED DISABILITY	5,259	0.67%
NON-TARGETED DISABILITY	43,481	5.56%
DISABILITY NOT LISTED	7,687	0.98%
NO DISABILITY	712,184	91.05%
DISABILITY STATUS NOT IDENTIFIED	13,602	1.74%
NO VALID VALUE	15	0.00%
<b>Total</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

## Veterans' Preference by Component (Appropriated Fund)



	No Preference	% Of Total Component	5-Point	% Of Total Component	10-Point Disability	% Of Total Component	10-Point Compensable	% Of Total Component	10-Point Compensable 30%	% Of Total Component	10-Point Compensable Other	% Of Total Component	Total DoD Civ
Army	150,602	58.45%	65,228	25.32%	1,896	0.74%	10,674	4.14%	28,648	11.12%	612	0.24%	257,660
Navy	127,668	63.78%	51,036	25.50%	1,244	0.62%	5,816	2.91%	14,129	7.06%	287	0.14%	200,180
Air Force	79,462	51.98%	50,486	33.03%	1,110	0.73%	6,839	4.47%	14,696	9.61%	272	0.18%	152,865
DoD AGY/ACT	82,904	72.75%	20,114	17.65%	620	0.54%	2,992	2.63%	7,014	6.15%	320	0.28%	113,964
National Guard	57,477	99.86%	76	0.13%	0	0.00%	1	0.00%	5	0.01%	0	0.00%	57,559
<b>Grand Total</b>	<b>498,113</b>	<b>63.68%</b>	<b>186,940</b>	<b>23.90%</b>	<b>4,870</b>	<b>0.62%</b>	<b>26,322</b>	<b>3.37%</b>	<b>64,492</b>	<b>8.24%</b>	<b>1,491</b>	<b>0.19%</b>	<b>782,228</b>

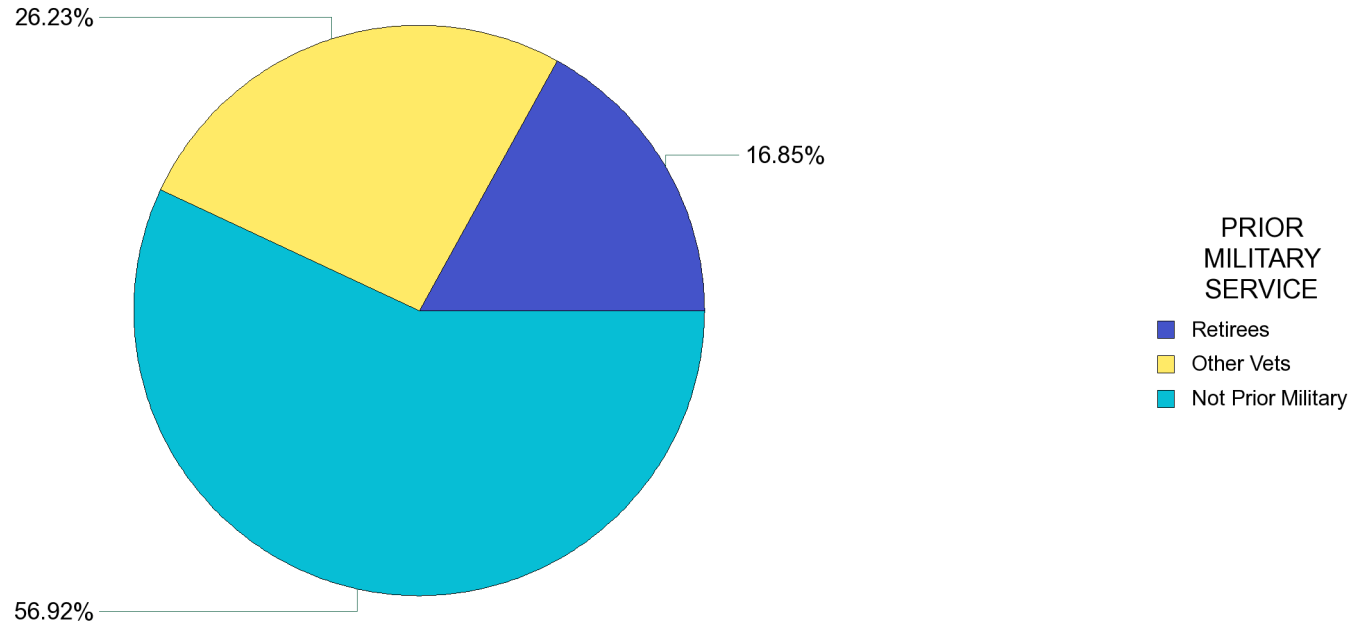
DCPDS data as of 02/28/2012

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



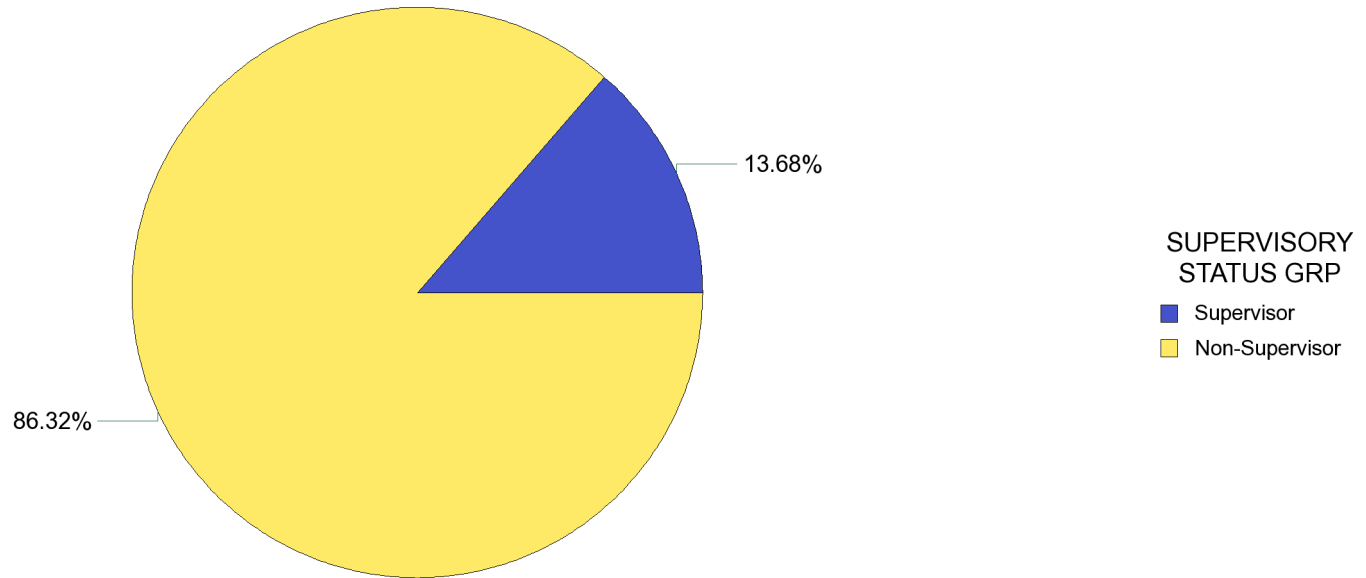
## Prior Military Service by Component (Appropriated Fund)



COMPONENT	Retirees	% Of Total Component	Other Vets	% Of Total Component	Not Prior Military	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	46,117	17.90%	79,963	31.03%	131,580	51.07%	257,660	32.94%
Navy	34,787	17.38%	50,318	25.14%	115,075	57.49%	200,180	25.59%
Air Force	38,017	24.87%	49,935	32.67%	64,913	42.46%	152,865	19.54%
DoD AGY/ACT	12,848	11.27%	24,993	21.93%	76,123	66.80%	113,964	14.57%
National Guard					57,559	100.00%	57,559	7.36%
Sum:	131,769	16.85%	205,209	26.23%	445,250	56.92%	782,228	100.00%

DCPDS data as of 02/28/2012

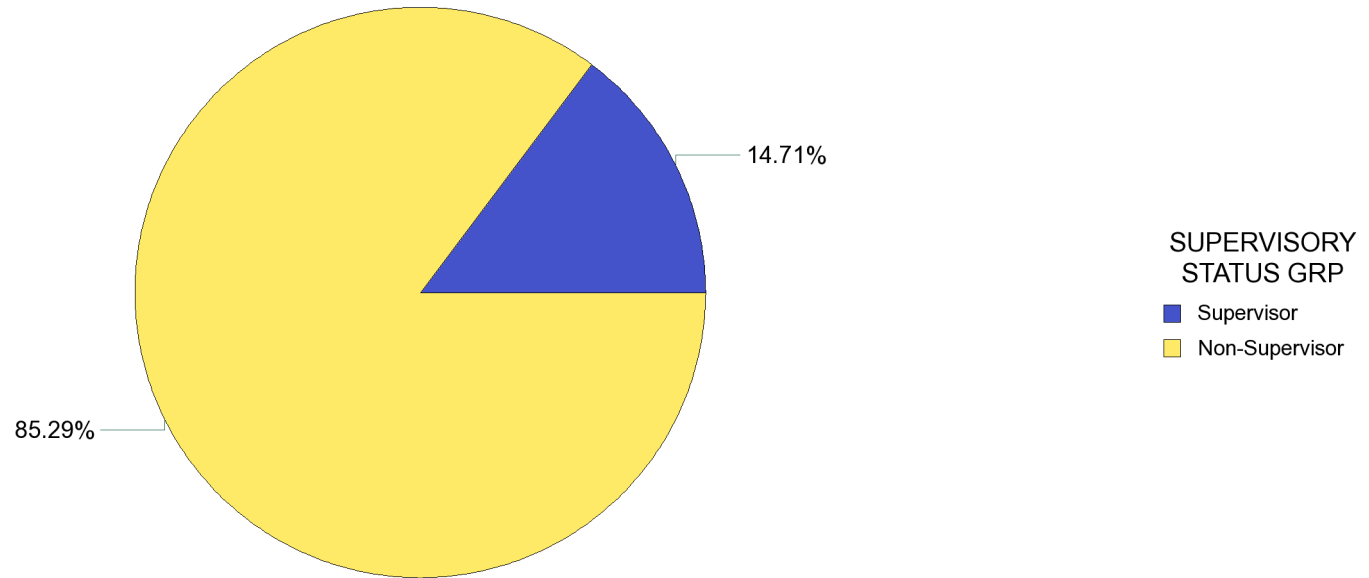
## Supervisor Status by Component (Appropriated Fund)



COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	32,552	12.63%	225,108	87.37%	257,660	32.94%
Navy	27,258	13.62%	172,922	86.38%	200,180	25.59%
Air Force	23,757	15.54%	129,108	84.46%	152,865	19.54%
DoD AGY/ACT	13,523	11.87%	100,441	88.13%	113,964	14.57%
National Guard	9,947	17.28%	47,612	82.72%	57,559	7.36%
<b>Total</b>	<b>107,037</b>	<b>0.14</b>	<b>675,191</b>	<b>0.86</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

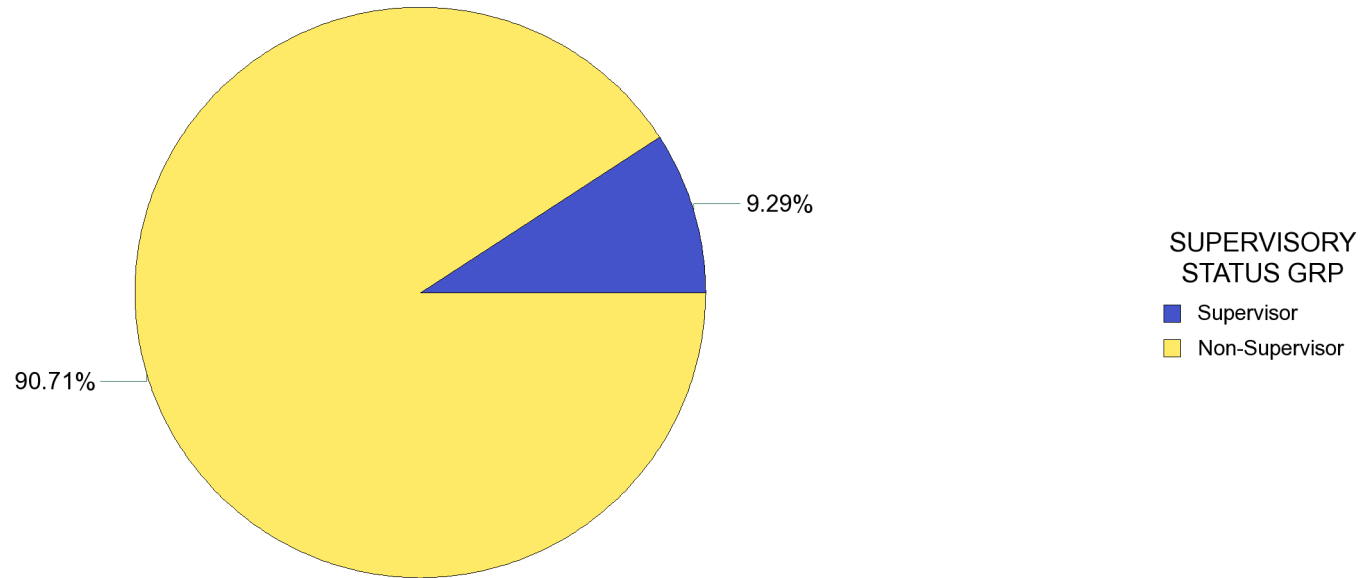
## White Collar Supervisor Status by Component (Appr Fund)



COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	30,383	13.66%	192,055	86.34%	222,438	28.44%
Navy	23,436	14.73%	135,720	85.27%	159,156	20.35%
Air Force	19,960	16.85%	98,483	83.15%	118,443	15.14%
DoD AGY/ACT	13,047	12.55%	90,937	87.45%	103,984	13.29%
National Guard	6,405	21.64%	23,199	78.36%	29,604	3.78%
<b>Total</b>	<b>93,231</b>	<b>14.71%</b>	<b>540,394</b>	<b>85.29%</b>	<b>633,625</b>	<b>81.00%</b>

DCPDS data as of 02/28/2012

## Blue Collar Supervisor Status by Component (Appr Fund)

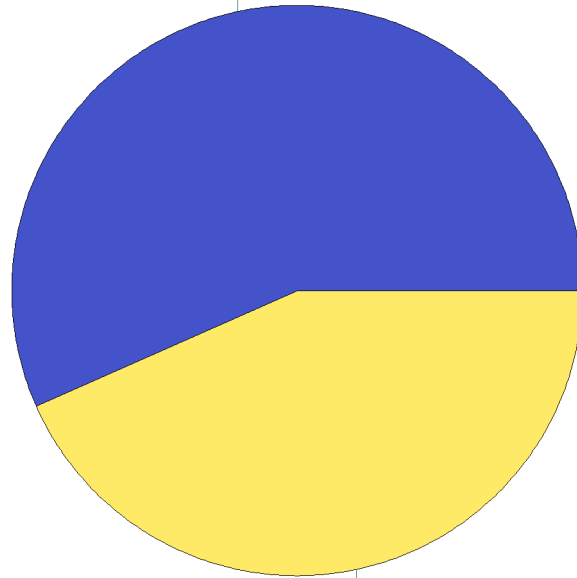


COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	2,169	6.16%	33,053	93.84%	35,222	4.50%
Navy	3,822	9.32%	37,202	90.68%	41,024	5.24%
Air Force	3,797	11.03%	30,625	88.97%	34,422	4.40%
DoD AGY/ACT	476	4.77%	9,504	95.23%	9,980	1.28%
National Guard	3,542	12.67%	24,413	87.33%	27,955	3.57%
<b>Total</b>	<b>13,806</b>	<b>9.29%</b>	<b>134,797</b>	<b>90.71%</b>	<b>148,603</b>	<b>19.00%</b>

DCPDS data as of 02/28/2012

## Bargaining Unit Status by Component (Appropriated Fund)

56.69%



43.31%

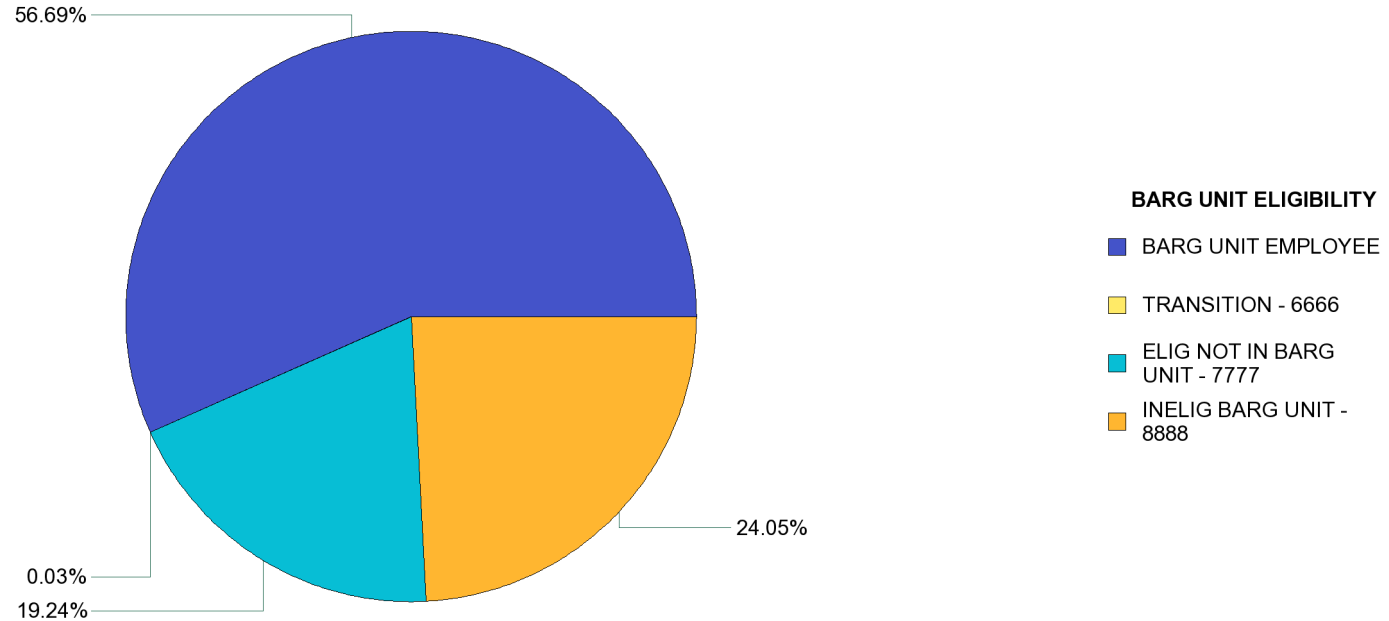
### BARGAINING UNIT INDICATOR

- BARG UNIT EMPLOYEE
- NON-BARG UNIT EMPLOYEE

COMPONENT	BARG UNIT EMPLOYEE	% Of Total Component	NON-BARG UNIT EMPLOYEE	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	146,741	56.95%	110,919	43.05%	257,660	32.94%
Navy	100,779	50.34%	99,401	49.66%	200,180	25.59%
Air Force	90,433	59.16%	62,432	40.84%	152,865	19.54%
DoD AGY/ACT	66,980	58.77%	46,984	41.23%	113,964	14.57%
National Guard	38,490	66.87%	19,069	33.13%	57,559	7.36%
<b>Total:</b>	<b>443,423</b>	<b>56.69%</b>	<b>338,805</b>	<b>43.31%</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

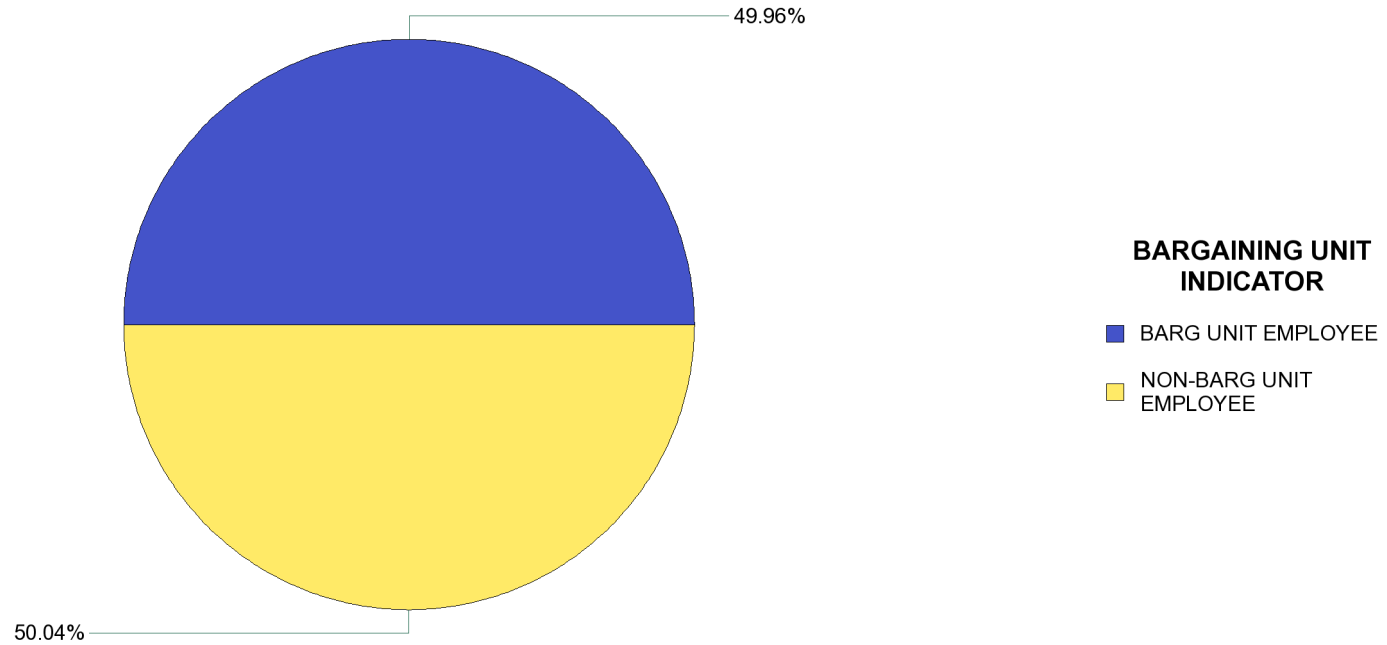
## Bargaining Unit Eligibility Status by Component (Appr Fund)



COMPONENT	BARG UNIT EMPLOYEE	% Of Total Component	TRANSITION - 6666	% Of Total Component	ELIG NOT IN BARG UNIT - 7777	% Of Total Component	INELIG BARG UNIT - 8888	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	146,741	56.95%	109	0.04%	57,033	22.13%	53,777	20.87%	<b>257,660</b>	<b>32.94%</b>
Navy	100,779	50.34%	124	0.06%	48,649	24.30%	50,628	25.29%	<b>200,180</b>	<b>25.59%</b>
Air Force	90,433	59.16%			20,037	13.11%	42,395	27.73%	<b>152,865</b>	<b>19.54%</b>
DoD AGY/ACT	66,980	58.77%			19,359	16.99%	27,625	24.24%	<b>113,964</b>	<b>14.57%</b>
National Guard	38,490	66.87%			5,384	9.35%	13,685	23.78%	<b>57,559</b>	<b>7.36%</b>
<b>Total:</b>	<b>443,423</b>	<b>56.69%</b>	<b>233</b>	<b>0.03%</b>	<b>150,462</b>	<b>19.24%</b>	<b>188,110</b>	<b>24.05%</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

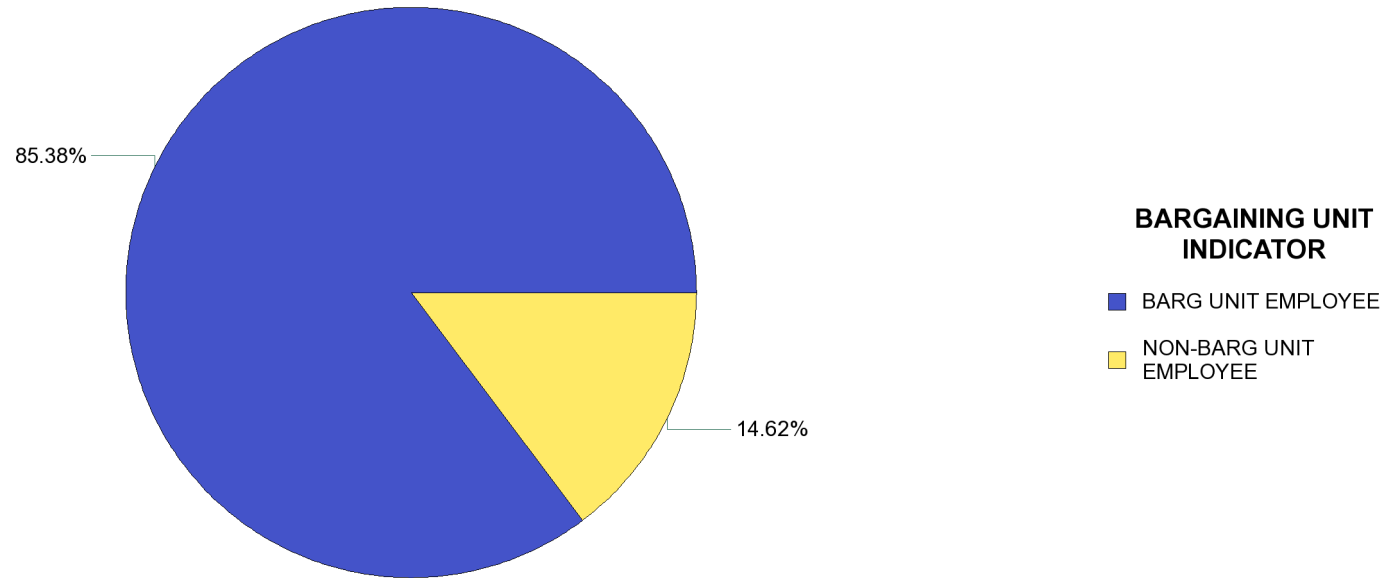
## Bargaining Unit Status White Collar by Component (Appr Fund)



COMPONENT	BARG UNIT EMPLOYEE	% Of Total Component	NON-BARG UNIT EMPLOYEE	% Of Total Component	# White Collar	# Component	% White Collar: Component	% White Collar: Total Appr Fund
Army	115,950	52.13%	106,488	47.87%	222,438	257,660	86.33%	28.44%
Navy	64,577	40.57%	94,579	59.43%	159,156	200,180	79.51%	20.35%
Air Force	60,404	51.00%	58,039	49.00%	118,443	152,865	77.48%	15.14%
DoD AGY/ACT	58,628	56.38%	45,356	43.62%	103,984	113,964	91.24%	13.29%
National Guard	16,982	57.36%	12,622	42.64%	29,604	57,559	51.43%	3.78%
<b>Total White Collar:</b>	<b>316,541</b>	<b>49.96%</b>	<b>317,084</b>	<b>50.04%</b>	<b>633,625</b>			<b>81.00%</b>
<b>Total Appr Emp</b>	<b>443,423</b>	<b>56.69%</b>	<b>338,805</b>	<b>43.31%</b>		<b>782,228</b>		

DCPDS data as of 02/28/2012

## Bargaining Unit Status Blue Collar by Component (Appr Fund)

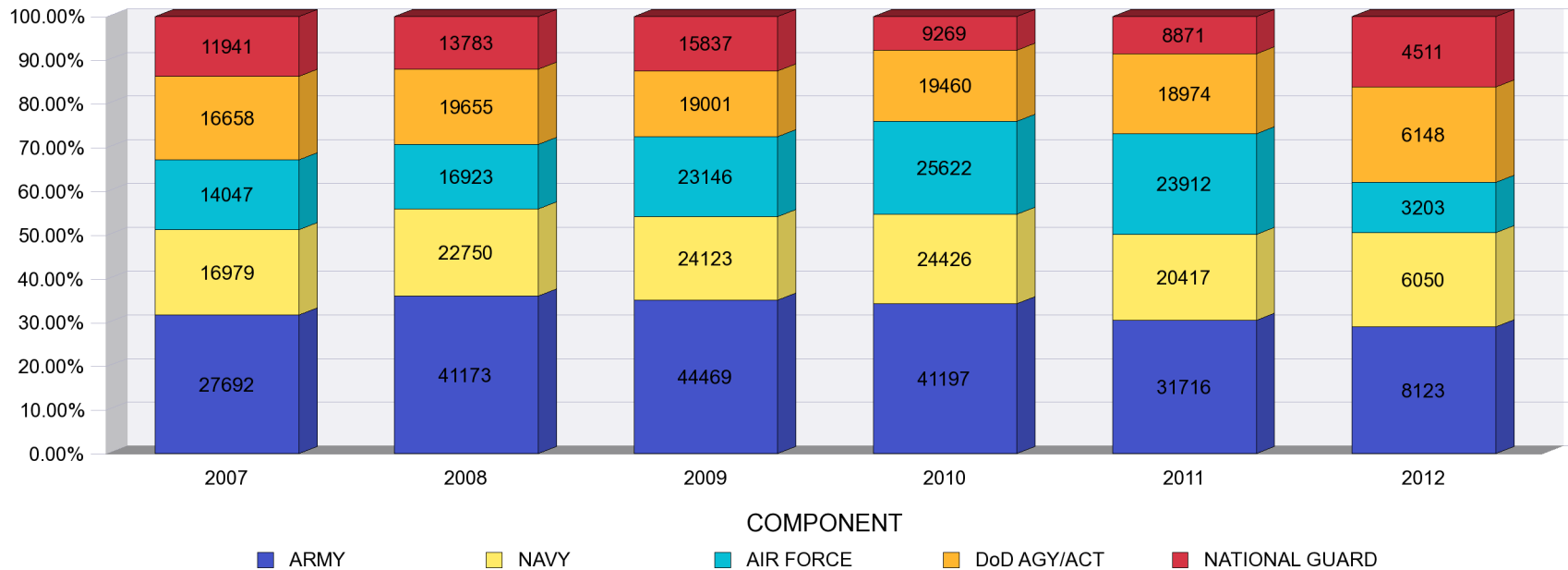


COMPONENT	BARG UNIT EMPLOYEE	% Of Total Component	NON-BARG UNIT EMPLOYEE	% Of Total Component	# Blue Collar	# Component	% Blue Collar: Component	% Blue Collar: Total Appr Fund
Army	30,791	87.42%	4,431	12.58%	35,222	257,660	13.67%	4.50%
Navy	36,202	88.25%	4,822	11.75%	41,024	200,180	20.49%	5.24%
Air Force	30,029	87.24%	4,393	12.76%	34,422	152,865	22.52%	4.40%
DoD AGY/ACT	8,352	83.69%	1,628	16.31%	9,980	113,964	8.76%	1.28%
National Guard	21,508	76.94%	6,447	23.06%	27,955	57,559	48.57%	3.57%
<b>Total Blue Collar:</b>	<b>126,882</b>	<b>85.38%</b>	<b>21,721</b>	<b>14.62%</b>	<b>148,603</b>			<b>19.00%</b>
<b>Total Appr Emp</b>	<b>443,423</b>	<b>56.69%</b>	<b>338,805</b>	<b>43.31%</b>		<b>782,228</b>		

DCPDS data as of 02/28/2012



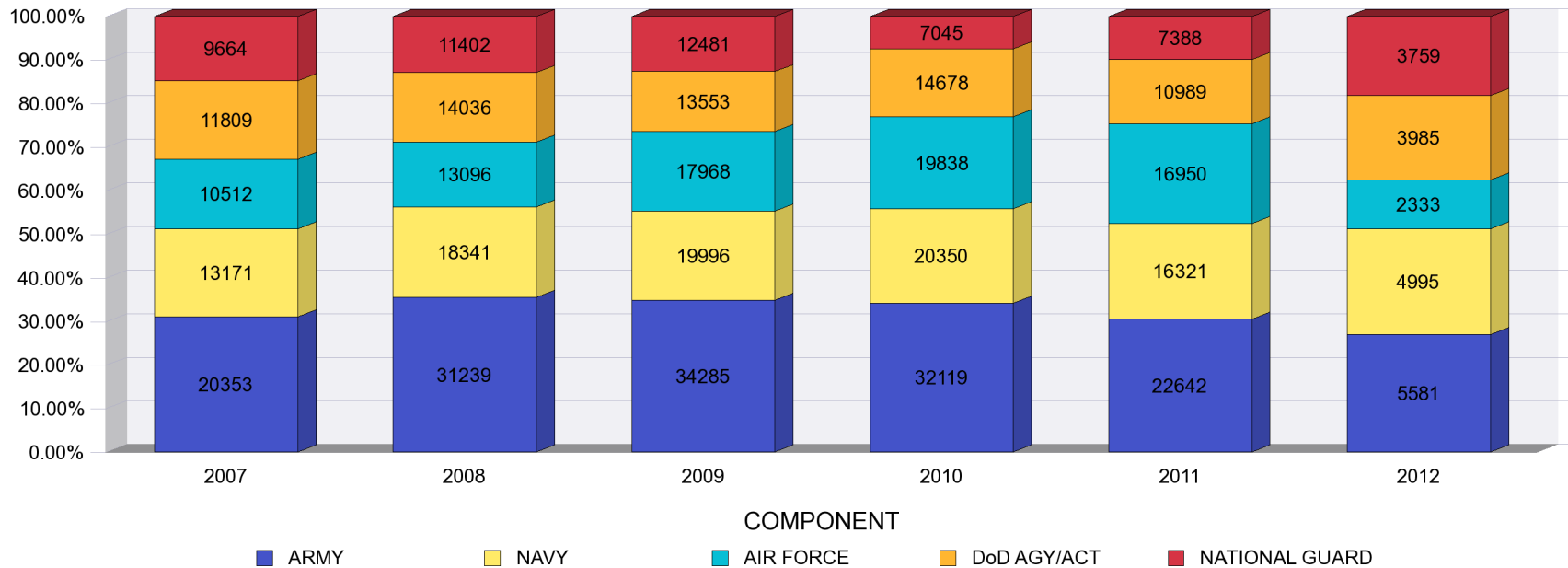
## Appointment Actions (1XX) by Fiscal Year (Appropriated Fund)



COMPONENT	2007	% of FY	2008	% of FY	2009	% of FY	2010	% of FY	2011	% of FY	2012	% of FY	Total	% Total
ARMY	27,692	31.71%	41,173	36.03%	44,469	35.13%	41,197	34.34%	31,716	30.53%	8,123	28.97%	<b>194,370</b>	<b>33.51%</b>
NAVY	16,979	19.45%	22,750	19.91%	24,123	19.06%	24,426	20.36%	20,417	19.65%	6,050	21.58%	<b>114,745</b>	<b>19.78%</b>
AIR FORCE	14,047	16.09%	16,923	14.81%	23,146	18.29%	25,622	21.36%	23,912	23.02%	3,203	11.43%	<b>106,853</b>	<b>18.42%</b>
DoD AGY/ACT	16,658	19.08%	19,655	17.20%	19,001	15.01%	19,460	16.22%	18,974	18.26%	6,148	21.93%	<b>99,896</b>	<b>17.22%</b>
NATIONAL GUARD	11,941	13.68%	13,783	12.06%	15,837	12.51%	9,269	7.73%	8,871	8.54%	4,511	16.09%	<b>64,212</b>	<b>11.07%</b>
<b>*TOTAL</b>	<b>87,317</b>	<b>100.00%</b>	<b>114,284</b>	<b>100.00%</b>	<b>126,576</b>	<b>100.00%</b>	<b>119,974</b>	<b>100.00%</b>	<b>103,890</b>	<b>100.00%</b>	<b>28,035</b>	<b>100.00%</b>	<b>580,076</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

## New Hires to the Federal Government by Fiscal Year (Appr Fund)

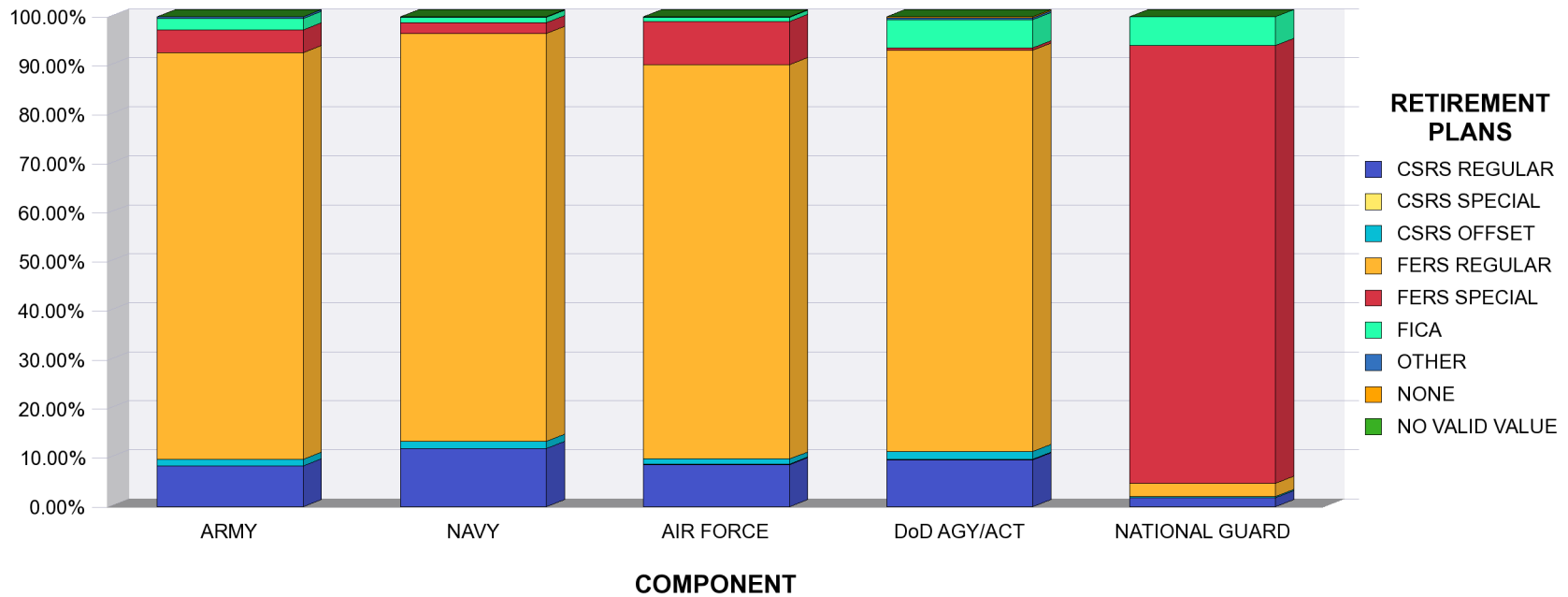


NEW HIRES	2007	% of FY	2008	% of FY	2009	% of FY	2010	% of FY	2011	% of FY	2012	% of FY	Total	% Total
ARMY	20,353	31.07%	31,239	35.45%	34,285	34.88%	32,119	34.16%	22,642	30.48%	5,581	27.02%	<b>146,219</b>	<b>33.17%</b>
NAVY	13,171	20.11%	18,341	20.82%	19,996	20.35%	20,350	21.64%	16,321	21.97%	4,995	24.19%	<b>93,174</b>	<b>21.13%</b>
AIR FORCE	10,512	16.05%	13,096	14.86%	17,968	18.28%	19,838	21.10%	16,950	22.82%	2,333	11.30%	<b>80,697</b>	<b>18.30%</b>
DoD AGY/ACT	11,809	18.03%	14,036	15.93%	13,553	13.79%	14,678	15.61%	10,989	14.79%	3,985	19.30%	<b>69,050</b>	<b>15.66%</b>
NATIONAL GUARD	9,664	14.75%	11,402	12.94%	12,481	12.70%	7,045	7.49%	7,388	9.94%	3,759	18.20%	<b>51,739</b>	<b>11.74%</b>
<b>*TOTAL</b>	<b>65,509</b>	<b>100.00%</b>	<b>88,114</b>	<b>100.00%</b>	<b>98,283</b>	<b>100.00%</b>	<b>94,030</b>	<b>100.00%</b>	<b>74,290</b>	<b>100.00%</b>	<b>20,653</b>	<b>100.00%</b>	<b>440,879</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

\*Total: Service Computation Date (Civilian) = Nature of Action Effective Date - New Hires to the Federal Government

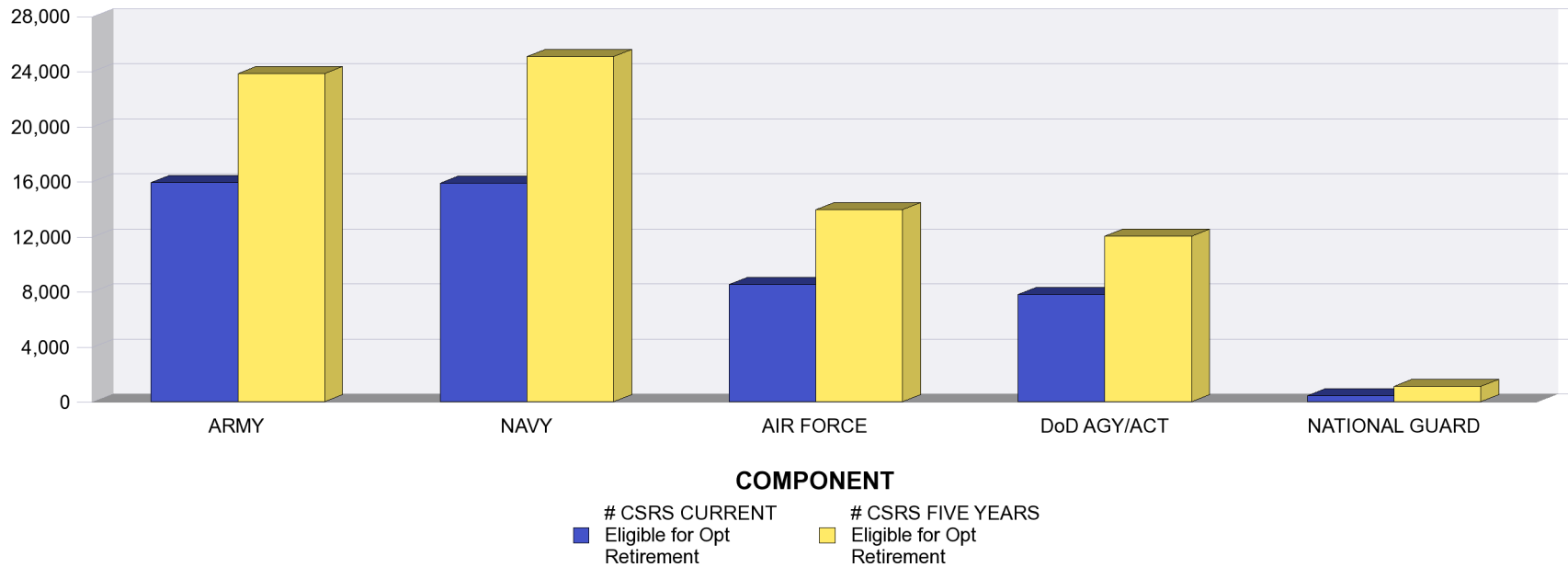
## DoD Retirement Plans (Appropriated Fund)



RETIREMENT PLANS	ARMY	% COMP	NAVY	% COMP	AIR FORCE	% COMP	DoD AGY/ACT	% COMP	NATIONAL GUARD	% COMP	TOTAL	% TOTAL
CSRS REGULAR	21,432	8.32%	23,606	11.79%	13,098	8.57%	10,911	9.57%	1,034	1.80%	70,081	8.96%
CSRS SPECIAL	80	0.03%	114	0.06%	70	0.05%	14	0.01%	1	0.00%	279	0.04%
CSRS OFFSET	3,436	1.33%	3,010	1.50%	1,667	1.09%	1,816	1.59%	121	0.21%	10,050	1.28%
FERS REGULAR	213,778	82.97%	166,613	83.23%	122,997	80.46%	93,401	81.96%	1,597	2.77%	598,386	76.50%
FERS SPECIAL	11,856	4.60%	4,405	2.20%	13,401	8.77%	535	0.47%	51,411	89.32%	81,608	10.43%
FICA	5,904	2.29%	2,171	1.08%	1,427	0.93%	6,599	5.79%	3,388	5.89%	19,489	2.49%
OTHER	954	0.37%	171	0.09%	180	0.12%	434	0.38%	3	0.01%	1,742	0.22%
NONE	206	0.08%	86	0.04%	17	0.01%	233	0.20%	1	0.00%	543	0.07%
NO VALID VALUE	14	0.01%	4	0.00%	8	0.01%	21	0.02%	3	0.01%	50	0.01%
<b>Total</b>	<b>257,660</b>	<b>100.00%</b>	<b>200,180</b>	<b>100.00%</b>	<b>152,865</b>	<b>100.00%</b>	<b>113,964</b>	<b>100.00%</b>	<b>57,559</b>	<b>100.00%</b>	<b>782,228</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012

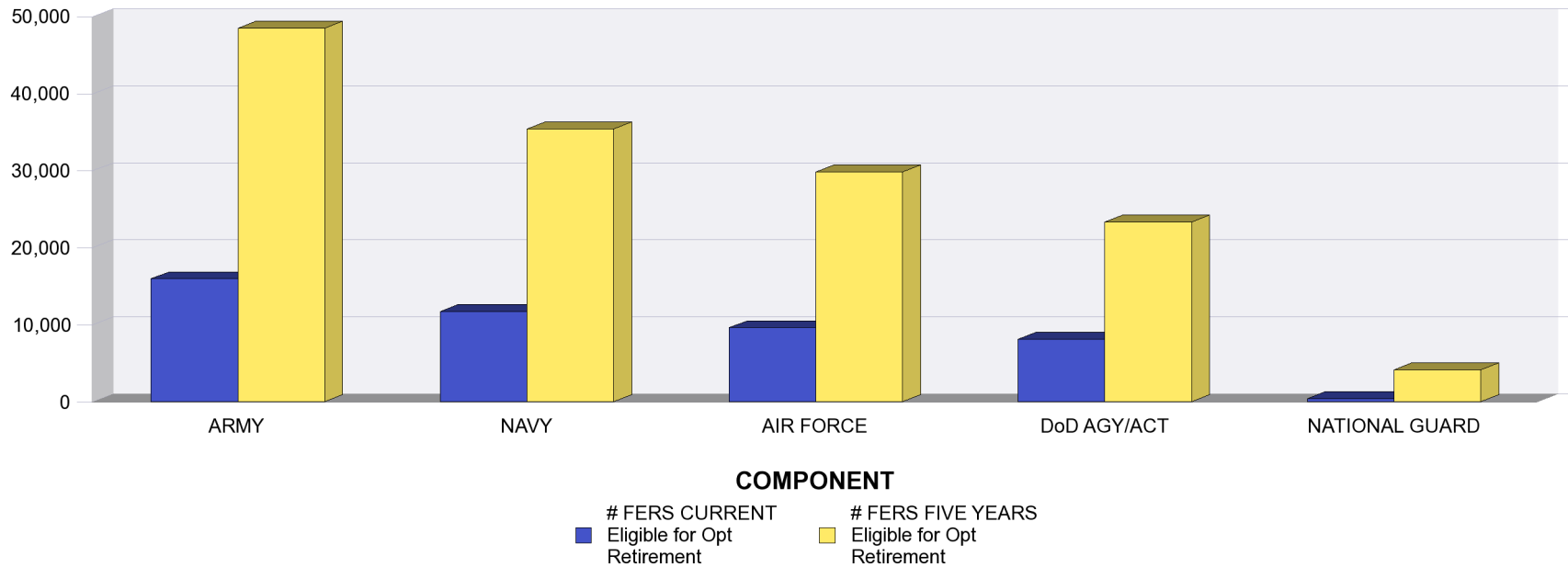
## CSRS Optional Retirement Eligibility (Appropriated Fund Employees) As of 02/28/2012 & 02/28/2017



COMPONENT	TOTAL	# CSRS Emp	% CSRS Emp	# CSRS CURRENT Eligible for Opt Retirement	% CSRS CURRENT Eligible for Opt Retirement	% CSRS CURRENT Eligible: Total Appr Fund	# CSRS FIVE YEARS Eligible for Opt Retirement	% CSRS FIVE YEARS Eligible for Opt Retirement	% CSRS FIVE YEARS Eligible: Total Appr Fund
ARMY	257,660	24,948	9.68%	15,906	63.76%	6.17%	23,828	95.51%	9.25%
NAVY	200,180	26,730	13.35%	15,867	59.36%	7.93%	25,097	93.89%	12.54%
AIR FORCE	152,865	14,835	9.70%	8,515	57.40%	5.57%	13,967	94.15%	9.14%
DoD AGY/ACT	113,964	12,741	11.18%	7,777	61.04%	6.82%	12,036	94.47%	10.56%
NATIONAL GUARD	57,559	1,156	2.01%	448	38.75%	0.78%	1,103	95.42%	1.92%
<b>Total</b>	<b>782,228</b>	<b>80,410</b>	<b>10.28%</b>	<b>48,513</b>	<b>60.33%</b>	<b>6.20%</b>	<b>76,031</b>	<b>94.55%</b>	<b>9.72%</b>

DCPDS data as of 02/28/2012

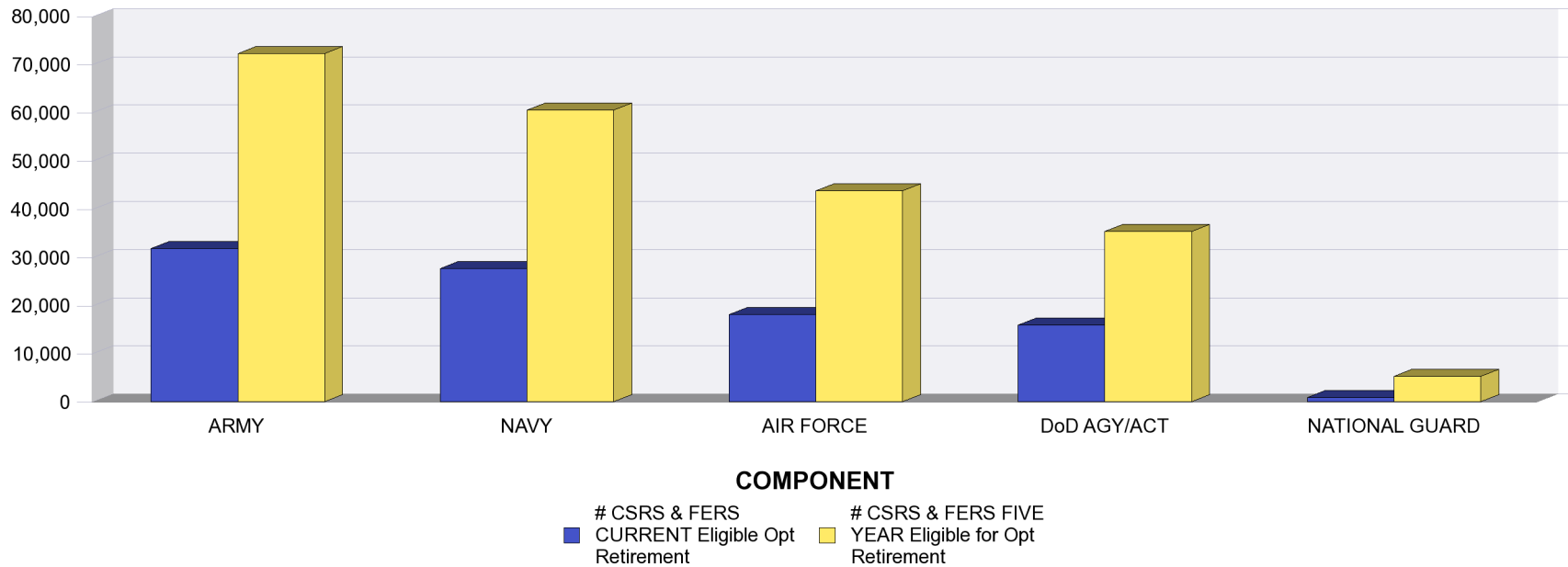
## FERS Optional Retirement Eligibility (Appropriated Fund Employees) As of 02/28/2012 & 02/28/2017



COMPONENT	TOTAL	# FERS Emp	% FERS Emp	# FERS CURRENT Eligible for Opt Retirement	% FERS CURRENT Eligible for Opt Retirement	% FERS CURRENT Eligible: Total Appr Fund	# FERS FIVE YEARS Eligible for Opt Retirement	% FERS FIVE YEARS Eligible for Opt Retirement	% FERS FIVE YEAR Eligible: Total Appr Fund
ARMY	257,660	225,634	87.57%	15,945	7.07%	6.19%	48,439	21.47%	18.80%
NAVY	200,180	171,018	85.43%	11,726	6.86%	5.86%	35,415	20.71%	17.69%
AIR FORCE	152,865	136,398	89.23%	9,602	7.04%	6.28%	29,784	21.84%	19.48%
DoD AGY/ACT	113,964	93,936	82.43%	8,089	8.61%	7.10%	23,329	24.83%	20.47%
NATIONAL GUARD	57,559	53,008	92.09%	429	0.81%	0.75%	4,174	7.87%	7.25%
<b>Total</b>	<b>782,228</b>	<b>679,994</b>	<b>86.93%</b>	<b>45,791</b>	<b>6.73%</b>	<b>5.85%</b>	<b>141,141</b>	<b>20.76%</b>	<b>18.04%</b>

DCPDS data as of 02/28/2012

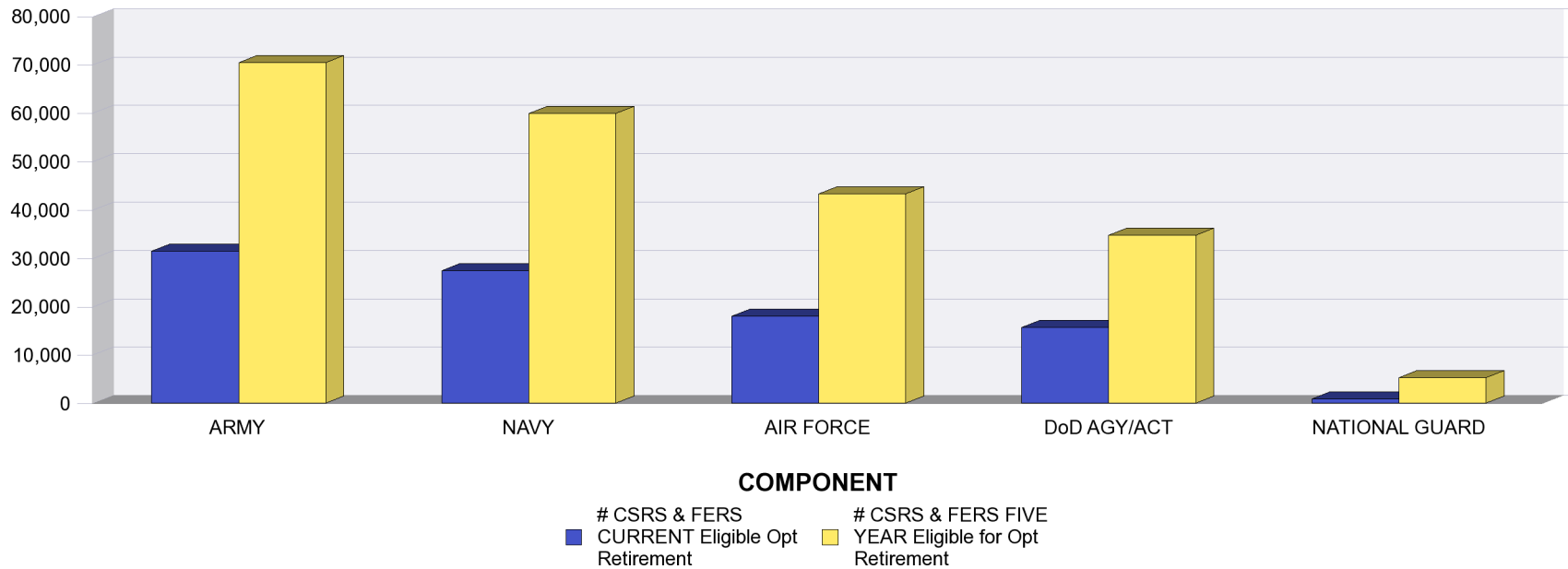
## CSRS & FERS Optional Retirement Eligibility (Appr Fund Employees) As of 02/28/2012 & 02/28/2017



COMPONENT	TOTAL	# CSRS & FERS Emp	% CSRS & FERS Emp	# CSRS & FERS CURRENT Eligible Opt Retirement	% CSRS & FERS CURRENT Eligible for Opt Retirement	% CSRS & FERS CURRENT: Total Appr Fund	# CSRS & FERS FIVE YEAR Eligible for Opt Retirement	% CSRS & FERS FIVE YEAR Eligible for Opt Retirement	% CSRS & FERS Eligible FIVE YEARS: Total Appr Fund
ARMY	257,660	250,582	97.25%	31,851	12.71%	12.36%	72,267	28.84%	28.05%
NAVY	200,180	197,748	98.79%	27,593	13.95%	13.78%	60,512	30.60%	30.23%
AIR FORCE	152,865	151,233	98.93%	18,117	11.98%	11.85%	43,751	28.93%	28.62%
DoD AGY/ACT	113,964	106,677	93.61%	15,866	14.87%	13.92%	35,365	33.15%	31.03%
NATIONAL GUARD	57,559	54,164	94.10%	877	1.62%	1.52%	5,277	9.74%	9.17%
<b>Total</b>	<b>782,228</b>	<b>760,404</b>	<b>97.21%</b>	<b>94,304</b>	<b>12.40%</b>	<b>12.06%</b>	<b>217,172</b>	<b>28.56%</b>	<b>27.76%</b>

DCPDS data as of 02/28/2012

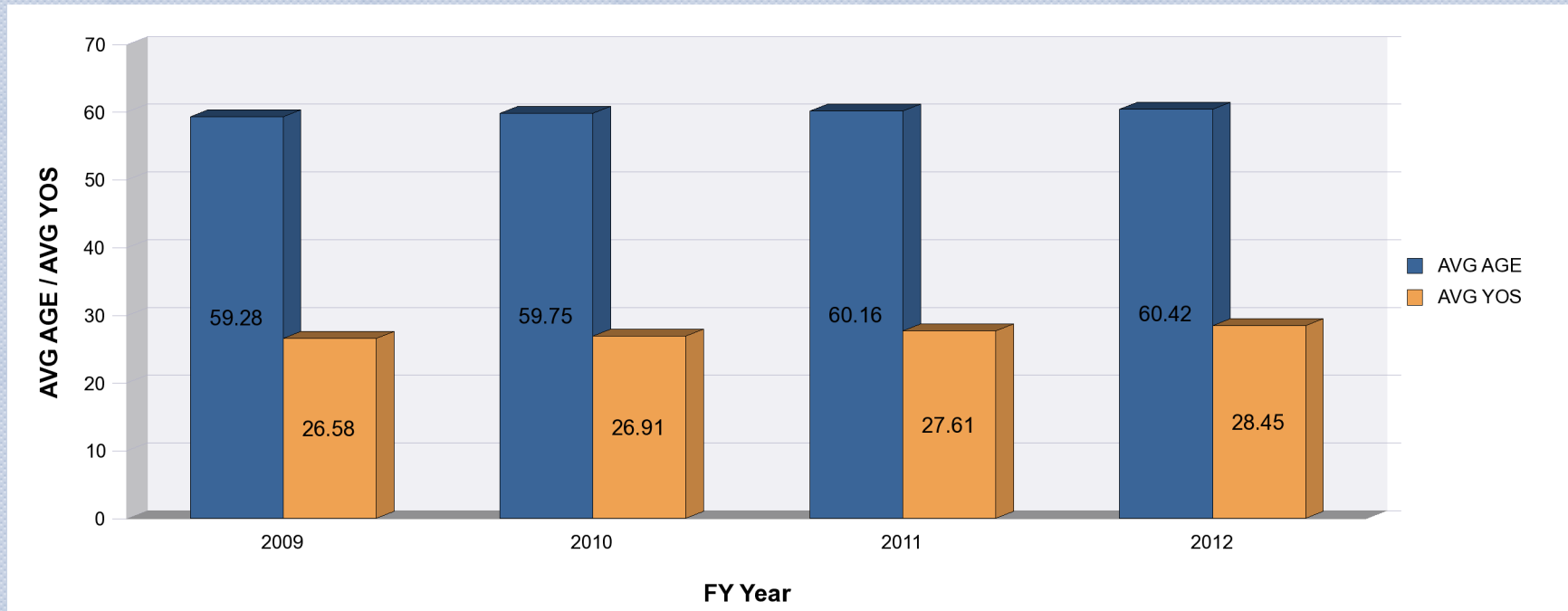
## CSRS & FERS Optional Retirement Eligibility (Appr Fund - Perm Empl) As of 02/28/2012 & 02/28/2017



COMPONENT	TOTAL	# CSRS & FERS Emp	% CSRS & FERS Emp	# CSRS & FERS CURRENT Eligible Opt Retirement	% CSRS & FERS CURRENT Eligible for Opt Retirement	% CSRS & FERS CURRENT: Total Appr Fund	# CSRS & FERS FIVE YEAR Eligible for Opt Retirement	% CSRS & FERS FIVE YEAR Eligible for Opt Retirement	% CSRS & FERS FIVE YEARS: Total Appr Fund
ARMY	239,242	237,806	99.40%	31,386	13.20%	13.12%	70,480	29.64%	29.46%
NAVY	194,982	194,710	99.86%	27,395	14.07%	14.05%	59,916	30.77%	30.73%
AIR FORCE	148,609	148,200	99.72%	17,993	12.14%	12.11%	43,337	29.24%	29.16%
DoD AGY/ACT	103,492	102,867	99.40%	15,664	15.23%	15.14%	34,790	33.82%	33.62%
NATIONAL GUARD	54,074	54,056	99.97%	872	1.61%	1.61%	5,262	9.73%	9.73%
<b>Total</b>	<b>740,399</b>	<b>737,639</b>	<b>99.63%</b>	<b>93,310</b>	<b>12.65%</b>	<b>12.60%</b>	<b>213,785</b>	<b>28.98%</b>	<b>28.87%</b>

DCPDS data as of 02/28/2012

## Avg Retirement Age & Avg Years of Service at Retirement (Appr Fund)

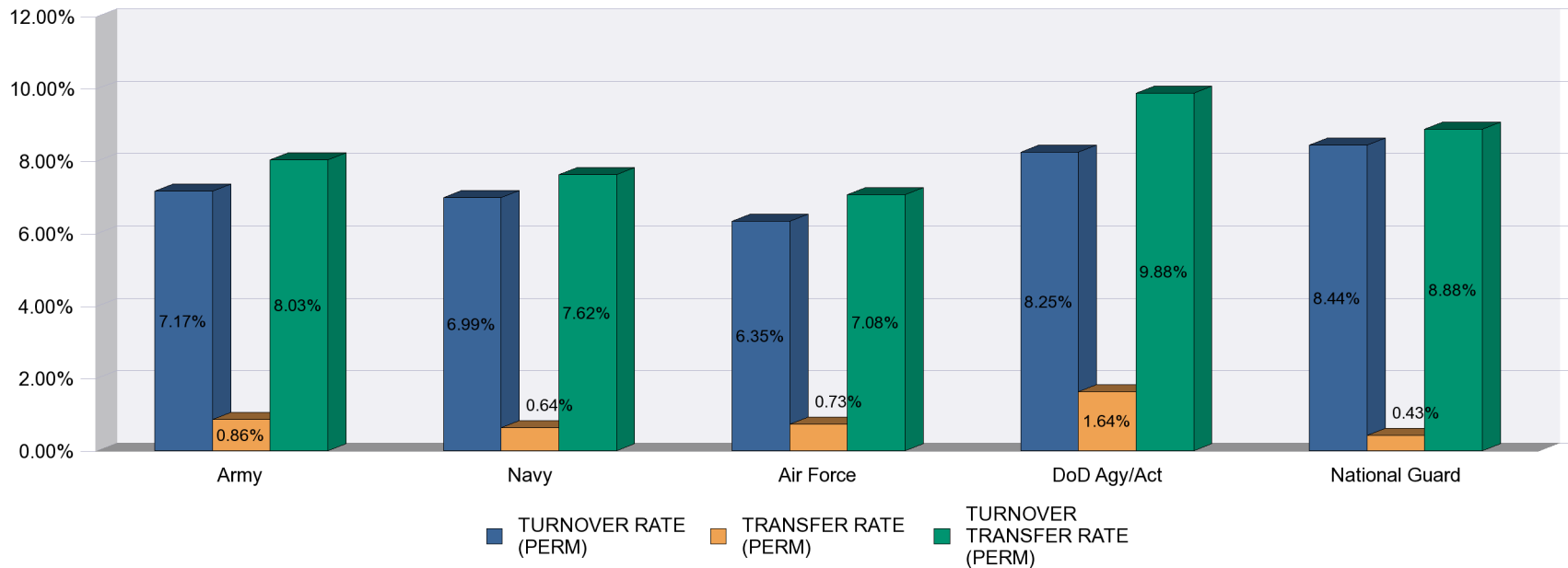


FISCAL YEAR	2009			2010			2011			2012			
	COMPONENT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT
ARMY		59.96	26.85	6,235	60.43	27.08	6,885	60.62	27.86	9,976	60.65	27.78	3,348
NAVY		59.50	27.94	4,971	60.10	28.13	5,475	60.21	28.42	6,488	60.52	29.52	2,957
AIR FORCE		59.54	25.99	3,770	60.04	26.39	3,812	60.60	27.03	4,083	60.44	28.53	2,820
DoD AGY/ACT		60.07	26.58	2,766	60.17	27.24	3,361	60.63	27.89	3,853	61.09	28.96	1,731
NATIONAL GUARD		52.54	21.65	1,268	52.56	21.45	1,260	53.17	22.42	1,221	53.99	22.76	350
		<b>59.28</b>	<b>26.58</b>	<b>19,010</b>	<b>59.75</b>	<b>26.91</b>	<b>20,793</b>	<b>60.16</b>	<b>27.61</b>	<b>25,621</b>	<b>60.42</b>	<b>28.45</b>	<b>11,206</b>

DCPDS Data as of 02/28/2012



## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2006



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	198,836	14,261	7.17%	1,712	0.86%	15,973	8.03%
Navy	170,314	11,897	6.99%	1,088	0.64%	12,985	7.62%
Air Force	129,334	8,210	6.35%	949	0.73%	9,159	7.08%
DoD Agy/Act	85,358	7,039	8.25%	1,398	1.64%	8,437	9.88%
National Guard	47,152	3,981	8.44%	204	0.43%	4,185	8.88%
<b>TOTAL</b>	<b>630,994</b>	<b>45,388</b>	<b>7.19%</b>	<b>5,351</b>		<b>50,739</b>	

DCPDS Data: FY2006 As of: 09/30/2006 - Data Pulled: 06/20/2012

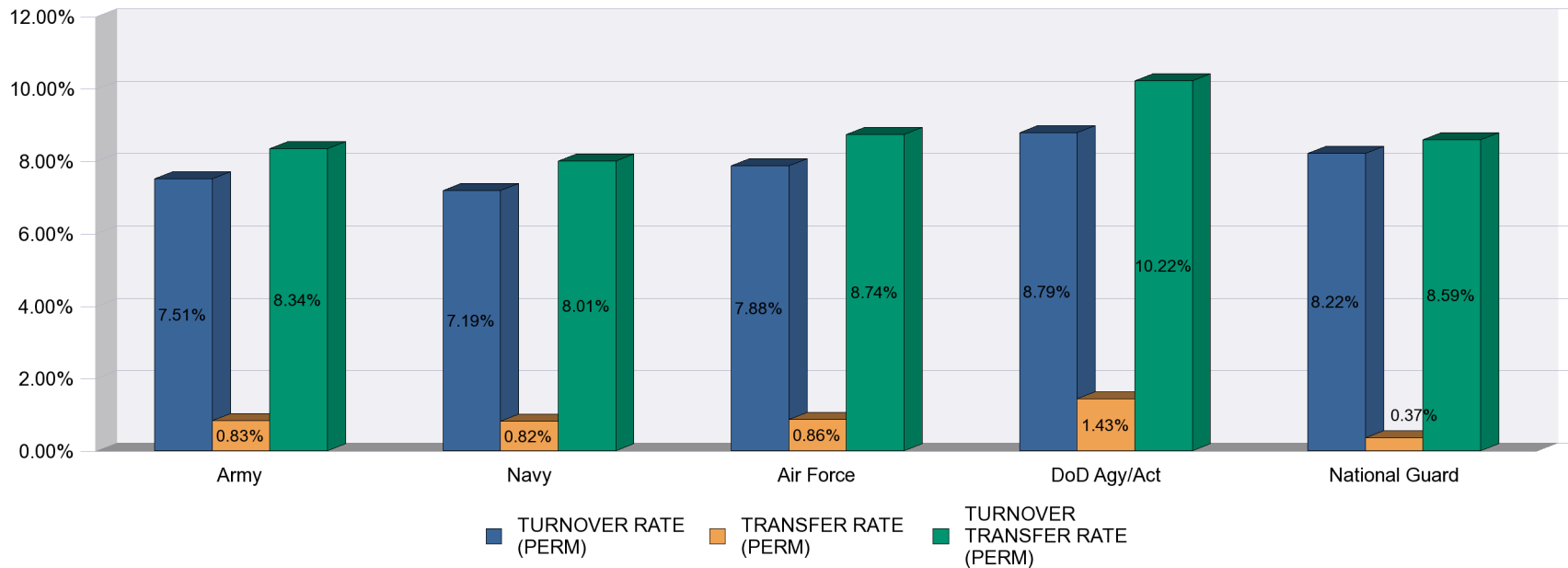
*Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.*

*Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.*

*Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.*

*Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.*

## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2007



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	199,734	15,008	7.51%	1,657	0.83%	16,665	8.34%
Navy	169,907	12,215	7.19%	1,392	0.82%	13,607	8.01%
Air Force	131,469	10,359	7.88%	1,135	0.86%	11,494	8.74%
DoD Agy/Act	85,618	7,527	8.79%	1,224	1.43%	8,751	10.22%
National Guard	47,512	3,905	8.22%	175	0.37%	4,080	8.59%
<b>TOTAL</b>	<b>634,240</b>	<b>49,014</b>	<b>7.73%</b>	<b>5,583</b>		<b>54,597</b>	

DCPDS Data: FY2007 As of: 09/30/2007 - Data Pulled: 06/20/2012

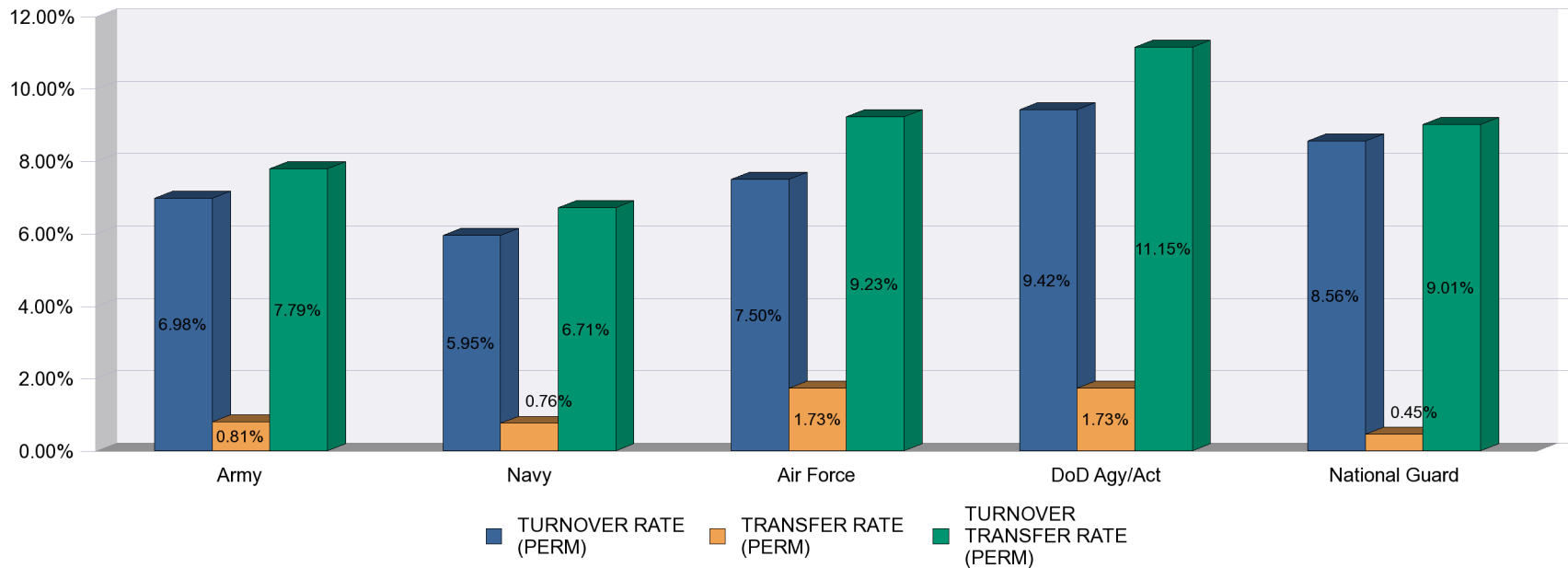
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.

Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.

Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.

## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2008



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	199,239	13,908	6.98%	1,612	0.81%	15,520	7.79%
Navy	169,427	10,079	5.95%	1,289	0.76%	11,368	6.71%
Air Force	128,493	9,631	7.50%	2,225	1.73%	11,856	9.23%
DoD Agy/Act	85,552	8,058	9.42%	1,483	1.73%	9,541	11.15%
National Guard	48,227	4,129	8.56%	218	0.45%	4,347	9.01%
<b>TOTAL</b>	<b>630,938</b>	<b>45,805</b>	<b>7.26%</b>	<b>6,827</b>		<b>52,632</b>	

DCPDS Data: FY2008 As of: 09/30/2008 - Data Pulled: 06/20/2012

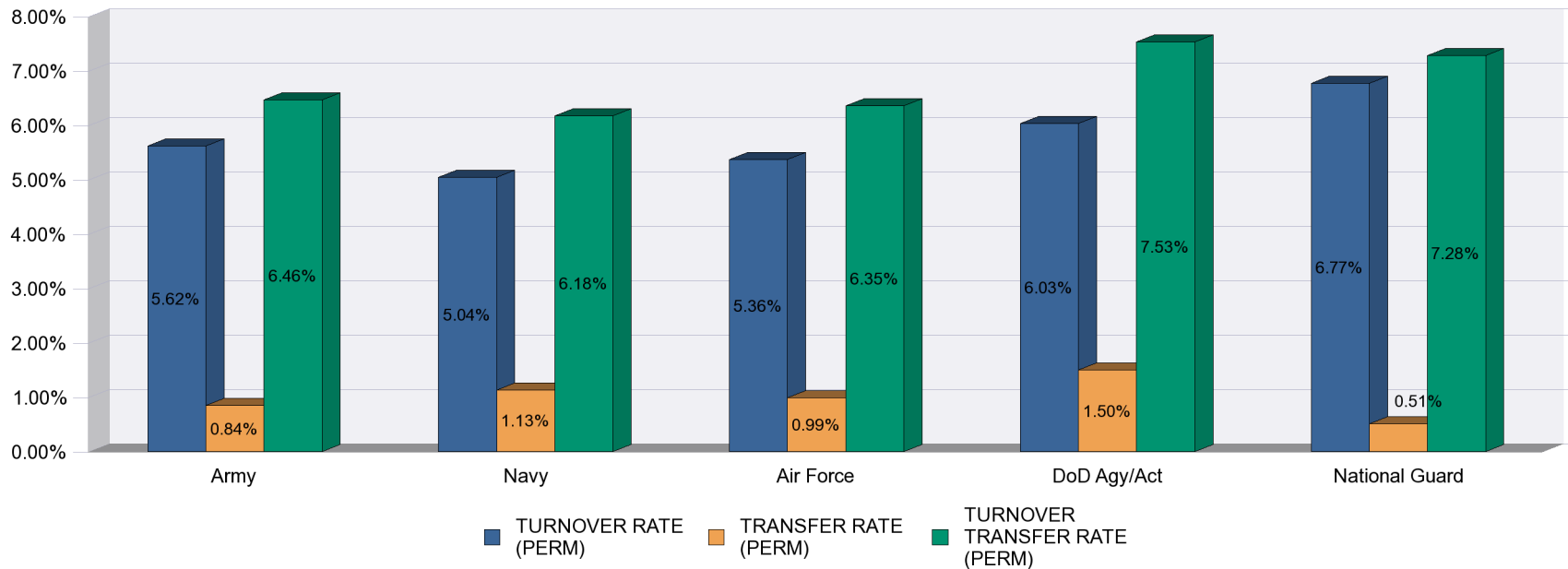
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.

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Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.

## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2009



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	209,327	11,756	5.62%	1,768	0.84%	13,524	6.46%
Navy	176,040	8,873	5.04%	1,998	1.13%	10,871	6.18%
Air Force	125,769	6,745	5.36%	1,247	0.99%	7,992	6.35%
DoD Agy/Act	87,319	5,269	6.03%	1,307	1.50%	6,576	7.53%
National Guard	48,845	3,308	6.77%	249	0.51%	3,557	7.28%
<b>TOTAL</b>	<b>647,300</b>	<b>35,951</b>	<b>5.55%</b>	<b>6,569</b>		<b>42,520</b>	

DCPDS Data: FY2009 As of: 09/30/2009 - Data Pulled: 06/20/2012

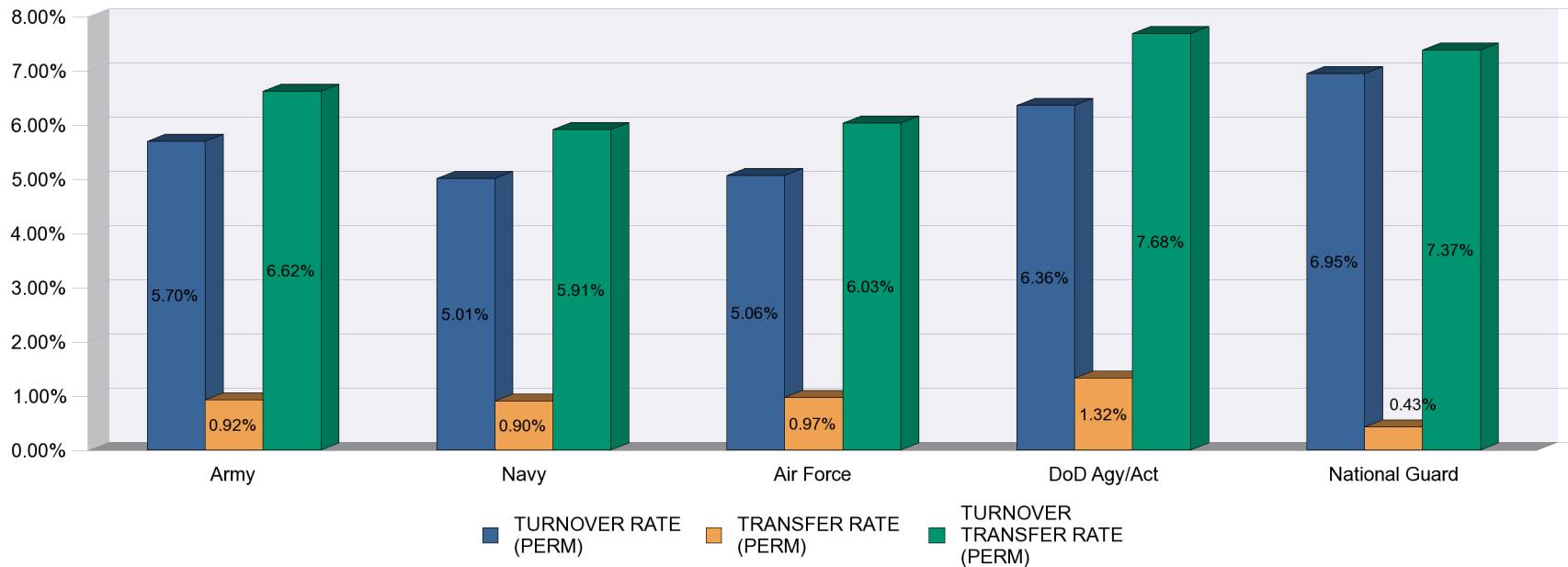
*Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.*

*Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.*

*Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.*

*Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.*

## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2010



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	227,167	12,939	5.70%	2,093	0.92%	15,032	6.62%
Navy	184,310	9,231	5.01%	1,665	0.90%	10,896	5.91%
Air Force	131,823	6,671	5.06%	1,275	0.97%	7,946	6.03%
DoD Agy/Act	92,462	5,877	6.36%	1,224	1.32%	7,101	7.68%
National Guard	50,626	3,517	6.95%	216	0.43%	3,733	7.37%
<b>TOTAL</b>	<b>686,388</b>	<b>38,235</b>	<b>5.57%</b>	<b>6,473</b>		<b>44,708</b>	

DCPDS Data: FY2010 As of: 09/30/2010 - Data Pulled: 06/20/2012

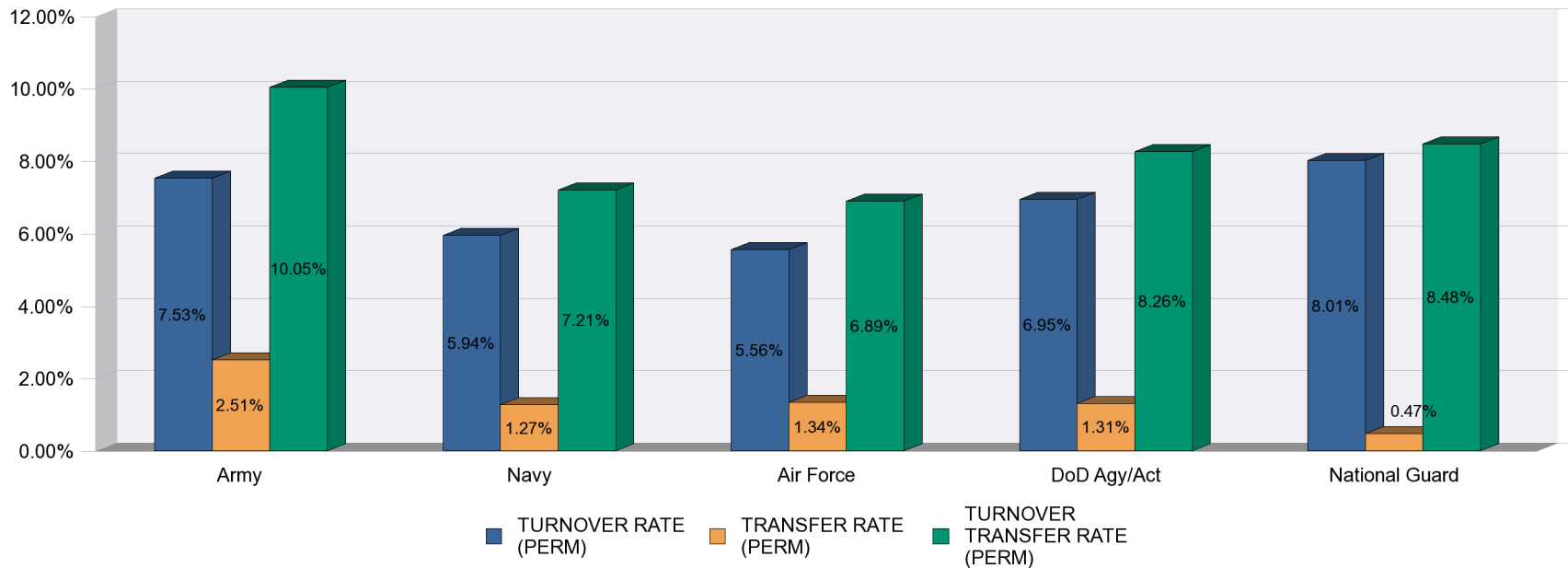
*Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.*

*Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.*

*Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.*

*Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.*

## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2011



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	241,647	18,201	7.53%	6,075	2.51%	24,276	10.05%
Navy	192,712	11,453	5.94%	2,440	1.27%	13,893	7.21%
Air Force	142,246	7,906	5.56%	1,900	1.34%	9,806	6.89%
DoD Agy/Act	97,672	6,788	6.95%	1,281	1.31%	8,069	8.26%
National Guard	50,763	4,068	8.01%	238	0.47%	4,306	8.48%
<b>TOTAL</b>	<b>725,040</b>	<b>48,416</b>	<b>6.68%</b>	<b>11,934</b>		<b>60,350</b>	

DCPDS Data: FY2011 As of: 09/30/2011 - Data Pulled: 06/20/2012

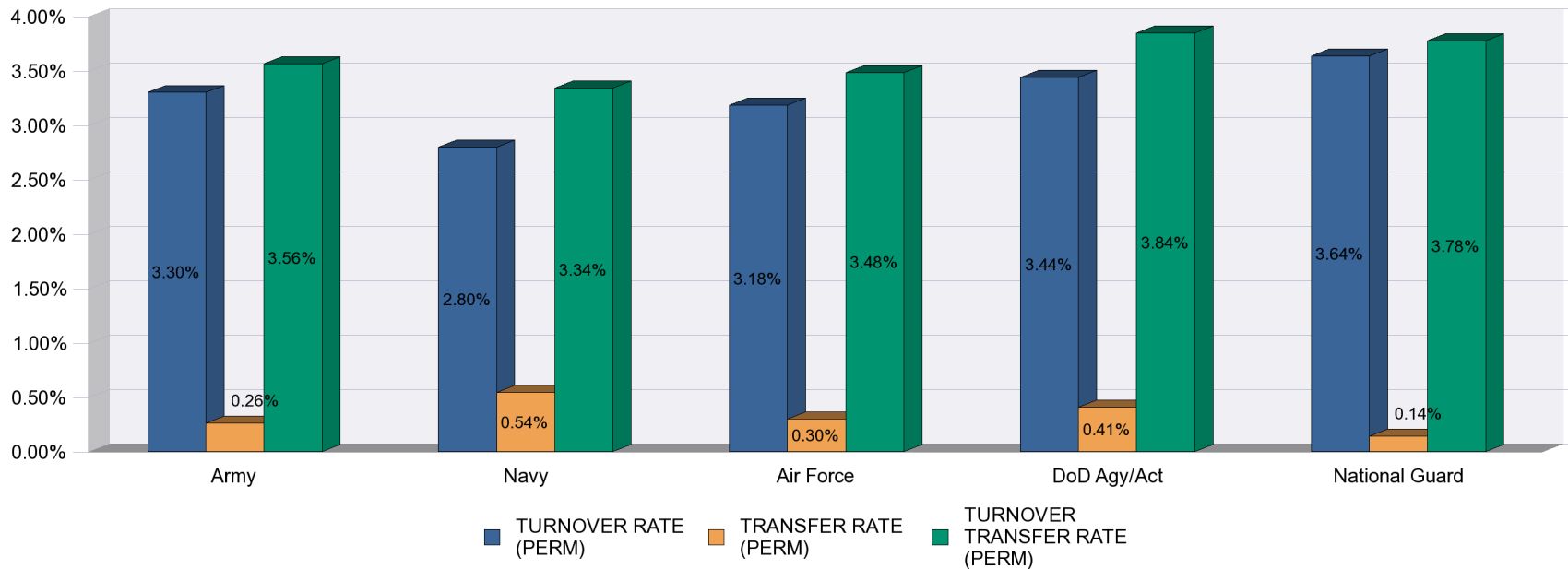
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

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## Turnover and Transfer Rates (Appr Fund Perm Emp) FY2012



COMPONENT	APPR FUND PERM START FY	TURNOVER	TURNOVER RATE (PERM)	TRANSFER	TRANSFER RATE (PERM)	TURNOVER + TRANSFER	TURNOVER TRANSFER RATE (PERM)
Army	239,295	7,898	3.30%	626	0.26%	8,524	3.56%
Navy	195,310	5,466	2.80%	1,058	0.54%	6,524	3.34%
Air Force	150,336	4,787	3.18%	449	0.30%	5,236	3.48%
DoD Agy/Act	102,385	3,519	3.44%	417	0.41%	3,936	3.84%
National Guard	49,793	1,810	3.64%	70	0.14%	1,880	3.78%
<b>TOTAL</b>	<b>737,119</b>	<b>23,480</b>	<b>3.19%</b>	<b>2,620</b>		<b>26,100</b>	

DCPDS Data: FY2012 As of: 02/28/2012 - Data Pulled: 06/26/2012

Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

Turnover Rate: Shows the rate that the employees left DoD. Employees at the beginning of the fiscal year but not at the end of the Fiscal Year.

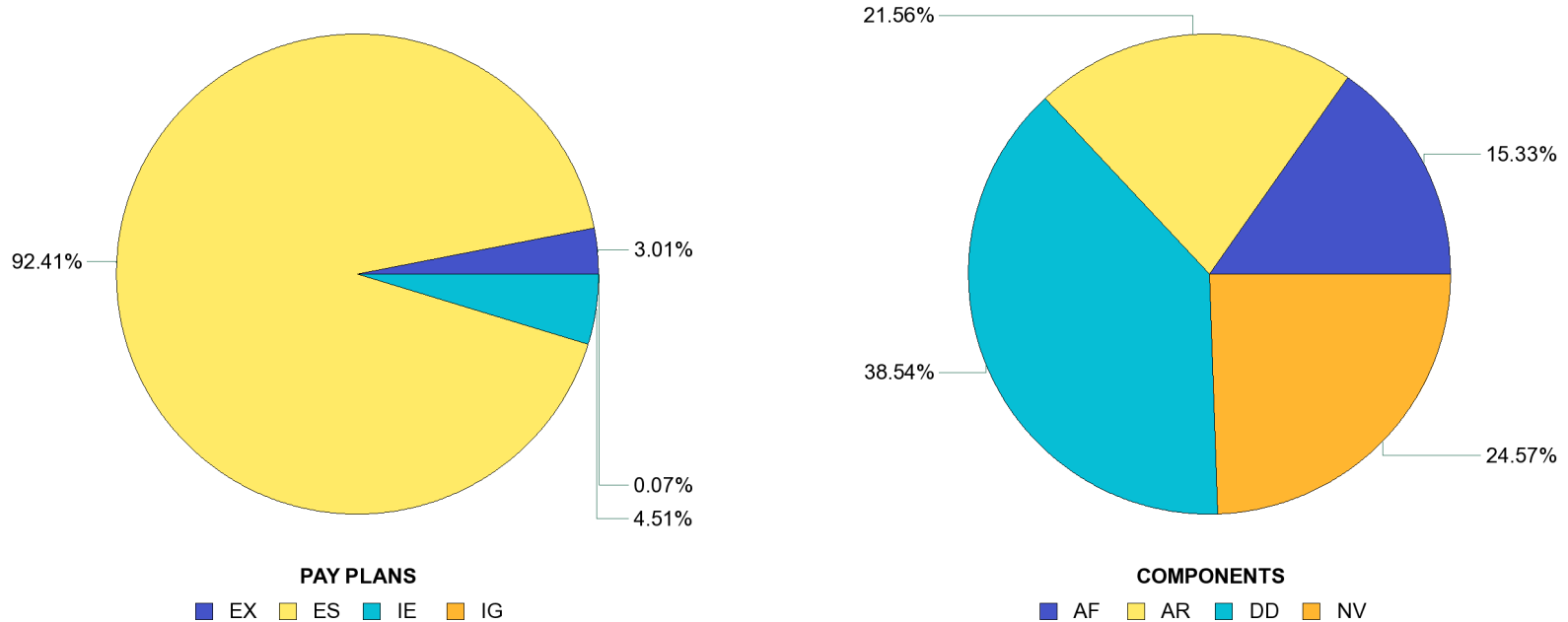
Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.

Turnover / Transfer Rate: Shows the total number of employees at the component at the beginning of the fiscal year who are no longer employees of the component. This includes the people who left DoD and those who switched to a different component.

***DoD EXECUTIVES  
Pay Plans EX/ES/IE/IG***



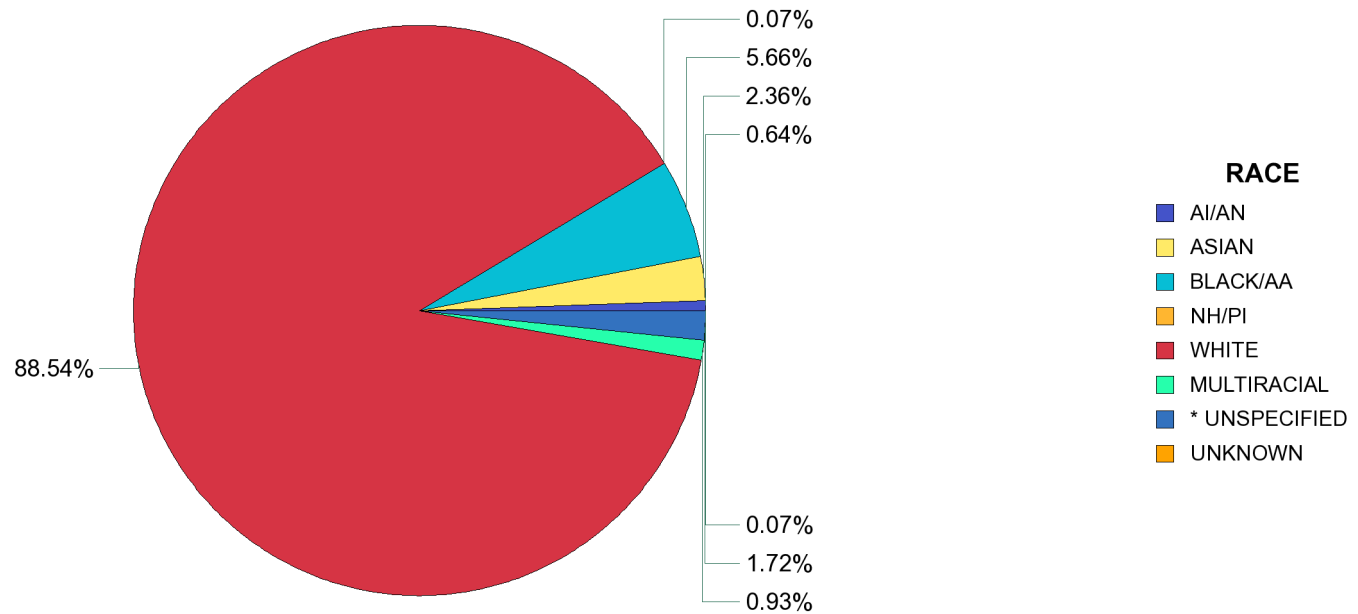
**DoD Executive Pay Plans EX/ES/IE/IG - (Appr Fund)**  
**Executive Pay/Senior Executive Service/Intel Exec/Inspector General**



COMPONENT	EX	ES	IE	IG	# Executives	% Executives	% EX by Component	% ES by Component	% IE by Component	% IG by Component	# Total Component	% Component
Army	7	283	10	1	301	21.56%	16.67%	21.94%	15.87%	100.00%	257,660	0.12%
Navy	7	325	11		343	24.57%	16.67%	25.19%	17.46%		200,180	0.17%
Air Force	6	187	21		214	15.33%	14.29%	14.50%	33.33%		152,865	0.14%
DoD AGY/ACT	22	495	21		538	38.54%	52.38%	38.37%	33.33%		113,964	0.47%
<b>Total:</b>	<b>42</b>	<b>1,290</b>	<b>63</b>	<b>1</b>	<b>1,396</b>	<b>100.00%</b>					<b>782,228</b>	<b>0.18%</b>

DCPDS data as of 02/28/2012

## DoD Executive Pay Plans EX/ES/IE/IG - Race (Appropriated Fund)

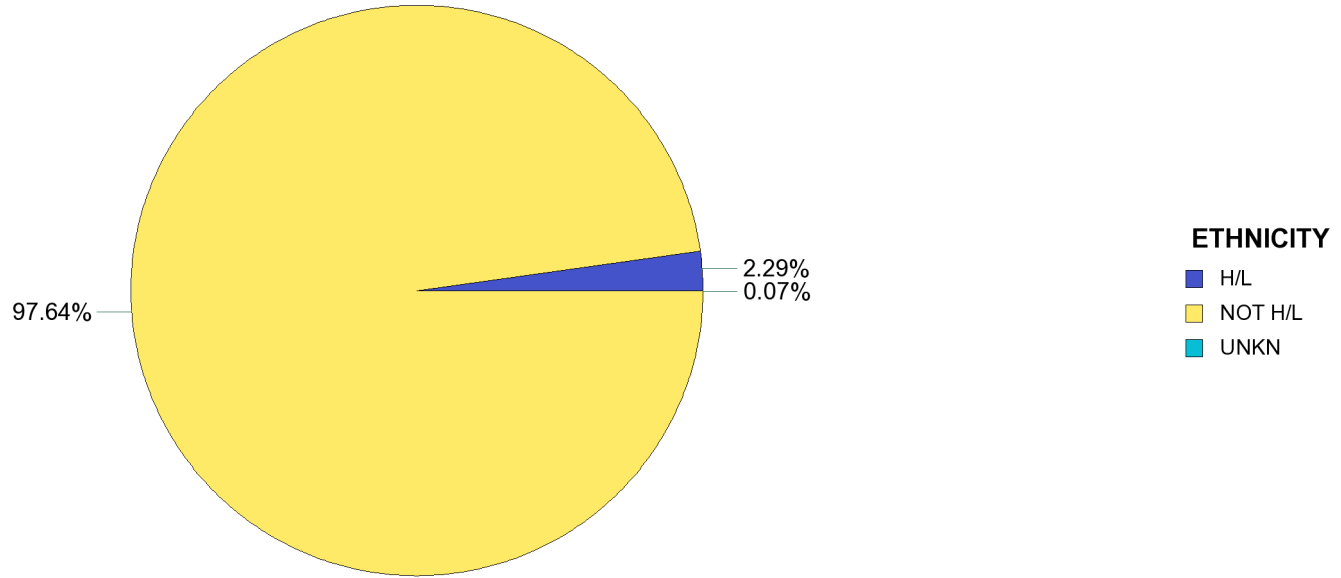


RACE	Total	% of Population	% Total Appr Fund Population
AI/AN	9	0.64%	0.00%
ASIAN	33	2.36%	0.00%
BLACK/AA	79	5.66%	0.01%
NH/PI	1	0.07%	0.00%
WHITE	1,236	88.54%	0.16%
MULTIRACIAL	13	0.93%	0.00%
* UNSPECIFIED	24	1.72%	0.00%
UNKNOWN	1	0.07%	0.00%
<b>Total</b>	<b>1,396</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

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

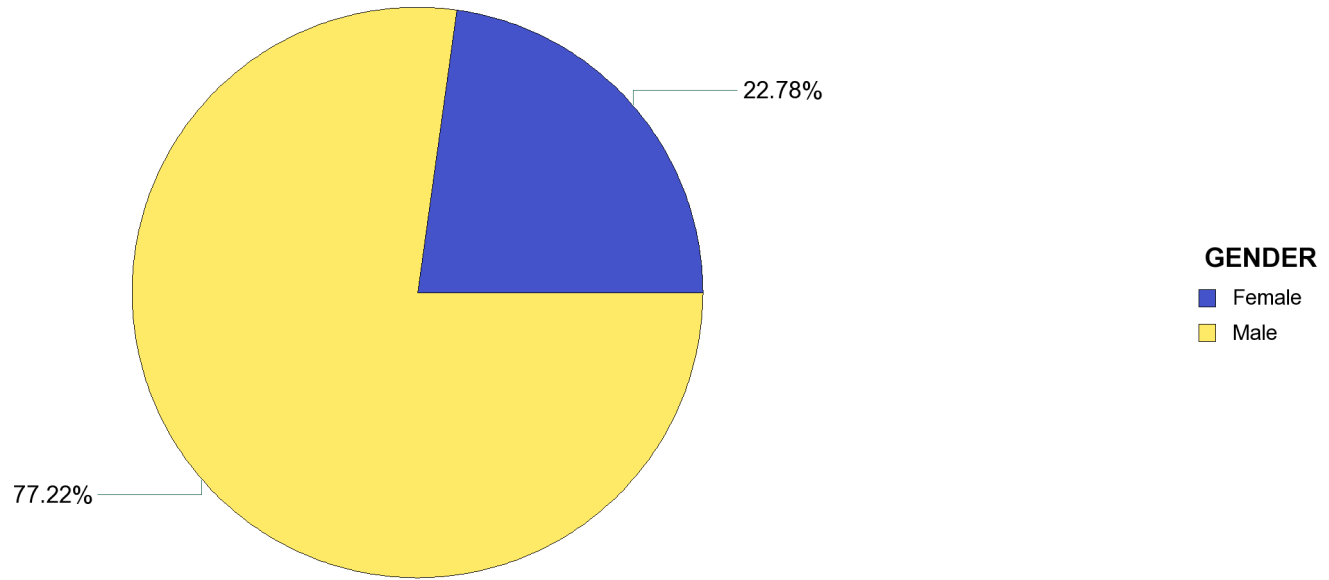
## DoD Executive Pay Plans EX/ES/IE/IG - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
H/L	32	2.29%	0.00%
NOT H/L	1,363	97.64%	0.17%
UNKN	1	0.07%	0.00%
<b>Total</b>	<b>1,396</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

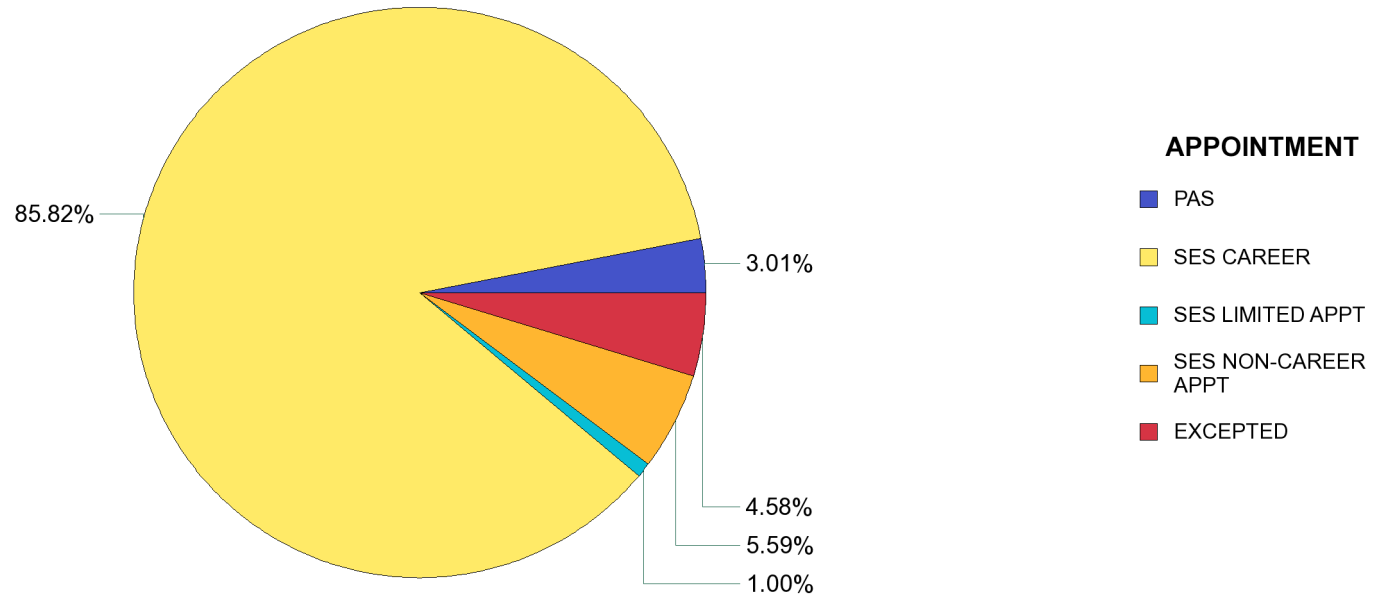
## DoD Executive Pay Plans EX/ES/IE/IG - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	318	22.78%	0.04%
Male	1,078	77.22%	0.14%
<b>Total</b>	<b>1,396</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

## DoD Executive Pay Plans EX/ES/IE/IG - Appointments (Appropriated Fund)

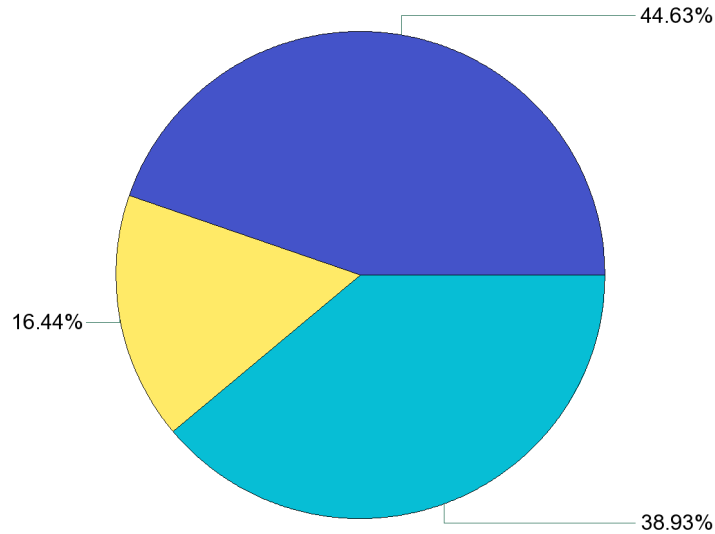


APPOINTMENT	Total	% of Population	% Total Appr Fund Population
PAS	42	3.01%	0.01%
SES CAREER	1,198	85.82%	0.15%
SES LIMITED APPT	14	1.00%	0.00%
SES NON-CAREER APPT	78	5.59%	0.01%
EXCEPTED	64	4.58%	0.01%
<b>Total</b>	<b>1,396</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

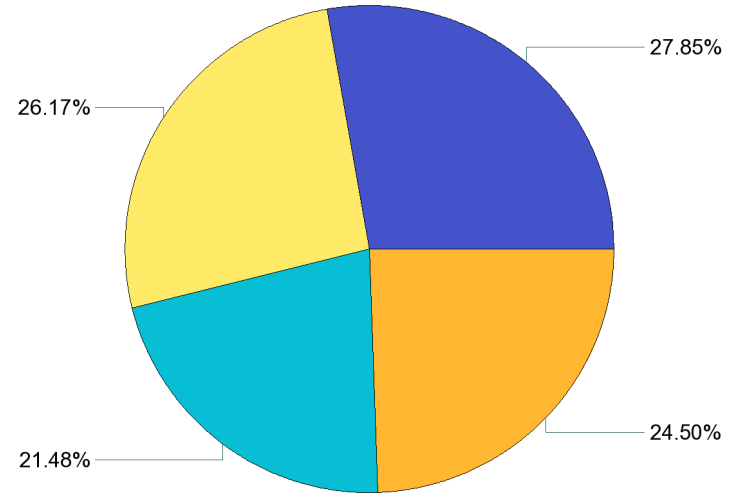
DCPDS data as of 02/28/2012

# *DoD Senior Professionals IP/SL/ST Pay Plans*

**DoD Senior Professionals IP/SL/ST Pay Plans (Appr Fund)**  
**Senior Intel Prof/Senior Level Psns/Scientific and Prof-5 U.S.C. 3104**



**PAY PLANS**  
 ■ IP ■ SL ■ ST

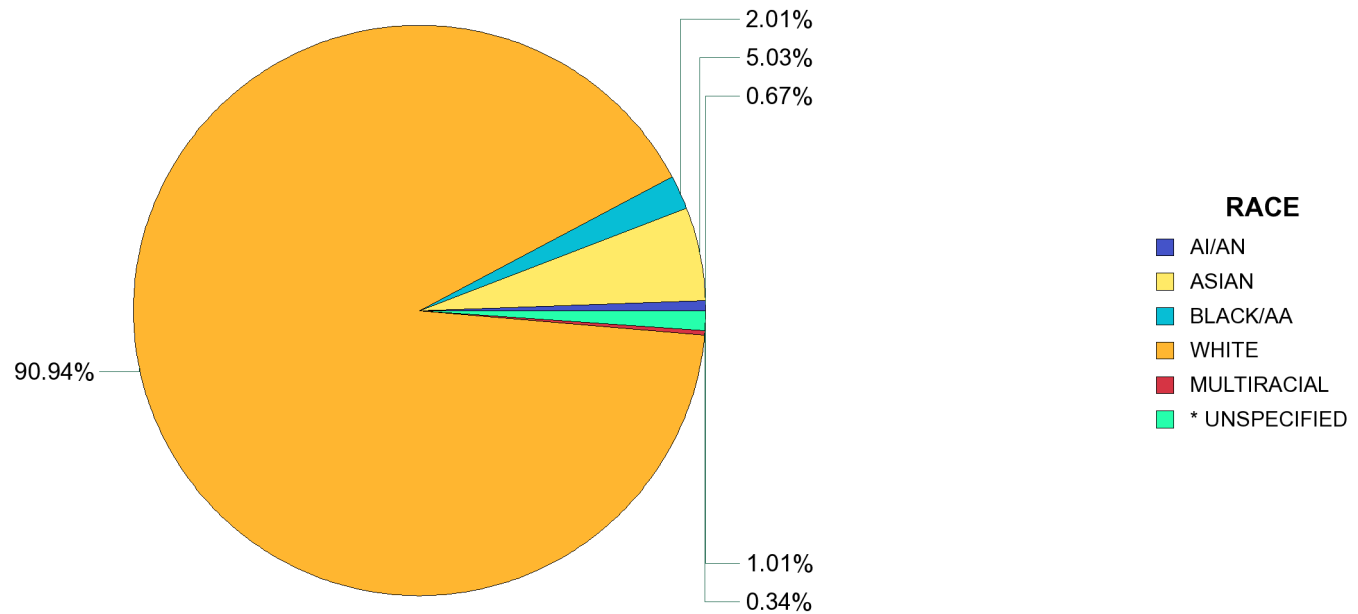


**COMPONENTS**  
 ■ AF ■ AR ■ DD ■ NV

COMPONENT	IP	SL	ST	# Senior Prof	% Senior Prof	% IP by Component	% SL by Component	% ST by Component	# Total Component	% Component
Army	35	3	40	78	26.17%	0.26	6.12%	34.48%	257,660	0.03%
Navy	31	8	34	73	24.50%	0.23	16.33%	29.31%	200,180	0.04%
Air Force	35	21	27	83	27.85%	0.26	42.86%	23.28%	152,865	0.05%
DoD AGY/ACT	32	17	15	64	21.48%	0.24	34.69%	12.93%	113,964	0.06%
<b>Total:</b>	<b>133</b>	<b>49</b>	<b>116</b>	<b>298</b>	<b>100.00%</b>				<b>782,228</b>	<b>0.04%</b>

DCPDS data as of 02/28/2012

## DoD Senior Professionals IP/SL/ST Pay Plans - Race (Appropriated Fund)



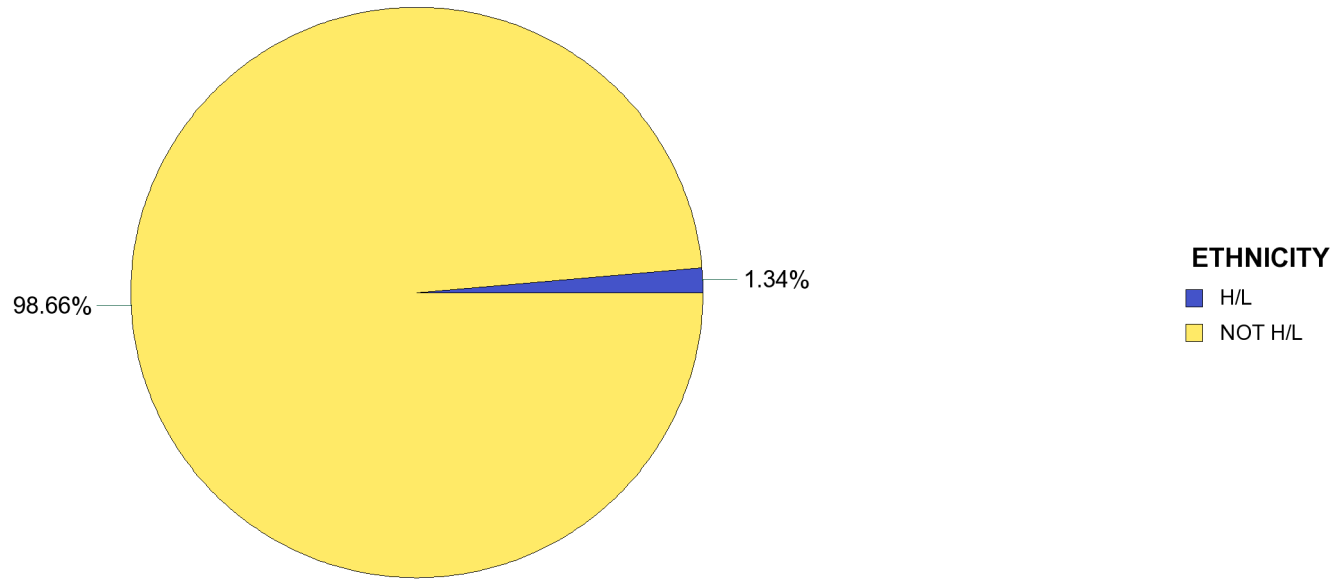
RACE	Total	% of Population	% Total Appr Fund Population
AI/AN	2	0.67%	0.00%
ASIAN	15	5.03%	0.00%
BLACK/AA	6	2.01%	0.00%
WHITE	271	90.94%	0.03%
MULTIRACIAL	1	0.34%	0.00%
* UNSPECIFIED	3	1.01%	0.00%
<b>Total</b>	<b>298</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

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



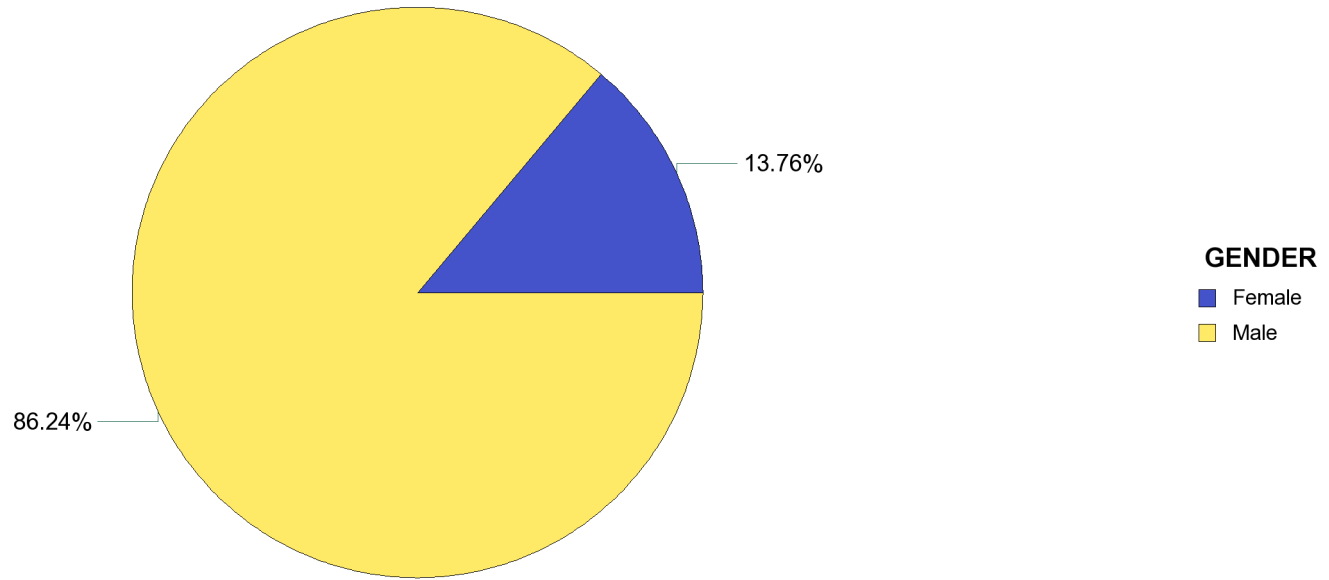
## DoD Senior Professionals IP/SL/ST Pay Plans - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
H/L	4	1.34%	0.00%
NOT H/L	294	98.66%	0.04%
<b>Total</b>	<b>298</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

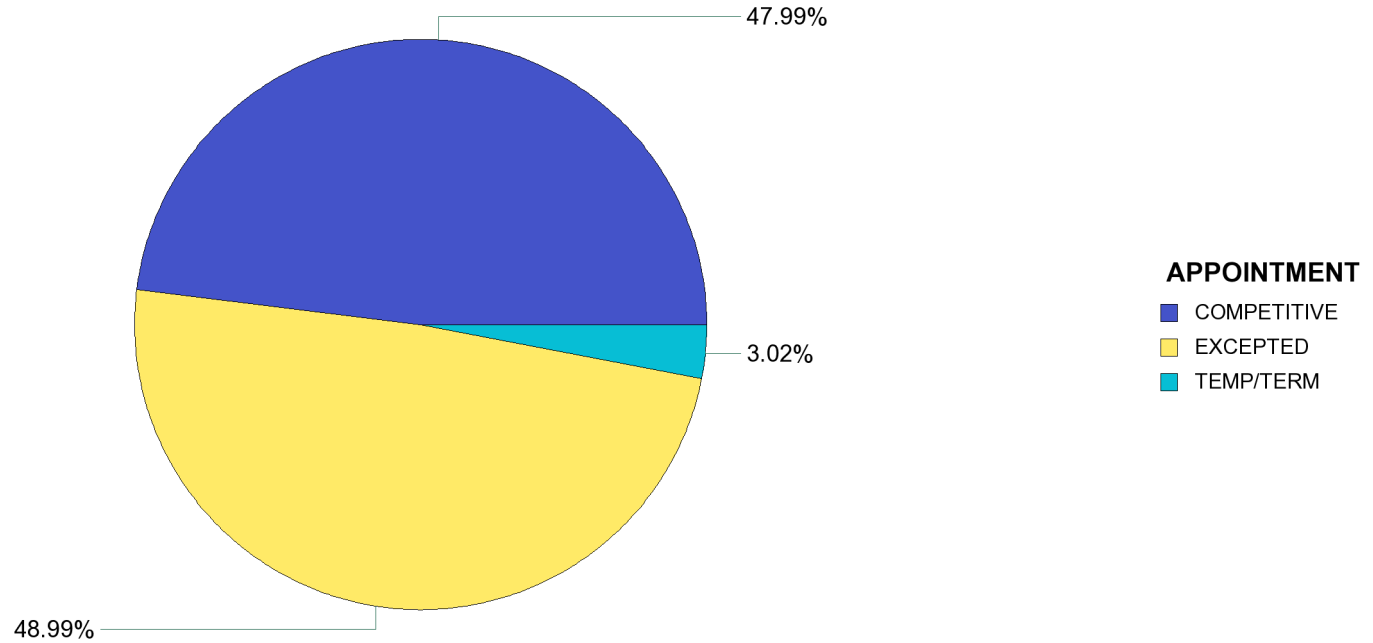
## DoD Senior Professionals IP/SL/ST Pay Plans - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	41	13.76%	0.01%
Male	257	86.24%	0.03%
<b>Total</b>	<b>298</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

## DoD Senior Professionals IP/SL/ST Pay Plans - Appointments (Appropriated Fund)



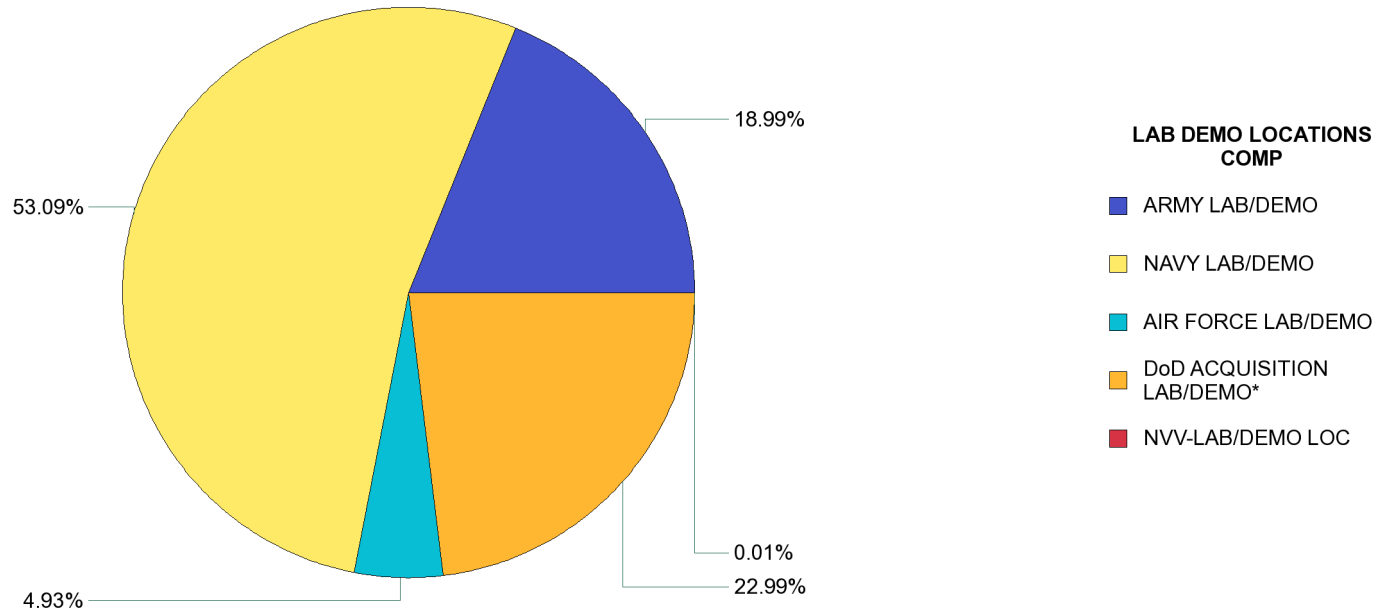
APPOINTMENT	Total	% of Population	% Total Appr Fund Population
COMPETITIVE	143	47.99%	0.02%
EXCEPTED	146	48.99%	0.02%
TEMP/TERM	9	3.02%	0.00%
<b>Total</b>	<b>298</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

# *DoD Demonstration Projects*

## *D\* and N\* Pay Plans*

## Lab/Demonstration Projects Locations - Components Employees with Lab/Demo Pay Plans (Appropriated Fund)

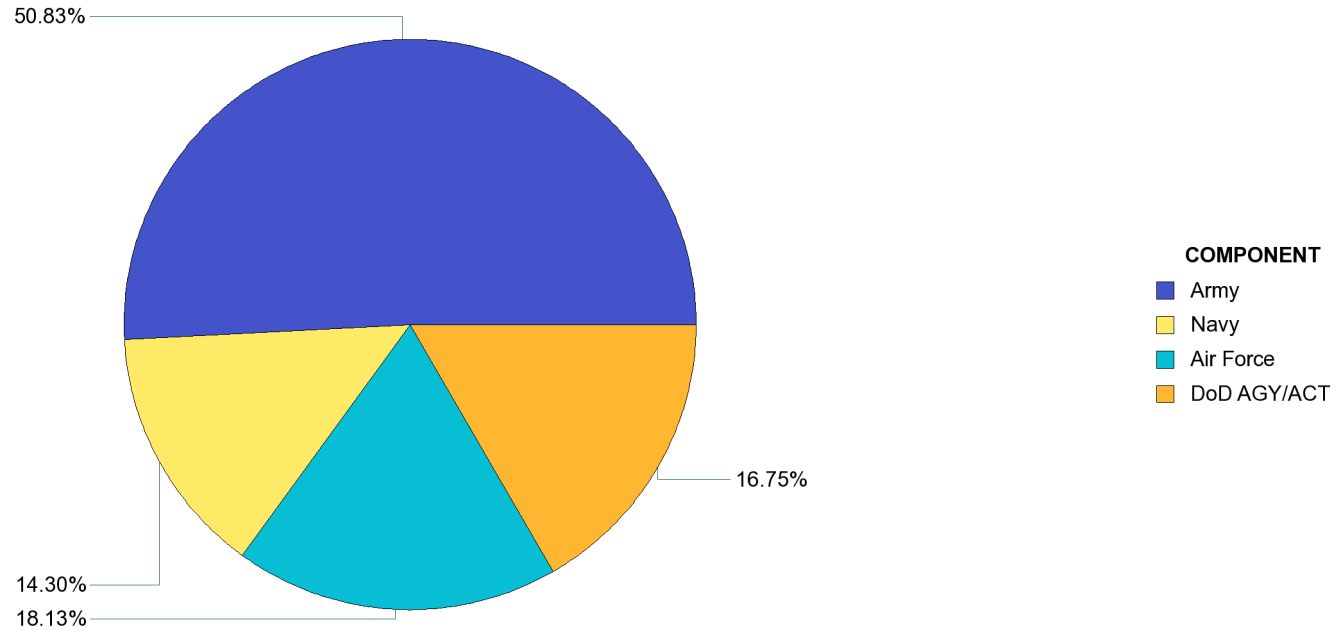


LAB DEMO LOCATIONS COMP	Total	% Total LAB/DEMO Population	% Total Appropriated Fund Population
ARMY LAB/DEMO	12,682	18.99%	1.62%
NAVY LAB/DEMO	35,465	53.09%	4.53%
AIR FORCE LAB/DEMO	3,295	4.93%	0.42%
DoD ACQUISITION LAB/DEMO*	15,354	22.99%	1.96%
NVV-LAB/DEMO LOC	4	0.01%	0.00%
<b>Total</b>	<b>66,800</b>	<b>100.00%</b>	<b>8.54%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

\* DoD Acquisition LAB/DEMO has employees in Army, Navy, Airforce and DoD Agy/Act

DCPDS data as of 02/28/2012

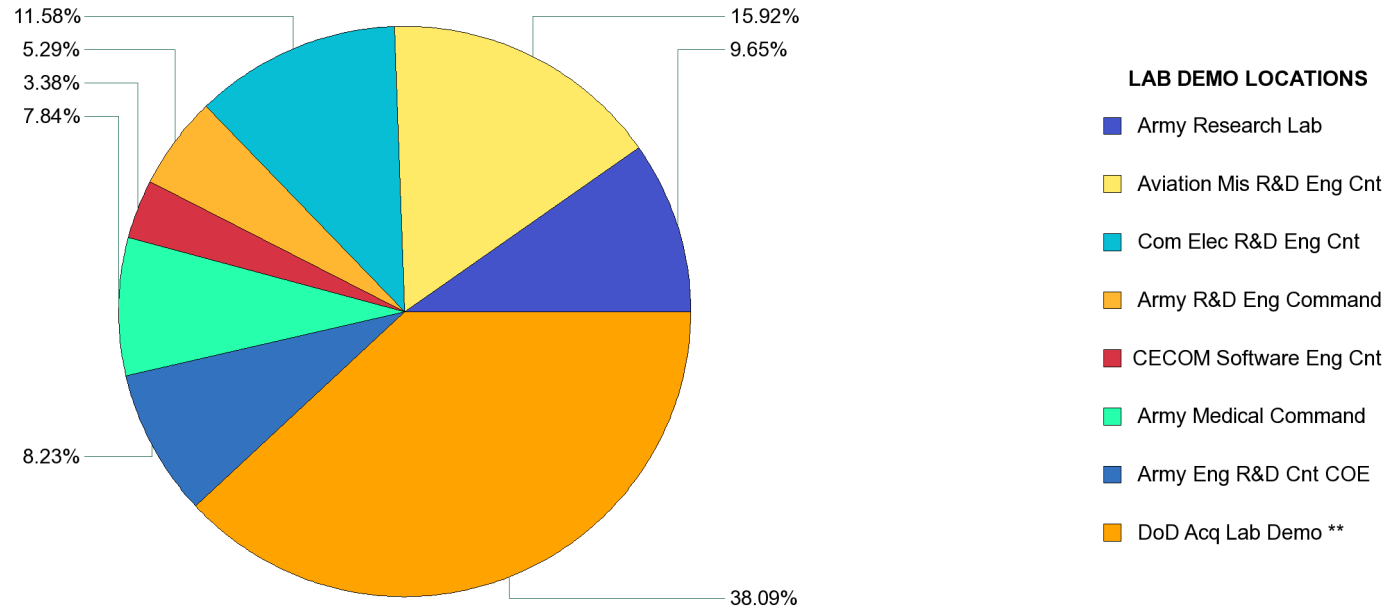
## DoD Acquisition Lab/Demo by Components Employees with Lab/Demo Pay Plans (Appropriated Fund)



COMPONENT	Total	% Total LAB/DEMO Population	% Total Appropriated Fund Population
Army	7,804	50.83%	1.00%
Navy	2,195	14.30%	0.28%
Air Force	2,783	18.13%	0.36%
DoD AGY/ACT	2,572	16.75%	0.33%
<b>Total</b>	<b>15,354</b>	<b>100.00%</b>	<b>1.96%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

## Lab/Demonstration Projects Locations - Army Employees with Lab/Demo Pay Plans (Appropriated Fund)

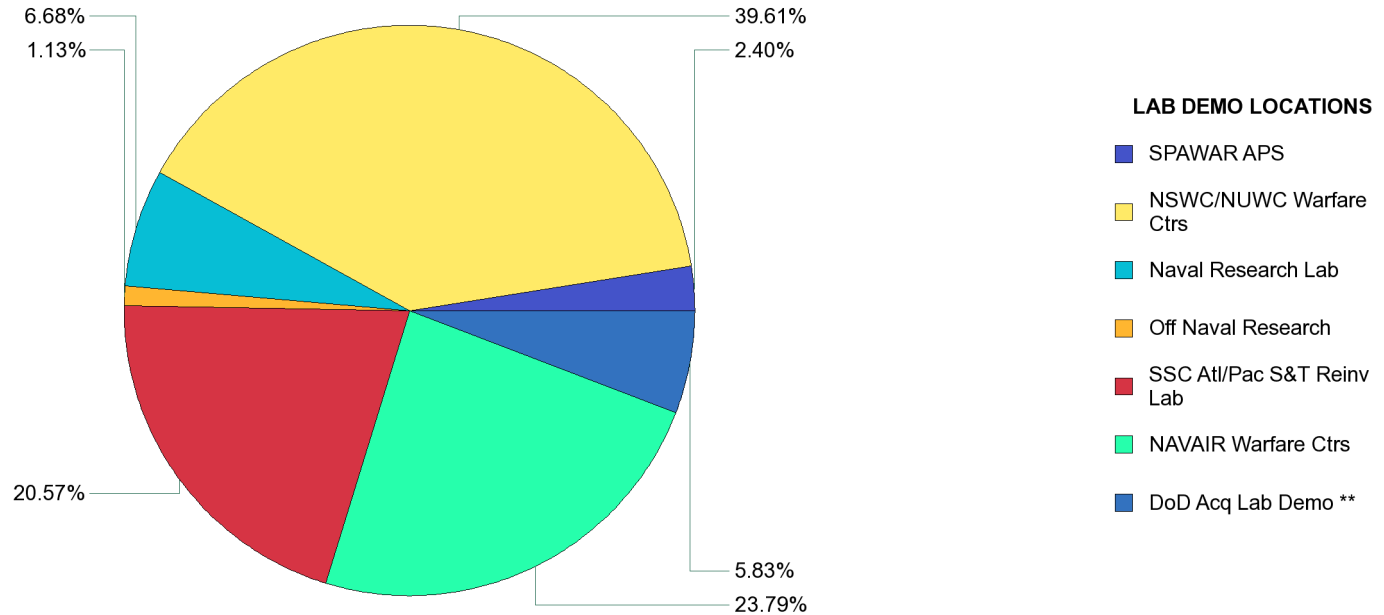


LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
Army Research Lab	1,978	9.65%	0.77%	0.25%
Aviation Mis R&D Eng Cnt	3,263	15.92%	1.27%	0.42%
Com Elec R&D Eng Cnt	2,373	11.58%	0.92%	0.30%
Army R&D Eng Command	1,084	5.29%	0.42%	0.14%
CECOM Software Eng Cnt	693	3.38%	0.27%	0.09%
Army Medical Command	1,607	7.84%	0.62%	0.21%
Army Eng R&D Cnt COE	1,687	8.23%	0.65%	0.22%
DoD Acq Lab Demo **	7,805	38.09%	3.03%	1.00%
<b>Total</b>	<b>20,490</b>	<b>100.00%</b>	<b>7.95%</b>	<b>2.62%</b>
<b>Total Component</b>	<b>257,660</b>			
<b>Total Appropriated</b>	<b>782,228</b>			

\*\* Portion of DoD Acquisition LAB/DEMO in Army

DCPDS data as of 02/28/2012

## Lab/Demonstration Projects Locations - Navy Employees with Lab/Demo Pay Plans (Appropriated Fund)



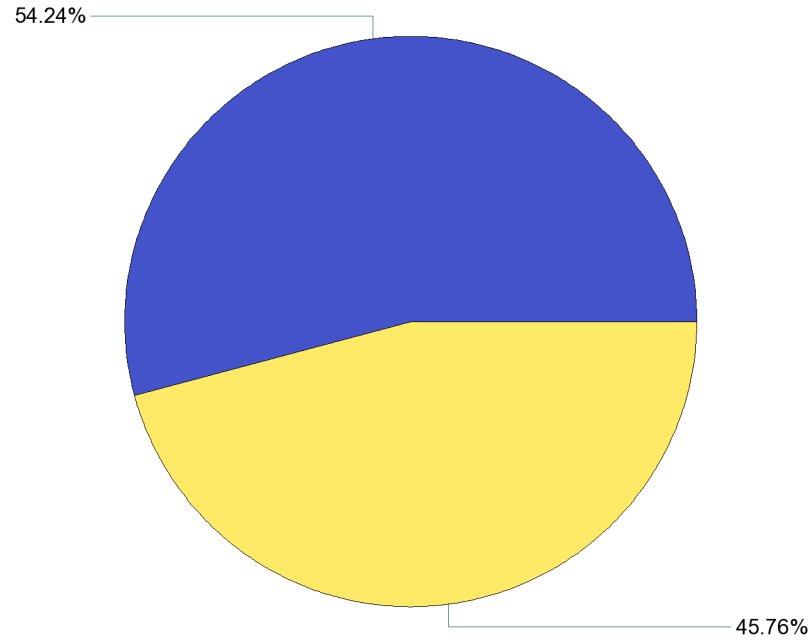
LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
SPAWAR APS	904	2.40%	0.45%	0.12%
NSWC/NUWC Warfare Ctrs	14,924	39.61%	7.46%	1.91%
Naval Research Lab	2,515	6.68%	1.26%	0.32%
Off Naval Research	424	1.13%	0.21%	0.05%
SSC Atl/Pac S&T Reinv Lab	7,750	20.57%	3.87%	0.99%
NAVAIR Warfare Ctrs	8,964	23.79%	4.48%	1.15%
DoD Acq Lab Demo **	2,195	5.83%	1.10%	0.28%
<b>Total</b>	<b>37,676</b>	<b>100.00%</b>	<b>18.82%</b>	<b>4.82%</b>
<b>Total Component</b>	<b>200,180</b>			
<b>Total Appropriated</b>	<b>782,228</b>			

\*\* Portion of DoD Acquisition LAB/DEMO in Navy

DCPDS data as of 02/28/2012



## Lab/Demonstration Projects Locations - Air Force Employees with Lab/Demo Pay Plans (Appropriated Fund)



**LAB DEMO LOCATIONS**

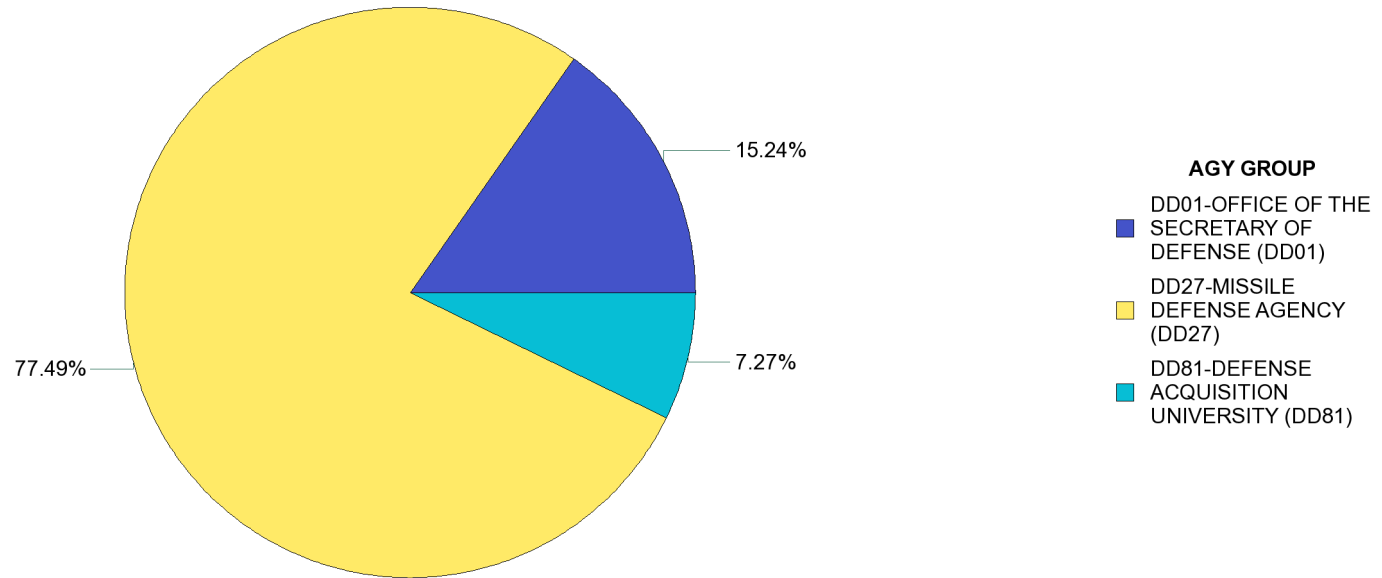
- AF Research Lab
- DoD Acq Lab Demo \*\*

LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
AF Research Lab	3,299	54.24%	2.16%	0.42%
DoD Acq Lab Demo **	2,783	45.76%	1.82%	0.36%
<b>Total</b>	<b>6,082</b>	<b>100.00%</b>	<b>3.98%</b>	<b>0.78%</b>
<b>Total Component</b>	<b>152,865</b>			
<b>Total Appropriated</b>	<b>782,228</b>			

\*\* Portion of DoD Acquisition LAB/DEMO in Air Force

DCPDS data as of 02/28/2012

## Lab/Demonstration Projects Locations - DoD AGY/ACT Employees with Lab/Demo Pay Plans (Appropriated Fund)



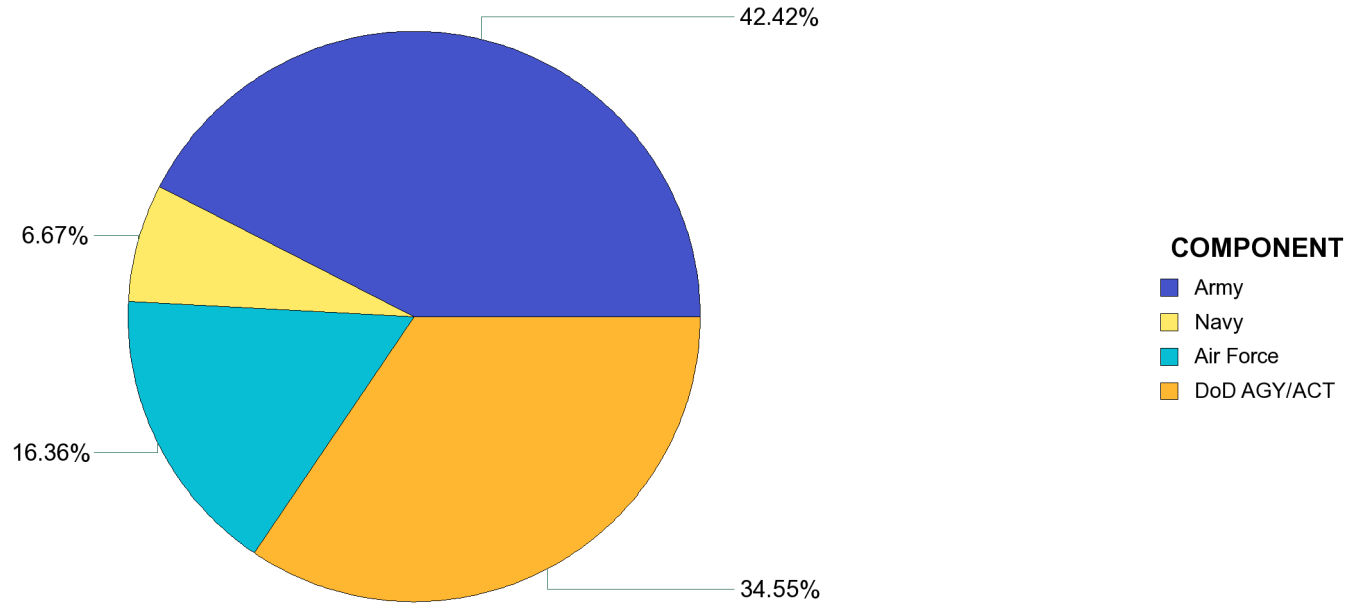
LAB DEMO LOCATIONS	AGY GROUP	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
DoD Acq Lab Demo **	DD01-OFFICE OF THE SECRETARY OF DEFENSE (DD01)	392	15.24%	0.34%	0.05%
DoD Acq Lab Demo **	DD27-MISSILE DEFENSE AGENCY (DD27)	1,993	77.49%	1.75%	0.25%
DoD Acq Lab Demo **	DD81-DEFENSE ACQUISITION UNIVERSITY (DD81)	187	7.27%	0.16%	0.02%
	<b>Total</b>	<b>2,572</b>	<b>100.00%</b>	<b>2.26%</b>	<b>0.33%</b>
	<b>Total Component</b>	<b>113,964</b>			
	<b>Total Appropriated</b>	<b>782,228</b>			

\*\* Portion of DoD Acquisition LAB/DEMO in DoD AGY/ACT

DCPDS data as of 02/28/2012

# *Other DoD Appropriated Fund Employees of Interest*

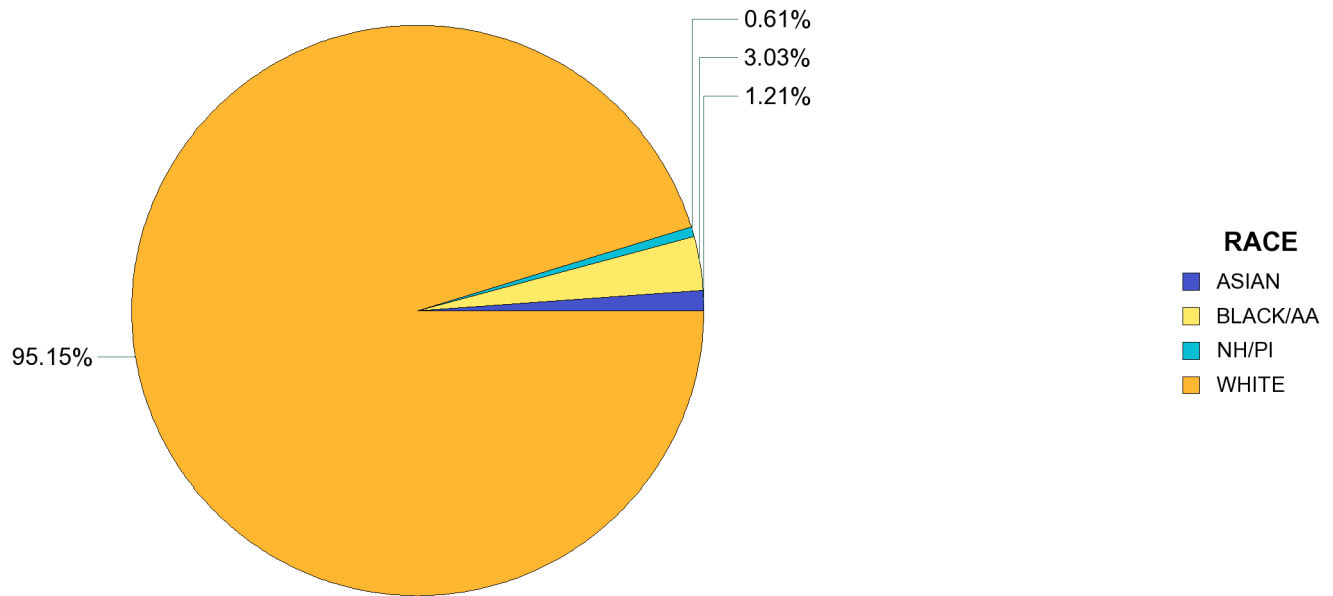
## Highly Qualified Experts - Component (Appropriated Fund)



COMPONENT	Total	% of Population	% Total Appr Fund Population
Army	70	42.42%	0.01%
Navy	11	6.67%	0.00%
Air Force	27	16.36%	0.00%
DoD AGY/ACT	57	34.55%	0.01%
<b>Total</b>	<b>165</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

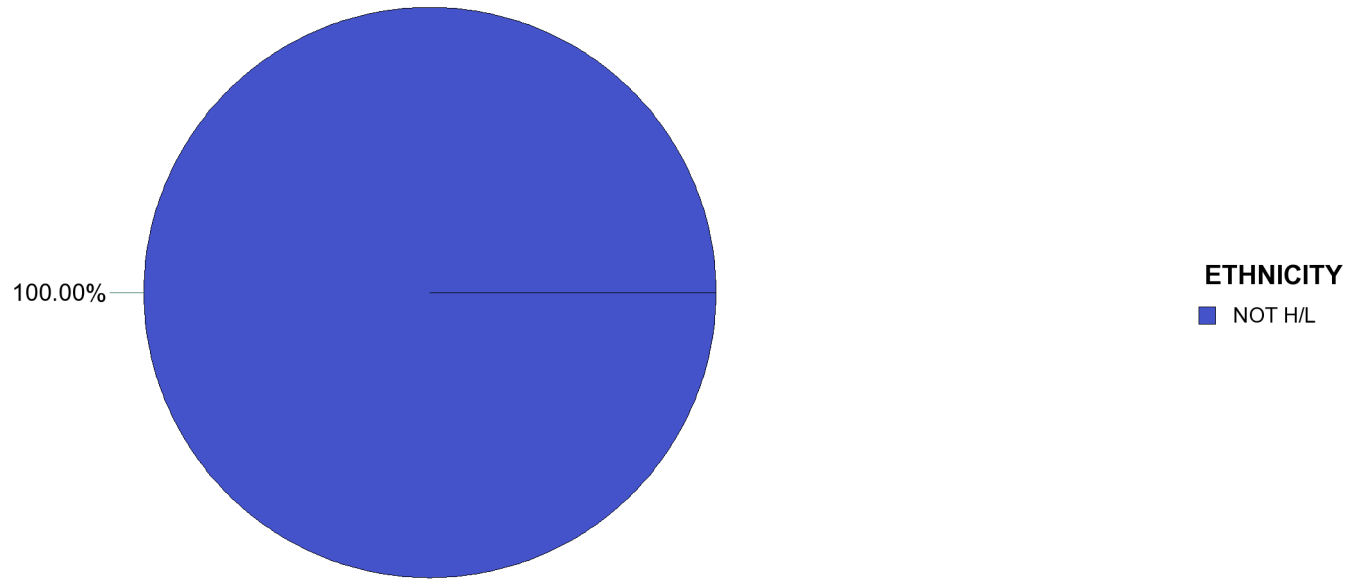
## Highly Qualified Experts - Race (Appropriated Fund)



RACE	Total	% of Population	% Total Appr Fund Population
ASIAN	2	1.21%	0.00%
BLACK/AA	5	3.03%	0.00%
NH/PI	1	0.61%	0.00%
WHITE	157	95.15%	0.02%
<b>Total</b>	<b>165</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

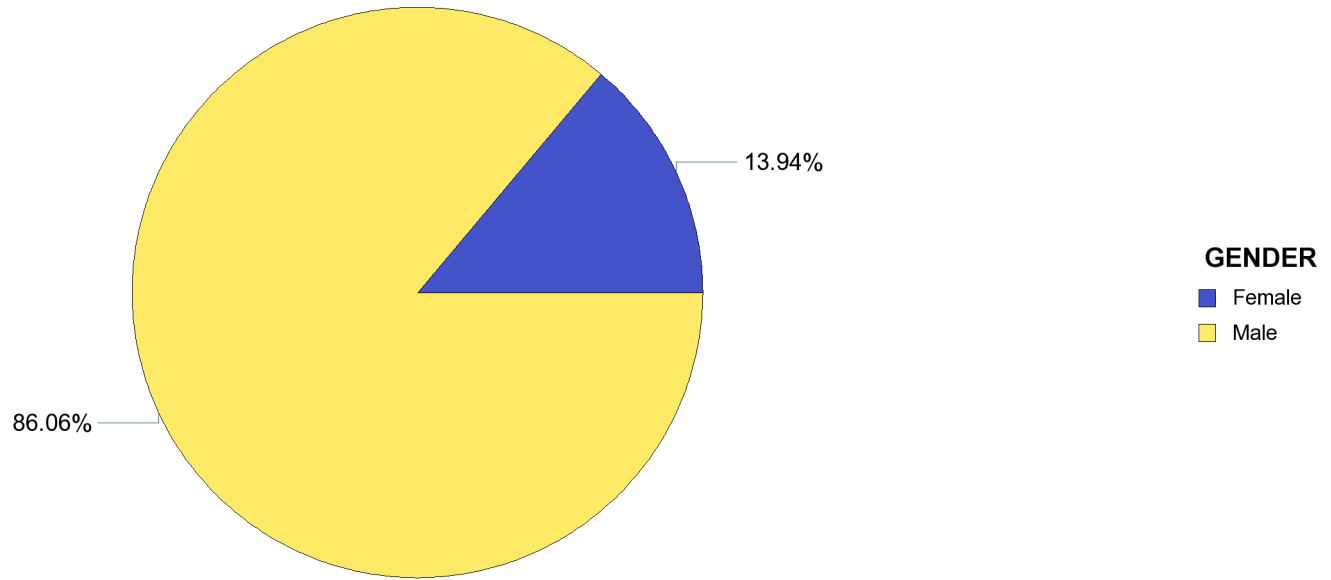
## Highly Qualified Experts - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
NOT H/L	165	100.00%	0.02%
<b>Total</b>	<b>165</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

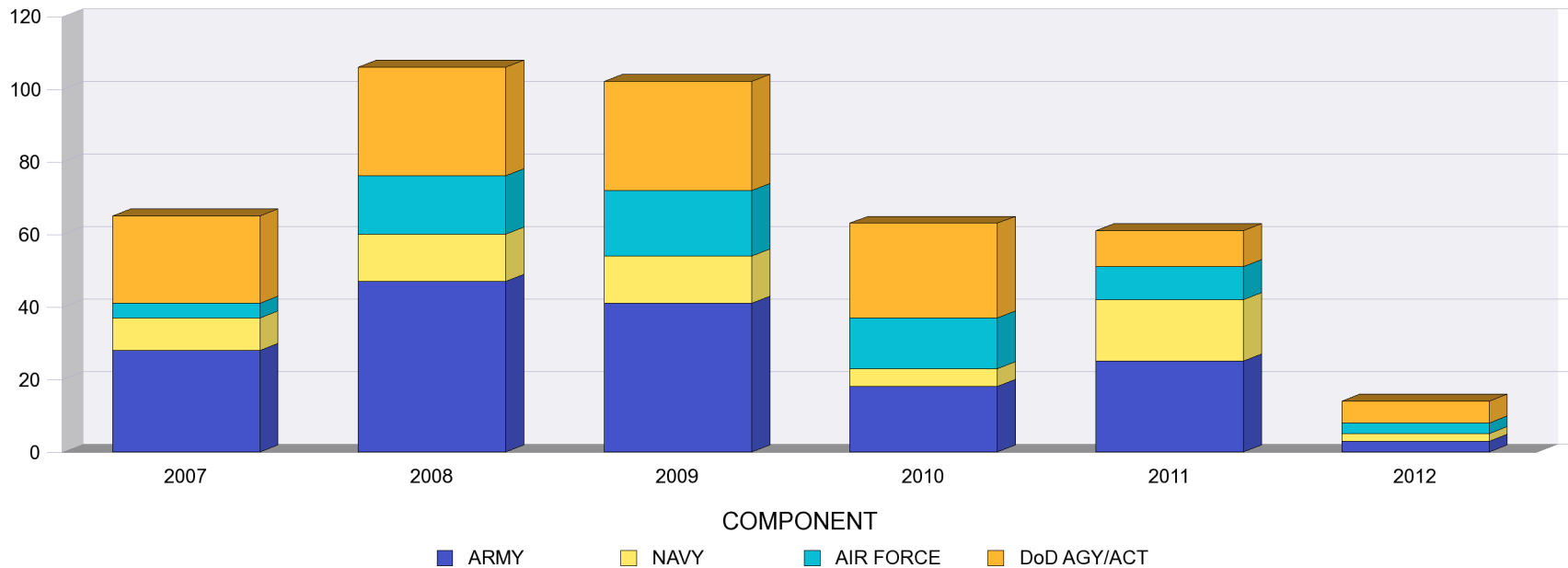
## Highly Qualified Experts - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	23	13.94%	0.00%
Male	142	86.06%	0.02%
<b>Total</b>	<b>165</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>782,228</b>		

DCPDS data as of 02/28/2012

## Highly Qualified Experts Appointed (1XX Actions) by Components



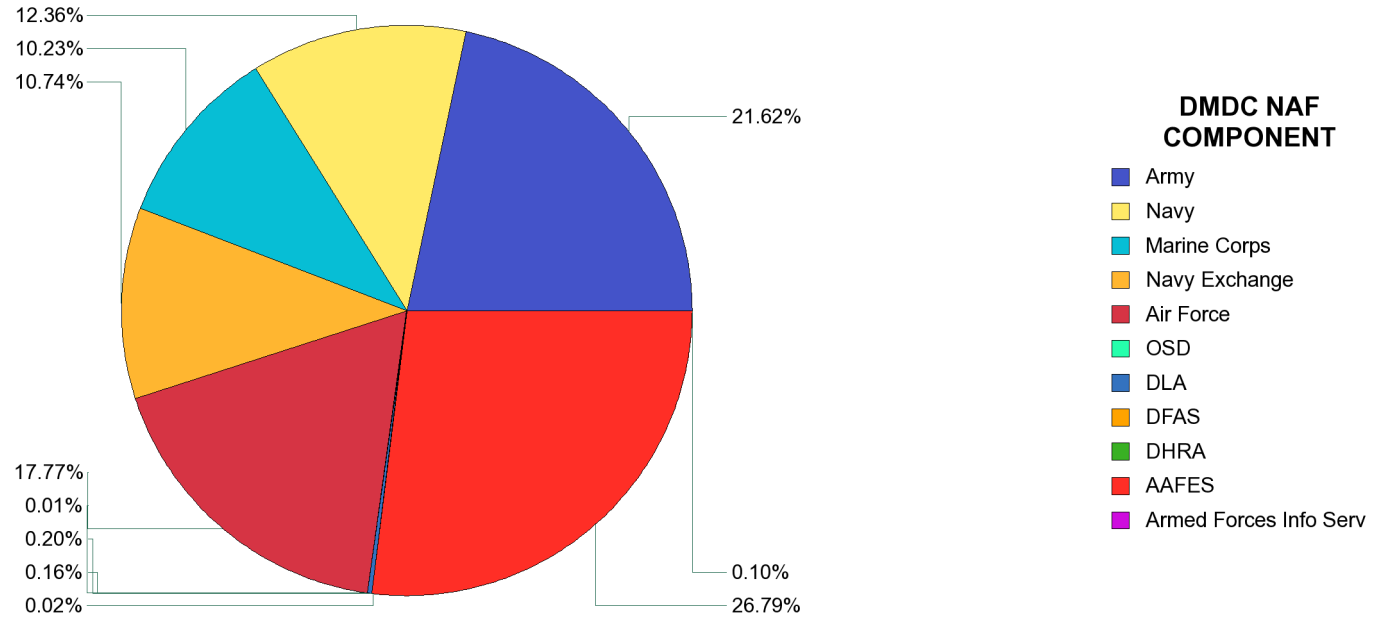
COMPONENT	2007	% of FY	2008	% of FY	2009	% of FY	2010	% of FY	2011	% of FY	2012	% of FY	Total	% Total
ARMY	28	43.08%	47	44.34%	41	40.20%	18	28.57%	25	40.98%	3	21.43%	<b>162</b>	<b>39.42%</b>
NAVY	9	13.85%	13	12.26%	13	12.75%	5	7.94%	17	27.87%	2	14.29%	<b>59</b>	<b>14.36%</b>
AIR FORCE	4	6.15%	16	15.09%	18	17.65%	14	22.22%	9	14.75%	3	21.43%	<b>64</b>	<b>15.57%</b>
DoD AGY/ACT	24	36.92%	30	28.30%	30	29.41%	26	41.27%	10	16.39%	6	42.86%	<b>126</b>	<b>30.66%</b>
<b>*TOTAL</b>	<b>65</b>	<b>100.00%</b>	<b>106</b>	<b>100.00%</b>	<b>102</b>	<b>100.00%</b>	<b>63</b>	<b>100.00%</b>	<b>61</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>	<b>411</b>	<b>100.00%</b>

DCPDS data as of 02/28/2012



# ***NON APPROPRIATED FUND***

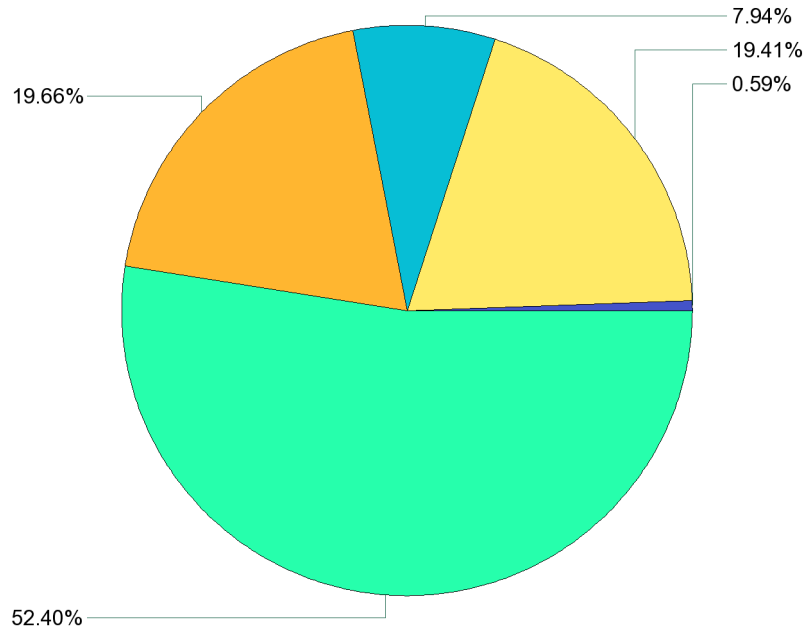
## Non Appropriated Fund Employees - Component



DMDC NAF COMPONENT	Total	% Total NAF
Army	28,365	21.62%
Navy	16,215	12.36%
Marine Corps	13,424	10.23%
Navy Exchange	14,091	10.74%
Air Force	23,305	17.77%
OSD	11	0.01%
DLA	264	0.20%
DFAS	211	0.16%
DHRA	29	0.02%
AAFES	35,141	26.79%
Armed Forces Info Serv	126	0.10%
<b>Total</b>	<b>131,182</b>	<b>100.00%</b>

DMDC data as of 02/29/2012

## Non Appropriated Fund - Race

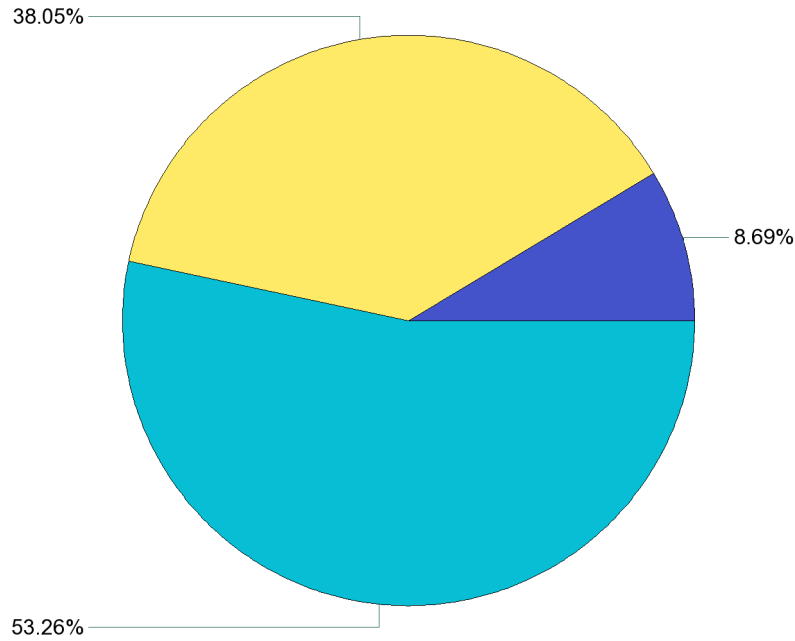


- DMDC RACE**
- AI/AN
  - BLACK/AA
  - ASIAN OR NH/PI
  - WHITE
  - MULTIRACIAL
  - UNKNOWN

DMDC RACE	Total	% Total NAF
AI/AN	778	0.59%
BLACK/AA	25,465	19.41%
ASIAN OR NH/PI	10,413	7.94%
WHITE	25,791	19.66%
MULTIRACIAL	0	0.00%
UNKNOWN	68,735	52.40%
<b>Total</b>	<b>131,182</b>	<b>100.00%</b>

DMDC data as of 02/29/2012

## Non Appropriated Fund - Ethnicity



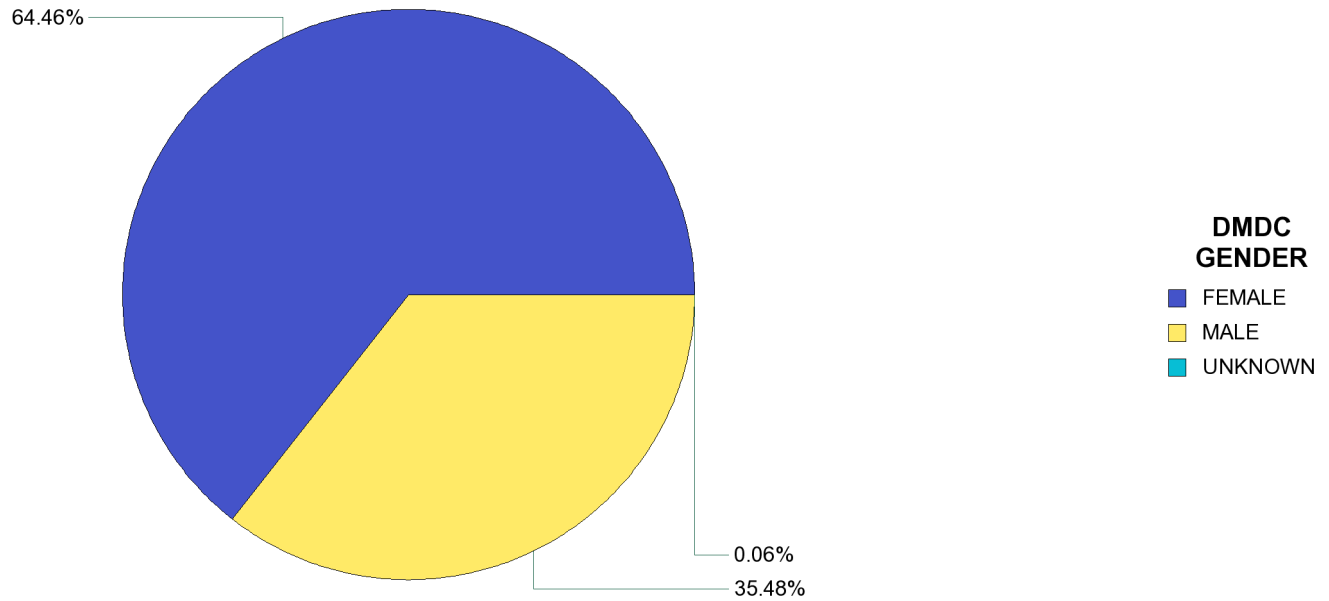
**DMDC  
ETHNICITY**

- H/L
- NOT H/L
- UNKNOWN

DMDC ETHNICITY	Total	% Total NAF
H/L	11,405	8.69%
NOT H/L	49,912	38.05%
UNKNOWN	69,865	53.26%
<b>Total</b>	<b>131,182</b>	<b>100.00%</b>

DMDC data as of 02/29/2012

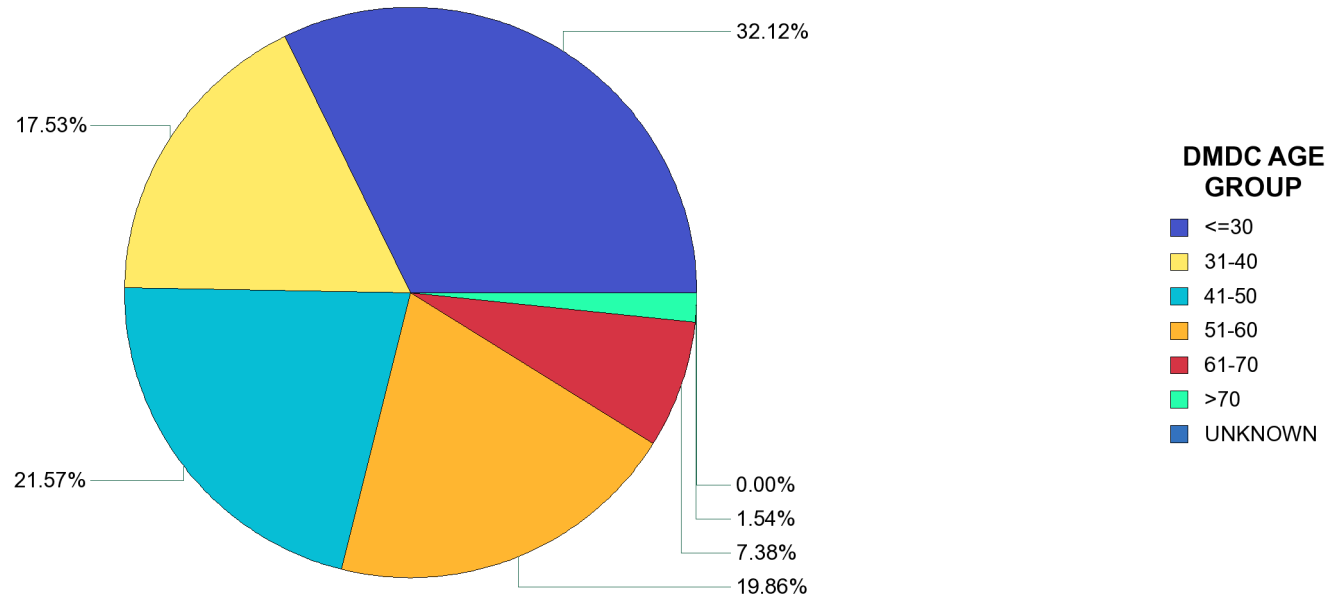
## Non Appropriated Fund - Gender



DMDC GENDER	Total	% Total NAF
FEMALE	84,558	64.46%
MALE	46,540	35.48%
UNKNOWN	84	0.06%
<b>Total</b>	<b>131,182</b>	<b>100.00%</b>

DMDC data as of 02/28/2012

## Non Appropriated Fund - Age Group

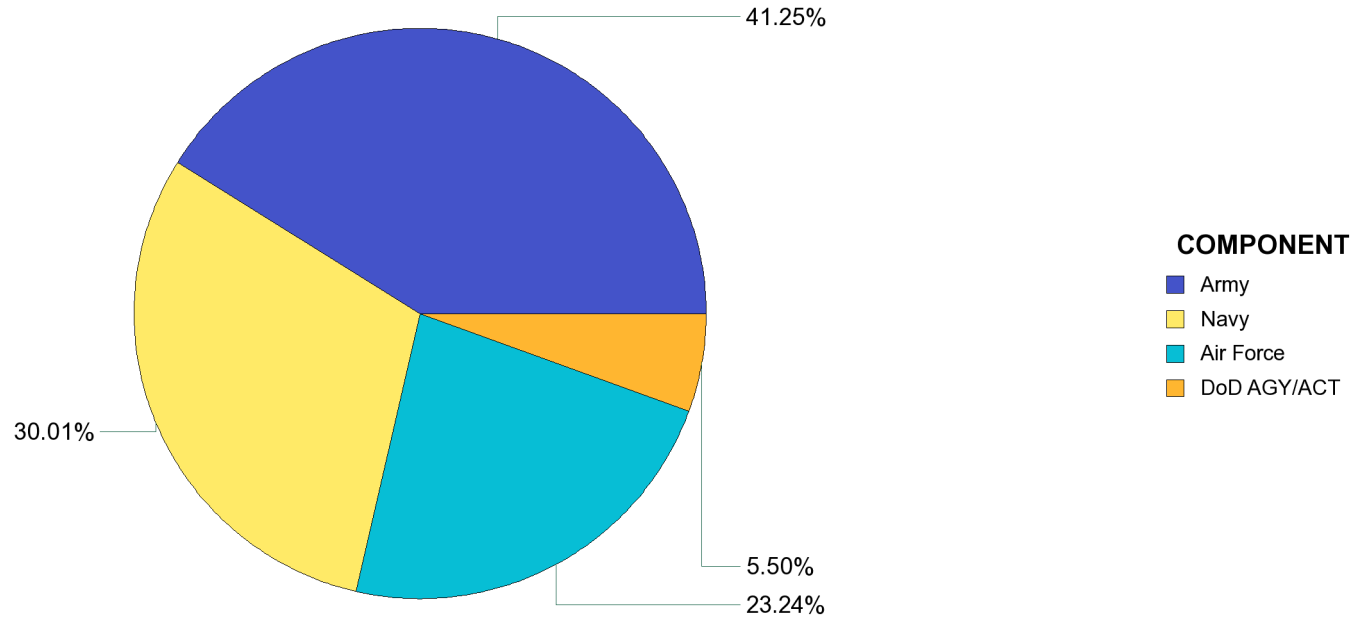


DMDC AGE GROUP	Total	% Total NAF
<=30	42,132	32.12%
31-40	22,990	17.53%
41-50	28,294	21.57%
51-60	26,059	19.86%
61-70	9,683	7.38%
>70	2,018	1.54%
UNKNOWN	6	0.00%
<b>Total</b>	<b>131,182</b>	<b>100.00%</b>

DMDC data as of 02/29/2012

# *LOCAL NATIONALS*

## Local National Employees by Component

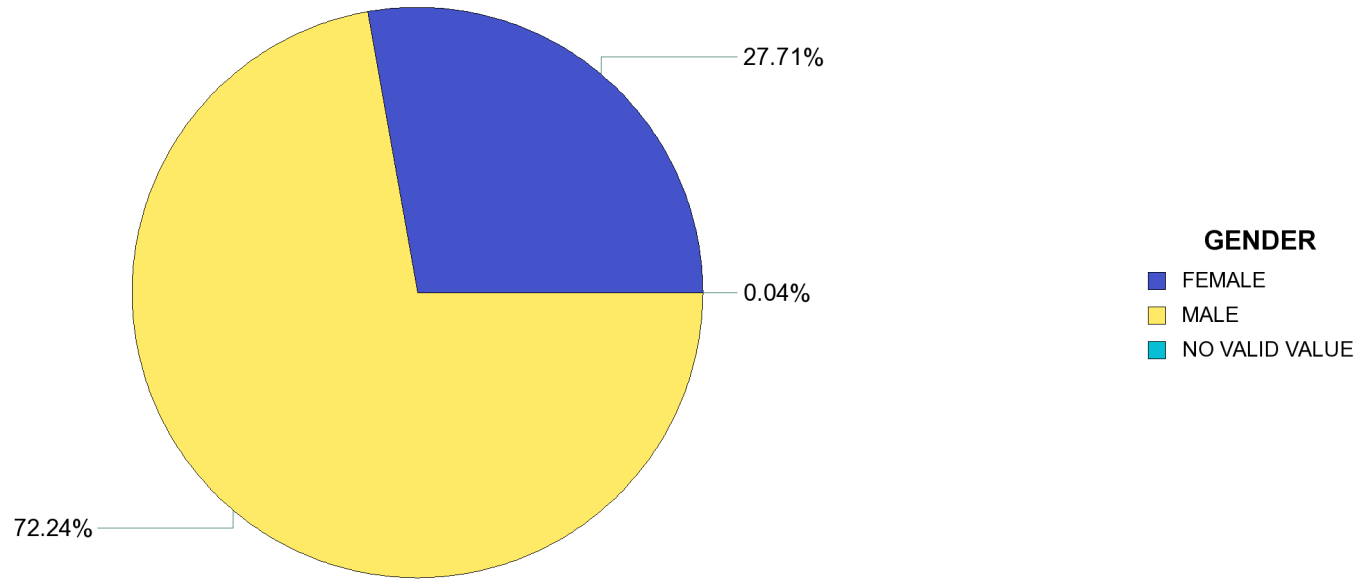


Component	Total	% Total Local Nationals
Army	22,894	41.25%
Navy	16,658	30.01%
Air Force	12,900	23.24%
DoD AGY/ACT	3,051	5.50%
<b>Total</b>	<b>55,503</b>	<b>100.00%</b>

DMDC data as of 02/28/2012



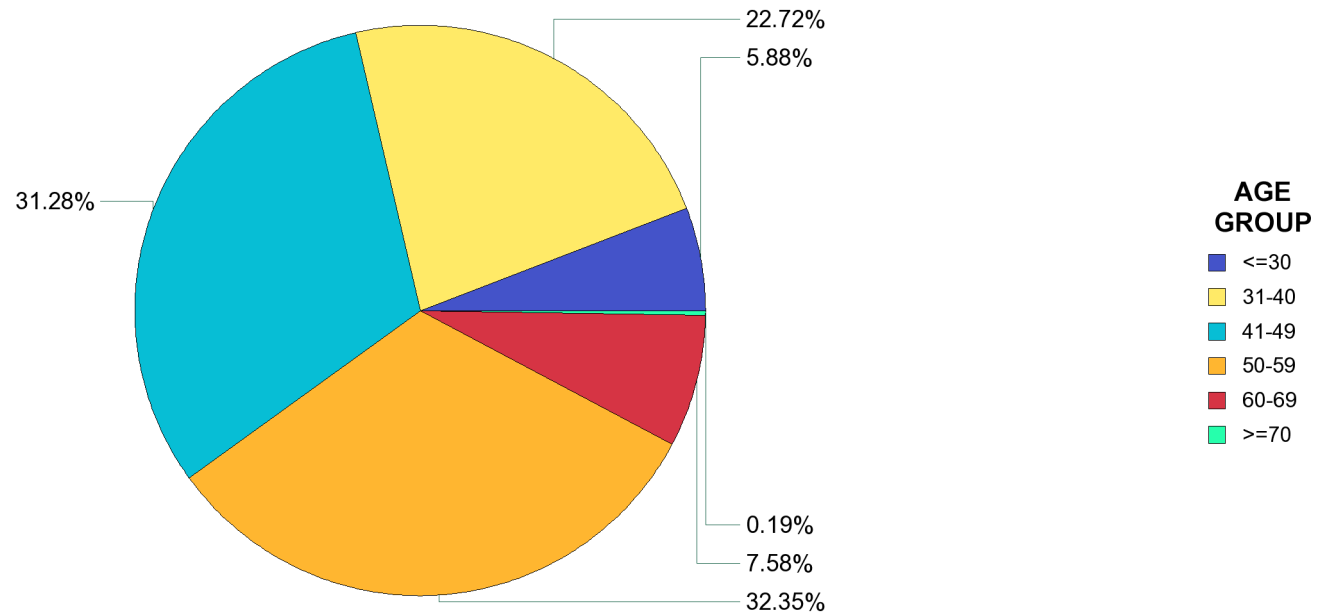
## Local National Employees by Gender



GENDER	Total	% Total Local Nationals
FEMALE	15,382	27.71%
MALE	40,098	72.24%
NO VALID VALUE	23	0.04%
	<b>55,503</b>	<b>100.00%</b>

DMDC data as of 02/28/2012

## Local National Employees by Age Group



AGE GROUP	Total	% Total Local Nationals
<=30	3,265	5.88%
31-40	12,613	22.72%
41-49	17,360	31.28%
50-59	17,957	32.35%
60-69	4,205	7.58%
>=70	103	0.19%
<b>Total</b>	<b>55,503</b>	<b>100.00%</b>

DMDC data as of 02/28/2012