

**Office of the Secretary of the Interior - Overall FY2021**

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>All-occupations CLF</b>	<b>%</b>	100.00	51.83	48.17	6.73	6.03	36.18	32.26	5.34	6.30	2.22	2.20	0.08	0.07	0.28	0.29	1.01	1.02
<b>Organizational CLF</b>	<b>%</b>	100.00	50.93	49.07	4.00	4.59	39.37	34.76	3.39	5.30	3.05	3.08	0.05	0.06	0.16	0.23	0.92	1.05
<b>PERMANENT WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	3605	1650	1955	124	207	1141	1113	168	333	76	110	14	11	72	112	55	69
	<b>%</b>	100.00	45.77	54.23	3.44	5.74	31.65	30.87	4.66	9.24	2.11	3.05	0.39	0.31	2.00	3.11	1.53	1.91
<b>Current FY</b>	<b>#</b>	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	<b>%</b>	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
<b>Difference</b>	<b>#</b>	-37	-34	-3	-8	12	-31	-22	-6	-6	11	5	-2	0	-9	1	11	7
<b>Ratio Change</b>	<b>%</b>	0.00	-0.48	0.48	-0.19	0.40	-0.54	-0.30	-0.12	-0.07	0.33	0.17	-0.05	0.00	-0.23	0.06	0.32	0.22
<b>Net Change</b>	<b>%</b>	-1.03	-2.06	-0.15	-6.45	5.80	-2.72	-1.98	-3.57	-1.80	14.47	4.55	-14.29	0.00	-12.50	0.89	20.00	10.14
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	390	178	212	11	23	113	116	14	34	16	15		2	7	10	17	12
	<b>%</b>	100.00	45.64	54.36	2.82	5.90	28.97	29.74	3.59	8.72	4.10	3.85	0.00	0.51	1.79	2.56	4.36	3.08
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	<b>#</b>	10	2	8			1	5	1	2					1			
	<b>%</b>	100.00	20.00	80.00	0.00	0.00	10.00	50.00	10.00	20.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00
<b>Resignation</b>	<b>#</b>	78	46	32	5	2	30	22	4	5	1	3			4		2	
	<b>%</b>	100.00	58.97	41.03	6.41	2.56	38.46	28.21	5.13	6.41	1.28	3.85	0.00	0.00	5.13	0.00	2.56	0.00
<b>Retirement</b>	<b>#</b>	130	61	69	1	4	54	51	2	10	1	1		2	2	1	1	
	<b>%</b>	100.00	46.92	53.08	0.77	3.08	41.54	39.23	1.54	7.69	0.77	0.77	0.00	1.54	1.54	0.77	0.77	0.00
<b>Other Separations</b>	<b>#</b>	188	92	96	12	7	54	54	12	18	2	6	2		8	5	2	6
	<b>%</b>	100.00	48.94	51.06	6.38	3.72	28.72	28.72	6.38	9.57	1.06	3.19	1.06	0.00	4.26	2.66	1.06	3.19
<b>Total Separations</b>	<b>#</b>	406	201	205	18	13	139	132	19	35	4	10	2	2	14	7	5	6
	<b>%</b>	100.00	49.51	50.49	4.43	3.20	34.24	32.51	4.68	8.62	0.99	2.46	0.49	0.49	3.45	1.72	1.23	1.48
<b>TEMPORARY WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	219	102	117	5	9	77	77	5	10	3	3	1		6	9	5	9
	<b>%</b>	100.00	46.58	53.42	2.28	4.11	35.16	35.16	2.28	4.57	1.37	1.37	0.46	0.00	2.74	4.11	2.28	4.11
<b>Current FY</b>	<b>#</b>	212	92	120	5	12	64	71	5	14	2	5	1	1	8	9	7	8
	<b>%</b>	100.00	43.40	56.60	2.36	5.66	30.19	33.49	2.36	6.60	0.94	2.36	0.47	0.47	3.77	4.25	3.30	3.77
<b>Difference</b>	<b>#</b>	-7	-10	3	0	3	-13	-6	0	4	-1	2	0	1	2	0	2	-1

**Office of the Secretary of the Interior - Overall FY2021**

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Employment Tenure		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>All-occupations CLF</b>	%	100.00	51.83	48.17	6.73	6.03	36.18	32.26	5.34	6.30	2.22	2.20	0.08	0.07	0.28	0.29	1.01	1.02
<b>Organizational CLF</b>	%	100.00	50.93	49.07	4.00	4.59	39.37	34.76	3.39	5.30	3.05	3.08	0.05	0.06	0.16	0.23	0.92	1.05
<b>Ratio Change</b>	%	0.00	-3.18	3.18	0.08	1.55	-4.97	-1.67	0.08	2.04	-0.43	0.99	0.02	0.47	1.03	0.14	1.02	-0.34
<b>Net Change</b>	%	-3.20	-9.80	2.56	0.00	33.33	-16.88	-7.79	0.00	40.00	-33.33	66.67	0.00	0.00	33.33	0.00	40.00	-11.11
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	116	44	72	3	9	28	39	3	8	1	6		1	3	4	6	5
	%	100.00	37.93	62.07	2.59	7.76	24.14	33.62	2.59	6.90	0.86	5.17	0.00	0.86	2.59	3.45	5.17	4.31
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Removal</b>	#	2	1	1	1			1										
	%	100.00	50.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Resignation</b>	#	47	26	21		1	22	18		1	1				1	1	2	
	%	100.00	55.32	44.68	0.00	2.13	46.81	38.30	0.00	2.13	2.13	0.00	0.00	0.00	2.13	2.13	4.26	0.00
<b>Retirement</b>	#	4	3	1	1		2	1										
	%	100.00	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Other Separations</b>	#	30	13	17	2	2	9	9	1	2		1					1	3
	%	100.00	43.33	56.67	6.67	6.67	30.00	30.00	3.33	6.67	0.00	3.33	0.00	0.00	0.00	0.00	3.33	10.00
<b>Total Separations</b>	#	83	43	40	4	3	33	29	1	3	1	1	0	0	1	1	3	3
	%	100.00	51.81	48.19	4.82	3.61	39.76	34.94	1.20	3.61	1.20	1.20	0.00	0.00	1.20	1.20	3.61	3.61

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Organizational Component		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>All-occupations CLF</b>	%	100.00	51.83	48.17	6.73	6.03	36.18	32.26	5.34	6.30	2.22	2.20	0.08	0.07	0.28	0.29	1.01	1.02
<b>Organizational CLF</b>	%	100.00	50.50	49.50	4.03	4.66	38.83	34.99	3.42	5.38	3.08	3.11	0.05	0.06	0.16	0.23	0.92	1.05
<b>Permanent Workforce</b>	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
<b>Immediate Office</b>	#	2875	1296	1579	96	199	875	839	139	269	68	94	8	6	60	104	50	68
	%	100.00	45.08	54.92	3.34	6.92	30.43	29.18	4.83	9.36	2.37	3.27	0.28	0.21	2.09	3.62	1.74	2.37
<b>Office of the Solicitor</b>	#	426	178	248	4	9	140	172	13	40	9	11	1	1	2	9	9	6
	%	100.00	41.78	58.22	0.94	2.11	32.86	40.38	3.05	9.39	2.11	2.58	0.23	0.23	0.47	2.11	2.11	1.41
<b>Office of the Inspector General</b>	#	267	142	125	16	11	95	80	10	18	10	10	3	4	1		7	2
	%	100.00	53.18	46.82	5.99	4.12	35.58	29.96	3.75	6.74	3.75	3.75	1.12	1.50	0.37	0.00	2.62	0.75

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbents in each occupation in the organization.

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#																
Permanent Workforce	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
Professional & Administrative	#	3290	1542	1748	108	167	1062	1007	152	286	87	110	12	10	60	101	61	67
	%	100.00	46.87	53.13	3.28	5.08	32.28	30.61	4.62	8.69	2.64	3.34	0.36	0.30	1.82	3.07	1.85	2.04
<b>1. Management</b>																		
Executives	#	405	216	189	8	7	165	125	16	25	6	14	2	1	12	11	7	6
	%	100.00	53.33	46.67	1.98	1.73	40.74	30.86	3.95	6.17	1.48	3.46	0.49	0.25	2.96	2.72	1.73	1.48
Managers	#	308	162	146	24	16	107	86	12	23	5	6	2	1	6	10	6	4
	%	100.00	52.60	47.40	7.79	5.19	34.74	27.92	3.90	7.47	1.62	1.95	0.65	0.32	1.95	3.25	1.95	1.30
Supervisors	#	20	6	14		4	5	9	1						1			
	%	100.00	30.00	70.00	0.00	20.00	25.00	45.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00
Total Management	#	733	384	349	32	27	277	220	29	48	11	20	4	2	18	22	13	10
	%	100.00	52.39	47.61	4.37	3.68	37.79	30.01	3.96	6.55	1.50	2.73	0.55	0.27	2.46	3.00	1.77	1.36
2. Professionals	#	2437	1068	1369	73	141	714	764	116	233	75	90	7	8	39	78	44	55
	%	100.00	43.82	56.18	3.00	5.79	29.30	31.35	4.76	9.56	3.08	3.69	0.29	0.33	1.60	3.20	1.81	2.26
3. Technicians	#	30	22	8	2		14	6	4	1					1	1	1	
	%	100.00	73.33	26.67	6.67	0.00	46.67	20.00	13.33	3.33	0.00	0.00	0.00	0.00	3.33	3.33	3.33	0.00
4. Sales Workers	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	279	68	211	8	50	44	91	8	43		5		1	2	12	6	9
	%	100.00	24.37	75.63	2.87	17.92	15.77	32.62	2.87	15.41	0.00	1.79	0.00	0.36	0.72	4.30	2.15	3.23
6. Craft Workers	#	29	28	1			27								1			1
	%	100.00	96.55	3.45	0.00	0.00	93.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45	0.00	0.00	3.45
7. Operatives	#	2	2						2									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	55	42	13	1	1	33	9	3	2	1		1		1		2	1
	%	100.00	76.36	23.64	1.82	1.82	60.00	16.36	5.45	3.64	1.82	0.00	1.82	0.00	1.82	0.00	3.64	1.82

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Occupational Categories		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		<b>Permanent Workforce</b>	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
<b>Professional &amp; Administrative</b>	#	3290	1542	1748	108	167	1062	1007	152	286	87	110	12	10	60	101	61	67
	%	100.00	46.87	53.13	3.28	5.08	32.28	30.61	4.62	8.69	2.64	3.34	0.36	0.30	1.82	3.07	1.85	2.04
<b>Unknown</b>	#	1	1												1			
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce</b>	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
<b>Alternative Benchmark</b>	%																	
<b>GS-01</b>	#	1	1						1									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-02</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-03</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-04</b>	#	6	4	2	2		1	2	1									
	%	100.00	66.67	33.33	33.33	0.00	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	39	14	25	1	9	11	14		1						1	2	
	%	100.00	35.90	64.10	2.56	23.08	28.21	35.90	0.00	2.56	0.00	0.00	0.00	0.00	0.00	2.56	5.13	0.00
<b>GS-06</b>	#	57	11	46		16	8	19	1	5						2	2	4
	%	100.00	19.30	80.70	0.00	28.07	14.04	33.33	1.75	8.77	0.00	0.00	0.00	0.00	0.00	3.51	3.51	7.02
<b>GS-07</b>	#	106	35	71	6	17	22	27	4	16		5		1	1	3	2	2
	%	100.00	33.02	66.98	5.66	16.04	20.75	25.47	3.77	15.09	0.00	4.72	0.00	0.94	0.94	2.83	1.89	1.89
<b>GS-08</b>	#	42	4	38		9	4	20		3		2				1		3
	%	100.00	9.52	90.48	0.00	21.43	9.52	47.62	0.00	7.14	0.00	4.76	0.00	0.00	0.00	2.38	0.00	7.14
<b>GS-09</b>	#	128	38	90	5	13	22	34	4	12	2	3		1	4	22	1	5
	%	100.00	29.69	70.31	3.91	10.16	17.19	26.56	3.13	9.38	1.56	2.34	0.00	0.78	3.13	17.19	0.78	3.91
<b>GS-10</b>	#	11	1	10		1		3	1	6								
	%	100.00	9.09	90.91	0.00	9.09	0.00	27.27	9.09	54.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	241	76	165	6	19	42	82	21	41	1	7			2	8	4	8
	%	100.00	31.54	68.46	2.49	7.88	17.43	34.02	8.71	17.01	0.41	2.90	0.00	0.00	0.83	3.32	1.66	3.32
<b>GS-12</b>	#	565	228	337	23	45	130	180	29	63	19	22	3	1	6	10	18	16
	%	100.00	40.35	59.65	4.07	7.96	23.01	31.86	5.13	11.15	3.36	3.89	0.53	0.18	1.06	1.77	3.19	2.83
<b>GS-13</b>	#	818	407	411	27	44	292	244	37	68	27	28	3	6	11	12	10	9
	%	100.00	49.76	50.24	3.30	5.38	35.70	29.83	4.52	8.31	3.30	3.42	0.37	0.73	1.34	1.47	1.22	1.10
<b>GS-14</b>	#	860	443	417	31	33	319	253	36	62	24	26	4	1	16	24	13	18
	%	100.00	51.51	48.49	3.60	3.84	37.09	29.42	4.19	7.21	2.79	3.02	0.47	0.12	1.86	2.79	1.51	2.09
<b>GS-15</b>	#	448	229	219	9	8	176	156	15	29	9	13		1	10	8	10	4

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce</b>	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
<b>Alternative Benchmark</b>	%																	
	%	100.00	51.12	48.88	2.01	1.79	39.29	34.82	3.35	6.47	2.01	2.90	0.00	0.22	2.23	1.79	2.23	0.89
<b>All other (unspecified GS)</b>	#	100	45	55	4	5	23	15	5	11	3	4			9	17	1	3
	%	100.00	45.00	55.00	4.00	5.00	23.00	15.00	5.00	11.00	3.00	4.00	0.00	0.00	9.00	17.00	1.00	3.00
<b>Total GS Employees</b>	#	3422	1536	1886	114	219	1050	1049	155	317	85	110	10	11	59	108	63	72
	%	100.00	44.89	55.11	3.33	6.40	30.68	30.65	4.53	9.26	2.48	3.21	0.29	0.32	1.72	3.16	1.84	2.10
<b>SES</b>	#	109	55	54	2		43	34	3	10	1	3	1		2	4	3	3
	%	100.00	50.46	49.54	1.83	0.00	39.45	31.19	2.75	9.17	0.92	2.75	0.92	0.00	1.83	3.67	2.75	2.75
<b>Other Senior Pay</b>	#	32	21	11			16	8	2		1	2	1		1	1		
	%	100.00	65.63	34.38	0.00	0.00	50.00	25.00	6.25	0.00	3.13	6.25	3.13	0.00	3.13	3.13	0.00	0.00
<b>Total Senior Pay</b>	#	141	76	65	2	0	59	42	5	10	2	5	2	0	3	5	3	3
	%	100.00	53.90	46.10	1.42	0.00	41.84	29.79	3.55	7.09	1.42	3.55	1.42	0.00	2.13	3.55	2.13	2.13

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Temporary Workforce</b>	#	212	92	120	5	12	64	71	5	14	2	5	1	1	8	9	7	8
	%	100.00	43.40	56.60	2.36	5.66	30.19	33.49	2.36	6.60	0.94	2.36	0.47	0.47	3.77	4.25	3.30	3.77
<b>Alternative Benchmark</b>	%																	
<b>GS-01</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-02</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-03</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-04</b>	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-05</b>	#	2		2		1		1										
	%	100.00	0.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-06</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-07</b>	#	2	1	1			1	1										
	%	100.00	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-08</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	7		7				2		2						2		1
	%	100.00	0.00	100.00	0.00	0.00	0.00	28.57	0.00	28.57	0.00	0.00	0.00	0.00	0.00	28.57	0.00	14.29
<b>GS-10</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	10	5	5	2		1	2		2				1	1		1	
	%	100.00	50.00	50.00	20.00	0.00	10.00	20.00	0.00	20.00	0.00	0.00	0.00	10.00	10.00	0.00	10.00	0.00
<b>GS-12</b>	#	12	3	9		1	2	5	1	1		1						1
	%	100.00	25.00	75.00	0.00	8.33	16.67	41.67	8.33	8.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00	8.33
<b>GS-13</b>	#	39	18	21	1	4	13	11	1	1		3			1	2	2	
	%	100.00	46.15	53.85	2.56	10.26	33.33	28.21	2.56	2.56	0.00	7.69	0.00	0.00	2.56	5.13	5.13	0.00
<b>GS-14</b>	#	97	40	57	1	4	30	38	2	8	1	1			2	1	4	5
	%	100.00	41.24	58.76	1.03	4.12	30.93	39.18	2.06	8.25	1.03	1.03	0.00	0.00	2.06	1.03	4.12	5.15
<b>GS-15</b>	#	24	12	12			11	10					1			1		1



**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) -**

GS/GM GRADES		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Temporary Workforce</b>	#	212	92	120	5	12	64	71	5	14	2	5	1	1	8	9	7	8
	%	100.00	43.40	56.60	2.36	5.66	30.19	33.49	2.36	6.60	0.94	2.36	0.47	0.47	3.77	4.25	3.30	3.77
<b>Alternative Benchmark</b>	%																	
	%	100.00	50.00	50.00	0.00	0.00	45.83	41.67	0.00	0.00	0.00	0.00	4.17	0.00	0.00	4.17	0.00	4.17
<b>All other (unspecified GS)</b>	#	6	4	2	1				1						2	2		
	%	100.00	66.67	33.33	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	33.33	33.33	0.00	0.00
<b>Total GS Employees</b>	#	201	84	117	5	10	59	71	5	14	1	5	1	1	6	8	7	8
	%	100.00	41.79	58.21	2.49	4.98	29.35	35.32	2.49	6.97	0.50	2.49	0.50	0.50	2.99	3.98	3.48	3.98
<b>SES</b>	#	7	4	3		2	2								2	1		
	%	100.00	57.14	42.86	0.00	28.57	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.57	14.29	0.00	0.00
<b>Other Senior Pay</b>	#	3	3				2				1							
	%	100.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Senior Pay</b>	#	10	7	3	0	2	4	0	0	0	1	0	0	0	2	1	0	0
	%	100.00	70.00	30.00	0.00	20.00	40.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	20.00	10.00	0.00	0.00





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A4WGP: WAGE GRADE (WG) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent**

WG Grades		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
Alternative Benchmark	%																	
WG-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-04	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-05	#	1	1						1									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-06	#	1	1						1									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-07	#	1	1												1			
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
WG-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-09	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-10	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-11	#	2	1	1			1											1
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
WG-12	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-13	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-14	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WG-15	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified WG)	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Employees	#	5	4	1	0	0	1	0	2	0	0	0	0	0	1	0	0	1
	%	100.00	80.00	20.00	0.00	0.00	20.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	20.00

















Office of the Secretary of the Interior - Overall as of September 30, 2021

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Permanent Workforce	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
Alternative Benchmark	%																	
Up to \$20,000	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#	1	1						1									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	35	13	22	2	8	9	13	1	1							1	
	%	100.00	37.14	62.86	5.71	22.86	25.71	37.14	2.86	2.86	0.00	0.00	0.00	0.00	0.00	0.00	2.86	0.00
\$40,001-\$50,000	#	82	24	58	5	20	15	23		3		3			1	4	3	5
	%	100.00	29.27	70.73	6.10	24.39	18.29	28.05	0.00	3.66	0.00	3.66	0.00	0.00	1.22	4.88	3.66	6.10
\$50,001-\$60,000	#	125	35	90	4	19	23	37	3	15		3		2	2	10	3	4
	%	100.00	28.00	72.00	3.20	15.20	18.40	29.60	2.40	12.00	0.00	2.40	0.00	1.60	1.60	8.00	2.40	3.20
\$60,001-\$70,000	#	128	36	92	3	14	19	38	8	16	2	3			3	15	1	6
	%	100.00	28.13	71.88	2.34	10.94	14.84	29.69	6.25	12.50	1.56	2.34	0.00	0.00	2.34	11.72	0.78	4.69
\$70,001-\$80,000	#	154	46	108	4	14	26	53	10	21	2	6	1		2	8	1	6
	%	100.00	29.87	70.13	2.60	9.09	16.88	34.42	6.49	13.64	1.30	3.90	0.65	0.00	1.30	5.19	0.65	3.90
\$80,001-\$90,000	#	255	104	151	7	19	62	82	15	30	4	7	1	1	2	8	13	4
	%	100.00	40.78	59.22	2.75	7.45	24.31	32.16	5.88	11.76	1.57	2.75	0.39	0.39	0.78	3.14	5.10	1.57
\$90,001-\$100,000	#	268	119	149	13	16	67	82	19	30	8	9	1		5	4	6	8
	%	100.00	44.40	55.60	4.85	5.97	25.00	30.60	7.09	11.19	2.99	3.36	0.37	0.00	1.87	1.49	2.24	2.99
\$100,001-\$110,000	#	330	134	196	13	20	90	110	13	39	12	10	1		4	8	1	9
	%	100.00	40.61	59.39	3.94	6.06	27.27	33.33	3.94	11.82	3.64	3.03	0.30	0.00	1.21	2.42	0.30	2.73
\$110,001-\$120,000	#	392	191	201	8	33	134	103	17	36	13	12	1	2	12	12	6	3
	%	100.00	48.72	51.28	2.04	8.42	34.18	26.28	4.34	9.18	3.32	3.06	0.26	0.51	3.06	3.06	1.53	0.77
\$120,001-\$130,000	#	365	173	192	19	11	109	112	21	36	11	13	2	3	4	5	7	12
	%	100.00	47.40	52.60	5.21	3.01	29.86	30.68	5.75	9.86	3.01	3.56	0.55	0.82	1.10	1.37	1.92	3.29
\$130,001-\$140,000	#	416	215	201	11	17	162	121	17	31	11	12	1	1	7	13	6	6
	%	100.00	51.68	48.32	2.64	4.09	38.94	29.09	4.09	7.45	2.64	2.88	0.24	0.24	1.68	3.13	1.44	1.44
\$140,001-\$150,000	#	241	119	122	5	11	89	79	8	14	10	6	2	2	3	5	2	5
	%	100.00	49.38	50.62	2.07	4.56	36.93	32.78	3.32	5.81	4.15	2.49	0.83	0.83	1.24	2.07	0.83	2.07
\$150,001-\$160,000	#	299	156	143	13	11	113	82	11	22	6	15	1		7	9	5	4
	%	100.00	52.17	47.83	4.35	3.68	37.79	27.42	3.68	7.36	2.01	5.02	0.33	0.00	2.34	3.01	1.67	1.34
\$161,001-\$170,000	#	149	78	71	2	3	61	49	7	4		6			4	7	4	2
	%	100.00	52.35	47.65	1.34	2.01	40.94	32.89	4.70	2.68	0.00	4.03	0.00	0.00	2.68	4.70	2.68	1.34
\$170,001-\$180,000	#	227	114	113	5	3	84	76	8	23	7	7			4	4	6	
	%	100.00	50.22	49.78	2.20	1.32	37.00	33.48	3.52	10.13	3.08	3.08	0.00	0.00	1.76	1.76	2.64	0.00
\$180,001 and Greater	#	101	58	43	2		47	31	3	6	1	3	1		3	1	1	2
	%	100.00	57.43	42.57	1.98	0.00	46.53	30.69	2.97	5.94	0.99	2.97	0.99	0.00	2.97	0.99	0.99	1.98

Office of the Secretary of the Interior - Overall as of September 30, 2021

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce

Salary Range		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Temporary Workforce	#	212	92	120	5	12	64	71	5	14	2	5	1	1	8	9	7	8
	%	100.00	43.40	56.60	2.36	5.66	30.19	33.49	2.36	6.60	0.94	2.36	0.47	0.47	3.77	4.25	3.30	3.77
Alternative Benchmark	%																	
Up to \$20,000	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000	#	4	1	3		1	1	2										
	%	100.00	25.00	75.00	0.00	25.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000	#	5		5				3		1						1		
	%	100.00	0.00	100.00	0.00	0.00	0.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
\$60,001-\$70,000	#	3		3				1								1		1
	%	100.00	0.00	100.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	33.33
\$70,001-\$80,000	#	8	5	3	3					3					1		1	
	%	100.00	62.50	37.50	37.50	0.00	0.00	0.00	0.00	37.50	0.00	0.00	0.00	0.00	12.50	0.00	12.50	0.00
\$80,001-\$90,000	#	13	5	8		1	4	3	1	1		1		1				1
	%	100.00	38.46	61.54	0.00	7.69	30.77	23.08	7.69	7.69	0.00	7.69	0.00	7.69	0.00	0.00	0.00	7.69
\$90,001-\$100,000	#	7	3	4			2	2				1				1	1	
	%	100.00	42.86	57.14	0.00	0.00	28.57	28.57	0.00	0.00	0.00	14.29	0.00	0.00	0.00	14.29	14.29	0.00
\$100,001-\$110,000	#	27	11	16	1	4	8	9	1	1		1			1	1		
	%	100.00	40.74	59.26	3.70	14.81	29.63	33.33	3.70	3.70	0.00	3.70	0.00	0.00	3.70	3.70	0.00	0.00
\$110,001-\$120,000	#	20	14	6			10	3		1					1		3	2
	%	100.00	70.00	30.00	0.00	0.00	50.00	15.00	0.00	5.00	0.00	0.00	0.00	0.00	5.00	0.00	15.00	10.00
\$120,001-\$130,000	#	38	13	25		2	7	15	1	4	1	1			2	1	2	2
	%	100.00	34.21	65.79	0.00	5.26	18.42	39.47	2.63	10.53	2.63	2.63	0.00	0.00	5.26	2.63	5.26	5.26
\$130,001-\$140,000	#	22	7	15		2	6	10	1	1		1				1		
	%	100.00	31.82	68.18	0.00	9.09	27.27	45.45	4.55	4.55	0.00	4.55	0.00	0.00	0.00	4.55	0.00	0.00
\$140,001-\$150,000	#	22	9	13			6	10	1	1			1		1	1		1
	%	100.00	40.91	59.09	0.00	0.00	27.27	45.45	4.55	4.55	0.00	0.00	4.55	0.00	4.55	4.55	0.00	4.55
\$150,001-\$160,000	#	21	12	9	1	2	8	5		1	1				2			1
	%	100.00	57.14	42.86	4.76	9.52	38.10	23.81	0.00	4.76	4.76	0.00	0.00	0.00	9.52	0.00	0.00	4.76
\$161,001-\$170,000	#	8	3	5			3	4								1		
	%	100.00	37.50	62.50	0.00	0.00	37.50	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
\$170,001-\$180,000	#	9	5	4			5	4										
	%	100.00	55.56	44.44	0.00	0.00	55.56	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater	#	4	3	1			3									1		
	%	100.00	75.00	25.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0301): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Miscellaneous Administration and Program/0301</b>	#	419	166	253	13	22	95	128	29	59	6	10	3	3	12	22	8	9
	%	100.00	39.62	60.38	3.10	5.25	22.67	30.55	6.92	14.08	1.43	2.39	0.72	0.72	2.86	5.25	1.91	2.15
<b>Occupational CLF/SOC Code</b>	%	100.00	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33
ES-00	#	26	12	14	1		8	9		1		1	1		1	3	1	
	%	100.00	46.15	53.85	3.85	0.00	30.77	34.62	0.00	3.85	0.00	3.85	3.85	0.00	3.85	11.54	3.85	0.00
SL-00	#	5	2	3			2	3										
	%	100.00	40.00	60.00	0.00	0.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GM-14	#	1		1										1				
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
GS-15	#	48	25	23			18	16	2	4	1	1			3	2	1	
	%	100.00	52.08	47.92	0.00	0.00	37.50	33.33	4.17	8.33	2.08	2.08	0.00	0.00	6.25	4.17	2.08	0.00
GS-14	#	93	42	51	7	5	24	28	2	9	4	2			3	4	2	3
	%	100.00	45.16	54.84	7.53	5.38	25.81	30.11	2.15	9.68	4.30	2.15	0.00	0.00	3.23	4.30	2.15	3.23
GS-13	#	65	27	38	1	3	16	19	7	8		3		2	2	2	1	1
	%	100.00	41.54	58.46	1.54	4.62	24.62	29.23	10.77	12.31	0.00	4.62	0.00	3.08	3.08	3.08	1.54	1.54
GS-12	#	58	25	33	2	6	13	15	4	9	1	1	2		1	1	2	1
	%	100.00	43.10	56.90	3.45	10.34	22.41	25.86	6.90	15.52	1.72	1.72	3.45	0.00	1.72	1.72	3.45	1.72
GS-11	#	71	18	53	1	6	5	20	10	22		1			1	3	1	1
	%	100.00	25.35	74.65	1.41	8.45	7.04	28.17	14.08	30.99	0.00	1.41	0.00	0.00	1.41	4.23	1.41	1.41
GS-09	#	20	5	15		1	3	9	2	2						1		2
	%	100.00	25.00	75.00	0.00	5.00	15.00	45.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	10.00
GS-07	#	5	1	4			1	2				1						1
	%	100.00	20.00	80.00	0.00	0.00	20.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	20.00
GS-06	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-15	#	2	1	1											1	1		
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00
GG-14	#	6	4	2	1		3									2		
	%	100.00	66.67	33.33	16.67	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
GG-13	#	4	1	3			1	2								1		
	%	100.00	25.00	75.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00
GG-12	#	5	1	4			1	1		3								
	%	100.00	20.00	80.00	0.00	0.00	20.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-11	#	2	1	1					1	1								
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-09	#	1	1						1									
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-07	#	6		6		1		3								2		
	%	100.00	0.00	100.00	0.00	16.67	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0301): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Miscellaneous Administration and Program/0301</b>	#	419	166	253	13	22	95	128	29	59	6	10	3	3	12	22	8	9
	%	100.00	39.62	60.38	3.10	5.25	22.67	30.55	6.92	14.08	1.43	2.39	0.72	0.72	2.86	5.25	1.91	2.15
<b>Occupational CLF/SOC Code</b>	%	100.00	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	424	178	246	15	20	105	125	29	59	4	10	3	4	15	21	7	7
	%	100.00	41.98	58.02	3.54	4.72	24.76	29.48	6.84	13.92	0.94	2.36	0.71	0.94	3.54	4.95	1.65	1.65
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	12	2	10			1	5		5	1							
	%	100.00	16.67	83.33	0.00	0.00	8.33	41.67	0.00	41.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	69	24	45		5	17	21	1	11	3	1			2	5	1	2
	%	100.00	34.78	65.22	0.00	7.25	24.64	30.43	1.45	15.94	4.35	1.45	0.00	0.00	2.90	7.25	1.45	2.90





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0343): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

<b>Mission-Critical Occupations</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>Management and Program Analysis/0343</b>	<b>#</b>	271	106	165	7	8	71	105	9	28	8	7	3	1	4	10	4	6
	<b>%</b>	100.00	39.11	60.89	2.58	2.95	26.20	38.75	3.32	10.33	2.95	2.58	1.11	0.37	1.48	3.69	1.48	2.21
<b>Occupational CLF/SOC Code</b>	<b>%</b>	100.00	57.65	42.35	3.52	2.76	45.50	31.15	3.48	4.05	3.87	3.19	0.04	0.04	0.13	0.11	1.10	1.04
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	19	12	7	2		8	5	1	1				1			1	
	<b>%</b>	100.00	63.16	36.84	10.53	0.00	42.11	26.32	5.26	5.26	0.00	0.00	0.00	5.26	0.00	0.00	5.26	0.00

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0501): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Financial Administration and Program/0501</b>	#	230	90	140	13	34	57	79	7	19	3	4			6	3	4	1
	%	100.00	39.13	60.87	5.65	14.78	24.78	34.35	3.04	8.26	1.30	1.74	0.00	0.00	2.61	1.30	1.74	0.43
<b>Occupational CLF/SOC Code</b>	%	100.00	54.19	45.81	3.87	4.65	44.07	32.81	2.98	4.90	2.30	2.34	0.05	0.06	0.11	0.17	0.82	0.87
ES-00	#	2	1	1			1			1								
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	12	6	6	1	1	4	3	1	2								
	%	100.00	50.00	50.00	8.33	8.33	33.33	25.00	8.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	43	26	17	4	2	15	8	2	3	1	2			2	1	2	1
	%	100.00	60.47	39.53	9.30	4.65	34.88	18.60	4.65	6.98	2.33	4.65	0.00	0.00	4.65	2.33	4.65	2.33
GS-13	#	44	17	27	1	7	11	16		4	2				2		1	
	%	100.00	38.64	61.36	2.27	15.91	25.00	36.36	0.00	9.09	4.55	0.00	0.00	0.00	4.55	0.00	2.27	0.00
GS-12	#	45	12	33	2	10	6	20	2	2					1	1	1	
	%	100.00	26.67	73.33	4.44	22.22	13.33	44.44	4.44	4.44	0.00	0.00	0.00	0.00	2.22	2.22	2.22	0.00
GS-11	#	55	16	39	2	9	13	24	1	5		1						
	%	100.00	29.09	70.91	3.64	16.36	23.64	43.64	1.82	9.09	0.00	1.82	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	26	11	15	3	5	6	7	1	2					1	1		
	%	100.00	42.31	57.69	11.54	19.23	23.08	26.92	3.85	7.69	0.00	0.00	0.00	0.00	3.85	3.85	0.00	0.00
GS-07	#	1		1				1										
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-15	#	1		1								1						
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-14	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Relevant Applicant Pool</b>	#	244	95	149	15	35	63	87	7	20	1	3			6	3	3	1
	%	100.00	38.93	61.07	6.15	14.34	25.82	35.66	2.87	8.20	0.41	1.23	0.00	0.00	2.46	1.23	1.23	0.41
<b>Internal Applications</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	19	6	13	1	3	3	8	2	1		1						

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0501): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Financial Administration and Program/0501</b>	#	230	90	140	13	34	57	79	7	19	3	4			6	3	4	1
	%	100.00	39.13	60.87	5.65	14.78	24.78	34.35	3.04	8.26	1.30	1.74	0.00	0.00	2.61	1.30	1.74	0.43
<b>Occupational CLF/SOC Code</b>	%	100.00	54.19	45.81	3.87	4.65	44.07	32.81	2.98	4.90	2.30	2.34	0.05	0.06	0.11	0.17	0.82	0.87
	%	100.00	31.58	68.42	5.26	15.79	15.79	42.11	10.53	5.26	0.00	5.26	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	11	7	4	2		2	3	1		1	1					1	
	%	100.00	63.64	36.36	18.18	0.00	18.18	27.27	9.09	0.00	9.09	9.09	0.00	0.00	0.00	0.00	9.09	0.00







**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0511): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Auditing/0511</b>	#	283	133	150	16	19	74	72	15	25	19	21	1	2	1	3	7	8
	%	100.00	47.00	53.00	5.65	6.71	26.15	25.44	5.30	8.83	6.71	7.42	0.35	0.71	0.35	1.06	2.47	2.83
<b>Occupational CLF/SOC Code</b>	%	100.00	39.03	60.97	2.75	5.13	29.75	42.92	2.70	5.73	3.07	5.75	0.05	0.09	0.09	0.27	0.62	1.09
	%	100.00	33.33	66.67	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	25	9	16	1	2	5	7		1	2	3		1			1	2
	%	100.00	36.00	64.00	4.00	8.00	20.00	28.00	0.00	4.00	8.00	12.00	0.00	4.00	0.00	0.00	4.00	8.00





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (0905): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>General Attorney/0905</b>	#	397	177	220	4	9	149	165	8	14	7	12		1	2	14	7	5
	%	100.00	44.58	55.42	1.01	2.27	37.53	41.56	2.02	3.53	1.76	3.02	0.00	0.25	0.50	3.53	1.76	1.26
<b>Occupational CLF/SOC Code</b>	%	100.00	62.91	37.09	3.08	2.54	54.68	28.53	2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88	0.80
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	55	23	32		2	14	19	2	5	2	3				2	5	1
	%	100.00	41.82	58.18	0.00	3.64	25.45	34.55	3.64	9.09	3.64	5.45	0.00	0.00	0.00	3.64	9.09	1.82



**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (1102): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

<b>Mission-Critical Occupations</b>		<b>Total</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>
<b>Contracting/1102</b>	<b>#</b>	140	58	82	4	7	47	51	4	13	1	6				2	2	3
	<b>%</b>	100.00	41.43	58.57	2.86	5.00	33.57	36.43	2.86	9.29	0.71	4.29	0.00	0.00	0.00	1.43	1.43	2.14
<b>Occupational CLF/SOC Code</b>	<b>%</b>	100.00	47.27	52.73	4.26	4.60	36.96	39.20	3.28	5.24	1.93	2.41	0.05	0.06	0.15	0.26	0.64	0.96
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	<b>#</b>																	
	<b>%</b>	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	<b>#</b>	33	18	15	1		14	12	2	2		1					1	
	<b>%</b>	100.00	54.55	45.45	3.03	0.00	42.42	36.36	6.06	6.06	0.00	3.03	0.00	0.00	0.00	0.00	3.03	0.00







**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (1811): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Criminal Investigating/1811</b>	#	69	58	11	5		44	9	3	1	1		2		1		2	1
	%	100.00	84.06	15.94	7.25	0.00	63.77	13.04	4.35	1.45	1.45	0.00	2.90	0.00	1.45	0.00	2.90	1.45
<b>Occupational CLF/SOC Code</b>	%	100.00	74.96	25.04	10.15	4.06	54.25	16.17	7.10	3.63	1.42	0.53	0.08	0.01	0.35	0.12	1.62	0.51
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	5	3	2			1	1							1		1	1
	%	100.00	60.00	40.00	0.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	20.00	20.00





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6P (2210): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Information Technology Management/2210</b>	#	335	237	98	10	11	165	50	19	10	24	21			8	3	11	3
	%	100.00	70.75	29.25	2.99	3.28	49.25	14.93	5.67	2.99	7.16	6.27	0.00	0.00	2.39	0.90	3.28	0.90
<b>Occupational CLF/SOC Code</b>	%	100.00	70.92	29.08	4.48	1.62	54.33	21.65	3.55	2.49	7.03	2.56	0.05	0.03	0.13	0.06	1.34	0.66
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#	2	2				1				1							
	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	26	20	6	1	3	11	1	2		5	1			1	1		
	%	100.00	76.92	23.08	3.85	11.54	42.31	3.85	7.69	0.00	19.23	3.85	0.00	0.00	0.00	3.85	3.85	0.00



**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6T (0301): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Miscellaneous Administration and Program/0301</b>	#	36	12	24	2	4	6	9	1	4		2			3	3		2
	%	100.00	33.33	66.67	5.56	11.11	16.67	25.00	2.78	11.11	0.00	5.56	0.00	0.00	8.33	8.33	0.00	5.56
<b>Occupational CLF/SOC Code</b>	%	100.00	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	52	15	37	2	7	10	16	1	6		4			2	2		2
	%	100.00	28.85	71.15	3.85	13.46	19.23	30.77	1.92	11.54	0.00	7.69	0.00	0.00	3.85	3.85	0.00	3.85















**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table A6T (0905): MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>General Attorney/0905</b>	#	122	50	72		5	37	49	2	8	2	3	1		2	2	6	5
	%	100.00	40.98	59.02	0.00	4.10	30.33	40.16	1.64	6.56	1.64	2.46	0.82	0.00	1.64	1.64	4.92	4.10
<b>Occupational CLF/SOC Code</b>	%	100.00	62.91	37.09	3.08	2.54	54.68	28.53	2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88	0.80
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	45	20	25		1	13	17	1	1	1	2			1	5	3	
	%	100.00	44.44	55.56	0.00	2.22	28.89	37.78	2.22	2.22	2.22	4.44	0.00	0.00	0.00	2.22	11.11	6.67





















Office of the Secretary of the Interior - Overall FY2021

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce

Upward Mobility To Management Positions		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
		#																
Permanent Workforce	#	3568	1616	1952	116	219	1110	1091	162	327	87	115	12	11	63	113	66	76
	%	100.00	45.29	54.71	3.25	6.14	31.11	30.58	4.54	9.16	2.44	3.22	0.34	0.31	1.77	3.17	1.85	2.13
Professional/Administrative	#	3290	1542	1748	108	167	1062	1007	152	286	87	110	12	10	60	101	61	67.00
	%	100.00	46.87	53.13	3.28	5.08	32.28	30.61	4.62	8.69	2.64	3.34	0.36	0.30	1.82	3.07	1.85	2.04
Total Management	#	733	384	349	32	27	277	220	29	48	11	20	4	2	18	22	13	10
	%	100.00	52.39	47.61	4.37	3.68	37.79	30.01	3.96	6.55	1.50	2.73	0.55	0.27	2.46	3.00	1.77	1.36
Executives	#	405	216	189	8	7	165	125	16	25	6	14	2	1	12	11	7	6
	%	100.00	53.33	46.67	1.98	1.73	40.74	30.86	3.95	6.17	1.48	3.46	0.49	0.25	2.96	2.72	1.73	1.48
ES-00	#	109	55	54	2		43	34	3	10	1	3	1		2	4	3	3
	%	100.00	50.46	49.54	1.83	0.00	39.45	31.19	2.75	9.17	0.92	2.75	0.92	0.00	1.83	3.67	2.75	2.75
SL-00	#	27	17	10			13	8	2		1	2	1					
	%	100.00	62.96	37.04	0.00	0.00	48.15	29.63	7.41	0.00	3.70	7.41	3.70	0.00	0.00	0.00	0.00	0.00
GS-15	#	256	136	120	6	7	105	82	11	14	3	8		1	7	5	4	3
	%	100.00	53.13	46.88	2.34	2.73	41.02	32.03	4.30	5.47	1.17	3.13	0.00	0.39	2.73	1.95	1.56	1.17
GG-15	#	8	4	4			1	1		1	1	1			2	1		
	%	100.00	50.00	50.00	0.00	0.00	12.50	12.50	0.00	12.50	12.50	12.50	0.00	0.00	25.00	12.50	0.00	0.00
AL-03	#	4	3	1			2								1	1		
	%	100.00	75.00	25.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	25.00	0.00	0.00
AL-02	#	1	1				1											
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	#	554	281	273	21	17	212	177	17	38	9	14	4	1	11	15	7	11.00
	%	100.00	50.72	49.28	3.79	3.07	38.27	31.95	3.07	6.86	1.62	2.53	0.72	0.18	1.99	2.71	1.26	1.99
Internal Applications	#																	
Qualified Internal Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																	
Interviewed Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	15	9	6	1		7	4		1	1							1
%	100.00	60.00	40.00	6.67	0.00	46.67	26.67	0.00	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.67
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																	
Referred Applicants	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																	
External Selections	#	14	5	9			2	6	2	1		1					1	1
	%	100.00	35.71	64.29	0.00	0.00	14.29	42.86	14.29	7.14	0.00	7.14	0.00	0.00	0.00	0.00	7.14	7.14
<b>Career Development Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program	#																	
Selections for Career Development Program	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers	#	308	162	146	24	16	107	86	12	23	5	6	2	1	6	10	6	4
	%	100.00	52.60	47.40	7.79	5.19	34.74	27.92	3.90	7.47	1.62	1.95	0.65	0.32	1.95	3.25	1.95	1.30





**Office of the Secretary of the Interior - Overall FY2021**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce (9/30/2020)</b>	#	3605	1650	1955	124	207	1141	1113	168	333	76	110	14	11	72	112	55	69
	%	100.00	45.77	54.23	3.44	5.74	31.65	30.87	4.66	9.24	2.11	3.05	0.39	0.31	2.00	3.11	1.53	1.91
<b>Alternative Benchmark</b>	%																	
<b>Time Off Awards</b>																		
<b>Time-Off Awards: 1-10 hours</b>	#	476	205	271	13	28	157	170	11	45	11	15	1		2	6	10	7
	%	100.00	43.07	56.93	2.73	5.88	32.98	35.71	2.31	9.45	2.31	3.15	0.21	0.00	0.42	1.26	2.10	1.47
<b>Total Hours</b>	#	3757	1630	2127	109	208	1233	1323	92	364	92	122	10		12	48	82	62
<b>Average Hours</b>	#	7.89	7.95	7.85	8.38	7.43	7.85	7.78	8.36	8.09	8.36	8.13	10.00	0.00	6.00	8.00	8.20	8.86
<b>Time-Off Awards: 11-20 hours</b>	#	410	190	220	16	23	130	121	17	43	15	11		1	6	11	6	10
	%	100.00	46.34	53.66	3.90	5.61	31.71	29.51	4.15	10.49	3.66	2.68	0.00	0.24	1.46	2.68	1.46	2.44
<b>Total Hours</b>	#	6888	3190	3698	282	401	2145	1985	303	747	262	193		16	99	193	99	163
<b>Average Hours</b>	#	16.80	16.79	16.81	17.63	17.43	16.50	16.40	17.82	17.37	17.47	17.55	0.00	16.00	16.50	17.55	16.50	16.30
<b>Time-Off Awards: 21-30 hours</b>	#	326	132	194	6	15	103	127	11	24	1	12	1	1	6	8	4	7
	%	100.00	40.49	59.51	1.84	4.60	31.60	38.96	3.37	7.36	0.31	3.68	0.31	0.31	1.84	2.45	1.23	2.15
<b>Total Hours</b>	#	8119	3300	4819	159	404	2576	3137	268	584	24	296	24	24	147	194	102	180
<b>Average Hours</b>	#	24.90	25.00	24.84	26.50	26.93	25.01	24.70	24.36	24.33	24.00	24.67	24.00	24.00	24.50	24.25	25.50	25.71
<b>Time-Off Awards: 31-40 hours</b>	#	297	123	174	12	17	84	123	11	13	5	5	1	1	7	8	3	7
	%	100.00	41.41	58.59	4.04	5.72	28.28	41.41	3.70	4.38	1.68	1.68	0.34	0.34	2.36	2.69	1.01	2.36
<b>Total Hours</b>	#	11295	4687	6608	456	662	3201	4678	422	480	192	192	36	40	260	276	120	280
<b>Average Hours</b>	#	38.03	38.11	37.98	38.00	38.94	38.11	38.03	38.36	36.92	38.40	38.40	36.00	40.00	37.14	34.50	40.00	40.00
<b>Time-Off Awards: 41 or more hours</b>	#	4	1	3			1	3										
	%	100.00	25.00	75.00	0.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Hours</b>	#	192	48	144			48	144										
<b>Average Hours</b>	#	48.00	48.00	48.00	0.00	0.00	48.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total TimeOff Awards</b>	#	1513	651	862	47	83	475	544	50	125	32	43	3	3	21	33	23	31
	%	100.00	43.03	56.97	3.11	5.49	31.39	35.96	3.30	8.26	2.12	2.84	0.20	0.20	1.39	2.18	1.52	2.05
<b>Total Hours</b>	#	30251	12855	17396	1006	1675	9203	11267	1085	2175	570	803	70	80	518	711	403	685
<b>Average Hours</b>	#	19.99	19.75	20.18	21.40	20.18	19.37	20.71	21.70	17.40	17.81	18.67	23.33	26.67	24.67	21.55	17.52	22.10

**Office of the Secretary of the Interior - Overall FY2021**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce (9/30/2020)</b>	#	3605	1650	1955	124	207	1141	1113	168	333	76	110	14	11	72	112	55	69
	%	100.00	45.77	54.23	3.44	5.74	31.65	30.87	4.66	9.24	2.11	3.05	0.39	0.31	2.00	3.11	1.53	1.91
<b>Alternative Benchmark</b>	%																	
<b>Cash Awards</b>																		
<b>Cash Awards: \$500 and Under</b>	#	1195	460	735	45	133	335	424	23	100	20	32	5	5	10	12	22	29
	%	100.00	38.49	61.51	3.77	11.13	28.03	35.48	1.92	8.37	1.67	2.68	0.42	0.42	0.84	1.00	1.84	2.43
<b>Total Amount</b>	\$	452261	175763	276498	15592	44966	128312	161435	9320	39514	7535	13545	2300	1650	4008	4154	8696	11234
<b>Average Amount</b>	\$	378.46	382.09	376.19	346.49	338.09	383.02	380.74	405.22	395.14	376.75	423.28	460.00	330.00	400.80	346.17	395.27	387.38
<b>Cash Awards: \$501 - \$999</b>	#	499	243	256	19	44	169	140	26	42	15	12		5	3	9	11	4
	%	100.00	48.70	51.30	3.81	8.82	33.87	28.06	5.21	8.42	3.01	2.40	0.00	1.00	0.60	1.80	2.20	0.80
<b>Total Amount</b>	\$	365779	175019	190760	13496	32752	121070	103677	19043	32566	10677	8502		3572	2592	6523	8141	3168
<b>Average Amount</b>	\$	733.02	720.24	745.16	710.32	744.36	716.39	740.55	732.42	775.38	711.80	708.50	0.00	714.40	864.00	724.78	740.09	792.00
<b>Cash Awards: \$1000 - \$1999</b>	#	1190	517	673	36	62	366	395	48	123	27	38	5	6	11	31	24	18
	%	100.00	43.45	56.55	3.03	5.21	30.76	33.19	4.03	10.34	2.27	3.19	0.42	0.50	0.92	2.61	2.02	1.51
<b>Total Amount</b>	\$	1635088	704511	930577	48066	86611	501214	540726	68682	172737	32659	53293	6500	8595	14336	44008	33054	24607
<b>Average Amount</b>	\$	1374.02	1362.69	1382.73	1335.17	1396.95	1369.44	1368.93	1430.88	1404.37	1209.59	1402.45	1300.00	1432.50	1303.27	1419.61	1377.25	1367.06
<b>Cash Awards: \$2000 - \$2999</b>	#	888	395	493	33	55	262	317	42	67	27	26	6	2	11	15	14	11
	%	100.00	44.48	55.52	3.72	6.19	29.50	35.70	4.73	7.55	3.04	2.93	0.68	0.23	1.24	1.69	1.58	1.24
<b>Total Amount</b>	\$	2123642	943964	1179678	78018	130352	629913	757755	99214	161583	62843	62866	14377	4100	26157	37262	33442	25760
<b>Average Amount</b>	\$	2391.49	2389.78	2392.86	2364.18	2370.04	2404.25	2390.39	2362.24	2411.69	2327.52	2417.92	2396.17	2050.00	2377.91	2484.13	2388.71	2341.82
<b>Cash Awards: \$3000 - \$3999</b>	#	472	229	243	19	24	156	141	29	37	8	15	3	3	10	10	4	13
	%	100.00	48.52	51.48	4.03	5.08	33.05	29.87	6.14	7.84	1.69	3.18	0.64	0.64	2.12	2.12	0.85	2.75
<b>Total Amount</b>	\$	1610194	778271	831923	64846	83483	530659	479209	98126	125832	26223	50942	9567	10610	34947	36882	13903	44965
<b>Average Amount</b>	\$	3411.43	3398.56	3423.55	3412.95	3478.46	3401.66	3398.65	3383.66	3400.86	3277.88	3396.13	3189.00	3536.67	3494.70	3688.20	3475.75	3458.85
<b>Cash Awards: \$4000 - \$4999</b>	#	324	142	182	11	16	109	116	9	20	7	16			3	10	3	4
	%	100.00	43.83	56.17	3.40	4.94	33.64	35.80	2.78	6.17	2.16	4.94	0.00	0.00	0.93	3.09	0.93	1.23
<b>Total Amount</b>	\$	1439180	632911	806269	48337	70528	487451	514720	39899	88628	31635	72119			12729	42542	12860	17732
<b>Average Amount</b>	\$	4441.91	4457.12	4430.05	4394.27	4408.00	4472.03	4437.24	4433.22	4431.40	4519.29	4507.44	0.00	0.00	4243.00	4254.20	4286.67	4433.00



**Office of the Secretary of the Interior - Overall FY2021**

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce**

Awards		Total	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Permanent Workforce (9/30/2020)</b>	#	3605	1650	1955	124	207	1141	1113	168	333	76	110	14	11	72	112	55	69
	%	100.00	45.77	54.23	3.44	5.74	31.65	30.87	4.66	9.24	2.11	3.05	0.39	0.31	2.00	3.11	1.53	1.91
<b>Alternative Benchmark</b>	%																	
<b>Cash Awards: \$5000 or more</b>	#	370	197	173	7	5	164	120	9	30	4	7	3		7	5	3	6
	%	100.00	53.24	46.76	1.89	1.35	44.32	32.43	2.43	8.11	1.08	1.89	0.81	0.00	1.89	1.35	0.81	1.62
<b>Total Amount</b>	\$	4309961	2328985	1980976	90765	27353	2000524	1462280	104278	315388	36628	79060	29070		51005	43339	16715	53556
<b>Average Amount</b>	\$	11648.54	11822.26	11450.73	12966.43	5470.60	12198.32	12185.67	11586.44	10512.93	9157.00	11294.29	9690.00	0.00	7286.43	8667.80	5571.67	8926.00
<b>Other Awards</b>																		
<b>Quality Step Increases (QSI)</b>	#	188	84	104	4	13	63	63	8	11	3	7			5	4	1	6
	%	100.00	44.68	55.32	2.13	6.91	33.51	33.51	4.26	5.85	1.60	3.72	0.00	0.00	2.66	2.13	0.53	3.19
<b>Total Benefit</b>	\$	652341	305565	346776	13817	40595	228350	220862	30366	38530	10588	21103			18504	10671	3940	15015
<b>Average Benefit</b>	\$	3469.90	3637.68	3334.38	3454.25	3122.69	3624.60	3505.75	3795.75	3502.73	3529.33	3014.71	0.00	0.00	3700.80	2667.75	3940.00	2502.50
<b>Performance Based Pay Increase</b>	#	107	64	43	2		51	30	4	7	3	3	2		2	1		2
	%	100.00	59.81	40.19	1.87	0.00	47.66	28.04	3.74	6.54	2.80	2.80	1.87	0.00	1.87	0.93	0.00	1.87
<b>Total Benefit</b>	\$	554979	340703	214276	6412		298313	135377	17298	42078	5400	23727	4640		8640	4042		9052
<b>Average Benefit</b>	\$	5186.72	5323.48	4983.16	3206.00	0.00	5849.27	4512.57	4324.50	6011.14	1800.00	7909.00	2320.00	0.00	4320.00	4042.00	0.00	4526.00
<b>Total Monetary Awards</b>	#	5233	2331	2902	176	352	1675	1746	198	437	114	156	24	21	62	97	82	93
	%	100.00	44.54	55.46	3.36	6.73	32.01	33.37	3.78	8.35	2.18	2.98	0.46	0.40	1.18	1.85	1.57	1.78
<b>Total Value</b>	\$	13143425	6385692	6757733	379349	516640	4925806	4376041	486226	1016856	224188	385157	66454	28527	172918	229423	130751	205089
<b>Average Value</b>	\$	2511.64	2739.46	2328.65	2155.39	1467.73	2940.78	2506.32	2455.69	2326.90	1966.56	2468.96	2768.92	1358.43	2789.00	2365.19	1594.52	2205.26