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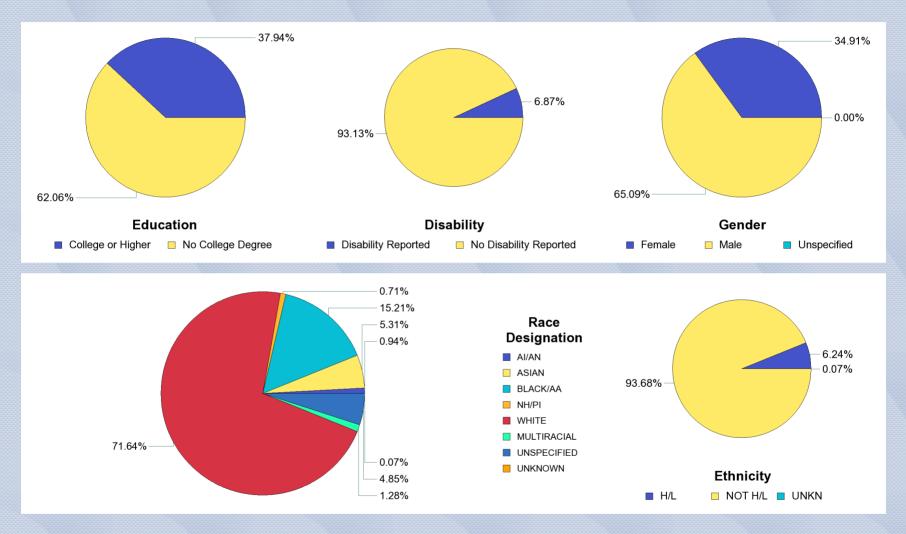


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# APPROPRIATED FUND



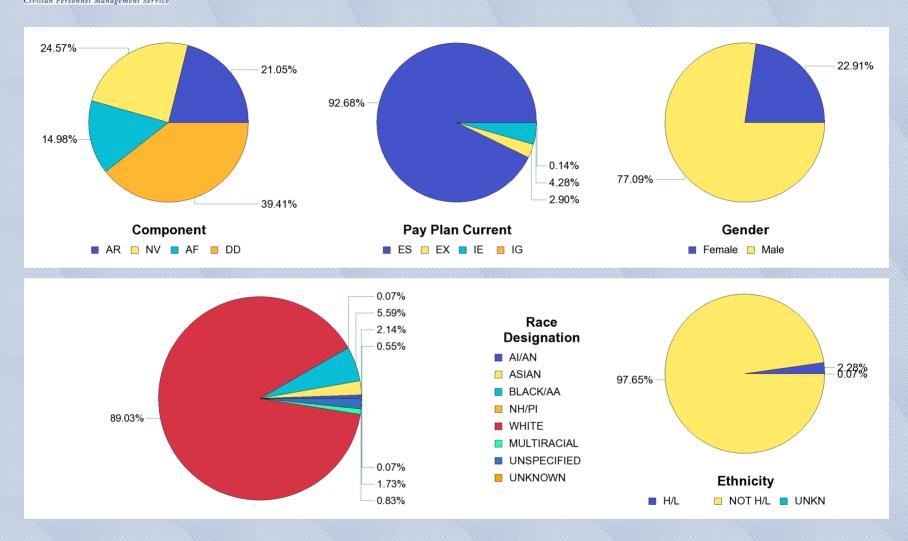


Percentages compared to Total Appropriated Fund population (800180)

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



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

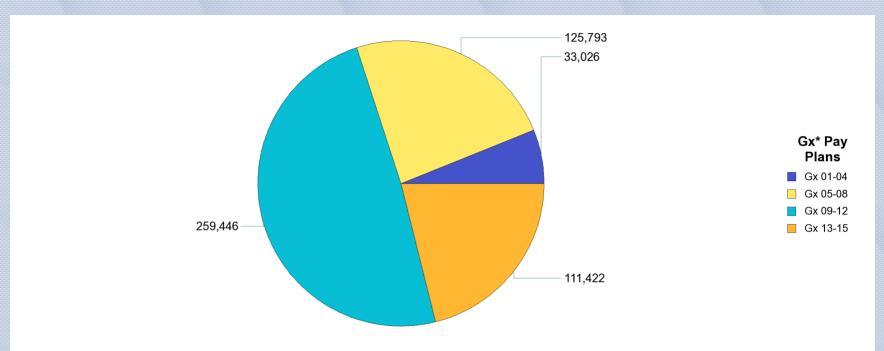


Percentages compared to Total Senior Leader population (1449)

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



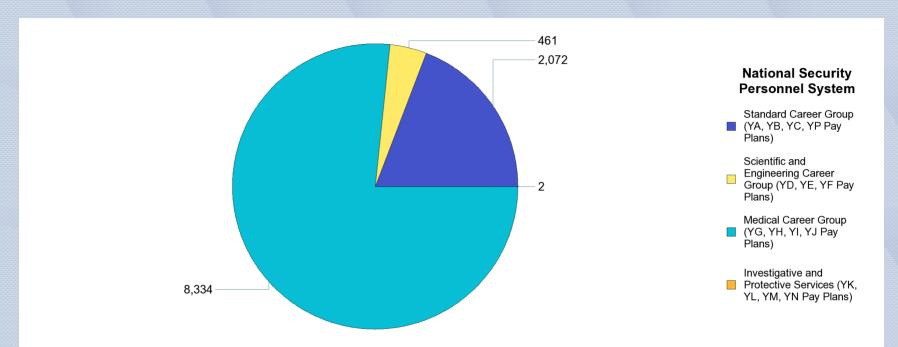
# General Schedule & Equivalent Gx\* Pay Plans (Appropriated Fund)



Gx* Pay Plans	Total	% Compared to Total Gx Pay Plans	Gx Pay Plan % Compared To Total Appropriated Fund Population
Gx 01-04	33,026	6.24%	4.13%
Gx 05-08	125,793	23.75%	15.72%
Gx 09-12	259,446	48.98%	32.42%
Gx 13-15	111,422	21.04%	13.92%
Total	529,687	100.00%	66.20%
Total Appropriated	800,180		
* Includes GG, GL, GM, GP and GS Pay Plans			



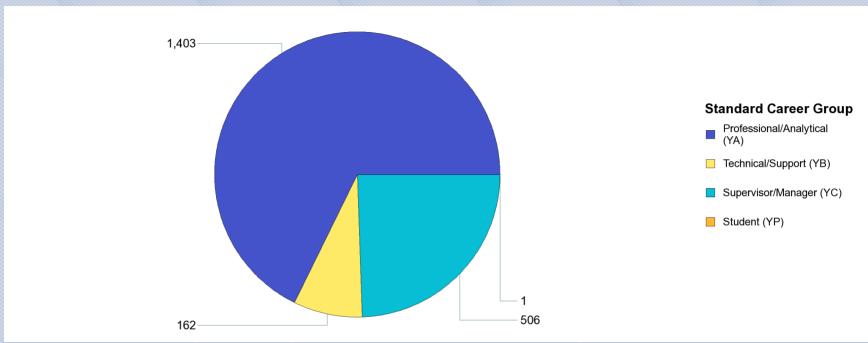
# National Security Personnel System (Appropriated Fund)



	National Security Personnel System	Total	% Compared to Total National Security Personnel System	NSPS % Compared to Total Appropriated Fund Population
₩,	Standard Career Group (YA, YB, YC, YP Pay Plans)	2,072	19.06%	0.26%
ij,	Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	461	4.24%	0.06%
	Medical Career Group (YG, YH, YI, YJ Pay Plans)	8,334	76.68%	1.04%
	Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	2	0.02%	0.00%
	Total	10,869	100.00%	1.36%
	Total Appropriated	800,180		



## National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared to Total Standard Career Group	Standard CG % Compared to Total Appropriated Fund Population
Professional/Analytical (YA)	1,403	67.71%	0.18%
Technical/Support (YB)	162	7.82%	0.02%
Supervisor/Manager (YC)	506	24.42%	0.06%
Student (YP)	1	0.05%	0.00%
Total	2,072	100.00%	0.26%
Total Appropriated	800,180		



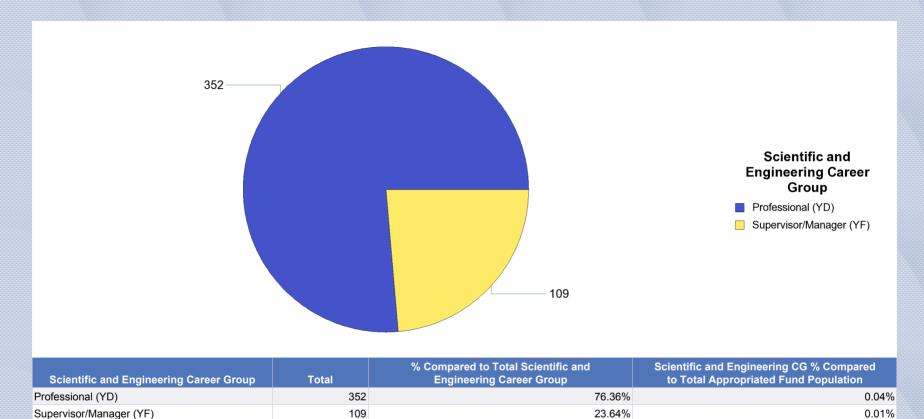
Total

**Total Appropriated** 

461

800,180

## National Security Personnel System (Appropriated Fund)



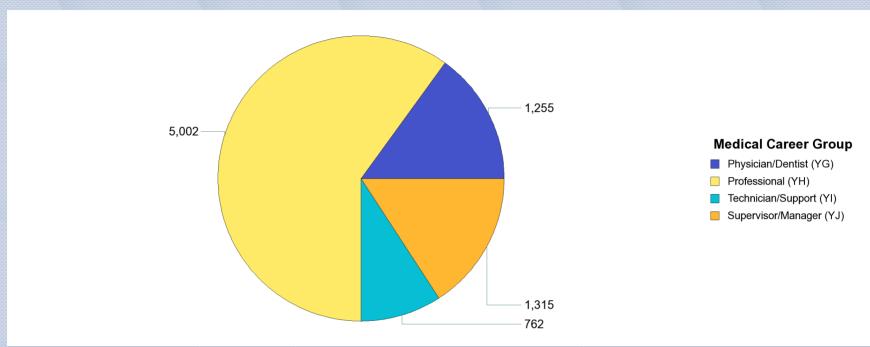
DCPDS data as of Jun 30, 2011

0.06%

100.00%



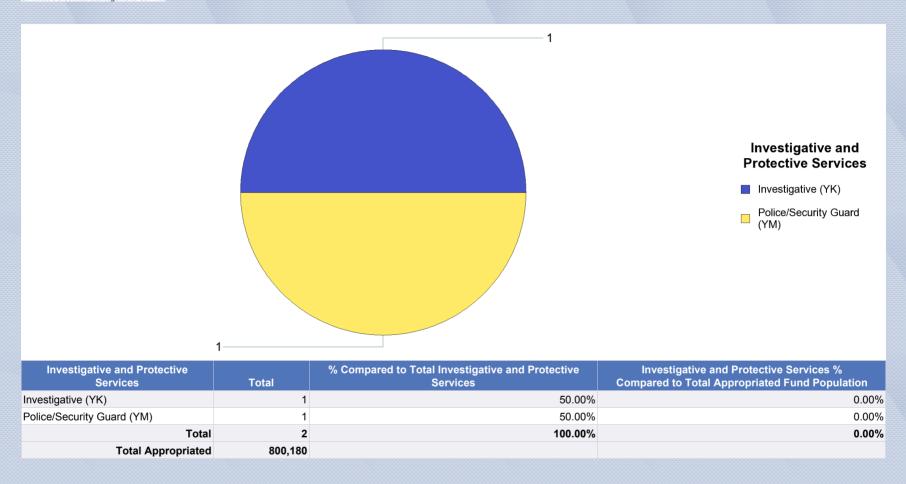
# National Security Personnel System (Appropriated Fund)

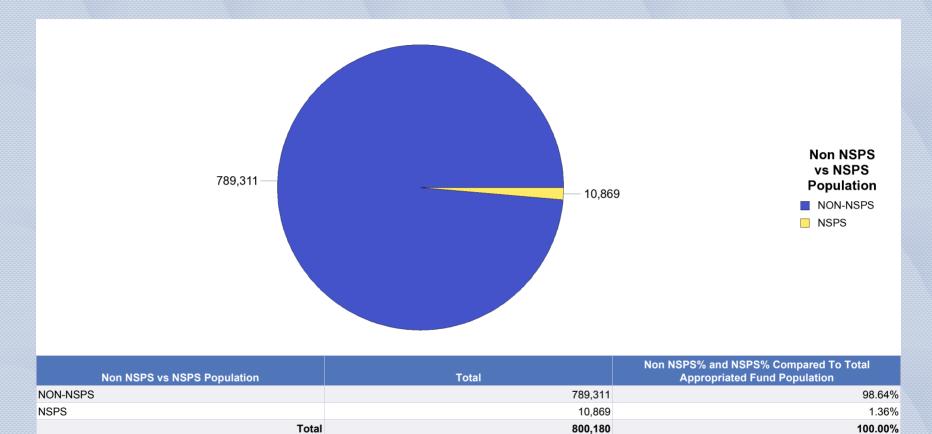


Medical Career Group	Total	% Compared to Total Medical Career Group	Medical CG % Compared to Total Appropriated Fund Population
Physician/Dentist (YG)	1,255	15.06%	0.16%
Professional (YH)	5,002	60.02%	0.63%
Technician/Support (YI)	762	9.14%	0.10%
Supervisor/Manager (YJ)	1,315	15.78%	0.16%
Total	8,334	100.00%	1.04%
Total Appropriated	800,180		



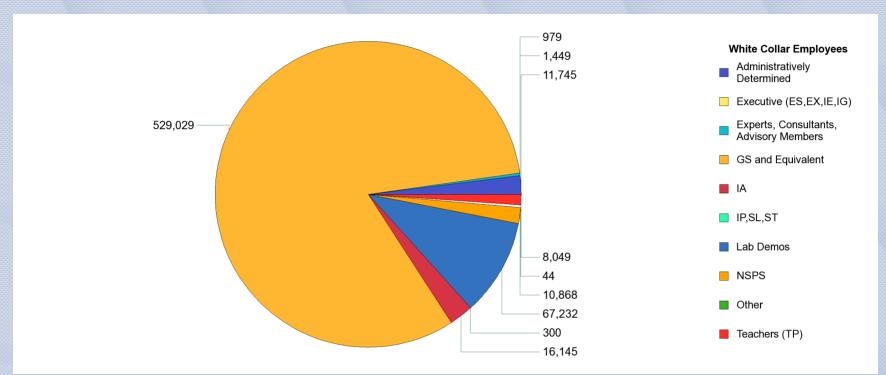
## National Security Personnel System (Appropriated Fund)







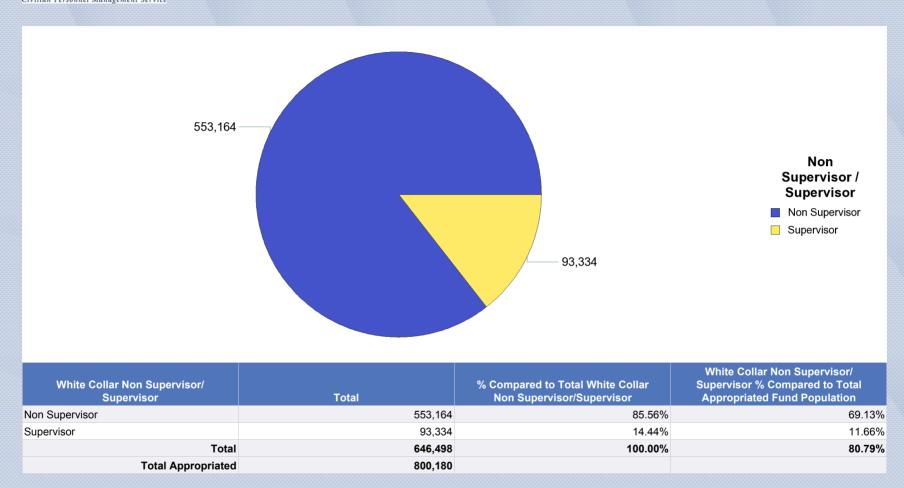
## White Collar Employees (Appropriated Fund)



White Collar Employees	Total	% Compared to Total White Collar Employees	White Collar % Compared to Total Appropriated Fund Population
Administratively Determined	11,745	1.82%	1.47%
Executive (ES,EX,IE,IG)	1,449	0.22%	0.18%
Experts, Consultants, Advisory Members	979	0.15%	0.12%
GS and Equivalent	529,687	81.93%	66.20%
IA	16,145	2.50%	2.02%
IP,SL,ST	300	0.05%	0.04%
Lab Demos	67,232	10.40%	8.40%
NSPS	10,869	1.68%	1.36%
Other	44	0.01%	0.01%
Teachers (TP)	8,049	1.25%	1.01%
Total	646,499	100.00%	80.79%
Total Appropriated	800,180		

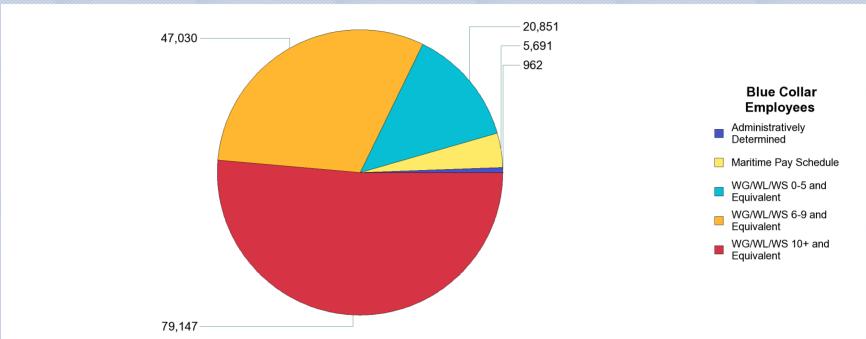


# White Collar Employees Non Supervisor/Supervisor (Appr Fund)





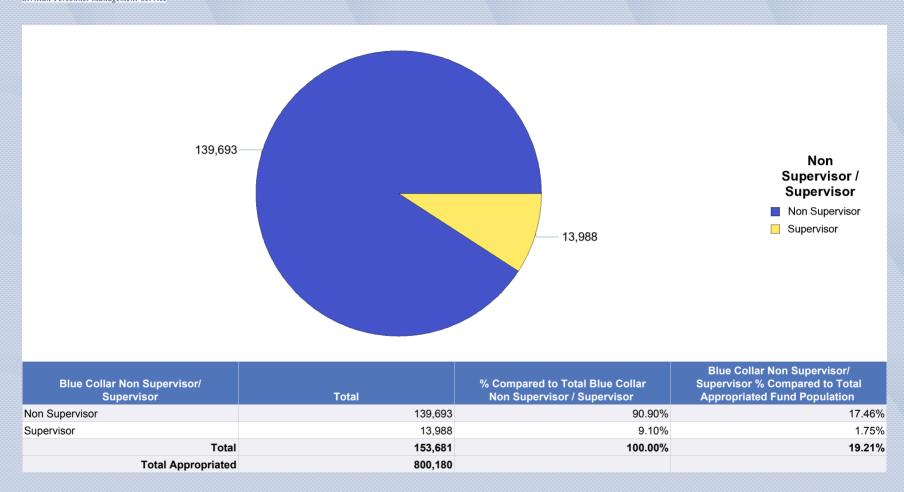
# Blue Collar Employees (Appropriated Fund)



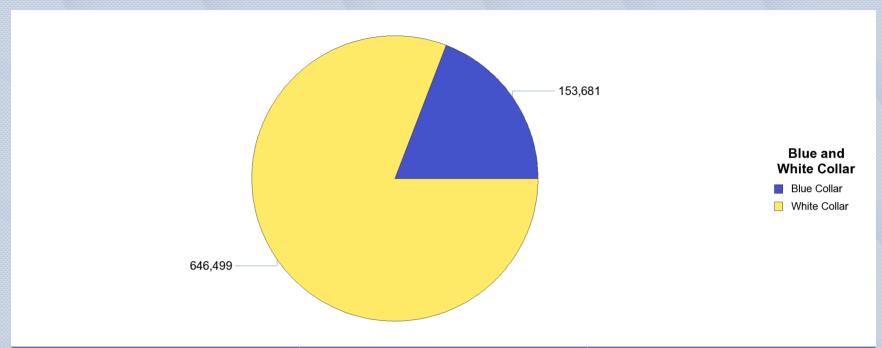
Blue Collar Employees	Total	% Compared to Total Blue Collar Employees	Blue Collar % Compared to Total Appropriated Fund Population
Administratively Determined	962	0.63%	0.12%
Maritime Pay Schedule	5,691	3.70%	0.71%
WG/WL/WS 0-5 and Equivalent	20,851	13.57%	2.61%
WG/WL/WS 6-9 and Equivalent	47,030	30.60%	5.88%
WG/WL/WS 10+ and Equivalent	79,147	51.50%	9.89%
Total	153,681	100.00%	19.21%
Total Appropriated	800,180		



# Blue Collar Employees Non Supervisor/Supervisor (Appr Fund)

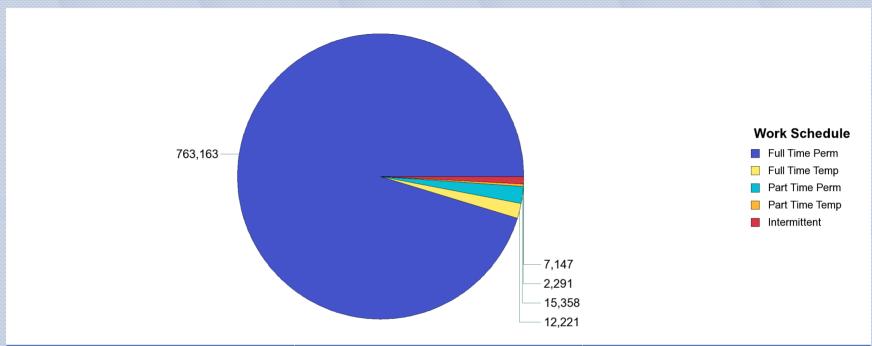






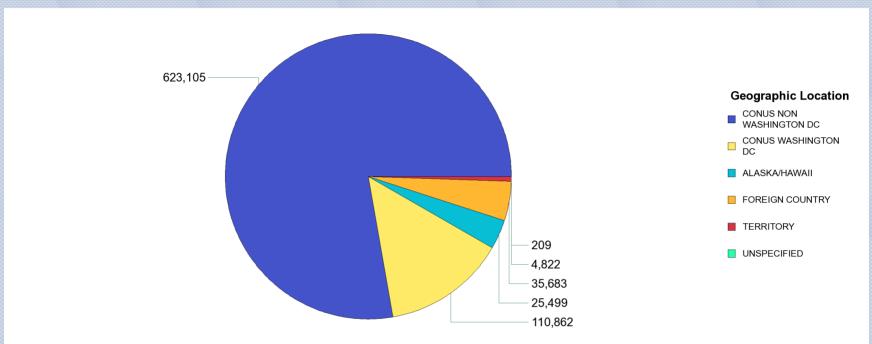
Blue and White Collar	Total	Blue and White Collar % Compared to Total Appropriated Fund Population
Blue Collar	153,681	19.21%
White Collar	646,499	80.79%
Total	800,180	100.00%





Work Schedule	Total	Work Schedule % Compared to Total Appropriated Fund Population
Full Time Perm	763,163	95.37%
Full Time Temp	12,221	1.53%
Part Time Perm	15,358	1.92%
Part Time Temp	2,291	0.29%
Intermittent	7,147	0.89%
Total	800,180	100.00%





Geographic Location	Total	Geographic Location % Compared to Total Appropriated Fund Population
CONUS NON WASHINGTON DC	623,105	77.87%
CONUS WASHINGTON DC	110,862	13.85%
ALASKA/HAWAII	25,499	3.19%
FOREIGN COUNTRY	35,683	4.46%
TERRITORY	4,822	0.60%
UNSPECIFIED	209	0.03%
Total	800,180	100.00%

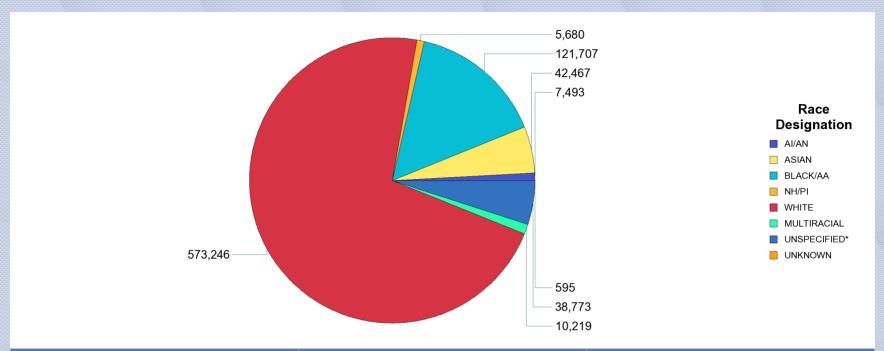


# 202,398 Component Army Navy Air Force DoD Agencies National Guard

Component	Total	Component % Compared to Total Appropriated Fund Population		
Army	269,316	33.66%		
Navy	202,398	25.29%		
Air Force	160,594	20.07%		
DoD Agencies	109,806	13.72%		
National Guard	58,066	7.26%		
Total	800,180	100.00%		



## General Workforce Demographics - Race (Appropriated Fund)

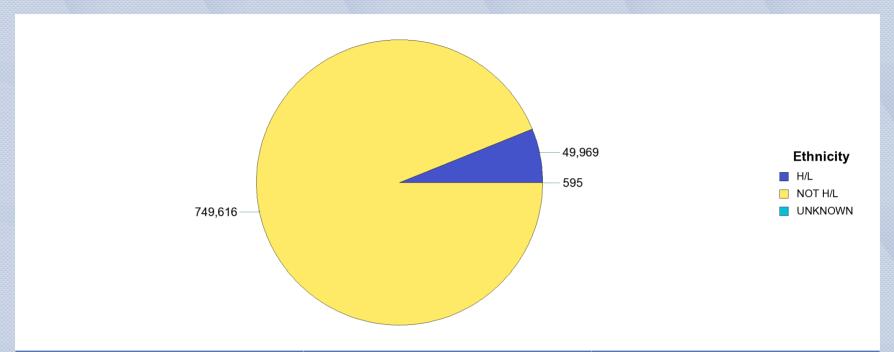


Race Designation	Total	Race Designation % Compared to Total Appropriated Fund Population
AI/AN	7,493	0.94%
ASIAN	42,467	5.31%
BLACK/AA	121,707	15.21%
NH/PI	5,680	0.71%
WHITE	573,246	71.64%
MULTIRACIAL	10,219	1.28%
UNSPECIFIED*	38,773	4.85%
UNKNOWN	595	0.07%
Total	800,180	100.00%

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



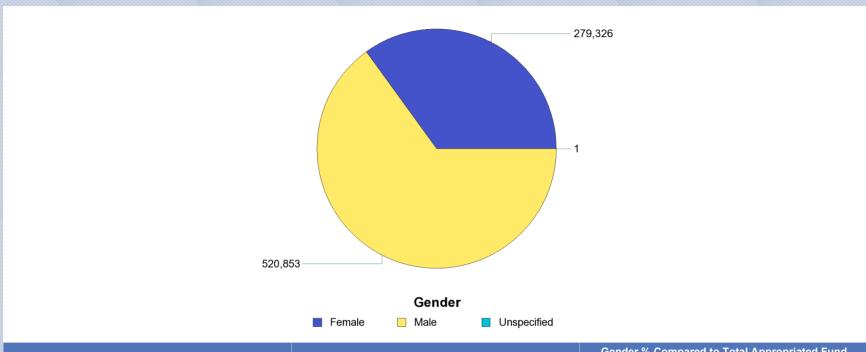
# General Workforce Demographics - Ethnicity (Appropriated Fund)



Ethnicity	Total	Ethnicity % Compared to Total Appropriated Fund Population
H/L	49,969	6.24%
NOT H/L	749,616	93.68%
UNKNOWN	595	0.07%
Total	800,180	100.00%



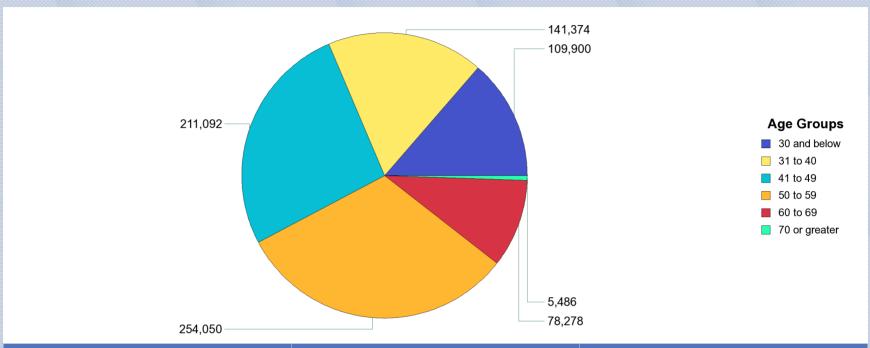
# General Workforce Demographics - Gender (Appropriated Fund)



Gender	Total	Gender % Compared to Total Appropriated Fund Population	
Female	279,326	34.91%	
Male	520,853	65.09%	
Unspecified	1	0.00%	
Total	800,180	100.00%	

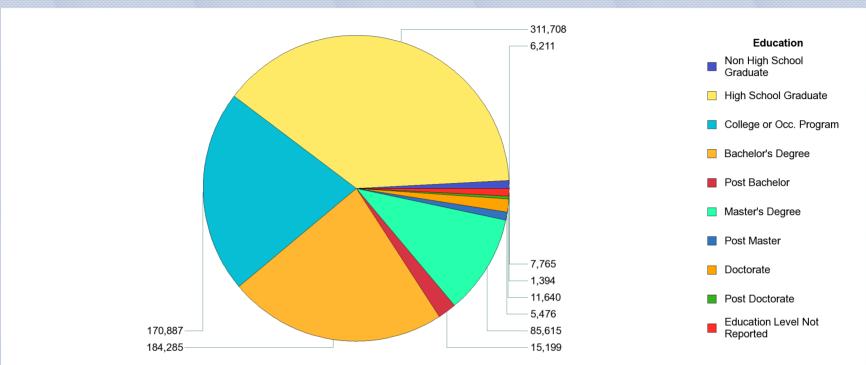


# General Workforce Demographics - Age (Appropriated Fund)



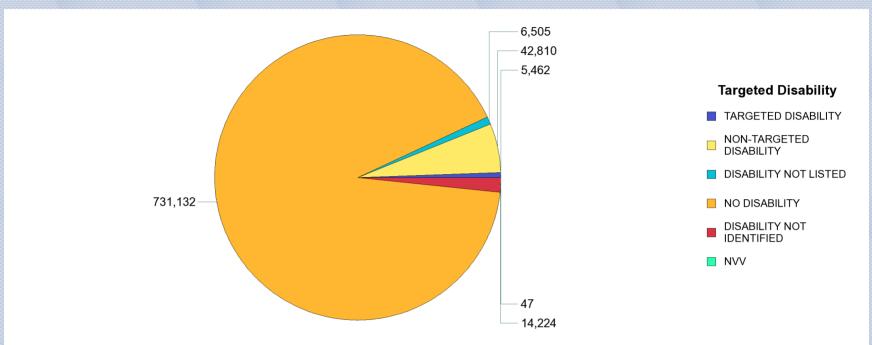
Age Groups	Total	Age Groups % Compared to Total Appropriated Fund Population
30 and below	109,900	13.73%
31 to 40	141,374	17.67%
41 to 49	211,092	26.38%
50 to 59	254,050	31.75%
60 to 69	78,278	9.78%
70 or greater	5,486	0.69%
Total	800,180	100.00%





Education	Total	Education % Compared to Total Appropriated Fund Population
Non High School Graduate	6,211	0.78%
High School Graduate	311,708	38.95%
College or Occ. Program	170,887	21.36%
Bachelor's Degree	184,285	23.03%
Post Bachelor	15,199	1.90%
Master's Degree	85,615	10.70%
Post Master	5,476	0.68%
Doctorate	11,640	1.45%
Post Doctorate	1,394	0.17%
Education Level Not Reported	7,765	0.97%
То	al 800,180	100.00%

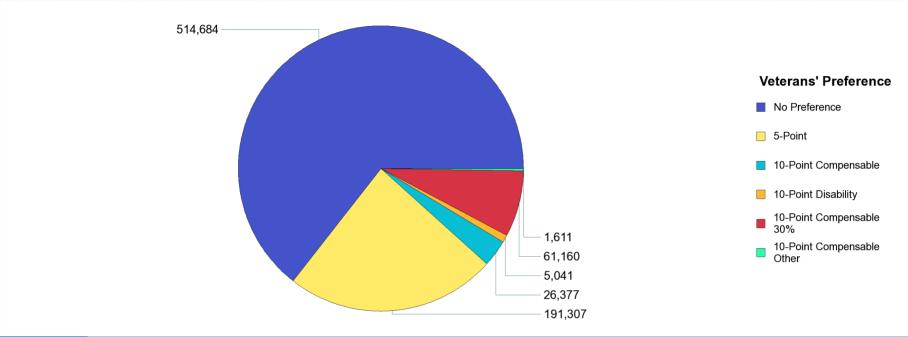




	Targeted Disability	Total	Targeted Disability % Compared to Total Appropriated Fund
TARGETED DIS	SABILITY	5,462	0.68%
NON-TARGETE	D DISABILITY	42,810	5.35%
DISABILITY NO	T LISTED	6,505	0.81%
NO DISABILITY		731,132	91.37%
DISABILITY NO	T IDENTIFIED	14,224	1.78%
NVV		47	0.01%
	Total	800,180	100.00%



## **Veterans' Preference (Appropriated Fund)**

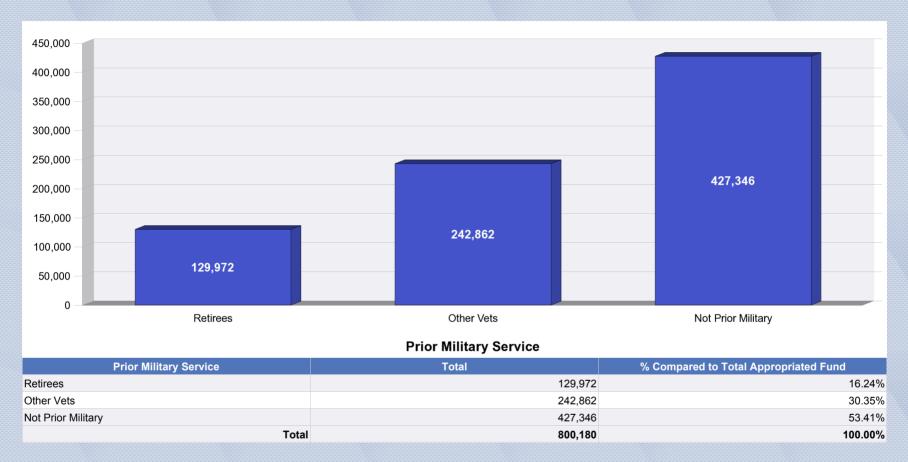


	No Preference	% of Total Component	5-Point	% of Total Component	10-Point Compensa ble	% of Total Component	10-Point Disability	% of Total Component	10-Point Compensa ble 30%	% of Total Component	10-Point Compensa ble Other	% of Total Component	Total DoD Civ
Army	160,306	59.52%	68,215	25.33%	10,842	4.03%	2,000	0.74%	27,299	10.14%	654	0.24%	269,316
Navy	130,350	64.40%	51,624	25.51%	5,785	2.86%	1,255	0.62%	13,088	6.47%	296	0.15%	202,398
Air Force	85,581	53.29%	52,068	32.42%	6,934	4.32%	1,187	0.74%	14,505	9.03%	319	0.20%	160,594
DoD Agencies	80,457	73.27%	19,329	17.60%	2,815	2.56%	599	0.55%	6,264	5.70%	342	0.31%	109,806
National Guard	57,990	99.87%	71	0.12%	1	0.00%	0	0.00%	4	0.01%	0	0.00%	58,066
Grand Total	514,684	64.32%	191,307	23.91%	26,377	3.30%	5,041	0.63%	61,160	7.64%	1,611	0.20%	800,180

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

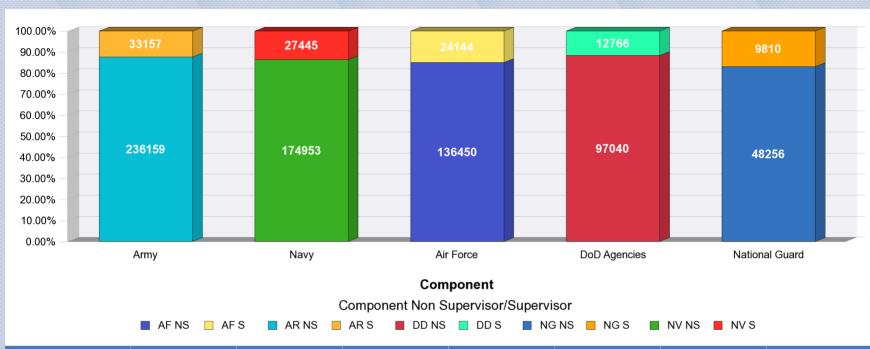
(2) List of Values: \*5-Point: Veteran is entitled to 5-point preference \*10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disabillity but receives no compensation \*10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected 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







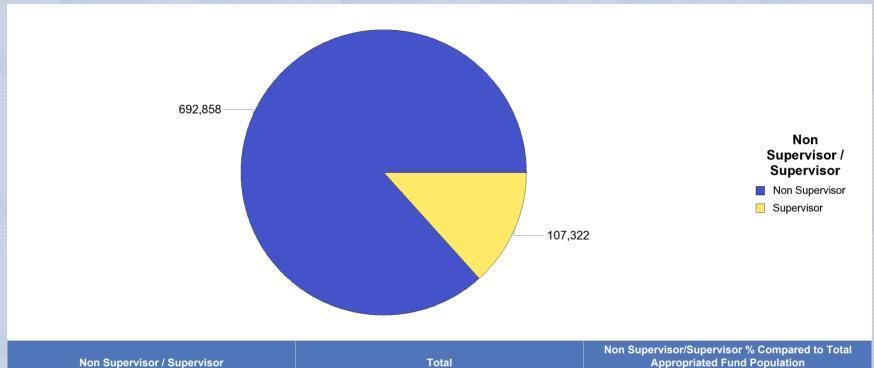
## Non Supervisor/Supervisor by Component (Appropriated Fund)



	Non Supervisor/ Supervisor	N S	% Compared to Total Component	Non Supervisor/ Supervisor	s	% Compared to Total Component	Total Component
Army	AR NS	236,159	87.69%	AR S	33,157	12.31%	269,316
Navy	NV NS	174,953	86.44%	NV S	27,445	13.56%	202,398
Air Force	AF NS	136,450	84.97%	AF S	24,144	15.03%	160,594
DoD Agencies	DD NS	97,040	88.37%	DD S	12,766	11.63%	109,806
National Guard	NG NS	48,256	83.11%	NG S	9,810	16.89%	58,066
Total		692,858	86.59%		107,322	13.41%	800,180



## Supervisor to Employee Ratio Total Workforce (Appropriated Fund)



Non Supervisor / Supervisor

Non Supervisor / Supervisor

Non Supervisor

Non Supervisor

Supervisor

Supervisor

Total

Non Supervisor / Supervisor / Supervisor / Supervisor / Supervisor

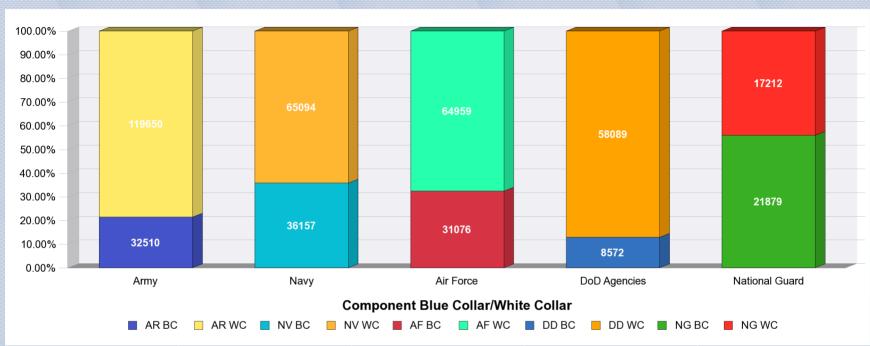
107,322

13.41%

100.00%



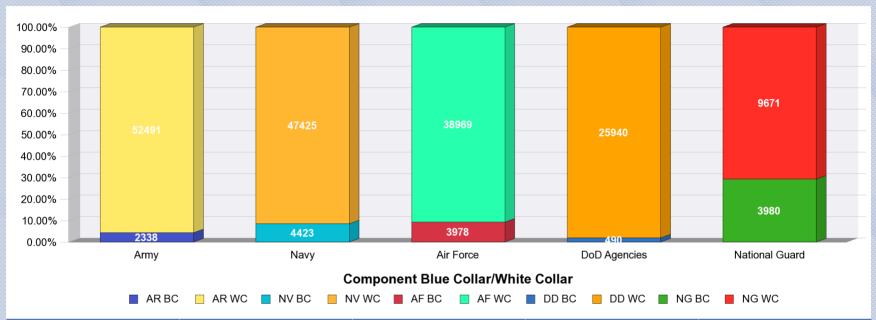
## **Bargaining Unit Employees (Appropriated Fund)**



Component	Component Blue and White Collar	Total Bargaining Unit	% Compared to Total Bargaining Unit	% Compared to Total Appropriated Fund
Army	AR BC	32,510	7.14%	4.06%
Army	AR WC	119,650	26.29%	14.95%
Navy	NV BC	36,157	7.94%	4.52%
Navy	NV WC	65,094	14.30%	8.13%
Air Force	AF BC	31,076	6.83%	3.88%
Air Force	AF WC	64,959	14.27%	8.12%
DoD Agencies	DD BC	8,572	1.88%	1.07%
DoD Agencies	DD WC	58,089	12.76%	7.26%
National Guard	NG BC	21,879	4.81%	2.73%
National Guard	NG WC	17,212	3.78%	2.15%
	Total	455,198	100.00%	56.89%
Total Appropriated	800,180			



## Non Bargaining Unit Employees (6666, 8888)\* (Appropriated Fund)

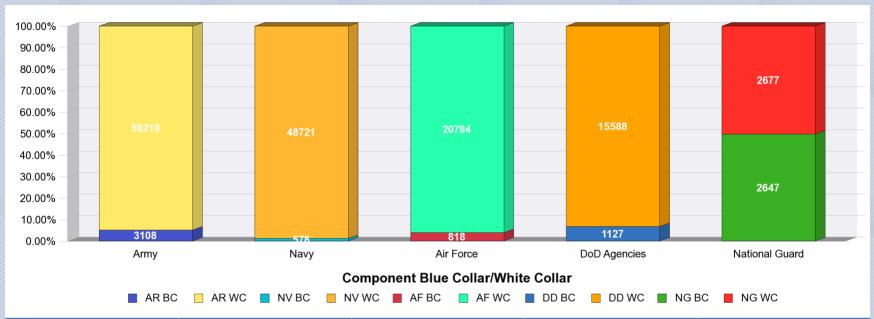


Component	Component Blue and White Collar	Total Non Bargaining Unit	% Compared to Total Non Bargaining Unit	% Compared to Total Appropriated Fund Population
Army	AR BC	2,338	1.23%	0.29%
Army	AR WC	52,491	27.67%	6.56%
Navy	NV BC	4,423	2.33%	0.55%
Navy	NV WC	47,425	25.00%	5.93%
Air Force	AF BC	3,978	2.10%	0.50%
Air Force	AF WC	38,969	20.54%	4.87%
DoD Agencies	DD BC	490	0.26%	0.06%
DoD Agencies	DD WC	25,940	13.67%	3.24%
National Guard	NG BC	3,980	2.10%	0.50%
National Guard	NG WC	9,671	5.10%	1.21%
	Total	189,705	100.00%	23.71%
Total Appropriated	800,180			

<sup>\*</sup> Bargaining Unit Status = 6666 (Bargaining unit status is in transition because of a mass transfer), 8888 (Ineligible for inclusion in a bargaining unit)



## Non Bargaining Unit Employees (7777)\* (Appropriated Fund)

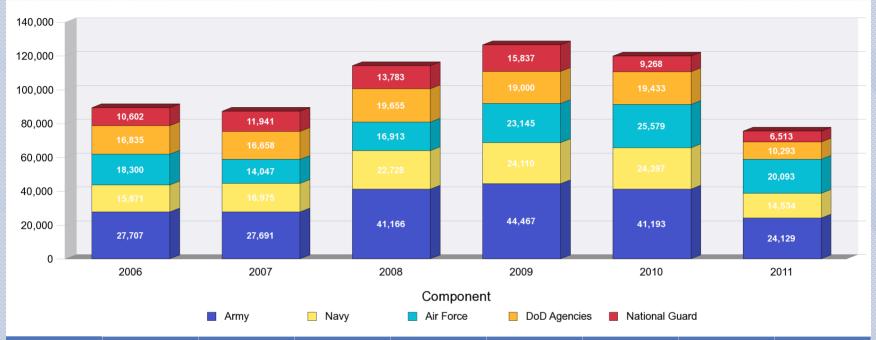


Component	Component Blue and White Collar	Total Non Bargaining Unit	% Compared to Total Non Bargaining Unit	% Compared to Total Appropriated Fund Population
Army	AR BC	3,108	2.00%	0.39%
Army	AR WC	59,219	38.14%	7.40%
Navy	NV BC	578	0.37%	0.07%
Navy	NV WC	48,721	31.38%	6.09%
Air Force	AF BC	818	0.53%	0.10%
Air Force	AF WC	20,794	13.39%	2.60%
DoD Agencies	DD BC	1,127	0.73%	0.14%
DoD Agencies	DD WC	15,588	10.04%	1.95%
National Guard	NG BC	2,647	1.70%	0.33%
National Guard	NG WC	2,677	1.72%	0.33%
	Total	155,277	100.00%	19.41%
Total Appropriated	800,180			

<sup>\*</sup> Bargaining Unit Status = 7777 (Eligible but not in a bargaining unit)



### New Hires by Fiscal Year (Appropriated Fund)

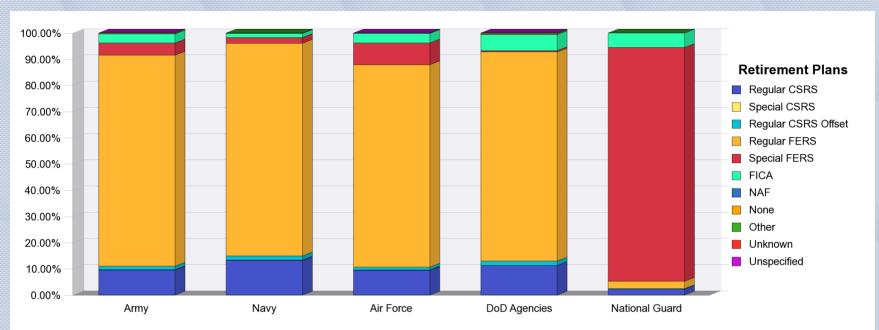


New Hires	2006	2007	2008	2009	2010	2011	Total	% Compared to Total DoD New Hires
Army	27,707	27,691	41,166	44,467	41,193	24,129	206,353	33.67%
Navy	15,871	16,975	22,728	24,110	24,397	14,534	118,615	19.35%
Air Force	18,300	14,047	16,913	23,145	25,579	20,093	118,077	19.27%
DoD Agencies	16,835	16,658	19,655	19,000	19,433	10,293	101,874	16.62%
National Guard	10,602	11,941	13,783	15,837	9,268	6,513	67,944	11.09%
*Total	89,315	87,312	114,245	126,559	119,870	75,562	612,863	100.00%

\*Total: includes NOA 132 Mass Transfer for Joint Basing

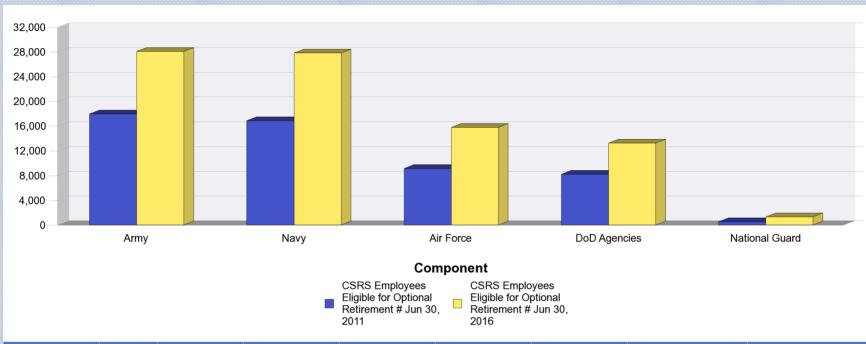


#### **DoD Retirement Plans (Appropriated Fund)**

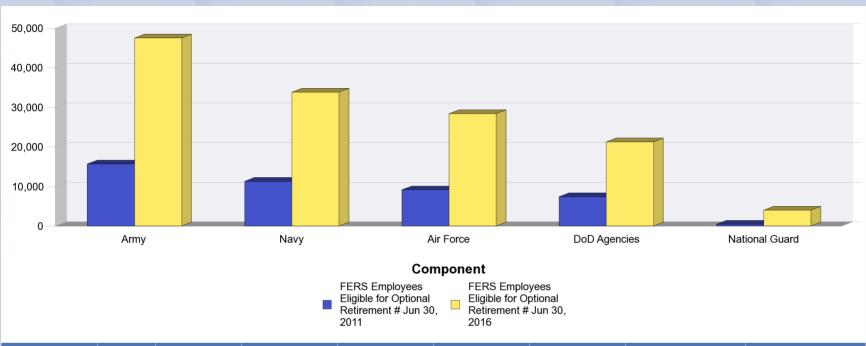


#### Component

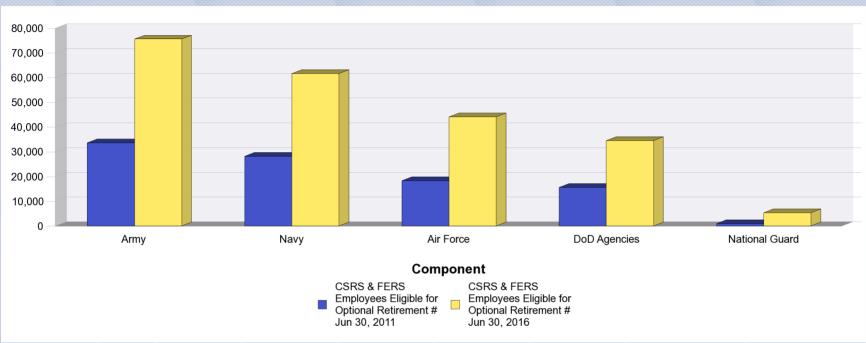
	Army	Navy	Air Force	DoD Agencies	National Guard	Total	%Total
Regular CSRS	25,736	26,721	15,105	12,273	1,277	81,112	10.14%
Special CSRS	115	162	87	17	2	383	0.05%
Regular CSRS Offset	3,894	3,227	1,816	1,913	142	10,992	1.37%
Regular FERS	216,747	164,288	124,027	87,610	1,621	594,293	74.27%
Special FERS	12,562	4,435	13,433	544	51,785	82,759	10.34%
FICA	9,176	3,300	5,826	6,785	3,235	28,322	3.54%
NAF	1	0	0	0	0	1	0.00%
None	129	97	122	256	1	605	0.08%
Other	950	168	174	406	3	1,701	0.21%
Unknown	3	0	3	0	0	6	0.00%
Unspecified	3	0	1	2	0	6	0.00%
Total	269,316	202,398	160,594	109,806	58,066	800,180	100.00%



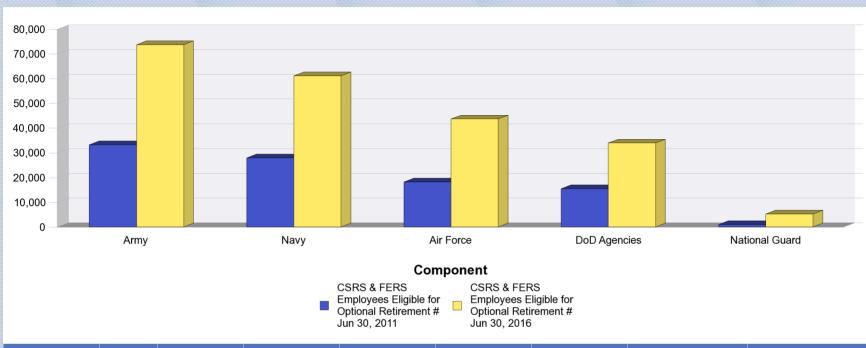
Component	Total	CSRS Employees	CSRS Employees Eligible for Optional Retirement # Jun 30, 2011	CSRS Employees Eligible for Optional Retirement % Jun 30, 2011	CSRS Employees Eligible for Optional Retirement # Jun 30, 2016	CSRS Employees Eligible for Optional Retirement % Jun 30, 2016	%CSRS Compared to Total Appropriated Fund Population Jun 30, 2011	%CSRS Compared to Total Appropriated Fund Population Jun 30, 2016
Army	269,316	29,745	17,923	60.26%	28,029	94.23%	2.24%	3.50%
Navy	202,398	30,110	16,869	56.02%	27,793	92.30%	2.11%	3.47%
Air Force	160,594	17,008	9,132	53.69%	15,739	92.54%	1.14%	1.97%
DoD Agencies	109,806	14,203	8,186	57.64%	13,208	92.99%	1.02%	1.65%
National Guard	58,066	1,421	526	37.02%	1,324	93.17%	0.07%	0.17%
Total	800,180	92,487	52,636	56.91%	86,093	93.09%	6.58%	10.76%



Component	Total	FERS Employees	FERS Employees Eligible for Optional Retirement # Jun 30, 2011	FERS Employees Eligible for Optional Retirement % Jun 30, 2011	FERS Employees Eligible for Optional Retirement # Jun 30, 2016	FERS Employees Eligible for Optional Retirement % Jun 30, 2016	%FERS Compared to Total Appropriated Fund Population Jun 30, 2011	%FERS Compared to Total Appropriated Fund Population Jun 30, 2016
Army	269,316	229,309	15,673	6.83%	47,464	20.70%	1.96%	5.93%
Navy	202,398	168,723	11,251	6.67%	33,794	20.03%	1.41%	4.22%
Air Force	160,594	137,460	9,126	6.64%	28,376	20.64%	1.14%	3.55%
DoD Agencies	109,806	88,154	7,397	8.39%	21,228	24.08%	0.92%	2.65%
National Guard	58,066	53,406	397	0.74%	3,965	7.42%	0.05%	0.50%
Total	800,180	677,052	43,844	6.48%	134,827	19.91%	5.48%	16.85%



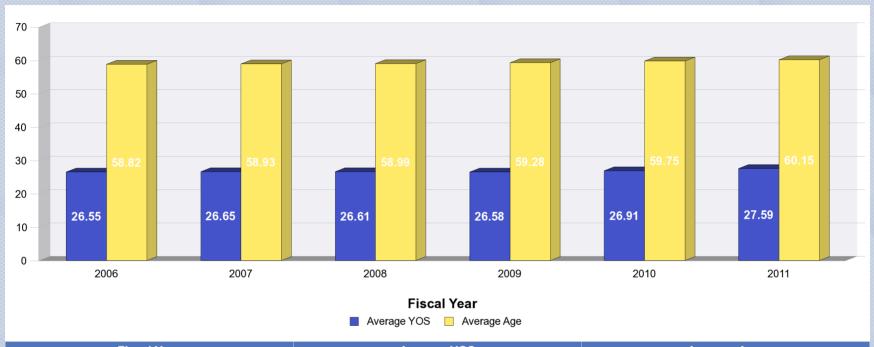
Component	Total	CSRS & FERS Employees	CSRS & FERS Employees Eligible for Optional Retirement # Jun 30, 2011	CSRS & FERS Employees Eligible for Optional Retirement % Jun 30, 2011	CSRS & FERS Employees Eligible for Optional Retirement # Jun 30, 2016	CSRS & FERS Employees Eligible for Optional Retirement % Jun 30, 2016	%CSRS & FERS Compared to Total Appropriated Fund Population Jun 30, 2011	%CSRS & FERS Compared to Total Appropriated Fund Population Jun 30, 2016
Army	269,316	259,054	33,596	12.97%	75,493	29.14%	4.20%	9.43%
Navy	202,398	198,833	28,120	14.14%	61,587	30.97%	3.51%	7.70%
Air Force	160,594	154,468	18,258	11.82%	44,115	28.56%	2.28%	5.51%
DoD Agencies	109,806	102,357	15,583	15.22%	34,436	33.64%	1.95%	4.30%
National Guard	58,066	54,827	923	1.68%	5,289	9.65%	0.12%	0.66%
Total	800,180	769,539	96,480	12.54%	220,920	28.71%	12.06%	27.61%



Component	Total	CSRS & FERS Employees	CSRS & FERS Employees Eligible for Optional Retirement # Jun 30, 2011	CSRS & FERS Employees Eligible for Optional Retirement % Jun 30, 2011	CSRS & FERS Employees Eligible for Optional Retirement # Jun 30, 2016	CSRS & FERS Employees Eligible for Optional Retirement % Jun 30, 2016	%CSRS & FERS Compared to Total Appropriated Fund Population Jun 30, 2011	%CSRS & FERS Compared to Total Appropriated Fund Population Jun 30, 2016
Army	246,807	245,396	33,156	13.51%	73,613	30.00%	4.14%	9.20%
Navy	196,058	195,783	27,944	14.27%	61,034	31.17%	3.49%	7.63%
Air Force	151,194	150,784	18,126	12.02%	43,620	28.93%	2.27%	5.45%
DoD Agencies	99,385	98,855	15,387	15.57%	33,902	34.29%	1.92%	4.24%
National Guard	54,727	54,715	917	1.68%	5,270	9.63%	0.11%	0.66%
Total	748,171	745,533	95,530	12.81%	217,439	29.17%	12.77%	29.06%



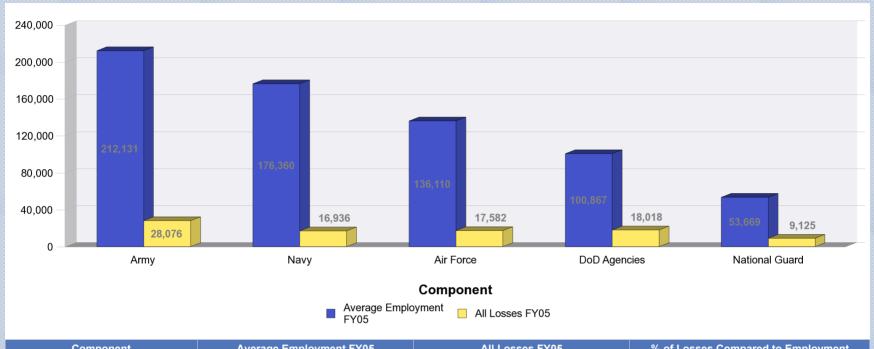
### Avg Retirement Age & Avg Years of Service at Retirement (Appr Fund)



Fiscal Year	Average YOS	Average Age
2006	26.55	58.82
2007	26.65	58.93
2008	26.61	58.99
2009	26.58	59.28
2010	26.91	59.75
2011	27.59	60.15



#### All Components Turnover Rate\*- FY05 (Appropriated Fund)

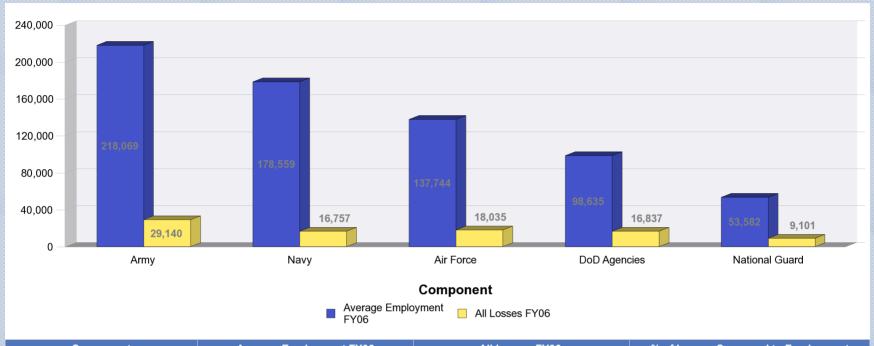


Component		Average Employment FY05	All Losses FY05	% of Losses Compared to Employment
Army		212,131	28,076	13.24%
Navy		176,360	16,936	9.60%
Air Force		136,110	17,582	12.92%
DoD Agencies		100,867	18,018	17.86%
National Guard		53,669	9,125	17.00%
	Total DoD	679,137	89,737	13.21%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY06 (Appropriated Fund)

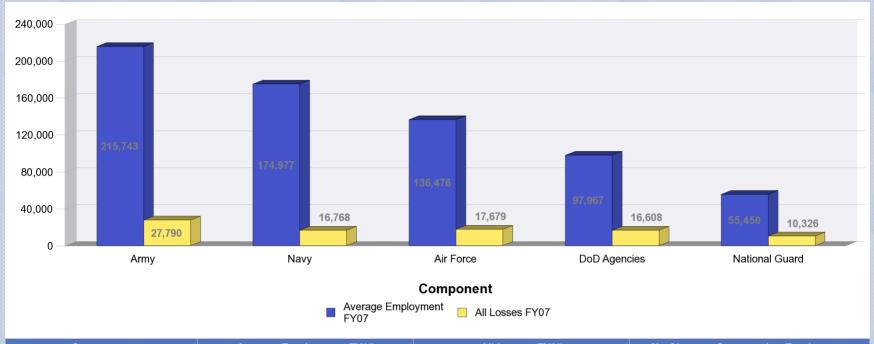


	Component	Average Employment FY06	All Losses FY06	% of Losses Compared to Employment
Army		218,069	29,140	13.36%
Navy		178,559	16,757	9.38%
Air Force	•	137,744	18,035	13.09%
DoD Age	encies	98,635	16,837	17.07%
National	Guard	53,582	9,101	16.99%
	Total DoD	686,588	89,870	13.09%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY07 (Appropriated Fund)

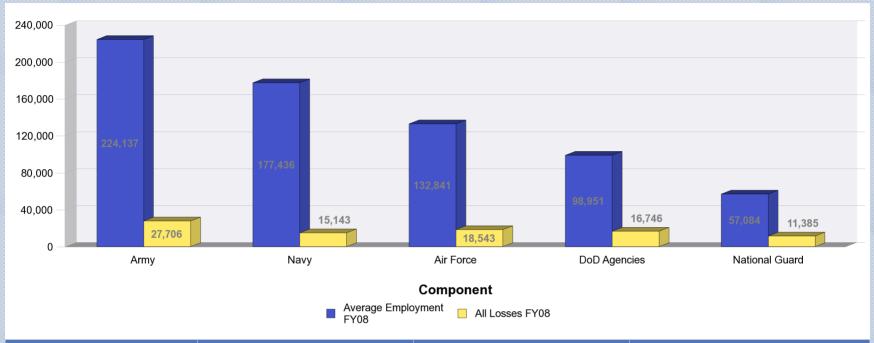


	Component	Average Employment FY07	All Losses FY07	% of Losses Compared to Employment
Ar	my	215,743	27,790	12.88%
Na	avy	174,977	16,768	9.58%
Ai	r Force	136,476	17,679	12.95%
Do	DD Agencies	97,967	16,608	16.95%
Na	ational Guard	55,450	10,326	18.62%
	Total DoD	680,613	89,171	13.10%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY08 (Appropriated Fund)

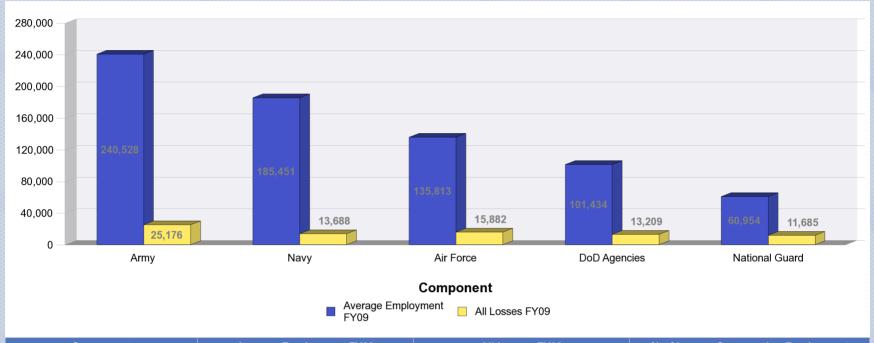


Component	Average Employment FY08	All Losses FY08	% of Losses Compared to Employment
Army	224,137	27,706	12.36%
Navy	177,436	15,143	8.53%
Air Force	132,841	18,543	13.96%
DoD Agencies	98,951	16,746	16.92%
National Guard	57,084	11,385	19.94%
Total DoD	690,449	89,523	12.97%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY09 (Appropriated Fund)

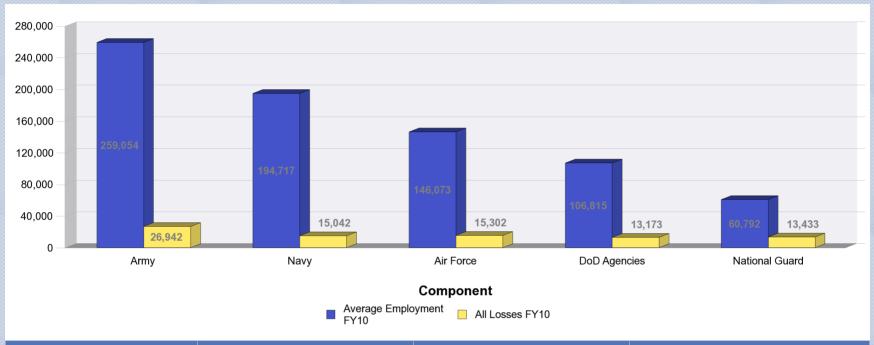


	Component	Average Employment FY09	All Losses FY09	% of Losses Compared to Employment
Ar	my	240,528	25,176	10.47%
Na	avy	185,451	13,688	7.38%
Ai	r Force	135,813	15,882	11.69%
Do	DD Agencies	101,434	13,209	13.02%
Na	ational Guard	60,954	11,685	19.17%
	Total DoD	724,180	79,640	11.00%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY10 (Appropriated Fund)

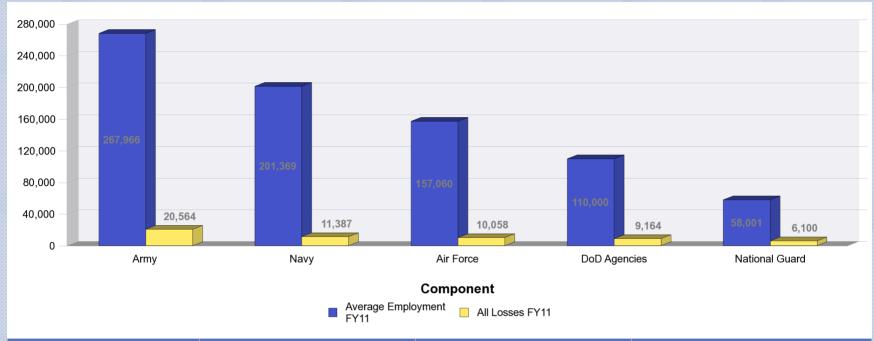


8	Component	Average Employment FY10	All Losses FY10	% of Losses Compared to Employment
Arr	my	259,054	26,942	10.40%
Na	vy	194,717	15,042	7.73%
Air	Force	146,073	15,302	10.48%
Do	D Agencies	106,815	13,173	12.33%
Na	tional Guard	60,792	13,433	22.10%
	Total DoD	767,451	83,892	10.93%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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 Components Turnover Rate\*- FY11 (Appropriated Fund)



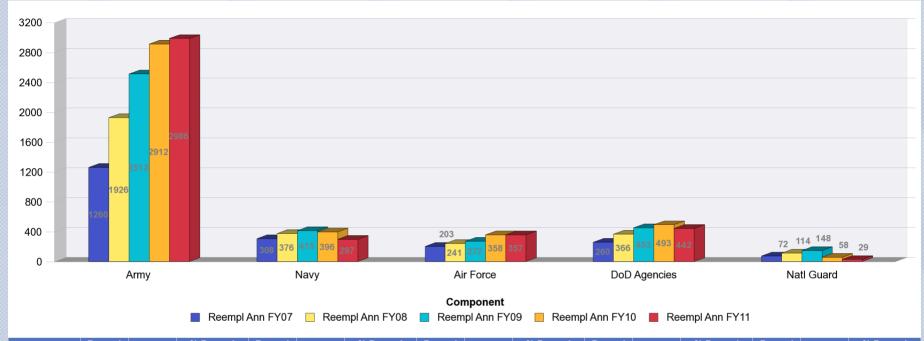
Component	Average Employment FY11	All Losses FY11	% of Losses Compared to Employment
Army	267,966	20,564	7.67%
Navy	201,369	11,387	5.65%
Air Force	157,060	10,058	6.40%
DoD Agencies	110,000	9,164	8.33%
National Guard	58,001	6,100	10.52%
**Total DoD	794,397	57,273	7.21%

<sup>\*</sup>Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Jobs 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.

<sup>\*\*</sup>Total DoD: Includes NOA 352 Transfer of Function (e.g.Joint Basing)



#### All DoD Reemployed Annuitants\* (Appropriated Fund)

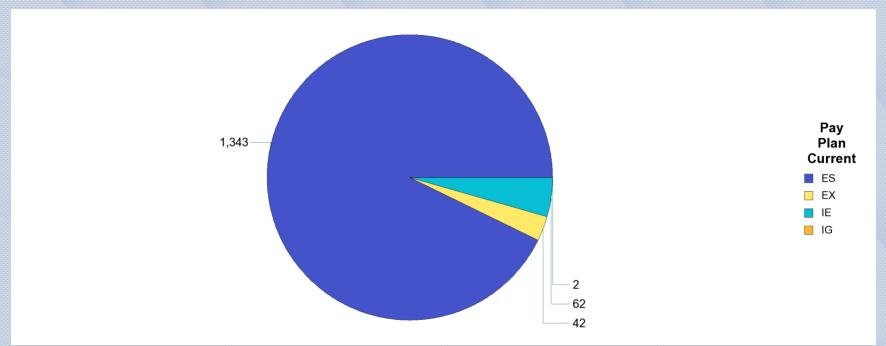


Component	Reempl Ann FY07	Empl FY07	% Reempl Ann comp to Empl FY07	Reempl Ann FY08	Empl FY08	% Reempl Ann comp to Empl FY08	Reempl Ann FY09	Empl FY09	% Reempl Ann comp to Empl FY09	Reempl Ann FY10	Empl FY10	% Reempl Ann comp to Empl FY10	Reempl Ann FY11	Empl FY11	% Reempl Ann comp to Empl FY11
Army	1,260	217,095	0.58%	1,926	231,939	0.83%	2,513	251,678	1.00%	2,912	266,491	1.09%	2,986	269,316	1.11%
Navy	308	175,023	0.18%	376	182,106	0.21%	415	191,233	0.22%	396	199,957	0.20%	297	202,398	0.15%
Air Force	203	134,778	0.15%	241	133,000	0.18%	272	140,414	0.19%	358	151,139	0.24%	357	160,594	0.22%
DoD Agencies	260	97,261	0.27%	366	98,933	0.37%	453	103,694	0.44%	493	109,330	0.45%	442	109,806	0.40%
Natl Guard	72	56,180	0.13%	114	58,499	0.19%	148	62,632	0.24%	58	58,512	0.10%	29	58,066	0.05%
Total	2,103	680,337	1.30%	3,023	704,477	1.78%	3,801	749,651	2.08%	4,217	800,180	2.08%	4,111	800,180	1.93%

DCPDS data as of Jun 30, 2011

\*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.

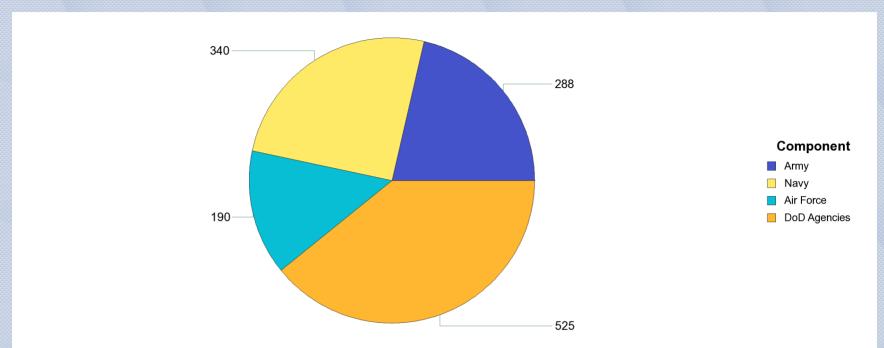
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.



Executive Service/Executive Pay/ Intelligence Executive/Inspector General	Total	% Compared to Total Senior Leader Population	Senior Leader % Compared to Total Appropriated Fund Population
ES	1,343	92.68%	0.1678%
EX	42	2.90%	0.0052%
IE	62	4.28%	0.0077%
IG	2	0.14%	0.0002%
Total	1,449	100.00%	0.1811%
Total Appropriated	800,180		



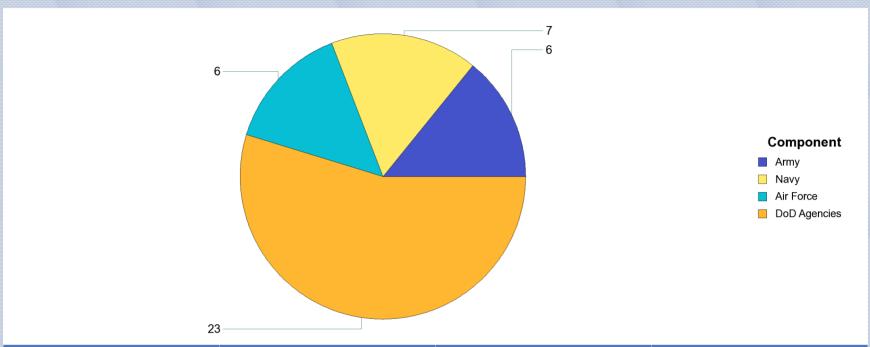
### DoD Senior Executive Service by Component (Appropriated Fund)



Component	Total	% Compared to Total Senior Leader Population ES Component	Senior Leader ES by Component % Compared to Total Appropriated Fund Population
Army	288	21.44%	0.0360%
Navy	340	25.32%	0.0425%
Air Force	190	14.15%	0.0237%
DoD Agencies	525	39.09%	0.0656%
Total	1,343	100.00%	0.1678%
Total Appropriated	800,180		



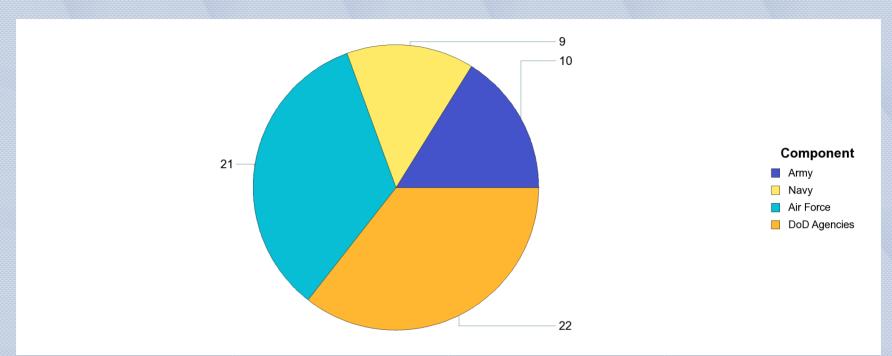
### DoD Executive Pay by Component (Appropriated Fund)



Component	Total	% Compared to Total Senior Leader Population EX Component	Senior Leader EX by Component% Compared to Total Appropriated Fund Population
Army	6	14.29%	0.0007%
Navy	7	16.67%	0.0009%
Air Force	6	14.29%	0.0007%
DoD Agencies	23	54.76%	0.0029%
Total	42	100.00%	0.0052%
Total Appropriated	800,180		



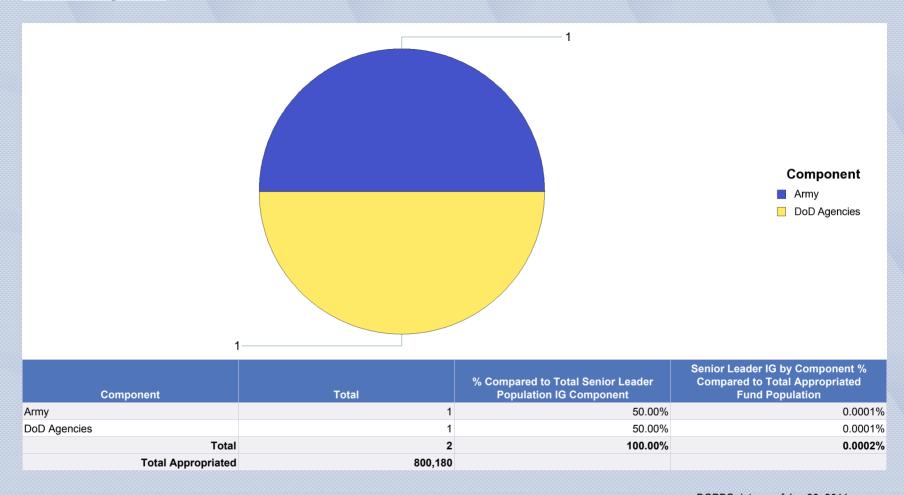
### DoD Intelligence Executives by Component (Appropriated Fund)



	Component	Total	% Compared to Total Senior Leader Population IE Component	Senior Leader IE by Component % Compared to Total Appropriated Fund Population
Arm	ny	10	16.13%	0.0012%
Nav	vy	9	14.52%	0.0011%
Air	Force	21	33.87%	0.0026%
Dol	D Agencies	22	35.48%	0.0027%
	Total	62	100.00%	0.0077%
	Total Appropriated	800,180		

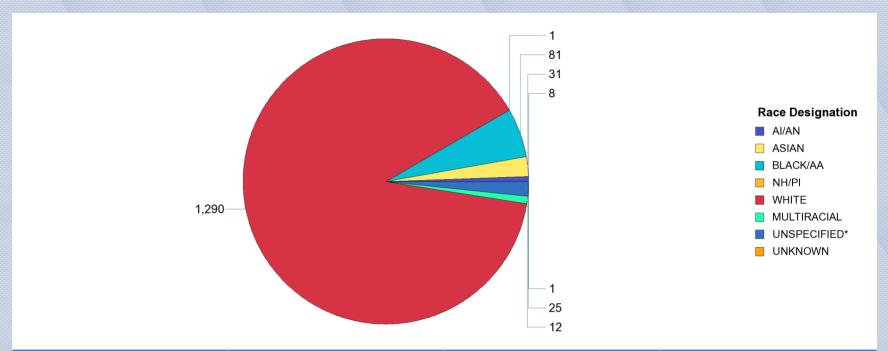


#### DoD Inspector General by Component (Appropriated Fund)





#### Executive Demographics - Race (Appropriated Fund)

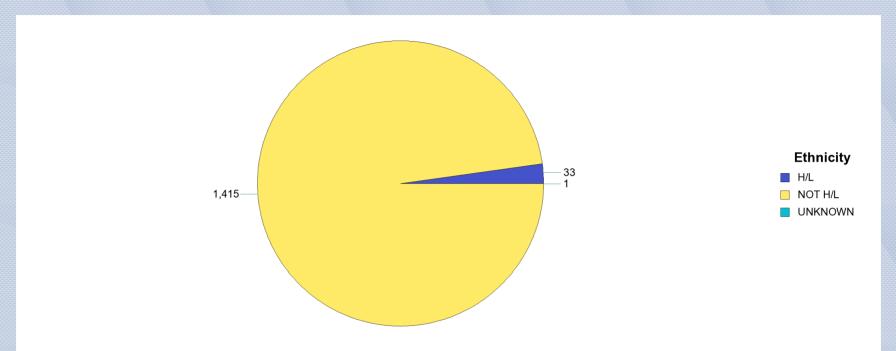


Race Designation	Total	% Compared to Total Executive Race Designation	Race Designation % Compared to Total Appropriated Fund Population
AI/AN	8	0.55%	0.0010%
ASIAN	31	2.14%	0.0039%
BLACK/AA	81	5.59%	0.0101%
NH/PI	1	0.07%	0.0001%
WHITE	1,290	89.03%	0.1612%
MULTIRACIAL	12	0.83%	0.0015%
UNSPECIFIED*	25	1.73%	0.0031%
UNKNOWN	1	0.07%	0.0001%
Total	1,449	100.00%	0.1811%
Total Appropriated	800,180		

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



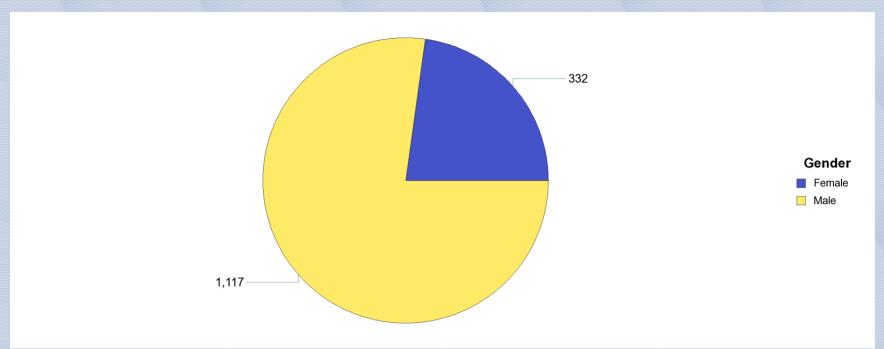
# Executive Demographics - Ethnicity (Appropriated Fund)



Ethnicity	Total	% Compared to Total Senior Leader Population	Ethnicity % Compared to Total Appropriated Fund Population
H/L	33	2.28%	0.0041%
NOT H/L	1,415	97.65%	0.1768%
UNKNOWN	1	0.07%	0.0001%
Total	1,449	100.00%	0.1811%
Total Appropriated	800,180		



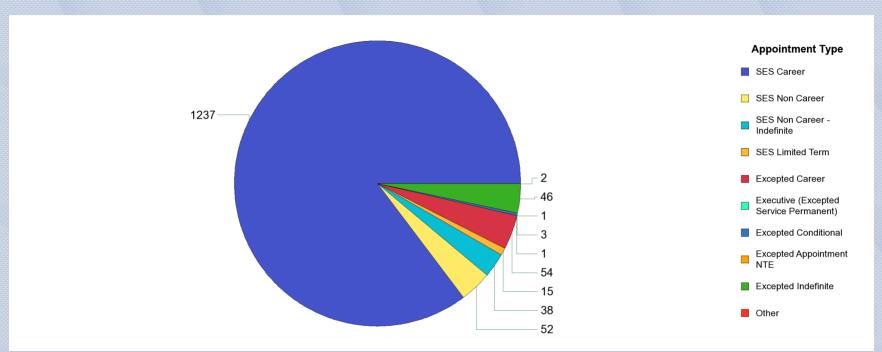
## Executive Demographics - Gender (Appropriated Fund)



Gender	Total	% Compared to Total Executive Gender	Gender % Compared to Total Appropriated Fund Population
Female	332	22.91%	0.0415%
Male	1,117	77.09%	0.1396%
Total	1,449	100.00%	0.1811%
Total Appropriated	800,180		



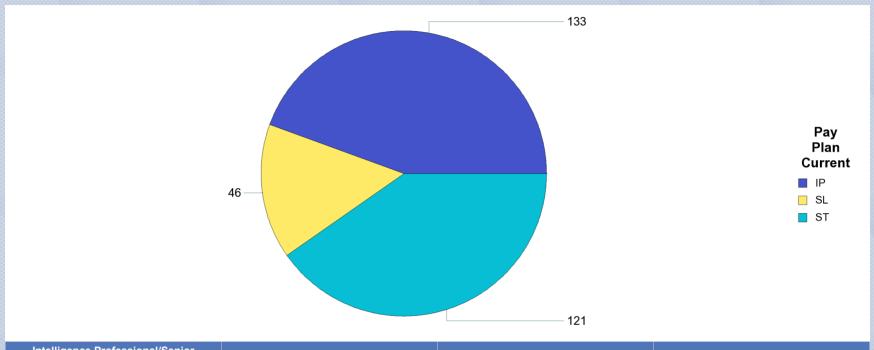
### DoD Executives by Appointment Type (Appropriated Fund)



Appointment Type	Total	% Compared to Total Executive Appointment Type	Executive Appointment Type % Compared to Total Appropriated Fund Population
SES Career	1,237	85.37%	0.1546%
SES Non Career	52	3.59%	0.0065%
SES Non Career - Indefinite	38	2.62%	0.0047%
SES Limited Term	15	1.04%	0.0019%
Excepted Career	54	3.73%	0.0067%
Executive (Excepted Service Permanent)	1	0.07%	0.0001%
Excepted Conditional	3	0.21%	0.0004%
Excepted Appointment NTE	1	0.07%	0.0001%
Excepted Indefinite	46	3.17%	0.0057%
Other	2	0.14%	0.0002%
Total	1,449	100.00%	0.1811%
Total Appropriated	800,180		



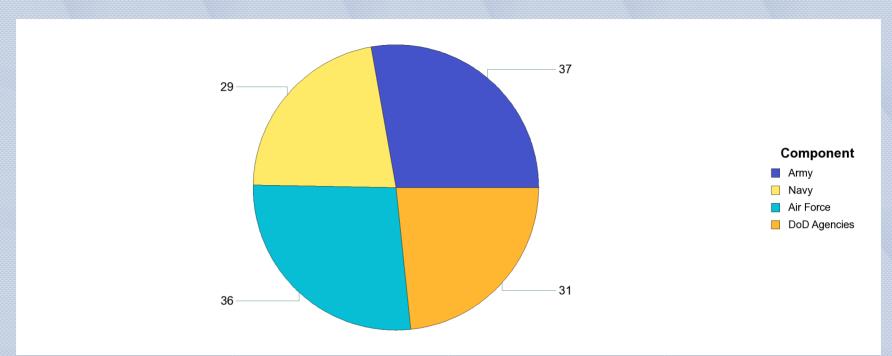
### DoD Intel Prof/Senior Level Psns/Scientific and Prof (Appr Fund)



Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared to Total Senior Leader Population	Senior Leader % Compared to Total Appropriated Fund Population
IP	133	44.33%	0.0166%
SL	46	15.33%	0.0057%
ST	121	40.33%	0.0151%
Total	300	100.00%	0.0375%
Total Appropriated	800,180		



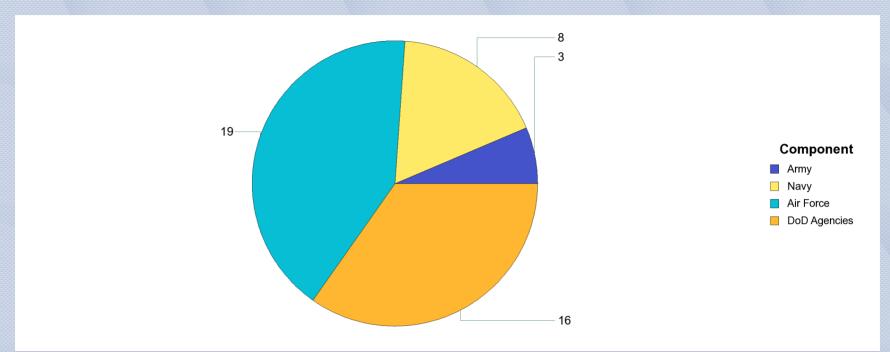
## DoD Intelligence Professional by Component (Appropriated Fund)



Component	Total	% Compared to Total Intelligence Professional Population Component	Intelligence Professional by Component % Compared to Total Appropriated Fund Population
Army	37	27.82%	0.0046%
Navy	29	21.80%	0.0036%
Air Force	36	27.07%	0.0045%
DoD Agencies	31	23.31%	0.0039%
Total	133	100.00%	0.0166%
Total Appropriated	800,180		



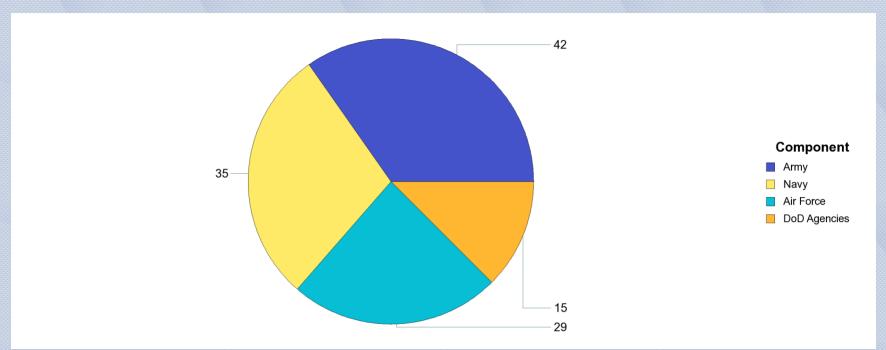
### DoD Senior Level Positions by Component (Appropriated Fund)



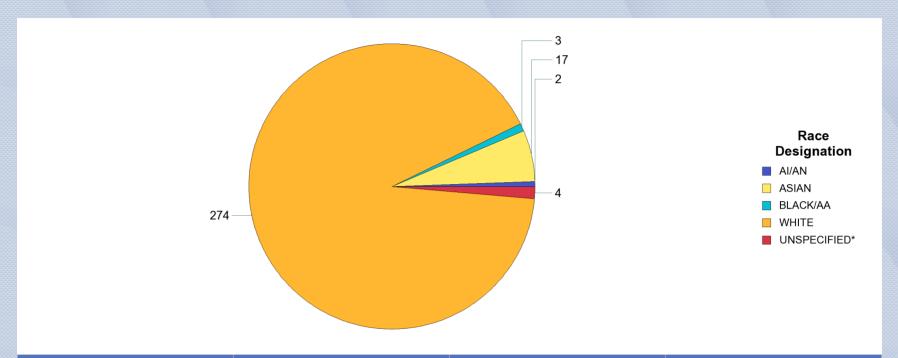
Component	Total	% Compared to Total Senior Level Population Component	Senior Level by Component % Compared to Total Appropriated Fund Population
Army	3	6.52%	0.0004%
Navy	8	17.39%	0.0010%
Air Force	19	41.30%	0.0024%
DoD Agencies	16	34.78%	0.0020%
Total	46	100.00%	0.0057%
Total Appropriated	800,180		



### DoD Scientific and Professional by Component (Appropriated Fund)

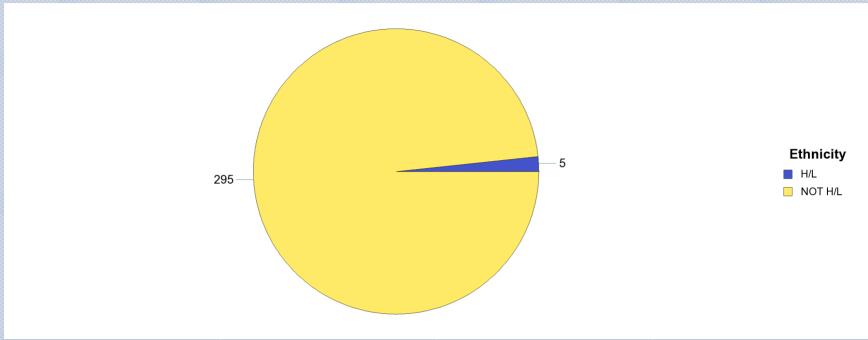


Component	Total	% Compared to Total Scientific and Professional Population Component	Scientific and Professional by Component % Compared to Total Appropriated Fund Population
Army	42	34.71%	0.0052%
Navy	35	28.93%	0.0044%
Air Force	29	23.97%	0.0036%
DoD Agencies	15	12.40%	0.0019%
Total	121	100.00%	0.0151%
Total Appropriated	800,180		

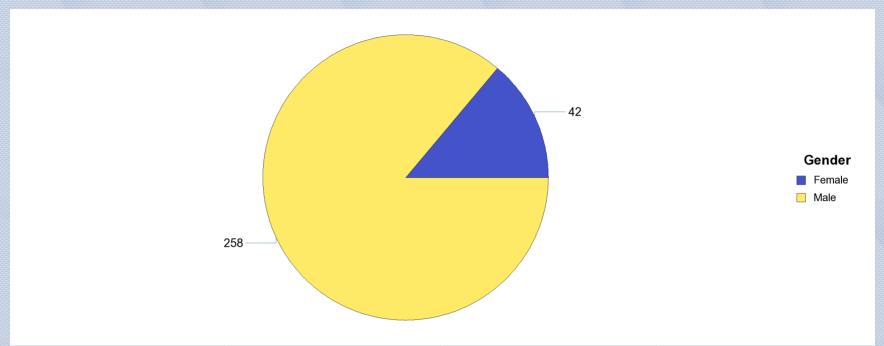


Race Designation	Total	% Compared to Total IP/SL/ST Race Designation	Race Designation % Compared to Total Appropriated Fund Population
AI/AN	2	0.67%	0.0002%
ASIAN	17	5.67%	0.0021%
BLACK/AA	3	1.00%	0.0004%
WHITE	274	91.33%	0.0342%
UNSPECIFIED*	4	1.33%	0.0005%
Total	300	100.00%	0.0375%
Total Appropriated	800,180		

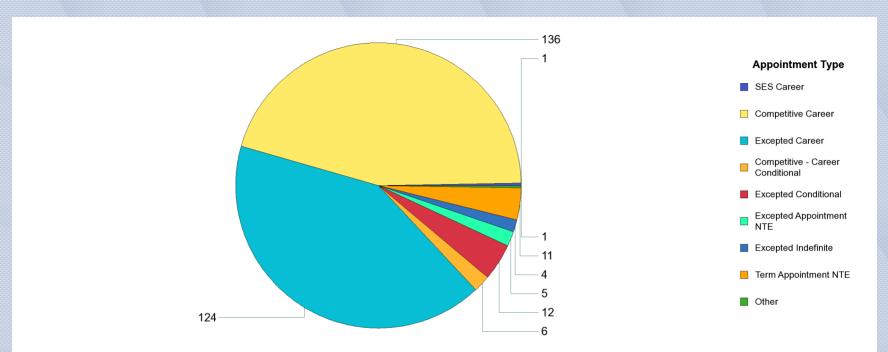
<sup>\*</sup>This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation



Ethnicity	Total	% Compared to Total IP/SL/ST Population	Ethnicity % Compared to Total Appropriated Fund Population
H/L	5	1.67%	0.0006%
NOT H/L	295	98.33%	0.0369%
Total	300	100.00%	0.0375%
Total Appropriated	800,180		



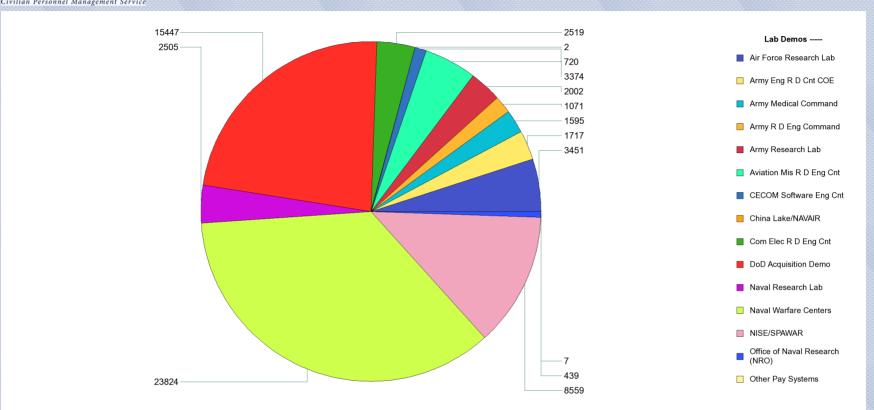
Gender	Total	%Compared to Total IP/SL/ST Gender	Gender % Compared to Total Appropriated Fund Population
Female	42	14.00%	0.0052%
Male	258	86.00%	0.0322%
Total	300	100.00%	0.0375%
Total Appropriated	800,180		



Appointment Type	Total	%Compared to Total IP/SL/ST Appointment Type	IP/SL/ST Appointment Type % Compared to Total Appropriated Fund Population
SES Career	1	0.33%	0.0001%
Competitive Career	136	45.33%	0.0170%
Excepted Career	124	41.33%	0.0155%
Competitive - Career Conditional	6	2.00%	0.0007%
Excepted Conditional	12	4.00%	0.0015%
Excepted Appointment NTE	5	1.67%	0.0006%
Excepted Indefinite	4	1.33%	0.0005%
Term Appointment NTE	11	3.67%	0.0014%
Other	1	0.33%	0.0001%
Total	300	100.00%	0.0375%
Total Appropriated	800,180		



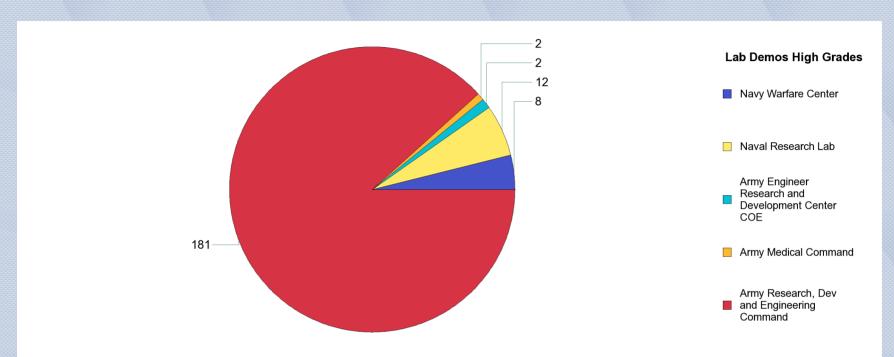
### Lab/Demonstration Projects (Appropriated Fund)



Lab Demos	Total	% Compared to Total Lab Demos Population	Lab Demos % Compared To Total Appropriated Fund Population
Air Force Research Lab	3,451	5.13%	0.43%
Army Eng R D Cnt COE	1,717	2.55%	0.21%
Army Medical Command	1,595	2.37%	0.20%
Army R D Eng Command	1,071	1.59%	0.13%
Army Research Lab	2,002	2.98%	0.25%
Aviation Mis R D Eng Cnt	3,374	5.02%	0.42%
CECOM Software Eng Cnt	720	1.07%	0.09%
China Lake/NAVAIR	2	0.00%	0.00%
Com Elec R D Eng Cnt	2,519	3.75%	0.31%
DoD Acquisition Demo	15,447	22.98%	1.93%
Naval Research Lab	2,505	3.73%	0.31%
Naval Warfare Centers	23,824	35.44%	2.98%
NISE/SPAWAR	8,559	12.73%	1.07%
Office of Naval Research (NRO)	439	0.65%	0.05%
Other Pay Systems	7	0.01%	0.00%
Total	67,232	100.00%	8.40%
Total Appropriated	800,180		



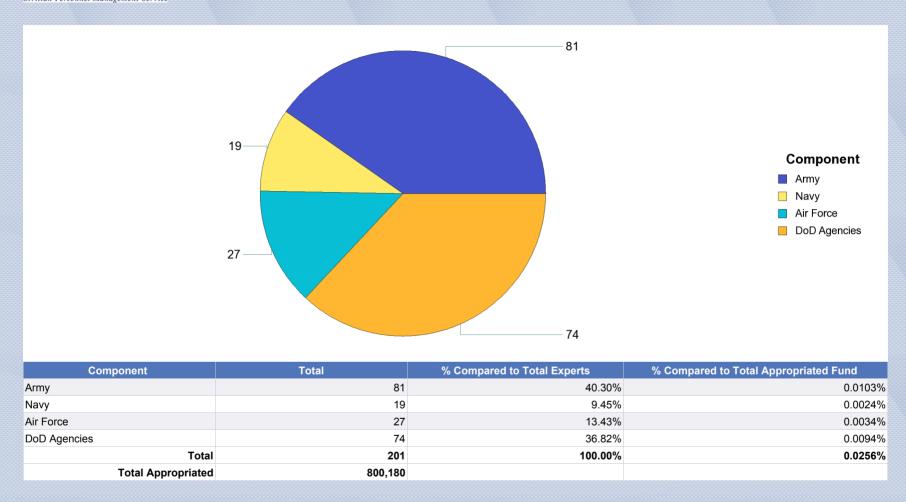
### Lab/Demonstration Projects High Grades (Appropriated Fund)

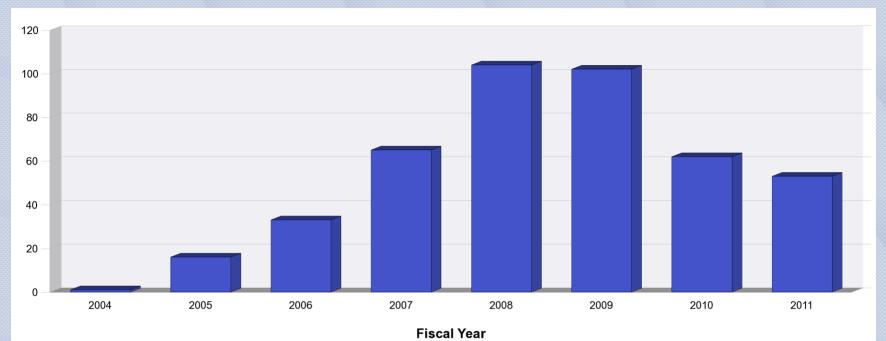


Lab Demos High Grades	Grade 05 and Grade 06	% Compared to Total Lab Demos High Grades Population	Lab Demos High Grades% Compared To Total Appropriated Fund Population
Navy Warfare Center	8	3.90%	0.0010%
Naval Research Lab	12	5.85%	0.0015%
Army Engineer Research and Development Center COE	2	0.98%	0.0002%
Army Medical Command	2	0.98%	0.0002%
Army Research, Dev and Engineering Command	181	88.29%	0.0226%
Total	205	100.00%	0.0256%
Total Appropriated	800,180		



### Highly Qualified Experts - Current Employees (Appr Fund)



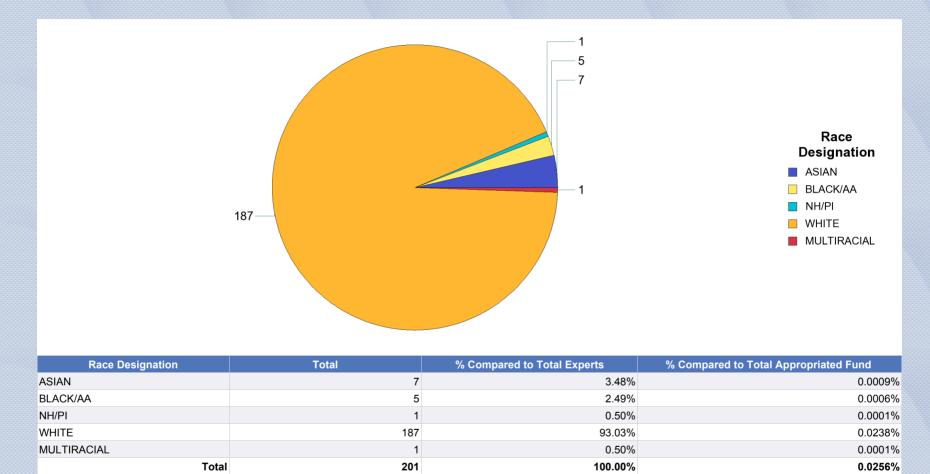


#### % Compared to Total Experts Hires **Fiscal Year** Total % Compared to Total Appropriated Fund 0.000% 2004 1 0.23% 16 3.67% 0.002% 2005 33 0.005% 7.57% 2006 65 0.010% 2007 14.91% 2008 104 23.85% 0.015% 2009 102 23.39% 0.015% 62 2010 14.22% 0.009% 53 2011 12.16% 0.008% Total 436 100.00% 0.064%



**Total Appropriated** 

#### Highly Qualified Experts Demographics - Race (Appr Fund)

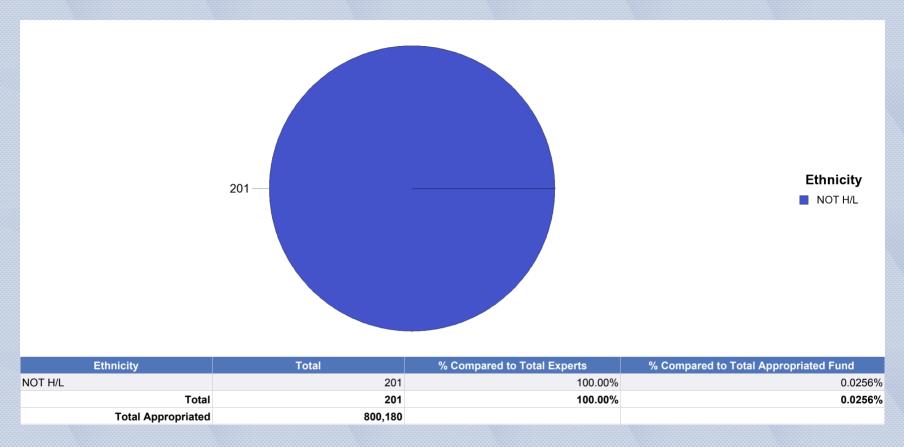


DCPDS data as of Jun 30, 2011

800,180

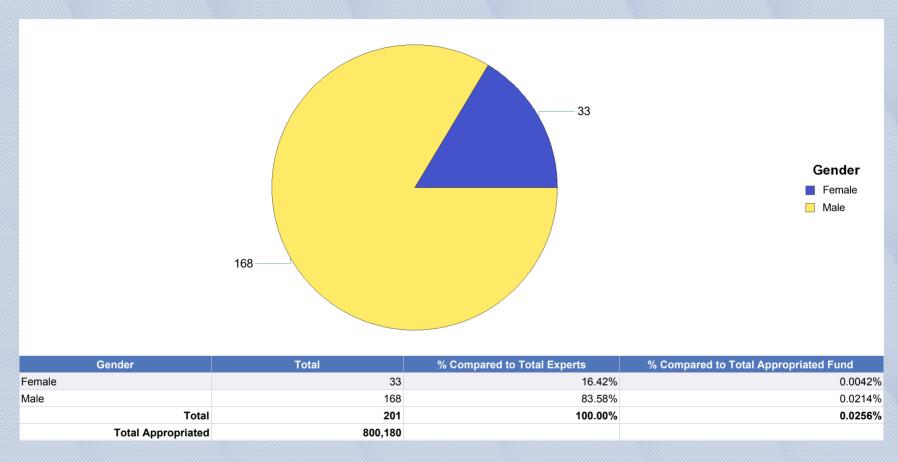


#### Highly Qualified Experts Demographics - Ethnicity (Appr Fund)



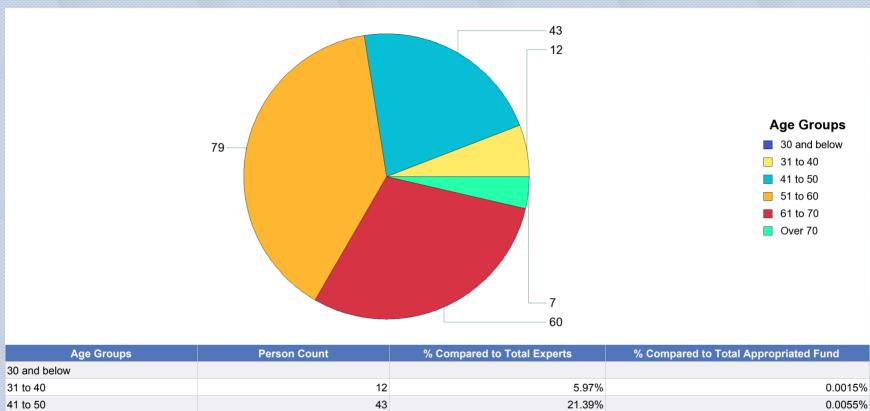


#### Highly Qualified Experts Demographics - Gender (Appr Fund)





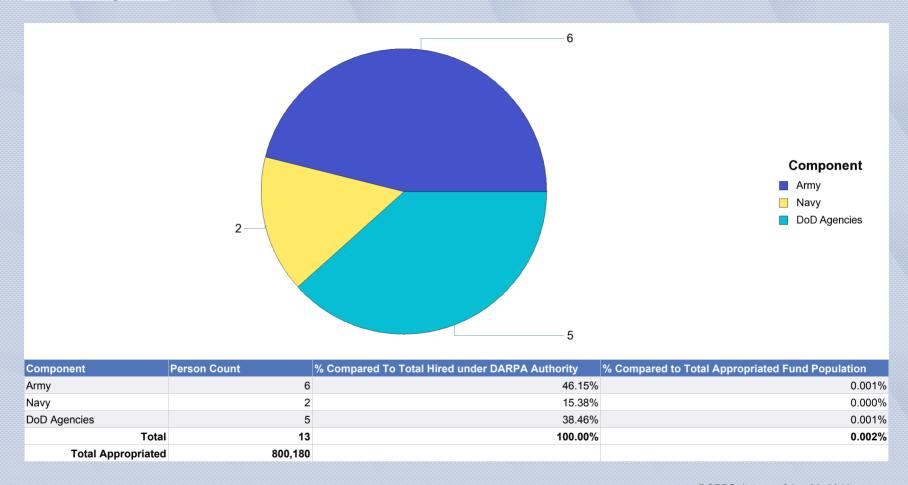
### Highly Qualified Experts Demographics - Age Group (Appr Fund)



79 0.0101% 51 to 60 39.30% 61 to 70 60 29.85% 0.0076% 7 0.0009% Over 70 3.48% Total 201 0.0256% 100.00% **Total Appropriated** 800,180

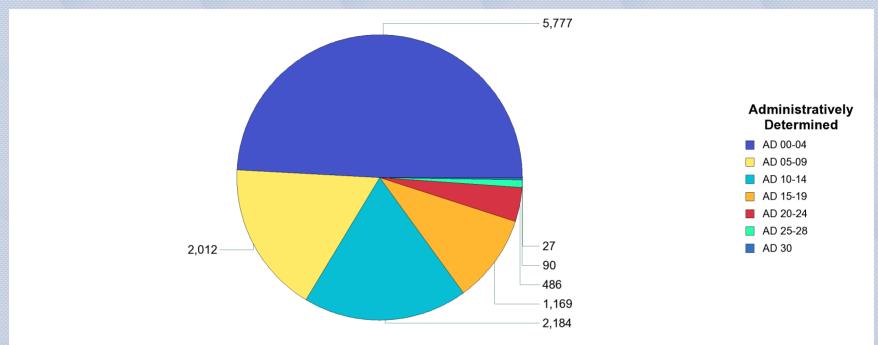


# 5 USC 3325 - Appointments to Scientific and Professional Positions Current Employees (Appropriated Fund)





### Administratively Determined (Appropriated Fund)



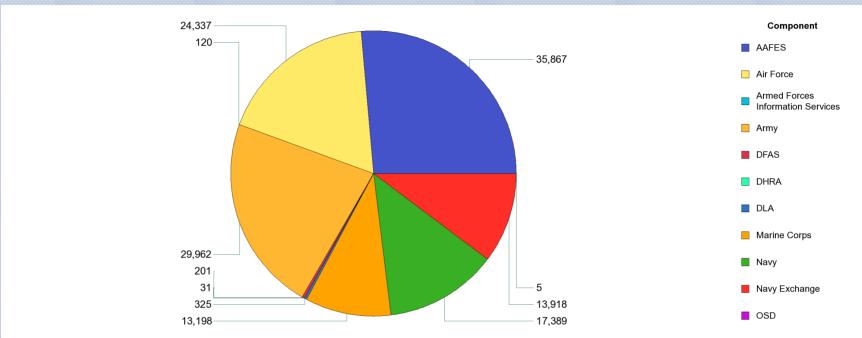
Administratively Determined	Total	% Compared to Total Administratively Determined	AD % Compared to Total Appropriated Fund Population
AD 00-04	5,777	49.19%	0.72%
AD 05-09	2,012	17.13%	0.25%
AD 10-14	2,184	18.60%	0.27%
AD 15-19	1,169	9.95%	0.15%
AD 20-24	486	4.14%	0.06%
AD 25-28	90	0.77%	0.01%
AD 30	27	0.23%	0.00%
Total	11,745	100.00%	1.47%
Total Appropriated	800,180		



### NON APPROPRIATED FUND

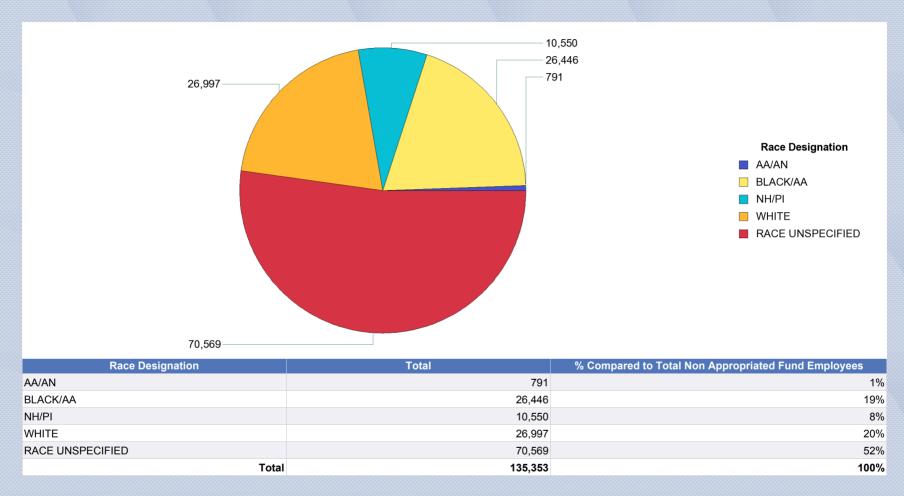


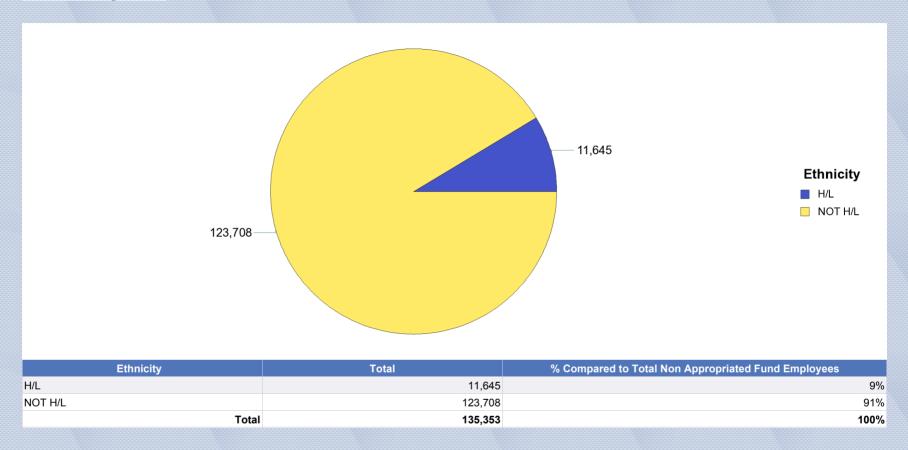
### Non Appropriated Fund Employees by Component



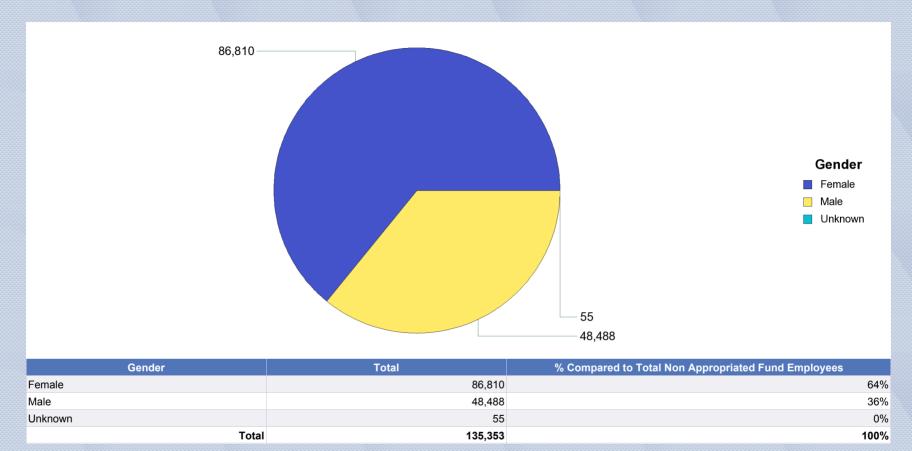
Component	Total	% Compared to Total Non Appropriated Fund
AAFES	35,867	27%
Air Force	24,337	18%
Armed Forces Information Services	120	0%
Army	29,962	22%
DFAS	201	0%
DHRA	31	0%
DLA	325	0%
Marine Corps	13,198	10%
Navy	17,389	13%
Navy Exchange	13,918	10%
OSD	5	0%
Total	135,353	100%





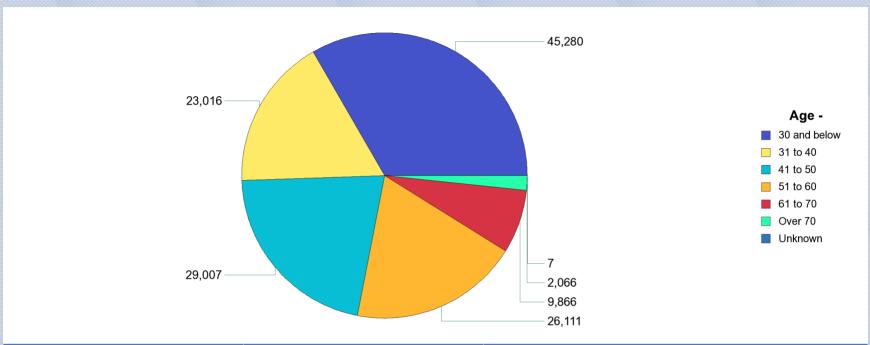








### Non Appropriated Fund by Age

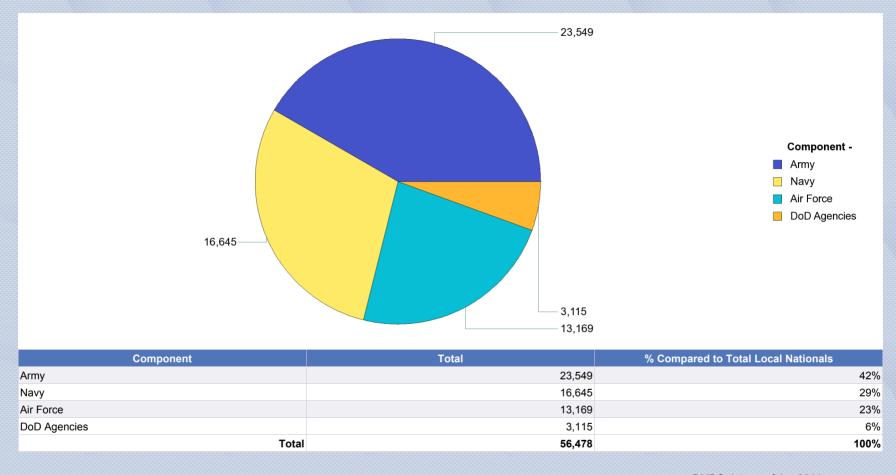


Age	Total	% Compared to Total Non Appropriated Fund
30 and below	45,280	34%
31 to 40	23,016	17%
41 to 50	29,007	21%
51 to 60	26,111	19%
61 to 70	9,866	7%
Over 70	2,066	2%
Unknown	7	0%
Total	135,353	100%

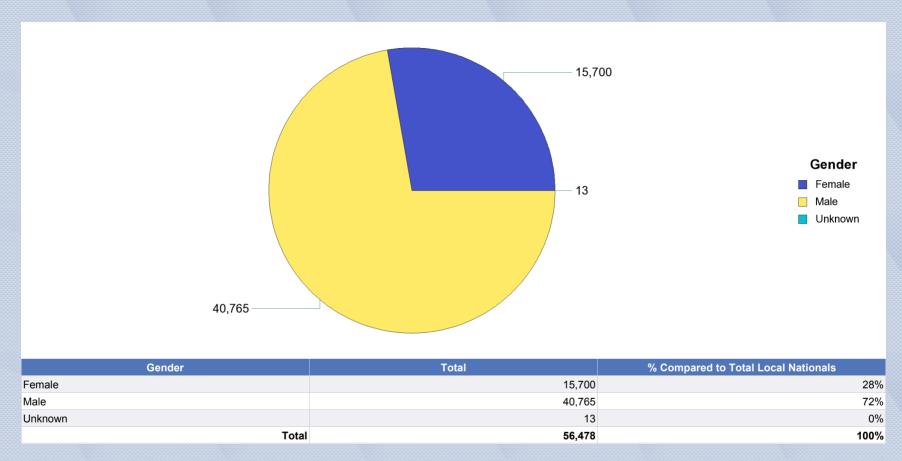


## LOCAL NATIONALS

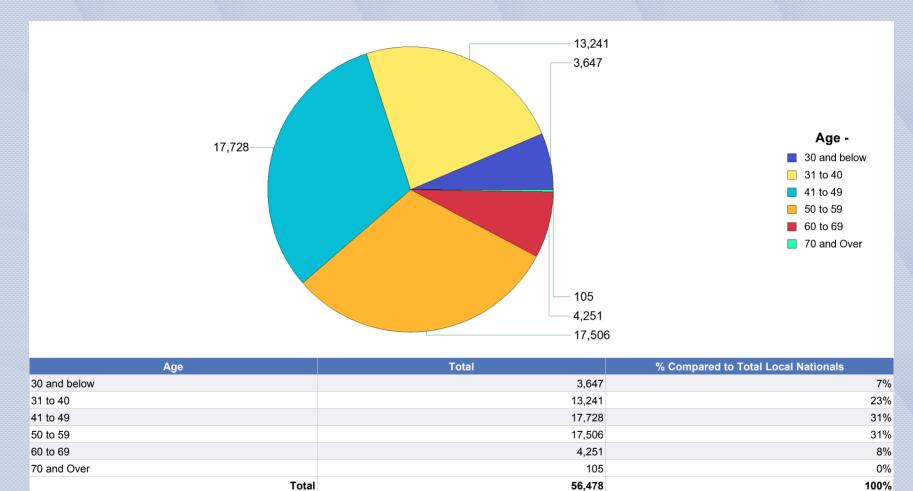














# ACTIVE GUARD RESERVE



