



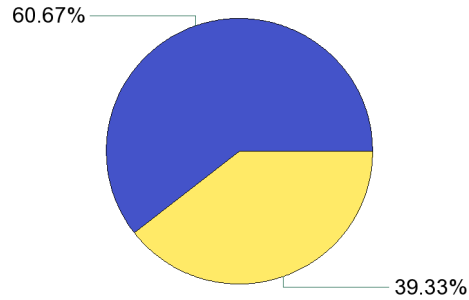
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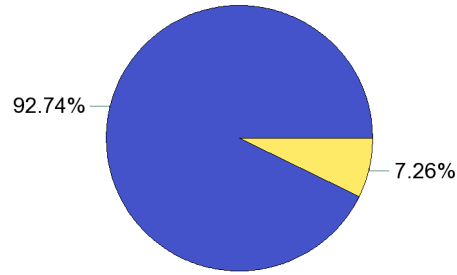
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# *APPROPRIATED FUND*



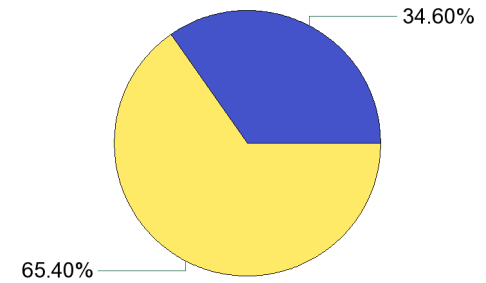
**EDUCATION**

■ No College Degree ■ College or Higher



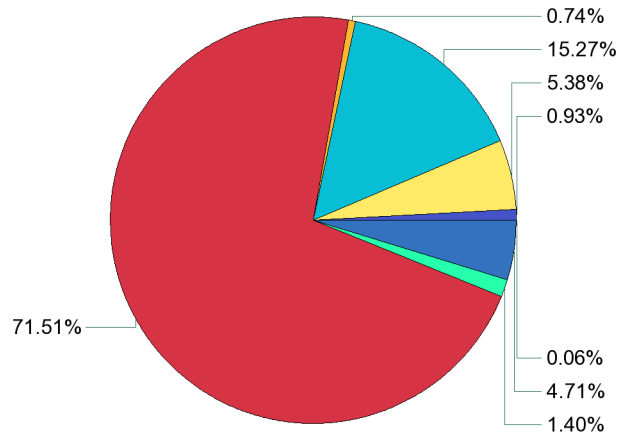
**DISABILITY**

■ Disability Not Reported ■ Disability Reported



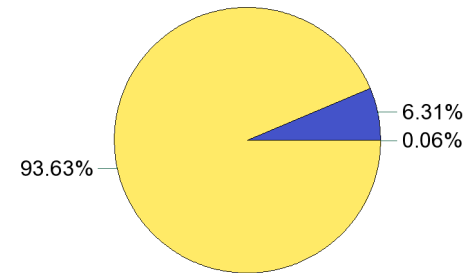
**GENDER**

■ Female ■ Male



**RACE**

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



**ETHNICITY**

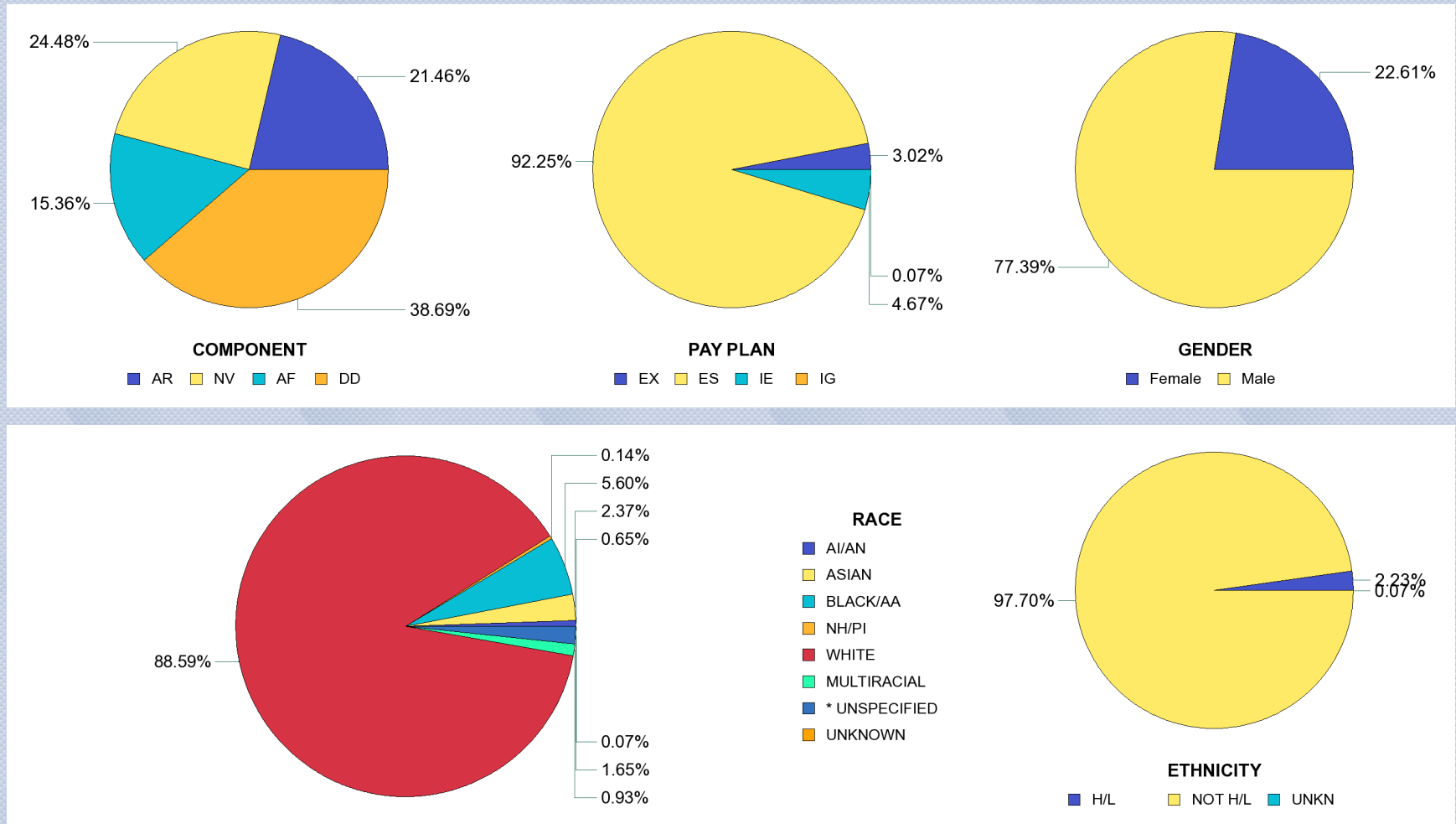
■ H/L ■ NOT H/L ■ UNKN

**Percentages compared to Total Appropriated Fund population (781,026)**

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

DCPDS data as of 03/31/2012

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



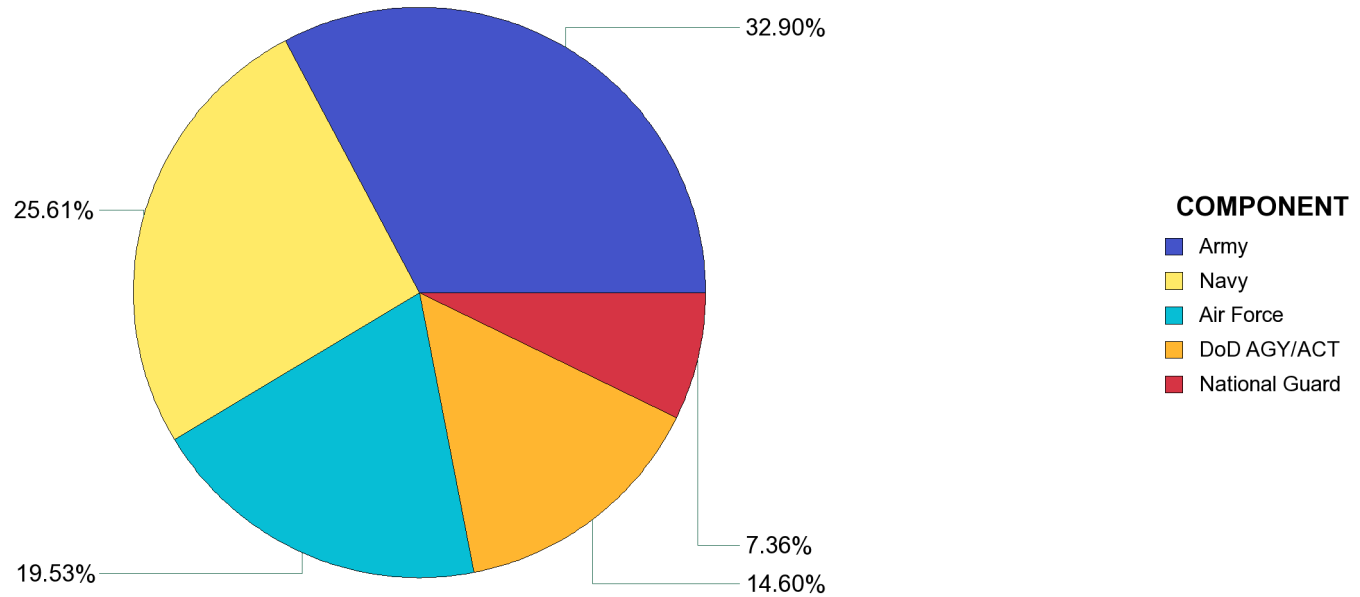
DCPDS data as of 03/31/2012

**Percentages compared to Total Senior Leader population (1,393)**

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



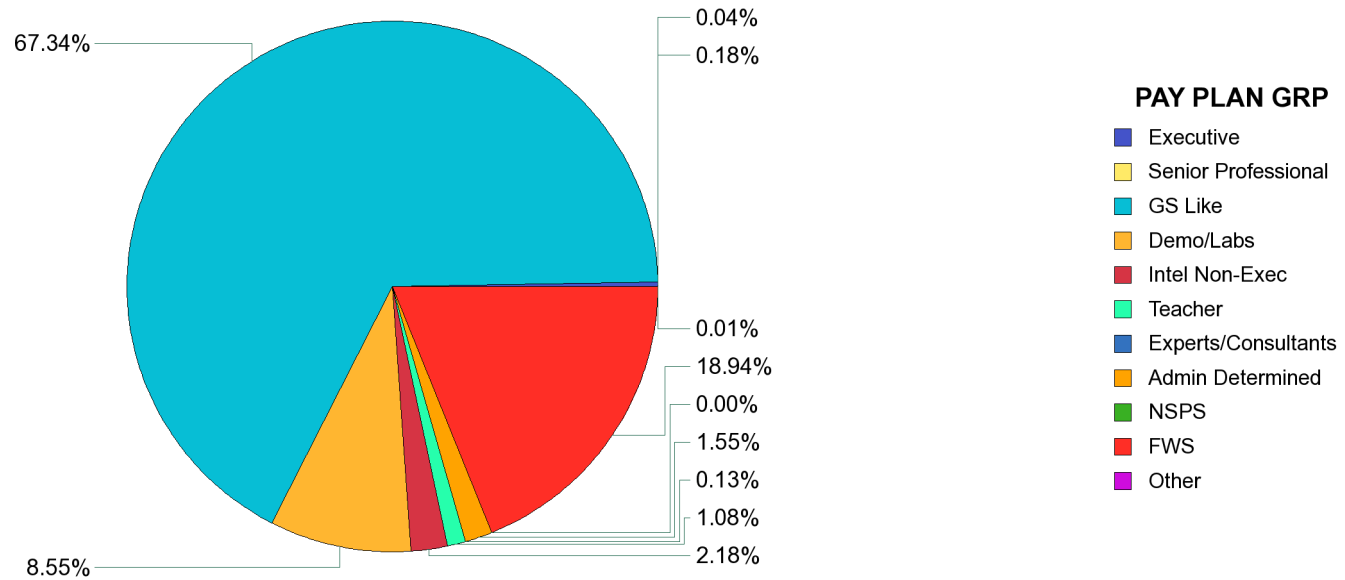
## Employees by Component (Appropriated Fund)



COMPONENT	Total	% Total Appr Fund Population
Army	256,927	32.90%
Navy	200,054	25.61%
Air Force	152,558	19.53%
DoD AGY/ACT	114,004	14.60%
National Guard	57,483	7.36%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

## Employees by Pay Plan Groups (Appropriated Fund)

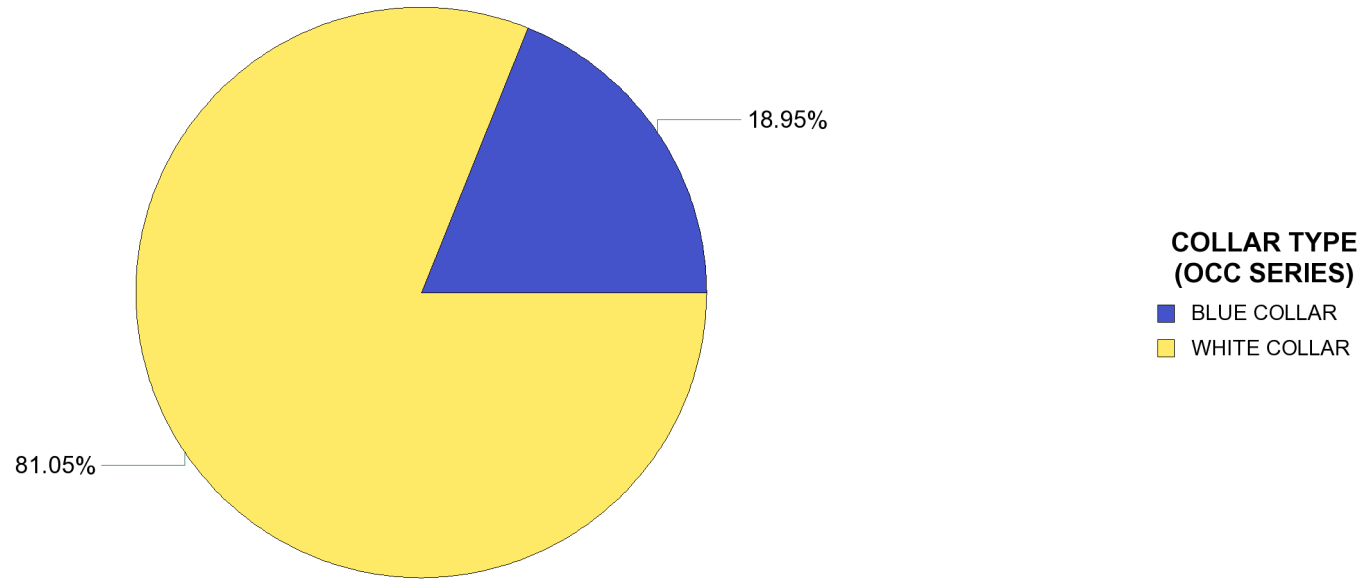


PAY PLAN GRPS	Total	% Total Appr Fund Population
Executive (ES,EX,IE,IG)	1,393	0.18%
Senior Professional (IP,SL,ST)	297	0.04%
GS Like	525,905	67.34%
Demo/Labs	66,795	8.55%
Intel Non-Exec	16,997	2.18%
Teacher	8,455	1.08%
Experts/Consultants	1,047	0.13%
Admin Determined	12,116	1.55%
NSPS	5	0.00%
FWS	147,953	18.94%
Other	63	0.01%
<b>Total</b>	<b>781,026</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 03/31/2012

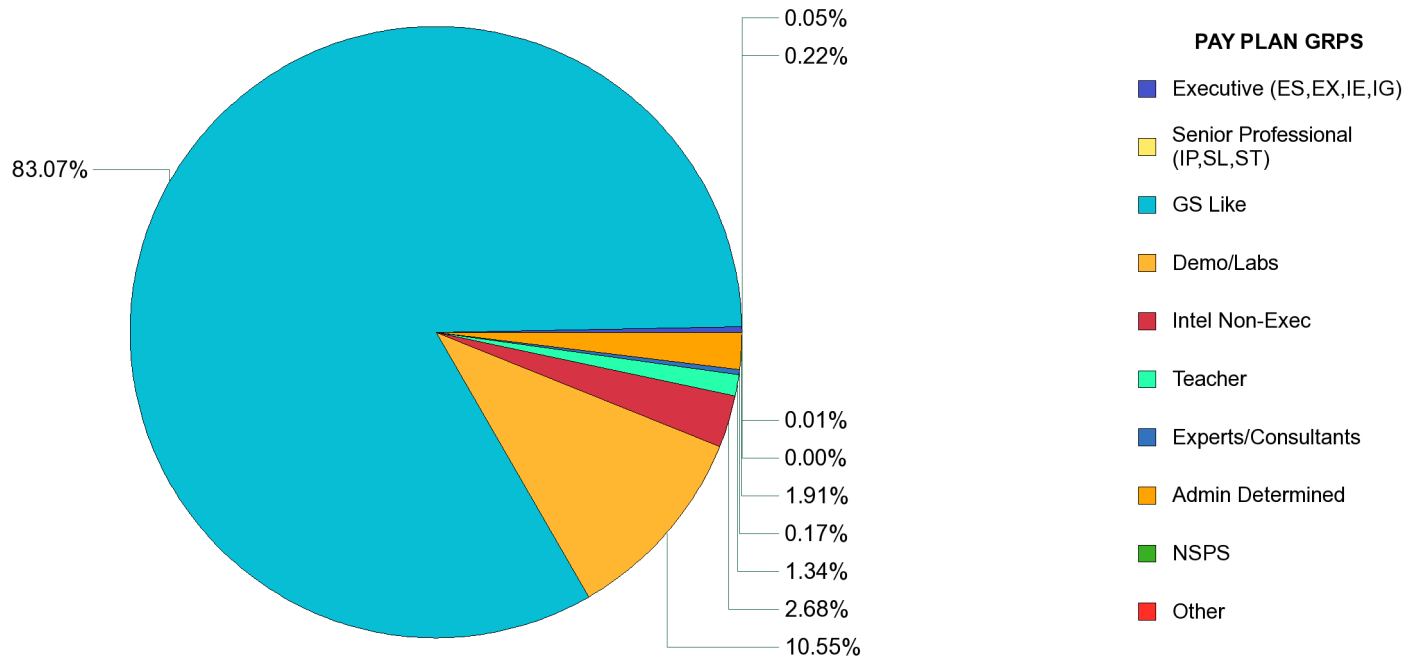
## Blue Collar vs White Collar (Appropriated Fund)



COLLAR TYPE (OCC SERIES)	Total	% Total Appr Fund Population
BLUE COLLAR	147,966	18.95%
WHITE COLLAR	633,060	81.05%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

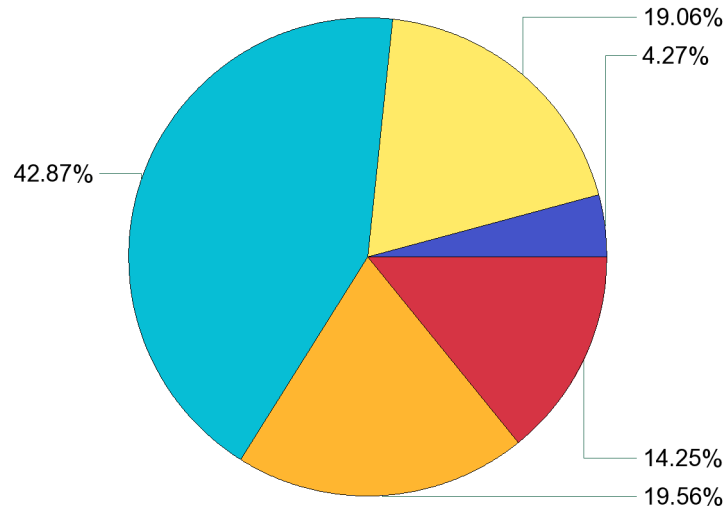
## White Collar Employees (Appropriated Fund)



PAY PLAN GRPS	Total	% White Collar Population	% Total Appr Fund Population
Executive (ES,EX,IE,IG)	1,393	0.22%	0.18%
Senior Professional (IP,SL,ST)	297	0.05%	0.04%
GS Like	525,905	83.07%	67.34%
Demo/Labs	66,795	10.55%	8.55%
Intel Non-Exec	16,997	2.68%	2.18%
Teacher	8,455	1.34%	1.08%
Experts/Consultants	1,047	0.17%	0.13%
Admin Determined	12,103	1.91%	1.55%
NSPS	5	0.00%	0.00%
Other	63	0.01%	0.01%
<b>Total</b>	<b>633,060</b>	<b>100.00%</b>	<b>81.05%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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



**PAY PLAN GRPS (WHITE COLLAR)**

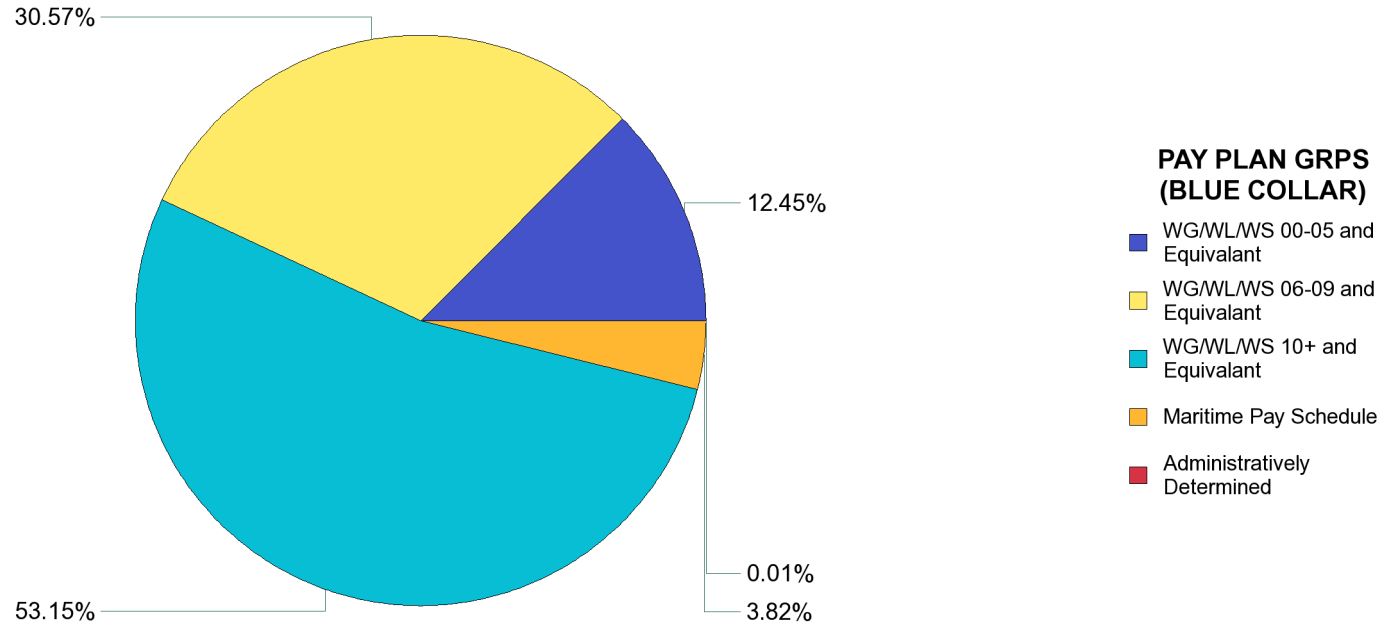
■ Gx 01-04     
 ■ Gx 05-08     
 ■ Gx 09-12     
 ■ Gx 13-15     
 ■ Other White Collar PP

PAY PLAN GRPS (WHITE COLLAR)	Total	% White Collar Population	% Total Appr Fund Population
Gx 01-04	27,018	4.27%	3.46%
Gx 05-08	120,644	19.06%	15.45%
Gx 09-12	271,406	42.87%	34.75%
Gx 13-15	123,812	19.56%	15.85%
Other White Collar PP	90,180	14.25%	11.55%
<b>Total</b>	<b>633,060</b>	<b>100.00%</b>	<b>81.05%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

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

DCPDS data as of 03/31/2012

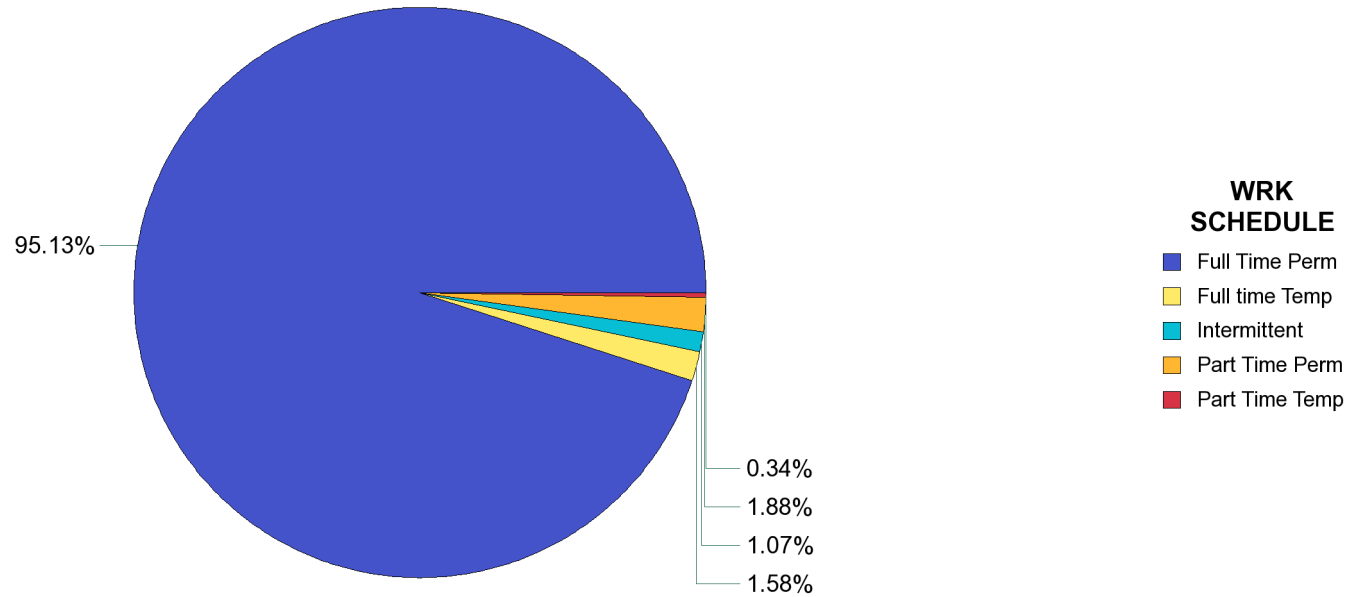
## Blue Collar Employees (Appropriated Fund)



PAY PLAN GRPS (BLUE COLLAR)	Total	% Blue Collar Population	% Total Appr Fund Population
WG/WL/WS 00-05 and Equivalent	18,421	12.45%	2.36%
WG/WL/WS 06-09 and Equivalent	45,237	30.57%	5.79%
WG/WL/WS 10+ and Equivalent	78,642	53.15%	10.07%
Maritime Pay Schedule	5,653	3.82%	0.72%
Administratively Determined	13	0.01%	0.00%
<b>Total</b>	<b>147,966</b>	<b>100.00%</b>	<b>18.95%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

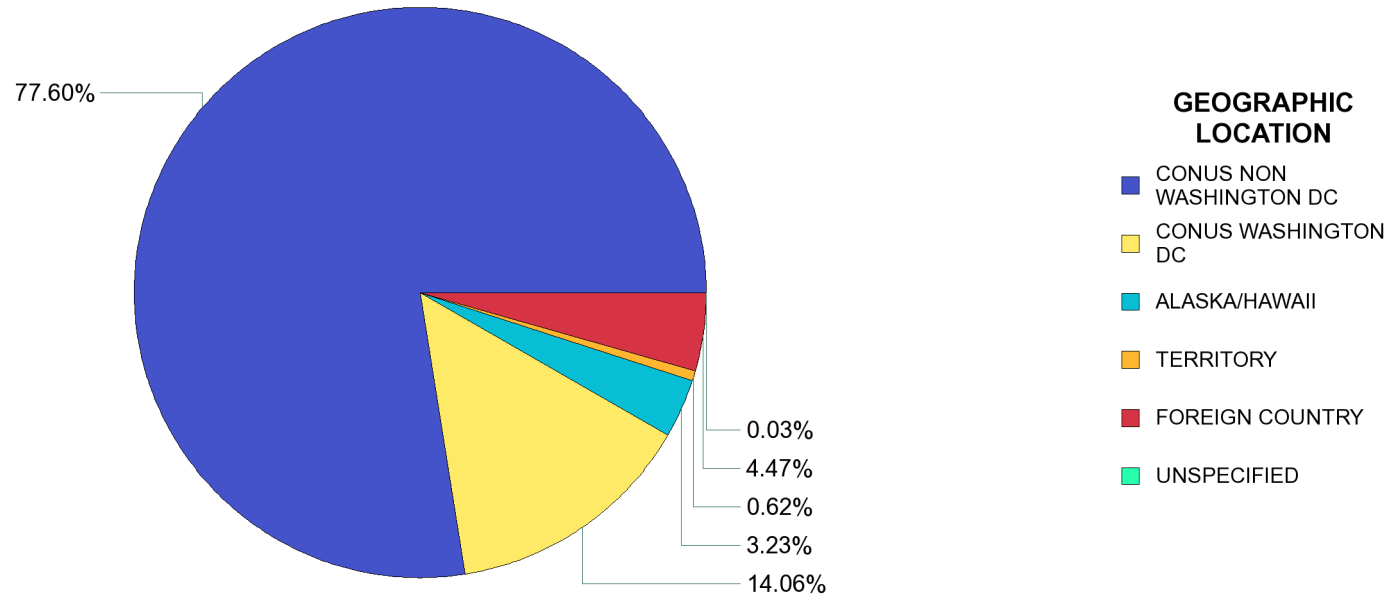
## Work Schedule (Appropriated Fund)



WRK SCHEDULE	Total	% Total Appr Fund Population
Full Time Perm	742,981	95.13%
Full time Temp	12,307	1.58%
Intermittent	8,356	1.07%
Part Time Perm	14,719	1.88%
Part Time Temp	2,663	0.34%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

## Geographic Location (Appropriated Fund)

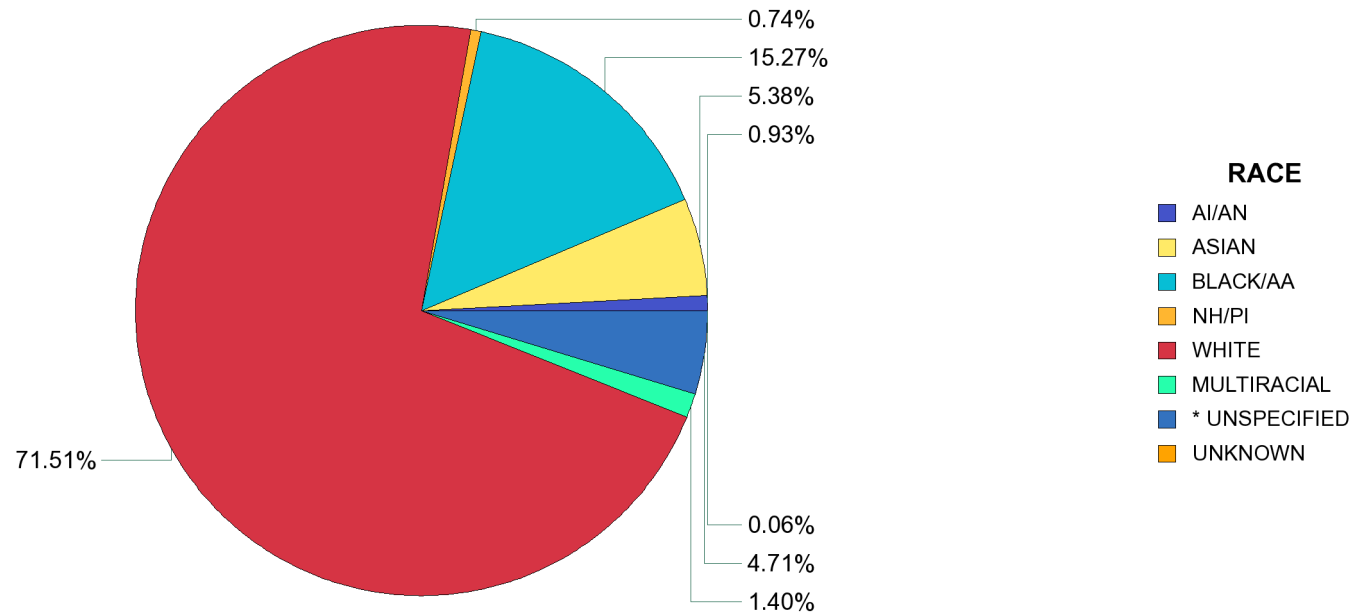


GEOGRAPHIC LOCATION	Total	% Total Appr Fund Population
CONUS NON WASHINGTON DC	606,042	77.60%
CONUS WASHINGTON DC	109,807	14.06%
ALASKA/HAWAII	25,266	3.23%
TERRITORY	4,807	0.62%
FOREIGN COUNTRY	34,887	4.47%
UNSPECIFIED	217	0.03%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012



## General Workforce Demographics - Race (Appropriated Fund)

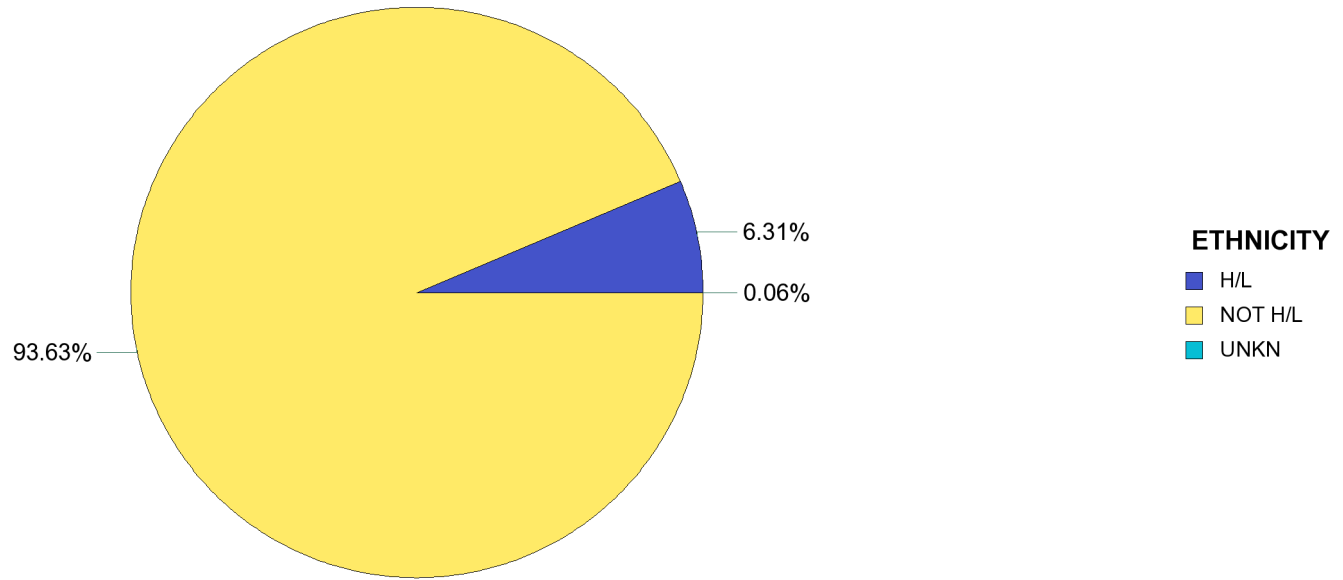


RACE	Total	% Total Appr Fund Population
AI/AN	7,236	0.93%
ASIAN	41,991	5.38%
BLACK/AA	119,252	15.27%
NH/PI	5,772	0.74%
WHITE	558,540	71.51%
MULTIRACIAL	10,967	1.40%
* UNSPECIFIED	36,786	4.71%
UNKNOWN	482	0.06%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

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

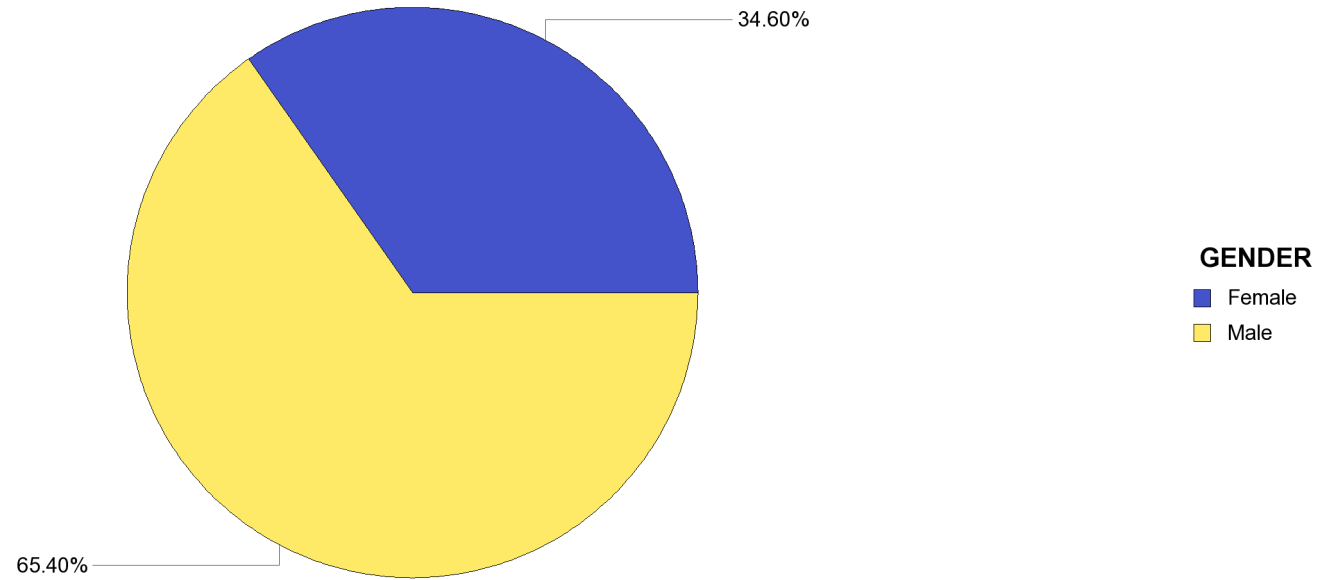
## General Workforce Demographics - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% Total Appr Fund Population
H/L	49,282	6.31%
NOT H/L	731,262	93.63%
UNKN	482	0.06%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

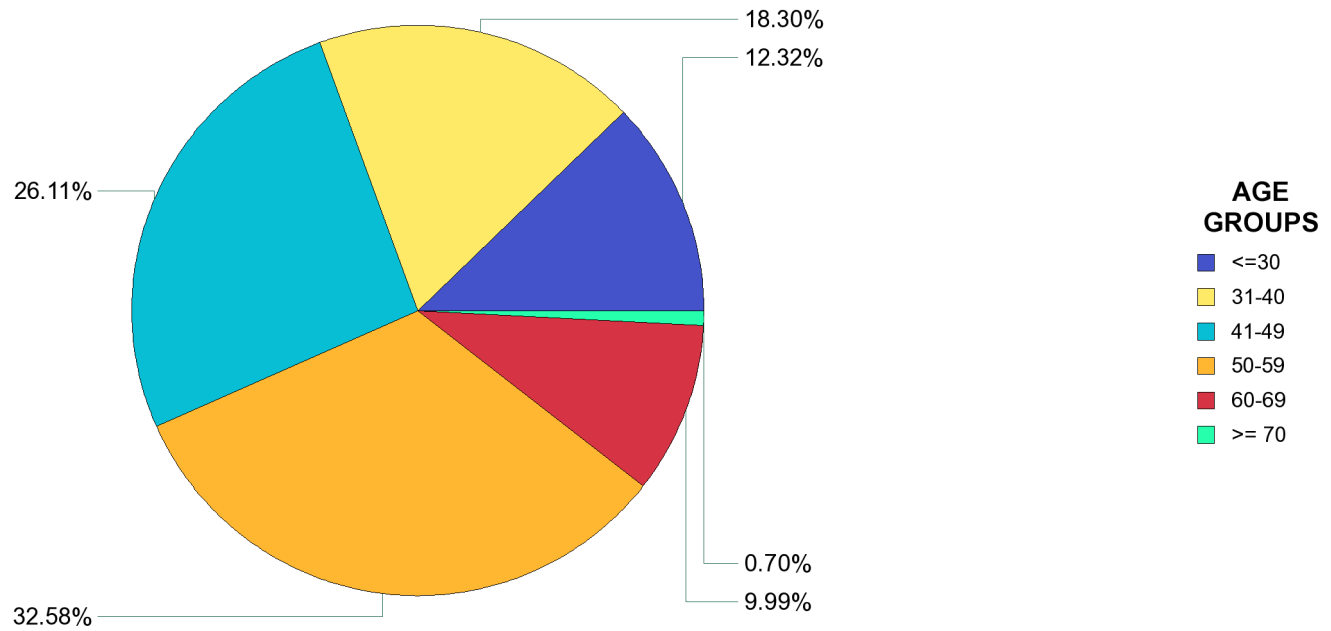
## General Workforce Demographics - Gender (Appropriated Fund)



GENDER	Total	% Total Appr Fund Population
Female	270,253	34.60%
Male	510,773	65.40%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

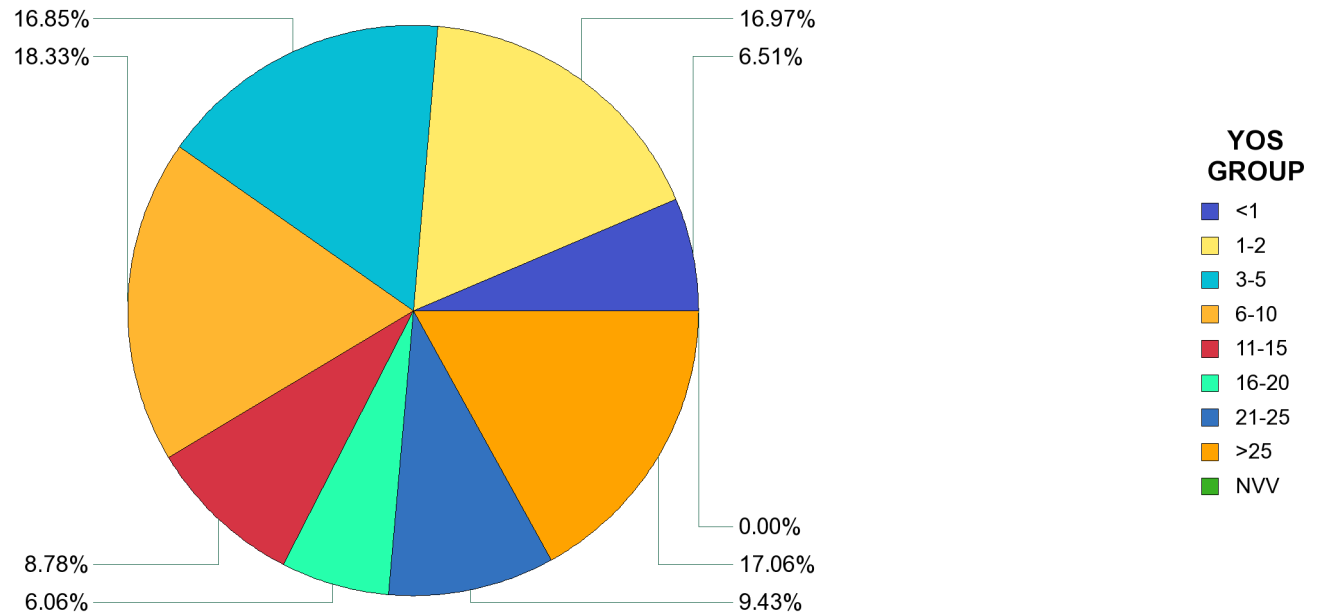
## General Workforce Demographics - Age (Appropriated Fund)



AGE GROUPS	Total	% Total Appr Fund Population
<=30	96,184	12.32%
31-40	142,963	18.30%
41-49	203,949	26.11%
50-59	254,433	32.58%
60-69	78,019	9.99%
>= 70	5,478	0.70%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

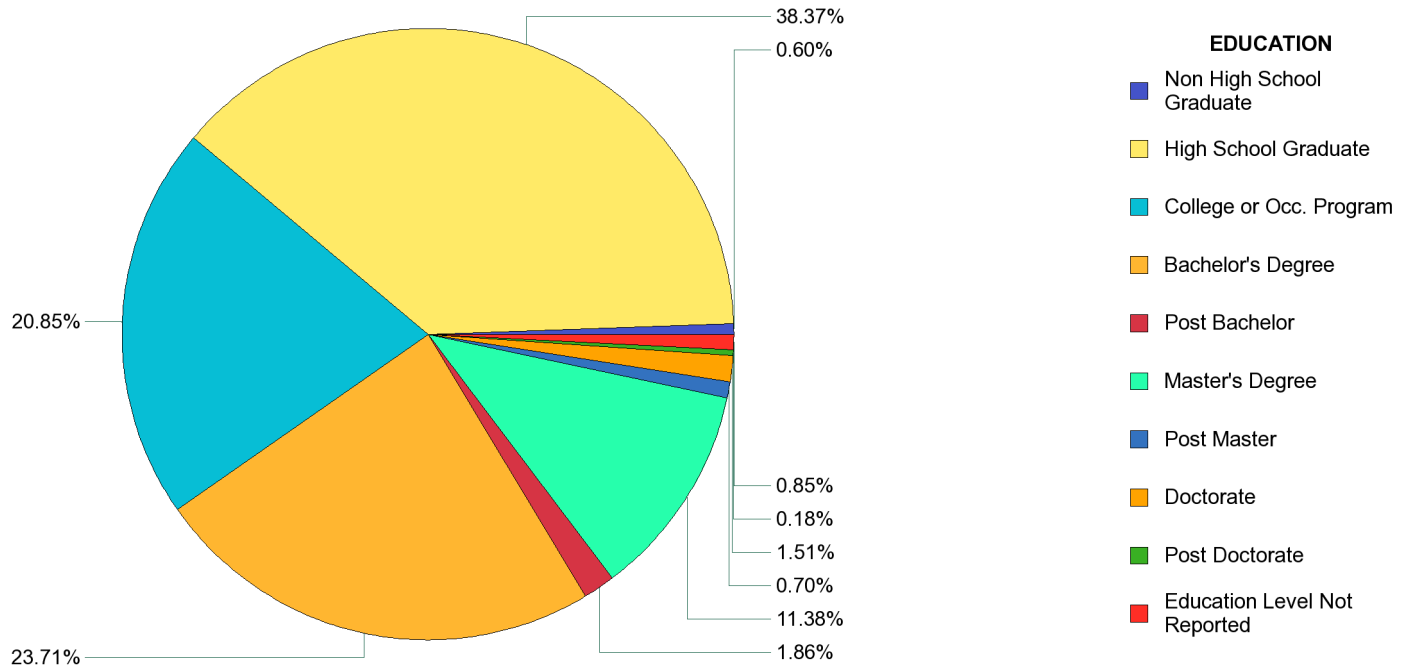
## General Workforce Demographics - Years of Service (YOS) (Appropriated Fund)



YOS GROUP	Total	% Total Appr Fund Population
<1	50,825	6.51%
1-2	132,507	16.97%
3-5	131,586	16.85%
6-10	143,193	18.33%
11-15	68,599	8.78%
16-20	47,369	6.06%
21-25	73,677	9.43%
>25	133,251	17.06%
NVV	19	0.00%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

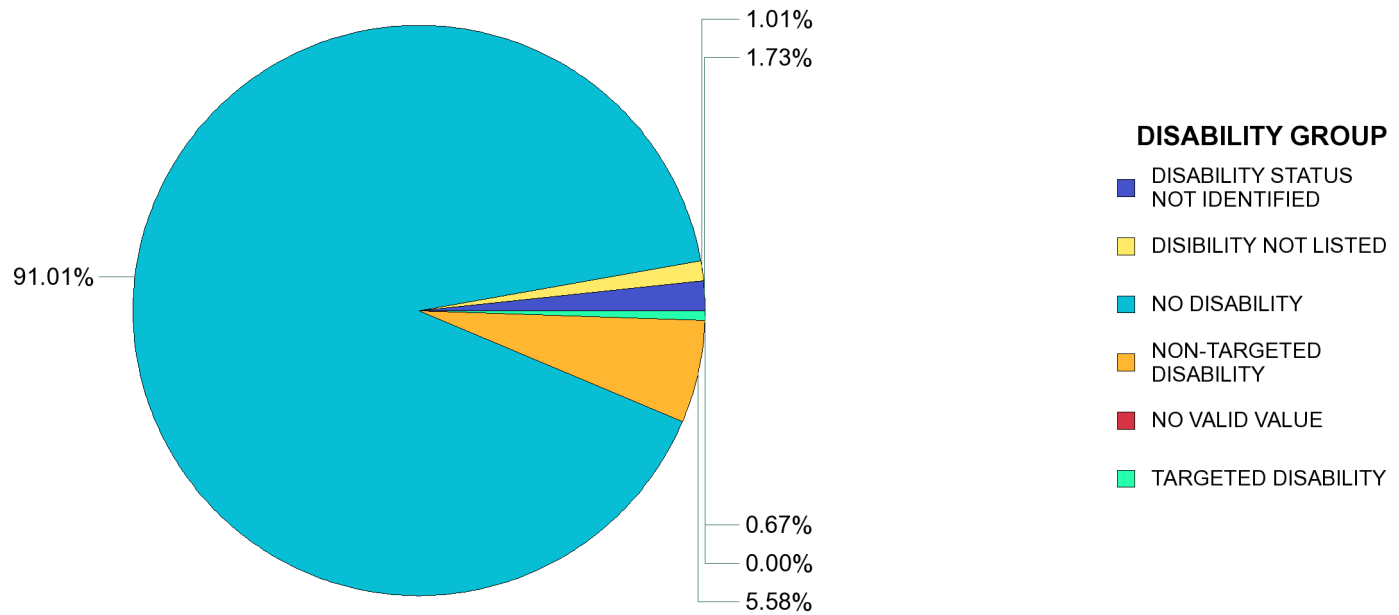
## Education Levels (Appropriated Fund)



EDUCATION	Total	% Total Appr Fund Population
Non High School Graduate	4,652	0.60%
High School Graduate	299,654	38.37%
College or Occ. Program	162,858	20.85%
Bachelor's Degree	185,191	23.71%
Post Bachelor	14,505	1.86%
Master's Degree	88,861	11.38%
Post Master	5,447	0.70%
Doctorate	11,804	1.51%
Post Doctorate	1,379	0.18%
Education Level Not Reported	6,675	0.85%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

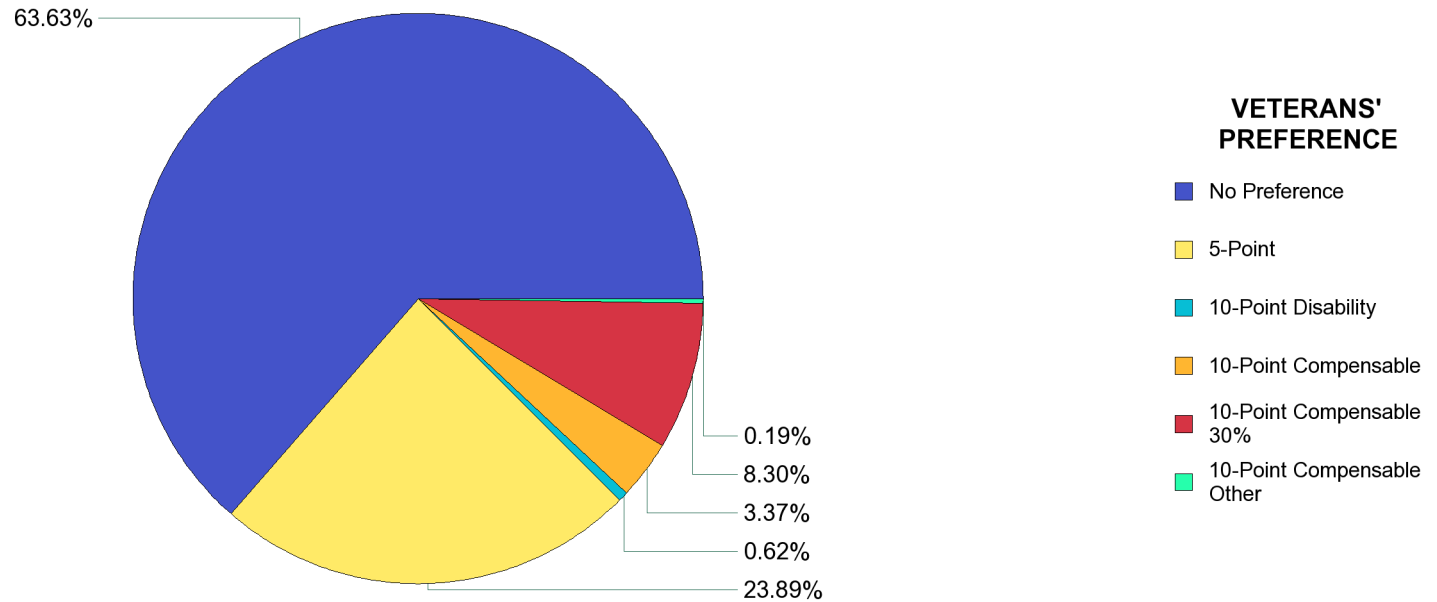
## Disability Designation (Appropriated Fund)



DISABILITY GROUP	Total	% Total Appr Fund Population
DISABILITY STATUS NOT IDENTIFIED	13,545	1.73%
DISABILITY NOT LISTED	7,852	1.01%
NO DISABILITY	710,805	91.01%
NON-TARGETED DISABILITY	43,563	5.58%
NO VALID VALUE	9	0.00%
TARGETED DISABILITY	5,252	0.67%
<b>Total</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

## Veterans' Preference by Component (Appropriated Fund)

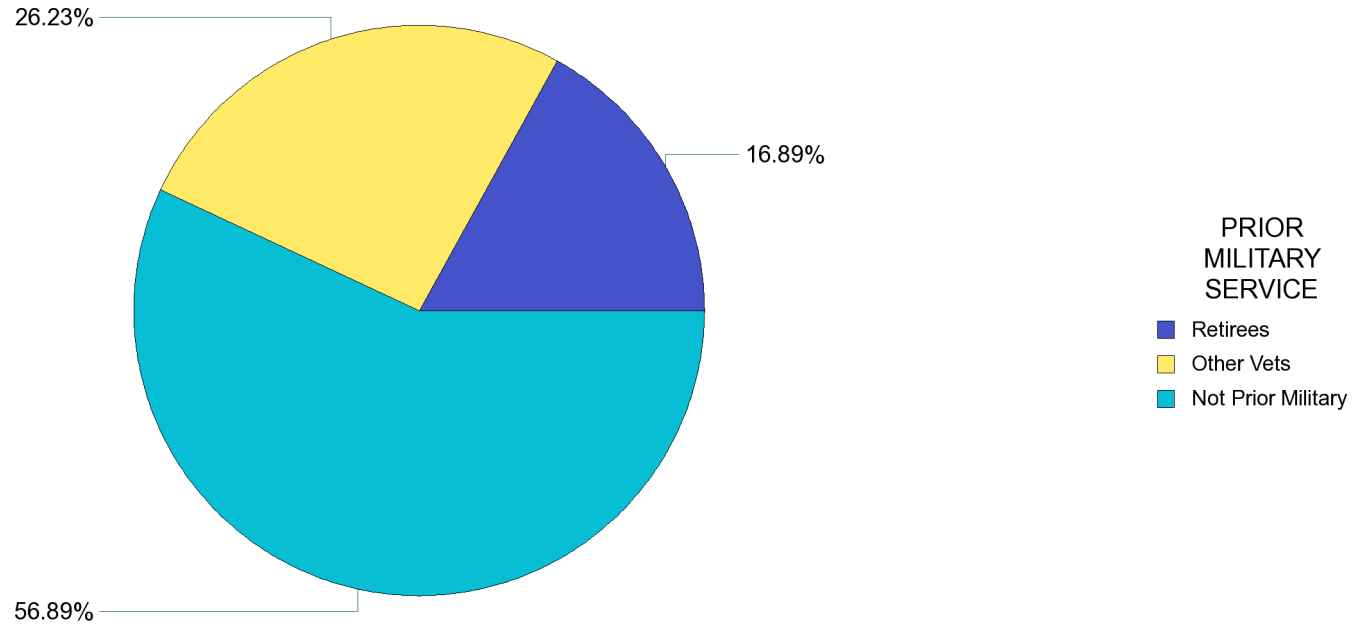


	No Preference	% Of Total Component	5-Point	% Of Total Component	10-Point Disability	% Of Total Component	10-Point Compensable	% Of Total Component	10-Point Compensable 30%	% Of Total Component	10-Point Compensable Other	% Of Total Component	Total DoD Civ
Army	150,040	58.40%	64,950	25.28%	1,882	0.73%	10,645	4.14%	28,800	11.21%	610	0.24%	256,927
Navy	127,384	63.67%	51,033	25.51%	1,244	0.62%	5,838	2.92%	14,270	7.13%	285	0.14%	200,054
Air Force	79,286	51.97%	50,366	33.01%	1,104	0.72%	6,842	4.48%	14,689	9.63%	271	0.18%	152,558
DoD AGY/ACT	82,852	72.67%	20,133	17.66%	620	0.54%	2,998	2.63%	7,081	6.21%	320	0.28%	114,004
National Guard	57,399	99.85%	78	0.14%	0	0.00%	1	0.00%	5	0.01%	0	0.00%	57,483
<b>Grand Total</b>	<b>496,961</b>	<b>63.63%</b>	<b>186,560</b>	<b>23.89%</b>	<b>4,850</b>	<b>0.62%</b>	<b>26,324</b>	<b>3.37%</b>	<b>64,845</b>	<b>8.30%</b>	<b>1,486</b>	<b>0.19%</b>	<b>781,026</b>

DCPDS data as of 03/31/2012



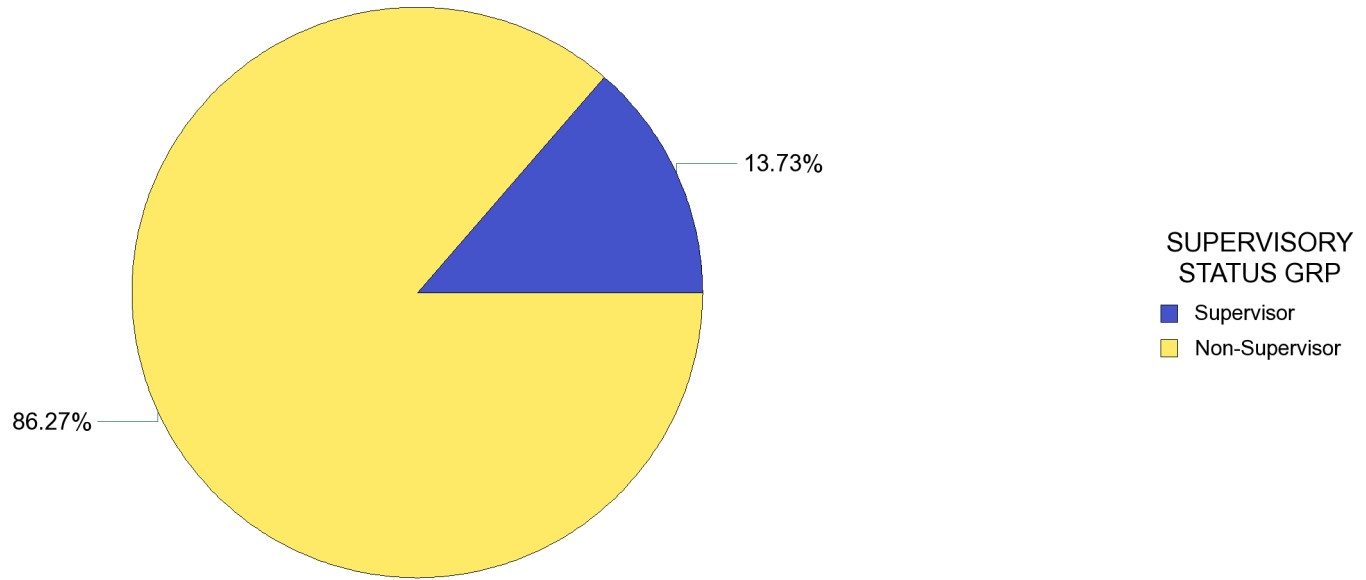
## Prior Military Service by Component (Appropriated Fund)



COMPONENT	Retirees	% Of Total Component	Other Vets	% Of Total Component	Not Prior Military	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	46,108	17.95%	79,693	31.02%	131,126	51.04%	<b>256,927</b>	<b>32.90%</b>
Navy	34,903	17.45%	50,319	25.15%	114,832	57.40%	<b>200,054</b>	<b>25.61%</b>
Air Force	37,968	24.89%	49,794	32.64%	64,796	42.47%	<b>152,558</b>	<b>19.53%</b>
DoD AGY/ACT	12,904	11.32%	25,029	21.95%	76,071	66.73%	<b>114,004</b>	<b>14.60%</b>
National Guard					57,483	100.00%	<b>57,483</b>	<b>7.36%</b>
Sum:	<b>131,883</b>	<b>16.89%</b>	<b>204,835</b>	<b>26.23%</b>	<b>444,308</b>	<b>56.89%</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

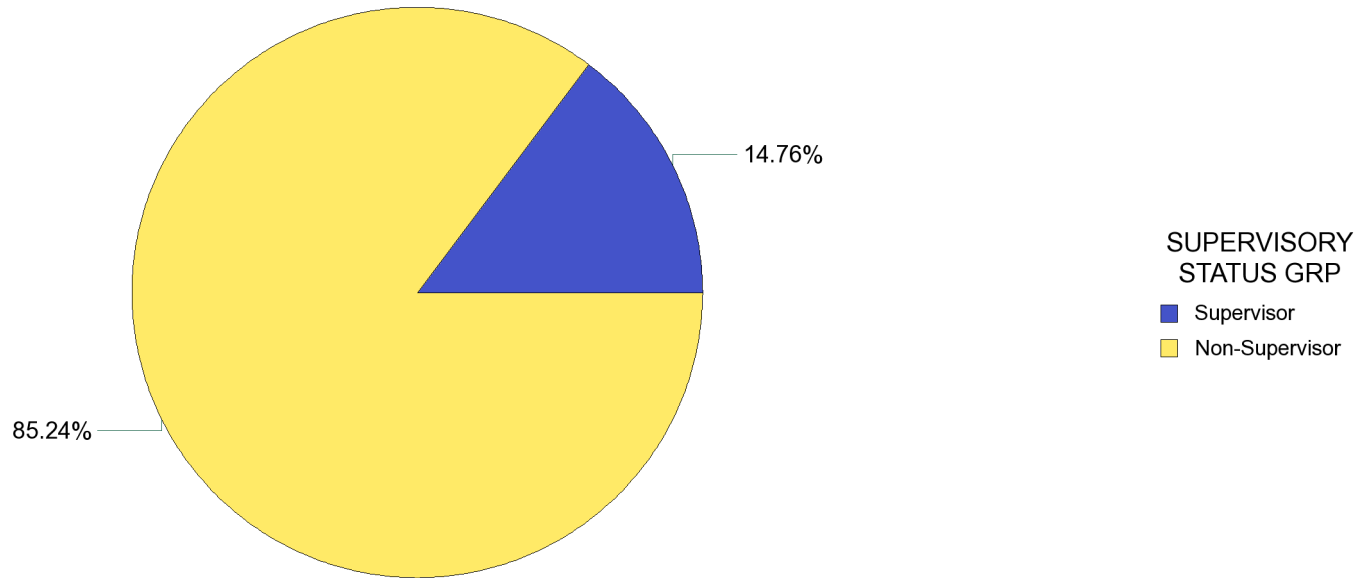
## Supervisor Status by Component (Appropriated Fund)



COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	32,589	12.68%	224,338	87.32%	256,927	32.90%
Navy	27,329	13.66%	172,725	86.34%	200,054	25.61%
Air Force	23,779	15.59%	128,779	84.41%	152,558	19.53%
DoD AGY/ACT	13,564	11.90%	100,440	88.10%	114,004	14.60%
National Guard	9,979	17.36%	47,504	82.64%	57,483	7.36%
<b>Total</b>	<b>107,240</b>	<b>13.73%</b>	<b>673,786</b>	<b>86.27%</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

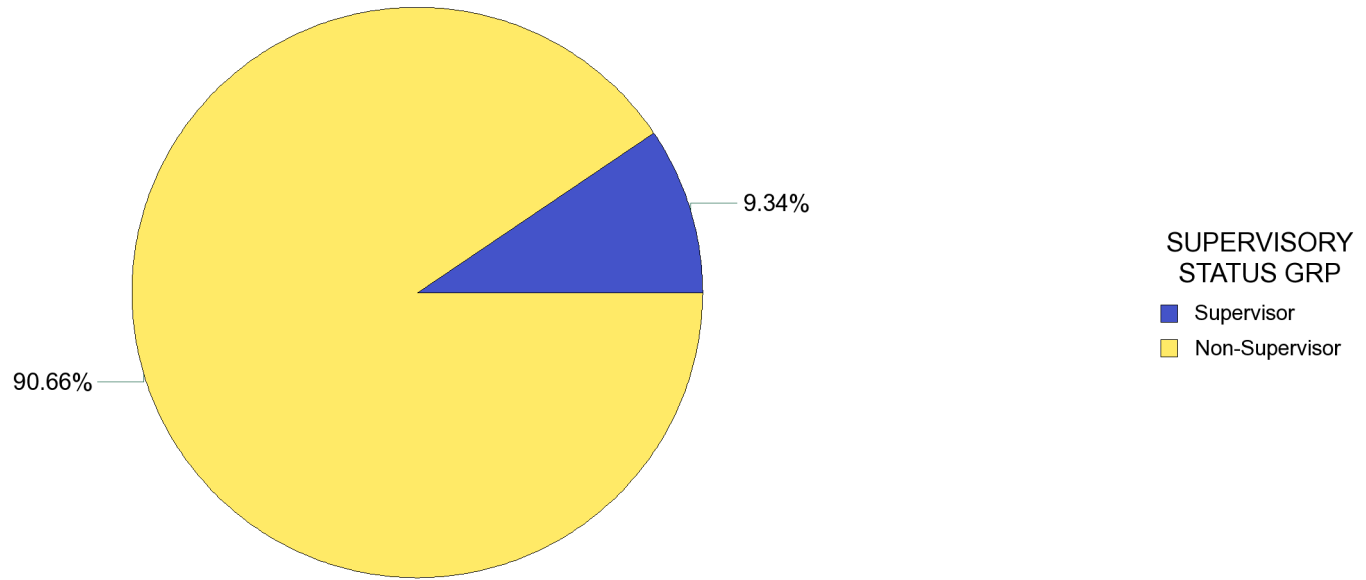
## White Collar Supervisor Status by Component (Appr Fund)



COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	30,421	13.70%	191,691	86.30%	222,112	28.44%
Navy	23,485	14.76%	135,620	85.24%	159,105	20.37%
Air Force	19,979	16.90%	98,212	83.10%	118,191	15.13%
DoD AGY/ACT	13,095	12.59%	90,947	87.41%	104,042	13.32%
National Guard	6,434	21.73%	23,176	78.27%	29,610	3.79%
<b>Total</b>	<b>93,414</b>	<b>14.76%</b>	<b>539,646</b>	<b>85.24%</b>	<b>633,060</b>	<b>81.05%</b>

DCPDS data as of 03/31/2012

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

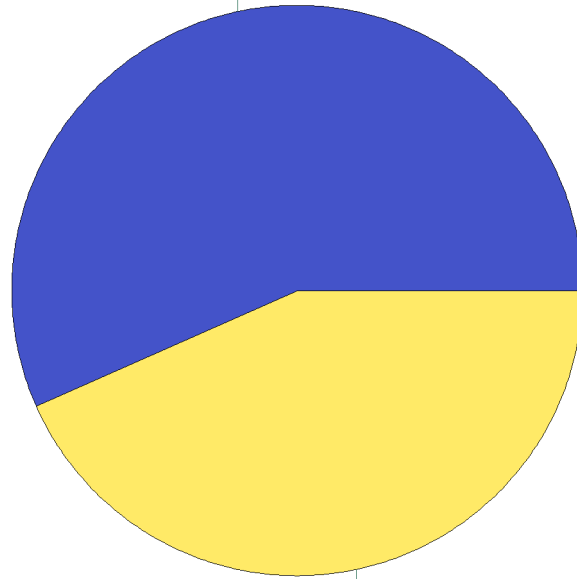


COMPONENT	Supervisor	% Of Total Component	Non-Supervisor	% Of Total Component	# DoD Civilians	% DoD Civilians
Army	2,168	6.23%	32,647	93.77%	34,815	4.46%
Navy	3,844	9.39%	37,105	90.61%	40,949	5.24%
Air Force	3,800	11.06%	30,567	88.94%	34,367	4.40%
DoD AGY/ACT	469	4.71%	9,493	95.29%	9,962	1.28%
National Guard	3,545	12.72%	24,328	87.28%	27,873	3.57%
<b>Total</b>	<b>13,826</b>	<b>9.34%</b>	<b>134,140</b>	<b>90.66%</b>	<b>147,966</b>	<b>18.95%</b>

DCPDS data as of 03/31/2012

## Bargaining Unit Status by Component (Appropriated Fund)

56.68%



43.32%

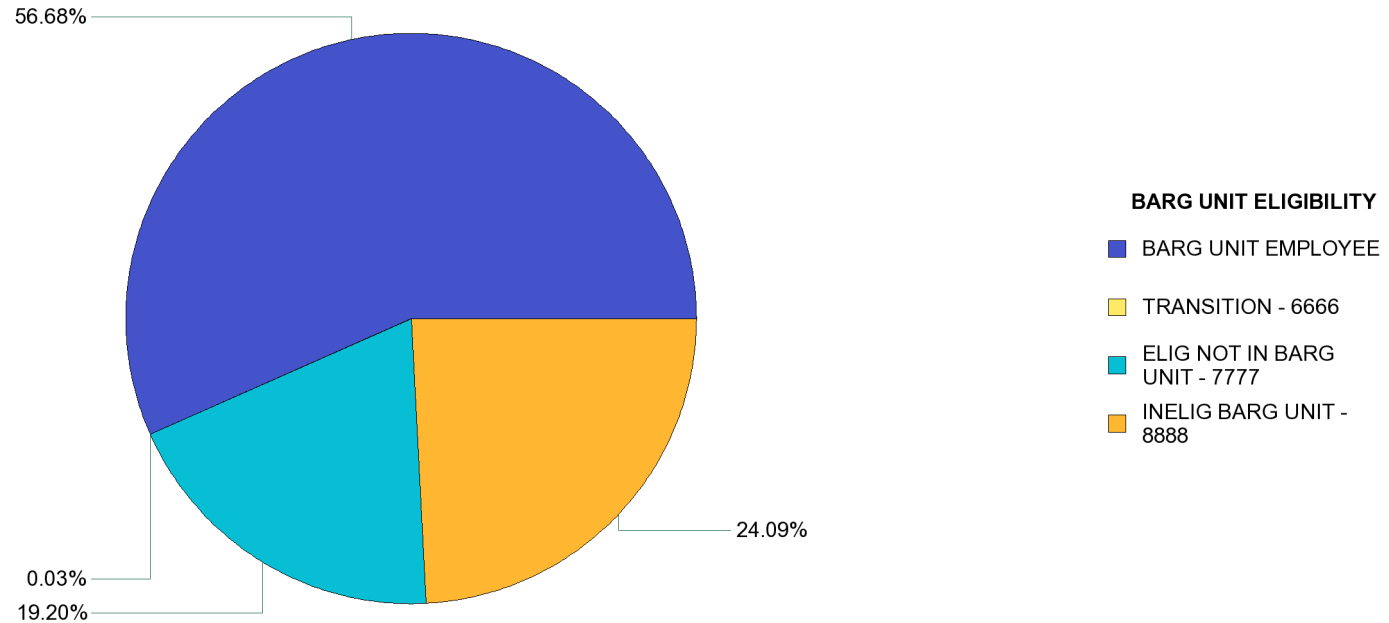
### BARGAINING UNIT INDICATOR

- 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	146,327	56.95%	110,600	43.05%	256,927	32.90%
Navy	100,627	50.30%	99,427	49.70%	200,054	25.61%
Air Force	90,326	59.21%	62,232	40.79%	152,558	19.53%
DoD AGY/ACT	66,956	58.73%	47,048	41.27%	114,004	14.60%
National Guard	38,435	66.86%	19,048	33.14%	57,483	7.36%
<b>Total:</b>	<b>442,671</b>	<b>56.68%</b>	<b>338,355</b>	<b>43.32%</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

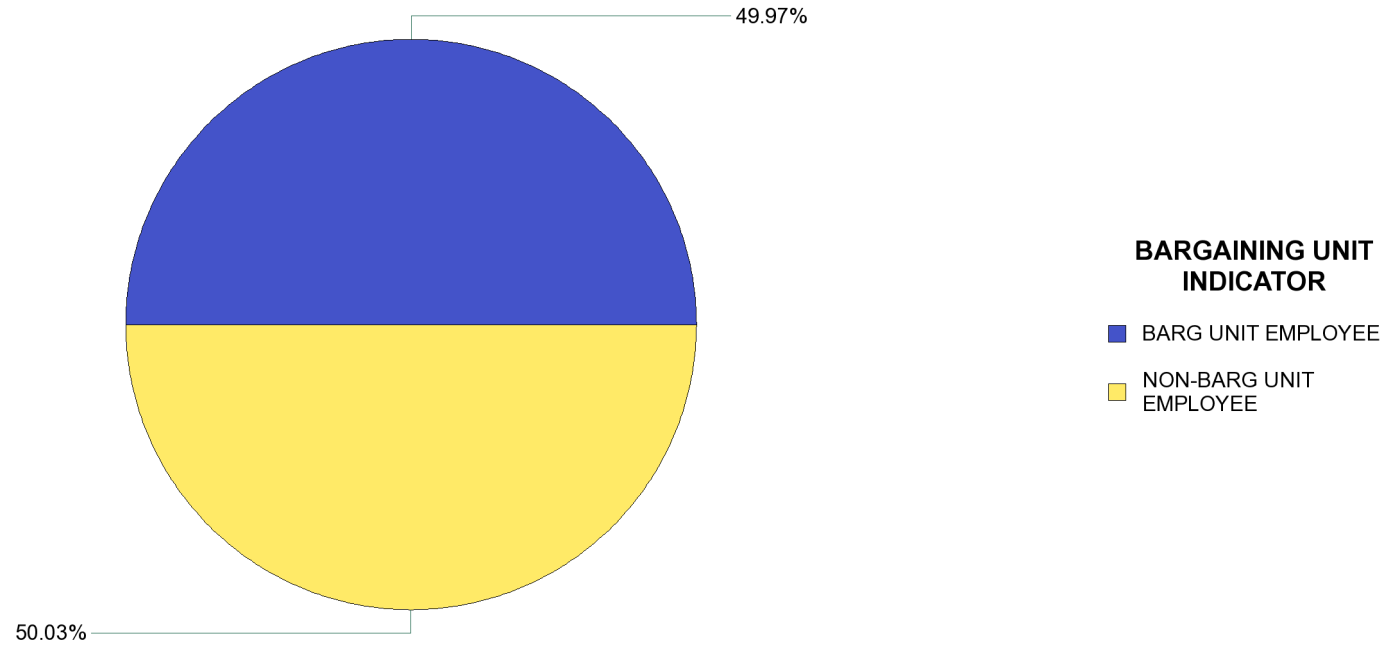
## Bargaining Unit Eligibility Status by Component (Appr Fund)



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	146,327	56.95%	98	0.04%	56,741	22.08%	53,761	20.92%	<b>256,927</b>	<b>32.90%</b>
Navy	100,627	50.30%	127	0.06%	48,600	24.29%	50,700	25.34%	<b>200,054</b>	<b>25.61%</b>
Air Force	90,326	59.21%			19,967	13.09%	42,265	27.70%	<b>152,558</b>	<b>19.53%</b>
DoD AGY/ACT	66,956	58.73%			19,285	16.92%	27,763	24.35%	<b>114,004</b>	<b>14.60%</b>
National Guard	38,435	66.86%			5,357	9.32%	13,691	23.82%	<b>57,483</b>	<b>7.36%</b>
<b>Total:</b>	<b>442,671</b>	<b>56.68%</b>	<b>225</b>	<b>0.03%</b>	<b>149,950</b>	<b>19.20%</b>	<b>188,180</b>	<b>24.09%</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

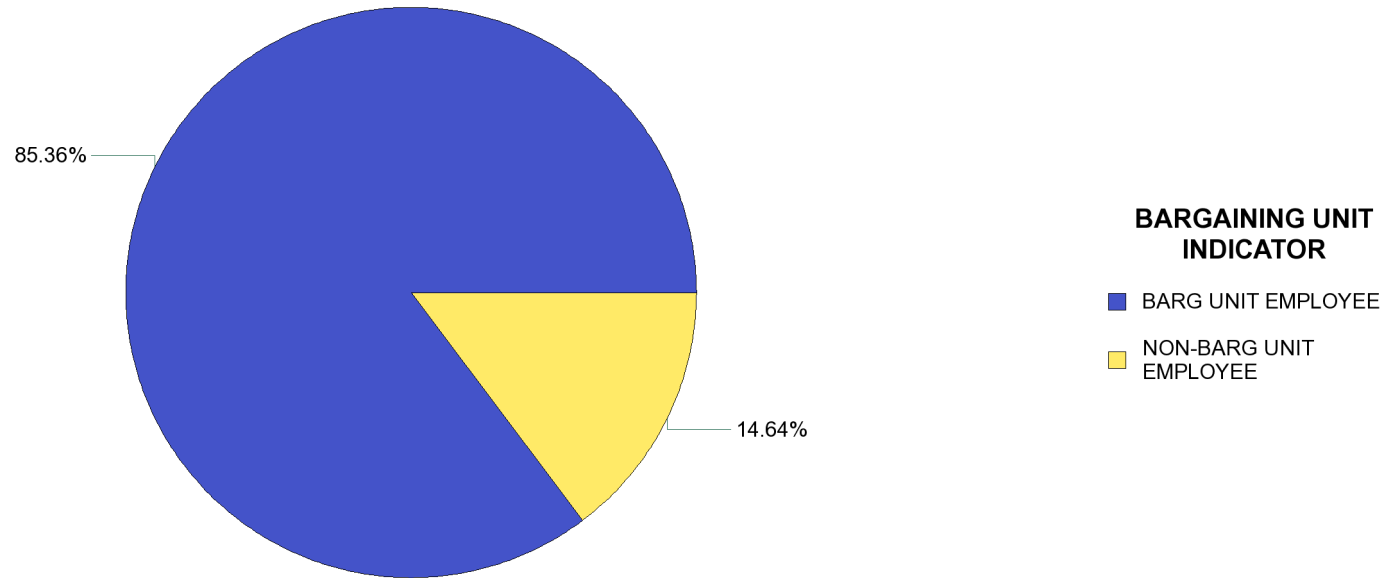
## Bargaining Unit Status White Collar by Component (Appr Fund)



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	115,905	52.18%	106,207	47.82%	222,112	256,927	86.45%	28.44%
Navy	64,502	40.54%	94,603	59.46%	159,105	200,054	79.53%	20.37%
Air Force	60,350	51.06%	57,841	48.94%	118,191	152,558	77.47%	15.13%
DoD AGY/ACT	58,617	56.34%	45,425	43.66%	104,042	114,004	91.26%	13.32%
National Guard	16,995	57.40%	12,615	42.60%	29,610	57,483	51.51%	3.79%
<b>Total White Collar:</b>	<b>316,369</b>	<b>49.97%</b>	<b>316,691</b>	<b>50.03%</b>	<b>633,060</b>			<b>81.05%</b>
<b>Total Appr Emp</b>	<b>442,671</b>	<b>56.68%</b>	<b>338,355</b>	<b>43.32%</b>		<b>781,026</b>		

DCPDS data as of 03/31/2012

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

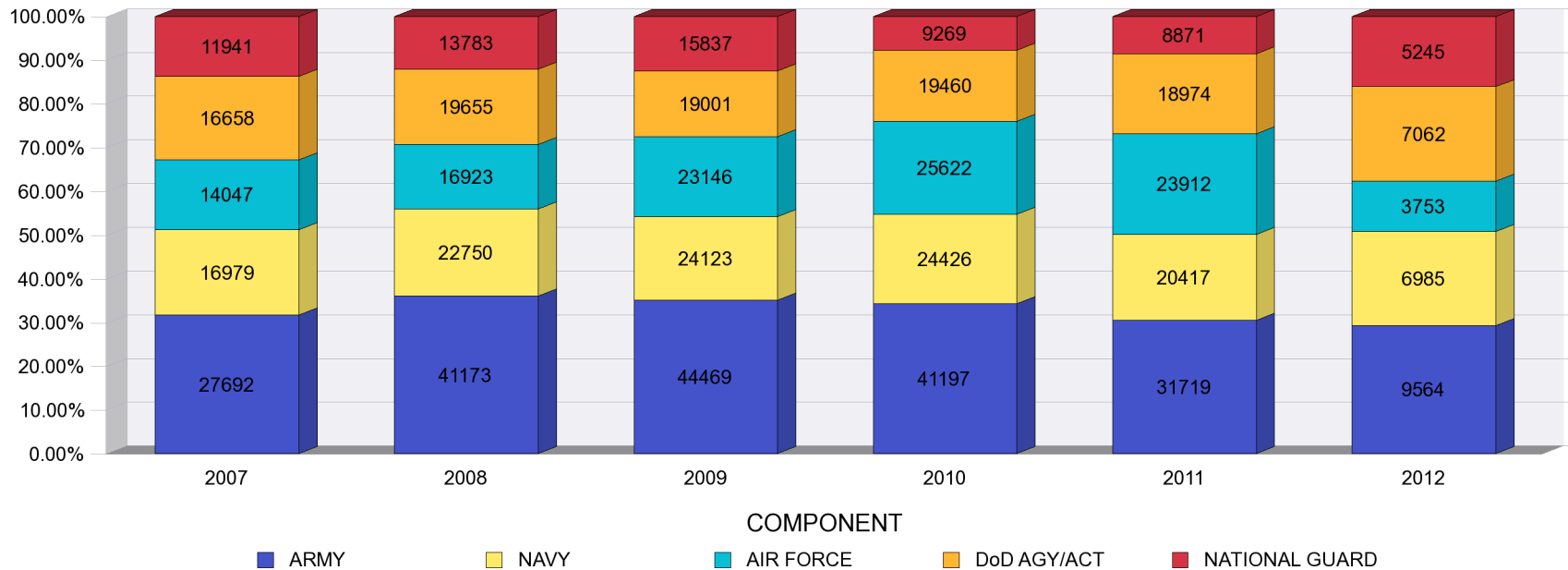


COMPONENT	BARG UNIT EMPLOYEE	% Of Total Component	NON-BARG UNIT EMPLOYEE	% Of Total Component	# Blue Collar	# Component	% Blue Collar: Component	% Blue Collar: Total Appr Fund
Army	30,422	87.38%	4,393	12.62%	34,815	256,927	13.55%	4.46%
Navy	36,125	88.22%	4,824	11.78%	40,949	200,054	20.47%	5.24%
Air Force	29,976	87.22%	4,391	12.78%	34,367	152,558	22.53%	4.40%
DoD AGY/ACT	8,339	83.71%	1,623	16.29%	9,962	114,004	8.74%	1.28%
National Guard	21,440	76.92%	6,433	23.08%	27,873	57,483	48.49%	3.57%
<b>Total Blue Collar:</b>	<b>126,302</b>	<b>85.36%</b>	<b>21,664</b>	<b>14.64%</b>	<b>147,966</b>			<b>18.95%</b>
<b>Total Appr Emp</b>	<b>442,671</b>	<b>56.68%</b>	<b>338,355</b>	<b>43.32%</b>		<b>781,026</b>		

DCPDS data as of 03/31/2012



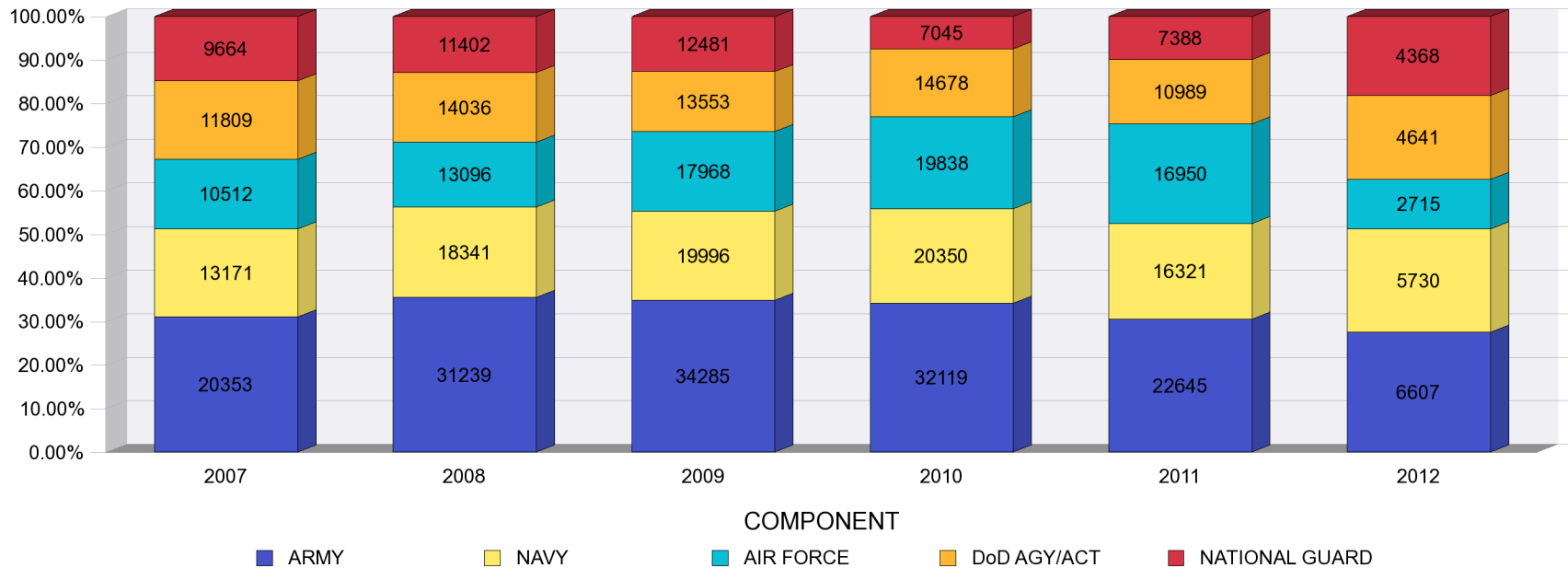
## Appointment Actions (1XX) by Fiscal Year (Appropriated Fund)



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%	31,719	30.53%	9,564	29.33%	<b>195,814</b>	<b>33.49%</b>
NAVY	16,979	19.45%	22,750	19.91%	24,123	19.06%	24,426	20.36%	20,417	19.65%	6,985	21.42%	<b>115,680</b>	<b>19.79%</b>
AIR FORCE	14,047	16.09%	16,923	14.81%	23,146	18.29%	25,622	21.36%	23,912	23.02%	3,753	11.51%	<b>107,403</b>	<b>18.37%</b>
DoD AGY/ACT	16,658	19.08%	19,655	17.20%	19,001	15.01%	19,460	16.22%	18,974	18.26%	7,062	21.66%	<b>100,810</b>	<b>17.24%</b>
NATIONAL GUARD	11,941	13.68%	13,783	12.06%	15,837	12.51%	9,269	7.73%	8,871	8.54%	5,245	16.08%	<b>64,946</b>	<b>11.11%</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>103,893</b>	<b>100.00%</b>	<b>32,609</b>	<b>100.00%</b>	<b>584,653</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

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

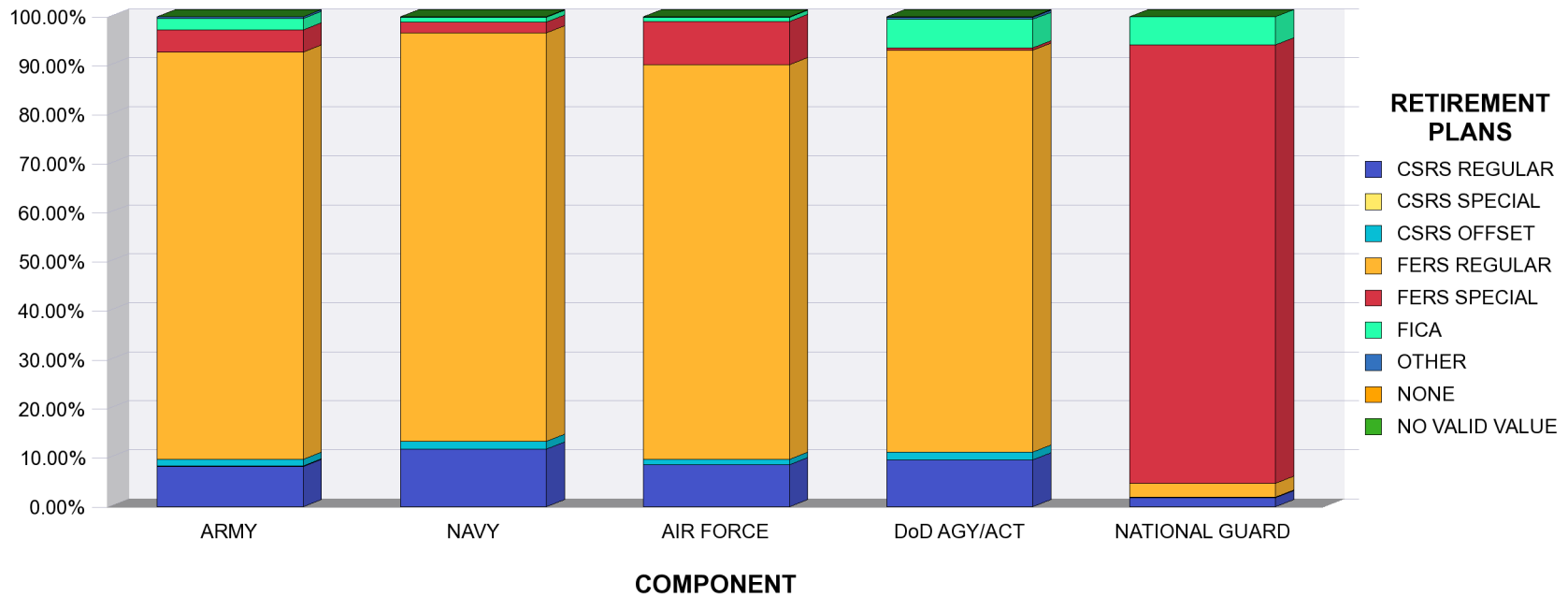


NEW HIRES	2007	% of FY	2008	% of FY	2009	% of FY	2010	% of FY	2011	% of FY	2012	% of FY	Total	% Total
ARMY	20,353	31.07%	31,239	35.45%	34,285	34.88%	32,119	34.16%	22,645	30.48%	6,607	27.46%	<b>147,248</b>	<b>33.14%</b>
NAVY	13,171	20.11%	18,341	20.82%	19,996	20.35%	20,350	21.64%	16,321	21.97%	5,730	23.81%	<b>93,909</b>	<b>21.14%</b>
AIR FORCE	10,512	16.05%	13,096	14.86%	17,968	18.28%	19,838	21.10%	16,950	22.82%	2,715	11.28%	<b>81,079</b>	<b>18.25%</b>
DoD AGY/ACT	11,809	18.03%	14,036	15.93%	13,553	13.79%	14,678	15.61%	10,989	14.79%	4,641	19.29%	<b>69,706</b>	<b>15.69%</b>
NATIONAL GUARD	9,664	14.75%	11,402	12.94%	12,481	12.70%	7,045	7.49%	7,388	9.94%	4,368	18.15%	<b>52,348</b>	<b>11.78%</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>74,293</b>	<b>100.00%</b>	<b>24,061</b>	<b>100.00%</b>	<b>444,290</b>	<b>100.00%</b>

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

DCPDS data as of 03/31/2012

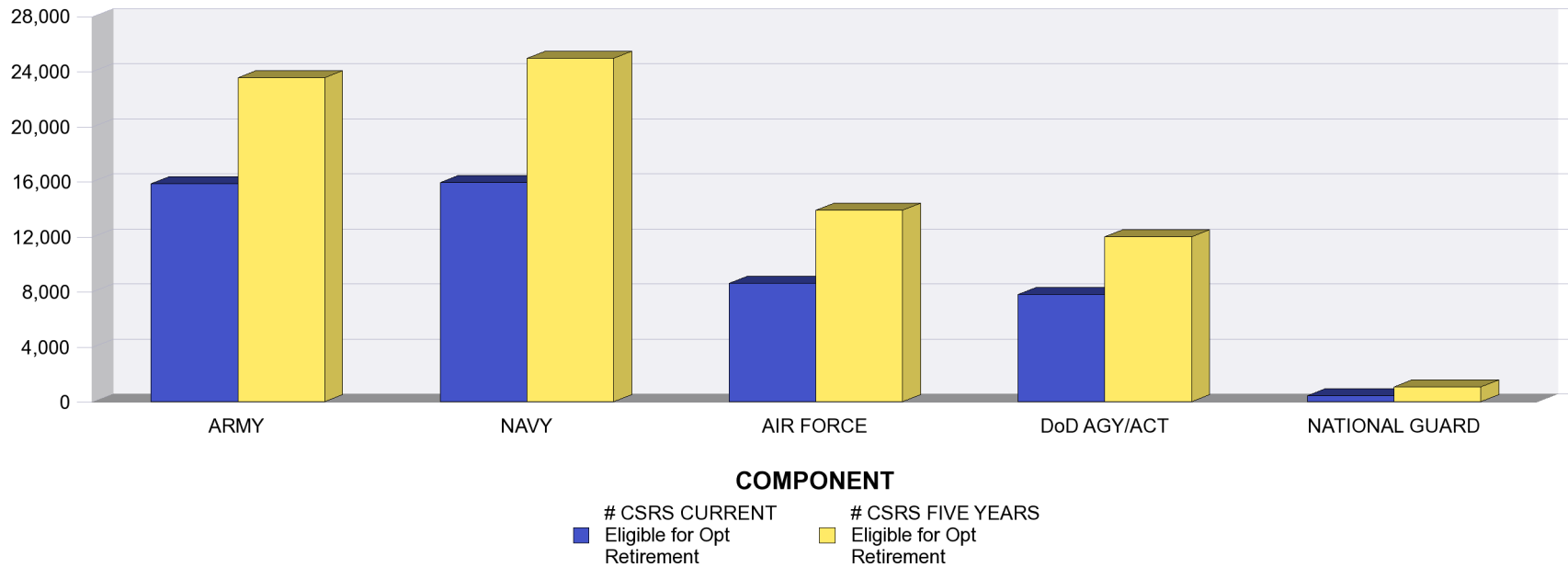
## DoD Retirement Plans (Appropriated Fund)



RETIREMENT PLANS	ARMY	% COMP	NAVY	% COMP	AIR FORCE	% COMP	DoD AGY/ACT	% COMP	NATIONAL GUARD	% COMP	TOTAL	% TOTAL
CSRS REGULAR	21,130	8.22%	23,420	11.71%	13,026	8.54%	10,823	9.49%	1,012	1.76%	69,411	8.89%
CSRS SPECIAL	78	0.03%	111	0.06%	67	0.04%	15	0.01%	1	0.00%	272	0.03%
CSRS OFFSET	3,415	1.33%	3,001	1.50%	1,660	1.09%	1,815	1.59%	120	0.21%	10,011	1.28%
FERS REGULAR	213,599	83.14%	166,780	83.37%	122,848	80.53%	93,565	82.07%	1,588	2.76%	598,380	76.61%
FERS SPECIAL	11,766	4.58%	4,395	2.20%	13,414	8.79%	536	0.47%	51,403	89.42%	81,514	10.44%
FICA	5,764	2.24%	2,081	1.04%	1,338	0.88%	6,580	5.77%	3,353	5.83%	19,116	2.45%
OTHER	951	0.37%	174	0.09%	181	0.12%	434	0.38%	3	0.01%	1,743	0.22%
NONE	210	0.08%	87	0.04%	16	0.01%	217	0.19%	1	0.00%	531	0.07%
NO VALID VALUE	14	0.01%	5	0.00%	8	0.01%	19	0.02%	2	0.00%	48	0.01%
<b>Total</b>	<b>256,927</b>	<b>100.00%</b>	<b>200,054</b>	<b>100.00%</b>	<b>152,558</b>	<b>100.00%</b>	<b>114,004</b>	<b>100.00%</b>	<b>57,483</b>	<b>100.00%</b>	<b>781,026</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012

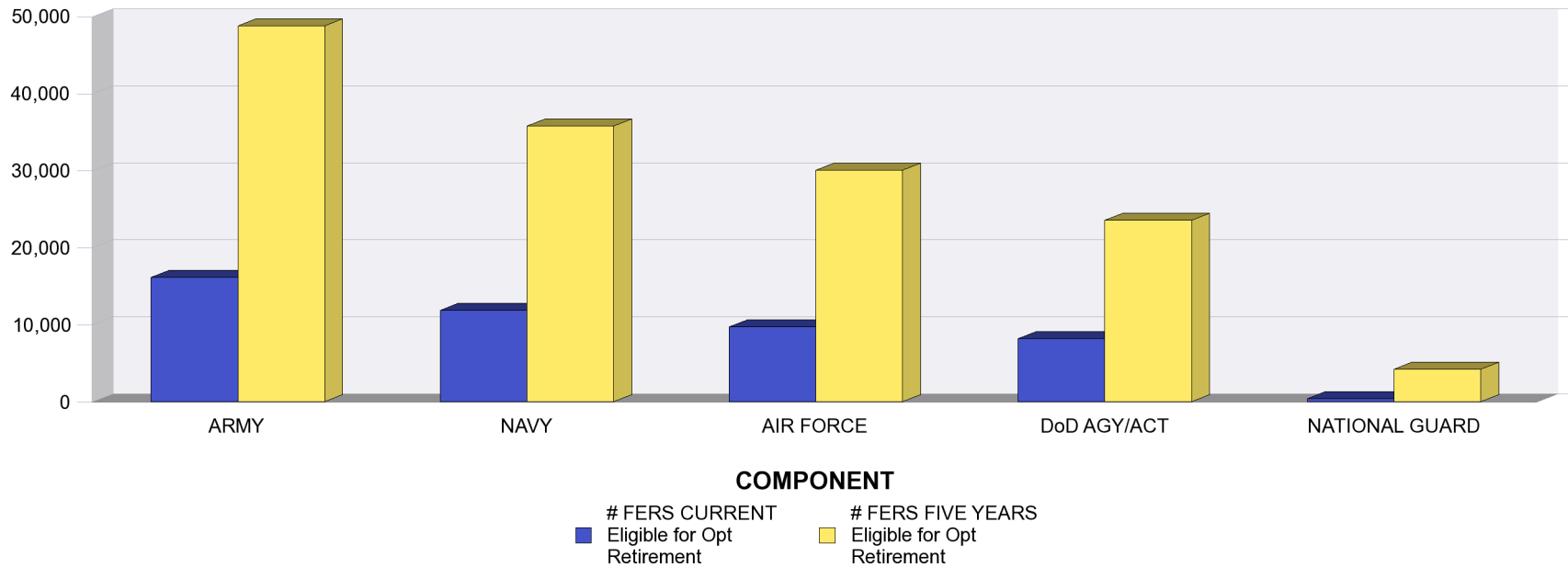
## CSRS Optional Retirement Eligibility (Appropriated Fund Employees) As of 03/31/2012 & 03/31/2017



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	256,927	24,623	9.58%	15,841	64.33%	6.17%	23,551	95.65%	9.17%
NAVY	200,054	26,532	13.26%	15,928	60.03%	7.96%	24,954	94.05%	12.47%
AIR FORCE	152,558	14,753	9.67%	8,593	58.25%	5.63%	13,927	94.40%	9.13%
DoD AGY/ACT	114,004	12,653	11.10%	7,806	61.69%	6.85%	11,978	94.67%	10.51%
NATIONAL GUARD	57,483	1,133	1.97%	448	39.54%	0.78%	1,085	95.76%	1.89%
<b>Total</b>	<b>781,026</b>	<b>79,694</b>	<b>10.20%</b>	<b>48,616</b>	<b>61.00%</b>	<b>6.22%</b>	<b>75,495</b>	<b>94.73%</b>	<b>9.67%</b>

DCPDS data as of 03/31/2012

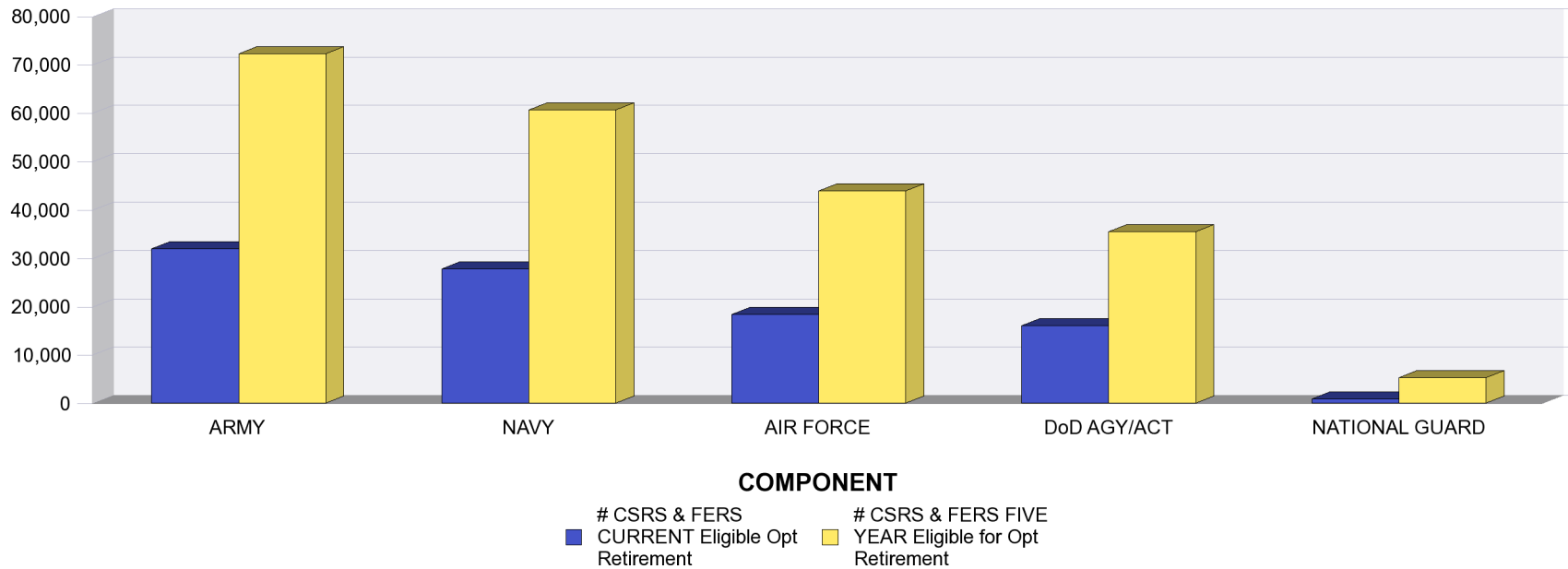
## FERS Optional Retirement Eligibility (Appropriated Fund Employees) As of 03/31/2012 & 03/31/2017



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	256,927	225,365	87.72%	16,108	7.15%	6.27%	48,746	21.63%	18.97%
NAVY	200,054	171,175	85.56%	11,887	6.94%	5.94%	35,746	20.88%	17.87%
AIR FORCE	152,558	136,262	89.32%	9,732	7.14%	6.38%	30,019	22.03%	19.68%
DoD AGY/ACT	114,004	94,101	82.54%	8,187	8.70%	7.18%	23,518	24.99%	20.63%
NATIONAL GUARD	57,483	52,991	92.19%	435	0.82%	0.76%	4,213	7.95%	7.33%
<b>Total</b>	<b>781,026</b>	<b>679,894</b>	<b>87.05%</b>	<b>46,349</b>	<b>6.82%</b>	<b>5.93%</b>	<b>142,242</b>	<b>20.92%</b>	<b>18.21%</b>

DCPDS data as of 03/31/2012

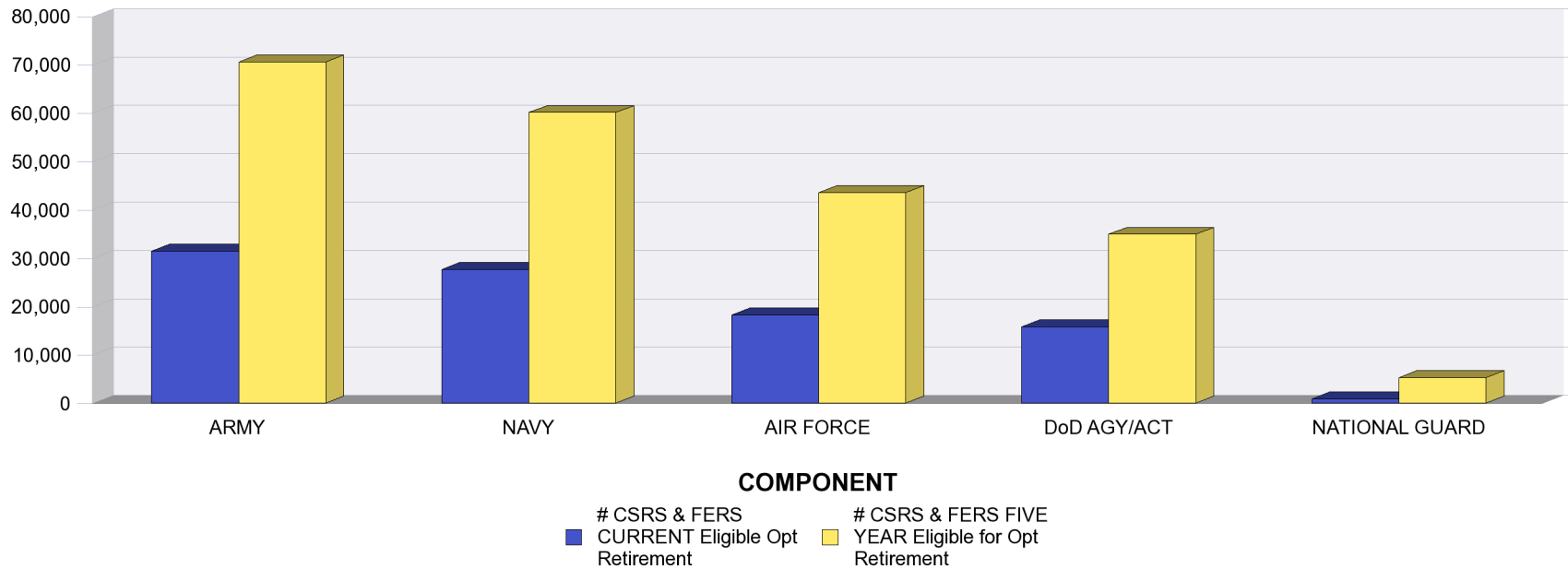
## CSRS & FERS Optional Retirement Eligibility (Appr Fund Employees) As of 03/31/2012 & 03/31/2017



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	256,927	249,988	97.30%	31,949	12.78%	12.44%	72,297	28.92%	28.14%
NAVY	200,054	197,707	98.83%	27,815	14.07%	13.90%	60,700	30.70%	30.34%
AIR FORCE	152,558	151,015	98.99%	18,325	12.13%	12.01%	43,946	29.10%	28.81%
DoD AGY/ACT	114,004	106,754	93.64%	15,993	14.98%	14.03%	35,496	33.25%	31.14%
NATIONAL GUARD	57,483	54,124	94.16%	883	1.63%	1.54%	5,298	9.79%	9.22%
<b>Total</b>	<b>781,026</b>	<b>759,588</b>	<b>97.26%</b>	<b>94,965</b>	<b>12.50%</b>	<b>12.16%</b>	<b>217,737</b>	<b>28.67%</b>	<b>27.88%</b>

DCPDS data as of 03/31/2012

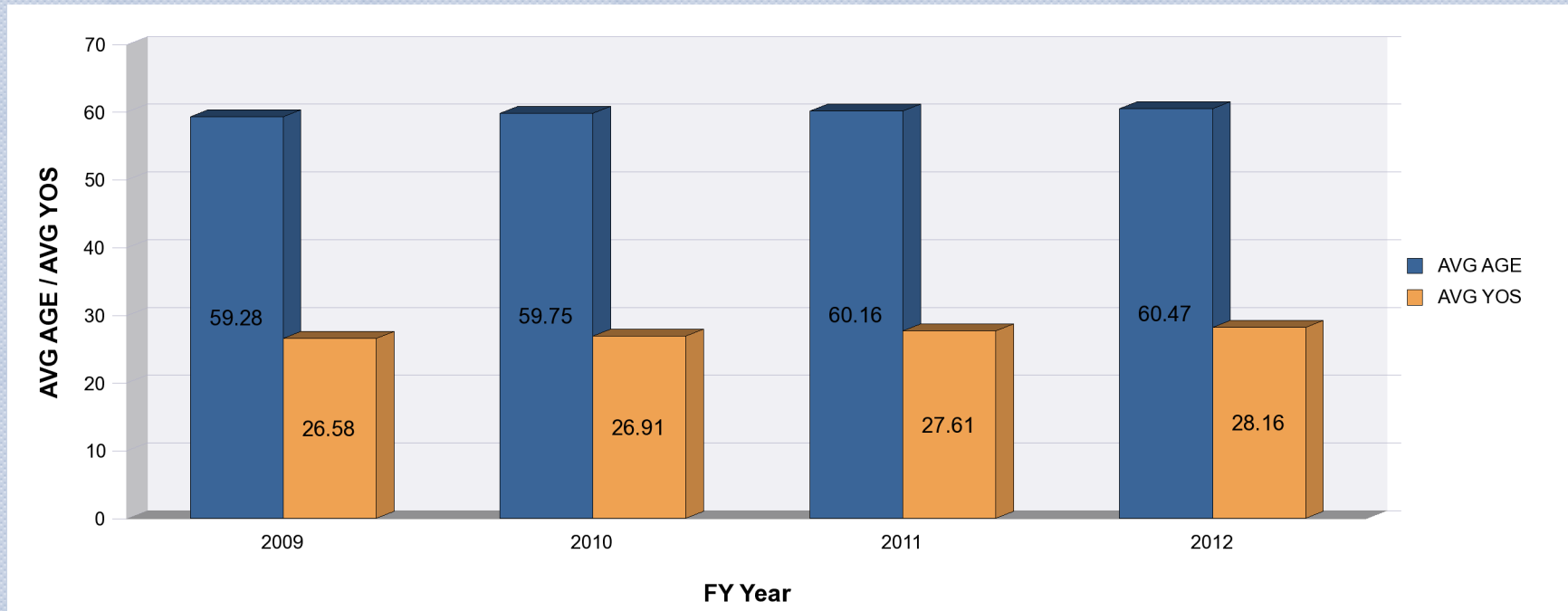
## CSRS & FERS Optional Retirement Eligibility (Appr Fund - Perm Empl) As of 03/31/2012 & 03/31/2017



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	238,872	237,439	99.40%	31,494	13.26%	13.18%	70,536	29.71%	29.53%
NAVY	194,983	194,707	99.86%	27,615	14.18%	14.16%	60,102	30.87%	30.82%
AIR FORCE	148,478	148,071	99.73%	18,200	12.29%	12.26%	43,537	29.40%	29.32%
DoD AGY/ACT	103,606	102,967	99.38%	15,783	15.33%	15.23%	34,922	33.92%	33.71%
NATIONAL GUARD	54,032	54,015	99.97%	878	1.63%	1.62%	5,283	9.78%	9.78%
<b>Total</b>	<b>739,971</b>	<b>737,199</b>	<b>99.63%</b>	<b>93,970</b>	<b>12.75%</b>	<b>12.70%</b>	<b>214,380</b>	<b>29.08%</b>	<b>28.97%</b>

DCPDS data as of 03/31/2012

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

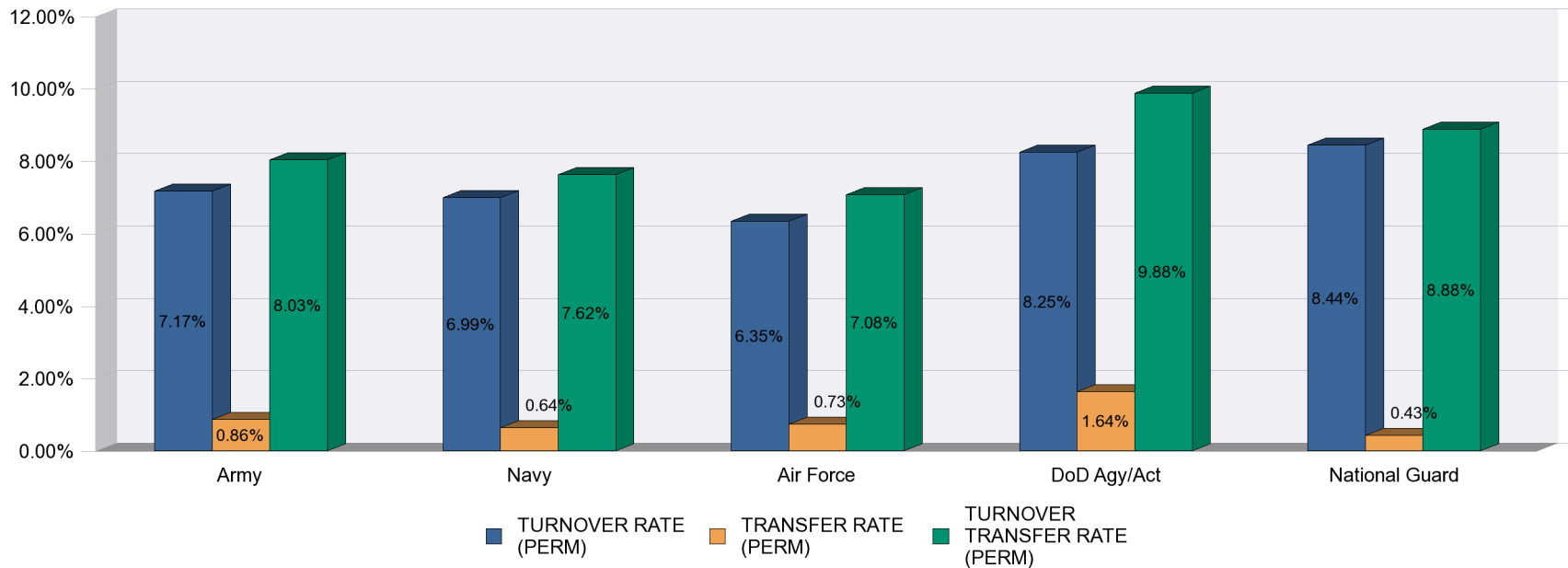


FISCAL YEAR	2009			2010			2011			2012		
COMPONENT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT	AVG AGE	AVG YOS	CNT
ARMY	59.96	26.85	6,235	60.43	27.08	6,885	60.62	27.86	9,976	60.81	27.56	4,730
NAVY	59.50	27.94	4,971	60.10	28.13	5,475	60.21	28.42	6,488	60.52	29.15	3,485
AIR FORCE	59.54	25.99	3,770	60.04	26.39	3,812	60.60	27.03	4,083	60.42	28.19	3,108
DoD AGY/ACT	60.07	26.58	2,766	60.17	27.24	3,361	60.63	27.89	3,853	60.97	28.89	2,132
NATIONAL GUARD	52.54	21.65	1,268	52.56	21.45	1,260	53.17	22.42	1,221	54.41	22.92	434
	<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>60.47</b>	<b>28.16</b>	<b>13,889</b>

DCPDS Data as of 03/31/2012



## 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

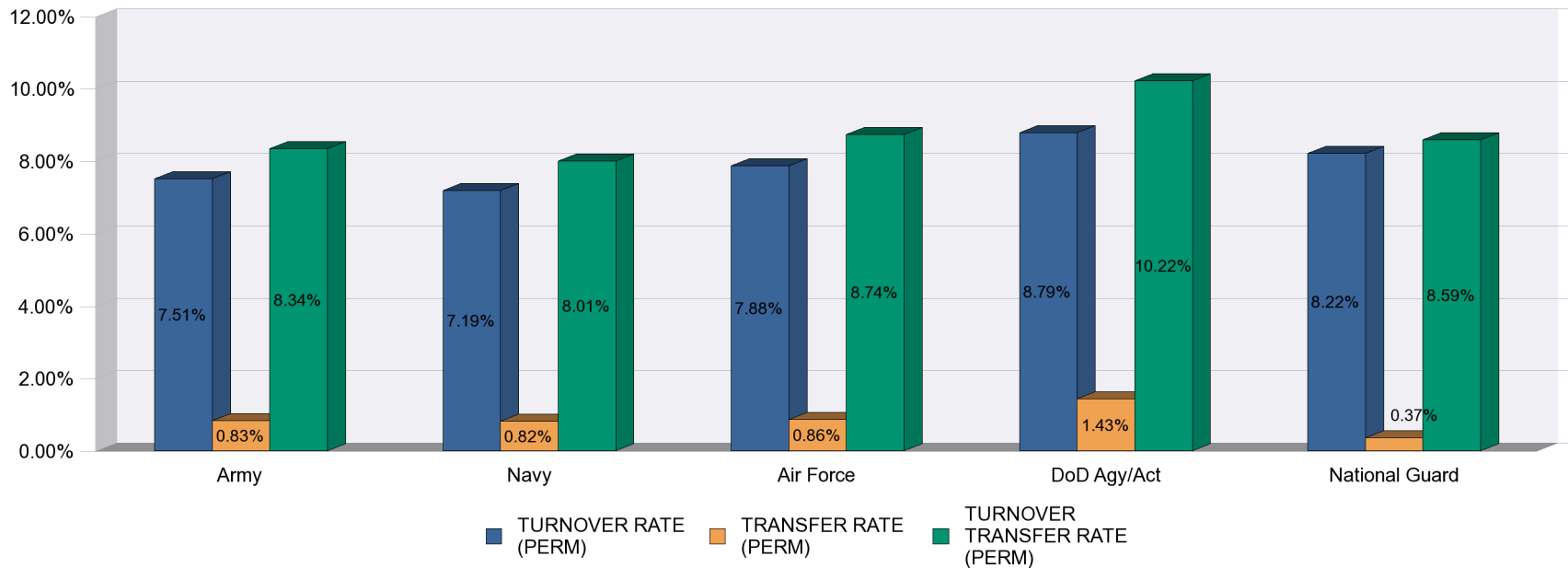
**Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.**

**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

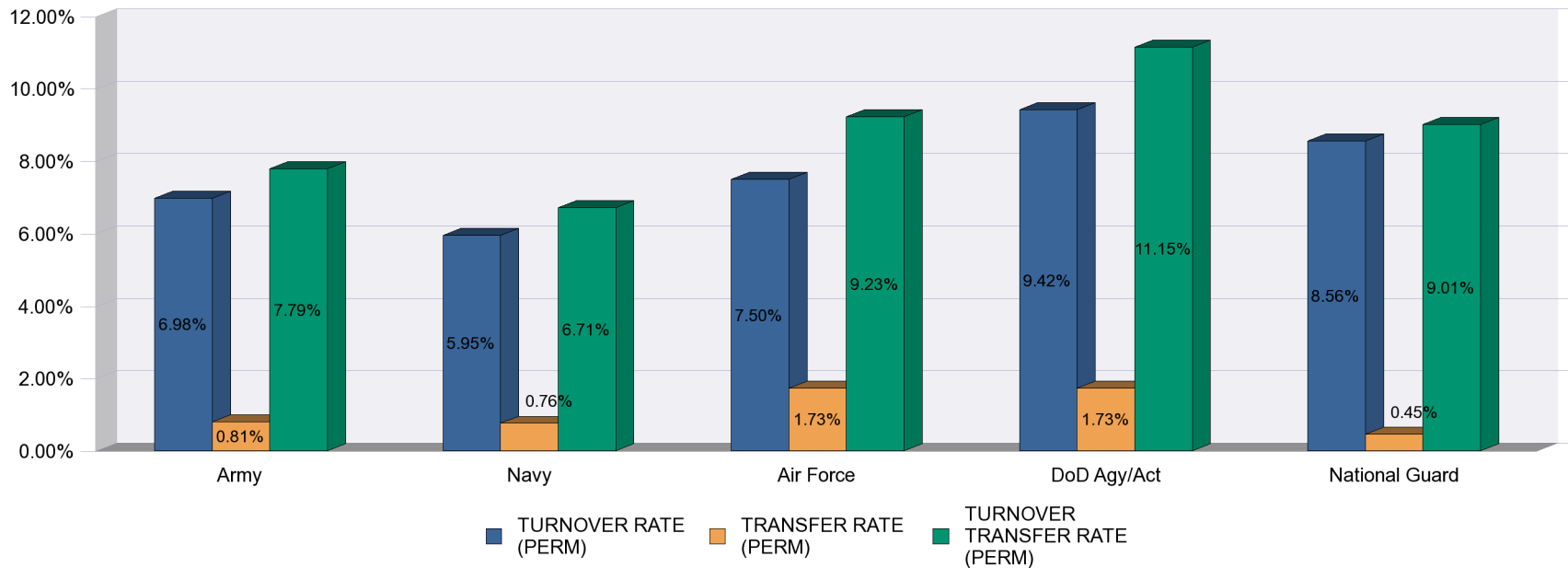
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

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

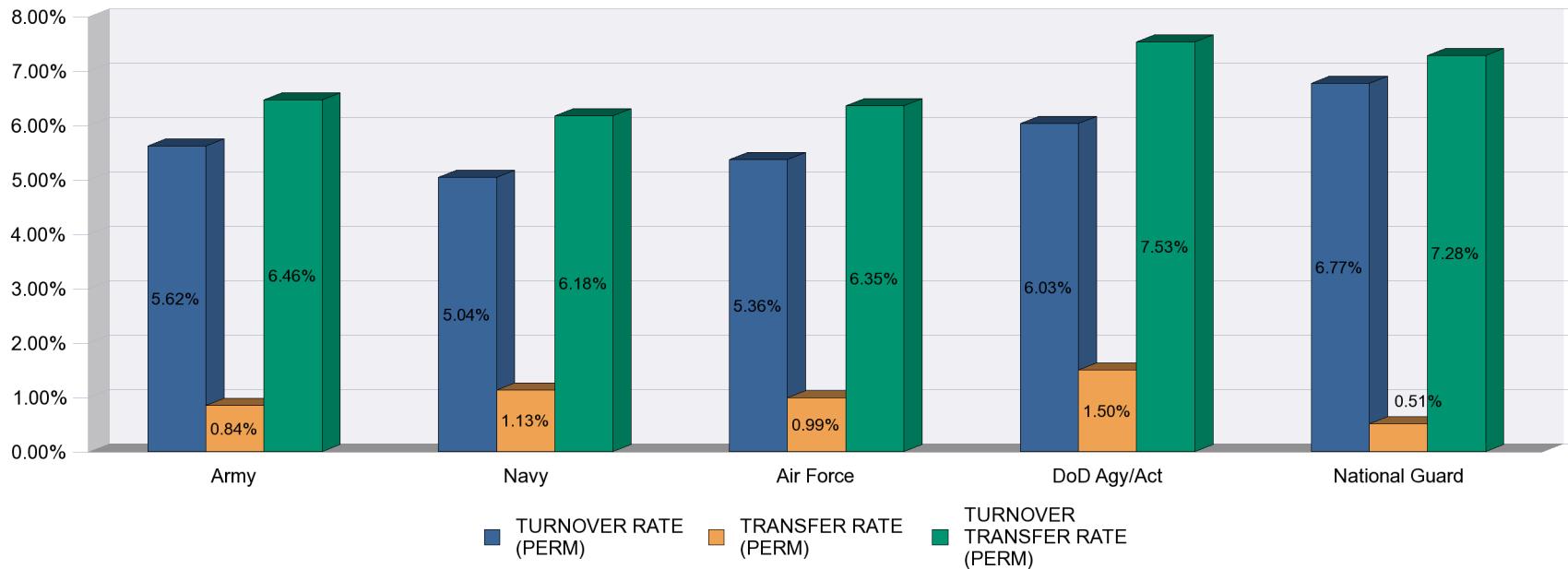
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

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 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

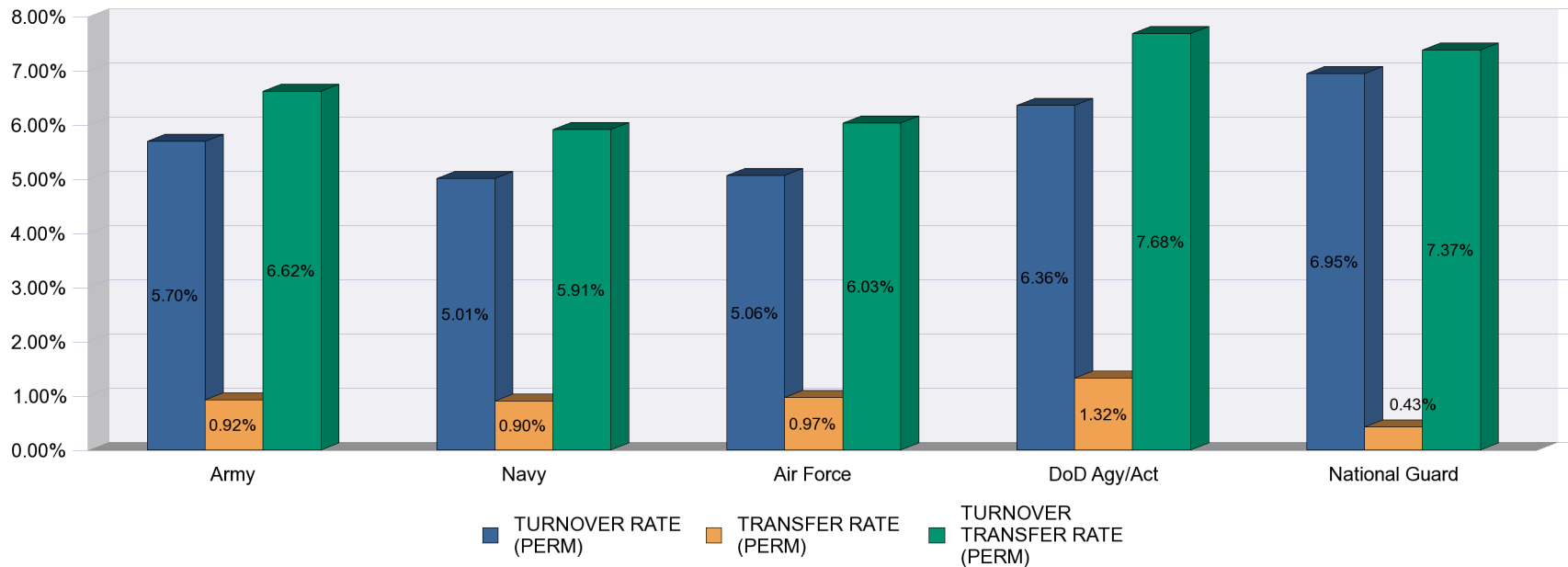
*Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.*

*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.*

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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) 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

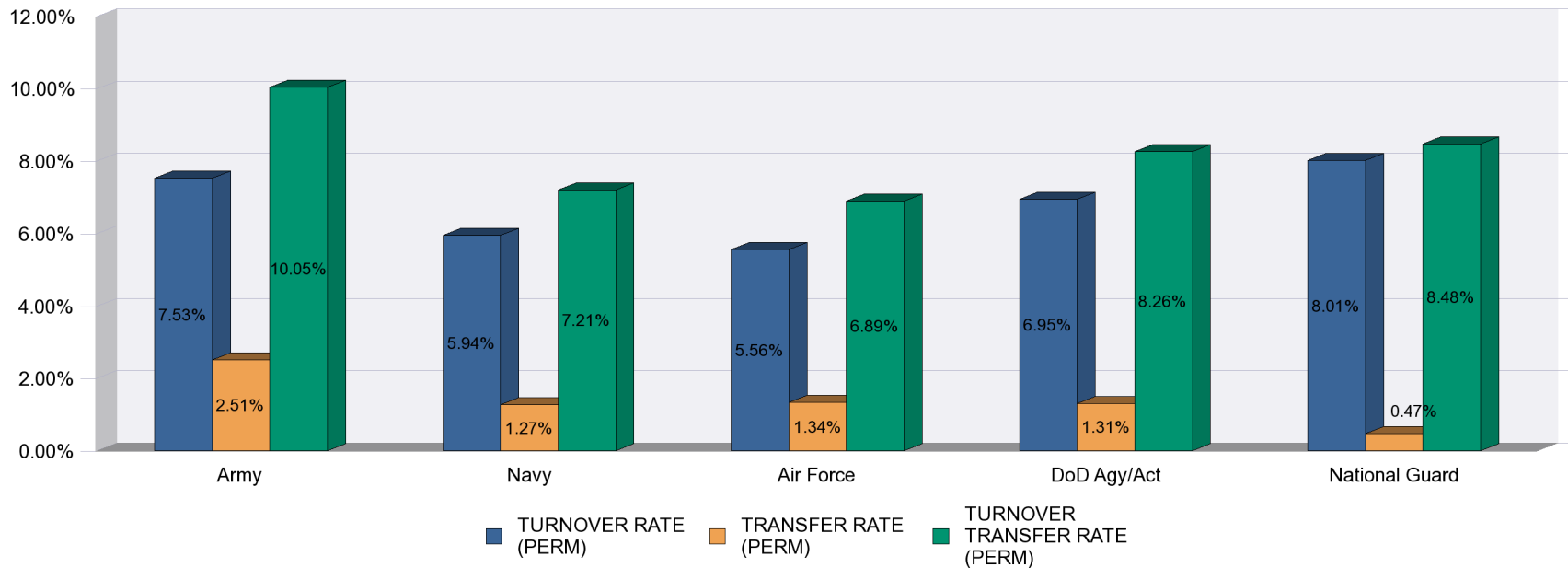
*Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.*

*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.*

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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) 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

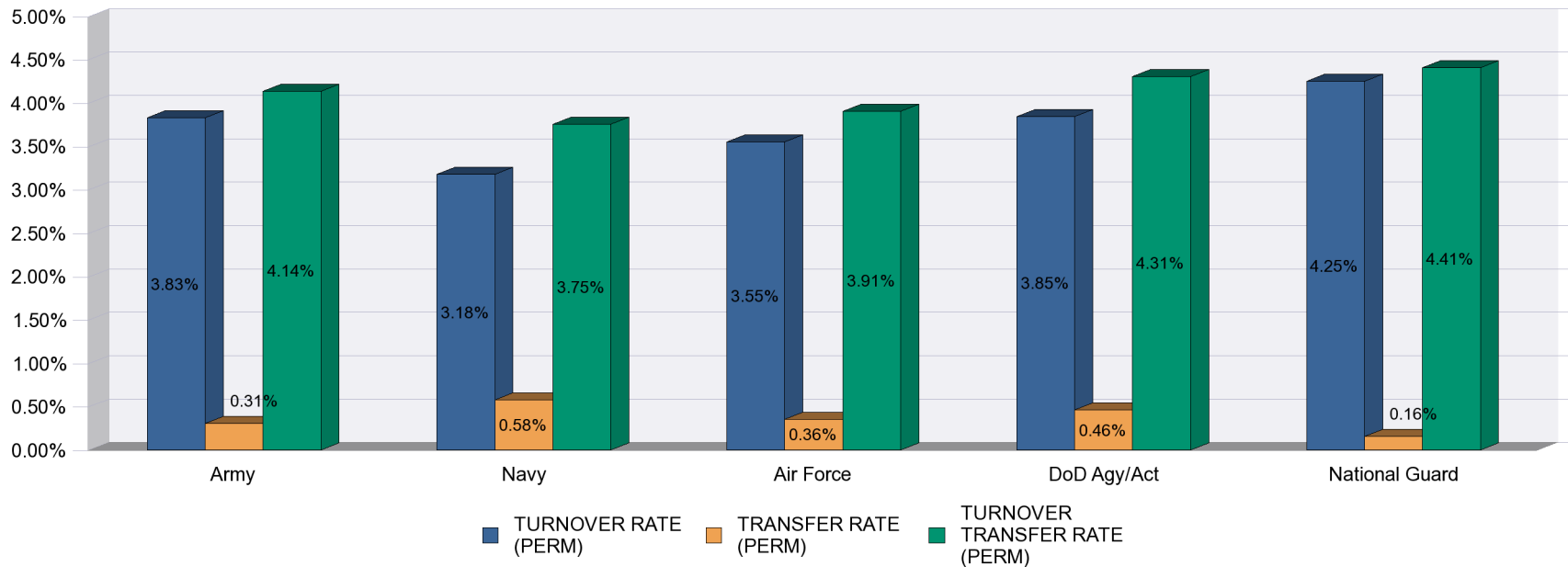
Report Contains Data on Permanent Appropriated Fund Employees Only. All Rates are based on the Population at the beginning of the Fiscal Year.

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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	9,158	3.83%	741	0.31%	9,899	4.14%
Navy	195,310	6,204	3.18%	1,126	0.58%	7,330	3.75%
Air Force	150,338	5,335	3.55%	536	0.36%	5,871	3.91%
DoD Agy/Act	102,384	3,938	3.85%	473	0.46%	4,411	4.31%
National Guard	49,793	2,116	4.25%	79	0.16%	2,195	4.41%
<b>TOTAL</b>	<b>737,120</b>	<b>26,751</b>	<b>3.63%</b>	<b>2,955</b>		<b>29,706</b>	

DCPDS Data: FY2012 As of: 03/31/2012 - Data Pulled: 06/27/2012

*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.*

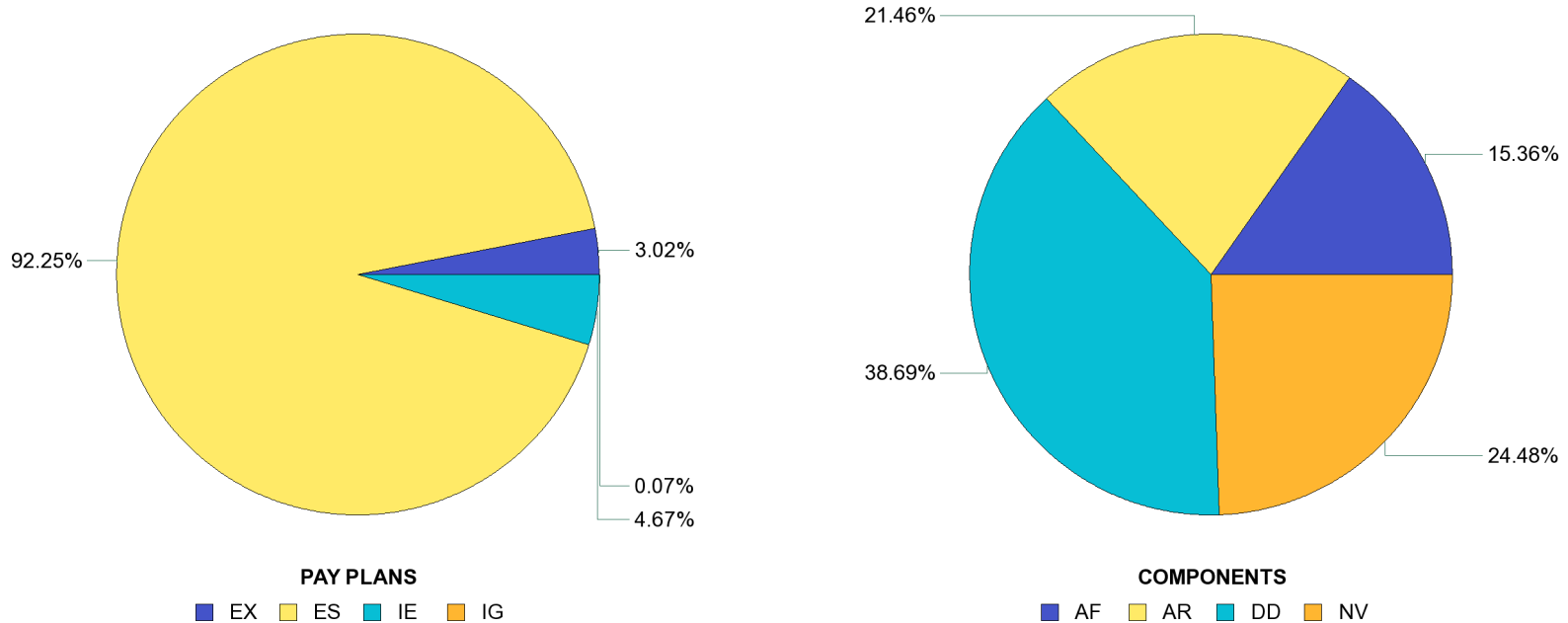
*Transfer Rate: Shows how many employees at the beginning of the fiscal year left their initial Component to go to another Component. Employees are still a DoD employee. Since they are there is not a DoD Wide Transfer Rate.*

*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***



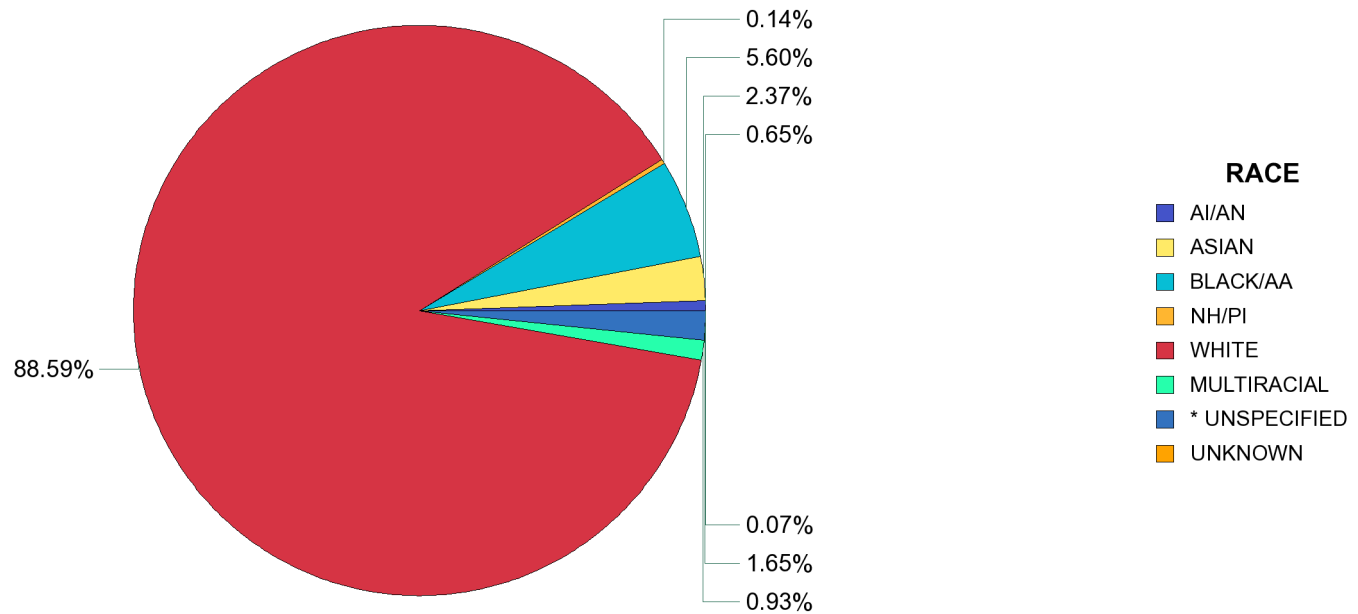
**DoD Executive Pay Plans EX/ES/IE/IG - (Appr Fund)**  
**Executive Pay/Senior Executive Service/Intel Exec/Inspector General**



COMPONENT	EX	ES	IE	IG	# Executives	% Executives	% EX by Component	% ES by Component	% IE by Component	% IG by Component	# Total Component	% Component
Army	7	280	11	1	299	21.46%	16.67%	21.79%	16.92%	100.00%	256,927	0.12%
Navy	7	324	10		341	24.48%	16.67%	25.21%	15.38%		200,054	0.17%
Air Force	6	187	21		214	15.36%	14.29%	14.55%	32.31%		152,558	0.14%
DoD AGY/ACT	22	494	23		539	38.69%	52.38%	38.44%	35.38%		114,004	0.47%
<b>Total:</b>	<b>42</b>	<b>1,285</b>	<b>65</b>	<b>1</b>	<b>1,393</b>	<b>100.00%</b>					<b>781,026</b>	<b>0.18%</b>

DCPDS data as of 03/31/2012

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

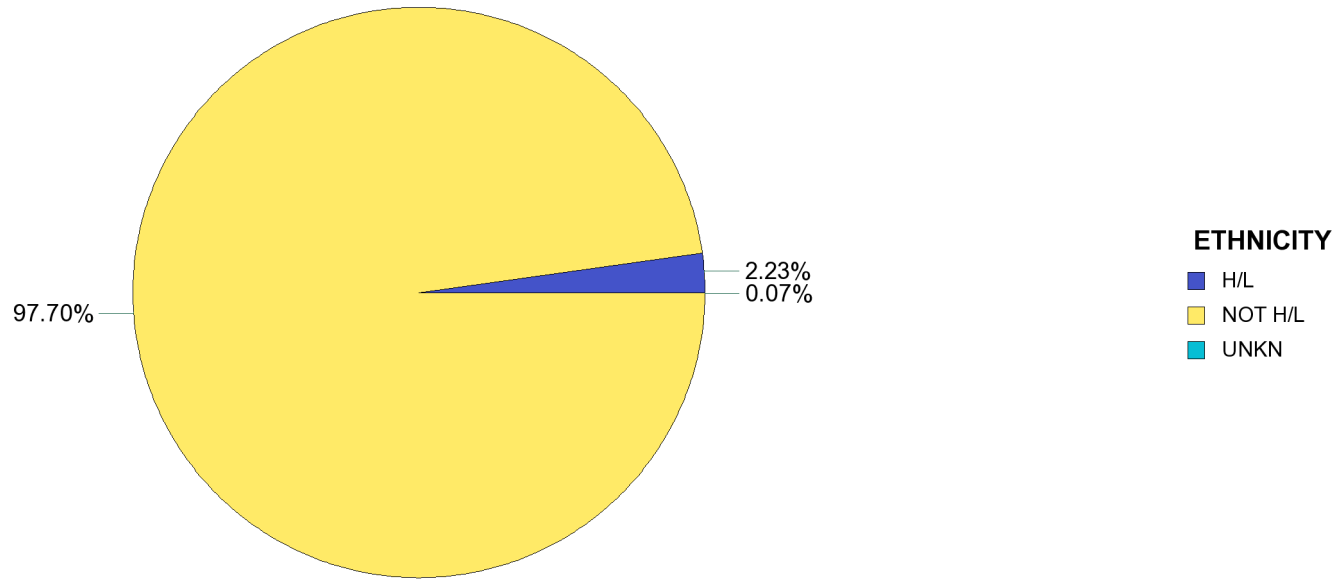


RACE	Total	% of Population	% Total Appr Fund Population
AI/AN	9	0.65%	0.00%
ASIAN	33	2.37%	0.00%
BLACK/AA	78	5.60%	0.01%
NH/PI	2	0.14%	0.00%
WHITE	1,234	88.59%	0.16%
MULTIRACIAL	13	0.93%	0.00%
* UNSPECIFIED	23	1.65%	0.00%
UNKNOWN	1	0.07%	0.00%
<b>Total</b>	<b>1,393</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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

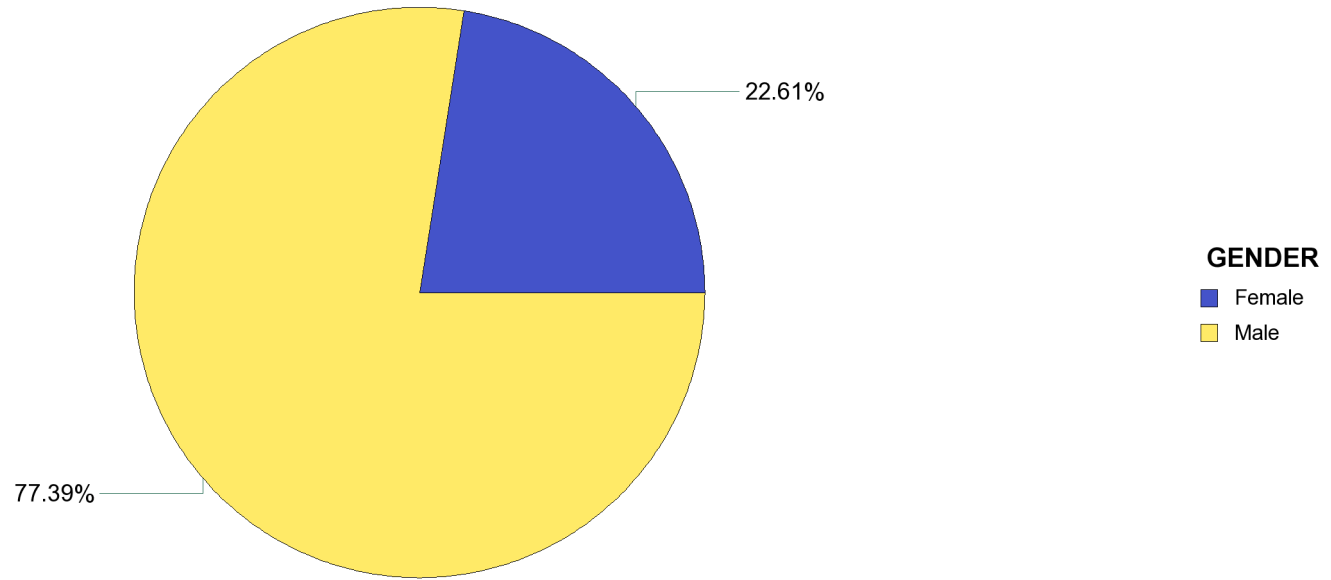
## DoD Executive Pay Plans EX/ES/IE/IG - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
H/L	31	2.23%	0.00%
NOT H/L	1,361	97.70%	0.17%
UNKN	1	0.07%	0.00%
<b>Total</b>	<b>1,393</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

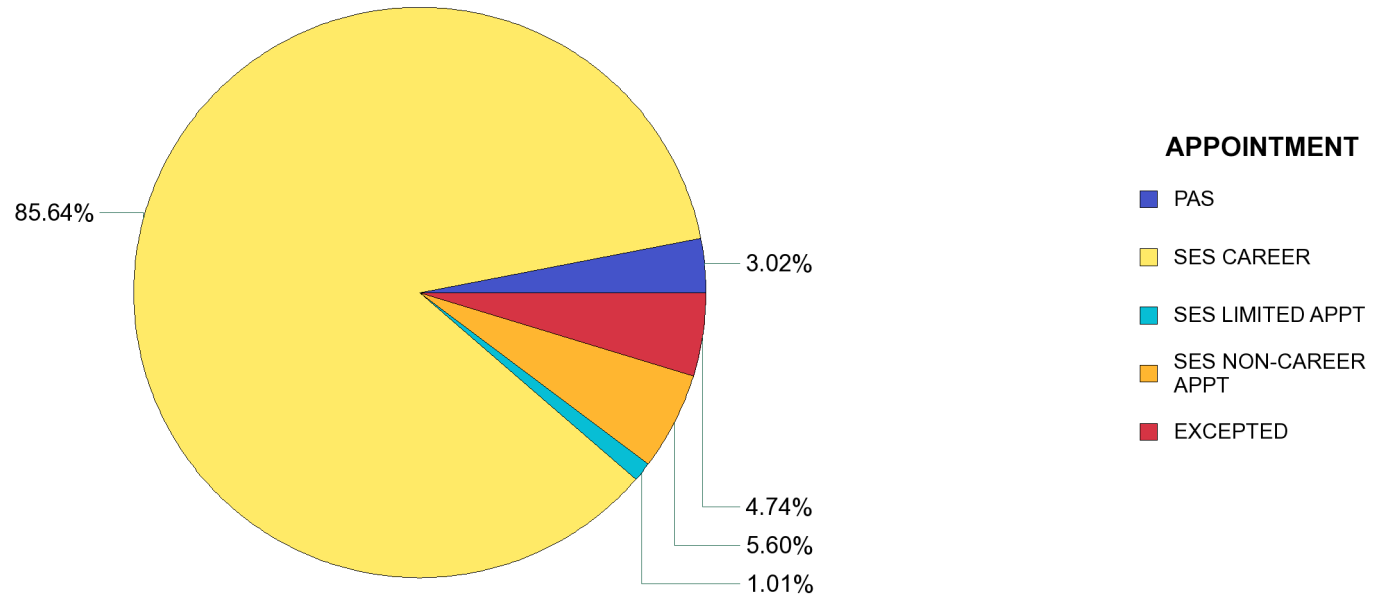
## DoD Executive Pay Plans EX/ES/IE/IG - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	315	22.61%	0.04%
Male	1,078	77.39%	0.14%
<b>Total</b>	<b>1,393</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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

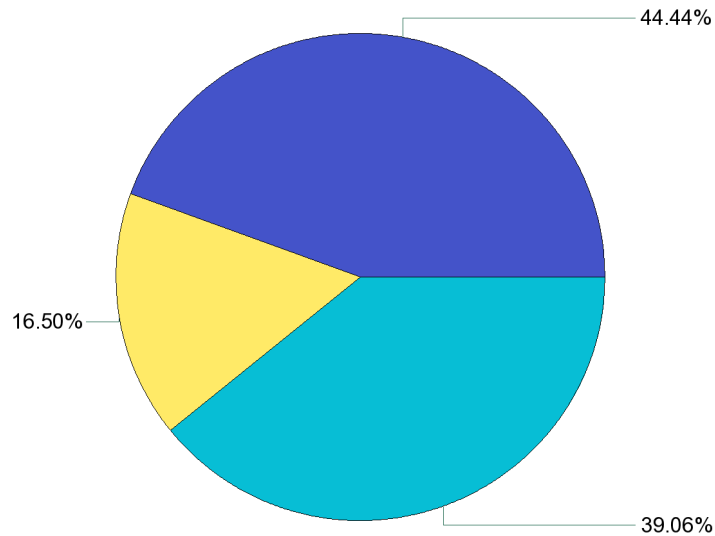


APPOINTMENT	Total	% of Population	% Total Appr Fund Population
PAS	42	3.02%	0.01%
SES CAREER	1,193	85.64%	0.15%
SES LIMITED APPT	14	1.01%	0.00%
SES NON-CAREER APPT	78	5.60%	0.01%
EXCEPTED	66	4.74%	0.01%
<b>Total</b>	<b>1,393</b>	<b>100.00%</b>	<b>0.18%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

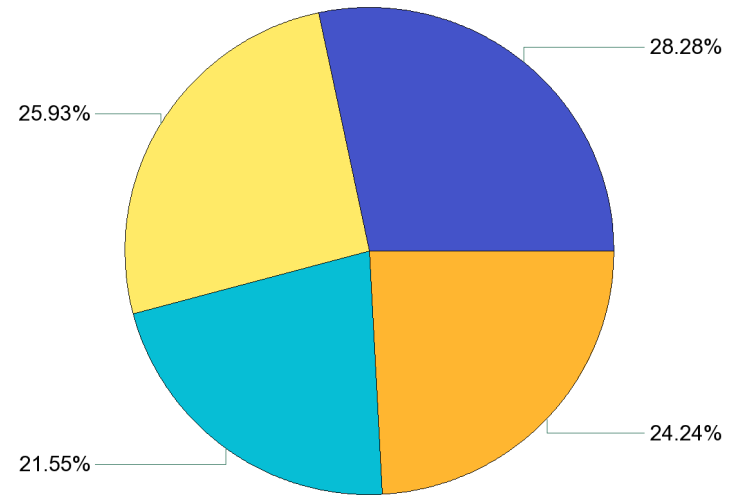
DCPDS data as of 03/31/2012

# *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

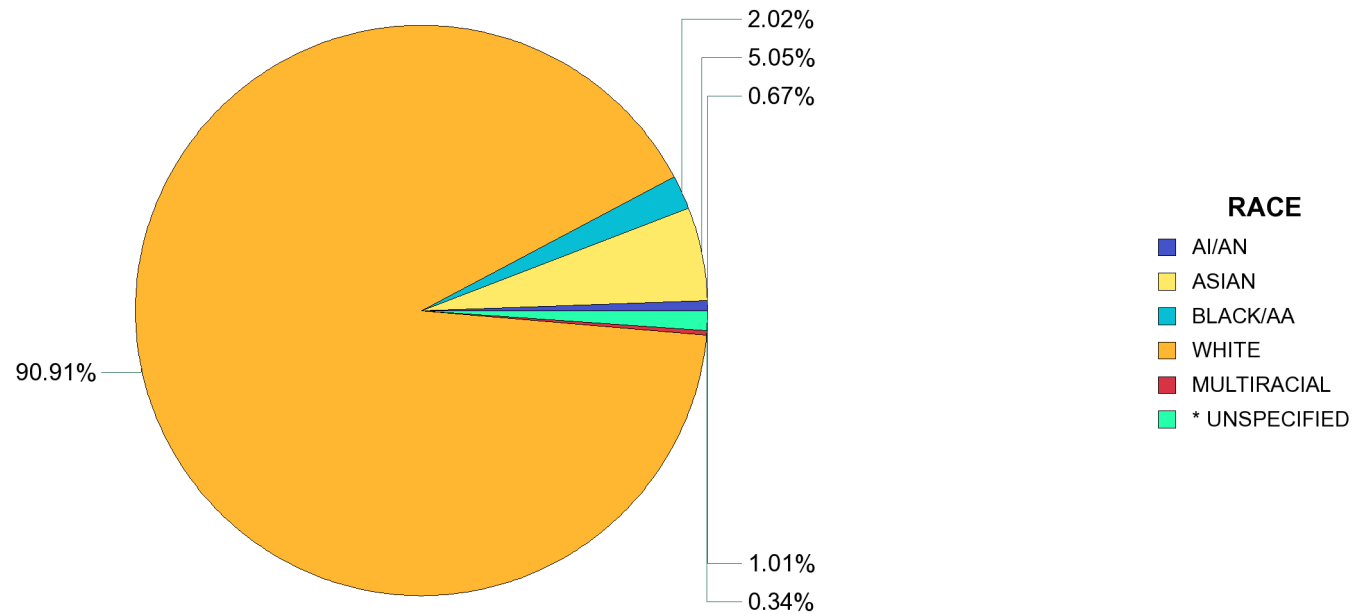


**COMPONENTS**  
 ■ AF ■ AR ■ DD ■ NV

COMPONENT	IP	SL	ST	# Senior Prof	% Senior Prof	% IP by Component	% SL by Component	% ST by Component	# Total Component	% Component
Army	34	3	40	77	25.93%	0.26	6.12%	34.48%	256,927	0.03%
Navy	30	8	34	72	24.24%	0.23	16.33%	29.31%	200,054	0.04%
Air Force	36	21	27	84	28.28%	0.27	42.86%	23.28%	152,558	0.06%
DoD AGY/ACT	32	17	15	64	21.55%	0.24	34.69%	12.93%	114,004	0.06%
<b>Total:</b>	<b>132</b>	<b>49</b>	<b>116</b>	<b>297</b>	<b>100.00%</b>				<b>781,026</b>	<b>0.04%</b>

DCPDS data as of 03/31/2012

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



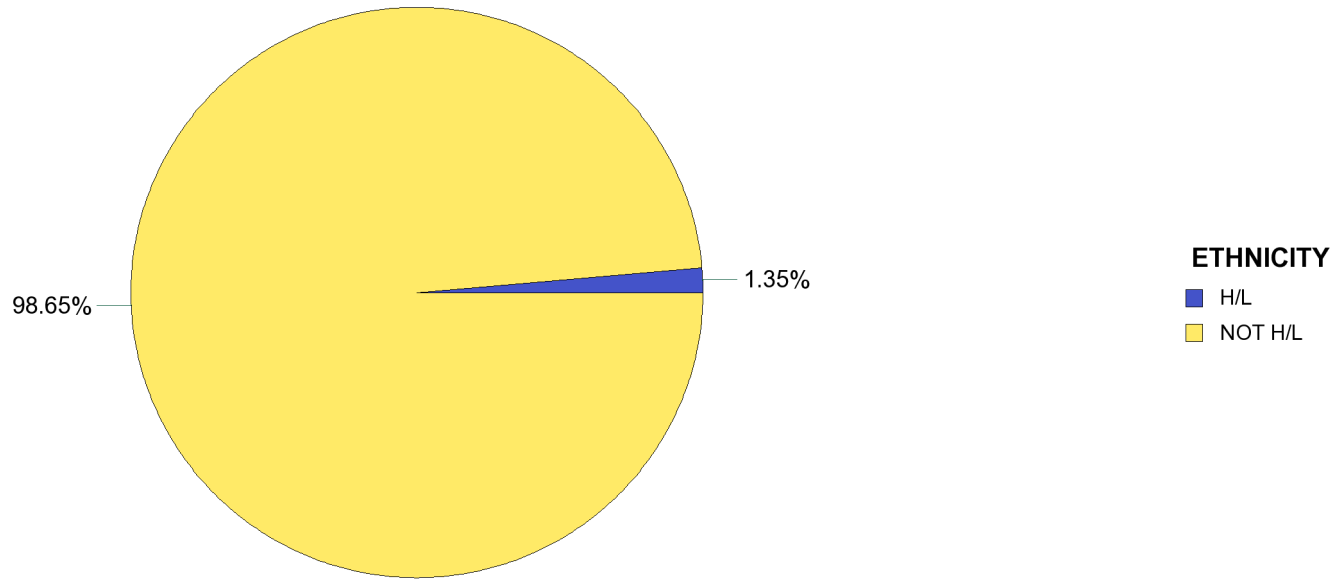
RACE	Total	% of Population	% Total Appr Fund Population
AI/AN	2	0.67%	0.00%
ASIAN	15	5.05%	0.00%
BLACK/AA	6	2.02%	0.00%
WHITE	270	90.91%	0.03%
MULTIRACIAL	1	0.34%	0.00%
* UNSPECIFIED	3	1.01%	0.00%
<b>Total</b>	<b>297</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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



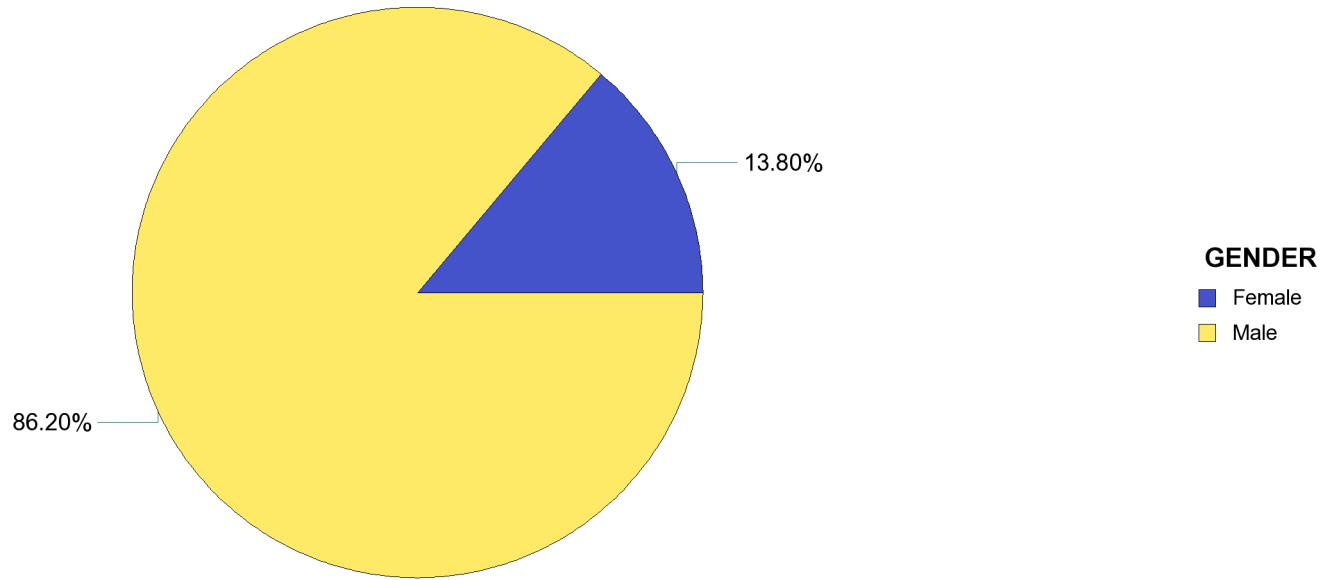
## DoD Senior Professionals IP/SL/ST Pay Plans - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
H/L	4	1.35%	0.00%
NOT H/L	293	98.65%	0.04%
<b>Total</b>	<b>297</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

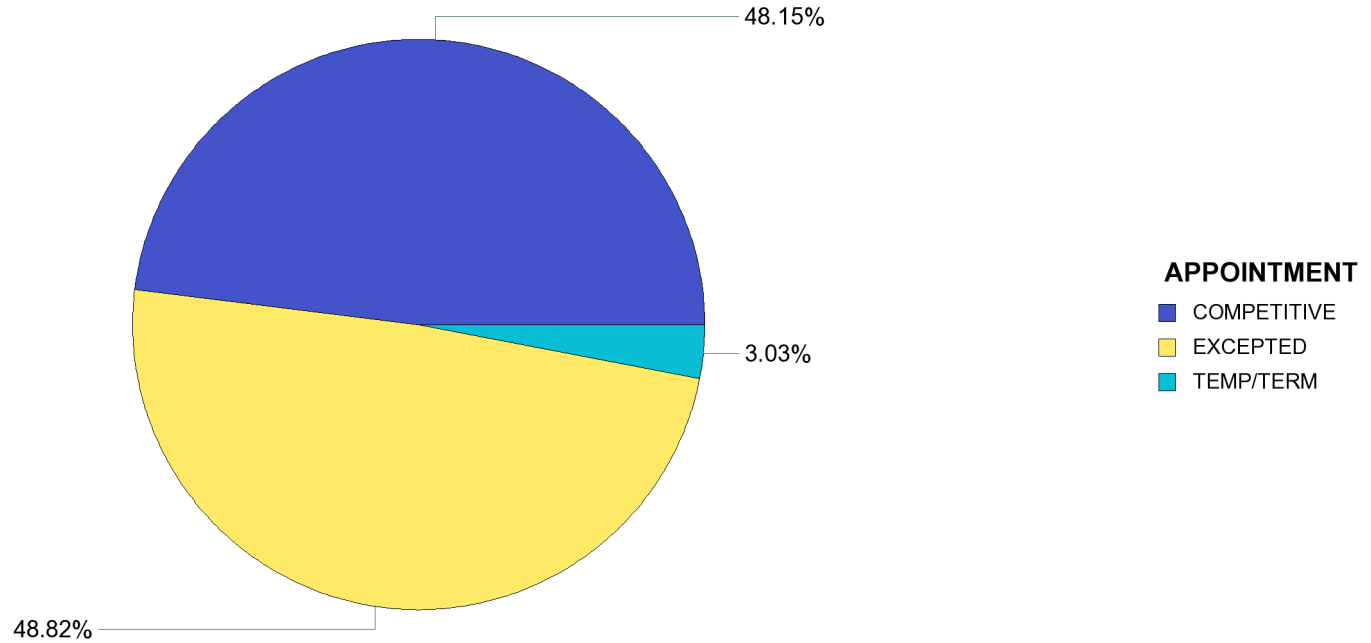
## DoD Senior Professionals IP/SL/ST Pay Plans - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	41	13.80%	0.01%
Male	256	86.20%	0.03%
<b>Total</b>	<b>297</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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



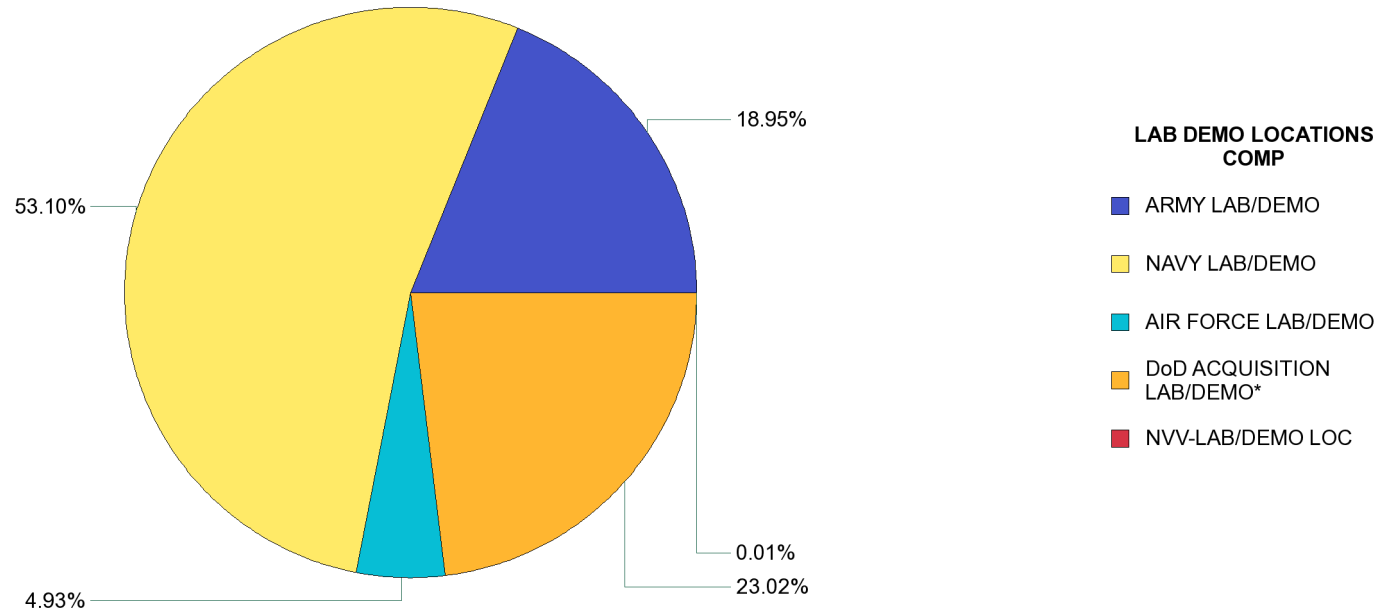
APPOINTMENT	Total	% of Population	% Total Appr Fund Population
COMPETITIVE	143	48.15%	0.02%
EXCEPTED	145	48.82%	0.02%
TEMP/TERM	9	3.03%	0.00%
<b>Total</b>	<b>297</b>	<b>100.00%</b>	<b>0.04%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

# *DoD Demonstration Projects*

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

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

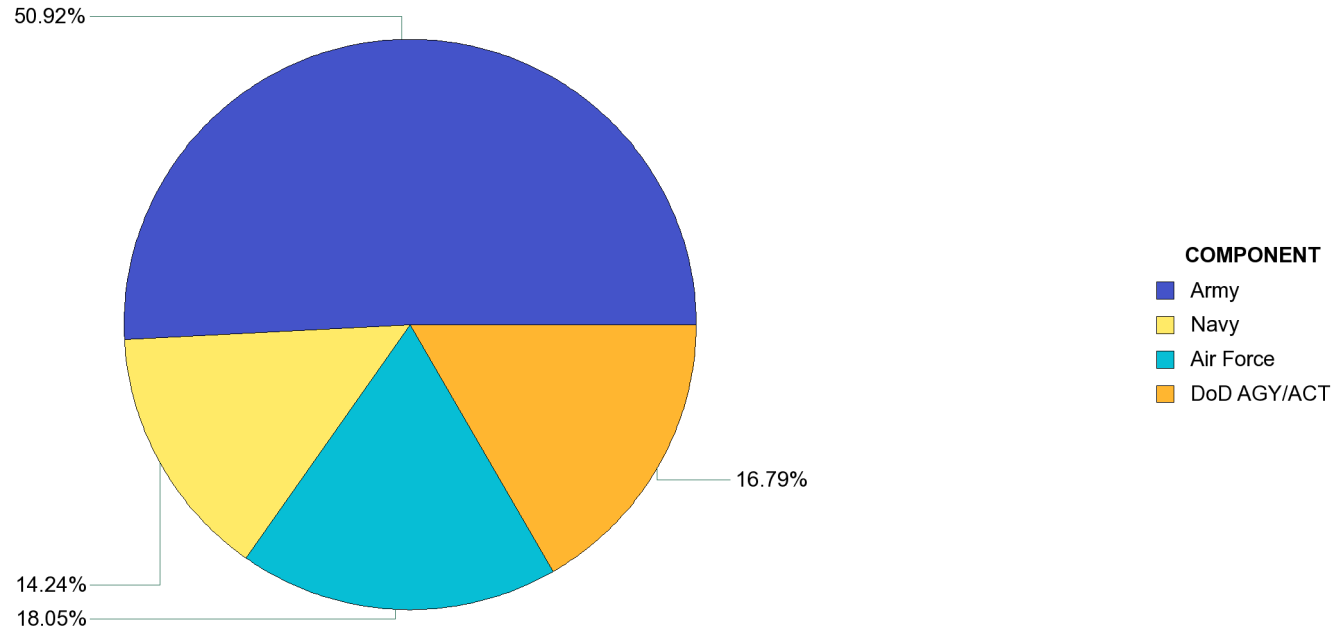


LAB DEMO LOCATIONS COMP	Total	% Total LAB/DEMO Population	% Total Appropriated Fund Population
ARMY LAB/DEMO	12,655	18.95%	1.62%
NAVY LAB/DEMO	35,465	53.10%	4.54%
AIR FORCE LAB/DEMO	3,293	4.93%	0.42%
DoD ACQUISITION LAB/DEMO*	15,378	23.02%	1.97%
NVV-LAB/DEMO LOC	4	0.01%	0.00%
<b>Total</b>	<b>66,795</b>	<b>100.00%</b>	<b>8.55%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

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

DCPDS data as of 03/31/2012

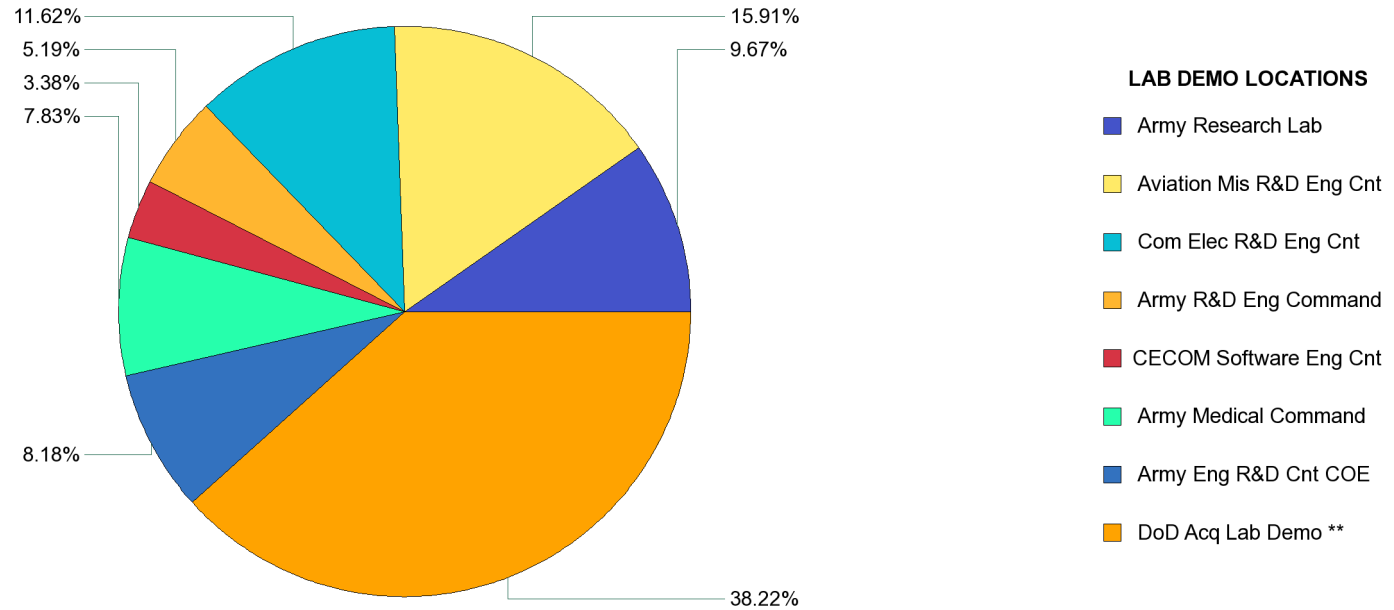
## DoD Acquisition Lab/Demo by Components Employees with Lab/Demo Pay Plans (Appropriated Fund)



COMPONENT	Total	% Total LAB/DEMO Population	% Total Appropriated Fund Population
Army	7,831	50.92%	1.00%
Navy	2,190	14.24%	0.28%
Air Force	2,775	18.05%	0.36%
DoD AGY/ACT	2,582	16.79%	0.33%
<b>Total</b>	<b>15,378</b>	<b>100.00%</b>	<b>1.97%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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

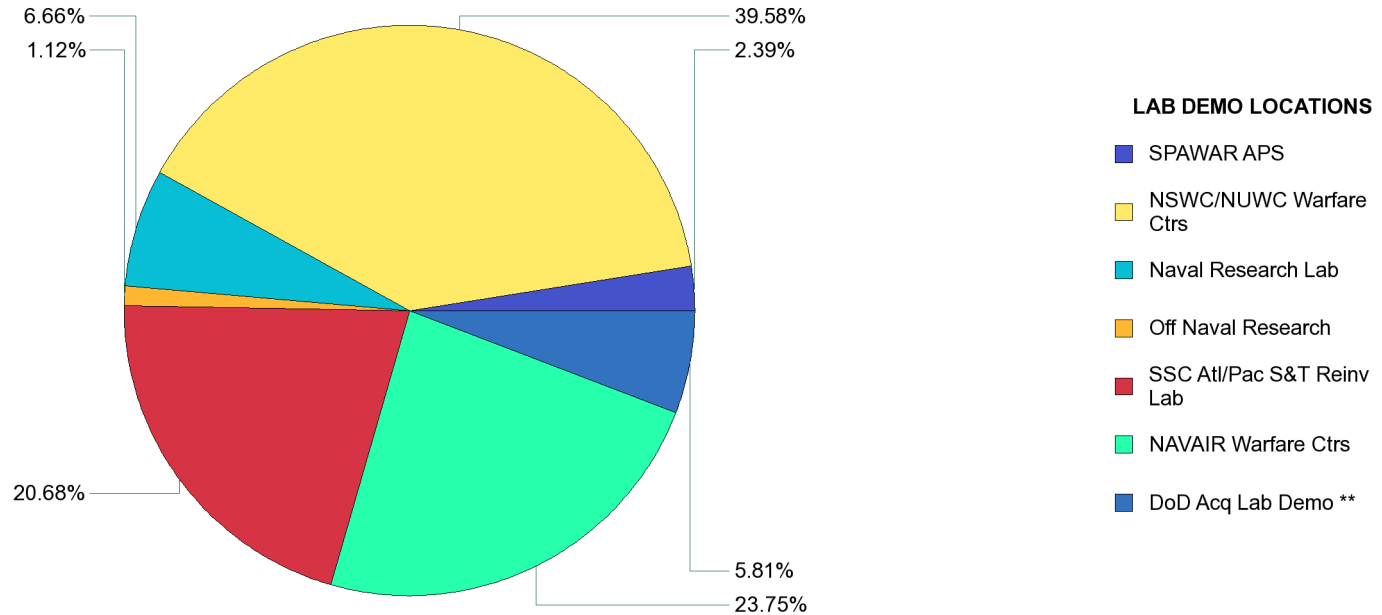


LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
Army Research Lab	1,981	9.67%	0.77%	0.25%
Aviation Mis R&D Eng Cnt	3,259	15.91%	1.27%	0.42%
Com Elec R&D Eng Cnt	2,381	11.62%	0.93%	0.30%
Army R&D Eng Command	1,063	5.19%	0.41%	0.14%
CECOM Software Eng Cnt	692	3.38%	0.27%	0.09%
Army Medical Command	1,604	7.83%	0.62%	0.21%
Army Eng R&D Cnt COE	1,676	8.18%	0.65%	0.21%
DoD Acq Lab Demo **	7,831	38.22%	3.05%	1.00%
<b>Total</b>	<b>20,487</b>	<b>100.00%</b>	<b>7.97%</b>	<b>2.62%</b>
<b>Total Component</b>	<b>256,927</b>			
<b>Total Appropriated</b>	<b>781,026</b>			

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

DCPDS data as of 03/31/2012

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



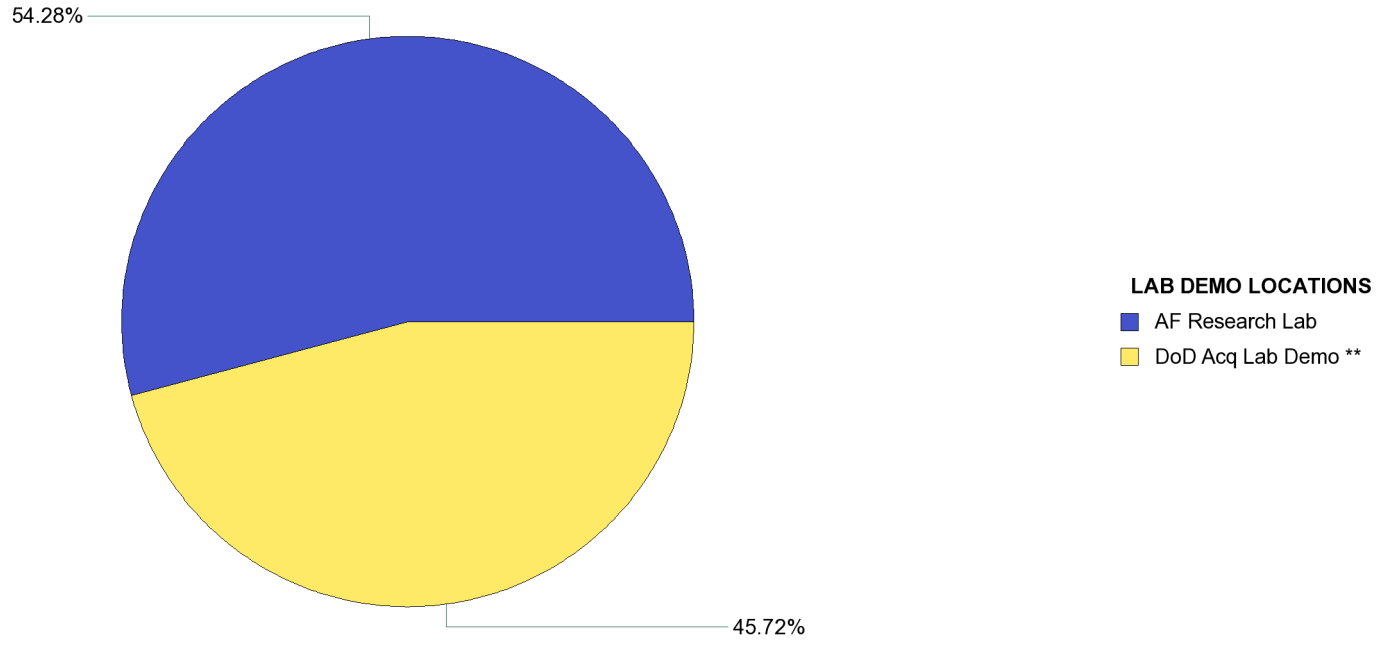
LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
SPAWAR APS	902	2.39%	0.45%	0.12%
NSWC/NUWC Warfare Ctrs	14,913	39.58%	7.45%	1.91%
Naval Research Lab	2,509	6.66%	1.25%	0.32%
Off Naval Research	422	1.12%	0.21%	0.05%
SSC Atl/Pac S&T Reinv Lab	7,791	20.68%	3.89%	1.00%
NAVAIR Warfare Ctrs	8,947	23.75%	4.47%	1.15%
DoD Acq Lab Demo **	2,190	5.81%	1.09%	0.28%
<b>Total</b>	<b>37,674</b>	<b>100.00%</b>	<b>18.83%</b>	<b>4.82%</b>
<b>Total Component</b>	<b>200,054</b>			
<b>Total Appropriated</b>	<b>781,026</b>			

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

DCPDS data as of 03/31/2012



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

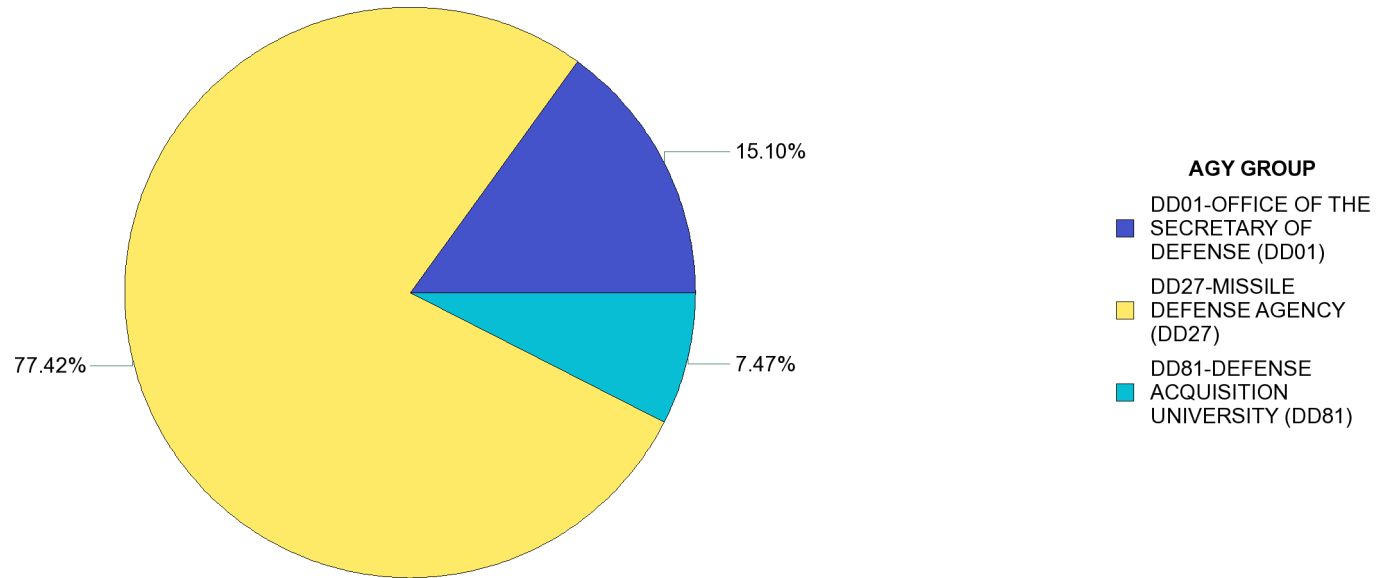


LAB DEMO LOCATIONS	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
AF Research Lab	3,295	54.28%	2.16%	0.42%
DoD Acq Lab Demo **	2,775	45.72%	1.82%	0.36%
<b>Total</b>	<b>6,070</b>	<b>100.00%</b>	<b>3.98%</b>	<b>0.78%</b>
<b>Total Component</b>	<b>152,558</b>			
<b>Total Appropriated</b>	<b>781,026</b>			

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

DCPDS data as of 03/31/2012

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



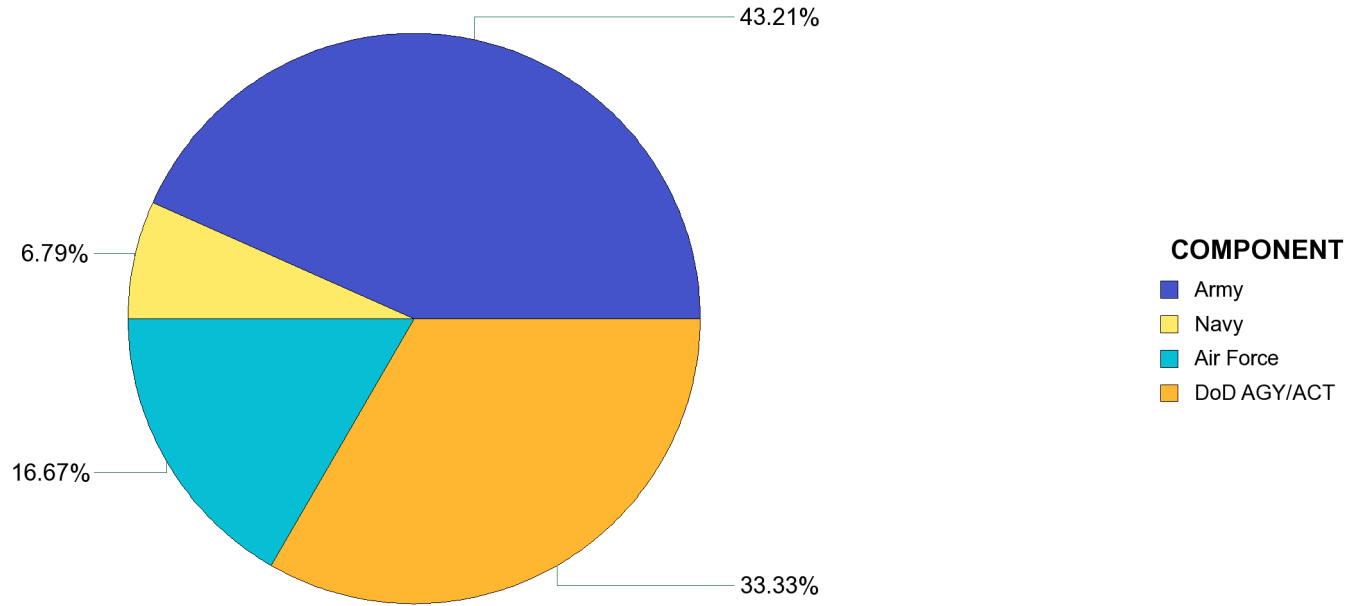
LAB DEMO LOCATIONS	AGY GROUP	Total	% Total LAB/DEMO Population	% Total Component Population	% Total Appropriated Fund Population
DoD Acq Lab Demo **	DD01-OFFICE OF THE SECRETARY OF DEFENSE (DD01)	390	15.10%	0.34%	0.05%
DoD Acq Lab Demo **	DD27-MISSILE DEFENSE AGENCY (DD27)	1,999	77.42%	1.75%	0.26%
DoD Acq Lab Demo **	DD81-DEFENSE ACQUISITION UNIVERSITY (DD81)	193	7.47%	0.17%	0.02%
	<b>Total</b>	<b>2,582</b>	<b>100.00%</b>	<b>2.26%</b>	<b>0.33%</b>
	<b>Total Component</b>	<b>114,004</b>			
	<b>Total Appropriated</b>	<b>781,026</b>			

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

DCPDS data as of 03/31/2012

# *Other DoD Appropriated Fund Employees of Interest*

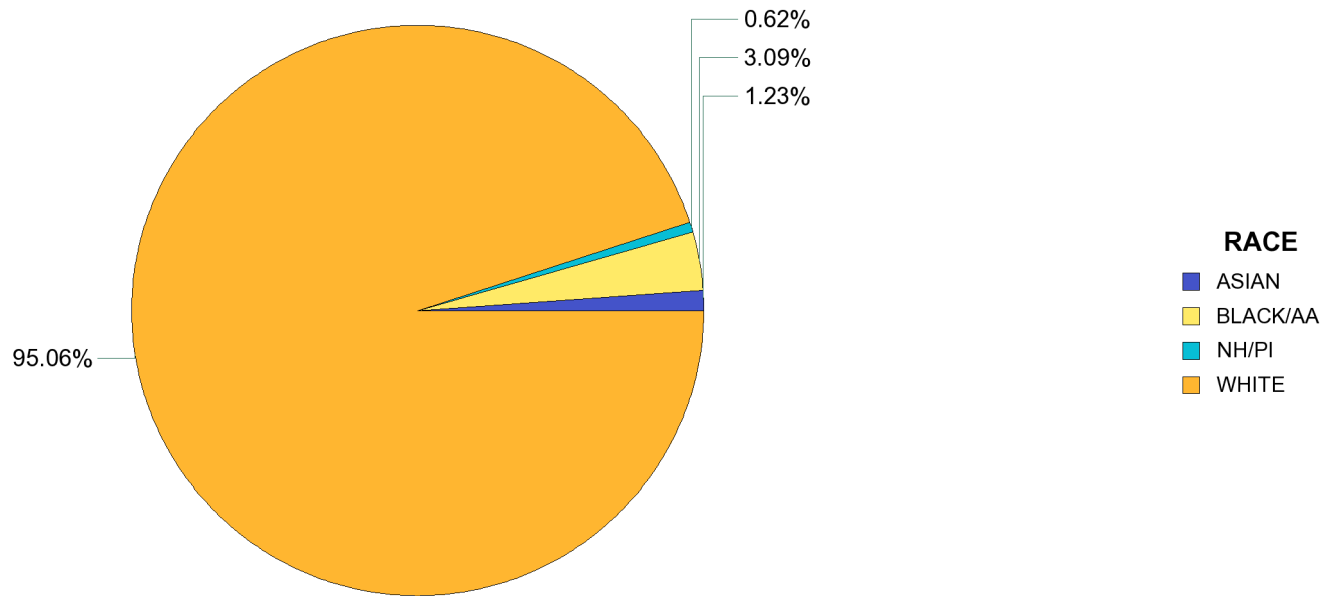
## Highly Qualified Experts - Component (Appropriated Fund)



COMPONENT	Total	% of Population	% Total Appr Fund Population
Army	70	43.21%	0.01%
Navy	11	6.79%	0.00%
Air Force	27	16.67%	0.00%
DoD AGY/ACT	54	33.33%	0.01%
<b>Total</b>	<b>162</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

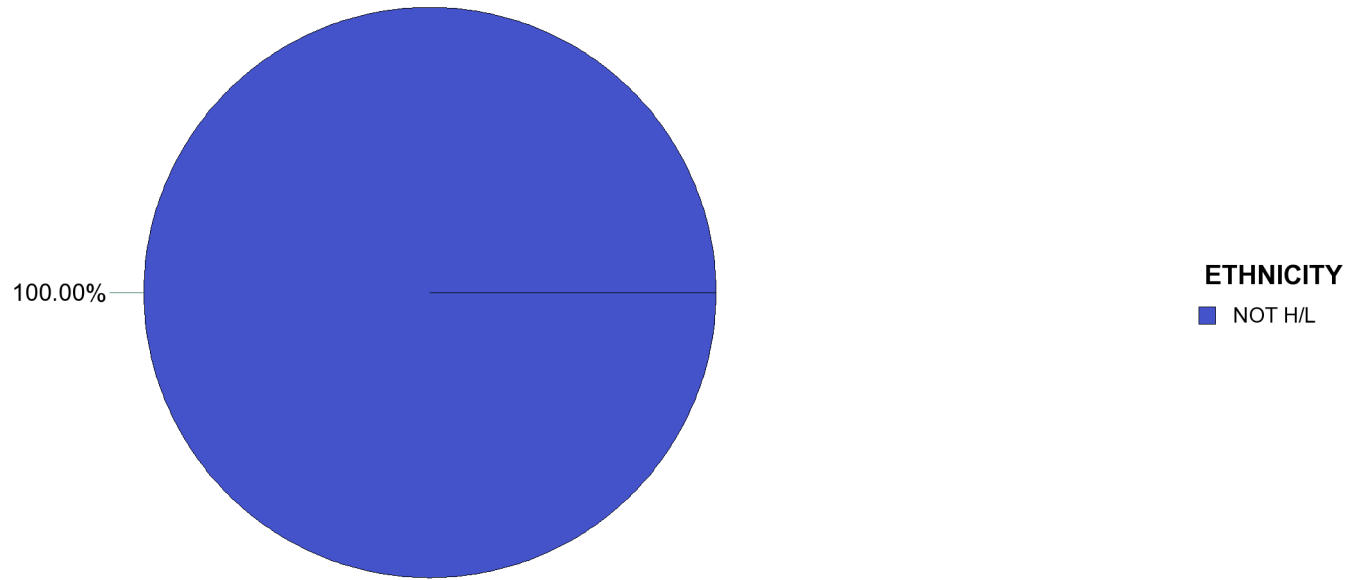
## Highly Qualified Experts - Race (Appropriated Fund)



RACE	Total	% of Population	% Total Appr Fund Population
ASIAN	2	1.23%	0.00%
BLACK/AA	5	3.09%	0.00%
NH/PI	1	0.62%	0.00%
WHITE	154	95.06%	0.02%
<b>Total</b>	<b>162</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

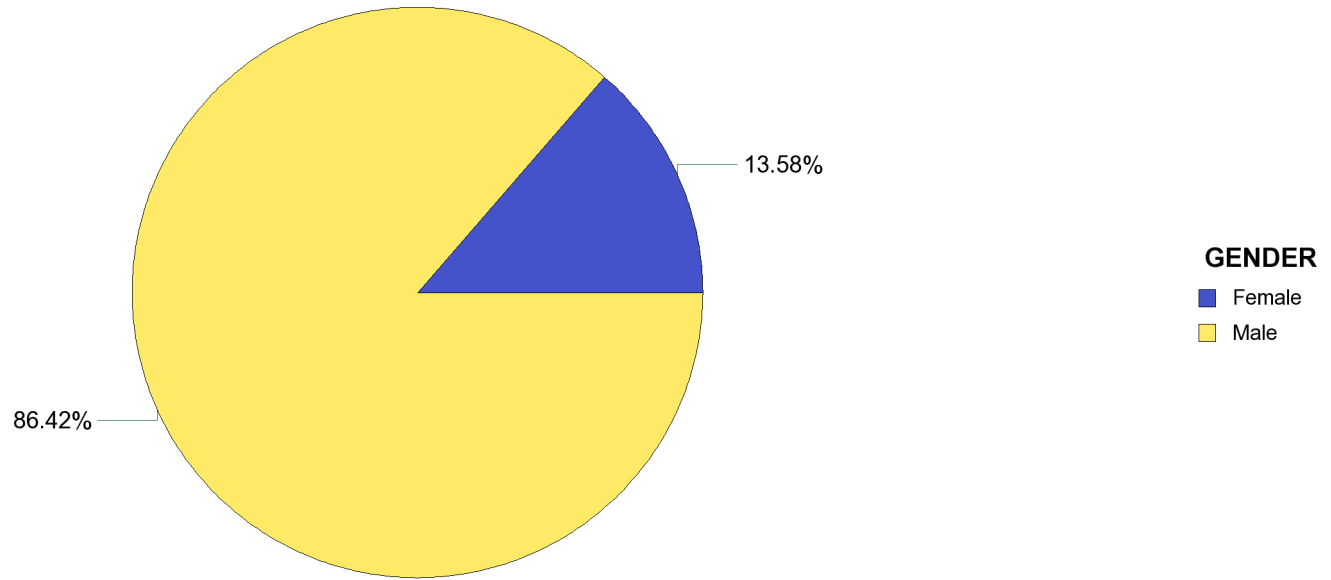
## Highly Qualified Experts - Ethnicity (Appropriated Fund)



ETHNICITY	Total	% of Population	% Total Appr Fund Population
NOT H/L	162	100.00%	0.02%
<b>Total</b>	<b>162</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

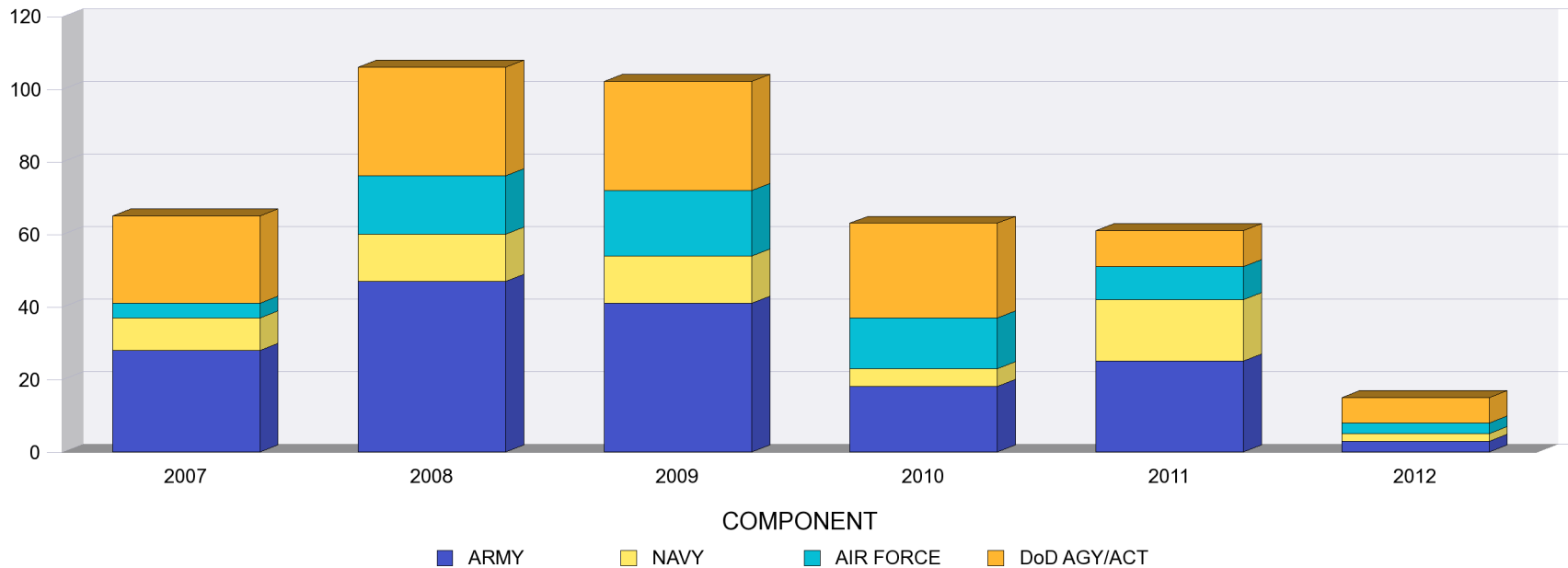
## Highly Qualified Experts - Gender (Appropriated Fund)



GENDER	Total	% of Population	% Total Appr Fund Population
Female	22	13.58%	0.00%
Male	140	86.42%	0.02%
<b>Total</b>	<b>162</b>	<b>100.00%</b>	<b>0.02%</b>
<b>Total Appropriated</b>	<b>781,026</b>		

DCPDS data as of 03/31/2012

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



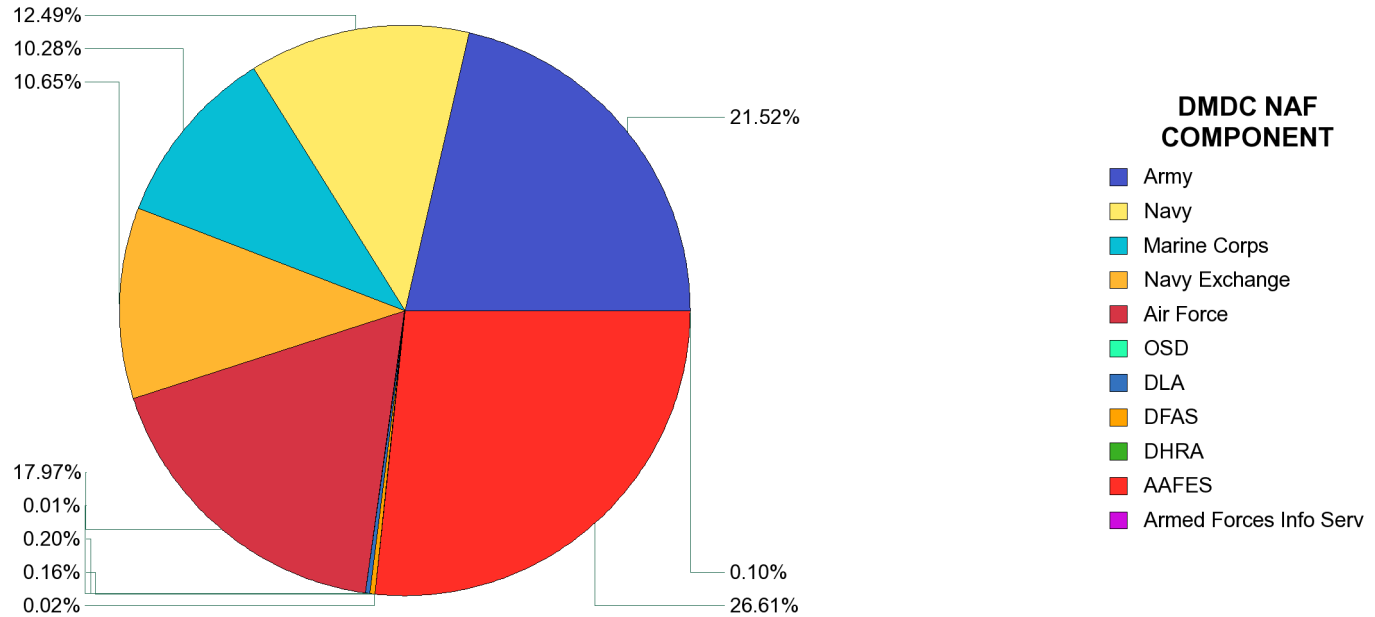
COMPONENT	2007	% of FY	2008	% of FY	2009	% of FY	2010	% of FY	2011	% of FY	2012	% of FY	Total	% Total
ARMY	28	43.08%	47	44.34%	41	40.20%	18	28.57%	25	40.98%	3	20.00%	<b>162</b>	<b>39.32%</b>
NAVY	9	13.85%	13	12.26%	13	12.75%	5	7.94%	17	27.87%	2	13.33%	<b>59</b>	<b>14.32%</b>
AIR FORCE	4	6.15%	16	15.09%	18	17.65%	14	22.22%	9	14.75%	3	20.00%	<b>64</b>	<b>15.53%</b>
DoD AGY/ACT	24	36.92%	30	28.30%	30	29.41%	26	41.27%	10	16.39%	7	46.67%	<b>127</b>	<b>30.83%</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>15</b>	<b>100.00%</b>	<b>412</b>	<b>100.00%</b>

DCPDS data as of 03/31/2012



# ***NON APPROPRIATED FUND***

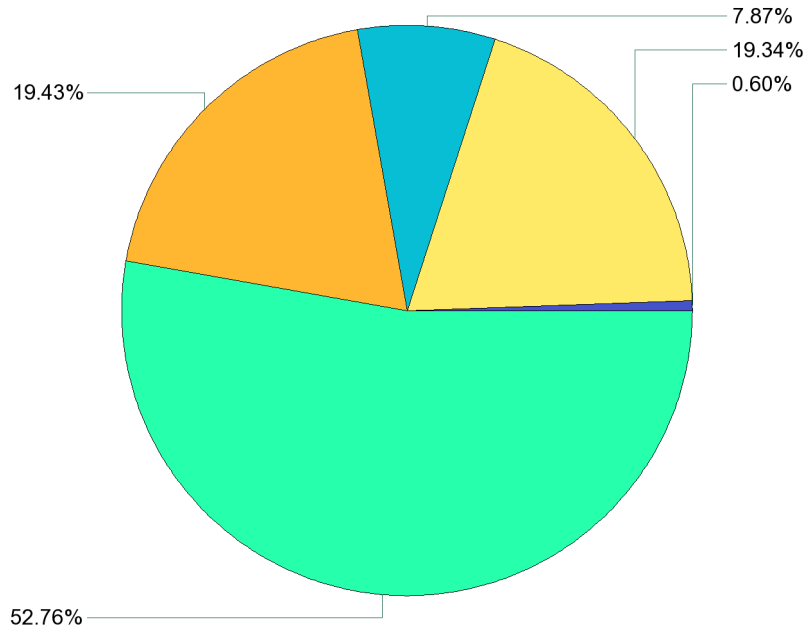
## Non Appropriated Fund Employees - Component



DMDC NAF COMPONENT	Total	% Total NAF
Army	28,274	21.52%
Navy	16,409	12.49%
Marine Corps	13,503	10.28%
Navy Exchange	13,993	10.65%
Air Force	23,606	17.97%
OSD	11	0.01%
DLA	264	0.20%
DFAS	213	0.16%
DHRA	29	0.02%
AAFES	34,959	26.61%
Armed Forces Info Serv	125	0.10%
<b>Total</b>	<b>131,386</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

## Non Appropriated Fund - Race



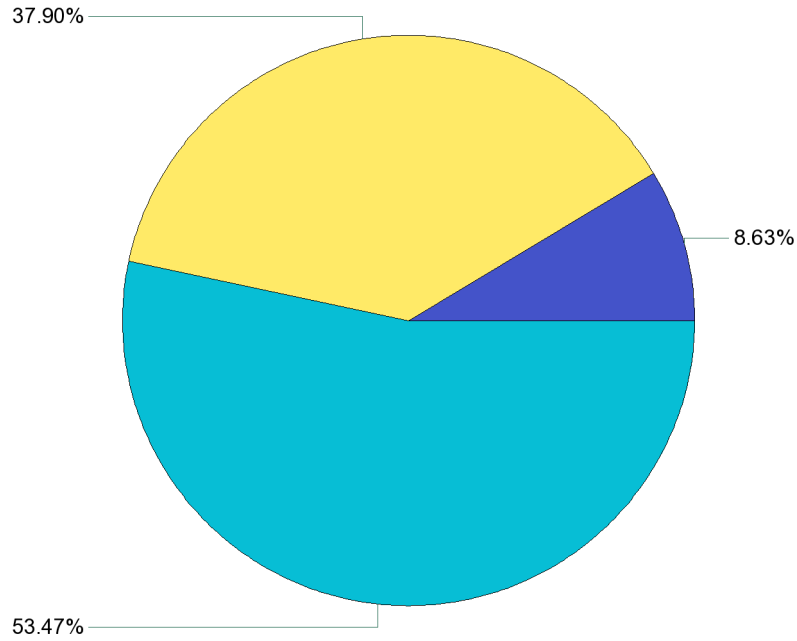
### DMDC RACE

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

DMDC RACE	Total	% Total NAF
AI/AN	790	0.60%
BLACK/AA	25,414	19.34%
ASIAN OR NH/PI	10,343	7.87%
WHITE	25,525	19.43%
MULTIRACIAL	0	0.00%
UNKNOWN	69,314	52.76%
<b>Total</b>	<b>131,386</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

## Non Appropriated Fund - Ethnicity



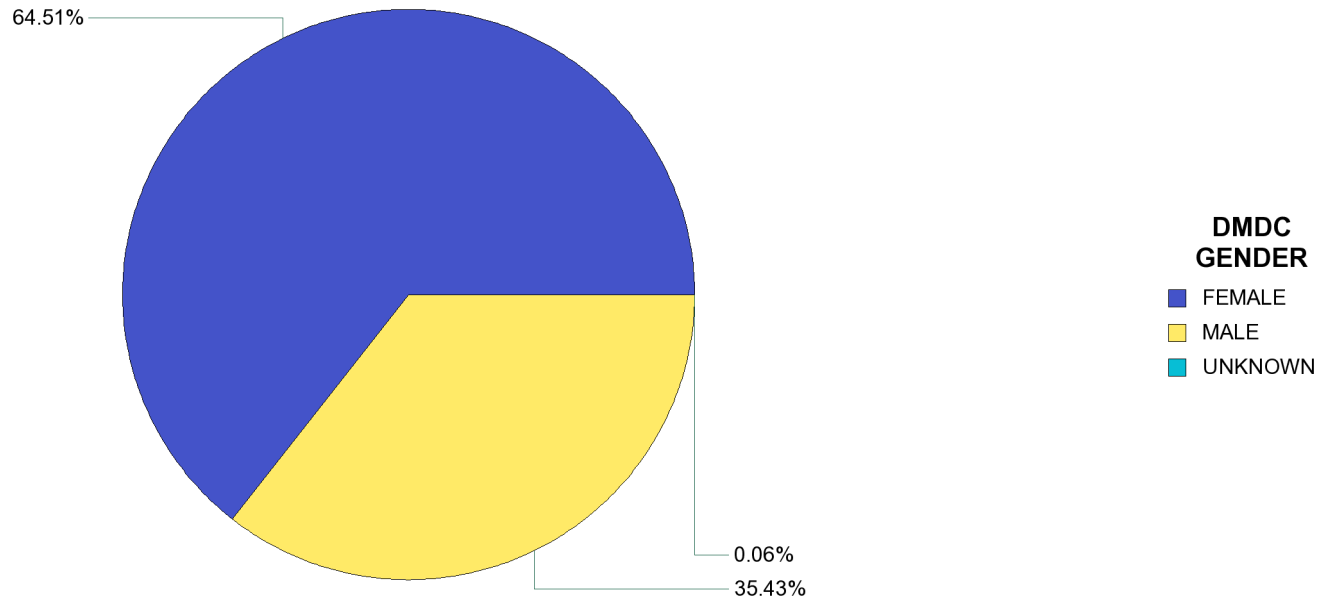
**DMDC  
 ETHNICITY**

- H/L
- NOT H/L
- UNKNOWN

DMDC ETHNICITY	Total	% Total NAF
H/L	11,339	8.63%
NOT H/L	49,797	37.90%
UNKNOWN	70,250	53.47%
<b>Total</b>	<b>131,386</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

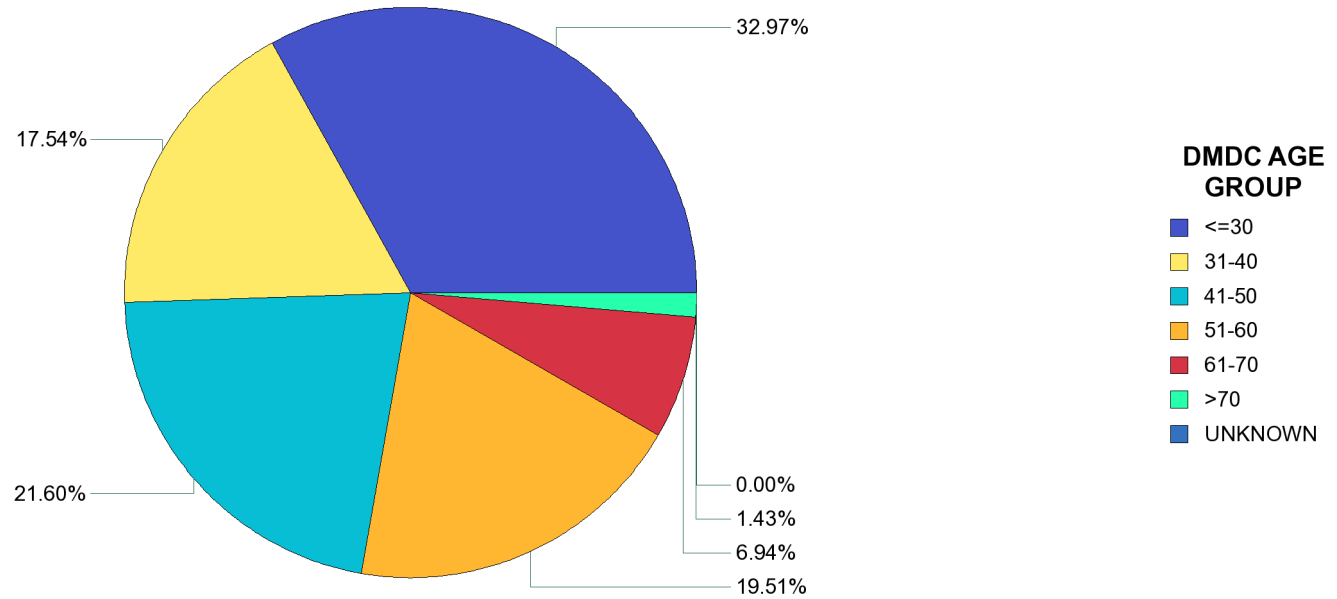
## Non Appropriated Fund - Gender



DMDC GENDER	Total	% Total NAF
FEMALE	84,763	64.51%
MALE	46,544	35.43%
UNKNOWN	79	0.06%
<b>Total</b>	<b>131,386</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

## Non Appropriated Fund - Age Group

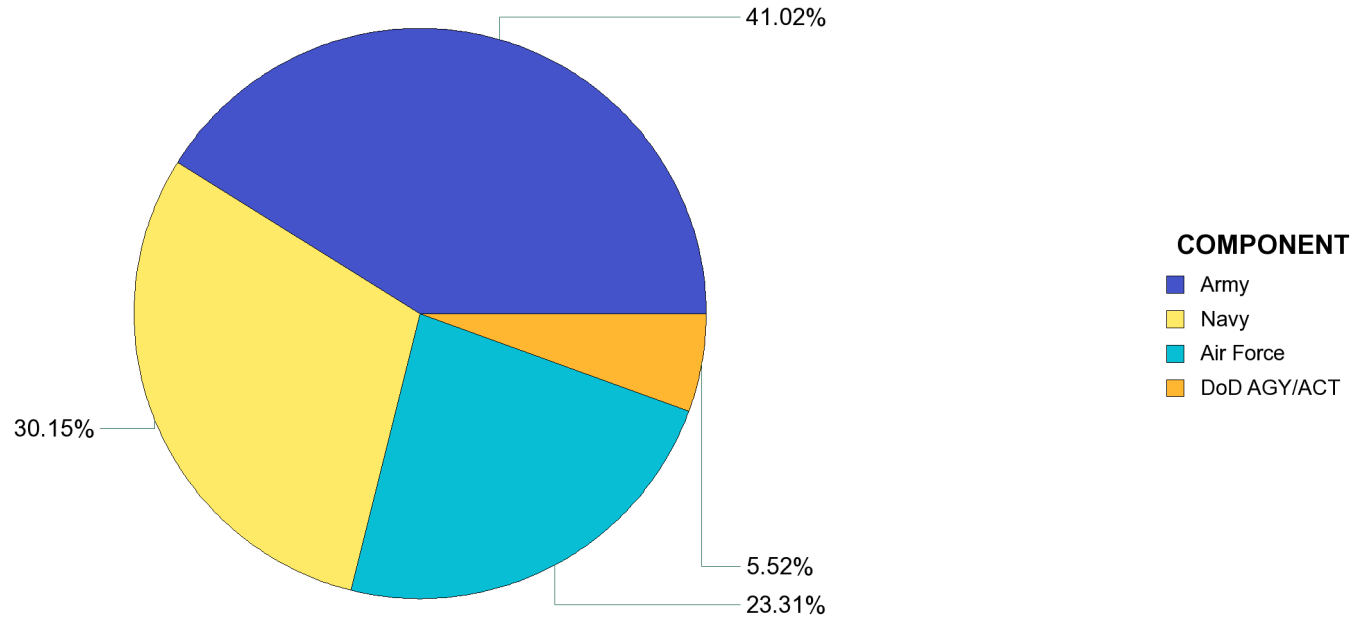


DMDC AGE GROUP	Total	% Total NAF
<=30	43,321	32.97%
31-40	23,047	17.54%
41-50	28,383	21.60%
51-60	25,635	19.51%
61-70	9,119	6.94%
>70	1,876	1.43%
UNKNOWN	5	0.00%
<b>Total</b>	<b>131,386</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

# *LOCAL NATIONALS*

## Local National Employees by Component

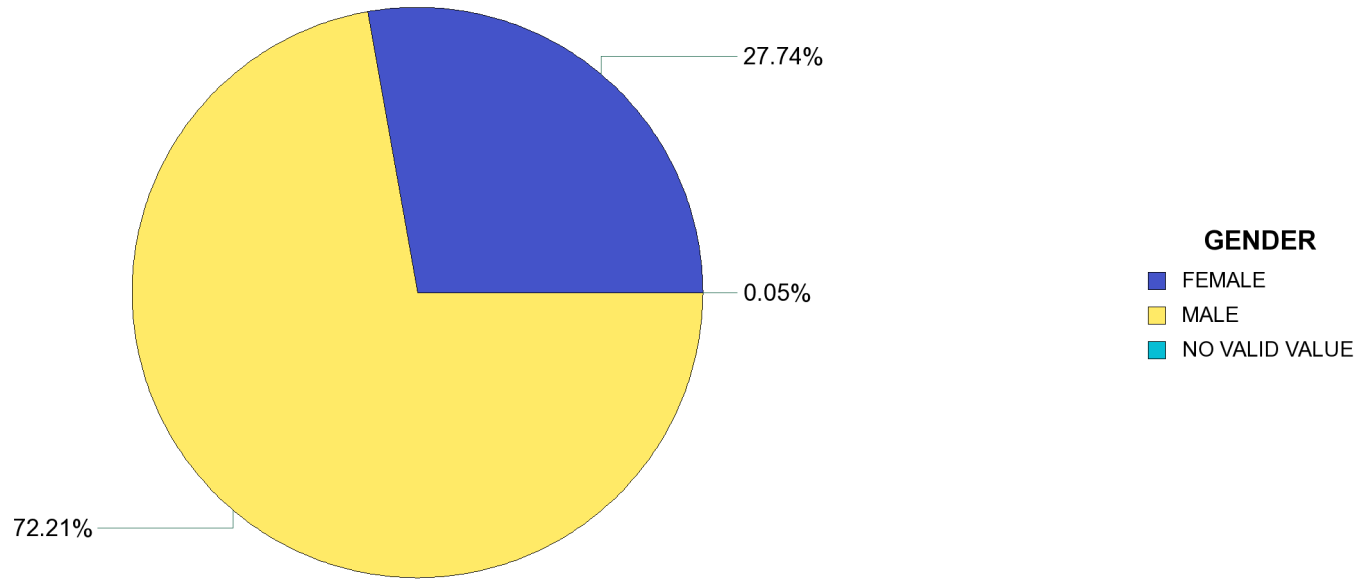


Component	Total	% Total Local Nationals
Army	22,686	41.02%
Navy	16,679	30.15%
Air Force	12,891	23.31%
DoD AGY/ACT	3,055	5.52%
<b>Total</b>	<b>55,311</b>	<b>100.00%</b>

DMDC data as of 03/31/2012



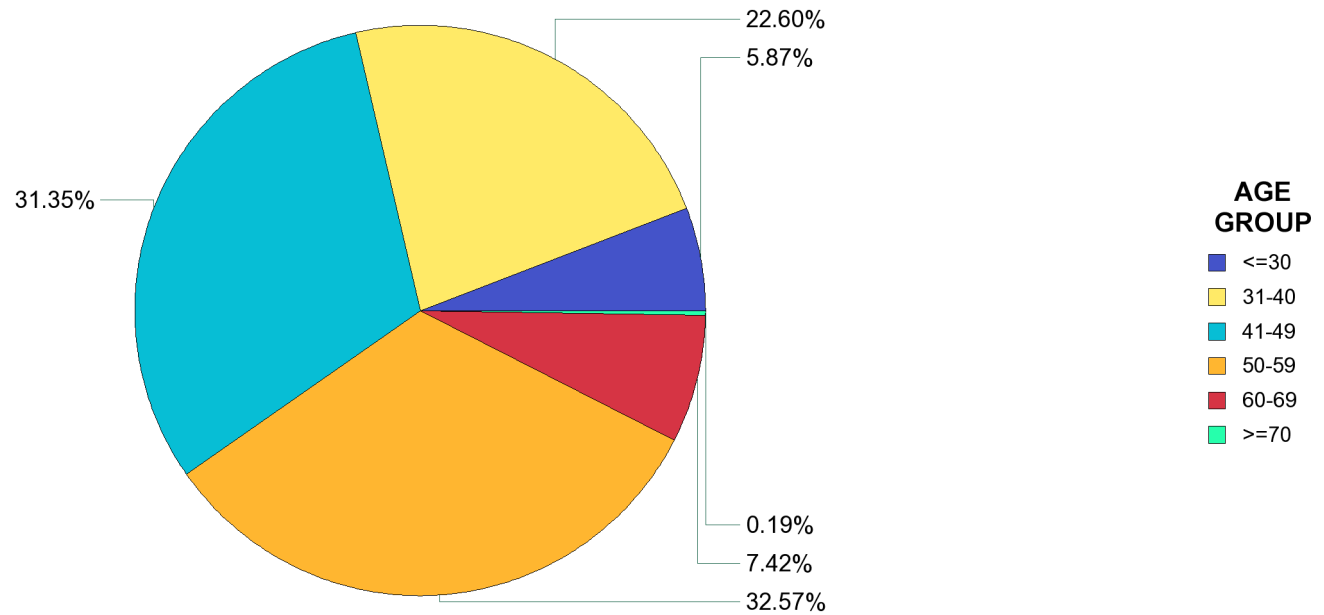
## Local National Employees by Gender



GENDER	Total	% Total Local Nationals
FEMALE	15,345	27.74%
MALE	39,938	72.21%
NO VALID VALUE	28	0.05%
	<b>55,311</b>	<b>100.00%</b>

DMDC data as of 03/31/2012

## Local National Employees by Age Group



AGE GROUP	Total	% Total Local Nationals
<=30	3,249	5.87%
31-40	12,502	22.60%
41-49	17,339	31.35%
50-59	18,013	32.57%
60-69	4,105	7.42%
>=70	103	0.19%
<b>Total</b>	<b>55,311</b>	<b>100.00%</b>

DMDC data as of 03/31/2012