

**Plan Level:** SEC  
**Analysis Level:** SEC All Employee Pay Plans (SK, SO, AD, ED)  
**Source of Data:** FY 2011 Personnel

**MD715.A01 Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex**

		Total Employees		Race/Ethnicity															
				Hispanic or Latino				Non - Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>TOTAL</b>																			
Prior FY #	#	3897	2024	1873	88	90	1561	1103	199	483	165	187	1	2	5	4	5	4	
Prior FY %	%	100	51.94	48.06	2.26	2.31	40.06	28.3	5.11	12.39	4.23	4.8	0.03	0.05	0.13	0.1	0.13	0.1	
Current FY #	#	3826	1987	1839	93	90	1531	1091	190	448	161	193	2	2	5	5	5	10	
Current FY %	%	100	51.93	48.07	2.43	2.35	40.02	28.52	4.97	11.71	4.21	5.04	0.05	0.05	0.13	0.13	0.13	0.26	
CLF (2000) %	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76	
Difference #	#	-71	-37	-34	5	0	-30	-12	-9	-35	-4	6	1	0	0	1	0	6	
Ratio Change %	%	0	-0.01	0.01	0.17	0.04	-0.04	0.22	-0.14	-0.68	-0.02	0.24	0.02	0	0	0.03	0	0.16	
Net Change %	%	-1.82	-1.83	-1.82	5.68	0	-1.92	-1.09	-4.52	-7.25	-2.42	3.21	100	0	0	25	0	150	
<b>PERMANENT</b>																			
Prior FY Permanent #	#	3824	1987	1837	87	85	1538	1090	191	471	160	181	1	2	5	4	5	4	
Prior FY Permanent %	%	100	51.96	48.04	2.28	2.22	40.22	28.5	4.99	12.32	4.18	4.73	0.03	0.05	0.13	0.1	0.13	0.1	
Current FY Permanent #	#	3783	1968	1815	92	85	1517	1082	187	444	160	187	2	2	5	5	5	10	
Current FY Permanent %	%	100	52.02	47.98	2.43	2.25	40.1	28.6	4.94	11.74	4.23	4.94	0.05	0.05	0.13	0.13	0.13	0.26	
Difference Permanent #	#	-41	-19	-22	5	0	-21	-8	-4	-27	0	6	1	0	0	1	0	6	
Ratio Change Permanent %	%	0	-0.01	0.01	0.17	0.04	-0.04	0.22	-0.14	-0.68	-0.02	0.24	0.02	0	0	0.03	0	0.16	
Net Change Permanent %	%	-1.07	-0.96	-1.2	5.75	0	-1.37	-0.73	-2.09	-5.73	0	3.31	100	0	0	25	0	150	
<b>TEMPORARY</b>																			
Prior FY Temporary #	#	73	37	36	1	5	23	13	8	12	5	6	0	0	0	0	0	0	
Prior FY Temporary %	%	100	50.68	49.32	1.37	6.85	31.51	17.81	10.96	16.44	6.85	8.22	0	0	0	0	0	0	
Current FY Temporary #	#	43	19	24	1	5	14	9	3	4	1	6	0	0	0	0	0	0	
Current FY Temporary %	%	100	44.19	55.81	2.33	11.63	32.56	20.93	6.98	9.3	2.33	13.95	0	0	0	0	0	0	
Difference Temporary #	#	-30	-18	-12	0	0	-9	-4	-5	-8	-4	0	0	0	0	0	0	0	
Ratio Change Temporary %	%	0	-6.49	6.49	0.96	4.78	1.05	3.12	-3.98	-7.14	-4.52	5.73	0	0	0	0	0	0	
Net Change Temporary %	%	-41.1	-48.65	-33.33	0	0	-39.13	-30.77	-62.5	-66.67	-80	0	0	0	0	0	0	0	

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO in Occupational Categories  
**Source of Data:** FY 2011 Personnel

**MD715.A03-1 Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Occupational Categories (SO and SK)		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Officers #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0
Senior Officers %	%	100	68	32	4	0.8	58.4	30.4	1.6	0.8	2.4	0	0	0	0.8	0	0.8	0
Mid-Level Officials and Managers (SK17) #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	1	2
Mid-Level Officials and Managers (SK17) %	%	100	60.18	39.82	2.1	1.2	52.99	30.84	2.69	3.89	2.1	3.29	0	0	0	0	0.3	0.6
First-Level Officials and Managers #	#	260	170	90	7	5	129	62	13	14	18	9	1	0	1	0	1	0
First-Level Officials and Managers %	%	100	65.38	34.62	2.69	1.92	49.62	23.85	5	5.38	6.92	3.46	0.38	0	0.38	0	0.38	0
Subtotal (Senior Officers, SK17, First-Level Officials and Managers) #	#	719	456	263	19	10	379	203	24	28	28	20	1	0	2	0	3	2
Subtotal (Senior Officers, SK17, First-Level Officials and Managers) %	%	100	63.42	36.58	2.64	1.39	52.71	28.23	3.34	3.89	3.89	2.78	0.14	0	0.28	0	0.42	0.28
Professionals - Program Work #	#	2421	1362	1059	67	49	1059	724	104	133	127	145	1	1	3	2	1	5
Professionals - Program Work %	%	100	56.26	43.74	2.77	2.02	43.74	29.9	4.3	5.49	5.25	5.99	0.04	0.04	0.12	0.08	0.04	0.21
Professionals - Business/Financial Administration #	#	344	97	247	3	9	64	96	25	129	4	9	0	1	0	1	1	2
Professionals - Business/Financial Administration %	%	100	28.2	71.8	0.87	2.62	18.6	27.91	7.27	37.5	1.16	2.62	0	0.29	0	0.29	0.29	0.58
Administrative Support Workers #	#	328	69	259	4	21	28	63	35	154	2	19	0	0	0	2	0	0
Administrative Support Workers %	%	100	21.04	78.96	1.22	6.4	8.54	19.21	10.67	46.95	0.61	5.79	0	0	0	0.61	0	0

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO in Occupational Categories  
**Source of Data:** FY 2011 Personnel

**MD715.A03-2 Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Occupational Categories (SO and SK)		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Officers #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0
Senior Officers %	%	3.28	4.28	2.19	5.38	1.12	4.77	3.50	1.06	0.22	1.86	0.00	0.00	0.00	20.00	0.00	20.00	0.00
Mid-Level Officials and Managers (SK17) #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	1	2
Mid-Level Officials and Managers (SK17) %	%	8.76	10.13	7.28	7.53	4.49	11.58	9.49	4.76	2.92	4.35	5.70	0.00	0.00	0.00	0.00	20.00	22.22
First-Level Officials and Managers #	#	260	170	90	7	5	129	62	13	14	18	9	1	0	1	0	1	0
First-Level Officials and Managers %	%	6.82	8.57	4.92	7.53	5.62	8.44	5.71	6.88	3.15	11.18	4.66	50.00	0.00	20.00	0.00	20.00	0.00
Subtotal (Senior Officers, SK17, First-Level Officials and Managers) #	#	719	456	263	19	10	378	202	25	29	28	20	1	0	2	0	3	2
Subtotal (Senior Officers, SK17, First-Level Officials and Managers) %	%	18.86	22.98	14.39	20.43	11.24	24.72	18.62	13.23	6.52	17.39	10.36	50.00	0.00	40.00	0.00	60.00	22.22
Professionals - Program Work #	#	2421	1362	1059	67	49	1059	724	104	133	127	145	1	1	3	2	1	5
Professionals - Program Work %	%	63.51	68.65	57.93	72.04	55.06	69.26	66.73	55.03	29.89	78.88	75.13	50.00	50.00	60.00	40.00	20.00	55.56
Professionals - Business/Financial Administration #	#	344	97	247	3	9	64	96	25	129	4	9	0	1	0	1	1	2
Professionals - Business/Financial Administration %	%	9.02	4.89	13.51	3.23	10.11	4.19	8.85	13.23	28.99	2.48	4.66	0.00	50.00	0.00	20.00	20.00	22.22
Administrative Support Workers #	#	328	69	259	4	21	28	63	35	154	2	19	0	0	0	2	0	0
Administrative Support Workers %	%	8.60	3.48	14.17	4.30	23.60	1.83	5.81	18.52	34.61	1.24	9.84	0.00	0.00	0.00	40.00	0.00	0.00
Total in Occupational Categories	#	3812	1984	1828	93	89	1529	1085	189	445	161	193	2	2	5	5	5	9
Total % for columns	%	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
Total # in Workforce	#	3826	1987	1839	93	90	1531	1091	190	448	161	193	2	2	5	5	5	10

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-1 Table A4-1: Participation Rates Across SO/SK Grades - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity														
					Hispanic or Latino		Non - Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	2	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
SK - 02 %	%	100	0	100	0	50	0	0	0	0	50	0	0	0	0	0	0	0	0
SK - 03 #	#	6	1	5	0	1	1	1	0	2	0	1	0	0	0	0	0	0	0
SK - 03 %	%	100	16.67	83.33	0	16.67	16.67	0	33.33	0	16.67	0	0	0	0	0	0	0	0
SK - 04 #	#	28	12	16	1	3	8	8	3	3	0	2	0	0	0	0	0	0	0
SK - 04 %	%	100	42.86	57.14	3.57	10.71	28.57	28.57	10.71	10.71	0	7.14	0	0	0	0	0	0	0
SK - 05 #	#	18	5	13	0	0	1	1	4	11	0	0	0	0	0	1	0	0	0
SK - 05 %	%	100	27.78	72.22	0	0	5.56	5.56	22.22	61.11	0	0	0	0	0	5.56	0	0	0
SK - 06 #	#	27	7	20	0	0	2	4	5	14	0	2	0	0	0	0	0	0	0
SK - 06 %	%	100	25.93	74.07	0	0	7.41	14.81	18.52	51.85	0	7.41	0	0	0	0	0	0	0
SK - 07 #	#	133	23	110	2	9	10	24	10	71	1	5	0	0	0	0	0	0	1
SK - 07 %	%	100	17.29	82.71	1.5	6.77	7.52	18.05	7.52	53.38	0.75	3.76	0	0	0	0	0	0	0.75
SK - 08 #	#	39	5	34	0	2	1	5	4	24	0	3	0	0	0	0	0	0	0
SK - 08 %	%	100	12.82	87.18	0	5.13	2.56	12.82	10.26	61.54	0	7.69	0	0	0	0	0	0	0
SK - 09 #	#	52	13	39	1	0	2	9	9	29	1	0	0	0	0	0	0	0	1
SK - 09 %	%	100	25	75	1.92	0	3.85	17.31	17.31	55.77	1.92	0	0	0	0	0	0	0	1.92
SK - 10 #	#	7	0	7	0	0	0	3	0	3	0	1	0	0	0	0	0	0	0
SK - 10 %	%	100	0	100	0	0	0	42.86	0	42.86	0	14.29	0	0	0	0	0	0	0
SK - 11 #	#	135	36	99	1	8	20	33	14	53	1	4	0	0	0	1	0	0	0
SK - 11 %	%	100	26.67	73.33	0.74	5.93	14.81	24.44	10.37	39.26	0.74	2.96	0	0	0	0.74	0	0	0
SK - 12 #	#	191	61	130	2	6	40	55	17	55	2	12	0	0	0	1	0	0	1
SK - 12 %	%	100	31.94	68.06	1.05	3.14	20.94	28.8	8.9	28.8	1.05	6.28	0	0	0	0.52	0	0	0.52
SK - 13 #	#	366	200	166	13	5	132	89	29	51	25	20	1	0	0	0	0	0	1
SK - 13 %	%	100	54.64	45.36	3.55	1.37	36.07	24.32	7.92	13.93	6.83	5.46	0.27	0	0	0	0	0	0.27
SK - 14 #	#	1687	912	775	46	41	715	524	62	90	86	113	0	1	2	2	1	0	4
SK - 14 %	%	100	54.06	45.94	2.73	2.43	42.38	31.06	3.68	5.33	5.1	6.7	0	0.06	0.12	0.12	0.06	0	0.24
SK - 15 #	#	294	192	102	9	4	148	73	14	16	18	9	1	0	1	0	1	0	0
SK - 15 %	%	100	65.31	34.69	3.06	1.36	50.34	24.83	4.76	5.44	6.12	3.06	0.34	0	0.34	0	0.34	0	0
SK - 16 #	#	376	228	148	6	5	196	121	8	12	16	9	0	1	1	0	1	0	0
SK - 16 %	%	100	60.64	39.36	1.6	1.33	52.13	32.18	2.13	3.19	4.26	2.39	0	0.27	0.27	0	0.27	0	0
SK - 17 #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	0	1	2
SK - 17 %	%	100	60.18	39.82	2.1	1.2	52.99	30.84	2.69	3.89	2.1	3.29	0	0	0	0	0	0.3	0.6
SO #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0	0
SO %	%	100	68	32	4	0.8	58.4	30.4	1.6	0.8	2.4	0	0	0	0.8	0	0.8	0	0

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-1P Table A4-1: Participation Rates Across SO/SK Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 03 #	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
SK - 03 %	%	100	0	100	0	0	0	0	100	0	0	0	0	0	0	0	0	0
SK - 04 #	#	6	3	3	0	1	2	1	1	1	0	0	0	0	0	0	0	0
SK - 04 %	%	100	50	50	0	16.67	33.33	16.67	16.67	16.67	0	0	0	0	0	0	0	0
SK - 05 #	#	15	3	12	0	0	0	1	3	10	0	0	0	0	0	1	0	0
SK - 05 %	%	100	20	80	0	0	0	6.67	20	66.67	0	0	0	0	0	6.67	0	0
SK - 06 #	#	27	7	20	0	0	2	4	5	14	0	2	0	0	0	0	0	0
SK - 06 %	%	100	25.93	74.07	0	0	7.41	14.81	18.52	51.85	0	7.41	0	0	0	0	0	0
SK - 07 #	#	129	21	108	2	9	8	23	10	71	1	4	0	0	0	0	0	1
SK - 07 %	%	100	16.28	83.72	1.55	6.98	6.2	17.83	7.75	55.04	0.78	3.1	0	0	0	0	0	0.78
SK - 08 #	#	38	5	33	0	1	1	5	4	24	0	3	0	0	0	0	0	0
SK - 08 %	%	100	13.16	86.84	0	2.63	2.63	13.16	10.53	63.16	0	7.89	0	0	0	0	0	0
SK - 09 #	#	52	13	39	1	0	2	9	9	29	1	0	0	0	0	0	0	1
SK - 09 %	%	100	25	75	1.92	0	3.85	17.31	17.31	55.77	1.92	0	0	0	0	0	0	1.92
SK - 10 #	#	6	0	6	0	0	0	3	0	3	0	0	0	0	0	0	0	0
SK - 10 %	%	100	0	100	0	0	0	50	0	50	0	0	0	0	0	0	0	0
SK - 11 #	#	135	36	99	1	8	20	33	14	53	1	4	0	0	0	1	0	0
SK - 11 %	%	100	26.67	73.33	0.74	5.93	14.81	24.44	10.37	39.26	0.74	2.96	0	0	0	0.74	0	0
SK - 12 #	#	191	61	130	2	6	40	55	17	55	2	12	0	0	0	1	0	1
SK - 12 %	%	100	31.94	68.06	1.05	3.14	20.94	28.8	8.9	28.8	1.05	6.28	0	0	0	0.52	0	0.52
SK - 13 #	#	364	198	166	13	5	131	89	29	51	24	20	1	0	0	0	0	1
SK - 13 %	%	100	54.4	45.6	3.57	1.37	35.99	24.45	7.97	14.01	6.59	5.49	0.27	0	0	0	0	0.27
SK - 14 #	#	1686	911	775	46	41	714	524	62	90	86	113	0	1	2	2	1	4
SK - 14 %	%	100	54.03	45.97	2.73	2.43	42.35	31.08	3.68	5.34	5.1	6.7	0	0.06	0.12	0.12	0.06	0.24
SK - 15 #	#	294	192	102	9	4	148	73	14	16	18	9	1	0	1	0	1	0
SK - 15 %	%	100	65.31	34.69	3.06	1.36	50.34	24.83	4.76	5.44	6.12	3.06	0.34	0	0.34	0	0.34	0
SK - 16 #	#	374	226	148	6	5	194	121	8	12	16	9	0	1	1	0	1	0
SK - 16 %	%	100	60.43	39.57	1.6	1.34	51.87	32.35	2.14	3.21	4.28	2.41	0	0.27	0.27	0	0.27	0
SK - 17 #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	1	2
SK - 17 %	%	100	60.18	39.82	2.1	1.2	52.99	30.84	2.69	3.89	2.1	3.29	0	0	0	0	0.3	0.6
SO #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0
SO %	%	100	68	32	4	0.8	58.4	30.4	1.6	0.8	2.4	0	0	0	0.8	0	0.8	0

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-1T Table A4-1: Participation Rates Across SO/SK Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	2	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0
SK - 02 %	%	100	0	100	0	50	0	0	0	0	50	0	0	0	0	0	0	0
SK - 03 #	#	5	1	4	0	1	1	1	0	1	0	1	0	0	0	0	0	0
SK - 03 %	%	100	20	80	0	20	20	20	0	20	0	20	0	0	0	0	0	0
SK - 04 #	#	22	9	13	1	2	6	7	2	2	0	2	0	0	0	0	0	0
SK - 04 %	%	100	40.91	59.09	4.55	9.09	27.27	31.82	9.09	9.09	0	9.09	0	0	0	0	0	0
SK - 05 #	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
SK - 05 %	%	100	66.67	33.33	0	0	33.33	0	33.33	33.33	0	0	0	0	0	0	0	0
SK - 06 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 06 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 07 #	#	4	2	2	0	0	2	1	0	0	1	0	0	0	0	0	0	0
SK - 07 %	%	100	50	50	0	0	50	25	0	0	0	25	0	0	0	0	0	0
SK - 08 #	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SK - 08 %	%	100	0	100	0	100	0	0	0	0	0	0	0	0	0	0	0	0
SK - 09 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 09 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 10 #	#	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
SK - 10 %	%	100	0	100	0	0	0	0	0	0	100	0	0	0	0	0	0	0
SK - 11 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 11 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 12 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 12 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 13 #	#	2	2	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
SK - 13 %	%	100	100	0	0	0	50	0	0	0	50	0	0	0	0	0	0	0
SK - 14 #	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SK - 14 %	%	100	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0
SK - 15 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 15 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 16 #	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
SK - 16 %	%	100	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0
SK - 17 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 17 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-2 Table A4-2: Participation Rates Across SO/SK Grades - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
SK - 02 %	%	0.05	0	0.11	0	1.11	0	0	0	0	0	0.52	0	0	0	0	0	0
SK - 03 #	#	6	1	5	0	1	1	1	0	2	0	1	0	0	0	0	0	0
SK - 03 %	%	0.16	0.05	0.27	0	1.11	0.07	0.09	0	0.45	0	0.52	0	0	0	0	0	0
SK - 04 #	#	28	12	16	1	3	8	8	3	3	0	2	0	0	0	0	0	0
SK - 04 %	%	0.73	0.6	0.87	1.08	3.33	0.52	0.73	1.58	0.67	0	1.04	0	0	0	0	0	0
SK - 05 #	#	18	5	13	0	0	1	1	4	11	0	0	0	0	0	1	0	0
SK - 05 %	%	0.47	0.25	0.71	0	0	0.07	0.09	2.11	2.46	0	0	0	0	0	20	0	0
SK - 06 #	#	27	7	20	0	0	2	4	5	14	0	2	0	0	0	0	0	0
SK - 06 %	%	0.71	0.35	1.09	0	0	0.13	0.37	2.63	3.13	0	1.04	0	0	0	0	0	0
SK - 07 #	#	133	23	110	2	9	10	24	10	71	1	5	0	0	0	0	0	1
SK - 07 %	%	3.48	1.16	5.98	2.15	10	0.65	2.2	5.26	15.85	0.62	2.59	0	0	0	0	0	10
SK - 08 #	#	39	5	34	0	2	1	5	4	24	0	3	0	0	0	0	0	0
SK - 08 %	%	1.02	0.25	1.85	0	2.22	0.07	0.46	2.11	5.36	0	1.55	0	0	0	0	0	0
SK - 09 #	#	52	13	39	1	0	2	9	9	29	1	0	0	0	0	0	0	1
SK - 09 %	%	1.36	0.65	2.12	1.08	0	0.13	0.82	4.74	6.47	0.62	0	0	0	0	0	0	10
SK - 10 #	#	7	0	7	0	0	0	3	0	3	0	1	0	0	0	0	0	0
SK - 10 %	%	0.18	0	0.38	0	0	0	0.27	0	0.67	0	0.52	0	0	0	0	0	0
SK - 11 #	#	135	36	99	1	8	20	33	14	53	1	4	0	0	0	1	0	0
SK - 11 %	%	3.53	1.81	5.38	1.08	8.89	1.31	3.02	7.37	11.83	0.62	2.07	0	0	0	20	0	0
SK - 12 #	#	191	61	130	2	6	40	55	17	55	2	12	0	0	0	1	0	1
SK - 12 %	%	4.99	3.07	7.07	2.15	6.67	2.61	5.04	8.95	12.28	1.24	6.22	0	0	0	20	0	10
SK - 13 #	#	366	200	166	13	5	132	89	29	51	25	20	1	0	0	0	0	1
SK - 13 %	%	9.57	10.07	9.03	13.98	5.56	8.62	8.16	15.26	11.38	15.53	10.36	50	0	0	0	0	10
SK - 14 #	#	1687	912	775	46	41	715	524	62	90	86	113	0	1	2	2	1	4
SK - 14 %	%	44.09	45.9	42.14	49.46	45.56	46.7	48.03	32.63	20.09	53.42	58.55	0	50	40	40	20	40
SK - 15 #	#	294	192	102	9	4	148	73	14	16	18	9	1	0	1	0	1	0
SK - 15 %	%	7.68	9.66	5.55	9.68	4.44	9.67	6.69	7.37	3.57	11.18	4.66	50	0	20	0	20	0
SK - 16 #	#	376	228	148	6	5	196	121	8	12	16	9	0	1	1	0	1	0
SK - 16 %	%	9.83	11.47	8.05	6.45	5.56	12.8	11.09	4.21	2.68	9.94	4.66	0	50	20	0	20	0
SK - 17 #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	1	2
SK - 17 %	%	8.73	10.12	7.23	7.53	4.44	11.56	9.44	4.74	2.9	4.35	5.7	0	0	0	0	20	20
SO #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0
SO %	%	3.27	4.28	2.18	5.38	1.11	4.77	3.48	1.05	0.22	1.86	0	0	0	20	0	20	0
Total # in SK/SO Payplans	#	3820	1981	1839	93	90	1526	1091	190	448	160	193	2	2	5	5	5	10
Total % for columns	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-2P Table A4-2: Participation Rates Across SO/SK Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 03 #	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
SK - 03 %	%	0.03	0	0.06	0	0	0	0	0.23	0	0	0	0	0	0	0	0	0
SK - 04 #	#	6	3	3	0	1	2	1	1	0	0	0	0	0	0	0	0	0
SK - 04 %	%	0.16	0.15	0.17	0	1.18	0.13	0.09	0.53	0.23	0	0	0	0	0	0	0	0
SK - 05 #	#	15	3	12	0	0	0	1	3	10	0	0	0	0	0	1	0	0
SK - 05 %	%	0.4	0.15	0.66	0	0	0	0.09	1.6	2.25	0	0	0	0	0	20	0	0
SK - 06 #	#	27	7	20	0	0	2	4	5	14	0	2	0	0	0	0	0	0
SK - 06 %	%	0.71	0.36	1.1	0	0	0.13	0.37	2.67	3.15	0	1.07	0	0	0	0	0	0
SK - 07 #	#	129	21	108	2	9	8	23	10	71	1	4	0	0	0	0	0	1
SK - 07 %	%	3.41	1.07	5.95	2.17	10.59	0.53	2.13	5.35	15.99	0.63	2.14	0	0	0	0	0	10
SK - 08 #	#	38	5	33	0	1	1	5	4	24	0	3	0	0	0	0	0	0
SK - 08 %	%	1	0.25	1.82	0	1.18	0.07	0.46	2.14	5.41	0	1.6	0	0	0	0	0	0
SK - 09 #	#	52	13	39	1	0	2	9	9	29	1	0	0	0	0	0	0	1
SK - 09 %	%	1.37	0.66	2.15	1.09	0	0.13	0.83	4.81	6.53	0.63	0	0	0	0	0	0	10
SK - 10 #	#	6	0	6	0	0	0	3	0	3	0	0	0	0	0	0	0	0
SK - 10 %	%	0.16	0	0.33	0	0	0	0.28	0	0.68	0	0	0	0	0	0	0	0
SK - 11 #	#	135	36	99	1	8	20	33	14	53	1	4	0	0	0	1	0	0
SK - 11 %	%	3.57	1.83	5.45	1.09	9.41	1.32	3.05	7.49	11.94	0.63	2.14	0	0	0	20	0	0
SK - 12 #	#	191	61	130	2	6	40	55	17	55	2	12	0	0	0	1	0	1
SK - 12 %	%	5.05	3.1	7.16	2.17	7.06	2.64	5.08	9.09	12.39	1.25	6.42	0	0	0	20	0	10
SK - 13 #	#	364	198	166	13	5	131	89	29	51	24	20	1	0	0	0	0	1
SK - 13 %	%	9.62	10.06	9.15	14.13	5.88	8.64	8.23	15.51	11.49	15	10.7	50	0	0	0	0	10
SK - 14 #	#	1686	911	775	46	41	714	524	62	90	86	113	0	1	2	2	1	4
SK - 14 %	%	44.57	46.29	42.7	50	48.24	47.07	48.43	33.16	20.27	53.75	60.43	0	50	40	40	20	40
SK - 15 #	#	294	192	102	9	4	148	73	14	16	18	9	1	0	1	0	1	0
SK - 15 %	%	7.77	9.76	5.62	9.78	4.71	9.76	6.75	7.49	3.6	11.25	4.81	50	0	20	0	20	0
SK - 16 #	#	374	226	148	6	5	194	121	8	12	16	9	0	1	1	0	1	0
SK - 16 %	%	9.89	11.48	8.15	6.52	5.88	12.79	11.18	4.28	2.7	10	4.81	0	50	20	0	20	0
SK - 17 #	#	334	201	133	7	4	177	103	9	13	7	11	0	0	0	0	1	2
SK - 17 %	%	8.83	10.21	7.33	7.61	4.71	11.67	9.52	4.81	2.93	4.38	5.88	0	0	0	0	20	20
SO #	#	125	85	40	5	1	73	38	2	1	3	0	0	0	1	0	1	0
SO %	%	3.3	4.32	2.2	5.43	1.18	4.81	3.51	1.07	0.23	1.88	0	0	0	20	0	20	0
Total # in SK/SO Payplans	#	3783	1968	1815	92	85	1517	1082	187	444	160	187	2	2	5	5	5	10
Total % for columns	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100



**Plan Level:** SEC  
**Analysis Level:** SEC - SK and SO  
**Source of Data:** FY 2011 Personnel

**MD715.A04-2T Table A4-2: Participation Rates Across SO/SK Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

SK and Senior Officers		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK - 01 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 01 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 02 #	#	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
SK - 02 %	%	4.65	0	8.33	0	20	0	0	0	0	16.67	0	0	0	0	0	0	0
SK - 03 #	#	5	1	4	0	1	1	1	0	1	0	1	0	0	0	0	0	0
SK - 03 %	%	11.63	5.26	16.67	0	20	7.14	11.11	0	25	0	16.67	0	0	0	0	0	0
SK - 04 #	#	22	9	13	1	2	6	7	2	2	0	2	0	0	0	0	0	0
SK - 04 %	%	51.16	47.37	54.17	100	40	42.86	77.78	66.67	50	0	33.33	0	0	0	0	0	0
SK - 05 #	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
SK - 05 %	%	6.98	10.53	4.17	0	0	7.14	0	33.33	25	0	0	0	0	0	0	0	0
SK - 06 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 06 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 07 #	#	4	2	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0
SK - 07 %	%	9.3	10.53	8.33	0	0	14.29	11.11	0	0	0	16.67	0	0	0	0	0	0
SK - 08 #	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SK - 08 %	%	2.33	0	4.17	0	20	0	0	0	0	0	0	0	0	0	0	0	0
SK - 09 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 09 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 10 #	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SK - 10 %	%	2.33	0	4.17	0	0	0	0	0	0	0	16.67	0	0	0	0	0	0
SK - 11 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 11 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 12 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 12 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 13 #	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
SK - 13 %	%	4.65	10.53	0	0	0	7.14	0	0	100	0	0	0	0	0	0	0	0
SK - 14 #	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SK - 14 %	%	2.33	5.26	0	0	0	7.14	0	0	0	0	0	0	0	0	0	0	0
SK - 15 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 15 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 16 #	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
SK - 16 %	%	4.65	10.53	0	0	0	14.29	0	0	0	0	0	0	0	0	0	0	0
SK - 17 #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - 17 %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total # in SK/SO Payplans	#	43	19	24	1	5	14	9	3	4	1	6	0	0	0	0	0	0
Total % for columns	%	100	100	100	100	100	100	100	100	100	100	100	0	0	0	0	0	0

**Plan Level:** SEC  
**Analysis Level:** SEC  
**Source of Data:** FY 2011 Personnel

**MD715.A06 Table A6: Major Occupations - Distribution by Race/Ethnicity and Sex**

Total Employees		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
CLF Accounting %	%	100	43	57	2.03	3.1	35.05	42.8	2.55	5.31	2.72	4.7	0.03	0.06	0.12	0.26	0.5	0.77
SEC Accounting #	#	977	565	412	31	29	451	273	28	46	53	62	0	0	2	1	0	1
SEC Accounting %	%	100	57.83	42.17	3.17	2.97	46.16	27.94	2.87	4.71	5.42	6.35	0	0	0.2	0.1	0	0.1
CLF Attorney %	%	100	71.32	28.68	2.05	1.24	65.22	23.93	2	1.88	1.24	1.04	0.02	0.01	0.11	0.09	0.68	0.48
SEC Attorney #	#	1634	939	695	33	27	784	530	59	54	60	78	0	1	0	1	3	4
SEC Attorney %	%	100	57.47	42.53	2.02	1.65	47.98	32.44	3.61	3.3	3.67	4.77	0	0.06	0	0.06	0.18	0.24
CLF Compliance Examiner %	%	100	57.56	42.44	2.24	1.65	48.27	30.34	4.47	6.92	1.9	2.79	0	0.03	0.25	0.17	0.42	0.55
SEC Compliance Examiner #	#	150	95	55	4	1	72	40	8	7	10	6	0	0	0	0	1	1
SEC Compliance Examiner %	%	100	63.33	36.67	2.67	0.67	48	26.67	5.33	4.67	6.67	4	0	0	0	0	0.67	0.67

**Plan Level:** SEC  
**Analysis Level:** SEC  
**Source of Data:** FY 2011 Personnel

**MD715.A06P Table A6: Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex**

Total Employees		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
CLF Accounting %	%	100	43	57	2.03	3.1	35.05	42.8	2.55	5.31	2.72	4.7	0.03	0.06	0.12	0.26	0.5	0.77
SEC Accounting #	#	977	565	412	31	29	451	273	28	46	53	62	0	0	2	1	0	1
SEC Accounting %	%	100	57.83	42.17	3.17	2.97	46.16	27.94	2.87	4.71	5.42	6.35	0	0	0.2	0.1	0	0.1
CLF Attorney %	%	100	71.32	28.68	2.05	1.24	65.22	23.93	2	1.88	1.24	1.04	0.02	0.01	0.11	0.09	0.68	0.48
SEC Attorney #	#	1632	937	695	33	27	783	530	59	54	59	78	0	1	0	1	3	4
SEC Attorney %	%	100	57.41	42.59	2.02	1.65	47.98	32.48	3.62	3.31	3.62	4.78	0	0.06	0	0.06	0.18	0.25
CLF Compliance Examiner %	%	100	57.56	42.44	2.24	1.65	48.27	30.34	4.47	6.92	1.9	2.79	0	0.03	0.25	0.17	0.42	0.55
SEC Compliance Examiner #	#	150	95	55	4	1	72	40	8	7	10	6	0	0	0	0	1	1
SEC Compliance Examiner %	%	100	63.33	36.67	2.67	0.67	48	26.67	5.33	4.67	6.67	4	0	0	0	0	0.67	0.67

**Plan Level:** SEC  
**Analysis Level:** SEC  
**Source of Data:** FY 2011 Personnel

**MD715.A06T Table A6: Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex**

Total Employees		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
CLF Accounting %	%	100	43	57	2.03	3.1	35.05	42.8	2.55	5.31	2.72	4.7	0.03	0.06	0.12	0.26	0.5	0.77
SEC Accounting #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEC Accounting %	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLF Attorney %	%	100	71.32	28.68	2.05	1.24	65.22	23.93	2	1.88	1.24	1.04	0.02	0.01	0.11	0.09	0.68	0.48
SEC Attorney #	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
SEC Attorney %	%	100	100	0	0	0	50	0	0	0	50	0	0	0	0	0	0	0
CLF Compliance Examiner %	%	100	57.56	42.44	2.24	1.65	48.27	30.34	4.47	6.92	1.9	2.79	0	0.03	0.25	0.17	0.42	0.55
SEC Compliance Examiner #	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEC Compliance Examiner %	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Plan Level:** SEC  
**Analysis Level:** SEC  
**Source of Data:** FY 2011 Personnel

**MD715.A08 Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Permanent #	#	189	107	82	5	2	82	58	11	11	8	8	1	0	0	1	0	2
Permanent %	%	100	56.61	43.39	2.65	1.06	43.39	30.69	5.82	5.82	4.23	4.23	0.53	0	0	0.53	0	1.06
Temporary #	#	14	5	9	0	1	5	5	0	1	0	2	0	0	0	0	0	0
Temporary %	%	100	35.71	64.29	0	7.14	35.71	35.71	0	7.14	0	14.29	0	0	0	0	0	0
Total workforce #	#	3826	1987	1839	93	90	1531	1091	190	448	161	193	2	2	5	5	5	10
Total workforce %	%	100	51.93	48.07	2.43	2.35	40.02	28.52	4.97	11.71	4.21	5.04	0.05	0.05	0.13	0.13	0.13	0.26
CLF %	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76

**Plan Level:** SEC  
**Analysis Level:** SEC  
**Source of Data:** FY 2011 Personnel

**MD715.A13 Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex**

	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non - Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Time-Off Awards - up to 9 hours</b>																	
Total Time-Off Awards (up to 9 hours) # Awards	468	225	243	11	13	174	130	17	80	21	17	0	0	2	1	0	2
Total Time-Off Awards (up to 9 hours) % Awards	100	48	52	2	3	37	28	4	17	4	4	0	0	0	0	0	0
Total Hours #	2922	1492	1430	78	76	1158	775	104	460	140	103	0	0	12	8	0	8
Average Hours #	6	7	6	7	6	7	6	6	6	7	6	0	0	6	8	0	4
<b>Time-Off Awards - 10+ hours</b>																	
Total Time-Off Awards (10 or more hours) # Awards	736	351	385	16	15	272	258	29	66	31	45	0	0	1	1	2	0
Total Time-Off Awards (10 or more hours) % Awards	100	47.69	52.31	2.17	2.04	36.96	35.05	3.94	8.97	4.21	6.11	0	0	0.14	0.14	0.27	0
Total Hours #	15101	7089	8012	318	272	5476	5440	576	1324	647	960	0	0	16	16	56	0
Average Hours #	21	20	21	20	18	20	21	20	20	21	21	0	0	16	16	28	0
<b>Cash Awards - \$100-\$500</b>																	
Total Cash Awards up to \$500 - #	104	32	72	2	2	14	27	15	38	1	4	0	0	0	0	0	1
Total Cash Awards up to \$500 - %	100	31	69	2	2	13	26	14	37	1	4	0	0	0	0	0	1
Total \$ Amount \$	43615	13100	30515	600	1000	6050	11600	5950	15515	500	2000	0	0	0	0	0	400
Average \$ Amount \$	419	409	424	300	500	432	430	397	408	500	500	-	-	-	-	-	400
<b>Cash Awards - \$501+</b>																	
Total Cash Awards \$501 and over - # Awards	1551	843	708	44	26	673	457	47	140	73	81	1	1	1	2	4	1
Total Cash Awards \$501 and over - % Awards	100	54.35	45.65	2.84	1.68	43.39	29.46	3.03	9.03	4.71	5.22	0.06	0.06	0.06	0.13	0.26	0.06
Total \$ Amount \$	2312003	1277842	1034161	64995	35299	1029306	695553	60820	176165	112683	119819	2000	2525	1000	2800	7038	2000
Average \$ Amount \$	1,491	1,516	1,461	1,477	1,358	1,529	1,522	1,294	1,258	1,544	1,479	2,000	2,525	1,000	1,400	1,760	2,000

**Plan Level:** SEC  
**Analysis Level:** SEC Permanent Only  
**Source of Data:** FY 2011 Personnel

**MD715.A14 Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex**

Type of Separation		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary #	#	235	133	102	2	5	104	59	18	34	8	3	0	0	0	0	1	1
Voluntary %	%	100	56.6	43.4	0.85	2.13	44.26	25.11	7.66	14.47	3.4	1.28	0	0	0	0	0.43	0.43
Involuntary #	#	9	6	3	0	0	5	2	0	1	0	0	0	0	0	0	1	0
Involuntary %	%	100	66.67	33.33	0	0	55.56	22.22	0	11.11	0	0	0	0	0	0	11.11	0
Total Separations #	#	244	139	105	2	5	109	61	18	35	8	3	0	0	0	0	2	1
Total Separations %	%	100	56.97	43.03	0.82	2.05	44.67	25	7.38	14.34	3.28	1.23	0	0	0	0	0.82	0.41
Permanent Work Force #	#	3783	1968	1815	92	85	1517	1082	187	444	160	187	2	2	5	5	5	10
Permanent Work Force %	%	100	52.02	47.98	2.43	2.25	40.1	28.6	4.94	11.74	4.23	4.94	0.05	0.05	0.13	0.13	0.13	0.26