

Non-SES Competitive Selections - FY 1999

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	153	100%	10	100%	23	100%	10	100%	7	100%	17	100%	50	100%	38	100%
FEMALE	79	52%	9	90%	20	87%	10	100%	7	100%	9	53%	14	28%	10	28%
MALE	74	48%	1	10%	3	13%	0	0%	0	0%	8	47%	36	72%	26	72%
AFRICAN AMERICAN	25	16%	3	30%	8	35%	2	20%	2	29%	4	24%	5	10%	1	3%
FEMALE	16	10%	3	30%	6	26%	2	20%	2	29%	3	18%	0	0%	0	0%
MALE	9	6%	0	0%	2	9%	0	0%	0	0%	1	6%	5	10%	1	3%
ASIAN PACIFIC AMERICAN	6	4%	1	10%	0	0%	0	0%	0	0%	0	0%	3	6%	2	6%
FEMALE	3	2%	1	10%	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
MALE	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	1	3%
HISPANIC	4	3%	1	10%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%
FEMALE	2	1%	1	10%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%
NATIVE AMERICAN	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
WHITE	118	76%	4	40%	15	65%	7	70%	5	71%	13	76%	40	80%	32	89%
FEMALE	58	38%	4	40%	14	61%	7	70%	5	71%	6	35%	13	26%	9	25%
MALE	58	38%	0	0%	1	4%	0	0%	0	0%	7	41%	27	54%	23	64%

Departures

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	150	100%	144	100%	167	100%	165	100%	233	100%
FEMALE	55	37%	59	41%	71	43%	71	43%	85	36%
MALE	95	63%	85	59%	96	57%	94	57%	148	64%
AFRICAN AMERICAN	12	8%	23	16%	23	14%	18	11%	22	9%
FEMALE	5	3%	17	12%	17	10%	9	5%	13	6%
MALE	7	5%	6	4%	6	4%	9	5%	9	4%
ASIAN PACIFIC AMERICAN	9	6%	10	7%	9	5%	11	7%	9	4%
FEMALE	2	1%	3	2%	2	1%	4	2%	2	1%
MALE	7	5%	7	5%	7	4%	7	4%	7	3%
HISPANIC	3	2%	3	2%	6	4%	4	2%	5	2%
FEMALE	0	0%	0	0%	3	2%	2	1%	2	1%
MALE	3	2%	3	2%	3	2%	2	1%	3	1%
NATIVE AMERICAN	0	0%	1	1%	0	0%	2	1%	0	0%
FEMALE	0	0%	1	1%	0	0%	2	1%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	126	84%	107	74%	129	77%	130	79%	197	85%
FEMALE	48	32%	38	26%	49	29%	54	33%	68	29%
MALE	78	52%	69	48%	80	48%	76	46%	129	55%

Hires

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	251	100%	243	100%	158	100%	161	100%	102	100%
FEMALE	71	28%	107	44%	69	44%	80	50%	47	46%
MALE	180	72%	136	56%	89	56%	81	50%	55	54%
AFRICAN AMERICAN	30	12%	47	19%	19	12%	19	12%	11	11%
FEMALE	13	5%	30	12%	14	9%	14	9%	7	7%
MALE	17	7%	17	7%	5	3%	5	3%	4	4%
ASIAN PACIFIC AMERICAN	20	8%	19	8%	8	5%	11	7%	5	5%
FEMALE	3	1%	7	3%	5	3%	5	3%	1	1%
MALE	17	7%	12	5%	3	2%	6	4%	4	4%
HISPANIC	21	8%	30	12%	26	16%	11	7%	5	5%
FEMALE	8	3%	14	6%	8	5%	6	4%	2	2%
MALE	13	5%	16	7%	18	11%	5	3%	3	3%
NATIVE AMERICAN	2	1%	1	0%	1	1%	0	0%	1	1%
FEMALE	0	0%	1	0%	0	0%	0	0%	1	1%
MALE	2	1%	0	0%	1	1%	0	0%	0	0%
WHITE	178	71%	146	60%	104	66%	120	75%	80	78%
FEMALE	47	19%	55	23%	42	27%	55	34%	36	35%
MALE	131	52%	91	37%	62	39%	65	40%	44	43%

Rotation Assignments

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	224	100%	208	100%	199	100%	193	100%	141	100%
FEMALE	97	43%	80	38%	72	36%	77	40%	66	47%
MALE	127	57%	128	62%	127	64%	116	60%	75	53%
AFRICAN AMERICAN	37	17%	21	10%	29	15%	32	17%	15	11%
FEMALE	25	11%	15	7%	20	10%	24	12%	12	9%
MALE	12	5%	6	3%	9	5%	8	4%	3	2%
ASIAN PACIFIC AMERICAN	23	10%	23	11%	19	10%	11	6%	12	9%
FEMALE	8	4%	9	4%	5	3%	3	2%	3	2%
MALE	15	7%	14	7%	14	7%	8	4%	9	6%
HISPANIC	31	14%	8	4%	7	4%	5	3%	2	1%
FEMALE	11	5%	2	1%	2	1%	2	1%	0	0%
MALE	20	9%	6	3%	5	3%	3	2%	2	1%
NATIVE AMERICAN	0	0%	3	1%	1	1%	2	1%	2	1%
FEMALE	0	0%	0	0%	1	1%	2	1%	1	1%
MALE	0	0%	3	1%	0	0%	0	0%	1	1%
WHITE	133	59%	153	74%	143	72%	143	74%	110	78%
FEMALE	53	24%	54	26%	44	22%	46	24%	50	35%
MALE	80	36%	99	48%	99	50%	97	50%	60	43%

Age Group: Rotation Assignments

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL ALL AGES	224	100%	208	100%	199	100%	193	100%	141	100%
56+	12	5%	23	11%	23	12%	23	12%	13	9%
50-55	28	13%	31	15%	41	21%	43	22%	41	29%
40-49	73	33%	73	35%	75	38%	81	42%	50	35%
39 & Under	111	50%	81	39%	60	30%	46	24%	37	26%

Performance Appraisal Ratings - FY 2002

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2491	100%	1097	44%	1174	47%	217	9%	3	0.1%
FEMALE	966	100%	472	49%	425	44%	69	7%	0	0.0%
MALE	1525	100%	625	41%	749	49%	148	10%	3	0%
AFRICAN AMERICAN	351	100%	138	39%	163	46%	50	14%	0	0.0%
FEMALE	244	100%	107	44%	110	45%	27	11%	0	0.0%
MALE	107	100%	31	29%	53	50%	23	21%	0	0.0%
ASIAN PACIFIC AMERICAN	182	100%	62	34%	98	54%	22	12%	0	0%
FEMALE	46	100%	18	39%	25	54%	3	7%	0	0%
MALE	136	100%	44	32%	73	54%	19	14%	0	0%
HISPANIC	92	100%	24	26%	55	60%	13	14%	0	0%
FEMALE	31	100%	10	32%	17	55%	4	13%	0	0%
MALE	61	100%	14	23%	38	62%	9	15%	0	0%
NATIVE AMERICAN	7	100%	1	14%	6	86%	0	0%	0	0%
FEMALE	2	100%	0	0%	2	100%	0	0%	0	0%
MALE	5	100%	1	20%	4	80%	0	0%	0	0%
WHITE	1859	100%	872	47%	852	46%	132	7%	3	0.2%
FEMALE	643	100%	337	52%	271	42%	35	5%	0	0.0%
MALE	1216	100%	535	44%	581	48%	97	8%	3	0.2%

Performance Appraisal Ratings - FY 2001

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2425	100%	1036	43%	1170	48%	213	9%	6	0.2%
FEMALE	951	100%	452	48%	430	45%	68	7%	1	0.1%
MALE	1474	100%	584	40%	740	50%	145	10%	5	1%
AFRICAN AMERICAN	325	100%	118	36%	172	53%	34	10%	1	0.3%
FEMALE	233	100%	90	39%	120	52%	22	9%	1	0.4%
MALE	92	100%	28	30%	52	57%	12	13%	0	0.0%
ASIAN PACIFIC AMERICAN	175	100%	53	30%	98	56%	23	13%	1	1%
FEMALE	42	100%	18	43%	18	43%	6	14%	0	0%
MALE	133	100%	35	26%	80	60%	17	13%	1	1%
HISPANIC	70	100%	21	30%	35	50%	14	20%	0	0%
FEMALE	25	100%	10	40%	10	40%	5	20%	0	0%
MALE	45	100%	11	24%	25	56%	9	20%	0	0%
NATIVE AMERICAN	8	100%	1	13%	5	63%	2	25%	0	0%
FEMALE	2	100%	0	0%	1	50%	1	50%	0	0%
MALE	6	100%	1	17%	4	67%	1	17%	0	0%
WHITE	1847	100%	843	46%	860	47%	140	8%	4	0.2%
FEMALE	649	100%	334	51%	281	43%	34	5%	0	0.0%
MALE	1198	100%	509	42%	579	48%	106	9%	4	0.3%

Performance Appraisal Ratings - FY 2000

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2455	100%	975	40%	1257	51%	217	9%	6	0.2%
FEMALE	952	100%	420	44%	453	48%	78	8%	1	0.1%
MALE	1503	100%	555	37%	804	53%	139	9%	5	1%
AFRICAN AMERICAN	334	100%	123	37%	175	52%	36	11%	0	0.0%
FEMALE	242	100%	99	41%	120	50%	23	10%	0	0.0%
MALE	92	100%	24	26%	55	60%	13	14%	0	0.0%
ASIAN PACIFIC AMERICAN	179	100%	56	31%	106	59%	17	9%	0	0%
FEMALE	41	100%	15	37%	21	51%	5	12%	0	0%
MALE	138	100%	41	30%	85	62%	12	9%	0	0%
HISPANIC	55	100%	14	25%	30	55%	11	20%	0	0%
FEMALE	19	100%	6	32%	10	53%	3	16%	0	0%
MALE	36	100%	8	22%	20	56%	8	22%	0	0%
NATIVE AMERICAN	7	100%	4	57%	2	29%	1	14%	0	0%
FEMALE	1	100%	0	0%	1	100%	0	0%	0	0%
MALE	6	100%	4	67%	1	17%	1	17%	0	0%
WHITE	1880	100%	778	41%	944	50%	152	8%	6	0.3%
FEMALE	649	100%	300	46%	301	46%	47	7%	1	0.2%
MALE	1231	100%	478	39%	643	52%	105	9%	5	0.4%

Performance Appraisal Ratings - FY 1999

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2433	100%	918	38%	1295	53%	211	9%	9	0.4%
FEMALE	938	100%	388	41%	470	50%	76	8%	4	0.4%
MALE	1495	100%	530	35%	825	55%	135	9%	5	1%
AFRICAN AMERICAN	330	100%	91	28%	199	60%	38	12%	2	0.6%
FEMALE	230	100%	71	31%	135	59%	22	10%	2	0.9%
MALE	100	100%	20	20%	64	64%	16	16%	0	0.0%
ASIAN PACIFIC AMERICAN	177	100%	49	28%	107	60%	20	11%	1	1%
FEMALE	39	100%	14	36%	22	56%	3	8%	0	0%
MALE	138	100%	35	25%	85	62%	17	12%	1	1%
HISPANIC	51	100%	9	18%	32	63%	10	20%	0	0%
FEMALE	17	100%	5	29%	8	47%	4	24%	0	0%
MALE	34	100%	4	12%	24	71%	6	18%	0	0%
NATIVE AMERICAN	8	100%	2	25%	4	50%	2	25%	0	0%
FEMALE	3	100%	1	33%	2	67%	0	0%	0	0%
MALE	5	100%	1	20%	2	40%	2	40%	0	0%
WHITE	1867	100%	767	41%	953	51%	141	8%	6	0.3%
FEMALE	649	100%	297	46%	303	47%	47	7%	2	0.3%
MALE	1218	100%	470	39%	650	53%	94	8%	4	0.3%

Age Group: Performance Appraisal Ratings

FY 2002

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2491	100%	1097	44%	1174	47%	217	9%	3	0.1%
56+	567	100%	197	35%	301	53%	68	12%	1	0.2%
50-55	590	100%	282	48%	261	44%	46	8%	1	0%
40-49	855	97%	412	48%	391	46%	51	3%	1	0.1%
39 and less	479	100%	206	43%	221	46%	52	11%	0	0.0%

FY 2001

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2425	100%	1036	43%	1170	48%	213	9%	6	0.2%
56+	535	100%	191	36%	271	51%	69	13%	4	0.7%
50-55	585	100%	248	42%	283	48%	53	9%	1	0%
40-49	848	96%	385	45%	403	48%	59	3%	1	0.1%
39 and less	457	100%	212	46%	213	47%	32	7%	0	0.0%

FY 2000

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2405	100%	954	40%	1230	51%	215	9%	6	0.2%
56+	523	100%	153	29%	305	58%	64	12%	1	0.2%
50-55	557	100%	221	40%	282	51%	52	9%	2	0%
40-49	841	95%	368	44%	402	48%	68	3%	3	0.4%
39 and less	484	100%	212	44%	241	50%	31	6%	0	0.0%

FY 1999

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2433	100%	918	38%	1295	53%	211	9%	9	0.4%
56+	585	100%	161	28%	352	60%	68	12%	4	0.7%
50-55	558	100%	226	41%	289	52%	42	8%	1	0%
40-49	845	100%	335	40%	431	51%	76	9%	3	0.4%
39 and less	445	100%	196	44%	223	50%	25	6%	1	0.2%

**All Awards: NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
(Excludes employees in SES and Senior Level pay plans)**

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	2561	100%	2372	100%	2113	100%	2108	100%	2000	100%
FEMALE	1036	40%	959	40%	879	42%	861	41%	871	44%
MALE	1525	60%	1413	60%	1234	58%	1247	59%	1129	56%
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AFRICAN AMERICAN	329	13%	308	13%	273	13%	278	13%	300	15%
FEMALE	230	9%	219	9%	213	10%	210	10%	214	11%
MALE	99	4%	89	4%	60	3%	68	3%	86	4%
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ASIAN PACIFIC AMERICAN	160	6%	132	6%	115	5%	111	5%	103	5%
FEMALE	40	2%	40	2%	36	2%	40	2%	34	2%
MALE	120	5%	92	4%	79	4%	71	3%	69	3%
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HISPANIC	79	3%	60	3%	44	2%	52	2%	38	2%
FEMALE	32	1%	27	1%	16	1%	19	1%	12	1%
MALE	47	2%	33	1%	28	1%	33	2%	26	1%
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NATIVE AMERICAN	5	0.2%	4	0.2%	6	0.3%	7	0.3%	8	0.4%
FEMALE	1	0.0%	0	0.0%	0	0.0%	4	0.2%	4	0.2%
MALE	4	0.2%	4	0.2%	6	0.3%	3	0.1%	4	0.2%
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WHITE	1988	78%	1868	79%	1675	79%	1660	79%	1551	78%
FEMALE	733	29%	673	28%	614	29%	588	28%	607	30%
MALE	1255	49%	1195	50%	1061	50%	1072	51%	944	47%

**Age Group: Awards--NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
(Excludes employees in SES and Senior Level pay plans.)**

	FY 03		FY 02		FY 01		FY 00		FY 99	
		%		%		%		%		%
TOTAL ALL AGES	2561	100%	2372	100%	2113	100%	2108	100%	2000	100%
56+	519	20%	441	19%	379	18%	373	18%	395	20%
50-55	615	24%	546	23%	499	24%	483	23%	486	24%
40-49	958	37%	923	39%	801	38%	818	39%	724	36%
39 & Under	469	18%	462	19%	434	21%	434	21%	395	20%

NRC Distinguished and Meritorious Service Awards

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	41	100%	43	100%	38	100%	42	100%	40	100%
FEMALE	17	41%	20	47%	14	37%	15	36%	20	50%
MALE	24	59%	23	53%	24	63%	27	64%	20	50%
AFRICAN AMERICAN	6	15%	6	14%	6	16%	2	5%	5	13%
FEMALE	4	10%	5	12%	3	8%	1	2%	4	10%
MALE	2	5%	1	2%	3	8%	1	2%	1	3%
ASIAN PACIFIC AMERICAN	2	5%	2	5%	2	5%	2	5%	2	5%
FEMALE	0	0%	0	0.0%	1	2.6%	1	2.4%	1	2.5%
MALE	2	5%	2	4.7%	1	2.6%	1	2.4%	1	2.5%
HISPANIC	1	2%	2	5%	0	0%	1	2%	2	5%
FEMALE	1	2%	1	2%	0	0%	0	0%	0	0%
MALE	0	0%	1	2%	0	0%	1	2%	2	5%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	32	78%	33	77%	30	79%	37	88%	31	78%
FEMALE	12	29%	14	33%	10	26%	13	31%	15	38%
MALE	20	49%	19	44%	20	53%	24	57%	16	40%

High Quality Increase (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 0		FY 99	
	%		%		%		%		%	
TOTAL	43	100%	34	100%	52	100%	162	100%	201	100%
FEMALE	28	65%	17	50%	21	40%	88	54%	97	48%
MALE	15	35%	17	50%	31	60%	74	46%	104	52%
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AFRICAN AMERICAN	10	23%	4	12%	7	13%	22	14%	26	13%
FEMALE	8	19%	2	6%	6	12%	17	10%	19	9%
MALE	2	5%	2	6%	1	2%	5	3%	7	3%
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ASIAN PACIFIC AMERICAN	2	5%	1	3%	2	4%	12	7%	6	3%
FEMALE	1	2.3%	0	0.0%	1	1.9%	8	4.9%	1	0.5%
MALE	1	2.3%	1	2.9%	1	1.9%	4	2.5%	5	2.5%
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HISPANIC	2	5%	0	0%	3	6%	2	1%	5	2%
FEMALE	1	2%	0	0%	0	0%	1	1%	2	1%
MALE	1	2%	0	0%	3	6%	1	1%	3	1%
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NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
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WHITE	29	67%	29	85%	40	77%	126	78%	164	82%
FEMALE	18	42%	15	44%	14	27%	62	38%	75	37%
MALE	11	26%	14	41%	26	50%	64	40%	89	44%

Performance Award (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	1977	100%	1875	100%	1630	100%	1488	100%	1302	100%
FEMALE	764	39%	747	40%	663	41%	571	38%	525	40%
MALE	1213	61%	1128	60%	967	59%	917	62%	777	60%
AFRICAN AMERICAN	244	12%	238	13%	186	11%	173	12%	187	14%
FEMALE	168	8%	167	9%	144	9%	125	8%	133	10%
MALE	76	4%	71	4%	42	3%	48	3%	54	4%
ASIAN PACIFIC AMERICAN	133	7%	101	5%	99	6%	73	5%	73	6%
FEMALE	30	2%	32	2%	31	2%	24	2%	22	2%
MALE	103	5%	69	4%	68	4%	49	3%	51	4%
HISPANIC	56	3%	38	2%	32	2%	31	2%	21	2%
FEMALE	19	1%	17	1%	15	1%	12	1%	6	0%
MALE	37	2%	21	1%	17	1%	19	1%	15	1%
NATIVE AMERICAN	5	0.3%	4	0.2%	5	0.3%	5	0.3%	6	0.5%
FEMALE	1	0.1%	0	0.0%	0	0.0%	2	0.1%	3	0.2%
MALE	4	0.2%	4	0.2%	5	0.3%	3	0.2%	3	0.2%
WHITE	1539	78%	1494	80%	1308	80%	1206	81%	1015	78%
FEMALE	546	28%	531	28%	473	29%	408	27%	361	28%
MALE	993	50%	963	51%	835	51%	798	54%	654	50%

Instant Cash Award (Includes employees in pay plans AD, GG, WG, WL, WS, XL, XP, & XS)

	FY 03		FY 02		FY 01		FY 00		FY 99	
	%		%		%		%		%	
TOTAL	500	100%	420	100%	393	100%	421	100%	464	100%
FEMALE	227	45%	175	42%	181	46%	187	44%	232	50%
MALE	273	55%	245	58%	212	54%	234	56%	232	50%
AFRICAN AMERICAN	69	14%	60	14%	74	19%	82	19%	82	18%
FEMALE	50	10%	45	11%	60	15%	68	16%	58	13%
MALE	19	4%	15	4%	14	4%	14	3%	24	5%
ASIAN PACIFIC AMERICAN	23	5%	28	7%	12	3%	23	5%	23	5%
FEMALE	9	2%	8	2%	3	1%	6	1%	11	2%
MALE	14	3%	20	5%	9	2%	17	4%	12	3%
HISPANIC	20	4%	20	5%	9	2%	18	4%	11	2%
FEMALE	11	2%	9	2%	1	0%	6	1%	4	1%
MALE	9	2%	11	3%	8	2%	12	3%	7	2%
NATIVE AMERICAN	0	0.0%	0	0.0%	1	0.3%	2	0.5%	2	0.4%
FEMALE	0	0.0%	0	0.0%	0	0.0%	2	0.5%	1	0.2%
MALE	0	0.0%	0	0.0%	1	0.3%	0	0.0%	1	0.2%
WHITE	388	78%	312	74%	297	76%	296	70%	346	75%
FEMALE	157	31%	113	27%	117	30%	105	25%	158	34%
MALE	231	46%	199	47%	180	46%	191	45%	188	41%

PATCOB Categories - FY 2003
as of 9/30/03

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
	%		%		%		%		%		%		%	
TOTAL	3020	100%	1890	100%	181	100%	672	100%	273	100%	0	0%	4	100%
FEMALE	1128	37%	371	20%	162	90%	337	50%	257	94%	0	0%	1	25%
MALE	1892	63%	1519	80%	19	10%	335	50%	16	6%	0	0%	3	75%
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AFRICAN AMERICAN	408	14%	138	7%	63	35%	137	20%	69	25%	0	0%	1	25%
FEMALE	278	9%	63	3%	57	31%	95	14%	63	23%	0	0%	0	0%
MALE	130	4%	75	4%	6	3%	42	6%	6	2%	0	0%	1	25%
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ASIAN PACIFIC AMERICAN	217	7%	180	10%	7	4%	18	3%	12	4%	0	0%	0	0%
FEMALE	55	2%	25	1%	7	4%	11	2%	12	4%	0	0%	0	0%
MALE	162	5%	155	8%	0	0%	7	1%	0	0%	0	0%	0	0%
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HISPANIC	136	5%	104	6%	6	3%	15	2%	11	4%	0	0%	0	0%
FEMALE	53	2%	31	2%	5	3%	6	1%	11	4%	0	0%	0	0%
MALE	83	3%	73	4%	1	1%	9	1%	0	0%	0	0%	0	0%
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NATIVE AMERICAN	11	0%	6	0%	0	0%	4	1%	1	0%	0	0%	0	0%
FEMALE	3	0%	2	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
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WHITE	2248	74%	1462	77%	105	58%	498	74%	180	66%	0	0%	3	75%
FEMALE	739	24%	250	13%	93	51%	224	33%	171	63%	0	0%	1	25%
MALE	1509	50%	1212	64%	12	7%	274	41%	9	3%	0	0%	2	50%

PATCOB Categories - FY 2002
as of 9/30/02

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2928	100%	1820	100%	193	100%	625	100%	276	100%	10	100%	4	100%
FEMALE	1116	38%	354	19%	171	89%	329	53%	257	93%	4	40%	1	25%
MALE	1812	62%	1466	81%	22	11%	296	47%	19	7%	6	60%	3	75%
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AFRICAN AMERICAN	391	13%	128	7%	67	35%	123	20%	71	26%	1	10%	1	25%
FEMALE	272	9%	63	3%	60	31%	86	14%	62	22%	1	10%	0	0%
MALE	119	4%	65	4%	7	4%	37	6%	9	3%	0	0%	1	25%
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ASIAN PACIFIC AMERICAN	207	7%	169	9%	10	5%	14	2%	11	4%	3	30%	0	0%
FEMALE	53	2%	21	1%	9	5%	11	2%	11	4%	1	10%	0	0%
MALE	154	5%	148	8%	1	1%	3	0%	0	0%	2	20%	0	0%
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HISPANIC	118	4%	89	5%	7	4%	12	2%	8	3%	2	20%	0	0%
FEMALE	46	2%	25	1%	6	3%	6	1%	8	3%	1	10%	0	0%
MALE	72	2%	64	4%	1	1%	6	1%	0	0%	1	10%	0	0%
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NATIVE AMERICAN	8	0%	4	0%	0	0%	3	0%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	6	0%	3	0%	0	0%	2	0%	1	0%	0	0%	0	0%
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WHITE	2204	75%	1430	79%	109	56%	473	76%	185	67%	4	40%	3	75%
FEMALE	743	25%	244	13%	96	50%	225	36%	176	64%	1	10%	1	25%
MALE	1461	50%	1186	65%	13	7%	248	40%	9	3%	3	30%	2	50%

PATCOB Categories - FY 2001
as of 9/30/01

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2826	100%	1750	100%	197	100%	603	100%	264	100%	5	100%	7	100%
FEMALE	1067	38%	320	18%	177	90%	317	53%	250	95%	2	40%	1	14%
MALE	1759	62%	1430	82%	20	10%	286	47%	14	5%	3	60%	6	86%
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AFRICAN AMERICAN	367	13%	109	6%	67	34%	123	20%	65	25%	1	20%	2	29%
FEMALE	258	9%	53	3%	60	30%	85	14%	59	22%	1	20%	0	0%
MALE	109	4%	56	3%	7	4%	38	6%	6	2%	0	0%	2	29%
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ASIAN PACIFIC AMERICAN	195	7%	163	9%	11	6%	13	2%	7	3%	1	20%	0	0%
FEMALE	49	2%	21	1%	10	5%	11	2%	7	3%	0	0%	0	0%
MALE	146	5%	142	8%	1	1%	2	0%	0	0%	1	20%	0	0%
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HISPANIC	90	3%	64	4%	6	3%	9	1%	9	3%	2	40%	0	0%
FEMALE	32	1%	13	1%	5	3%	4	1%	9	3%	1	20%	0	0%
MALE	58	2%	51	3%	1	1%	5	1%	0	0%	1	20%	0	0%
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NATIVE AMERICAN	9	0%	5	0%	0	0%	3	0%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	7	0%	4	0%	0	0%	2	0%	1	0%	0	0%	0	0%
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WHITE	2165	77%	1409	81%	113	57%	455	75%	182	69%	1	20%	5	71%
FEMALE	726	26%	232	13%	102	52%	216	36%	175	66%	0	0%	1	14%
MALE	1439	51%	1177	67%	11	6%	239	40%	7	3%	1	20%	4	57%

PATCOB Categories - FY 2000
as of 9/30/00

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2828	100%	1748	100%	191	100%	592	100%	287	100%	3	100%	7	100%
FEMALE	1064	38%	306	18%	172	90%	312	53%	272	95%	1	33%	1	14%
MALE	1764	62%	1442	82%	19	10%	280	47%	15	5%	2	67%	6	86%
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AFRICAN AMERICAN	368	13%	110	6%	64	34%	119	20%	73	25%	0	0%	2	29%
FEMALE	258	9%	50	3%	57	30%	84	14%	67	23%	0	0%	0	0%
MALE	110	4%	60	3%	7	4%	35	6%	6	2%	0	0%	2	29%
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ASIAN PACIFIC AMERICAN	196	7%	170	10%	10	5%	9	2%	7	2%	0	0%	0	0%
FEMALE	46	2%	22	1%	9	5%	8	1%	7	2%	0	0%	0	0%
MALE	150	5%	148	8%	1	1%	1	0%	0	0%	0	0%	0	0%
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HISPANIC	71	3%	43	2%	7	4%	11	2%	9	3%	1	33%	0	0%
FEMALE	27	1%	7	0%	6	3%	4	1%	9	3%	1	33%	0	0%
MALE	44	2%	36	2%	1	1%	7	1%	0	0%	0	0%	0	0%
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NATIVE AMERICAN	7	0%	3	0%	0	0%	3	1%	1	0%	0	0%	0	0%
FEMALE	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
MALE	5	0%	2	0%	0	0%	2	0%	1	0%	0	0%	0	0%
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WHITE	2186	77%	1422	81%	110	58%	450	76%	197	69%	2	67%	5	71%
FEMALE	731	26%	226	13%	100	52%	215	36%	189	66%	0	0%	1	14%
MALE	1455	51%	1196	68%	10	5%	235	40%	8	3%	2	67%	4	57%

PATCOB Categories - FY 1999
as of 9/30/99

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
	%		%		%		%		%		%		%	
TOTAL	2832	100%	1756	100%	200	100%	573	100%	291	100%	3	100%	9	100%
FEMALE	1055	37%	302	17%	178	89%	301	53%	273	94%	0	0%	1	11%
MALE	1777	63%	1454	83%	22	11%	272	47%	18	6%	3	100%	8	89%
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AFRICAN AMERICAN	366	13%	114	6%	72	36%	111	19%	66	23%	0	0%	3	33%
FEMALE	252	9%	50	3%	64	32%	78	14%	60	21%	0	0%	0	0%
MALE	114	4%	64	4%	8	4%	33	6%	6	2%	0	0%	3	33%
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ASIAN PACIFIC AMERICAN	196	7%	172	10%	7	4%	10	2%	7	2%	0	0%	0	0%
FEMALE	45	2%	23	1%	6	3%	9	2%	7	2%	0	0%	0	0%
MALE	151	5%	149	8%	1	1%	1	0%	0	0%	0	0%	0	0%
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HISPANIC	63	2%	38	2%	5	3%	10	2%	9	3%	1	33%	0	0%
FEMALE	23	1%	6	0%	4	2%	4	1%	9	3%	0	0%	0	0%
MALE	40	1%	32	2%	1	1%	6	1%	0	0%	1	33%	0	0%
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NATIVE AMERICAN	9	0%	3	0%	2	1%	2	0%	2	1%	0	0%	0	0%
FEMALE	4	0%	1	0%	2	1%	0	0%	1	0%	0	0%	0	0%
MALE	5	0%	2	0%	0	0%	2	0%	1	0%	0	0%	0	0%
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WHITE	2198	78%	1429	81%	114	57%	440	77%	207	71%	2	67%	6	67%
FEMALE	731	26%	222	13%	102	51%	210	37%	196	67%	0	0%	1	11%
MALE	1467	52%	1207	69%	12	6%	230	40%	11	4%	2	67%	5	56%