The President
The White House
Washington, DC 20500
Dear Mr. President:
Please find enclosed the U.S. Office of Personnel Management's (OPM) Report on the Employment of Individuals with Disabilities in the Federal Executive Branch. Prepared pursuant to Executive Order (EO) 13548, this report provides data on the representation of people with disabilities in the Federal workforce.

By the end of Fiscal Year (FY) 2013, total permanent Federal employment for people with disabilities had increased from 219,975 in FY 2012 to 234,395, representing an increase from 11.89 percent to 12.80 percent. New hires who were people with disabilities totaled 16,024 , representing an increase from 16.31 percent in FY 2012 to 18.18 percent in FY 2013. Historical data shows that at no point in the past 33 years has the Federal government hired people with disabilities at a higher percentage than in FY 2013. This success has led to more people with disabilities onboard in Federal service, both in real terms and by percentage than at any time in the past 33 years.

To implement EO 13548, OPM has been working with partner agencies to implement and improve efforts to employ workers with disabilities though increased recruitment, hiring and retention. OPM has identified these efforts as a key component of human resource strategies, and has required agencies to adopt an integrated approach involving their Human Resource, Equal Employment Opportunity, and Diversity and Inclusion offices. Agencies are expected to implement practices within their agencies that promote diversity and inclusion for all employees.

Going forward, we remain committed to ensuring that the Federal government remains a model employer of people with disabilities. I look forward to achieving that goal and reporting back to you on our results.

Respectfully submitted,


Katherine Archuleta Director

Enclosure

## Report on the Employment of Individuals with Disabilities in the Federal Executive Branch for Fiscal Year 2013

## FOREWORD

## Message from the Director of the U.S. Office of Personnel Management

On July 26, 2010, President Obama issued Executive Order (E.O.) 13548 on Increasing Federal Employment of Individuals with Disabilities, to mark the historic $20^{\text {th }}$ anniversary of the signing of the Americans with Disabilities Act (ADA). E.O. 13548 provides that as the nation's largest employer, the Federal government must become a model for the employment of individuals with disabilities. The President directed Executive departments and agencies to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. E.O. 13548 is not an isolated effort, but works in coordination with E.O. 13518 on Employment of Veterans in the Federal Government issued on November 9, 2009; Presidential Memorandum on The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment issued on July 19, 2010; and E.O. 13583 on Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce issued on August 18, 2011.
E.O. 13548 committed the Executive Branch to enhancing opportunities for individuals with disabilities in the Federal workforce and included a goal to hire 100,000 people with disabilities into Federal service over five years. The Federal government has made great progress towards accomplishing these goals. By the end of fiscal year (FY) 2013, total permanent Federal employment for people with disabilities had increased from 219,975 in FY 2012 to 234,395, representing an increase from 11.89 percent to 12.80 percent. New hires who were people with disabilities totaled 16,024, representing an increase from 16.31 percent in FY 2012 to 18.18 percent in FY 2013.

This Administration has consistently demonstrated a commitment to providing equal employment opportunities for Americans with disabilities. And it shows. Historical data shows that at no point in the past 33 years has the Federal government hired people with disabilities at a higher percentage than in FY 2013. Historical data also shows that people with targeted disabilities are being hired at a higher percentage now than at any time in the past 18 years. This success has led to more people with disabilities onboard in Federal service, both in real terms and by percentage than at any time in the past 33 years.

Going forward, we remain committed to ensuring that the Federal Government remains a model employer of people with disabilities. I look forward to working to sustain that achievement and sharing our results.

Katherine Archuleta Director

# Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report 

## INTRODUCTION

The EMPLOYMENT OF PEOPLE WITH DISABILITIES IN THE FEDERAL EXECUTIVE BRANCH Report (the Report) is produced annually by the U.S. Office of Personnel Management (OPM) in accordance with E.O. 13548, Increasing Federal Employment of Individuals with Disabilities.

The source of Federal employment data is OPM's Enterprise Human Resources Integration Statistical Data Mart. The information represents Federal employment as of September 30, 2013.

The primary elements used to identify people with disabilities for Federal employment purposes are Standard Form (SF) 256-Self-Identification of Disability; use of the Schedule A Hiring Authority for People with Intellectual Disabilities; Severe Physical Disabilities and Psychiatric Disabilities (5 CFR 213.3102(u)); and use of the statutory hiring authority for Veterans who are 30 percent or more disabled (5 U.S.C. 3112; 5 C.F.R. §§ 316.302, 316.402, and 315.707).

SF 256, for use by the Federal workforce, defines an individual with a disability as "a person who: (1) has a physical impairment or mental impairment (psychiatric disability) that substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment." This definition is provided by the Rehabilitation Act of 1973, as amended (29 U.S.C 701 et. seq.).

Targeted disabilities are set forth in SF 256 to include deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, and dwarfism.

The Schedule A Hiring Authority for People with Intellectual Disabilities, Severe Physical Disabilities and Psychiatric Disabilities provides for the excepted service appointment of people with intellectual disabilities, severe physical disabilities, or psychiatric disabilities who have documented proof of their disability from a licensed medical professional (e.g., a physician or other medical professional certified by a state, the District of Columbia, or a U.S. territory to practice medicine); a licensed vocational rehabilitation specialist (i.e., state or private); or any Federal agency, state agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

In the following data tables, data for all disabilities and targeted disabilities was collected from SF 256 submissions. Data for all disabilities, including 30 percent or more disabled Veterans, was collected from SF 256 submissions and the statutory hiring authority for Veterans who are 30 percent or more disabled (5 U.S.C. § 3112; 5 C.F.R. §§ 316.302, 316.402, and 315.707).

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

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# Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report 

## Executive Summary

To fully realize the goals set forth in E.O. 13548, the Federal Government has undertaken strategic efforts to maximize its utilization of the talents of people with disabilities. The information below provides an overview of some of these efforts.

## Planning, Coordination and Accountability

Since the signing of E.O. 13548, each Federal agency has submitted a Disability Plan outlining goals and strategies to accomplish the goals set out in E.O. 13548. Using data collected from the Standard Form (SF) 256, each agency has identified goals for the outreach, recruitment, retention, and advancement of people with disabilities, as part of the agency's overall recruitment policy and practices. Additionally, OPM and partner agencies will be working with each Federal agency to analyze applicant flow data for candidates with disabilities, allowing the Federal Government to further improve its outreach and recruitment efforts. The White House, OPM, the Chief Human Capital Officers Council, the U.S. Department of Labor (DOL), the U.S. Equal Employment Opportunity Commission (EEOC) and the Office of Management and Budget (OMB) are working closely with designated senior-level agency officials to implement the Disability Plans. Many of the best practices identified in these plans can be seen in PROMISING AND EMERGING PRACTICES FOR ENHANCING THE EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES INCLUDED IN PLANS SUBMITTED BY FEDERAL AGENCIES UNDER EXECUTIVE ORDER 13548, a report produced by DOL's Office of Disability Employment Policy with staff participation from EEOC and OPM.

## Education and Training

Federal employees from more than 56 agencies have been trained on recruitment techniques; the Schedule A Hiring Authority for People with Intellectual Disabilities, Severe Physical Disabilities and Psychiatric Disabilities (referenced below as "The Schedule A Hiring Authority for People with Disabilities"); the process for granting reasonable accommodations; and the Department of Defense's Computer/Electronic Accommodations Program. They have also received training on helping employees who become ill or injured on the job to return to work.

OPM, in consultation with partner agencies, has developed an online course entitled, "A Roadmap to Success: Hiring, Retaining and Including People with Disabilities." This course, which is now available to all Federal agencies, provides Federal employees with basic information and resources to successfully hire, retain, and advance employees with disabilities. This course is provided to agencies at no cost on HR University. This course would benefit any Federal employee. In accordance with E.O. 13548, training is mandatory for human resources personnel and hiring managers.

OPM, and partner agencies, will continue to develop training and make it available to other agencies in a variety of mediums, including in person and through webinars to ensure the Federal Government is a model for the employment of people with disabilities.

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

## The Schedule A Hiring Authority for People with Disabilities

OPM has provided extensive training in a number of formats, including online, which can help hiring managers and human resources professionals understand the value of the Schedule A Hiring Authority for People with Disabilities.

Moreover, OPM knows it is vitally important to educate the disability community on available options for gaining Federal employment. To this end, OPM offers a number of trainings in the community and constantly engages with community partners like vocational rehabilitation service providers.

Additionally, the Chief Human Capital Officers Council has developed a shared list of people with disabilities for those seeking jobs in a number of professions. The OPM Shared List of People with Disabilities is a database of candidates with disabilities who are eligible to apply for employment through the Schedule A Hiring Authority for People with Disabilities. OPM has also issued regulations, simplifying the process for utilizing the Schedule A Hiring Authority for People with Disabilities.

Due to these efforts, there has been a growth in the use of the Schedule A Hiring Authority for People with Disabilities. In FY 2011, 0.98 percent of new hires were appointed through the Schedule A Hiring Authority for People with Disabilities, doubling its use from FY 2010. In FY 2012, the Federal Government increased the use of the Schedule A Hiring Authority for People with Disabilities to 1.51 percent of overall hiring. In FY 2013, 1.56 percent of all new hires were appointed through the Schedule A Hiring Authority for People with Disabilities.

We have also seen an increase in the number of employees appointed through the Schedule A Hiring Authority for People with Disabilities noncompetitively converted to the competitive service. In FY 2010, 387 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2011, 458 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2012, 709 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2013, 887 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service.

In FY 2011, 2012 and 2013, the years Federal agencies have been implementing E.O. 13548, the Federal Government hired 51,352 non-seasonal, full-time permanent employees with disabilities. In FY 2011, 2012 and 2013, the Federal Government hired 57,491 permanent seasonal, permanent intermittent, part time permanent and full-time permanent employees with disabilities. In FY 2011, 2012 and 2013, the Federal Government hired a total of 83,859 employees with disabilities, including all temporary and permanent employees with disabilities.

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

## Major Findings

Major findings in the FY 2013 Employment of People with Disabilities in the Federal Executive Branch Report are:

## On Board

- In FY 2013, total non-seasonal, full-time permanent employees with disabilities, including 30 percent or more disabled Veterans, increased from 219,975 in FY 2012 to 234,395 , representing an increase from 11.89 percent to 12.80 percent. There are more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 33 years.
- In FY 2013, total non-seasonal, full-time permanent employees with targeted disabilities, increased slightly from 18,319 in FY 2012 to 18,665, representing an increase from 0.99 percent to 1.02 percent. There are more people with targeted disabilities in Federal service now than at any time in the past 16 years.
- In FY 2013, total non-seasonal, full-time permanent GS-14s and 15 s with disabilities, including 30 percent or more disabled Veterans, increased from 13,891 in FY 2012 to 15,054 , representing an increase from 8.61 percent to 9.20 percent.


## New Hires

- In FY 2013, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled Veterans, totaled 16,024, representing an increase from 16.31 percent in FY 2012 to 18.18 percent. In FY 2013, new hires of people with disabilities occurred at the highest percentage in 33 years.
- In FY 2013, non-seasonal, full-time permanent new hires with targeted disabilities totaled 1,155, representing an increase from 1.08 percent in FY 2012 to 1.31 percent in FY 2013. Historical data shows that at no point in the past 18 years have new hires for people with targeted disabilities been at a higher percentage than in FY 2013.
- In FY 2013, non-seasonal, full-time permanent new hires pursuant to the Schedule A Hiring Authority for People with Disabilities totaled 1,377, representing an increase from 1.51 percent in FY 2012 to 1.56 percent in FY 2013.
- In FY 2013, non-seasonal, full-time permanent GS-14 and 15 new hires with disabilities, including 30 percent or more disabled Veterans, totaled 547, representing an increase from 14.65 percent in FY 2012 to 14.89 percent in FY 2013.
- In FY 2011, 2012 and 2013, the years Federal agencies have been implementing E.O. 13548, the Federal Government hired:
- 51,352 non-seasonal, full-time permanent employees with disabilities;
- 57,491 permanent seasonal, permanent intermittent, part time permanent and full-time permanent employees with disabilities; and
- 83,859 employees with disabilities, including all temporary and permanent employees with disabilities.


## Composition of Federal Workforce at a Glance ${ }^{1}$

| On Board |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent Employees |  |  |  |  |  |  |  |
| FISCAL YEAR | ALL ON BOARD | TARGETED DISABILITY ${ }^{2}$ | \% | ALL DISABILITY ${ }^{3}$ | \% | ALL DISABILITY <br> INCLUDING 30\% OR MORE VETERANS ${ }^{4}$ | \% |
| 2010 | 1,831,719 | 17,445 | 0.95\% | 129,546 | 7.07\% | 187,068 | 10.21\% |
| 2011 | 1,856,580 | 17,845 | 0.96\% | 137,551 | 7.41\% | 203,694 | 10.97\% |
| 2012 | 1,850,311 | 18,319 | 0.99\% | 148,009 | 8.00\% | 219,975 | 11.89\% |
| 2013 | 1,831,723 | 18,665 | 1.02\% | 157,835 | 8.62\% | 234,395 | 12.80\% |


| On Board |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All Permanent Employees (Permanent Seasonal, Permanent Intermittent, Part Time Permanent and Full-time Permanent) |  |  |  |  |  |  |  |
| $\begin{aligned} & \text { FISCAL } \\ & \text { YEAR } \end{aligned}$ | ALL ON BOARD | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY <br> INCLUDING 30\% OR MORE VETERANS | \% |
| 2010 | 1,917,984 | 18,315 | 0.95\% | 135,067 | 7.04\% | 193,554 | 10.09\% |
| 2011 | 1,947,053 | 18,758 | 0.96\% | 143,484 | 7.37\% | 210,800 | 10.83\% |
| 2012 | 1,942,528 | 19,268 | 0.99\% | 154,506 | 7.95\% | 227,789 | 11.73\% |
| 2013 | 1,917,940 | 19,616 | 1.02\% | 164,180 | 8.56\% | 242,024 | 12.62\% |


| On Board |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All Temporary and Permanent Employees |  |  |  |  |  |  |  |
| $\begin{aligned} & \text { FISCAL } \\ & \text { YEAR } \end{aligned}$ | ALL ON BOARD | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY <br> INCLUDING 30\% OR MORE VETERANS | \% |
| 2010 | 2,113,210 | 19,406 | 0.92\% | 145,324 | 6.88\% | 208,333 | 9.86\% |
| 2011 | 2,130,289 | 19,918 | 0.93\% | 154,139 | 7.24\% | 225,529 | 10.59\% |
| 2012 | 2,110,221 | 20,535 | 0.97\% | 165,219 | 7.83\% | 242,557 | 11.49\% |
| 2013 | 2,067,262 | 20,864 | 1.01\% | 174,540 | 8.44\% | 255,918 | 12.38\% |

[^0]
## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

Composition of Federal New Hires at a Glance

| New Hires |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent (Including Transfers) |  |  |  |  |  |  |  |  |  |
| FISCAL YEAR | ALL NEW HIRES | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY INCLUDING 30\% OR MORE VETERANS | \% | $\begin{aligned} & \text { SCHEDULE } \\ & \text { A } \\ & \text { DISABILITY } \end{aligned}$ | \% |
| 2010 | 151,999 | 1,178 | 0.78\% | 9,712 | 6.39\% | 18,926 | 12.45\% | 902 | 0.59\% |
| 2011 | 127,487 | 1,122 | 0.88\% | 10,148 | 7.96\% | 18,675 | 14.65\% | 1,247 | 0.98\% |
| 2012 | 102,093 | 1,101 | 1.08\% | 9,750 | 9.55\% | 16,653 | 16.31\% | 1,539 | 1.51\% |
| 2013 | 88,117 | 1,155 | 1.31\% | 9,932 | 11.27\% | 16,024 | 18.18\% | 1,377 | 1.56\% |


| New Hires |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All Permanent, Including Transfers (Permanent Seasonal, Permanent Intermittent, Part Time Permanent and Full-time Permanent) |  |  |  |  |  |  |  |  |  |
| FISCAL YEAR | ALL NEW HIRES | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY INCLUDING 30\% OR MORE VETERANS | \% | SCHEDULE <br> A DISABILITY | \% |
| 2010 | 173,443 | 1,415 | 0.82\% | 11,193 | 6.45\% | 20,763 | 11.97\% | 1,103 | 0.64\% |
| 2011 | 150,498 | 1,340 | 0.89\% | 11,712 | 7.78\% | 20,697 | 13.75\% | 1,463 | 0.97\% |
| 2012 | 120,587 | 1,281 | 1.06\% | 11,232 | 9.31\% | 18,672 | 15.48\% | 1,740 | 1.44\% |
| 2013 | 105,458 | 1,389 | 1.32\% | 11,640 | 11.04\% | 18,122 | 17.18\% | 1,648 | 1.56\% |


| New Hires <br> All Temporary and Permanent (Including Transfers) |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| FISCAL YEAR | ALL NEW HIRES | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY INCLUDING 30\% OR MORE VETERANS | \% | $\begin{aligned} & \text { SCHEDULE } \\ & \text { A } \\ & \text { DISABILITY } \end{aligned}$ | \% |
| 2010 | 304,762 | 2,191 | 0.72\% | 17,309 | 5.68\% | 30,354 | 9.96\% | 1,523 | 0.50\% |
| 2011 | 258,748 | 2,056 | 0.79\% | 17,824 | 6.89\% | 29,761 | 11.50\% | 2,347 | 0.91\% |
| 2012 | 217,921 | 2,003 | 0.92\% | 17,131 | 7.86\% | 27,254 | 12.51\% | 2,636 | 1.21\% |
| 2013 | 184,802 | 2,124 | 1.15\% | 17,951 | 9.71\% | 26,844 | 14.53\% | 2,358 | 1.28\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

|  | 2013 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2013 On Board <br> Non-Seasonal Full-time Permanent Employees | All <br> Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 1,831,723 | 18,665 | 1.02\% | 157,835 | 8.62\% | 234,395 | 12.80\% |
| DOD-Combined | 675,286 | 4,848 | 0.72\% | 59,098 | 8.75\% | 107,577 | 15.93\% |
| DEPARTMENT OF THE AIR FORCE | 159,499 | 984 | 0.62\% | 15,419 | 9.67\% | 25,149 | 15.77\% |
| DEPARTMENT OF THE ARMY | 241,609 | 1,425 | 0.59\% | 18,795 | 7.78\% | 40,636 | 16.82\% |
| DEPARTMENT OF DEFENSE | 85,579 | 1,078 | 1.26\% | 9,053 | 10.58\% | 14,226 | 16.62\% |
| DEPARTMENT OF THE NAVY | 188,599 | 1,361 | 0.72\% | 15,831 | 8.39\% | 27,566 | 14.62\% |
| DEPARTMENT OF AGRICULTURE | 74,117 | 791 | 1.07\% | 6,665 | 8.99\% | 7,573 | 10.22\% |
| U.S. AID | 2,669 | 17 | 0.64\% | 116 | 4.35\% | 159 | 5.96\% |
| DEPARTMENT OF COMMERCE | 34,550 | 262 | 0.76\% | 2,053 | 5.94\% | 2,357 | 6.82\% |
| DEPARTMENT OF JUSTICE | 112,342 | 471 | 0.42\% | 4,588 | 4.08\% | 6,775 | 6.03\% |
| DEPARTMENT OF LABOR | 15,354 | 205 | 1.34\% | 1,555 | 10.13\% | 2,086 | 13.59\% |
| DEPARTMENT OF ENERGY | 14,739 | 110 | 0.75\% | 1,213 | 8.23\% | 1,522 | 10.33\% |
| DEPARTMENT OF EDUCATION | 3,865 | 54 | 1.40\% | 273 | 7.06\% | 324 | 8.38\% |
| ENVIRONMENTAL PROTECTION AGENCY | 15,485 | 186 | 1.20\% | 1,007 | 6.50\% | 1,121 | 7.24\% |
| GENERAL SERVICES ADMINISTRATION | 11,562 | 92 | 0.80\% | 737 | 6.37\% | 1,067 | 9.23\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 62,086 | 733 | 1.18\% | 5,153 | 8.30\% | 5,853 | 9.43\% |
| DEPARTMENT OF HOMELAND SECURITY | 168,348 | 648 | 0.38\% | 8,256 | 4.90\% | 13,100 | 7.78\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 8,547 | 90 | 1.05\% | 735 | 8.60\% | 904 | 10.58\% |
| DEPARTMENT OF THE INTERIOR | 50,959 | 529 | 1.04\% | 4,133 | 8.11\% | 4,914 | 9.64\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 17,645 | 202 | 1.14\% | 1,137 | 6.44\% | 1,285 | 7.28\% |
| NUCLEAR REGULATORY COMMISSION | 3,601 | 36 | 1.00\% | 250 | 6.94\% | 284 | 7.89\% |
| OFFICE OF PERSONNEL MANAGEMENT | 5,099 | 51 | 1.00\% | 451 | 8.84\% | 665 | 13.04\% |
| SMALL BUSINESS ADMINISTRATION | 2,365 | 19 | 0.80\% | 187 | 7.91\% | 245 | 10.36\% |
| DEPARTMENT OF STATE | 10,142 | 51 | 0.50\% | 572 | 5.64\% | 921 | 9.08\% |
| SOCIAL SECURITY ADMINISTRATION | 59,643 | 1,162 | 1.95\% | 5,321 | 8.92\% | 6,017 | 10.09\% |
| DEPARTMENT OF TRANSPORTATION | 54,374 | 381 | 0.70\% | 3,805 | 7.00\% | 4,974 | 9.15\% |
| DEPARTMENT OF THE TREASURY | 89,852 | 1,575 | 1.75\% | 8,261 | 9.19\% | 9,298 | 10.35\% |
| DEPARTMENT OF VETERANS AFFAIRS | 297,528 | 5,752 | 1.93\% | 39,362 | 13.23\% | 51,930 | 17.45\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 5,551 | 34 | 0.61\% | 297 | 5.35\% | 349 | 6.29\% |
| FEDERAL RESERVE SYSTEM | 938 | 8 | 0.85\% | 88 | 9.38\% | 106 | 11.30\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,540 | 45 | 1.77\% | 200 | 7.87\% | 261 | 10.28\% |
| PENSION BENEFIT GUARANTY CORPORATION | 911 | 8 | 0.88\% | 60 | 6.59\% | 69 | 7.57\% |
| OFFICE OF MANAGEMENT AND BUDGET | 411 | 0 | 0.00\% | 9 | 2.19\% | 9 | 2.19\% |
| COMMODITY FUTURES TRADING COMMISSION | 645 | 1 | 0.16\% | 23 | 3.57\% | 29 | 4.50\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,226 | 9 | 0.73\% | 114 | 9.30\% | 143 | 11.66\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,110 | 56 | 2.65\% | 325 | 15.40\% | 410 | 19.43\% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,667 | 20 | 1.20\% | 85 | 5.10\% | 94 | 5.64\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 1,202 | 4 | 0.33\% | 81 | 6.74\% | 95 | 7.90\% |
| FEDERAL TRADE COMMISSION | 1,050 | 4 | 0.38\% | 66 | 6.29\% | 71 | 6.76\% |
| FEDERAL HOUSING FINANCE AGENCY | 715 | 3 | 0.42\% | 43 | 6.01\% | 52 | 7.27\% |
| BROADCASTING BOARD OF GOVERNORS | 1,549 | 10 | 0.65\% | 46 | 2.97\% | 55 | 3.55\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 590 | 5 | 0.85\% | 72 | 12.20\% | 76 | 12.88\% |
| GOVERNMENT PRINTING OFFICE | 1,859 | 22 | 1.18\% | 155 | 8.34\% | 179 | 9.63\% |
| NATIONAL SCIENCE FOUNDATION | 1,248 | 14 | 1.12\% | 109 | 8.73\% | 125 | 10.02\% |
| NATIONAL LABOR RELATIONS BOARD | 1,507 | 10 | 0.66\% | 72 | 4.78\% | 80 | 5.31\% |
| PEACE CORPS | 1 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| RAILROAD RETIREMENT BOARD | 891 | 10 | 1.12\% | 113 | 12.68\% | 126 | 14.14\% |
| SECURITIES AND EXCHANGE COMMISSION | 3,856 | 38 | 0.99\% | 198 | 5.13\% | 216 | 5.60\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 486 | 6 | 1.23\% | 38 | 7.82\% | 43 | 8.85\% |
| SMITHSONIAN INSTITUTION | 4,715 | 37 | 0.78\% | 275 | 5.83\% | 331 | 7.02\% |
| OTHER AGENCIES | 5,897 | 56 | 0.95\% | 438 | 7.43\% | 525 | 8.90\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

|  | 2012 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2012 On Board <br> Non-Seasonal Full-time Permanent Employees | All <br> Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 1,850,311 | 18,319 | 0.99\% | 148,009 | 8.00\% | 219,975 | 11.89\% |
| DOD-Combined | 691,466 | 4,826 | 0.70\% | 52,926 | 7.65\% | 99,928 | 14.45\% |
| DEPARTMENT OF THE AIR FORCE | 161,574 | 877 | 0.54\% | 10,781 | 6.67\% | 21,691 | 13.42\% |
| DEPARTMENT OF THE ARMY | 251,257 | 1,515 | 0.60\% | 19,748 | 7.86\% | 40,072 | 15.95\% |
| DEPARTMENT OF DEFENSE | 86,135 | 1,073 | 1.25\% | 8,408 | 9.76\% | 13,179 | 15.30\% |
| DEPARTMENT OF THE NAVY | 192,500 | 1,361 | 0.71\% | 13,989 | 7.27\% | 24,986 | 12.98\% |
| DEPARTMENT OF AGRICULTURE | 76,785 | 836 | 1.09\% | 6,798 | 8.85\% | 7,608 | 9.91\% |
| U.S. AID | 2,439 | 12 | 0.49\% | 110 | 4.51\% | 149 | 6.11\% |
| DEPARTMENT OF COMMERCE | 35,013 | 268 | 0.77\% | 2,016 | 5.76\% | 2,283 | 6.52\% |
| DEPARTMENT OF JUSTICE | 113,358 | 456 | 0.40\% | 4,380 | 3.86\% | 6,178 | 5.45\% |
| DEPARTMENT OF LABOR | 15,705 | 202 | 1.29\% | 1,505 | 9.58\% | 1,958 | 12.47\% |
| DEPARTMENT OF ENERGY | 15,041 | 116 | 0.77\% | 1,165 | 7.75\% | 1,439 | 9.57\% |
| DEPARTMENT OF EDUCATION | 3,899 | 55 | 1.41\% | 273 | 7.00\% | 308 | 7.90\% |
| ENVIRONMENTAL PROTECTION AGENCY | 16,218 | 213 | 1.31\% | 1,089 | 6.71\% | 1,207 | 7.44\% |
| GENERAL SERVICES ADMINISTRATION | 12,114 | 97 | 0.80\% | 737 | 6.08\% | 1,048 | 8.65\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 61,168 | 724 | 1.18\% | 5,075 | 8.30\% | 5,662 | 9.26\% |
| DEPARTMENT OF HOMELAND SECURITY | 169,116 | 661 | 0.39\% | 8,005 | 4.73\% | 12,266 | 7.25\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 8,982 | 99 | 1.10\% | 759 | 8.45\% | 922 | 10.26\% |
| DEPARTMENT OF THE INTERIOR | 53,156 | 554 | 1.04\% | 4,256 | 8.01\% | 4,978 | 9.36\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 17,558 | 197 | 1.12\% | 1,116 | 6.36\% | 1,235 | 7.03\% |
| NUCLEAR REGULATORY COMMISSION | 3,629 | 34 | 0.94\% | 242 | 6.67\% | 272 | 7.50\% |
| OFFICE OF PERSONNEL MANAGEMENT | 5,242 | 54 | 1.03\% | 434 | 8.28\% | 631 | 12.04\% |
| SMALL BUSINESS ADMINISTRATION | 2,224 | 19 | 0.85\% | 156 | 7.01\% | 196 | 8.81\% |
| DEPARTMENT OF STATE | 9,761 | 50 | 0.51\% | 520 | 5.33\% | 818 | 8.38\% |
| SOCIAL SECURITY ADMINISTRATION | 62,599 | 1,227 | 1.96\% | 5,476 | 8.75\% | 6,168 | 9.85\% |
| DEPARTMENT OF TRANSPORTATION | 55,614 | 396 | 0.71\% | 3,820 | 6.87\% | 4,870 | 8.76\% |
| DEPARTMENT OF THE TREASURY | 92,397 | 1,631 | 1.77\% | 8,467 | 9.16\% | 9,461 | 10.24\% |
| DEPARTMENT OF VETERANS AFFAIRS | 285,436 | 5,208 | 1.82\% | 35,913 | 12.58\% | 47,147 | 16.52\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 5,581 | 33 | 0.59\% | 291 | 5.21\% | 330 | 5.91\% |
| FEDERAL RESERVE SYSTEM | 681 | 4 | 0.59\% | 63 | 9.25\% | 78 | 11.45\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,629 | 40 | 1.52\% | 187 | 7.11\% | 252 | 9.59\% |
| PENSION BENEFIT GUARANTY CORPORATION | 906 | 10 | 1.10\% | 54 | 5.96\% | 62 | 6.84\% |
| OFFICE OF MANAGEMENT AND BUDGET | 461 | 0 | 0.00\% | 8 | 1.74\% | 9 | 1.95\% |
| COMMODITY FUTURES TRADING COMMISSION | 662 | 1 | 0.15\% | 21 | 3.17\% | 26 | 3.93\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,164 | 8 | 0.69\% | 100 | 8.59\% | 125 | 10.74\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,244 | 59 | 2.63\% | 334 | 14.88\% | 423 | 18.85\% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,650 | 18 | 1.09\% | 88 | 5.33\% | 95 | 5.76\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 1,210 | 6 | 0.50\% | 80 | 6.61\% | 91 | 7.52\% |
| FEDERAL TRADE COMMISSION | 1,043 | 5 | 0.48\% | 70 | 6.71\% | 73 | 7.00\% |
| FEDERAL HOUSING FINANCE AGENCY | 671 | 2 | 0.30\% | 42 | 6.26\% | 48 | 7.15\% |
| BROADCASTING BOARD OF GOVERNORS | 1,616 | 10 | 0.62\% | 48 | 2.97\% | 55 | 3.40\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 562 | 4 | 0.71\% | 29 | 5.16\% | 35 | 6.23\% |
| GOVERNMENT PRINTING OFFICE | 1,854 | 23 | 1.24\% | 150 | 8.09\% | 168 | 9.06\% |
| NATIONAL SCIENCE FOUNDATION | 1,220 | 14 | 1.15\% | 104 | 8.52\% | 116 | 9.51\% |
| NATIONAL LABOR RELATIONS BOARD | 1,579 | 10 | 0.63\% | 77 | 4.88\% | 84 | 5.32\% |
| PEACE CORPS | 3 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| RAILROAD RETIREMENT BOARD | 926 | 9 | 0.97\% | 116 | 12.53\% | 129 | 13.93\% |
| SECURITIES AND EXCHANGE COMMISSION | 3,615 | 32 | 0.89\% | 171 | 4.73\% | 183 | 5.06\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 489 | 5 | 1.02\% | 40 | 8.18\% | 44 | 9.00\% |
| SMITHSONIAN INSTITUTION | 4,690 | 40 | 0.85\% | 274 | 5.84\% | 315 | 6.72\% |
| OTHER AGENCIES | 5,935 | 51 | 0.86\% | 424 | 7.14\% | 502 | 8.46\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

|  | 2011 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2011 On Board <br> Non-Seasonal Full-time Permanent Employees | All <br> Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 1,856,580 | 17,845 | 0.96\% | 137,551 | 7.41\% | 203,694 | 10.97\% |
| DOD-Combined | 699,618 | 4,937 | 0.71\% | 50,628 | 7.24\% | 94,496 | 13.51\% |
| DEPARTMENT OF THE AIR FORCE | 166,338 | 895 | 0.54\% | 9,401 | 5.65\% | 20,457 | 12.30\% |
| DEPARTMENT OF THE ARMY | 255,487 | 1,601 | 0.63\% | 20,006 | 7.83\% | 38,738 | 15.16\% |
| DEPARTMENT OF DEFENSE | 85,818 | 1,094 | 1.27\% | 8,192 | 9.55\% | 12,409 | 14.46\% |
| DEPARTMENT OF THE NAVY | 191,975 | 1,347 | 0.70\% | 13,029 | 6.79\% | 22,892 | 11.92\% |
| DEPARTMENT OF AGRICULTURE | 79,899 | 834 | 1.04\% | 6,215 | 7.78\% | 6,979 | 8.73\% |
| U.S. AID | 2,226 | 12 | 0.54\% | 98 | 4.40\% | 130 | 5.84\% |
| DEPARTMENT OF COMMERCE | 34,501 | 282 | 0.82\% | 1,913 | 5.54\% | 2,140 | 6.20\% |
| DEPARTMENT OF JUSTICE | 112,867 | 437 | 0.39\% | 4,096 | 3.63\% | 5,560 | 4.93\% |
| DEPARTMENT OF LABOR | 15,190 | 180 | 1.18\% | 1,104 | 7.27\% | 1,500 | 9.87\% |
| DEPARTMENT OF ENERGY | 15,548 | 117 | 0.75\% | 1,088 | 7.00\% | 1,367 | 8.79\% |
| DEPARTMENT OF EDUCATION | 4,066 | 58 | 1.43\% | 276 | 6.79\% | 311 | 7.65\% |
| ENVIRONMENTAL PROTECTION AGENCY | 16,702 | 217 | 1.30\% | 1,121 | 6.71\% | 1,232 | 7.38\% |
| GENERAL SERVICES ADMINISTRATION | 12,448 | 98 | 0.79\% | 717 | 5.76\% | 1,009 | 8.11\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 60,303 | 597 | 0.99\% | 3,913 | 6.49\% | 4,462 | 7.40\% |
| DEPARTMENT OF HOMELAND SECURITY | 166,210 | 653 | 0.39\% | 7,310 | 4.40\% | 10,866 | 6.54\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 9,269 | 103 | 1.11\% | 736 | 7.94\% | 886 | 9.56\% |
| DEPARTMENT OF THE INTERIOR | 53,393 | 553 | 1.04\% | 4,097 | 7.67\% | 4,755 | 8.91\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 17,801 | 203 | 1.14\% | 1,062 | 5.97\% | 1,182 | 6.64\% |
| NUCLEAR REGULATORY COMMISSION | 3,796 | 35 | 0.92\% | 256 | 6.74\% | 285 | 7.51\% |
| OFFICE OF PERSONNEL MANAGEMENT | 5,186 | 46 | 0.89\% | 375 | 7.23\% | 571 | 11.01\% |
| SMALL BUSINESS ADMINISTRATION | 2,289 | 19 | 0.83\% | 158 | 6.90\% | 190 | 8.30\% |
| DEPARTMENT OF STATE | 9,443 | 48 | 0.51\% | 481 | 5.09\% | 746 | 7.90\% |
| SOCIAL SECURITY ADMINISTRATION | 64,539 | 1,261 | 1.95\% | 5,456 | 8.45\% | 6,138 | 9.51\% |
| DEPARTMENT OF TRANSPORTATION | 56,092 | 402 | 0.72\% | 3,794 | 6.76\% | 4,738 | 8.45\% |
| DEPARTMENT OF THE TREASURY | 96,232 | 1,721 | 1.79\% | 8,675 | 9.01\% | 9,609 | 9.99\% |
| DEPARTMENT OF VETERANS AFFAIRS | 277,461 | 4,631 | 1.67\% | 31,339 | 11.29\% | 41,459 | 14.94\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 5,339 | 30 | 0.56\% | 272 | 5.09\% | 302 | 5.66\% |
| FEDERAL RESERVE SYSTEM | 495 | 4 | 0.81\% | 42 | 8.48\% | 57 | 11.52\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,703 | 41 | 1.52\% | 182 | 6.73\% | 242 | 8.95\% |
| PENSION BENEFIT GUARANTY CORPORATION | 920 | 11 | 1.20\% | 54 | 5.87\% | 61 | 6.63\% |
| OFFICE OF MANAGEMENT AND BUDGET | 469 | 0 | 0.00\% | 8 | 1.71\% | 9 | 1.92\% |
| COMMODITY FUTURES TRADING COMMISSION | 624 | 1 | 0.16\% | 13 | 2.08\% | 17 | 2.72\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,151 | 7 | 0.61\% | 93 | 8.08\% | 111 | 9.64\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,422 | 64 | 2.64\% | 349 | 14.41\% | 444 | 18.33\% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,677 | 16 | 0.95\% | 90 | 5.37\% | 98 | 5.84\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 1,216 | 7 | 0.58\% | 82 | 6.74\% | 89 | 7.32\% |
| FEDERAL TRADE COMMISSION | 1,010 | 4 | 0.40\% | 36 | 3.56\% | 40 | 3.96\% |
| FEDERAL HOUSING FINANCE AGENCY | 581 | 3 | 0.52\% | 35 | 6.02\% | 41 | 7.06\% |
| BROADCASTING BOARD OF GOVERNORS | 1,623 | 11 | 0.68\% | 54 | 3.33\% | 61 | 3.76\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 546 | 2 | 0.37\% | 23 | 4.21\% | 28 | 5.13\% |
| GOVERNMENT PRINTING OFFICE | 2,163 | 30 | 1.39\% | 171 | 7.91\% | 192 | 8.88\% |
| NATIONAL SCIENCE FOUNDATION | 1,207 | 15 | 1.24\% | 98 | 8.12\% | 107 | 8.86\% |
| NATIONAL LABOR RELATIONS BOARD | 1,622 | 11 | 0.68\% | 71 | 4.38\% | 76 | 4.69\% |
| PEACE CORPS | 4 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| RAILROAD RETIREMENT BOARD | 945 | 8 | 0.85\% | 83 | 8.78\% | 94 | 9.95\% |
| SECURITIES AND EXCHANGE COMMISSION | 3,569 | 35 | 0.98\% | 173 | 4.85\% | 183 | 5.13\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 507 | 6 | 1.18\% | 45 | 8.88\% | 50 | 9.86\% |
| SMITHSONIAN INSTITUTION | 4,782 | 38 | 0.79\% | 258 | 5.40\% | 302 | 6.32\% |
| OTHER AGENCIES | 5,926 | 57 | 0.96\% | 411 | 6.94\% | 479 | 8.08\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

|  | 2010 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2010 On Board <br> Non-Seasonal Full-time Permanent Employees | All <br> Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 1,831,719 | 17,445 | 0.95\% | 129,546 | 7.07\% | 187,068 | 10.21\% |
| DOD-Combined | 686,554 | 5,029 | 0.73\% | 47,987 | 6.99\% | 85,664 | 12.48\% |
| DEPARTMENT OF THE AIR FORCE | 158,039 | 893 | 0.57\% | 8,590 | 5.44\% | 17,700 | 11.20\% |
| DEPARTMENT OF THE ARMY | 257,947 | 1,712 | 0.66\% | 19,818 | 7.68\% | 36,284 | 14.07\% |
| DEPARTMENT OF DEFENSE | 81,179 | 1,055 | 1.30\% | 7,261 | 8.94\% | 10,858 | 13.38\% |
| DEPARTMENT OF THE NAVY | 189,389 | 1,369 | 0.72\% | 12,318 | 6.50\% | 20,822 | 10.99\% |
| DEPARTMENT OF AGRICULTURE | 80,510 | 801 | 0.99\% | 5,708 | 7.09\% | 6,369 | 7.91\% |
| U.S. AID | 2,130 | 14 | 0.66\% | 88 | 4.13\% | 111 | 5.21\% |
| DEPARTMENT OF COMMERCE | 33,711 | 257 | 0.76\% | 1,685 | 5.00\% | 1,891 | 5.61\% |
| DEPARTMENT OF JUSTICE | 112,688 | 435 | 0.39\% | 3,963 | 3.52\% | 5,201 | 4.62\% |
| DEPARTMENT OF LABOR | 15,387 | 174 | 1.13\% | 1,074 | 6.98\% | 1,433 | 9.31\% |
| DEPARTMENT OF ENERGY | 15,757 | 121 | 0.77\% | 1,035 | 6.57\% | 1,308 | 8.30\% |
| DEPARTMENT OF EDUCATION | 4,010 | 58 | 1.45\% | 261 | 6.51\% | 293 | 7.31\% |
| ENVIRONMENTAL PROTECTION AGENCY | 16,601 | 220 | 1.33\% | 1,136 | 6.84\% | 1,238 | 7.46\% |
| GENERAL SERVICES ADMINISTRATION | 12,554 | 102 | 0.81\% | 690 | 5.50\% | 948 | 7.55\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 58,946 | 544 | 0.92\% | 3,564 | 6.05\% | 4,020 | 6.82\% |
| DEPARTMENT OF HOMELAND SECURITY | 161,273 | 629 | 0.39\% | 6,782 | 4.21\% | 9,768 | 6.06\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 9,397 | 116 | 1.23\% | 744 | 7.92\% | 885 | 9.42\% |
| DEPARTMENT OF THE INTERIOR | 53,460 | 557 | 1.04\% | 4,018 | 7.52\% | 4,622 | 8.65\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 17,190 | 202 | 1.18\% | 1,003 | 5.83\% | 1,110 | 6.46\% |
| NUCLEAR REGULATORY COMMISSION | 3,867 | 37 | 0.96\% | 266 | 6.88\% | 292 | 7.55\% |
| OFFICE OF PERSONNEL MANAGEMENT | 4,856 | 41 | 0.84\% | 323 | 6.65\% | 461 | 9.49\% |
| SMALL BUSINESS ADMINISTRATION | 2,327 | 18 | 0.77\% | 151 | 6.49\% | 175 | 7.52\% |
| DEPARTMENT OF STATE | 8,959 | 48 | 0.54\% | 476 | 5.31\% | 677 | 7.56\% |
| SOCIAL SECURITY ADMINISTRATION | 66,666 | 1,314 | 1.97\% | 5,541 | 8.31\% | 6,225 | 9.34\% |
| DEPARTMENT OF TRANSPORTATION | 56,151 | 377 | 0.67\% | 3,482 | 6.20\% | 4,350 | 7.75\% |
| DEPARTMENT OF THE TREASURY | 99,868 | 1,740 | 1.74\% | 8,628 | 8.64\% | 9,559 | 9.57\% |
| DEPARTMENT OF VETERANS AFFAIRS | 268,187 | 4,195 | 1.56\% | 28,438 | 10.60\% | 37,593 | 14.02\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 5,101 | 35 | 0.69\% | 255 | 5.00\% | 276 | 5.41\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,690 | 44 | 1.64\% | 188 | 6.99\% | 245 | 9.11\% |
| PENSION BENEFIT GUARANTY CORPORATION | 890 | 12 | 1.35\% | 51 | 5.73\% | 58 | 6.52\% |
| OFFICE OF MANAGEMENT AND BUDGET | 472 | 0 | 0.00\% | 8 | 1.69\% | 9 | 1.91\% |
| COMMODITY FUTURES TRADING COMMISSION | 622 | 1 | 0.16\% | 13 | 2.09\% | 16 | 2.57\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,051 | 3 | 0.29\% | 65 | 6.18\% | 79 | 7.52\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,476 | 67 | 2.71\% | 353 | 14.26\% | 453 | 18.30\% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,708 | 17 | 1.00\% | 90 | 5.27\% | 100 | 5.85\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 1,228 | 5 | 0.41\% | 65 | 5.29\% | 72 | 5.86\% |
| FEDERAL TRADE COMMISSION | 1,059 | 6 | 0.57\% | 39 | 3.68\% | 43 | 4.06\% |
| FEDERAL HOUSING FINANCE AGENCY | 433 | 3 | 0.69\% | 25 | 5.77\% | 27 | 6.24\% |
| BROADCASTING BOARD OF GOVERNORS | 1,658 | 12 | 0.72\% | 50 | 3.02\% | 56 | 3.38\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 551 | 2 | 0.36\% | 21 | 3.81\% | 28 | 5.08\% |
| GOVERNMENT PRINTING OFFICE | 2,259 | 32 | 1.42\% | 173 | 7.66\% | 186 | 8.23\% |
| NATIONAL SCIENCE FOUNDATION | 1,200 | 17 | 1.42\% | 101 | 8.42\% | 110 | 9.17\% |
| NATIONAL LABOR RELATIONS BOARD | 1,586 | 10 | 0.63\% | 69 | 4.35\% | 74 | 4.67\% |
| PEACE CORPS | 6 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| RAILROAD RETIREMENT BOARD | 964 | 9 | 0.93\% | 85 | 8.82\% | 92 | 9.54\% |
| SECURITIES AND EXCHANGE COMMISSION | 3,611 | 36 | 1.00\% | 179 | 4.96\% | 187 | 5.18\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 467 | 5 | 1.07\% | 36 | 7.71\% | 38 | 8.14\% |
| SMITHSONIAN INSTITUTION | 4,754 | 43 | 0.90\% | 250 | 5.26\% | 286 | 6.02\% |
| OTHER AGENCIES | 5,884 | 57 | 0.97\% | 387 | 6.58\% | 440 | 7.48\% |


| 2013 New Hires <br> Non-Seasonal Full-time Permanent (Including Transfers) | 2013 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 88,117 | 1,155 | 1.31\% | 9,932 | 11.27\% | 16,024 | 18.18\% |
| DOD-Combined | 32,530 | 113 | 0.35\% | 1,521 | 4.68\% | 4,828 | 14.84\% |
| DEPARTMENT OF THE AIR FORCE | 7,834 | 35 | 0.45\% | 294 | 3.75\% | 1,058 | 13.51\% |
| DEPARTMENT OF THE ARMY | 10,691 | 20 | 0.19\% | 294 | 2.75\% | 1,376 | 12.87\% |
| DEPARTMENT OF DEFENSE | 5,602 | 31 | 0.55\% | 351 | 6.27\% | 1,010 | 18.03\% |
| DEPARTMENT OF THE NAVY | 8,403 | 27 | 0.32\% | 582 | 6.93\% | 1,384 | 16.47\% |
| DEPARTMENT OF AGRICULTURE | 1,741 | 19 | 1.09\% | 223 | 12.81\% | 327 | 18.78\% |
| U.S. AID | 153 | 2 | 1.31\% | 11 | 7.19\% | 20 | 13.07\% |
| DEPARTMENT OF COMMERCE | 1,515 | 11 | 0.73\% | 147 | 9.70\% | 192 | 12.67\% |
| DEPARTMENT OF JUSTICE | 4,179 | 29 | 0.69\% | 362 | 8.66\% | 570 | 13.64\% |
| DEPARTMENT OF LABOR | 736 | 14 | 1.90\% | 117 | 15.90\% | 169 | 22.96\% |
| DEPARTMENT OF ENERGY | 702 | 4 | 0.57\% | 76 | 10.83\% | 119 | 16.95\% |
| DEPARTMENT OF EDUCATION | 190 | 2 | 1.05\% | 17 | 8.95\% | 31 | 16.32\% |
| ENVIRONMENTAL PROTECTION AGENCY | 126 | 1 | 0.79\% | 5 | 3.97\% | 9 | 7.14\% |
| GENERAL SERVICES ADMINISTRATION | 315 | 4 | 1.27\% | 43 | 13.65\% | 72 | 22.86\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,346 | 35 | 0.81\% | 346 | 7.96\% | 463 | 10.65\% |
| DEPARTMENT OF HOMELAND SECURITY | 4,640 | 39 | 0.84\% | 451 | 9.72\% | 745 | 16.06\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 134 | 2 | 1.49\% | 16 | 11.94\% | 22 | 16.42\% |
| DEPARTMENT OF THE INTERIOR | 1,579 | 27 | 1.71\% | 185 | 11.72\% | 276 | 17.48\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 707 | 5 | 0.71\% | 72 | 10.18\% | 101 | 14.29\% |
| NUCLEAR REGULATORY COMMISSION | 142 | 1 | 0.70\% | 13 | 9.15\% | 21 | 14.79\% |
| OFFICE OF PERSONNEL MANAGEMENT | 212 | 2 | 0.94\% | 32 | 15.09\% | 56 | 26.42\% |
| SMALL BUSINESS ADMINISTRATION | 276 | 1 | 0.36\% | 37 | 13.41\% | 58 | 21.01\% |
| DEPARTMENT OF STATE | 826 | 1 | 0.12\% | 44 | 5.33\% | 102 | 12.35\% |
| SOCIAL SECURITY ADMINISTRATION | 108 | 2 | 1.85\% | 13 | 12.04\% | 25 | 23.15\% |
| DEPARTMENT OF TRANSPORTATION | 1,212 | 16 | 1.32\% | 147 | 12.13\% | 244 | 20.13\% |
| DEPARTMENT OF THE TREASURY | 1,570 | 38 | 2.42\% | 198 | 12.61\% | 272 | 17.32\% |
| DEPARTMENT OF VETERANS AFFAIRS | 27,269 | 762 | 2.79\% | 5,608 | 20.57\% | 6,955 | 25.51\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 236 | 0 | 0.00\% | 13 | 5.51\% | 27 | 11.44\% |
| FEDERAL RESERVE SYSTEM | 291 | 3 | 1.03\% | 25 | 8.59\% | 29 | 9.97\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 89 | 3 | 3.37\% | 14 | 15.73\% | 20 | 22.47\% |
| PENSION BENEFIT GUARANTY CORPORATION | 64 | 0 | 0.00\% | 4 | 6.25\% | 6 | 9.38\% |
| OFFICE OF MANAGEMENT AND BUDGET | 8 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| COMMODITY FUTURES TRADING COMMISSION | 46 | 0 | 0.00\% | 4 | 8.70\% | 5 | 10.87\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 141 | 3 | 2.13\% | 21 | 14.89\% | 28 | 19.86\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 15 | 0 | 0.00\% | 5 | 33.33\% | 8 | 53.33\% |
| FEDERAL COMMUNICATIONS COMMISSION | 79 | 2 | 2.53\% | 2 | 2.53\% | 3 | 3.80\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 44 | 0 | 0.00\% | 5 | 11.36\% | 8 | 18.18\% |
| FEDERAL TRADE COMMISSION | 84 | 0 | 0.00\% | 5 | 5.95\% | 6 | 7.14\% |
| FEDERAL HOUSING FINANCE AGENCY | 82 | 0 | 0.00\% | 2 | 2.44\% | 5 | 6.10\% |
| BROADCASTING BOARD OF GOVERNORS | 48 | 0 | 0.00\% | 1 | 2.08\% | 4 | 8.33\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 90 | 0 | 0.00\% | 5 | 5.56\% | 7 | 7.78\% |
| GOVERNMENT PRINTING OFFICE | 88 | 1 | 1.14\% | 11 | 12.50\% | 15 | 17.05\% |
| NATIONAL SCIENCE FOUNDATION | 75 | 2 | 2.67\% | 7 | 9.33\% | 11 | 14.67\% |
| NATIONAL LABOR RELATIONS BOARD | 45 | 0 | 0.00\% | 1 | 2.22\% | 3 | 6.67\% |
| RAILROAD RETIREMENT BOARD | 44 | 1 | 2.27\% | 7 | 15.91\% | 8 | 18.18\% |
| SECURITIES AND EXCHANGE COMMISSION | 412 | 2 | 0.49\% | 24 | 5.83\% | 30 | 7.28\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 26 | 0 | 0.00\% | 2 | 7.69\% | 3 | 11.54\% |
| SMITHSONIAN INSTITUTION | 279 | 3 | 1.08\% | 33 | 11.83\% | 48 | 17.20\% |
| OTHER AGENCIES | 623 | 5 | 0.80\% | 57 | 9.15\% | 73 | 11.72\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| 2012 New Hires <br> Non-Seasonal Full-time Permanent (Including Transfers) | 2012 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 102,093 | 1,101 | 1.08\% | 9,750 | 9.55\% | 16,653 | 16.31\% |
| DOD-Combined | 42,376 | 148 | 0.35\% | 1,690 | 3.99\% | 5,767 | 13.61\% |
| DEPARTMENT OF THE AIR FORCE | 8,559 | 31 | 0.36\% | 312 | 3.65\% | 1,037 | 12.12\% |
| DEPARTMENT OF THE ARMY | 13,856 | 22 | 0.16\% | 338 | 2.44\% | 1,723 | 12.44\% |
| DEPARTMENT OF DEFENSE | 6,986 | 33 | 0.47\% | 304 | 4.35\% | 1,069 | 15.30\% |
| DEPARTMENT OF THE NAVY | 12,975 | 62 | 0.48\% | 736 | 5.67\% | 1,938 | 14.94\% |
| DEPARTMENT OF AGRICULTURE | 2,371 | 29 | 1.22\% | 290 | 12.23\% | 392 | 16.53\% |
| U.S. AID | 177 | 2 | 1.13\% | 11 | 6.21\% | 18 | 10.17\% |
| DEPARTMENT OF COMMERCE | 2,636 | 11 | 0.42\% | 228 | 8.65\% | 272 | 10.32\% |
| DEPARTMENT OF JUSTICE | 5,395 | 30 | 0.56\% | 368 | 6.82\% | 556 | 10.31\% |
| DEPARTMENT OF LABOR | 1,418 | 18 | 1.27\% | 199 | 14.03\% | 301 | 21.23\% |
| DEPARTMENT OF ENERGY | 675 | 1 | 0.15\% | 48 | 7.11\% | 70 | 10.37\% |
| DEPARTMENT OF EDUCATION | 181 | 0 | 0.00\% | 9 | 4.97\% | 18 | 9.94\% |
| ENVIRONMENTAL PROTECTION AGENCY | 225 | 3 | 1.33\% | 23 | 10.22\% | 32 | 14.22\% |
| GENERAL SERVICES ADMINISTRATION | 681 | 3 | 0.44\% | 69 | 10.13\% | 97 | 14.24\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,344 | 46 | 1.06\% | 388 | 8.93\% | 475 | 10.93\% |
| DEPARTMENT OF HOMELAND SECURITY | 6,802 | 37 | 0.54\% | 583 | 8.57\% | 1,020 | 15.00\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 269 | 3 | 1.12\% | 32 | 11.90\% | 43 | 15.99\% |
| DEPARTMENT OF THE INTERIOR | 2,483 | 22 | 0.89\% | 300 | 12.08\% | 420 | 16.92\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 507 | 5 | 0.99\% | 51 | 10.06\% | 59 | 11.64\% |
| NUCLEAR REGULATORY COMMISSION | 48 | 1 | 2.08\% | 5 | 10.42\% | 6 | 12.50\% |
| OFFICE OF PERSONNEL MANAGEMENT | 370 | 11 | 2.97\% | 55 | 14.86\% | 80 | 21.62\% |
| SMALL BUSINESS ADMINISTRATION | 199 | 2 | 1.01\% | 19 | 9.55\% | 27 | 13.57\% |
| DEPARTMENT OF STATE | 716 | 1 | 0.14\% | 26 | 3.63\% | 66 | 9.22\% |
| SOCIAL SECURITY ADMINISTRATION | 947 | 21 | 2.22\% | 156 | 16.47\% | 196 | 20.70\% |
| DEPARTMENT OF TRANSPORTATION | 1,447 | 12 | 0.83\% | 147 | 10.16\% | 239 | 16.52\% |
| DEPARTMENT OF THE TREASURY | 1,631 | 41 | 2.51\% | 221 | 13.55\% | 301 | 18.45\% |
| DEPARTMENT OF VETERANS AFFAIRS | 23,474 | 634 | 2.70\% | 4,599 | 19.59\% | 5,898 | 25.13\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 275 | 2 | 0.73\% | 20 | 7.27\% | 23 | 8.36\% |
| FEDERAL RESERVE SYSTEM | 213 | 0 | 0.00\% | 11 | 5.16\% | 14 | 6.57\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 60 | 0 | 0.00\% | 3 | 5.00\% | 12 | 20.00\% |
| PENSION BENEFIT GUARANTY CORPORATION | 57 | 2 | 3.51\% | 3 | 5.26\% | 5 | 8.77\% |
| OFFICE OF MANAGEMENT AND BUDGET | 29 | 0 | 0.00\% | 1 | 3.45\% | 1 | 3.45\% |
| COMMODITY FUTURES TRADING COMMISSION | 87 | 0 | 0.00\% | 10 | 11.49\% | 11 | 12.64\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 106 | 4 | 3.77\% | 18 | 16.98\% | 29 | 27.36\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 5 | 0 | 0.00\% | 1 | 20.00\% | 1 | 20.00\% |
| FEDERAL COMMUNICATIONS COMMISSION | 78 | 1 | 1.28\% | 3 | 3.85\% | 3 | 3.85\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 57 | 0 | 0.00\% | 6 | 10.53\% | 7 | 12.28\% |
| FEDERAL TRADE COMMISSION | 105 | 0 | 0.00\% | 8 | 7.62\% | 8 | 7.62\% |
| FEDERAL HOUSING FINANCE AGENCY | 119 | 0 | 0.00\% | 8 | 6.72\% | 8 | 6.72\% |
| BROADCASTING BOARD OF GOVERNORS | 57 | 0 | 0.00\% | 0 | 0.00\% | 1 | 1.75\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 66 | 1 | 1.52\% | 4 | 6.06\% | 6 | 9.09\% |
| GOVERNMENT PRINTING OFFICE | 41 | 0 | 0.00\% | 6 | 14.63\% | 7 | 17.07\% |
| NATIONAL SCIENCE FOUNDATION | 85 | 0 | 0.00\% | 11 | 12.94\% | 14 | 16.47\% |
| NATIONAL LABOR RELATIONS BOARD | 81 | 0 | 0.00\% | 2 | 2.47\% | 4 | 4.94\% |
| RAILROAD RETIREMENT BOARD | 62 | 1 | 1.61\% | 13 | 20.97\% | 17 | 27.42\% |
| SECURITIES AND EXCHANGE COMMISSION | 295 | 2 | 0.68\% | 9 | 3.05\% | 12 | 4.07\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 24 | 0 | 0.00\% | 1 | 4.17\% | 1 | 4.17\% |
| SMITHSONIAN INSTITUTION | 268 | 5 | 1.87\% | 44 | 16.42\% | 50 | 18.66\% |
| OTHER AGENCIES | 551 | 2 | 0.36\% | 51 | 9.26\% | 66 | 11.98\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| 2011 New Hires <br> Non-Seasonal Full-time Permanent (Including Transfers) | 2011 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 127,487 | 1,122 | 0.88\% | 10,148 | 7.96\% | 18,675 | 14.65\% |
| DOD-Combined | 63,957 | 273 | 0.43\% | 3,522 | 5.51\% | 9,134 | 14.28\% |
| DEPARTMENT OF THE AIR FORCE | 16,948 | 65 | 0.38\% | 843 | 4.97\% | 2,482 | 14.64\% |
| DEPARTMENT OF THE ARMY | 21,433 | 64 | 0.30\% | 1,175 | 5.48\% | 3,151 | 14.70\% |
| DEPARTMENT OF DEFENSE | 10,300 | 68 | 0.66\% | 561 | 5.45\% | 1,304 | 12.66\% |
| DEPARTMENT OF THE NAVY | 15,276 | 76 | 0.50\% | 943 | 6.17\% | 2,197 | 14.38\% |
| DEPARTMENT OF AGRICULTURE | 3,723 | 41 | 1.10\% | 325 | 8.73\% | 473 | 12.70\% |
| U.S. AID | 243 | 0 | 0.00\% | 12 | 4.94\% | 20 | 8.23\% |
| DEPARTMENT OF COMMERCE | 2,183 | 15 | 0.69\% | 163 | 7.47\% | 203 | 9.30\% |
| DEPARTMENT OF JUSTICE | 4,649 | 23 | 0.49\% | 265 | 5.70\% | 405 | 8.71\% |
| DEPARTMENT OF LABOR | 898 | 18 | 2.00\% | 96 | 10.69\% | 153 | 17.04\% |
| DEPARTMENT OF ENERGY | 843 | 4 | 0.47\% | 43 | 5.10\% | 76 | 9.02\% |
| DEPARTMENT OF EDUCATION | 312 | 1 | 0.32\% | 16 | 5.13\% | 23 | 7.37\% |
| ENVIRONMENTAL PROTECTION AGENCY | 716 | 8 | 1.12\% | 39 | 5.45\% | 52 | 7.26\% |
| GENERAL SERVICES ADMINISTRATION | 638 | 3 | 0.47\% | 70 | 10.97\% | 101 | 15.83\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,643 | 82 | 1.77\% | 454 | 9.78\% | 541 | 11.65\% |
| DEPARTMENT OF HOMELAND SECURITY | 8,749 | 36 | 0.41\% | 594 | 6.79\% | 1,033 | 11.81\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 562 | 5 | 0.89\% | 52 | 9.25\% | 76 | 13.52\% |
| DEPARTMENT OF THE INTERIOR | 2,772 | 30 | 1.08\% | 284 | 10.25\% | 399 | 14.39\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 508 | 6 | 1.18\% | 36 | 7.09\% | 52 | 10.24\% |
| NUCLEAR REGULATORY COMMISSION | 93 | 0 | 0.00\% | 5 | 5.38\% | 7 | 7.53\% |
| OFFICE OF PERSONNEL MANAGEMENT | 673 | 11 | 1.63\% | 80 | 11.89\% | 144 | 21.40\% |
| SMALL BUSINESS ADMINISTRATION | 171 | 2 | 1.17\% | 18 | 10.53\% | 31 | 18.13\% |
| DEPARTMENT OF STATE | 816 | 1 | 0.12\% | 28 | 3.43\% | 79 | 9.68\% |
| SOCIAL SECURITY ADMINISTRATION | 613 | 17 | 2.77\% | 86 | 14.03\% | 121 | 19.74\% |
| DEPARTMENT OF TRANSPORTATION | 1,797 | 18 | 1.00\% | 159 | 8.85\% | 262 | 14.58\% |
| DEPARTMENT OF THE TREASURY | 1,952 | 60 | 3.07\% | 205 | 10.50\% | 257 | 13.17\% |
| DEPARTMENT OF VETERANS AFFAIRS | 22,839 | 450 | 1.97\% | 3,385 | 14.82\% | 4,722 | 20.68\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 394 | 0 | 0.00\% | 18 | 4.57\% | 23 | 5.84\% |
| FEDERAL RESERVE SYSTEM | 442 | 4 | 0.90\% | 35 | 7.92\% | 51 | 11.54\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 126 | 0 | 0.00\% | 4 | 3.17\% | 15 | 11.90\% |
| PENSION BENEFIT GUARANTY CORPORATION | 63 | 1 | 1.59\% | 5 | 7.94\% | 5 | 7.94\% |
| OFFICE OF MANAGEMENT AND BUDGET | 61 | 0 | 0.00\% | 1 | 1.64\% | 1 | 1.64\% |
| COMMODITY FUTURES TRADING COMMISSION | 28 | 0 | 0.00\% | 2 | 7.14\% | 3 | 10.71\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 171 | 1 | 0.58\% | 6 | 3.51\% | 16 | 9.36\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 85 | 2 | 2.35\% | 15 | 17.65\% | 19 | 22.35\% |
| FEDERAL COMMUNICATIONS COMMISSION | 72 | 0 | 0.00\% | 6 | 8.33\% | 6 | 8.33\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 48 | 0 | 0.00\% | 4 | 8.33\% | 5 | 10.42\% |
| FEDERAL TRADE COMMISSION | 49 | 0 | 0.00\% | 3 | 6.12\% | 3 | 6.12\% |
| FEDERAL HOUSING FINANCE AGENCY | 162 | 0 | 0.00\% | 9 | 5.56\% | 12 | 7.41\% |
| BROADCASTING BOARD OF GOVERNORS | 61 | 0 | 0.00\% | 2 | 3.28\% | 4 | 6.56\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 52 | 0 | 0.00\% | 5 | 9.62\% | 5 | 9.62\% |
| GOVERNMENT PRINTING OFFICE | 51 | 0 | 0.00\% | 6 | 11.76\% | 13 | 25.49\% |
| NATIONAL SCIENCE FOUNDATION | 73 | 1 | 1.37\% | 4 | 5.48\% | 5 | 6.85\% |
| NATIONAL LABOR RELATIONS BOARD | 92 | 2 | 2.17\% | 4 | 4.35\% | 5 | 5.43\% |
| RAILROAD RETIREMENT BOARD | 39 | 1 | 2.56\% | 5 | 12.82\% | 8 | 20.51\% |
| SECURITIES AND EXCHANGE COMMISSION | 166 | 2 | 1.20\% | 5 | 3.01\% | 5 | 3.01\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 77 | 1 | 1.30\% | 10 | 12.99\% | 13 | 16.88\% |
| SMITHSONIAN INSTITUTION | 284 | 0 | 0.00\% | 19 | 6.69\% | 30 | 10.56\% |
| OTHER AGENCIES | 541 | 3 | 0.55\% | 43 | 7.95\% | 64 | 11.83\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| 2010 New Hires <br> Non-Seasonal Full-time Permanent (Including Transfers) | 2010 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Employees | Targeted Disability | \% | All <br> Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| Total Executive Branch Agencies | 151,999 | 1,178 | 0.78\% | 9,712 | 6.39\% | 18,926 | 12.45\% |
| DOD-Combined | 73,179 | 255 | 0.35\% | 3,257 | 4.45\% | 9,231 | 12.61\% |
| DEPARTMENT OF THE AIR FORCE | 17,742 | 37 | 0.21\% | 625 | 3.52\% | 2,175 | 12.26\% |
| DEPARTMENT OF THE ARMY | 27,676 | 120 | 0.43\% | 1,581 | 5.71\% | 3,911 | 14.13\% |
| DEPARTMENT OF DEFENSE | 9,484 | 38 | 0.40\% | 333 | 3.51\% | 1,004 | 10.59\% |
| DEPARTMENT OF THE NAVY | 18,277 | 60 | 0.33\% | 718 | 3.93\% | 2,141 | 11.71\% |
| DEPARTMENT OF AGRICULTURE | 5,131 | 30 | 0.58\% | 362 | 7.06\% | 526 | 10.25\% |
| U.S. AID | 217 | 1 | 0.46\% | 17 | 7.83\% | 22 | 10.14\% |
| DEPARTMENT OF COMMERCE | 1,723 | 19 | 1.10\% | 125 | 7.25\% | 151 | 8.76\% |
| DEPARTMENT OF JUSTICE | 8,334 | 42 | 0.50\% | 384 | 4.61\% | 612 | 7.34\% |
| DEPARTMENT OF LABOR | 1,449 | 21 | 1.45\% | 140 | 9.66\% | 213 | 14.70\% |
| DEPARTMENT OF ENERGY | 1,108 | 9 | 0.81\% | 47 | 4.24\% | 85 | 7.67\% |
| DEPARTMENT OF EDUCATION | 528 | 5 | 0.95\% | 23 | 4.36\% | 31 | 5.87\% |
| ENVIRONMENTAL PROTECTION AGENCY | 788 | 11 | 1.40\% | 50 | 6.35\% | 66 | 8.38\% |
| GENERAL SERVICES ADMINISTRATION | 1,042 | 7 | 0.67\% | 98 | 9.40\% | 136 | 13.05\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 5,824 | 42 | 0.72\% | 301 | 5.17\% | 380 | 6.52\% |
| DEPARTMENT OF HOMELAND SECURITY | 8,125 | 30 | 0.37\% | 430 | 5.29\% | 776 | 9.55\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 736 | 8 | 1.09\% | 42 | 5.71\% | 53 | 7.20\% |
| DEPARTMENT OF THE INTERIOR | 3,241 | 25 | 0.77\% | 252 | 7.78\% | 374 | 11.54\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 550 | 11 | 2.00\% | 37 | 6.73\% | 51 | 9.27\% |
| NUCLEAR REGULATORY COMMISSION | 204 | 3 | 1.47\% | 17 | 8.33\% | 22 | 10.78\% |
| OFFICE OF PERSONNEL MANAGEMENT | 699 | 13 | 1.86\% | 79 | 11.30\% | 132 | 18.88\% |
| SMALL BUSINESS ADMINISTRATION | 130 | 0 | 0.00\% | 7 | 5.38\% | 10 | 7.69\% |
| DEPARTMENT OF STATE | 557 | 3 | 0.54\% | 17 | 3.05\% | 44 | 7.90\% |
| SOCIAL SECURITY ADMINISTRATION | 5,787 | 111 | 1.92\% | 534 | 9.23\% | 717 | 12.39\% |
| DEPARTMENT OF TRANSPORTATION | 2,203 | 34 | 1.54\% | 172 | 7.81\% | 278 | 12.62\% |
| DEPARTMENT OF THE TREASURY | 4,362 | 104 | 2.38\% | 420 | 9.63\% | 598 | 13.71\% |
| DEPARTMENT OF VETERANS AFFAIRS | 22,670 | 360 | 1.59\% | 2,706 | 11.94\% | 4,102 | 18.09\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 413 | 4 | 0.97\% | 21 | 5.08\% | 25 | 6.05\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 248 | 3 | 1.21\% | 14 | 5.65\% | 31 | 12.50\% |
| PENSION BENEFIT GUARANTY CORPORATION | 76 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| OFFICE OF MANAGEMENT AND BUDGET | 37 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| COMMODITY FUTURES TRADING COMMISSION | 133 | 0 | 0.00\% | 1 | 0.75\% | 2 | 1.50\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 140 | 0 | 0.00\% | 1 | 0.71\% | 3 | 2.14\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 348 | 13 | 3.74\% | 54 | 15.52\% | 101 | 29.02\% |
| FEDERAL COMMUNICATIONS COMMISSION | 43 | 0 | 0.00\% | 2 | 4.65\% | 3 | 6.98\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 91 | 0 | 0.00\% | 3 | 3.30\% | 4 | 4.40\% |
| FEDERAL TRADE COMMISSION | 102 | 1 | 0.98\% | 5 | 4.90\% | 7 | 6.86\% |
| FEDERAL HOUSING FINANCE AGENCY | 42 | 0 | 0.00\% | 0 | 0.00\% | 2 | 4.76\% |
| BROADCASTING BOARD OF GOVERNORS | 85 | 0 | 0.00\% | 0 | 0.00\% | 0 | 0.00\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 83 | 0 | 0.00\% | 3 | 3.61\% | 7 | 8.43\% |
| GOVERNMENT PRINTING OFFICE | 89 | 2 | 2.25\% | 8 | 8.99\% | 9 | 10.11\% |
| NATIONAL SCIENCE FOUNDATION | 75 | 1 | 1.33\% | 6 | 8.00\% | 8 | 10.67\% |
| NATIONAL LABOR RELATIONS BOARD | 123 | 1 | 0.81\% | 3 | 2.44\% | 4 | 3.25\% |
| RAILROAD RETIREMENT BOARD | 68 | 0 | 0.00\% | 4 | 5.88\% | 7 | 10.29\% |
| SECURITIES AND EXCHANGE COMMISSION | 317 | 2 | 0.63\% | 9 | 2.84\% | 13 | 4.10\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 76 | 0 | 0.00\% | 2 | 2.63\% | 2 | 2.63\% |
| SMITHSONIAN INSTITUTION | 327 | 4 | 1.22\% | 25 | 7.65\% | 38 | 11.62\% |
| OTHER AGENCIES | 496 | 3 | 0.60\% | 34 | 6.85\% | 50 | 10.08\% |

## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report



## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report



## Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

|  | 2011 |  |  |
| :---: | :---: | :---: | :---: |
|  | All New Hires | Schedule A | \% |
| Total Executive Branch Agencies | 127,487 | 1,247 | 0.98\% |
| DOD-Combined | 63,957 | 247 | 0.39\% |
| DEPARTMENT OF THE AIR FORCE | 16,948 | 44 | 0.26\% |
| DEPARTMENT OF THE ARMY | 21,433 | 44 | 0.21\% |
| DEPARTMENT OF DEFENSE | 10,300 | 55 | 0.53\% |
| DEPARTMENT OF THE NAVY | 15,276 | 104 | 0.68\% |
| DEPARTMENT OF AGRICULTURE | 3,723 | 70 | 1.88\% |
| U.S. AID | 243 | 1 | 0.41\% |
| DEPARTMENT OF COMMERCE | 2,183 | 17 | 0.78\% |
| DEPARTMENT OF JUSTICE | 4,649 | 5 | 0.11\% |
| DEPARTMENT OF LABOR | 898 | 27 | 3.01\% |
| DEPARTMENT OF ENERGY | 843 | 6 | 0.71\% |
| DEPARTMENT OF EDUCATION | 312 | 3 | 0.96\% |
| ENVIRONMENTAL PROTECTION AGENCY | 716 | 14 | 1.96\% |
| GENERAL SERVICES ADMINISTRATION | 638 | 11 | 1.72\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,643 | 174 | 3.75\% |
| DEPARTMENT OF HOMELAND SECURITY | 8,749 | 42 | 0.48\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 562 | 8 | 1.42\% |
| DEPARTMENT OF THE INTERIOR | 2,772 | 34 | 1.23\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 508 | 6 | 1.18\% |
| NUCLEAR REGULATORY COMMISSION | 93 | 0 | 0.00\% |
| OFFICE OF PERSONNEL MANAGEMENT | 673 | 32 | 4.75\% |
| SMALL BUSINESS ADMINISTRATION | 171 | 1 | 0.58\% |
| DEPARTMENT OF STATE | 816 | 2 | 0.25\% |
| SOCIAL SECURITY ADMINISTRATION | 613 | 33 | 5.38\% |
| DEPARTMENT OF TRANSPORTATION | 1,797 | 16 | 0.89\% |
| DEPARTMENT OF THE TREASURY | 1,952 | 91 | 4.66\% |
| DEPARTMENT OF VETERANS AFFAIRS | 22,839 | 384 | 1.68\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 394 | 0 | 0.00\% |
| FEDERAL RESERVE SYSTEM | 442 | 1 | 0.23\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 126 | 1 | 0.79\% |
| PENSION BENEFIT GUARANTY CORPORATION | 63 | 0 | 0.00\% |
| OFFICE OF MANAGEMENT AND BUDGET | 61 | 1 | 1.64\% |
| COMMODITY FUTURES TRADING COMMISSION | 28 | 0 | 0.00\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 171 | 2 | 1.17\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 85 | 5 | 5.88\% |
| FEDERAL COMMUNICATIONS COMMISSION | 72 | 0 | 0.00\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 48 | 0 | 0.00\% |
| FEDERAL TRADE COMMISSION | 49 | 0 | 0.00\% |
| FEDERAL HOUSING FINANCE AGENCY | 162 | 0 | 0.00\% |
| BROADCASTING BOARD OF GOVERNORS | 61 | 0 | 0.00\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 52 | 0 | 0.00\% |
| GOVERNMENT PRINTING OFFICE | 51 | 0 | 0.00\% |
| NATIONAL SCIENCE FOUNDATION | 73 | 1 | 1.37\% |
| NATIONAL LABOR RELATIONS BOARD | 92 | 2 | 2.17\% |
| RAILROAD RETIREMENT BOARD | 39 | 0 | 0.00\% |
| SECURITIES AND EXCHANGE COMMISSION | 166 | 2 | 1.20\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 77 | 0 | 0.00\% |
| SMITHSONIAN INSTITUTION | 284 | 1 | 0.35\% |
| OTHER AGENCIES | 541 | 7 | 1.29\% |


|  | 2010 |  |  |
| :---: | :---: | :---: | :---: |
| 2010 Schedule A Disability New Hires <br> Non-Seasonal Full-time Permanent (Including Transfers) | All New Hires | Schedule A | \% |
| Total Executive Branch Agencies | 151,999 | 902 | 0.59\% |
| DOD-Combined | 73,179 | 180 | 0.25\% |
| DEPARTMENT OF THE AIR FORCE | 17,742 | 21 | 0.12\% |
| DEPARTMENT OF THE ARMY | 27,676 | 48 | 0.17\% |
| DEPARTMENT OF DEFENSE | 9,484 | 47 | 0.50\% |
| DEPARTMENT OF THE NAVY | 18,277 | 64 | 0.35\% |
| DEPARTMENT OF AGRICULTURE | 5,131 | 31 | 0.60\% |
| U.S. AID | 217 | 0 | 0.00\% |
| DEPARTMENT OF COMMERCE | 1,723 | 12 | 0.70\% |
| DEPARTMENT OF JUSTICE | 8,334 | 7 | 0.08\% |
| DEPARTMENT OF LABOR | 1,449 | 40 | 2.76\% |
| DEPARTMENT OF ENERGY | 1,108 | 2 | 0.18\% |
| DEPARTMENT OF EDUCATION | 528 | 3 | 0.57\% |
| ENVIRONMENTAL PROTECTION AGENCY | 788 | 14 | 1.78\% |
| GENERAL SERVICES ADMINISTRATION | 1,042 | 13 | 1.25\% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 5,824 | 34 | 0.58\% |
| DEPARTMENT OF HOMELAND SECURITY | 8,125 | 4 | 0.05\% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 736 | 3 | 0.41\% |
| DEPARTMENT OF THE INTERIOR | 3,241 | 29 | 0.89\% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 550 | 14 | 2.55\% |
| NUCLEAR REGULATORY COMMISSION | 204 | 0 | 0.00\% |
| OFFICE OF PERSONNEL MANAGEMENT | 699 | 26 | 3.72\% |
| SMALL BUSINESS ADMINISTRATION | 130 | 0 | 0.00\% |
| DEPARTMENT OF STATE | 557 | 3 | 0.54\% |
| SOCIAL SECURITY ADMINISTRATION | 5,787 | 135 | 2.33\% |
| DEPARTMENT OF TRANSPORTATION | 2,203 | 18 | 0.82\% |
| DEPARTMENT OF THE TREASURY | 4,362 | 175 | 4.01\% |
| DEPARTMENT OF VETERANS AFFAIRS | 22,670 | 135 | 0.60\% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 413 | 1 | 0.24\% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 248 | 0 | 0.00\% |
| PENSION BENEFIT GUARANTY CORPORATION | 76 | 0 | 0.00\% |
| OFFICE OF MANAGEMENT AND BUDGET | 37 | 0 | 0.00\% |
| COMMODITY FUTURES TRADING COMMISSION | 133 | 0 | 0.00\% |
| NATIONAL CREDIT UNION ADMINISTRATION | 140 | 0 | 0.00\% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 348 | 19 | 5.46\% |
| FEDERAL COMMUNICATIONS COMMISSION | 43 | 0 | 0.00\% |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 91 | 0 | 0.00\% |
| FEDERAL TRADE COMMISSION | 102 | 0 | 0.00\% |
| FEDERAL HOUSING FINANCE AGENCY | 42 | 0 | 0.00\% |
| BROADCASTING BOARD OF GOVERNORS | 85 | 0 | 0.00\% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 83 | 0 | 0.00\% |
| GOVERNMENT PRINTING OFFICE | 89 | 0 | 0.00\% |
| NATIONAL SCIENCE FOUNDATION | 75 | 2 | 2.67\% |
| NATIONAL LABOR RELATIONS BOARD | 123 | 0 | 0.00\% |
| RAILROAD RETIREMENT BOARD | 68 | 0 | 0.00\% |
| SECURITIES AND EXCHANGE COMMISSION | 317 | 0 | 0.00\% |
| CONSUMER PRODUCT SAFETY COMMISSION | 76 | 0 | 0.00\% |
| SMITHSONIAN INSTITUTION | 327 | 2 | 0.61\% |
| OTHER AGENCIES | 496 | 0 | 0.00\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| Non-Seasonal Full-time Permanent Employees Percentages Calculated for Representation in each Grade Level |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} \underline{2013} \\ \text { On Board } \end{gathered}$ | All Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 22 | 7 | 31.82\% | 14 | 63.64\% | 14 | 63.64\% |
| GS 2 | 253 | 27 | 10.67\% | 57 | 22.53\% | 65 | 25.69\% |
| GS 3 | 2,488 | 174 | 6.99\% | 491 | 19.73\% | 553 | 22.23\% |
| GS 4 | 21,603 | 781 | 3.62\% | 3,460 | 16.02\% | 4,594 | 21.27\% |
| GS 5 | 67,601 | 1,789 | 2.65\% | 10,292 | 15.22\% | 14,358 | 21.24\% |
| GS 6 | 73,334 | 1,348 | 1.84\% | 9,647 | 13.15\% | 13,504 | 18.41\% |
| GS 7 | 104,410 | 1,629 | 1.56\% | 11,947 | 11.44\% | 18,101 | 17.34\% |
| GS 8 | 48,228 | 844 | 1.75\% | 4,897 | 10.15\% | 6,060 | 12.57\% |
| GS 9 | 113,592 | 1,370 | 1.21\% | 12,029 | 10.59\% | 19,183 | 16.89\% |
| GS 10 | 12,818 | 109 | 0.85\% | 1,085 | 8.46\% | 1,682 | 13.12\% |
| GS 11 | 187,802 | 1,991 | 1.06\% | 17,906 | 9.53\% | 28,687 | 15.28\% |
| GS 12 | 276,449 | 2,055 | 0.74\% | 21,810 | 7.89\% | 34,358 | 12.43\% |
| GS 13 | 230,305 | 1,504 | 0.65\% | 16,064 | 6.98\% | 24,056 | 10.45\% |
| GS 14 | 110,033 | 657 | 0.60\% | 7,197 | 6.54\% | 10,500 | 9.54\% |
| GS 15 | 53,615 | 275 | 0.51\% | 3,276 | 6.11\% | 4,554 | 8.49\% |
| SES | 7,810 | 36 | 0.46\% | 377 | 4.83\% | 422 | 5.40\% |
| Other Pay Plans | 521,360 | 4,069 | 0.78\% | 37,286 | 7.15\% | 53,704 | 10.30\% |
| Total | 1,831,723 | 18,665 | 1.02\% | 157,835 | 8.62\% | 234,395 | 12.80\% |


| $\begin{gathered} \underline{2012} \\ \text { On Board } \end{gathered}$ | All <br> Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| GS 1 | 32 | 7 | 21.88\% | 12 | 37.50\% | 12 | 37.50\% |
| GS 2 | 285 | 35 | 12.28\% | 61 | 21.40\% | 70 | 24.56\% |
| GS 3 | 2,728 | 187 | 6.85\% | 523 | 19.17\% | 591 | 21.66\% |
| GS 4 | 23,652 | 832 | 3.52\% | 3,556 | 15.03\% | 4,758 | 20.12\% |
| GS 5 | 72,590 | 1,809 | 2.49\% | 10,324 | 14.22\% | 14,448 | 19.90\% |
| GS 6 | 73,316 | 1,290 | 1.76\% | 8,967 | 12.23\% | 12,567 | 17.14\% |
| GS 7 | 109,679 | 1,631 | 1.49\% | 11,572 | 10.55\% | 17,446 | 15.91\% |
| GS 8 | 47,900 | 806 | 1.68\% | 4,698 | 9.81\% | 5,756 | 12.02\% |
| GS 9 | 117,539 | 1,311 | 1.12\% | 11,160 | 9.49\% | 18,029 | 15.34\% |
| GS 10 | 14,165 | 118 | 0.83\% | 1,228 | 8.67\% | 1,936 | 13.67\% |
| GS 11 | 194,316 | 1,940 | 1.00\% | 16,439 | 8.46\% | 26,570 | 13.67\% |
| GS 12 | 271,911 | 2,013 | 0.74\% | 19,843 | 7.30\% | 31,396 | 11.55\% |
| GS 13 | 226,918 | 1,460 | 0.64\% | 14,768 | 6.51\% | 22,087 | 9.73\% |
| GS 14 | 108,075 | 638 | 0.59\% | 6,759 | 6.25\% | 9,638 | 8.92\% |
| GS 15 | 53,214 | 275 | 0.52\% | 3,124 | 5.87\% | 4,253 | 7.99\% |
| SES | 7,868 | 34 | 0.43\% | 368 | 4.68\% | 406 | 5.16\% |
| Other Pay Plans | 526,123 | 3,933 | 0.75\% | 34,607 | 6.58\% | 50,012 | 9.51\% |
| Total | 1,850,311 | 18,319 | 0.99\% | 148,009 | 8.00\% | 219,975 | 11.89\% |
|  |  |  |  |  |  |  |  |
| $\begin{gathered} \underline{2011} \\ \text { On Board } \end{gathered}$ | All <br> Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 41 | 8 | 19.51\% | 11 | 26.83\% | 13 | 31.71\% |
| GS 2 | 311 | 43 | 13.83\% | 70 | 22.51\% | 77 | 24.76\% |
| GS 3 | 2,819 | 200 | 7.09\% | 541 | 19.19\% | 601 | 21.32\% |
| GS 4 | 25,392 | 863 | 3.40\% | 3,589 | 14.13\% | 4,843 | 19.07\% |
| GS 5 | 75,332 | 1,839 | 2.44\% | 9,789 | 12.99\% | 13,845 | 18.38\% |
| GS 6 | 75,267 | 1,266 | 1.68\% | 8,417 | 11.18\% | 11,947 | 15.87\% |
| GS 7 | 113,072 | 1,578 | 1.40\% | 10,933 | 9.67\% | 16,402 | 14.51\% |
| GS 8 | 47,643 | 823 | 1.73\% | 4,468 | 9.38\% | 5,433 | 11.40\% |
| GS 9 | 125,261 | 1,289 | 1.03\% | 10,655 | 8.51\% | 17,220 | 13.75\% |
| GS 10 | 13,662 | 128 | 0.94\% | 1,154 | 8.45\% | 1,798 | 13.16\% |
| GS 11 | 196,134 | 1,887 | 0.96\% | 15,205 | 7.75\% | 24,429 | 12.46\% |
| GS 12 | 258,155 | 1,865 | 0.72\% | 17,671 | 6.85\% | 27,856 | 10.79\% |
| GS 13 | 222,507 | 1,383 | 0.62\% | 13,191 | 5.93\% | 19,558 | 8.79\% |
| GS 14 | 105,842 | 616 | 0.58\% | 5,976 | 5.65\% | 8,469 | 8.00\% |
| GS 15 | 52,321 | 260 | 0.50\% | 2,751 | 5.26\% | 3,708 | 7.09\% |
| SES | 7,792 | 33 | 0.42\% | 333 | 4.27\% | 362 | 4.65\% |
| Other Pay Plans | 535,029 | 3,764 | 0.70\% | 32,797 | 6.13\% | 47,133 | 7.81\% |
| Total | 1,856,580 | 17,845 | 0.96\% | 137,551 | 7.41\% | 203,694 | 10.97\% |


| Non-Seasonal Full-time Permanent Employees Percentages Calculated for Representation in each GS Level |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $2013$ <br> New Hires | All <br> Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 6 | 2 | 33.33\% | 3 | 50.00\% | 3 | 50.00\% |
| GS 2 | 60 | 0 | 0.00\% | 5 | 8.33\% | 6 | 10.00\% |
| GS 3 | 524 | 17 | 3.24\% | 92 | 17.56\% | 113 | 21.56\% |
| GS 4 | 3,233 | 67 | 2.07\% | 518 | 16.02\% | 772 | 23.88\% |
| GS 5 | 9,533 | 224 | 2.35\% | 1,745 | 18.30\% | 2,507 | 26.30\% |
| GS 6 | 5,160 | 80 | 1.55\% | 685 | 13.28\% | 1,053 | 20.41\% |
| GS 7 | 8,435 | 117 | 1.39\% | 951 | 11.27\% | 1,855 | 21.99\% |
| GS 8 | 1,085 | 15 | 1.38\% | 147 | 13.55\% | 222 | 20.46\% |
| GS 9 | 7,005 | 103 | 1.47\% | 753 | 10.75\% | 1,346 | 19.21\% |
| GS 10 | 525 | 1 | 0.19\% | 27 | 5.14\% | 55 | 10.48\% |
| GS 11 | 8,248 | 77 | 0.93\% | 711 | 8.62\% | 1,338 | 16.22\% |
| GS 12 | 7,180 | 40 | 0.56\% | 603 | 8.40\% | 1,100 | 15.32\% |
| GS 13 | 5,660 | 34 | 0.60\% | 490 | 8.66\% | 884 | 15.62\% |
| GS 14 | 2,488 | 17 | 0.68\% | 226 | 9.08\% | 389 | 15.64\% |
| GS 15 | 1,185 | 5 | 0.42\% | 96 | 8.10\% | 158 | 13.33\% |
| SES | 375 | 4 | 1.07\% | 23 | 6.13\% | 25 | 6.67\% |
| Other Pay Plans | 27,415 | 352 | 1.28\% | 2,857 | 10.42\% | 4,198 | 15.31\% |
| Total | 88,117 | 1,155 | 1.31\% | 9,932 | 11.27\% | 16,024 | 18.18\% |
|  |  |  |  |  |  |  |  |
| $2012$ <br> New Hires | All <br> Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 16 | 0 | 0.00\% | 2 | 12.50\% | 2 | 12.50\% |
| GS 2 | 132 | 1 | 0.76\% | 11 | 8.33\% | 15 | 11.36\% |
| GS 3 | 672 | 12 | 1.79\% | 71 | 10.57\% | 94 | 13.99\% |
| GS 4 | 4,234 | 73 | 1.72\% | 471 | 11.12\% | 785 | 18.54\% |
| GS 5 | 11,437 | 258 | 2.26\% | 1,802 | 15.76\% | 2,664 | 23.29\% |
| GS 6 | 5,708 | 94 | 1.65\% | 702 | 12.30\% | 1,134 | 19.87\% |
| GS 7 | 10,959 | 130 | 1.19\% | 1,061 | 9.68\% | 1,990 | 18.16\% |
| GS 8 | 1,088 | 5 | 0.46\% | 96 | 8.82\% | 167 | 15.35\% |
| GS 9 | 8,899 | 68 | 0.76\% | 808 | 9.08\% | 1,487 | 16.71\% |
| GS 10 | 723 | 1 | 0.14\% | 31 | 4.29\% | 58 | 8.02\% |
| GS 11 | 9,252 | 72 | 0.78\% | 751 | 8.12\% | 1,426 | 15.41\% |
| GS 12 | 8,788 | 49 | 0.56\% | 665 | 7.57\% | 1,320 | 15.02\% |
| GS 13 | 7,074 | 44 | 0.62\% | 544 | 7.69\% | 1,031 | 14.57\% |
| GS 14 | 3,189 | 10 | 0.31\% | 231 | 7.24\% | 488 | 15.30\% |
| GS 15 | 1,472 | 4 | 0.27\% | 116 | 7.88\% | 195 | 13.25\% |
| SES | 368 | 1 | 0.27\% | 24 | 6.52\% | 27 | 7.34\% |
| Other Pay Plans | 28,082 | 279 | 0.99\% | 2,364 | 8.42\% | 3,770 | 13.42\% |
| Total | 102,093 | 1,101 | 1.08\% | 9,750 | 9.55\% | 16,653 | 16.31\% |
|  |  |  |  |  |  |  |  |
| 2011 <br> New Hires | All <br> Employees | Targeted Disability | \% | All Disability | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 10 | 3 | 30.00\% | 4 | 40.00\% | 4 | 40.00\% |
| GS 2 | 151 | 4 | 2.65\% | 12 | 7.95\% | 16 | 10.60\% |
| GS 3 | 739 | 17 | 2.30\% | 75 | 10.15\% | 93 | 12.58\% |
| GS 4 | 5,468 | 88 | 1.61\% | 590 | 10.79\% | 1,037 | 18.96\% |
| GS 5 | 12,859 | 277 | 2.15\% | 1,586 | 12.33\% | 2,603 | 20.24\% |
| GS 6 | 6,557 | 66 | 1.01\% | 655 | 9.99\% | 1,185 | 18.07\% |
| GS 7 | 12,259 | 124 | 1.01\% | 1,124 | 9.17\% | 2,116 | 17.26\% |
| GS 8 | 1,488 | 10 | 0.67\% | 109 | 7.33\% | 181 | 12.16\% |
| GS 9 | 11,014 | 81 | 0.74\% | 905 | 8.22\% | 1,689 | 15.34\% |
| GS 10 | 650 | 3 | 0.46\% | 31 | 4.77\% | 70 | 10.77\% |
| GS 11 | 11,180 | 77 | 0.69\% | 800 | 7.16\% | 1,642 | 14.69\% |
| GS 12 | 12,085 | 58 | 0.48\% | 800 | 6.62\% | 1,695 | 14.03\% |
| GS 13 | 8,981 | 49 | 0.55\% | 658 | 7.33\% | 1,246 | 13.87\% |
| GS 14 | 4,174 | 23 | 0.55\% | 281 | 6.73\% | 522 | 12.51\% |
| GS 15 | 1,749 | 8 | 0.46\% | 119 | 6.80\% | 203 | 11.61\% |
| SES | 468 | 2 | 0.43\% | 17 | 3.63\% | 17 | 3.63\% |
| Other Pay Plans | 37,655 | 232 | 0.62\% | 2,382 | 6.33\% | 4,356 | 11.57\% |
| Total | 127,487 | 1,122 | 0.88\% | 10,148 | 7.96\% | 18,675 | 14.65\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

| On Board by GS and SES Pay Grade for Targeted Disability |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent Employees Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | Targeted Disability | \% | Targeted Disability | \% | Targeted Disability | \% |
| GS 1 | 7 | 0.04\% | 7 | 0.04\% | 8 | 0.04\% |
| GS 2 | 27 | 0.14\% | 35 | 0.19\% | 43 | 0.24\% |
| GS 3 | 174 | 0.93\% | 187 | 1.02\% | 200 | 1.12\% |
| GS 4 | 781 | 4.18\% | 832 | 4.54\% | 863 | 4.84\% |
| GS 5 | 1,789 | 9.58\% | 1,809 | 9.87\% | 1,839 | 10.31\% |
| GS 6 | 1,348 | 7.22\% | 1,290 | 7.04\% | 1,266 | 7.09\% |
| GS 7 | 1,629 | 8.72\% | 1,631 | 8.90\% | 1,578 | 8.84\% |
| GS 8 | 844 | 4.52\% | 806 | 4.40\% | 823 | 4.61\% |
| GS 9 | 1,370 | 7.34\% | 1,311 | 7.16\% | 1,289 | 7.22\% |
| GS 10 | 109 | 0.58\% | 118 | 0.64\% | 128 | 0.72\% |
| GS 11 | 1,991 | 10.66\% | 1,940 | 10.59\% | 1,887 | 10.57\% |
| GS 12 | 2,055 | 11.01\% | 2,013 | 10.99\% | 1,865 | 10.45\% |
| GS 13 | 1,504 | 8.06\% | 1,460 | 7.97\% | 1,383 | 7.75\% |
| GS 14 | 657 | 3.51\% | 638 | 3.48\% | 616 | 3.45\% |
| GS 15 | 275 | 1.47\% | 275 | 1.50\% | 260 | 1.46\% |
| SES | 36 | 0.19\% | 34 | 0.19\% | 33 | 0.18\% |
| Other Pay Plans | 4,069 | 21.80\% | 3,933 | 21.47\% | 3,764 | 21.09\% |
| Total | 18,665 | 100.00\% | 18,319 | 100.00\% | 17,845 | 100.00\% |


| New Hires by GS and SES Pay Grade for Targeted Disability |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | Targeted Disability | \% | Targeted Disability | \% | Targeted Disability | \% |
| GS 1 | 2 | 0.17\% | 0 | 0.00\% | 3 | 0.27\% |
| GS 2 | 0 | 0.00\% | 1 | 0.09\% | 4 | 0.36\% |
| GS 3 | 17 | 1.47\% | 12 | 1.09\% | 17 | 1.52\% |
| GS 4 | 67 | 5.80\% | 73 | 6.63\% | 88 | 7.84\% |
| GS 5 | 224 | 19.39\% | 258 | 23.43\% | 277 | 24.69\% |
| GS 6 | 80 | 6.93\% | 94 | 8.54\% | 66 | 5.88\% |
| GS 7 | 117 | 10.13\% | 130 | 11.81\% | 124 | 11.05\% |
| GS 8 | 15 | 1.30\% | 5 | 0.45\% | 10 | 0.89\% |
| GS 9 | 103 | 8.92\% | 68 | 6.18\% | 81 | 7.22\% |
| GS 10 | 1 | 0.09\% | 1 | 0.09\% | 3 | 0.27\% |
| GS 11 | 77 | 6.67\% | 72 | 6.54\% | 77 | 6.86\% |
| GS 12 | 40 | 3.46\% | 49 | 4.45\% | 58 | 5.17\% |
| GS 13 | 34 | 2.94\% | 44 | 4.00\% | 49 | 4.37\% |
| GS 14 | 17 | 1.47\% | 10 | 0.91\% | 23 | 2.05\% |
| GS 15 | 5 | 0.43\% | 4 | 0.36\% | 8 | 0.71\% |
| SES | 4 | 0.35\% | 1 | 0.09\% | 2 | 0.18\% |
| Other Pay Plans | 352 | 30.48\% | 279 | 25.34\% | 232 | 20.68\% |
| Total | 1,155 | 100.00\% | 1,101 | 100.00\% | 1,122 | 100.00\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| On Board by GS and SES Pay Grade for All Disability |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent Employees Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Disability | \% | All Disability | \% | All Disability | \% |
| GS 1 | 14 | 0.01\% | 12 | 0.01\% | 11 | 0.01\% |
| GS 2 | 57 | 0.04\% | 61 | 0.04\% | 70 | 0.05\% |
| GS 3 | 491 | 0.31\% | 523 | 0.35\% | 541 | 0.39\% |
| GS 4 | 3,460 | 2.20\% | 3,556 | 2.40\% | 3,589 | 2.61\% |
| GS 5 | 10,292 | 6.52\% | 10,324 | 6.98\% | 9,789 | 7.12\% |
| GS 6 | 9,647 | 6.11\% | 8,967 | 6.06\% | 8,417 | 6.12\% |
| GS 7 | 11,947 | 7.57\% | 11,572 | 7.82\% | 10,933 | 7.95\% |
| GS 8 | 4,897 | 3.10\% | 4,698 | 3.17\% | 4,468 | 3.25\% |
| GS 9 | 12,029 | 7.62\% | 11,160 | 7.54\% | 10,655 | 7.75\% |
| GS 10 | 1,085 | 0.69\% | 1,228 | 0.83\% | 1,154 | 0.84\% |
| GS 11 | 17,906 | 11.34\% | 16,439 | 11.11\% | 15,205 | 11.05\% |
| GS 12 | 21,810 | 13.82\% | 19,843 | 13.41\% | 17,671 | 12.85\% |
| GS 13 | 16,064 | 10.18\% | 14,768 | 9.98\% | 13,191 | 9.59\% |
| GS 14 | 7,197 | 4.56\% | 6,759 | 4.57\% | 5,976 | 4.34\% |
| GS 15 | 3,276 | 2.08\% | 3,124 | 2.11\% | 2,751 | 2.00\% |
| SES | 377 | 0.24\% | 368 | 0.25\% | 333 | 0.24\% |
| Other Pay Plans | 37,286 | 23.62\% | 34,607 | 23.38\% | 32,797 | 23.84\% |
| Total | 157,835 | 100.00\% | 148,009 | 100.00\% | 137,551 | 100.00\% |


| New Hires by GS and SES Pay Grade for All Disability |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Disability | \% | All Disability | \% | All Disability | \% |
| GS 1 | 3 | 0.03\% | 2 | 0.02\% | 4 | 0.04\% |
| GS 2 | 5 | 0.05\% | 11 | 0.11\% | 12 | 0.12\% |
| GS 3 | 92 | 0.93\% | 71 | 0.73\% | 75 | 0.74\% |
| GS 4 | 518 | 5.22\% | 471 | 4.83\% | 590 | 5.81\% |
| GS 5 | 1,745 | 17.57\% | 1,802 | 18.48\% | 1,586 | 15.63\% |
| GS 6 | 685 | 6.90\% | 702 | 7.20\% | 655 | 6.45\% |
| GS 7 | 951 | 9.58\% | 1,061 | 10.88\% | 1,124 | 11.08\% |
| GS 8 | 147 | 1.48\% | 96 | 0.98\% | 109 | 1.07\% |
| GS 9 | 753 | 7.58\% | 808 | 8.29\% | 905 | 8.92\% |
| GS 10 | 27 | 0.27\% | 31 | 0.32\% | 31 | 0.31\% |
| GS 11 | 711 | 7.16\% | 751 | 7.70\% | 800 | 7.88\% |
| GS 12 | 603 | 6.07\% | 665 | 6.82\% | 800 | 7.88\% |
| GS 13 | 490 | 4.93\% | 544 | 5.58\% | 658 | 6.48\% |
| GS 14 | 226 | 2.28\% | 231 | 2.37\% | 281 | 2.77\% |
| GS 15 | 96 | 0.97\% | 116 | 1.19\% | 119 | 1.17\% |
| SES | 23 | 0.23\% | 24 | 0.25\% | 17 | 0.17\% |
| Other Pay Plans | 2,857 | 28.77\% | 2,364 | 24.25\% | 2,382 | 23.47\% |
| Total | 9,932 | 100.00\% | 9,750 | 100.00\% | 10,148 | 100.00\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| On Board by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent Employees Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Disability Including $30 \%$ or More Disabled Veterans | \% | All Disability Including 30\% or More Disabled Veterans | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 14 | 0.01\% | 12 | 0.01\% | 13 | 0.01\% |
| GS 2 | 65 | 0.03\% | 70 | 0.03\% | 77 | 0.04\% |
| GS 3 | 553 | 0.24\% | 591 | 0.27\% | 601 | 0.29\% |
| GS 4 | 4,594 | 1.96\% | 4,758 | 2.16\% | 4,843 | 2.38\% |
| GS 5 | 14,358 | 6.13\% | 14,448 | 6.57\% | 13,845 | 6.79\% |
| GS 6 | 13,504 | 5.76\% | 12,567 | 5.71\% | 11,947 | 5.87\% |
| GS 7 | 18,101 | 7.72\% | 17,446 | 7.93\% | 16,402 | 8.05\% |
| GS 8 | 6,060 | 2.59\% | 5,756 | 2.62\% | 5,433 | 2.67\% |
| GS 9 | 19,183 | 8.18\% | 18,029 | 8.19\% | 17,220 | 8.45\% |
| GS 10 | 1,682 | 0.72\% | 1,936 | 0.88\% | 1,798 | 0.88\% |
| GS 11 | 28,687 | 12.24\% | 26,570 | 12.08\% | 24,429 | 11.99\% |
| GS 12 | 34,358 | 14.66\% | 31,396 | 14.27\% | 27,856 | 13.68\% |
| GS 13 | 24,056 | 10.26\% | 22,087 | 10.04\% | 19,558 | 9.60\% |
| GS 14 | 10,500 | 4.48\% | 9,638 | 4.38\% | 8,469 | 4.16\% |
| GS 15 | 4,554 | 1.94\% | 4,253 | 1.93\% | 3,708 | 1.82\% |
| SES | 422 | 0.18\% | 406 | 0.18\% | 362 | 0.18\% |
| Other Pay Plans | 53,704 | 22.91\% | 50,012 | 22.74\% | 47,133 | 23.14\% |
| Total | 234,395 | 100.00\% | 219,975 | 100.00\% | 203,694 | 100.00\% |


| New Hires by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Disability Including $30 \%$ or More Disabled Veterans | \% | All Disability Including $30 \%$ or More Disabled Veterans | \% | All Disability Including 30\% or More Disabled Veterans | \% |
| GS 1 | 3 | 0.02\% | 2 | 0.01\% | 4 | 0.02\% |
| GS 2 | 6 | 0.04\% | 15 | 0.09\% | 16 | 0.09\% |
| GS 3 | 113 | 0.71\% | 94 | 0.56\% | 93 | 0.50\% |
| GS 4 | 772 | 4.82\% | 785 | 4.71\% | 1,037 | 5.87\% |
| GS 5 | 2,507 | 15.65\% | 2,664 | 16\% | 2,603 | 13.94\% |
| GS 6 | 1,053 | 6.57\% | 1,134 | 6.81\% | 1,185 | 6.35\% |
| GS 7 | 1,855 | 11.58\% | 1,990 | 11.95\% | 2,116 | 11.33\% |
| GS 8 | 222 | 1.39\% | 167 | 1.00\% | 181 | 0.97\% |
| GS 9 | 1,346 | 8.40\% | 1,487 | 8.93\% | 1,689 | 9.04\% |
| GS 10 | 55 | 0.34\% | 58 | 0.35\% | 70 | 0.37\% |
| GS 11 | 1,338 | 8.35\% | 1,426 | 8.56\% | 1,642 | 8.79\% |
| GS 12 | 1,100 | 6.86\% | 1,320 | 7.93\% | 1,695 | 9.08\% |
| GS 13 | 884 | 5.52\% | 1,031 | 6.19\% | 1,246 | 6.67\% |
| GS 14 | 389 | 2.43\% | 488 | 2.93\% | 522 | 2.79\% |
| GS 15 | 158 | 0.99\% | 195 | 1.17\% | 203 | 1.12\% |
| SES | 25 | 0.16\% | 27 | 0.16\% | 17 | 0.09\% |
| Other Pay Plans | 4,198 | 26.20\% | 3,770 | 22.64\% | 4,362 | 23.36\% |
| Total | 16,024 | 100.00\% | 16,653 | 100.00\% | 18,675 | 100.00\% |


| On Board by GS and SES Pay Grade for All Employees |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent Employees Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Employees | \% | All Employees | \% | All Employees | \% |
| GS 1 | 22 | 0.00\% | 32 | 0.00\% | 41 | 0.00\% |
| GS 2 | 253 | 0.01\% | 285 | 0.02\% | 311 | 0.02\% |
| GS 3 | 2,488 | 0.14\% | 2,728 | 0.15\% | 2,819 | 0.15\% |
| GS 4 | 21,603 | 1.18\% | 23,652 | 1.28\% | 25,392 | 1.37\% |
| GS 5 | 67,601 | 3.69\% | 72,590 | 3.92\% | 75,332 | 4.06\% |
| GS 6 | 73,334 | 4.00\% | 73,316 | 3.96\% | 75,267 | 4.05\% |
| GS 7 | 104,410 | 5.70\% | 109,679 | 5.93\% | 113,072 | 6.09\% |
| GS 8 | 48,228 | 2.63\% | 47,900 | 2.59\% | 47,643 | 2.57\% |
| GS 9 | 113,592 | 6.20\% | 117,539 | 6.35\% | 125,261 | 6.75\% |
| GS 10 | 12,818 | 0.70\% | 14,165 | 0.77\% | 13,662 | 0.74\% |
| GS 11 | 187,802 | 10.25\% | 194,316 | 10.50\% | 196,134 | 10.56\% |
| GS 12 | 276,449 | 15.09\% | 271,911 | 14.70\% | 258,155 | 13.90\% |
| GS 13 | 230,305 | 12.57\% | 226,918 | 12.26\% | 222,507 | 11.98\% |
| GS 14 | 110,033 | 6.01\% | 108,075 | 5.84\% | 105,842 | 5.70\% |
| GS 15 | 53,615 | 2.92\% | 53,214 | 2.88\% | 52,321 | 2.82\% |
| SES | 7,810 | 0.43\% | 7,868 | 0.43\% | 7,792 | 0.42\% |
| Other Pay Plans | 521,360 | 28.46\% | 526,123 | 28.43\% | 535,029 | 28.82\% |
| Total | 1,831,723 | 100.00\% | 1,850,311 | 100.00\% | 1,856,580 | 100.00\% |


| New Hires by GS and SES Pay Grade for All Employees |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status |  |  |  |  |  |  |
|  | 2013 |  | 2012 |  | 2011 |  |
|  | All Employees | \% | All Employees | \% | All Employees | \% |
| GS 1 | 6 | 0.01\% | 16 | 0.02\% | 10 | 0.01\% |
| GS 2 | 60 | 0.07\% | 132 | 0.13\% | 151 | 0.12\% |
| GS 3 | 524 | 0.59\% | 672 | 0.66\% | 739 | 0.58\% |
| GS 4 | 3,233 | 3.67\% | 4,234 | 4.15\% | 5,468 | 4.29\% |
| GS 5 | 9,533 | 10.82\% | 11,437 | 11.20\% | 12,859 | 10.09\% |
| GS 6 | 5,160 | 5.86\% | 5,708 | 5.59\% | 6,557 | 5.14\% |
| GS 7 | 8,435 | 9.57\% | 10,959 | 10.73\% | 12,259 | 9.62\% |
| GS 8 | 1,085 | 1.23\% | 1,088 | 1.07\% | 1,488 | 1.17\% |
| GS 9 | 7,005 | 7.95\% | 8,899 | 8.72\% | 11,014 | 8.64\% |
| GS 10 | 525 | 0.60\% | 723 | 0.71\% | 650 | 0.51\% |
| GS 11 | 8,248 | 9.36\% | 9,252 | 9.06\% | 11,180 | 8.77\% |
| GS 12 | 7,180 | 8.15\% | 8,788 | 8.61\% | 12,085 | 9.48\% |
| GS 13 | 5,660 | 6.43\% | 7,074 | 6.93\% | 8,981 | 7.04\% |
| GS 14 | 2,488 | 2.82\% | 3,189 | 3.12\% | 4,174 | 3.27\% |
| GS 15 | 1,185 | 1.34\% | 1,472 | 1.44\% | 1,749 | 1.37\% |
| SES | 375 | 0.43\% | 368 | 0.36\% | 468 | 0.37\% |
| Other Pay Plans | 27,415 | 31.11\% | 28,082 | 27.51\% | 37,655 | 29.53\% |
| Total | 88,117 | 100.00\% | 102,093 | 100.00\% | 127,487 | 100.00\% |


| 33 Years of Historical Data |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| On Board |  |  |  |  |  |  |  |
| Non-Seasonal Full-time Permanent Employees |  |  |  |  |  |  |  |
| $\begin{aligned} & \text { FISCAL } \\ & \text { YEAR } \end{aligned}$ | ALL ON BOARD | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY <br> INCLUDING 30\% OR MORE VETERANS | \% |
| 1980 | 1,779,834 | 14,624 | 0.82\% | 121,013 | 6.80\% | 125,067 | 7.03\% |
| 1981 | 1,772,572 | 15,260 | 0.86\% | 118,254 | 6.67\% | 124,364 | 7.02\% |
| 1982 | 1,779,131 | 15,723 | 0.88\% | 116,149 | 6.53\% | 123,850 | 6.96\% |
| 1983 | 1,764,968 | 16,557 | 0.94\% | 114,828 | 6.51\% | 124,169 | 7.04\% |
| 1984 | 1,780,789 | 17,708 | 0.99\% | 116,389 | 6.54\% | 126,742 | 7.12\% |
| 1985 | 1,809,339 | 18,883 | 1.04\% | 117,336 | 6.49\% | 129,001 | 7.13\% |
| 1986 | 1,789,529 | 19,347 | 1.08\% | 115,587 | 6.46\% | 127,900 | 7.15\% |
| 1987 | 1,822,004 | 20,151 | 1.11\% | 116,392 | 6.39\% | 129,321 | 7.10\% |
| 1988 | 1,821,824 | 20,570 | 1.13\% | 117,614 | 6.46\% | 130,745 | 7.18\% |
| 1989 | 1,845,876 | 21,288 | 1.15\% | 121,628 | 6.59\% | 134,930 | 7.31\% |
| 1990 | 1,848,435 | 21,693 | 1.17\% | 124,932 | 6.76\% | 138,099 | 7.47\% |
| 1991 | 1,877,323 | 22,493 | 1.20\% | 129,743 | 6.91\% | 143,023 | 7.62\% |
| 1992 | 1,879,894 | 23,036 | 1.23\% | 137,699 | 7.32\% | 150,809 | 8.02\% |
| 1993 | 1,823,193 | 22,713 | 1.25\% | 135,146 | 7.41\% | 148,043 | 8.12\% |
| 1994 | 1,755,221 | 21,989 | 1.25\% | 129,227 | 7.36\% | 142,191 | 8.10\% |
| 1995 | 1,693,177 | 21,245 | 1.25\% | 124,031 | 7.33\% | 137,050 | 8.09\% |
| 1996 | 1,640,258 | 20,212 | 1.23\% | 118,268 | 7.21\% | 131,683 | 8.03\% |
| 1997 | 1,585,408 | 19,190 | 1.21\% | 112,983 | 7.13\% | 126,831 | 8.00\% |
| 1998 | 1,556,531 | 18,507 | 1.19\% | 109,479 | 7.03\% | 123,957 | 7.96\% |
| 1999 | 1,536,156 | 18,051 | 1.18\% | 107,392 | 6.99\% | 122,571 | 7.98\% |
| 2000 | 1,524,883 | 17,730 | 1.16\% | 105,898 | 6.94\% | 121,756 | 7.98\% |
| 2001 | 1,536,627 | 17,564 | 1.14\% | 106,102 | 6.90\% | 123,088 | 8.01\% |
| 2002 | 1,579,254 | 17,417 | 1.10\% | 108,828 | 6.89\% | 127,417 | 8.07\% |
| 2003 | 1,582,636 | 17,187 | 1.09\% | 110,127 | 6.96\% | 129,782 | 8.20\% |
| 2004 | 1,602,773 | 16,917 | 1.06\% | 110,222 | 6.88\% | 134,025 | 8.36\% |
| 2005 | 1,611,400 | 16,458 | 1.02\% | 110,213 | 6.84\% | 137,578 | 8.54\% |
| 2006 | 1,608,157 | 16,048 | 1.00\% | 109,777 | 6.83\% | 140,622 | 8.74\% |
| 2007 | 1,618,159 | 15,910 | 0.98\% | 111,251 | 6.88\% | 145,486 | 8.99\% |
| 2008 | 1,673,249 | 16,030 | 0.96\% | 114,654 | 6.85\% | 154,555 | 9.24\% |
| 2009 | 1,757,105 | 16,560 | 0.94\% | 121,750 | 6.93\% | 169,530 | 9.65\% |
| 2010 | 1,831,719 | 17,445 | 0.95\% | 129,546 | 7.07\% | 187,068 | 10.21\% |
| 2011 | 1,856,580 | 17,845 | 0.96\% | 137,551 | 7.41\% | 203,694 | 10.97\% |
| 2012 | 1,850,311 | 18,319 | 0.99\% | 148,009 | 8.00\% | 219,975 | 11.89\% |
| 2013 | 1,831,723 | 18,665 | 1.02\% | 157,835 | 8.62\% | 234,395 | 12.80\% |

Employment of People with Disabilities in the Federal Executive Branch FY 2013 Report

| 33 years of Historical Data |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Hires |  |  |  |  |  |  |  |
| Non-Seasonal Full-time Permanent (Including Transfers) |  |  |  |  |  |  |  |
| $\begin{aligned} & \text { FISCAL } \\ & \text { YEAR } \end{aligned}$ | ALL NEW HIRES | TARGETED DISABILITY | \% | ALL DISABILITY | \% | ALL DISABILITY INCLUDING 30\% OR MORE VETERANS | \% |
| 1980 | 163,827 | 994 | 0.61\% | 7,452 | 4.55\% | 8,079 | 4.93\% |
| 1981 | 139,447 | 825 | 0.59\% | 6,388 | 4.58\% | 7,277 | 5.22\% |
| 1982 | 121,466 | 761 | 0.63\% | 5,106 | 4.20\% | 5,969 | 4.91\% |
| 1983 | 115,447 | 763 | 0.66\% | 4,825 | 4.18\% | 5,612 | 4.86\% |
| 1984 | 142,019 | 982 | 0.69\% | 5,998 | 4.22\% | 6,959 | 4.90\% |
| 1985 | 151,866 | 1,026 | 0.68\% | 6,285 | 4.14\% | 7,231 | 4.76\% |
| 1986 | 128,372 | 902 | 0.70\% | 5,608 | 4.37\% | 6,428 | 5.01\% |
| 1987 | 136,491 | 938 | 0.69\% | 5,653 | 4.14\% | 6,500 | 4.76\% |
| 1988 | 127,130 | 928 | 0.73\% | 5,486 | 4.32\% | 6,246 | 4.91\% |
| 1989 | 148,583 | 965 | 0.65\% | 6,969 | 4.69\% | 7,854 | 5.29\% |
| 1990 | 117,222 | 844 | 0.72\% | 5,684 | 4.85\% | 6,304 | 5.38\% |
| 1991 | 124,099 | 1,155 | 0.93\% | 6,793 | 5.47\% | 7,597 | 6.12\% |
| 1992 | 102,411 | 1,134 | 1.11\% | 6,409 | 6.26\% | 7,330 | 7.16\% |
| 1993 | 70,358 | 757 | 1.08\% | 5,122 | 7.28\% | 5,731 | 8.15\% |
| 1994 | 57,457 | 519 | 0.90\% | 3,662 | 6.37\% | 4,263 | 7.42\% |
| 1995 | 121,235 | 1,596 | 1.32\% | 7,945 | 6.55\% | 8,620 | 7.11\% |
| 1996 | 53,303 | 316 | 0.59\% | 3,056 | 5.73\% | 3,736 | 7.01\% |
| 1997 | 59,470 | 423 | 0.71\% | 3,555 | 5.98\% | 4,275 | 7.19\% |
| 1998 | 65,381 | 479 | 0.73\% | 3,927 | 6.01\% | 4,754 | 7.27\% |
| 1999 | 68,129 | 585 | 0.86\% | 4,065 | 5.97\% | 5,112 | 7.50\% |
| 2000 | 80,822 | 631 | 0.78\% | 4,712 | 5.83\% | 5,957 | 7.37\% |
| 2001 | 94,698 | 696 | 0.73\% | 5,871 | 6.20\% | 7,465 | 7.88\% |
| 2002 | 132,968 | 721 | 0.54\% | 7,653 | 5.76\% | 9,412 | 7.08\% |
| 2003 | 204,399 | 1,043 | 0.51\% | 9,859 | 4.82\% | 13,080 | 6.40\% |
| 2004 | 88,679 | 530 | 0.60\% | 5,003 | 5.64\% | 7,343 | 8.28\% |
| 2005 | 100,408 | 544 | 0.54\% | 5,549 | 5.53\% | 8,774 | 8.74\% |
| 2006 | 102,949 | 569 | 0.55\% | 5,727 | 5.56\% | 9,437 | 9.17\% |
| 2007 | 112,669 | 732 | 0.65\% | 6,552 | 5.82\% | 10,819 | 9.60\% |
| 2008 | 152,257 | 1,053 | 0.69\% | 9,027 | 5.93\% | 15,407 | 10.12\% |
| 2009 | 156,306 | 1,071 | 0.69\% | 9,148 | 5.85\% | 16,706 | 10.69\% |
| 2010 | 151,999 | 1,178 | 0.78\% | 9,712 | 6.39\% | 18,926 | 12.45\% |
| 2011 | 127,487 | 1,122 | 0.88\% | 10,148 | 7.96\% | 18,675 | 14.65\% |
| 2012 | 102,093 | 1,101 | 1.08\% | 9,750 | 9.55\% | 16,653 | 16.31\% |
| 2013 | 88,117 | 1,155 | 1.31\% | 9,932 | 11.27\% | 16,024 | 18.18\% |



UNITED STATES
OfFIcE OF PERSONNEL MANAGEMENT Office of Diversity and Inclusion 1900 E Street, NW Washington, DC 20415


[^0]:    ${ }^{1}$ All percentages are rounded to the nearest one-hundredth of a percent (i.e., two decimal points).
    ${ }^{2}$ The "TARGETED DISABILITY" category in this report refers to employees who self-identified on SF 256 as having a targeted disability. Veterans who self-identified on SF 256 are included in this category.
    ${ }^{3}$ The "ALL DISABILITY" category in this report refers to employees who self-identified on SF 256 as having a disability (both targeted and non-targeted). Veterans who self-identified on SF 256 are included in this category.
    ${ }^{4}$ The "ALL DISABILITY INCLUDING 30 PERCENT OR MORE VETERANS" category in this report refers to employees who self-identified on SF 256 as having disability (both targeted and non-targeted) and includes 30 percent or more disabled veterans who did not self-identify a specific disability on SF 256.

