

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Equal Opportunity Recruitment Program (FEORP) Report to Congress

Fiscal Year 2016



A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)

I am pleased to provide to Congress the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2016. The report is prepared in accordance with the requirements of Title 5, United States Code, section 7201. This report provides statistical data on employment in the Federal workforce, and highlights human capital practices Federal agencies use to recruit, develop, and retain talented Federal employees.

Findings for FY 2016

In FY 2016, the percentage of minorities in the permanent Federal workforce increased by 0.6 percentage points from 35.8 % in FY 2015 to 36.4 % in FY 2016. The Federal workforce is represented as follows:

- 18.4 % Black,
- 8.6 % Hispanic,
- 5.8 % Asian,
- 0.5 % Native Hawaiian/Pacific Islander,
- 1.6 % American Indian/Alaska Native,
- 1.4 % Non-Hispanic Multiracial, and
- 63.6 % White.

The overall distribution of Federal employees is 56.8 % male and 43.2 % female.

Minority representation in the Senior Executive Service (SES) remains the same in FY 2016 as it was in FY 2015 at 21.2 %. SES representation is as follows:

- 11.0 % Black,
- 4.6 % Hispanic,
- 3.5 % Asian,
- 0.2 % Native Hawaiian/Pacific Islander,
- 1.1 % American Indian/Alaska Native,
- 0.8 % Non-Hispanic Multiracial, and
- 78.8% White.

Women now make up 35.3% of the SES, which is a 1.0 percentage point increase from FY 2015.

In FY 2016, OPM published the 2016 Governmentwide Inclusive Diversity Strategic Plan (the Plan). The Plan provides Federal agencies a path for continuing to create and foster a Federal workforce that includes and engages Federal employees and draws from all segments of society. The plan can be found at: <https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/governmentwide-inclusive-diversity-strategic-plan-2016.pdf>.

OPM continues to support recruitment, hiring and retention of diverse talent into the Federal workforce. OPM encourages the utilization of all the tools available to agencies to help the Federal Government attract, develop, and retain a talented, engaged, and diverse workforce, including veterans and peoples with disabilities. OPM provides technical assistance to agencies on applicant flow data. Post-audit applicant flow data is an important tool that can be used to assess the effectiveness of recruitment and outreach, and inform future efforts. Analysis of applicant flow data

assists agencies in identifying any barriers and implementing successful practices at each stage of the hiring process; including application, qualification, referral and selection.

To support diversity and inclusion in the Federal workplace, OPM provides technical assistance training to senior leaders across government to understand, harness, and leverage the power of diversity and inclusion, and provide lessons to recognize unconscious bias, and how to improve employee inclusion, and team productivity.

OPM emphasizes the need for collaboration between hiring managers and human resources (HR) professionals to focus efforts on using the full-range of recruitment and hiring tools to attract top talent and hire highly-qualified individuals. OPM provides guidance to agencies to:

- Establish effective collaborative relationships to improve outreach, recruitment, and hiring outcomes;
- Use USAJOBS tools to attract and recruit diverse, qualified applicants;
- Design and use assessments to identify top candidates;
- Leverage hiring authorities and flexibilities to select quality candidates; and
- Strategically use data to analyze hiring trends and inform recruitment and hiring decisions.

OPM encourages agencies to utilize Unlock Talent at <https://www.unlocktalent.gov>. Agencies can analyze demographic data, which encompasses hiring, group attrition, and perceptions of employee inclusion. Utilizing results from the Federal Employee Viewpoint Survey and the Enterprise Human Resources Integration data, Unlock Talent shares information in such a way that it can be easily explored and understood.

All of these efforts are designed to provide agencies with the foundation and support they need to support the Federal Government's efforts to recruit, hire, and retain a world-class workforce to serve the American people.

Sincerely,

Kathleen M. McGettigan
Acting Director

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EXECUTIVE SUMMARY

This report is submitted pursuant to 5 U.S.C. § 7201 and the regulations promulgated to implement it. OPM's work in this area is also informed by the merit system principles, which envision a workforce drawn from all segments of society, and the statutes, rules, and regulations governing the civil service, which govern competition for civil service positions.

OPM continues to support Federal departments and agencies as they implement comprehensive strategies to drive and integrate diversity and inclusion practices to recruit, hire, and retain talented individuals drawn from all segments of society to help sustain a diverse and inclusive workforce.

Background

Starting in 2011, OPM has requested that executive departments and agencies (agencies) develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies.

Creating a diverse Federal workforce that draws from all segments of society requires sustained commitment to providing a level playing field upon which applicants and employees may compete for opportunities within government. Sustaining the highest levels of integrity and professionalism through new outreach and recruiting efforts is important to achieving the strategic vision set out in the Diversity and Inclusion Plan.

Agencies also were asked to identify and adopt best practices to promote diversity and inclusion and to identify and remove any barriers to equal employment opportunity, consistent with merit system principles and applicable law. To this end, agencies also submitted their successful or promising practices from the agency-specific Diversity and Inclusion Strategic Plans. This report highlights many of those successful/promising practices.

FEORP Composition of Federal Workforce at a Glance

	Representation in Federal Workforce		Representation in Senior Executive Service	
	FY 2015	FY 2016	FY 2015	FY 2016
Men	56.9	56.8	65.7	64.7
Women	43.1	43.2	34.3	35.3
Black	18.2	18.4	11.4	11.0
Hispanic	8.5	8.6	4.4	4.6
Asian	5.7	5.8	3.2	3.5
Native Hawaiian / Pacific Islander	0.5	0.5	0.2	0.2
American Indian / Alaska Native	1.6	1.6	1.3	1.1
Non-Hispanic Multiracial	1.3	1.4	0.7	0.8
White	64.2	63.6	78.8	78.8

Major findings in the FY 2016 FEORP Report:

- The percentage of minorities in the Federal workforce increased by 0.6 percentage points to 36.4 percent in FY 2016 from 35.8 percent in FY 2015, which exceeds the percentage of the Civilian Labor Force that is comprised by minorities (33.0 percent).
- The Federal workforce is 18.4 percent Black, 8.6 percent Hispanic, 5.8 percent Asian, 0.5 percent Native Hawaiian/Pacific Islander, 1.6 percent American Indian/Alaska Native, 1.4 percent Non-Hispanic Multiracial, and 63.6 percent White. Minorities as a whole constituted 36.4 percent of the Federal workforce.
- Black employees represent 18.4 percent (359,757) of the permanent Federal workforce as of September 30, 2016, compared to 18.2 percent in FY 2015.
- Hispanic employees represent 8.6 percent (168,543) of the permanent Federal workforce as of September 30, 2016, compared to 8.5 percent in FY 2015.
- Asian employees represent 5.8 percent (113,173) of the permanent Federal workforce as of September 30, 2016, compared to 5.7 percent in FY 2015.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,448) of the permanent Federal workforce as of September 30, 2016, the same as in FY 2015.
- American Indian/Alaska Native employees represent 1.6 percent (31,467) of the permanent Federal workforce as of September 30, 2016, the same as in FY 2015.
- Non-Hispanic Multiracial employees represent 1.4 percent (27,985) of the permanent Federal workforce as of September 30, 2016, compared to 1.3 percent in FY 2015.
- White employees represent 63.6 percent (1,240,145) of the permanent Federal workforce as of September 30, 2016, compared to 64.2 percent in FY 2015.
- Women comprise 43.2 percent (843,358) of the permanent Federal workforce as of September 30, 2016, compared to 43.1 percent in FY 2015.
- Men comprise 56.8 percent (1,107,160) of the permanent Federal workforce as of September 30, 2016, compared to 56.9 percent in FY 2015.
- The percentage of minorities in the Senior Executive Service (SES) remained the same in FY 2016 as it was in FY 2015 at 21.2%. The SES is 11.0 percent Black, 4.6 percent Hispanic, 3.5 percent Asian, 0.2 percent Native Hawaiian/Pacific Islander, 1.1 percent American Indian/Alaska Native, and 0.8 percent Non-Hispanic Multiracial.
- The percentage of women in the Senior Executive Service (SES) increased by 1 percentage point from 34.3 percent in FY 2015 to 35.3 percent in FY 2016.

DATA COVERAGE AND DEFINITIONS

Onboard Federal employment statistics used in this report are as of September 30, 2016. All data are produced from OPM's Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM). The Federal Workforce referred to in this report is not the entire Federal Workforce but rather only permanent employees in non-postal Federal Executive Branch agencies participating in the EHRI. This report covers workers in all pay plans including General Schedule and Equivalently Graded pay plans (i.e. pay plans GS, GL, and GM), other white collar pay plans, the Senior Executive Service (pay plan ES), and blue collar pay plans.

All references made to the General Schedule pay plan in this report are to General Schedule and Equivalently Graded pay plans (i.e. pay plans GS, GL, and GM).

Only those agencies with 500 or more permanent employees are displayed in this report.

Non-Hispanic Multiracial is defined as Non-Hispanic and of more than one race.

The Civilian Labor Force (CLF) percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, covers non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Regarding multiracial persons, the BLS designation "Two or More Races, Both Sexes" provides the data source for the multiracial CLF percent.

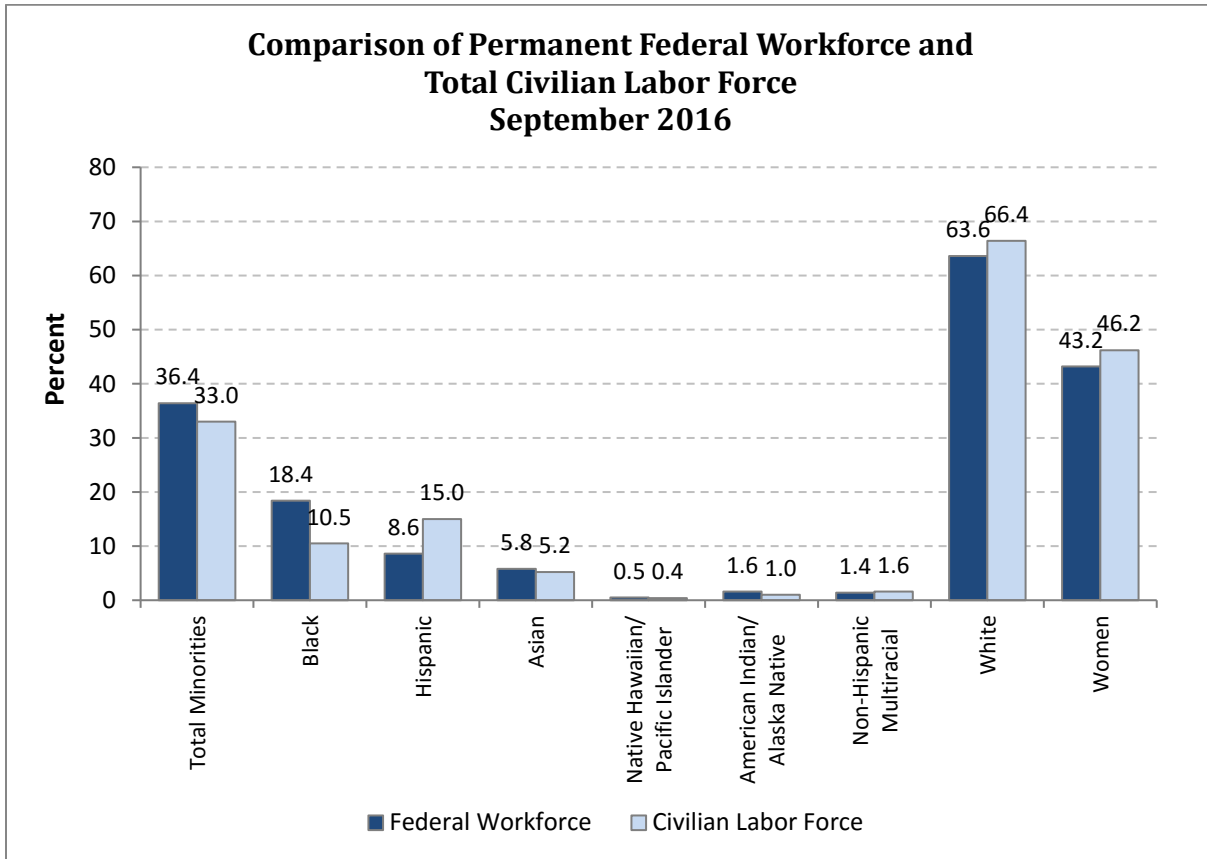
Underrepresentation, as defined in 5 CFR § 720.202(a), means "a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the CLF of the United States"

Occupational categories discussed in this report are white collar and blue collar. The white collar category contains Professional, Administrative, Technical, Clerical, and "Other" white collar occupations. Professional occupations typically require a baccalaureate or professional degree and along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue collar occupations are usually limited to lower grades, with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and pay intervals to provide a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER FEORP RELEASES DUE TO DIFFERENCES IN COVERAGE (E.G., AGENCY, WORK SCHEDULE, TENURE, DATES, ETC.). PERCENTAGES SHOWN MAY NOT SUM TO 100 DUE TO INDEPENDENT ROUNDING.

FEDERAL WORKFORCE

TOTAL FEDERAL WORKFORCE EMPLOYMENT¹



- The percentage of minorities in the Federal workforce increased by 0.6 percentage points to 36.4 percent in FY 2016 from 35.8 percent in FY 2015.
- Black employees represent 18.4 percent (359,757) of the permanent Federal workforce in FY 2016, compared to 18.2 percent in FY 2015. Black representation in the CLF was 10.5 percent in 2016, the same as in 2015.
- Hispanic employees represent 8.6 percent (168,543) of the Federal workforce in FY 2016, compared to 8.5 percent in FY 2015. Hispanic representation in the CLF² was 15.0 percent in 2016, compared to 14.8 in 2015.
- Asian employees represent 5.8 percent (113,173) of the permanent Federal workforce in FY 2016, compared to 5.7 percent in FY 2015. Asian representation in the CLF³ was 5.2 percent in 2016, compared to 4.9 in 2015.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,448) of the permanent Federal workforce in FY 2016, the same as in FY 2015. Native Hawaiian/Pacific

¹ Detail percentages may not sum to total due to independent rounding.

² Although Hispanics, taken as a whole, make up 15.0 percent of the Civilian Labor Force (CLF), that number drops to 10.1 percent of the CLF when only U.S. citizens (including those in Puerto Rico) are counted. (Citizenship is a requirement for most Federal positions). Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

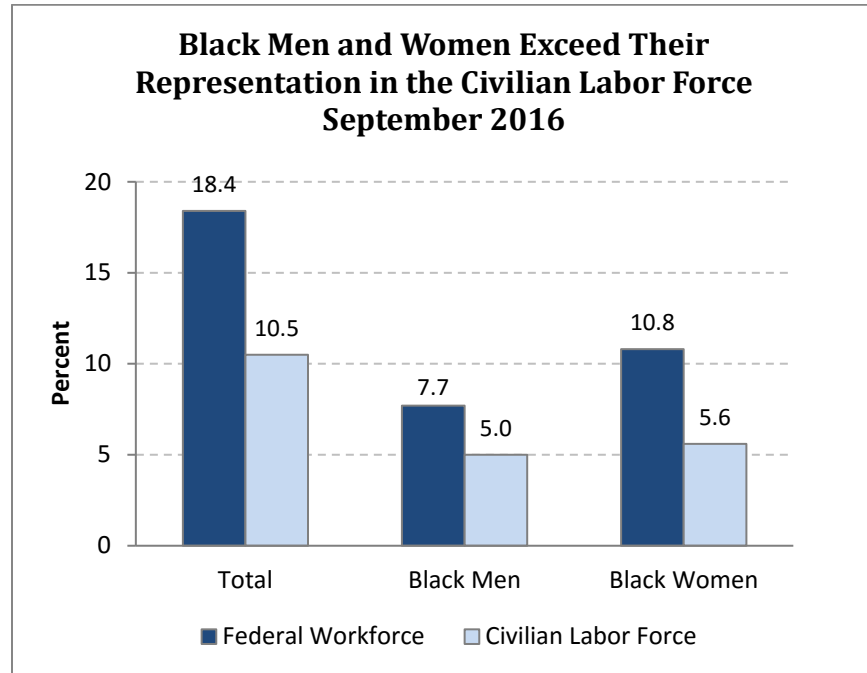
³ Although Asians make up 5.2 percent of the Civilian Labor Force (CLF), that number drops to 3.6 percent of the CLF when only U.S. citizens are counted. As noted above, citizenship is a requirement for most Federal positions. Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

Islander representation in the CLF was 0.4 percent in 2016, compared to 0.3 percent in 2015.

- American Indian/Alaska Native employees represent 1.6 percent (31,467) of the permanent Federal workforce in FY 2016, the same as in FY 2015. American Indian/Alaska Native representation in the CLF was 1.0 percent in 2016, the same as in 2015.
- Non-Hispanic Multiracial employees represent 1.4 percent (27,985) of the permanent Federal workforce in FY 2016, compared to 1.3 percent in FY 2015. Non-Hispanic Multiracial representation in the CLF was 1.6 percent in 2016, compared to 1.5 percent in 2015.
- White employees represent 63.6 percent (1,240,145) of the permanent Federal workforce in FY 2016, compared to 64.2 percent in FY 2015. White representation in the CLF was 66.4 percent in 2016, compared to 67.0 percent in 2015.
- Women represent 43.2 percent (843,358) of the permanent Federal workforce in FY 2016, compared to 43.1 percent in FY 2015. The representation of women in the CLF was 46.2 percent in 2016, compared to 46.1 percent in 2015.

BLACK EMPLOYMENT IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT



Black employees represent 18.4 percent (359,757) of the permanent Federal workforce as of September 30, 2016, compared to 18.2 percent in FY 2015.

Black men represent 7.7 percent of the permanent Federal workforce in FY 2016, compared to 7.6 percent in FY 2015.

Black women represent 10.8 percent of the Federal Workforce in FY 2016, compared to 10.6 percent in FY 2015.

BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	325,614	18.4
Professional	59,485	11.4
Administrative	143,858	19.3
Technical	82,972	24.9
Clerical	28,935	29.1
Other	10,364	14.2
Blue Collar	34,143	18.8
TOTAL (White Collar & Blue Collar)	359,757	18.4

Black employment in professional occupations increased by 2,338 to 59,485 in FY 2016, from 57,147 in FY 2015. Black employment represents 11.4 percent of all Federal employees in this occupational category in FY 2016, compared to 11.3 percent in FY 2015.

Black employment in administrative occupations increased by 5,901 to 143,858 in FY 2016, from 137,957 in FY 2015. Black employment represents 19.3 percent of all Federal employees in this occupational category in FY 2016, compared to 19.0 percent in FY 2015.

Black employment in technical occupations increased by 1,271 to 82,972 in FY 2016, from 81,701 in FY 2015. Black employment represents 24.9 percent of all Federal employees in this occupational category in FY 2016, compared to 24.6 percent in FY 2015.

Black employment in clerical occupations increased by 1,666 to 28,935 in FY 2016, from 27,269 in FY 2015. Black employment represents 29.1 percent of all Federal employees in this occupational category in FY 2016, compared to 28.7 percent in FY 2015.

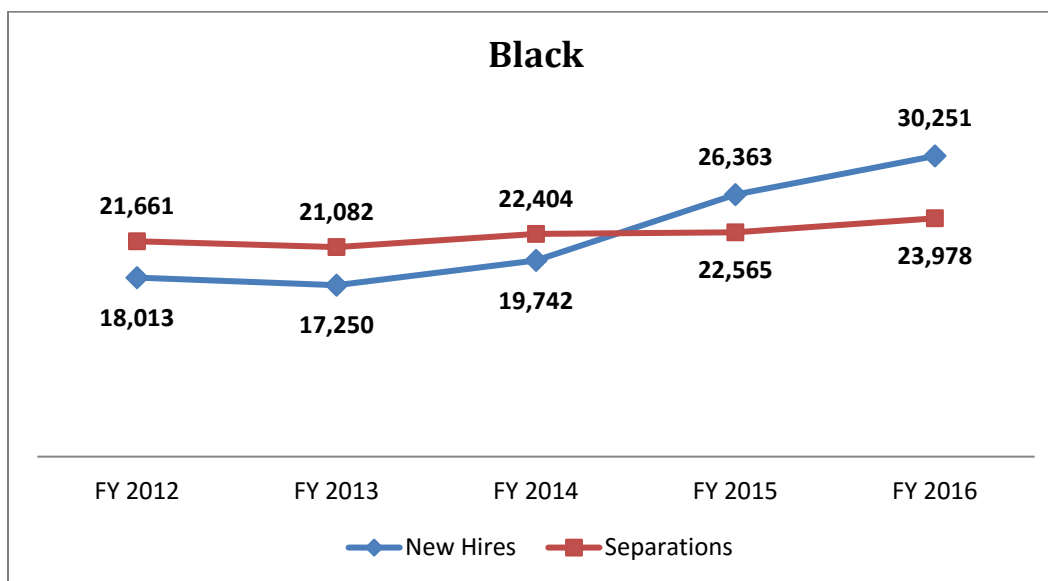
Black employment in "other" white collar occupations increased by 176 to 10,364 in FY 2016 from 10,188 in FY 2015. Black employment represents 14.2 percent of all Federal employees in this occupational category in FY 2016, compared to 14.1 percent in FY 2015.

Black employment in white collar occupations increased by 11,352 to 325,614 in FY 2016, from 314,262 in FY 2015. Black employment represents 18.4 percent of all Federal employees in this occupational category in FY 2016, compared to 18.1 percent in FY 2015.

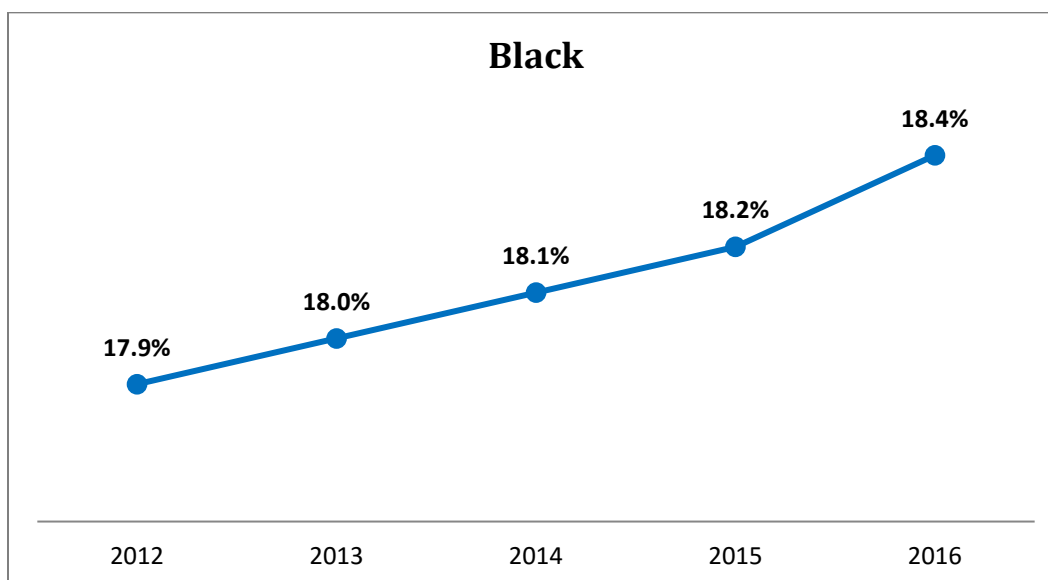
Black employment in blue collar occupations increased by 206 to 34,143 in FY 2016, from 33,561 in FY 2015. Black employment represents 18.8 percent of all Federal employees in this occupational category in FY 2016, compared to 18.7 percent in FY 2015.

BLACK EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

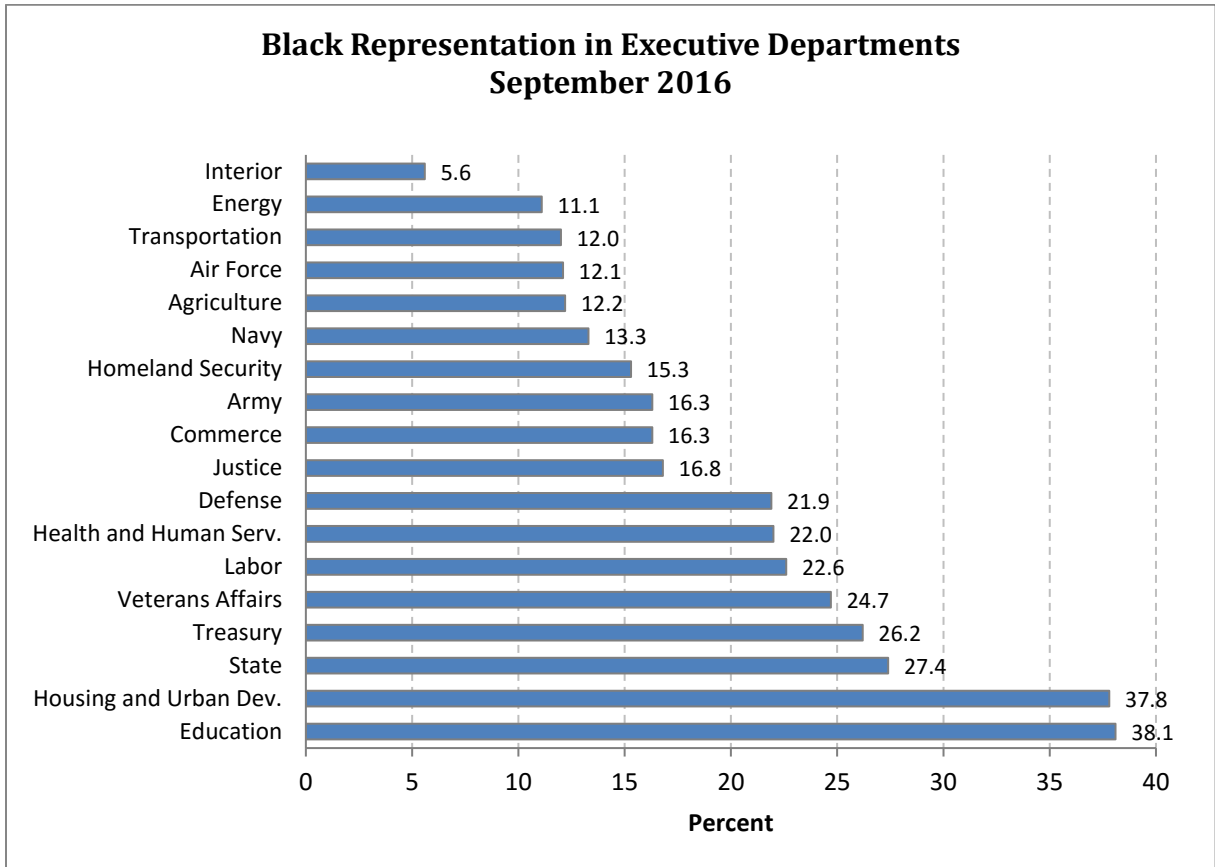
BLACK EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	30,524	2.2	31,135	2.3	-611	-2
\$40,001 TO \$60,000	83,392	6	81,730	6	1,662	2
\$60,001 TO \$80,000	57,972	4.2	58,920	4.3	-948	-1.6
\$80,001 TO \$100,000	47,011	3.4	46,757	3.4	254	0.5
\$100,001 TO \$120,000	33,407	2.4	27,223	2	6,184	22.7
\$120,001 TO \$140,000	11,913	0.9	12,957	0.9	-1,044	-8.1
\$140,001 TO \$160,000	5,718	0.4	4,718	0.3	1,000	21.2
\$160,001 AND GREATER ⁴	1,419	0.1	81	0	1,338	1651.9
UNSPECIFIED	169	0	280	0	-111	-39.6
TOTAL	271,525	19.7	263,801	19.3	7,724	2.9
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	6	0.1	15	0.2	-9	-60
\$140,001 TO \$160,000	112	1.4	135	1.8	-23	-17
\$160,001 AND GREATER	764	9.5	721	9.4	43	6
UNSPECIFIED	1	0	0	0	1	0
TOTAL	883	11	871	11.4	12	1.4
OTHER WHITE COLLAR						
UP TO \$20,000	61	0	73	0	-12	-16.4
\$20,001 TO \$40,000	5,859	1.5	5,757	1.6	102	1.8
\$40,001 TO \$60,000	8,947	2.4	8,530	2.4	417	4.9
\$60,001 TO \$80,000	10,668	2.8	10,765	3	-97	-0.9
\$80,001 TO \$100,000	10,385	2.7	9,441	2.7	944	10
\$100,001 TO \$120,000	7,542	2	6,308	1.8	1,234	19.6
\$120,001 TO \$140,000	3,547	0.9	3,332	0.9	215	6.5
\$140,001 TO \$160,000	2,395	0.6	2,441	0.7	-46	-1.9
\$160,001 AND GREATER	3,785	1	2,920	0.8	865	29.6
UNSPECIFIED	17	0	23	0	-6	-26.1

⁴ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	53,206	14	49,590	13.9	3,616	7.3
TOTAL WHITE-COLLAR (PATCO)	325,614	18.4	314,262	18.1	11,352	3.6
TOTAL BLUE-COLLAR	34,143	18.8	33,937	18.7	206	0.6
TOTAL WHITE/BLUE-COLLAR	359,757	18.4	348,199	18.2	11,558	3.3

BLACK REPRESENTATION IN EXECUTIVE DEPARTMENTS

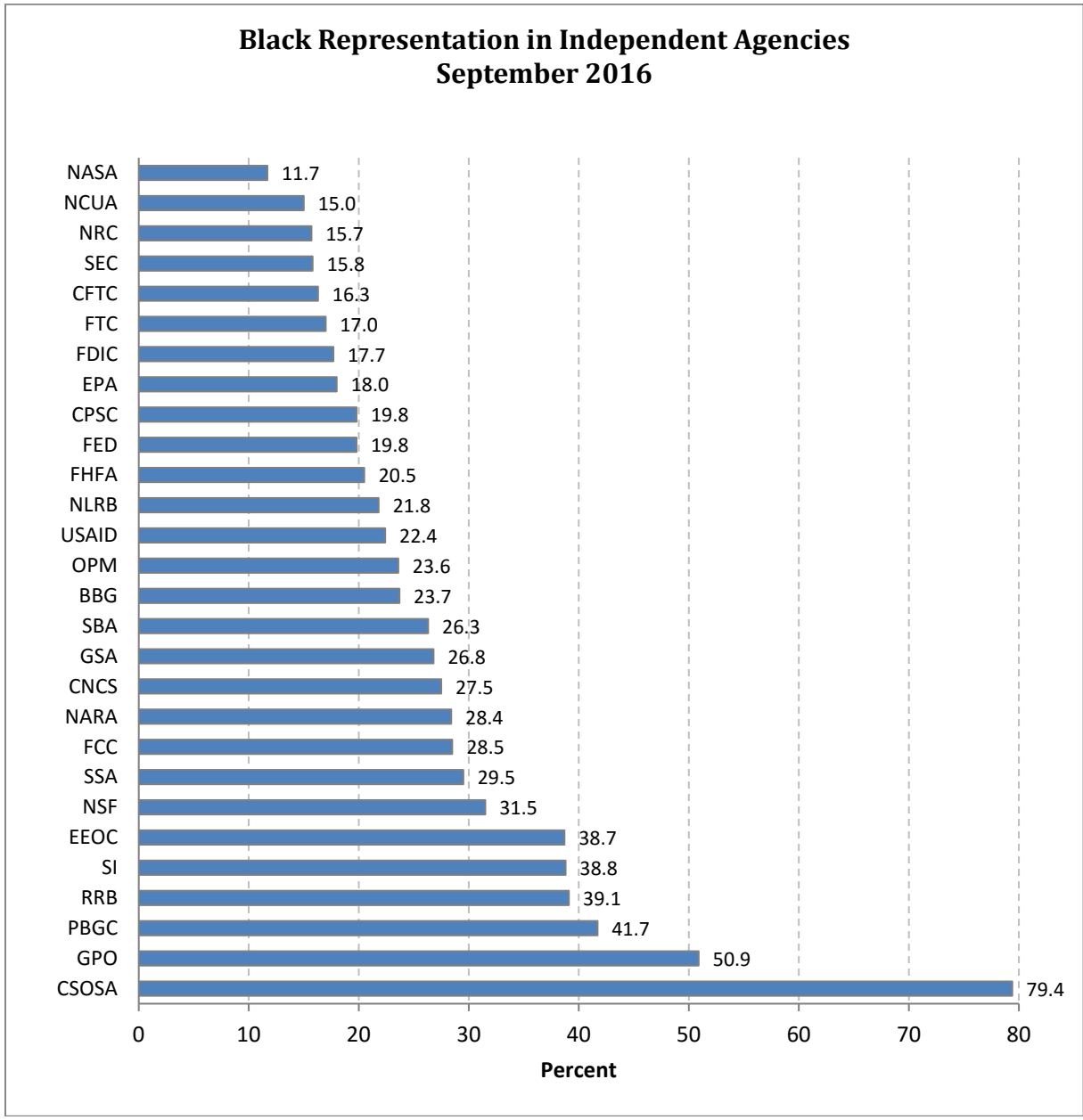


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Black**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	12.2	12.1
DEPARTMENT OF COMMERCE	16.3	16.0
DEPARTMENT OF DEFENSE	21.9	21.9
DEPARTMENT OF EDUCATION	38.1	38.4
DEPARTMENT OF ENERGY	11.1	10.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	22.0	21.7
DEPARTMENT OF HOMELAND SECURITY	15.3	14.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	37.8	37.9
DEPARTMENT OF INTERIOR	5.6	5.7
DEPARTMENT OF JUSTICE	16.8	16.8
DEPARTMENT OF LABOR	22.6	22.6
DEPARTMENT OF STATE	27.4	NA*
DEPARTMENT OF THE AIR FORCE	12.1	12.1
DEPARTMENT OF THE ARMY	16.3	16.3
DEPARTMENT OF THE NAVY	13.3	13.3
DEPARTMENT OF TRANSPORTATION	12.0	11.9
DEPARTMENT OF TREASURY	26.2	24.4
DEPARTMENT OF VETERANS AFFAIRS	24.7	24.3
GOVERNMENTWIDE	18.4	18.2

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

BLACK REPRESENTATION IN INDEPENDENT AGENCIES

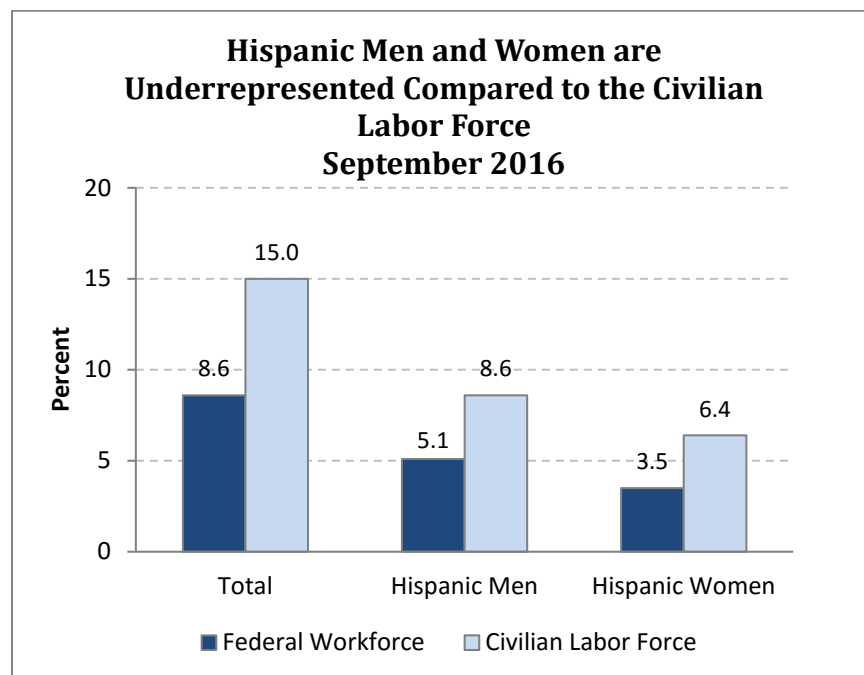


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Black**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	23.7	23.0
COMMODITY FUTURES TRADING COMMISSION	16.3	16.4
CONSUMER PRODUCT SAFETY COMMISSION	19.8	18.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	27.5	27.7
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	79.4	80.1
ENVIRONMENTAL PROTECTION AGENCY	18.0	17.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	38.7	39.3
FEDERAL COMMUNICATIONS COMMISSION	28.5	28.4
FEDERAL DEPOSIT INSURANCE CORPORATION	17.7	17.8
FEDERAL HOUSING FINANCE AGENCY	20.5	20.5
FEDERAL RESERVE SYSTEM	19.8	18.5
FEDERAL TRADE COMMISSION	17.0	16.2
GENERAL SERVICES ADMINISTRATION	26.8	26.5
GOVERNMENT PRINTING OFFICE	50.9	51.6
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	11.7	11.8
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	28.4	28.3
NATIONAL CREDIT UNION ADMINISTRATION	15.0	14.7
NATIONAL LABOR RELATIONS BOARD	21.8	21.5
NATIONAL SCIENCE FOUNDATION	31.5	31.2
NUCLEAR REGULATORY COMMISSION	15.7	15.8
OFFICE OF PERSONNEL MANAGEMENT	23.6	24.3
PENSION BENEFIT GUARANTY CORPORATION	41.7	42.1
RAILROAD RETIREMENT BOARD	39.1	38.6
SECURITIES AND EXCHANGE COMMISSION	15.8	16.0
SMALL BUSINESS ADMINISTRATION	26.3	26.2
SMITHSONIAN INSTITUTION	38.8	39.2
SOCIAL SECURITY ADMINISTRATION	29.5	29.3
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	22.4	22.8
GOVERNMENTWIDE	18.4	18.2

HISPANIC EMPLOYMENT IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT⁵



Hispanic employees represent 8.6 percent (168,543) of the Federal workforce in FY 2016, compared to 8.5 percent in FY 2015.

Hispanic men represent 5.1 percent of the permanent Federal workforce in FY 2016, the same as in FY 2015.

Hispanic women represent 3.5 percent of the Federal Workforce in FY 2016, the same as in FY 2015.

⁵ Although Hispanics, taken as a whole, make up 15.0 percent of the Civilian Labor Force (CLF), that number drops to 10.1 percent of the CLF when only U.S. citizens (including those in Puerto Rico) are counted. (Citizenship is a requirement for most Federal positions). Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	154,827	8.8
Professional	29,292	5.6
Administrative	64,368	8.6
Technical	34,928	10.5
Clerical	10,601	10.7
Other	15,638	21.5
Blue Collar	13,716	7.5
TOTAL (White Collar & Blue Collar)	168,543	8.6

Hispanic employment in professional occupations increased by 2,357 to 29,292 in FY 2016, from 28,615 in FY 2015. Hispanic employment represents 5.6 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

Hispanic employment in administrative occupations increased by 5,901 to 64,368 in FY 2016, from 137,957 in FY 2015. Hispanic employment represents 8.6 percent of all Federal employees in this occupational category in FY 2016, compared to 8.5 percent in FY 2015.

Hispanic employment in technical occupations increased by 943 to 34,928 in FY 2016, from 33,985 in FY 2015. Hispanic employment represents 10.5 percent of all Federal employees in this occupational category in FY 2016, compared to 10.2 percent in FY 2015.

Hispanic employment in clerical occupations increased by 1,094 to 10,601 in FY 2016, from 27,269 in FY 2015. Hispanic employment represents 10.7 percent of all Federal employees in this occupational category in FY 2016, compared to 10.0 percent in FY 2015.

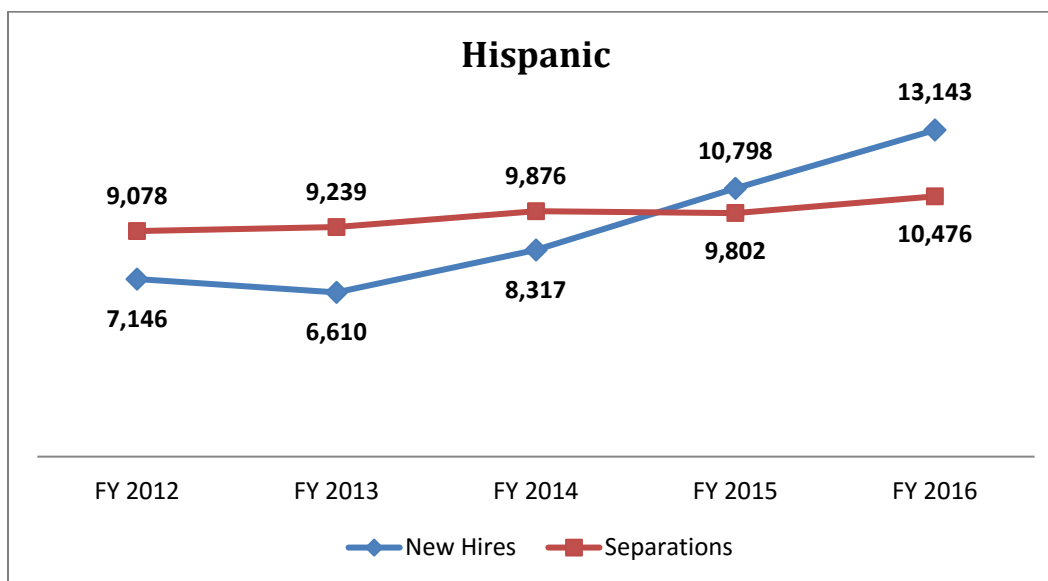
Hispanic employment in "other" white collar occupations increased by 151 to 15,638 in FY 2016 from 15,487 in FY 2015. Hispanic employment represents 21.5 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

Hispanic employment in white collar occupations increased by 5,222 to 154,827 in FY 2016, from 149,605 in FY 2015. Hispanic employment represents 8.8 percent of all Federal employees in this occupational category in FY 2016, compared to 8.6 percent in FY 2015.

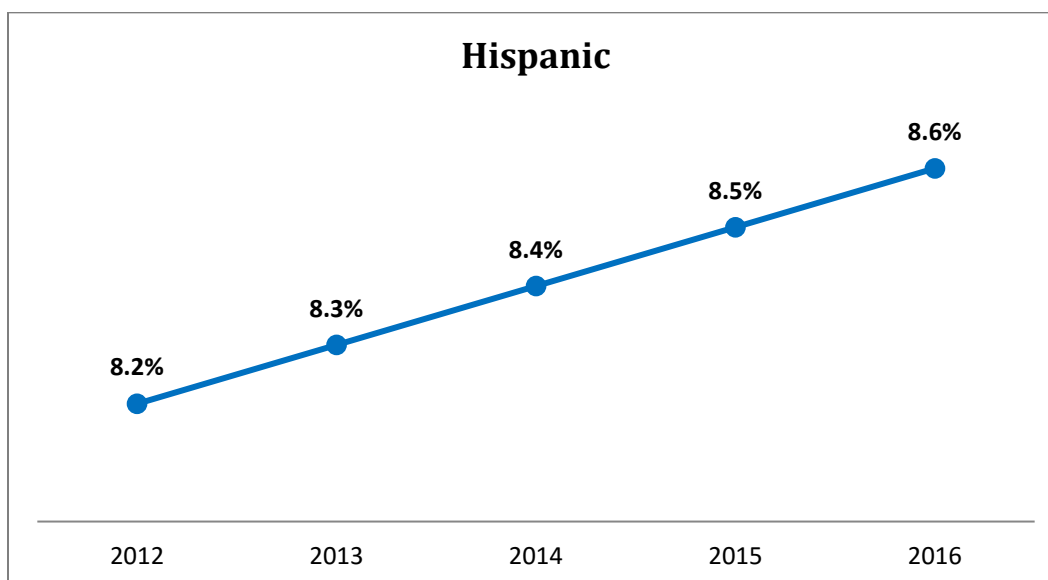
Hispanic employment in blue collar occupations increased by 77 to 13,716 in FY 2016, from 13,639 in FY 2015. Hispanic employment represents 7.5 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

HISPANIC EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

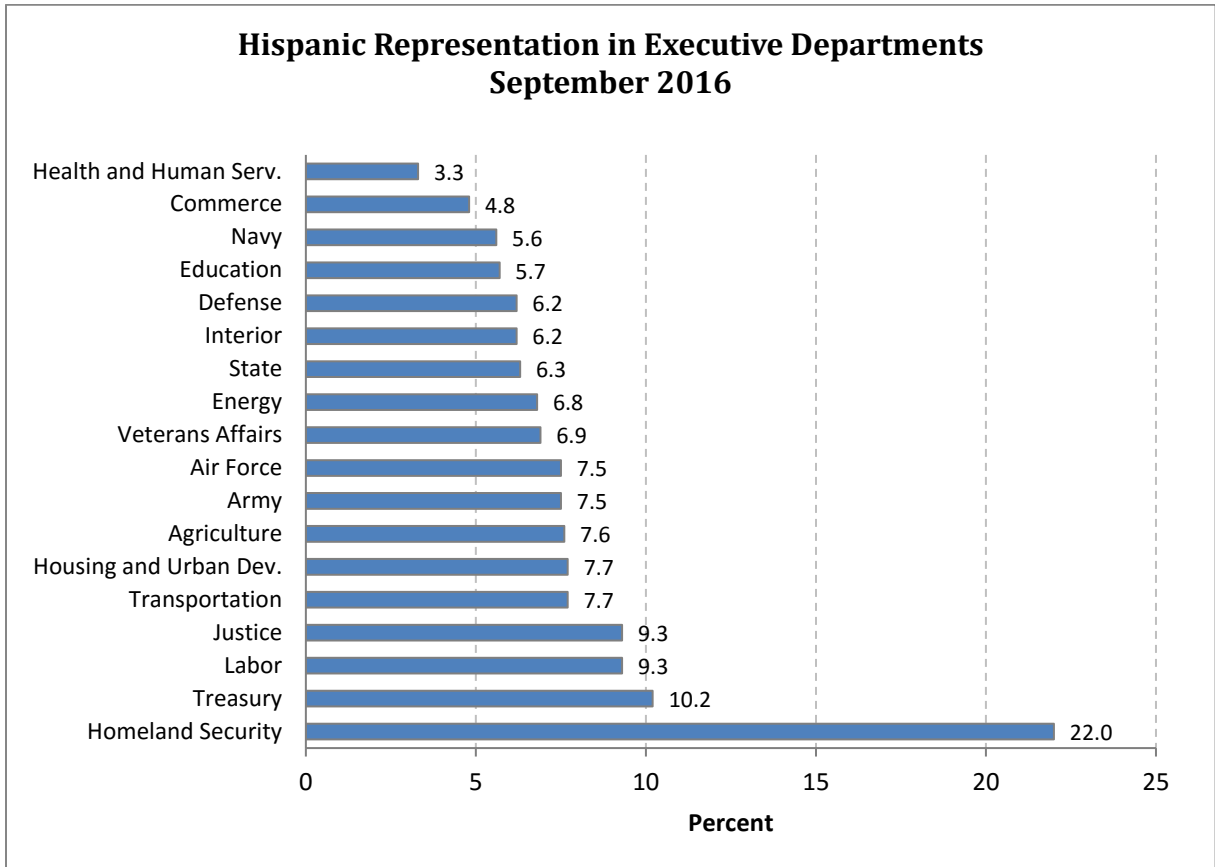
HISPANIC EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	1	0	-1	-100
\$20,001 TO \$40,000	10,553	0.8	10,824	0.8	-271	-2.5
\$40,001 TO \$60,000	32,154	2.3	31,233	2.3	921	2.9
\$60,001 TO \$80,000	28,824	2.1	34,894	2.5	-6,070	-17.4
\$80,001 TO \$100,000	31,750	2.3	25,009	1.8	6,741	27
\$100,001 TO \$120,000	13,073	0.9	11,504	0.8	1,569	13.6
\$120,001 TO \$140,000	4,283	0.3	4,438	0.3	-155	-3.5
\$140,001 TO \$160,000	1,833	0.1	1,770	0.1	63	3.6
\$160,001 AND GREATER ⁶	563	0	35	0	528	1508.6
UNSPECIFIED	99	0	95	0	4	4.2
TOTAL	123,132	8.9	119,803	8.8	3,329	2.8
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	6	0.1	12	0.2	-6	-50
\$140,001 TO \$160,000	51	0.6	67	0.9	-16	-23.9
\$160,001 AND GREATER	312	3.9	262	3.4	50	19.1
UNSPECIFIED	0	0	0	0	0	0
TOTAL	369	4.6	341	4.4	28	8.2
OTHER WHITE COLLAR						
UP TO \$20,000	22	0	23	0	-1	-4.3
\$20,001 TO \$40,000	5,648	1.5	5,482	1.5	166	3
\$40,001 TO \$60,000	6,203	1.6	5,591	1.6	612	10.9
\$60,001 TO \$80,000	4,656	1.2	4,784	1.3	-128	-2.7
\$80,001 TO \$100,000	5,043	1.3	4,454	1.3	589	13.2
\$100,001 TO \$120,000	3,609	1	3,404	1	205	6
\$120,001 TO \$140,000	2,039	0.5	1,997	0.6	42	2.1
\$140,001 TO \$160,000	1,366	0.4	1,376	0.4	-10	-0.7
\$160,001 AND GREATER	2,739	0.7	2,037	0.6	702	34.5
UNSPECIFIED	1	0	313	0.1	-312	-99.7

⁶ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	31,326	8.3	29,461	8.3	1,865	6.3
TOTAL WHITE-COLLAR (PATCO)	154,827	8.8	149,605	8.6	5,222	3.5
TOTAL BLUE-COLLAR	13,716	7.5	13,639	7.5	77	0.6
TOTAL WHITE/BLUE-COLLAR	168,543	8.6	163,244	8.5	5,299	3.2

HISPANIC REPRESENTATION IN EXECUTIVE DEPARTMENTS

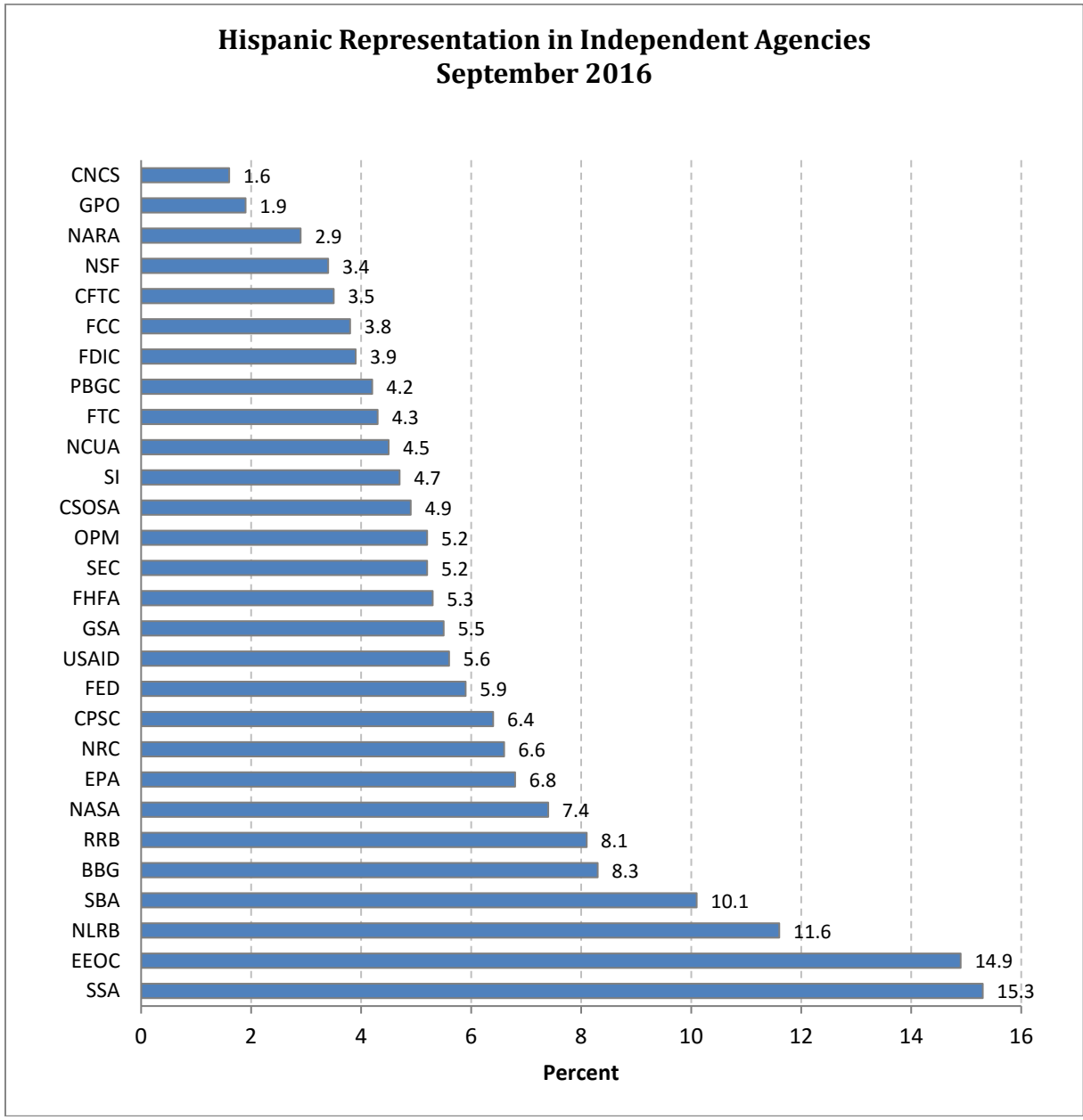


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Hispanic**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	7.6	7.3
DEPARTMENT OF COMMERCE	4.8	4.8
DEPARTMENT OF DEFENSE	6.2	6.1
DEPARTMENT OF EDUCATION	5.7	5.3
DEPARTMENT OF ENERGY	6.8	6.7
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.3	3.3
DEPARTMENT OF HOMELAND SECURITY	22.0	21.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.7	7.6
DEPARTMENT OF INTERIOR	6.2	6.1
DEPARTMENT OF JUSTICE	9.3	9.2
DEPARTMENT OF LABOR	9.3	9.1
DEPARTMENT OF STATE	6.3	NA*
DEPARTMENT OF THE AIR FORCE	7.5	7.4
DEPARTMENT OF THE ARMY	7.5	7.5
DEPARTMENT OF THE NAVY	5.6	5.4
DEPARTMENT OF TRANSPORTATION	7.7	7.5
DEPARTMENT OF TREASURY	10.2	9.8
DEPARTMENT OF VETERANS AFFAIRS	6.9	7.0
GOVERNMENTWIDE	8.6	8.5

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

HISPANIC REPRESENTATION IN INDEPENDENT AGENCIES

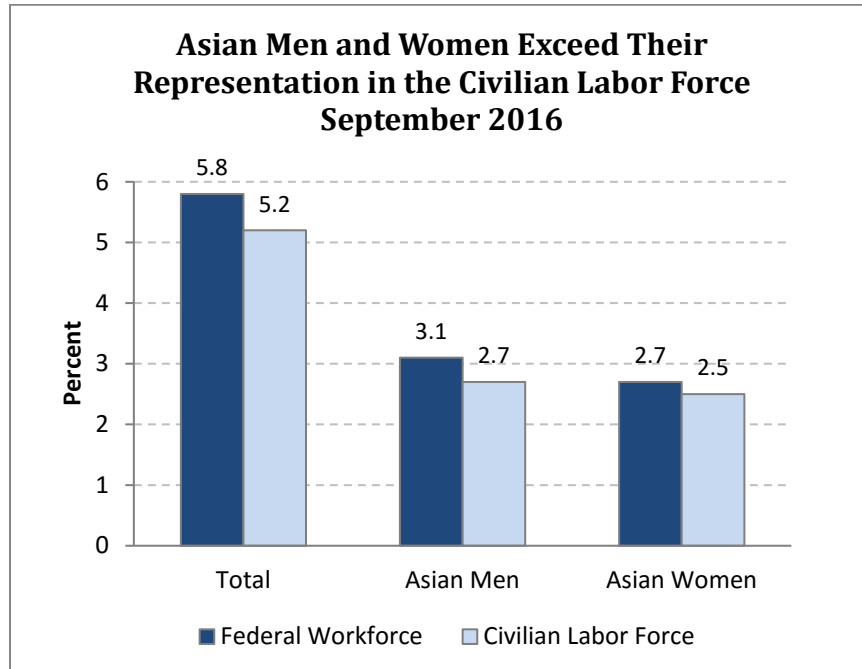


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Hispanic**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	8.3	8.8
COMMODITY FUTURES TRADING COMMISSION	3.5	3.4
CONSUMER PRODUCT SAFETY COMMISSION	6.4	5.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1.6	1.8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	4.9	4.4
ENVIRONMENTAL PROTECTION AGENCY	6.8	6.6
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	14.9	14.5
FEDERAL COMMUNICATIONS COMMISSION	3.8	3.4
FEDERAL DEPOSIT INSURANCE CORPORATION	3.9	3.8
FEDERAL HOUSING FINANCE AGENCY	5.3	4.5
FEDERAL RESERVE SYSTEM	5.9	5.9
FEDERAL TRADE COMMISSION	4.3	4.1
GENERAL SERVICES ADMINISTRATION	5.5	5.4
GOVERNMENT PRINTING OFFICE	1.9	1.9
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	7.4	6.9
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.9	2.7
NATIONAL CREDIT UNION ADMINISTRATION	4.5	4.5
NATIONAL LABOR RELATIONS BOARD	11.6	11.2
NATIONAL SCIENCE FOUNDATION	3.4	3.5
NUCLEAR REGULATORY COMMISSION	6.6	6.6
OFFICE OF PERSONNEL MANAGEMENT	5.2	5.2
PENSION BENEFIT GUARANTY CORPORATION	4.2	3.8
RAILROAD RETIREMENT BOARD	8.1	7.2
SECURITIES AND EXCHANGE COMMISSION	5.2	5.0
SMALL BUSINESS ADMINISTRATION	10.1	10.1
SMITHSONIAN INSTITUTION	4.7	4.7
SOCIAL SECURITY ADMINISTRATION	15.3	15.2
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	5.6	5.4
GOVERNMENTWIDE	8.6	8.4

ASIAN EMPLOYMENT IN THE FEDERAL WORKFORCE

ASIAN EMPLOYMENT⁷



Asian employees represent 5.8 percent (113,173) of the permanent Federal workforce as of September 30, 2016, compared to 5.7 percent in FY 2015.

Asian men represent 3.1 percent of the permanent Federal workforce in FY 2016, the same as in in FY 2015.

Asian women represent 2.7 percent of the Federal Workforce in FY 2016, compared to 2.6 percent in FY 2015.

⁷ Although Asians make up 5.2 percent of the Civilian Labor Force (CLF), that number drops to 3.6 percent of the CLF when only U.S. citizens are counted. As noted above, citizenship is a requirement for most Federal positions. Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

ASIAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	104,750	5.9
Professional	51,042	9.8
Administrative	34,187	4.6
Technical	14,184	4.3
Clerical	3,978	4.0
Other	1,359	1.9
Blue Collar	8,423	4.6
TOTAL (White Collar & Blue Collar)	113,173	5.8

Asian employment in professional occupations increased by 2,383 to 51,042 in FY 2016, from 48,659 in FY 2015. Asian employment represents 9.8 percent of all Federal employees in this occupational category in FY 2016, compared to 9.6 percent in FY 2015.

Asian employment in administrative occupations increased by 1,546 to 34,187 in FY 2016, from 32,641 in FY 2015. Asian employment represents 4.6 percent of all Federal employees in this occupational category in FY 2016, compared to 4.5 percent in FY 2015.

Asian employment in technical occupations increased by 279 to 14,184 in FY 2016, from 13,905 in FY 2015. Asian employment represents 4.3 percent of all Federal employees in this occupational category in FY 2016, compared to 4.2 percent in FY 2015.

Asian employment in clerical occupations increased by 35 to 3,978 in FY 2016, from 3,943 in FY 2015. Asian employment represents 4.0 percent of all Federal employees in this occupational category in FY 2016, compared to 4.2 percent in FY 2015.

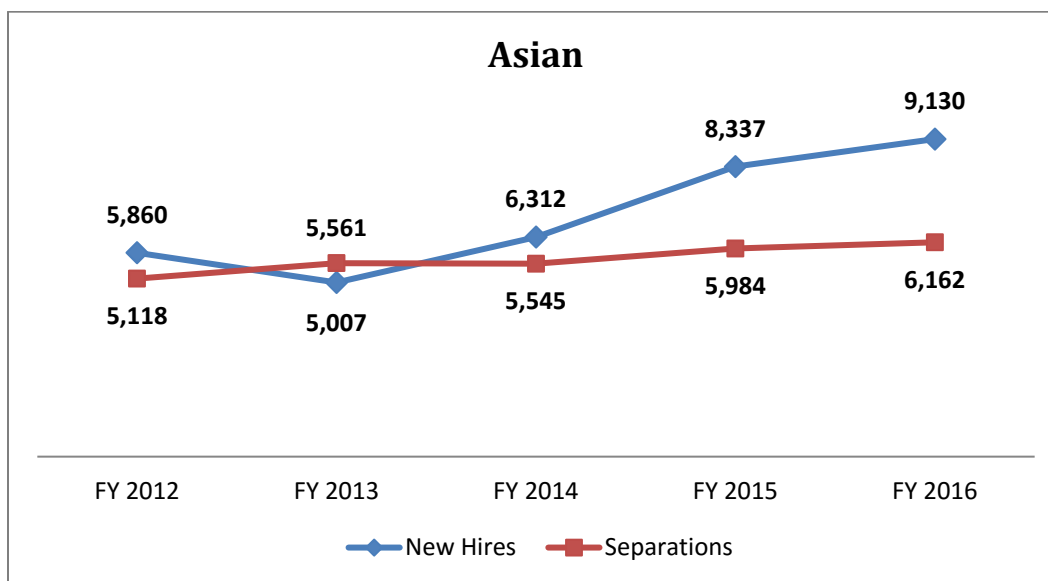
Asian employment in "other" white collar occupations remained the same at 1,359 in FY 2016 as in FY 2015. Asian employment represents 1.9 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

Asian employment in white collar occupations increased by 4,243 to 104,750 in FY 2016, from 100,507 in FY 2015. Asian employment represents 5.9 percent of all Federal employees in this occupational category in FY 2016, compared to 5.8 in FY 2015.

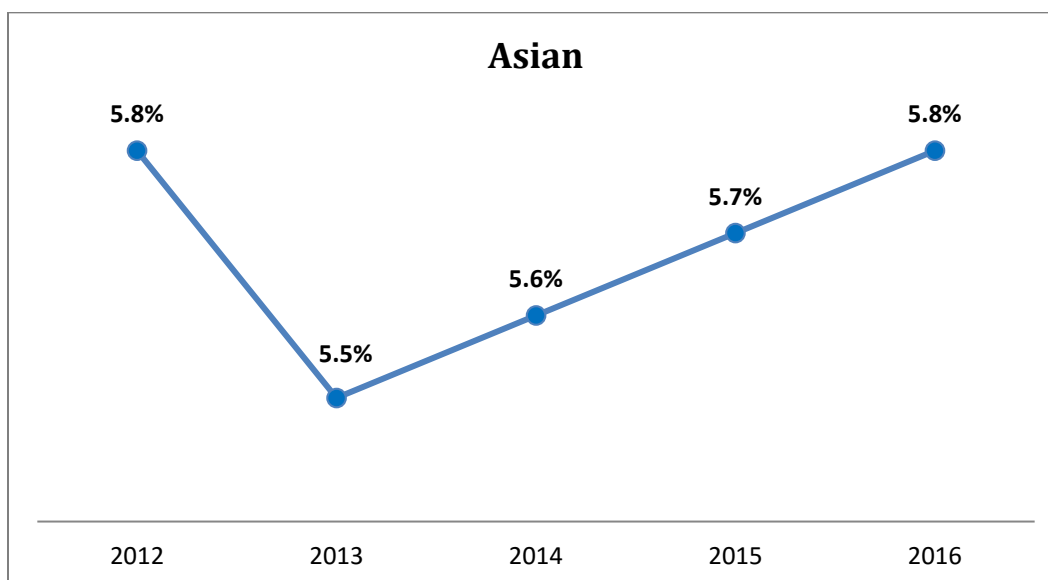
Asian employment in blue collar occupations increased by 33 to 8,423 in FY 2016, from 8,390 in FY 2015. Asian employment represents 4.6 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

ASIAN EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

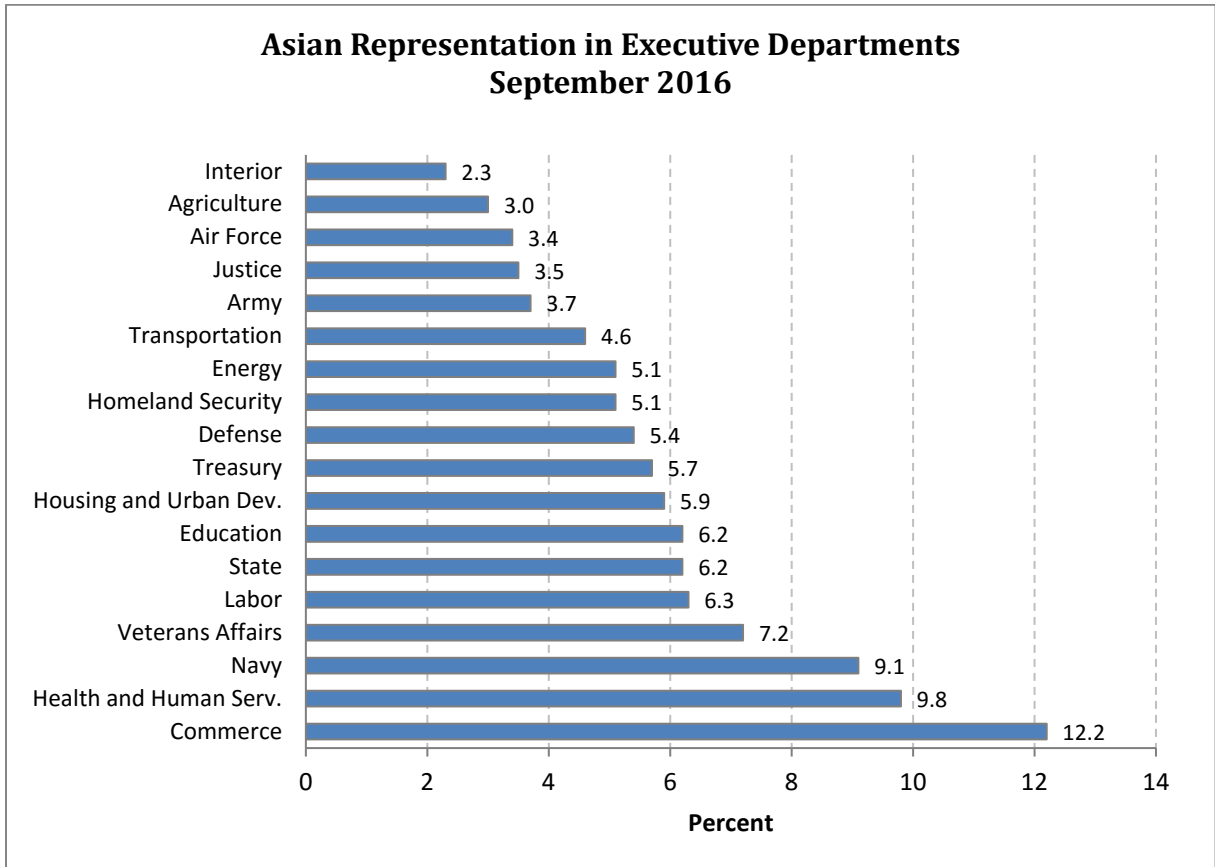
ASIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	4,204	0.3	4,523	0.3	-319	-7.1
\$40,001 TO \$60,000	13,521	1	13,144	1	377	2.9
\$60,001 TO \$80,000	12,881	0.9	13,436	1	-555	-4.1
\$80,001 TO \$100,000	16,741	1.2	17,481	1.3	-740	-4.2
\$100,001 TO \$120,000	14,428	1	12,556	0.9	1,872	14.9
\$120,001 TO \$140,000	7,377	0.5	7,674	0.6	-297	-3.9
\$140,001 TO \$160,000	3,600	0.3	3,147	0.2	453	14.4
\$160,001 AND GREATER ⁸	1,054	0.1	41	0	1,013	2470.7
UNSPECIFIED	41	0	27	0	14	51.9
TOTAL	73,847	5.3	72,029	5.3	1,818	2.5
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	2	0	7	0.1	-5	-71.4
\$140,001 TO \$160,000	43	0.5	37	0.5	6	16.2
\$160,001 AND GREATER	237	3	203	2.6	34	16.7
UNSPECIFIED	2	0	2	0	0	0
TOTAL	284	3.5	249	3.2	35	14.1
OTHER WHITE COLLAR						
UP TO \$20,000	3	0	2	0	1	50
\$20,001 TO \$40,000	1,153	0.3	1,230	0.3	-77	-6.3
\$40,001 TO \$60,000	2,107	0.6	2,054	0.6	53	2.6
\$60,001 TO \$80,000	3,445	0.9	3,310	0.9	135	4.1
\$80,001 TO \$100,000	5,961	1.6	5,440	1.5	521	9.6
\$100,001 TO \$120,000	5,477	1.4	4,890	1.4	587	12
\$120,001 TO \$140,000	2,607	0.7	2,502	0.7	105	4.2
\$140,001 TO \$160,000	1,842	0.5	1,862	0.5	-20	-1.1
\$160,001 AND GREATER	8,018	2.1	6,933	1.9	1,085	15.6
UNSPECIFIED	6	0	6	0	0	0

⁸ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	30,619	8.1	28,229	7.9	2,390	8.5
TOTAL WHITE-COLLAR (PATCO)	104,750	5.9	100,507	5.8	4,243	4.2
TOTAL BLUE-COLLAR	8,423	4.6	8,390	4.6	33	0.4
TOTAL WHITE/BLUE-COLLAR	113,173	5.8	108,897	5.7	4,276	3.9

ASIAN REPRESENTATION IN EXECUTIVE DEPARTMENTS

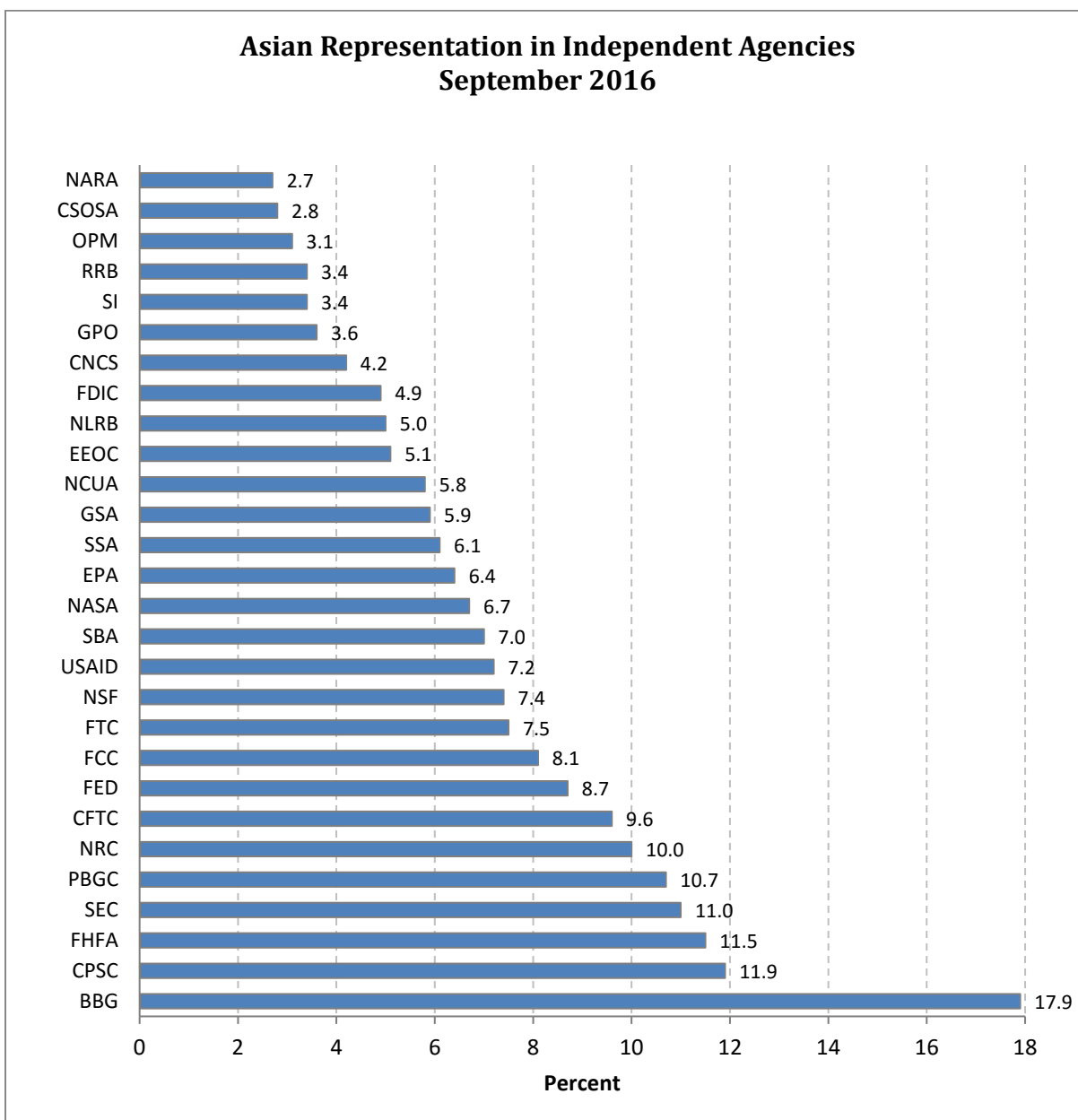


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Asian**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	3.0	3.0
DEPARTMENT OF COMMERCE	12.2	12.1
DEPARTMENT OF DEFENSE	5.4	5.4
DEPARTMENT OF EDUCATION	6.2	5.9
DEPARTMENT OF ENERGY	5.1	5.1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	9.8	9.4
DEPARTMENT OF HOMELAND SECURITY	5.1	5.0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5.9	5.6
DEPARTMENT OF INTERIOR	2.3	2.3
DEPARTMENT OF JUSTICE	3.5	3.4
DEPARTMENT OF LABOR	6.3	6.1
DEPARTMENT OF STATE	6.2	NA*
DEPARTMENT OF THE AIR FORCE	3.4	3.4
DEPARTMENT OF THE ARMY	3.7	3.6
DEPARTMENT OF THE NAVY	9.1	9.1
DEPARTMENT OF TRANSPORTATION	4.6	4.5
DEPARTMENT OF TREASURY	5.7	5.8
DEPARTMENT OF VETERANS AFFAIRS	7.2	6.9
GOVERNMENTWIDE	5.8	5.7

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

ASIAN REPRESENTATION IN INDEPENDENT AGENCIES

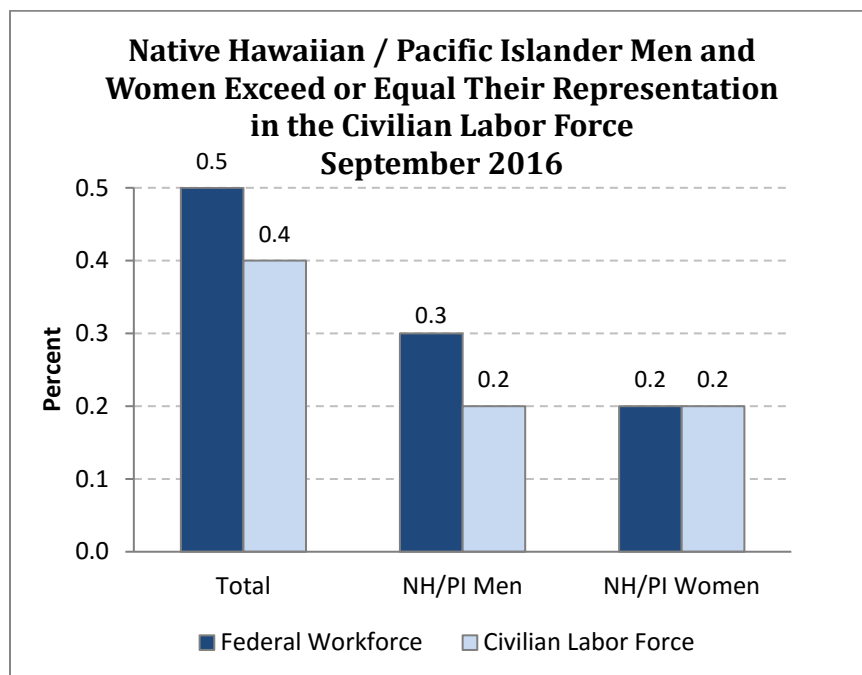


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Asian**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	17.9	17.2
COMMODITY FUTURES TRADING COMMISSION	9.6	10.0
CONSUMER PRODUCT SAFETY COMMISSION	11.9	11.1
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4.2	4.7
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	2.8	2.3
ENVIRONMENTAL PROTECTION AGENCY	6.4	6.4
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5.1	4.6
FEDERAL COMMUNICATIONS COMMISSION	8.1	8.0
FEDERAL DEPOSIT INSURANCE CORPORATION	4.9	4.8
FEDERAL HOUSING FINANCE AGENCY	11.5	11.9
FEDERAL RESERVE SYSTEM	8.7	8.4
FEDERAL TRADE COMMISSION	7.5	7.4
GENERAL SERVICES ADMINISTRATION	5.9	5.8
GOVERNMENT PRINTING OFFICE	3.6	3.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.7	6.7
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.7	2.6
NATIONAL CREDIT UNION ADMINISTRATION	5.8	5.7
NATIONAL LABOR RELATIONS BOARD	5.0	4.9
NATIONAL SCIENCE FOUNDATION	7.4	7.2
NUCLEAR REGULATORY COMMISSION	10.0	9.6
OFFICE OF PERSONNEL MANAGEMENT	3.1	3.0
PENSION BENEFIT GUARANTY CORPORATION	10.7	9.6
RAILROAD RETIREMENT BOARD	3.4	3.5
SECURITIES AND EXCHANGE COMMISSION	11.0	10.4
SMALL BUSINESS ADMINISTRATION	7.0	6.6
SMITHSONIAN INSTITUTION	3.4	3.4
SOCIAL SECURITY ADMINISTRATION	6.1	5.9
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	7.2	7.1
GOVERNMENTWIDE	5.8	5.7

**NATIVE HAWAIIAN/PACIFIC ISLANDER
EMPLOYMENT IN THE FEDERAL
WORKFORCE**

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT



Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,448) of the permanent Federal workforce as of September 30, 2016, the same as in FY 2015.

Native Hawaiian/Pacific Islander men represent 0.3 percent of the permanent Federal workforce in FY 2016, the same as in in FY 2015.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2016, the same as in in FY 2015.

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native Hawaiian/Pacific Islander Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	7,435	0.4
Professional	1,300	0.3
Administrative	2,990	0.4
Technical	1,892	0.6
Clerical	750	0.8
Other	503	0.7
Blue Collar	2,013	1.1
TOTAL (White Collar & Blue Collar)	9,448	0.5

Native Hawaiian/Pacific Islander employment in professional occupations increased by 101 to 1,300 in FY 2016, from 1,199 in FY 2015. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2016, compared to 0.2 percent in FY 2015.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 180 to 2,990 in FY 2016, from 2,810 in FY 2015. Native Hawaiian/Pacific Islander employment represents 0.4 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 69 to 1,892 in FY 2016, from 1,823 in FY 2015. Native Hawaiian/Pacific Islander employment represents 0.6 percent of all Federal employees in this occupational category in FY 2016, compared to 0.5 percent in FY 2015.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 76 to 750 in FY 2016, from 674 in FY 2015. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2016, compared to 0.7 percent in FY 2015.

Native Hawaiian/Pacific Islander employment in "other" white collar occupations increased by 16 to 503 in FY 2016, from 487 in FY 2015. Native Hawaiian/Pacific Islander employment represents 0.7 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

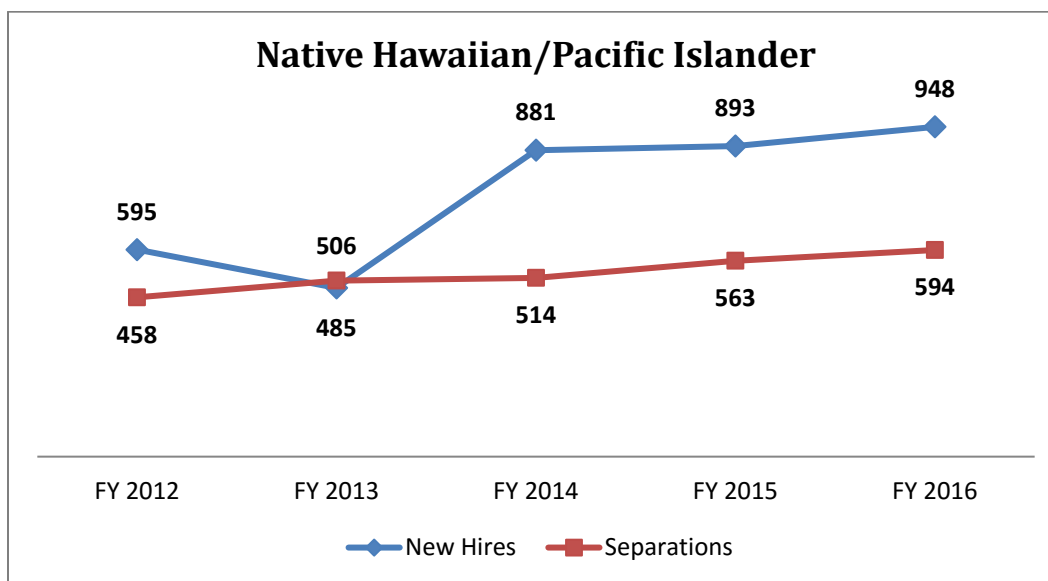
Native Hawaiian/Pacific Islander employment in white collar occupations increased by 442 to 6,993 in FY 2016, from 100,507 in FY 2015. Native Hawaiian/Pacific Islander employment

represents 0.4 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

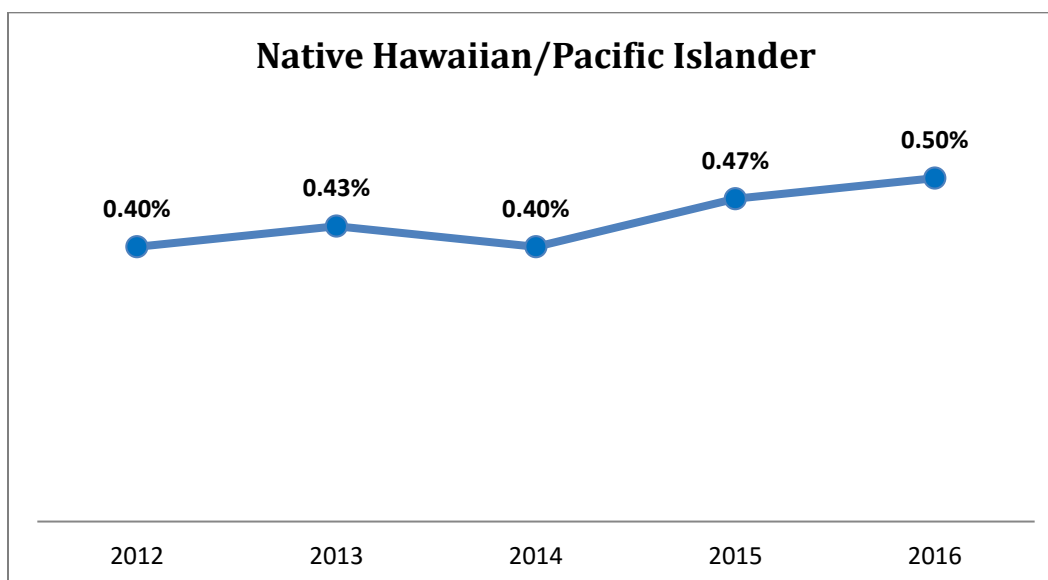
Native Hawaiian/Pacific Islander employment in blue collar occupations increased by 63 to 2,013 in FY 2016, from 1,950 in FY 2015. Native Hawaiian/Pacific Islander employment represents 1.1 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

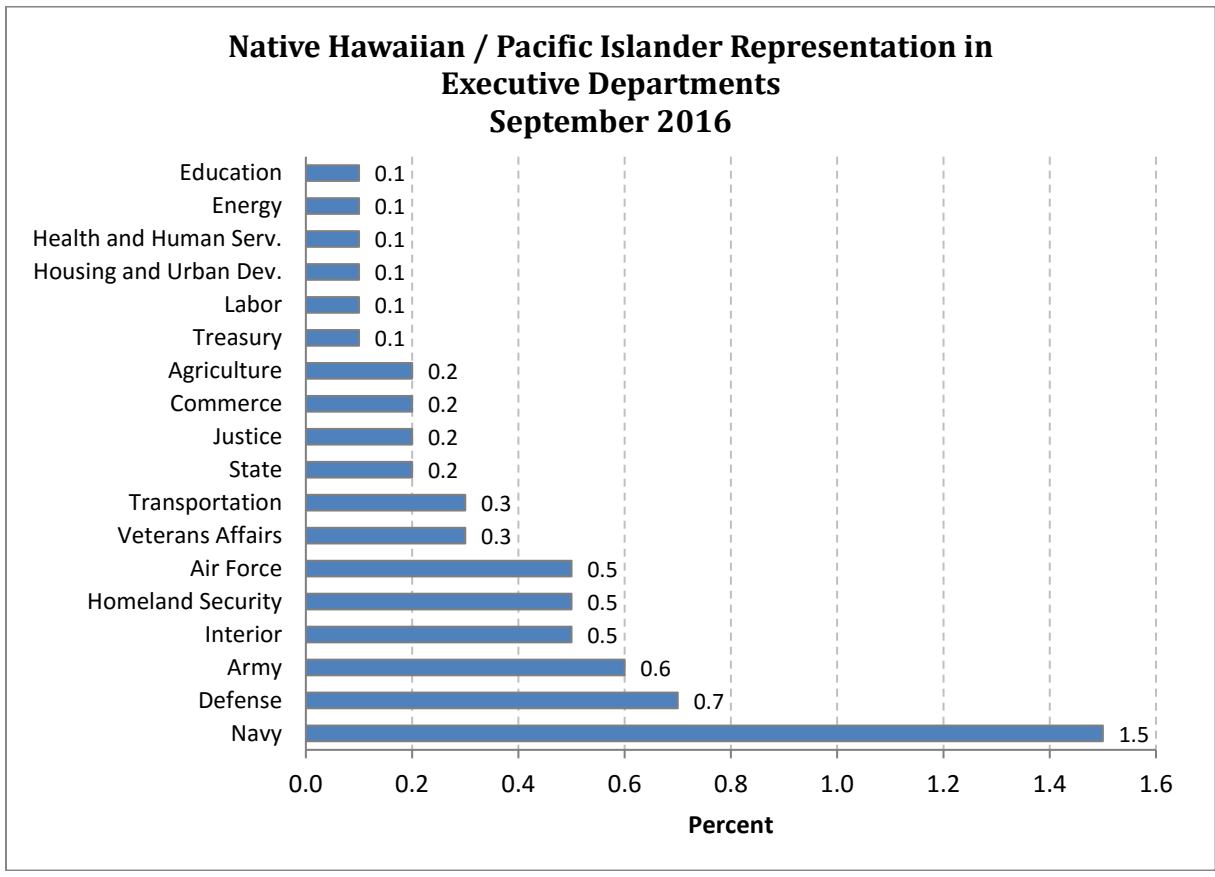
NATIVE HAWAIIAN/PACIFIC ISLANDER SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	901	0.1	962	0.1	-61	-6.3
\$40,001 TO \$60,000	1,864	0.1	1,797	0.1	67	3.7
\$60,001 TO \$80,000	1,394	0.1	1,376	0.1	18	1.3
\$80,001 TO \$100,000	1,132	0.1	1,005	0.1	127	12.6
\$100,001 TO \$120,000	467	0	378	0	89	23.5
\$120,001 TO \$140,000	120	0	128	0	-8	-6.3
\$140,001 TO \$160,000	71	0	59	0	12	20.3
\$160,001 AND GREATER ⁹	15	0	2	0	13	650
UNSPECIFIED	3	0	2	0	1	50
TOTAL	5,967	0.4	5,709	0.4	258	4.5
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0	0
\$140,001 TO \$160,000	3	0	2	0	1	50
\$160,001 AND GREATER	15	0.2	10	0.1	5	50
UNSPECIFIED	0	0	0	0	0	0
TOTAL	18	0.2	12	0.2	6	50
OTHER WHITE COLLAR						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	319	0.1	262	0.1	57	21.8
\$40,001 TO \$60,000	234	0.1	222	0.1	12	5.4
\$60,001 TO \$80,000	221	0.1	210	0.1	11	5.2
\$80,001 TO \$100,000	233	0.1	204	0.1	29	14.2
\$100,001 TO \$120,000	211	0.1	174	0	37	21.3
\$120,001 TO \$140,000	89	0	81	0	8	9.9
\$140,001 TO \$160,000	36	0	41	0	-5	-12.2
\$160,001 AND GREATER	107	0	78	0	29	37.2
UNSPECIFIED	0	0	0	0	0	0

⁹ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix A for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	1,450	0.4	1,272	0.4	178	14
TOTAL WHITE-COLLAR (PATCO)	7,435	0.4	6,993	0.4	442	6.3
TOTAL BLUE-COLLAR	2,013	1.1	1,950	1.1	63	3.2
TOTAL WHITE/BLUE-COLLAR	9,448	0.5	8,943	0.5	505	5.6

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN EXECUTIVE DEPARTMENTS

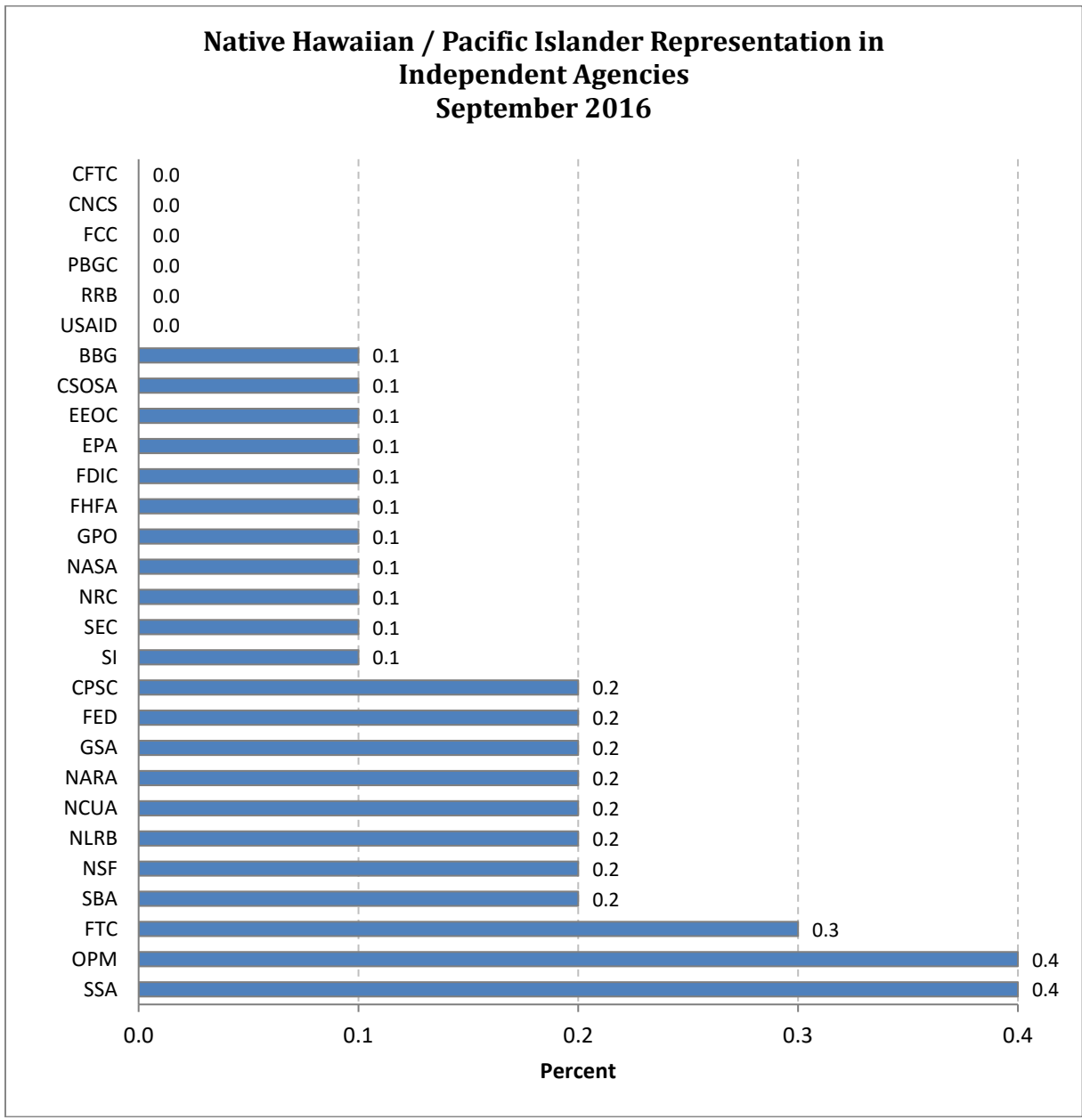


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Native Hawaiian/Pacific Islander**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	0.2	0.2
DEPARTMENT OF COMMERCE	0.2	0.2
DEPARTMENT OF DEFENSE	0.7	0.7
DEPARTMENT OF EDUCATION	0.1	0.1
DEPARTMENT OF ENERGY	0.1	0.1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.1	0.1
DEPARTMENT OF HOMELAND SECURITY	0.5	0.4
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.1	0.1
DEPARTMENT OF INTERIOR	0.5	0.5
DEPARTMENT OF JUSTICE	0.2	0.2
DEPARTMENT OF LABOR	0.1	0.1
DEPARTMENT OF STATE	0.2	NA*
DEPARTMENT OF THE AIR FORCE	0.5	0.5
DEPARTMENT OF THE ARMY	0.6	0.6
DEPARTMENT OF THE NAVY	1.5	1.4
DEPARTMENT OF TRANSPORTATION	0.3	0.4
DEPARTMENT OF TREASURY	0.1	0.1
DEPARTMENT OF VETERANS AFFAIRS	0.3	0.3
GOVERNMENTWIDE	0.5	0.5

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN INDEPENDENT AGENCIES

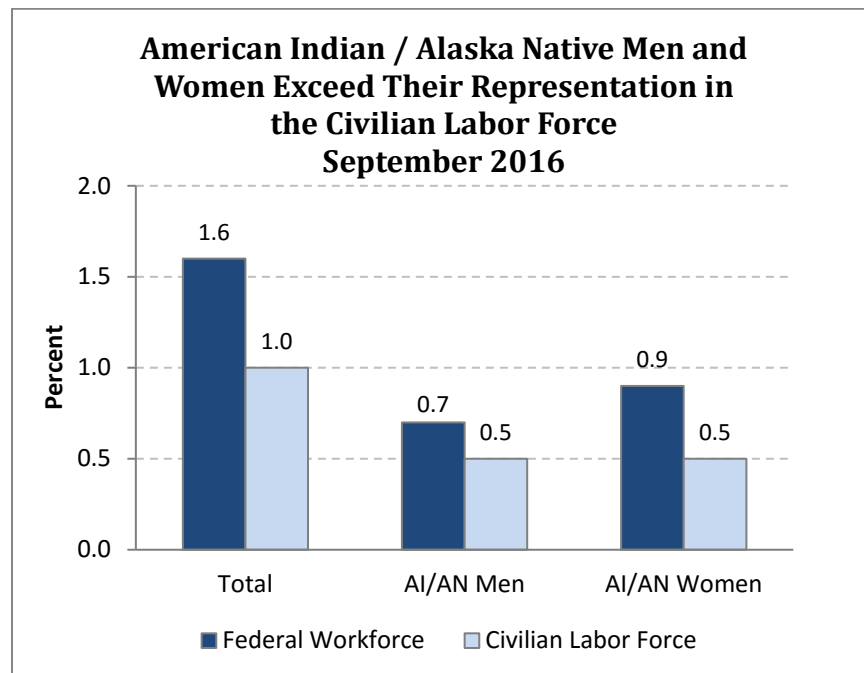


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Native Hawaiian/Pacific Islander**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	0.1	0.1
COMMODITY FUTURES TRADING COMMISSION	0.0	0.0
CONSUMER PRODUCT SAFETY COMMISSION	0.2	0.2
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.0	0.0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.1	0.0
ENVIRONMENTAL PROTECTION AGENCY	0.1	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.1	0.1
FEDERAL COMMUNICATIONS COMMISSION	0.0	0.0
FEDERAL DEPOSIT INSURANCE CORPORATION	0.1	0.1
FEDERAL HOUSING FINANCE AGENCY	0.1	0.2
FEDERAL RESERVE SYSTEM	0.2	0.1
FEDERAL TRADE COMMISSION	0.3	0.5
GENERAL SERVICES ADMINISTRATION	0.2	0.2
GOVERNMENT PRINTING OFFICE	0.1	0.1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.1	0.1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.2	0.2
NATIONAL CREDIT UNION ADMINISTRATION	0.2	0.2
NATIONAL LABOR RELATIONS BOARD	0.2	0.2
NATIONAL SCIENCE FOUNDATION	0.2	0.2
NUCLEAR REGULATORY COMMISSION	0.1	0.1
OFFICE OF PERSONNEL MANAGEMENT	0.4	0.4
PENSION BENEFIT GUARANTY CORPORATION	0.0	0.0
RAILROAD RETIREMENT BOARD	0.0	0.1
SECURITIES AND EXCHANGE COMMISSION	0.1	0.1
SMALL BUSINESS ADMINISTRATION	0.2	0.1
SMITHSONIAN INSTITUTION	0.1	0.1
SOCIAL SECURITY ADMINISTRATION	0.4	0.4
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0.0	0.0
GOVERNMENTWIDE	0.5	0.5

**AMERICAN INDIAN/ALASKA NATIVE
EMPLOYMENT IN THE FEDERAL
WORKFORCE**

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT



American Indian/Alaska Native employees represent 1.6 percent (31,467) of the permanent Federal workforce in FY 2016, the same as in FY 2015.

American Indian/Alaska Native men represent 0.7 percent of the permanent Federal workforce in FY 2016, the same as in in FY 2015.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2016, the same as in in FY 2015.

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT BY OCCUPATIONAL CATEGORY

American Indian/Alaska Native Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	27,636	1.6
Professional	5,967	1.1
Administrative	8,819	1.2
Technical	8,869	2.7
Clerical	2,845	2.9
Other	1,136	1.6
Blue Collar	3,831	2.1
TOTAL (White Collar & Blue Collar)	31,467	1.6

American Indian/Alaska Native employment in professional occupations decreased by 23 to 5,967 in FY 2016, from 5,990 in FY 2015. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2016, compared to 1.2 percent in FY 2015.

American Indian/Alaska Native employment in administrative occupations increased by 149 to 8,819 in FY 2016, from 8,670 in FY 2015. American Indian/Alaska Native employment represents 1.2 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

American Indian/Alaska Native employment in technical occupations decreased by 68 to 8,869 in FY 2016, from 8,937 in FY 2015. American Indian/Alaska Native employment represents 2.7 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

American Indian/Alaska Native employment in clerical occupations increased by 8 to 2,845 in FY 2016, from 2,837 in FY 2015. American Indian/Alaska Native employment represents 2.9 percent of all Federal employees in this occupational category in FY 2016, compared to 3.0 percent in FY 2015.

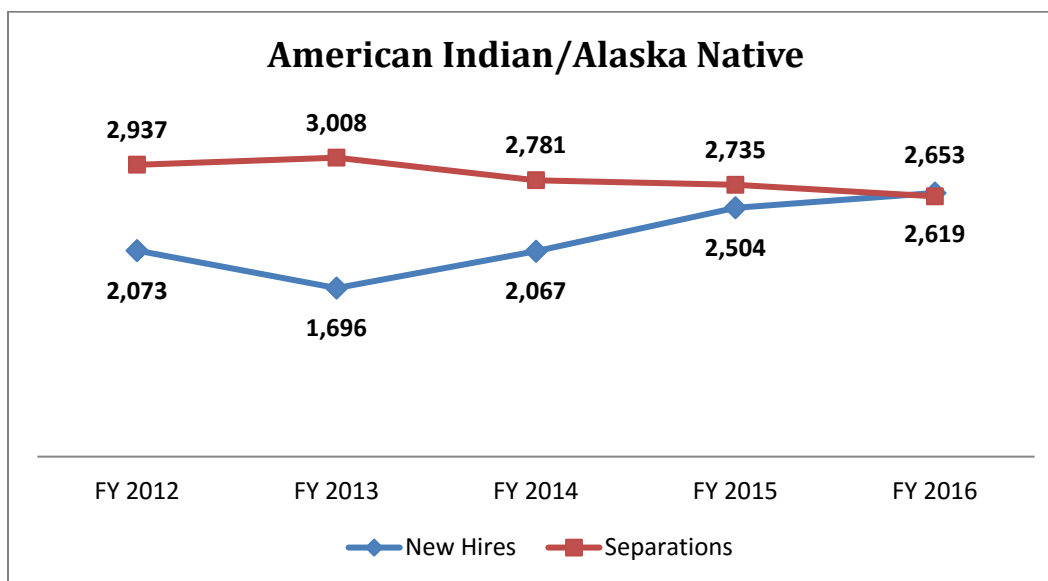
American Indian/Alaska Native employment in "other" white collar occupations increased by 18 to 1,136 in FY 2016, from 1,118 in FY 2015. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 2016, compared to 1.5 percent in FY 2015.

American Indian/Alaska Native employment in white collar occupations increased by 84 to 27,636 in FY 2016, from 27,552 in FY 2015. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

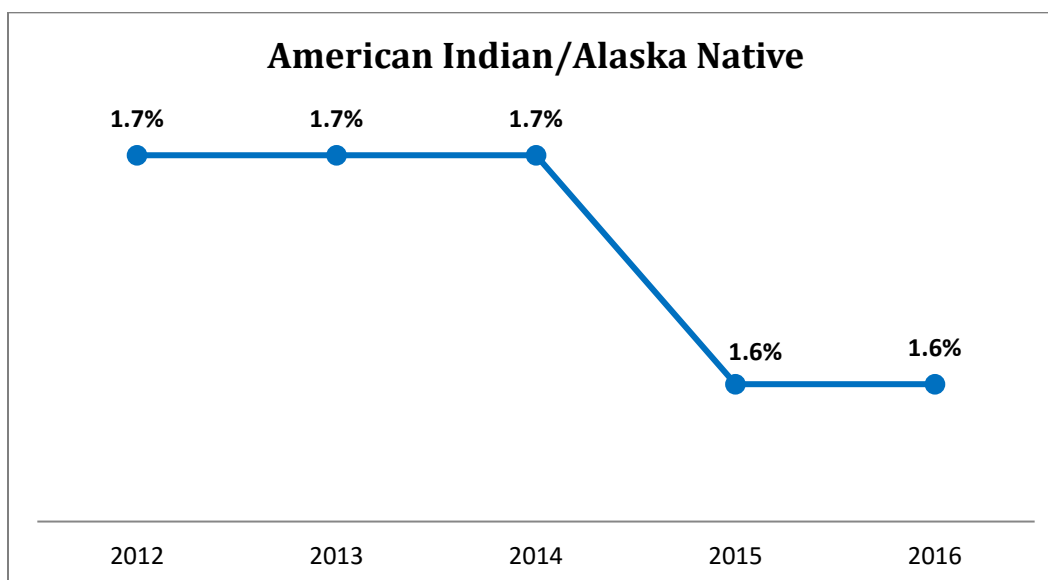
American Indian/Alaska Native employment in blue collar occupations increased by 30 to 3,831 in FY 2016, from 3,801 in FY 2015. American Indian/Alaska Native employment represents 2.1 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

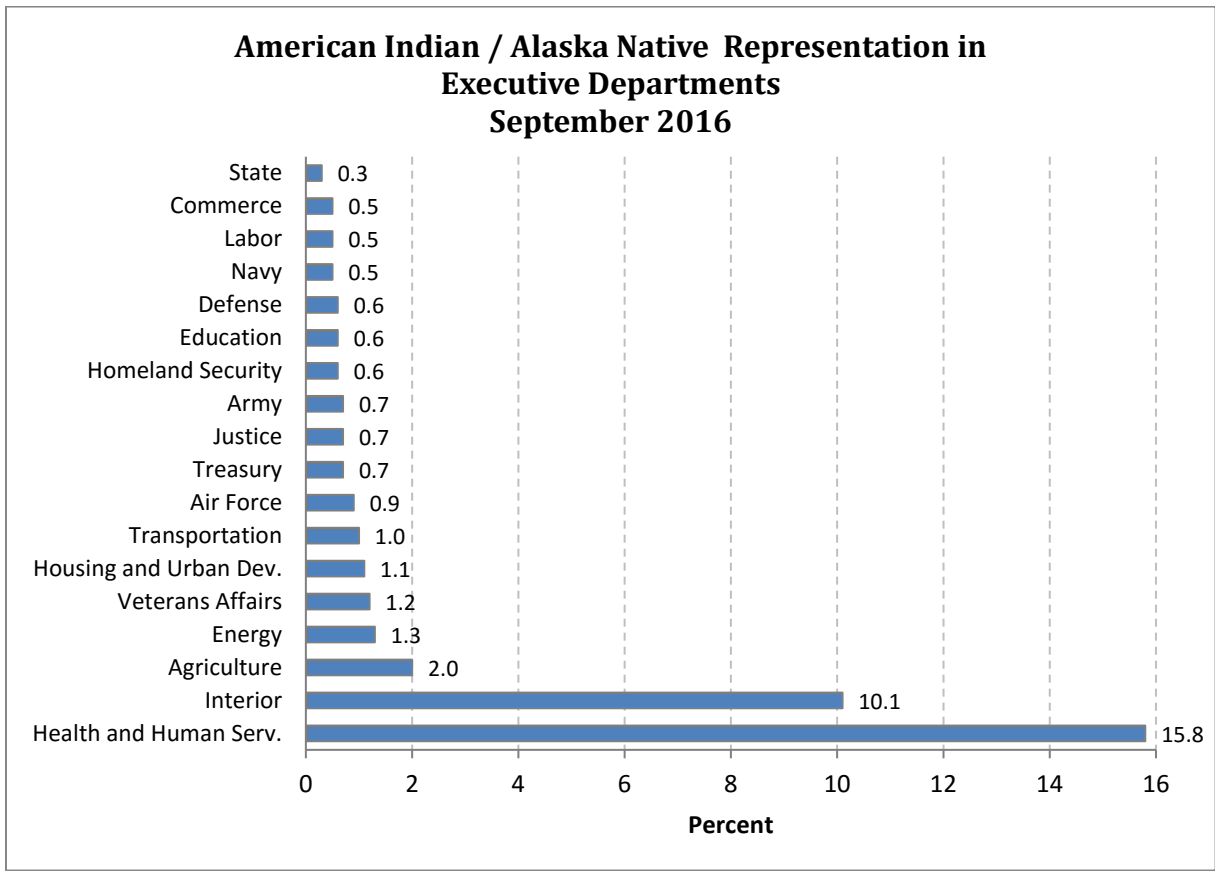
AMERICAN INDIAN/ALASKA NATIVE SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	4,701	0.3	4,901	0.4	-200	-4.1
\$40,001 TO \$60,000	8,513	0.6	8,598	0.6	-85	-1
\$60,001 TO \$80,000	5,136	0.4	5,188	0.4	-52	-1
\$80,001 TO \$100,000	3,338	0.2	3,136	0.2	202	6.4
\$100,001 TO \$120,000	1,732	0.1	1,645	0.1	87	5.3
\$120,001 TO \$140,000	644	0	655	0	-11	-1.7
\$140,001 TO \$160,000	288	0	258	0	30	11.6
\$160,001 AND GREATER ¹⁰	70	0	6	0	64	1066.7
UNSPECIFIED	11	0	9	0	2	22.2
TOTAL	24,433	1.8	24,396	1.8	37	0.2
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	4	0	4	0.1	0	0
\$140,001 TO \$160,000	18	0.2	33	0.4	-15	-45.5
\$160,001 AND GREATER	68	0.8	59	0.8	9	15.3
UNSPECIFIED	0	0	0	0	0	0
TOTAL	90	1.1	96	1.3	-6	-6.3
OTHER WHITE COLLAR						
UP TO \$20,000	3	0	3	0	0	0
\$20,001 TO \$40,000	166	0	188	0.1	-22	-11.7
\$40,001 TO \$60,000	339	0.1	361	0.1	-22	-6.1
\$60,001 TO \$80,000	538	0.1	552	0.2	-14	-2.5
\$80,001 TO \$100,000	600	0.2	577	0.2	23	4
\$100,001 TO \$120,000	475	0.1	413	0.1	62	15
\$120,001 TO \$140,000	222	0.1	228	0.1	-6	-2.6
\$140,001 TO \$160,000	187	0	203	0.1	-16	-7.9
\$160,001 AND GREATER	582	0.2	533	0.1	49	9.2
UNSPECIFIED	1	0	2	0	-1	-50

¹⁰ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	3,113	0.8	3,060	0.9	53	1.7
TOTAL WHITE-COLLAR (PATCO)	27,636	1.6	27,552	1.6	84	0.3
TOTAL BLUE-COLLAR	3,831	2.1	3,801	2.1	30	0.8
TOTAL WHITE/BLUE-COLLAR	31,467	1.6	31,353	1.6	114	0.4

AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN EXECUTIVE DEPARTMENTS

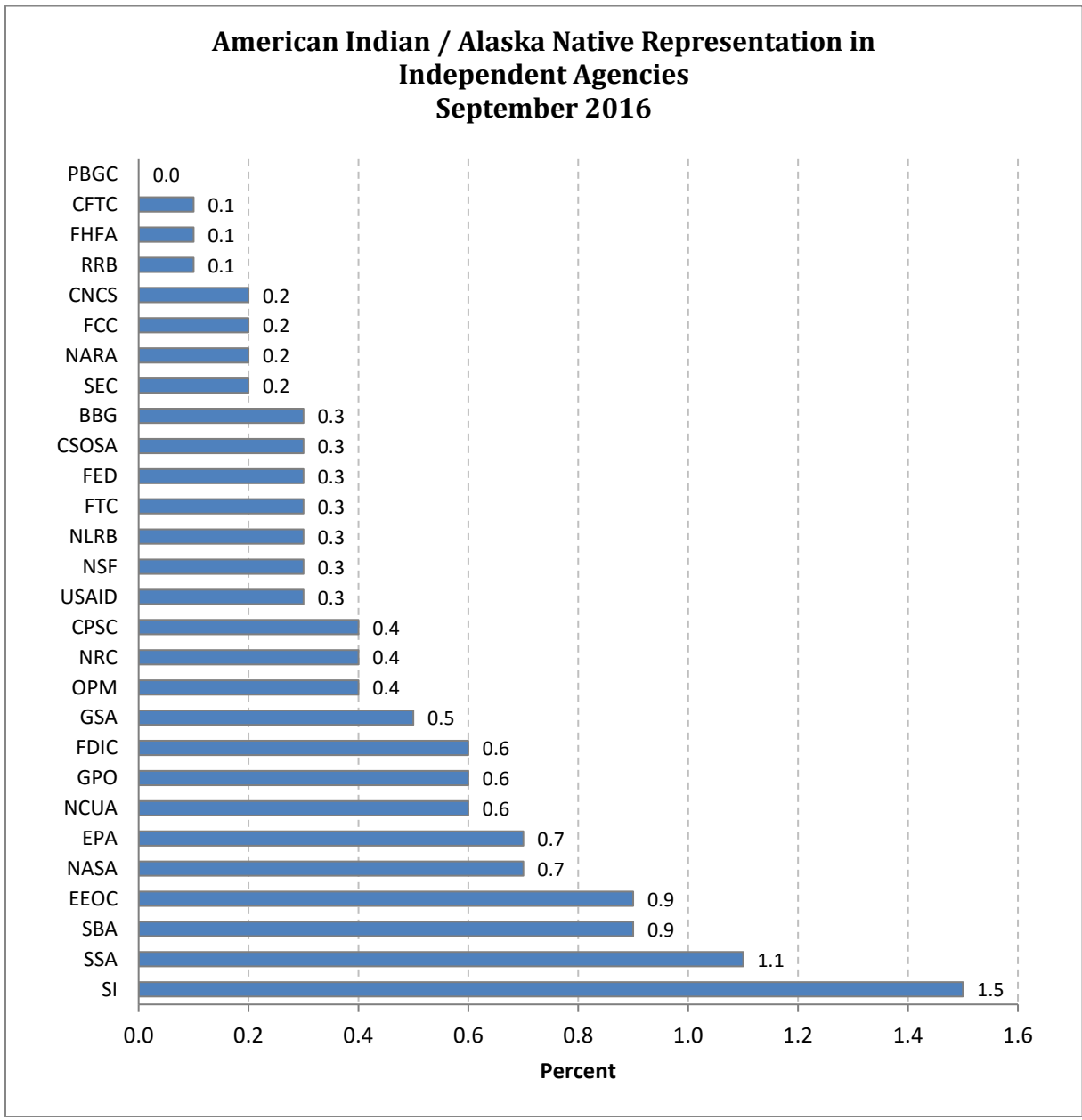


**Representation in Permanent Federal Workforce
September 2016 and September 2015
American Indian/Alaska Native**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	2.0	2.1
DEPARTMENT OF COMMERCE	0.5	0.6
DEPARTMENT OF DEFENSE	0.6	0.6
DEPARTMENT OF EDUCATION	0.6	0.6
DEPARTMENT OF ENERGY	1.3	1.3
DEPARTMENT OF HEALTH AND HUMAN SERVICES	15.8	16.0
DEPARTMENT OF HOMELAND SECURITY	0.6	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.1	1.1
DEPARTMENT OF INTERIOR	10.1	10.1
DEPARTMENT OF JUSTICE	0.7	0.7
DEPARTMENT OF LABOR	0.5	0.6
DEPARTMENT OF STATE	0.3	NA*
DEPARTMENT OF THE AIR FORCE	0.9	0.9
DEPARTMENT OF THE ARMY	0.7	0.7
DEPARTMENT OF THE NAVY	0.5	0.5
DEPARTMENT OF TRANSPORTATION	1.0	1.1
DEPARTMENT OF TREASURY	0.7	0.7
DEPARTMENT OF VETERANS AFFAIRS	1.2	1.2
GOVERNMENTWIDE	1.6	1.6

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN INDEPENDENT AGENCIES

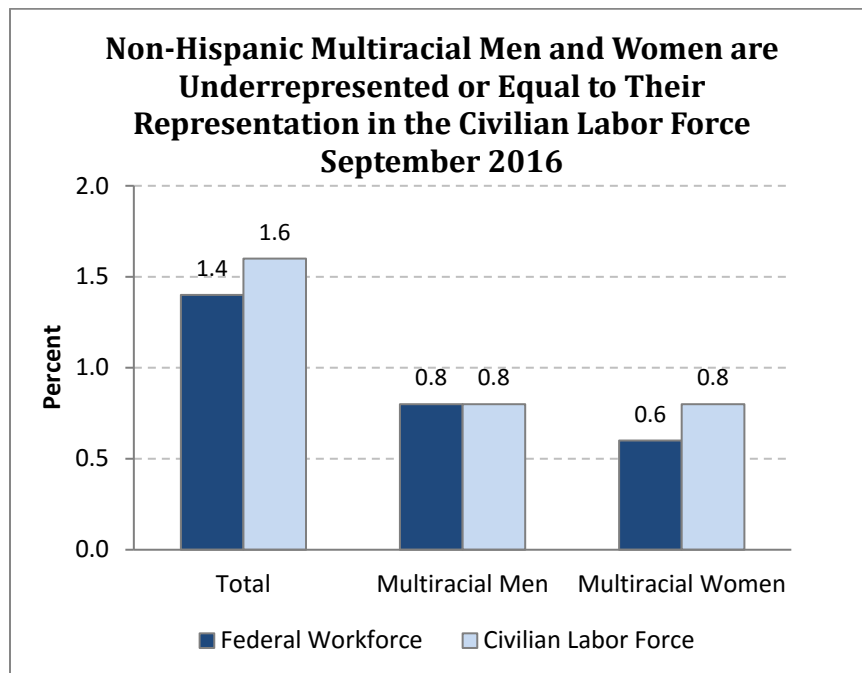


**Representation in Permanent Federal Workforce
September 2016 and September 2015
American Indian/Alaska Native**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	0.3	0.3
COMMODITY FUTURES TRADING COMMISSION	0.1	0.0
CONSUMER PRODUCT SAFETY COMMISSION	0.4	0.4
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.2
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.3	0.4
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.9	0.8
FEDERAL COMMUNICATIONS COMMISSION	0.2	0.3
FEDERAL DEPOSIT INSURANCE CORPORATION	0.6	0.6
FEDERAL HOUSING FINANCE AGENCY	0.1	0.2
FEDERAL RESERVE SYSTEM	0.3	0.4
FEDERAL TRADE COMMISSION	0.3	0.4
GENERAL SERVICES ADMINISTRATION	0.5	0.5
GOVERNMENT PRINTING OFFICE	0.6	0.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.7	0.7
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.2	0.3
NATIONAL CREDIT UNION ADMINISTRATION	0.6	0.6
NATIONAL LABOR RELATIONS BOARD	0.3	0.3
NATIONAL SCIENCE FOUNDATION	0.3	0.3
NUCLEAR REGULATORY COMMISSION	0.4	0.4
OFFICE OF PERSONNEL MANAGEMENT	0.4	0.3
PENSION BENEFIT GUARANTY CORPORATION	0.0	0.0
RAILROAD RETIREMENT BOARD	0.1	0.0
SECURITIES AND EXCHANGE COMMISSION	0.2	0.3
SMALL BUSINESS ADMINISTRATION	0.9	0.9
SMITHSONIAN INSTITUTION	1.5	1.6
SOCIAL SECURITY ADMINISTRATION	1.1	1.1
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0.3	0.1
GOVERNMENTWIDE	1.6	1.6

**NON-HISPANIC MULTIRACIAL
EMPLOYMENT IN THE FEDERAL
WORKFORCE**

NON-HISPANIC MULTIRACIAL EMPLOYMENT¹¹



Non-Hispanic Multiracial employees represent 1.4 percent (27,985) of the permanent Federal workforce in FY 2016, compared to 1.3 percent in FY 2015.

Non-Hispanic Multiracial men represent 0.8 percent of the permanent Federal workforce in FY 2016, compared to 0.7 percent in FY 2015.

Non-Hispanic Multiracial women represent 0.6 percent of the Federal Workforce in FY 2016, the same as in FY 2015.

¹¹ Although this category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal Workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

NON-HISPANIC MULTIRACIAL EMPLOYMENT BY OCCUPATIONAL CATEGORY

Non-Hispanic Multiracial Native Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	25,216	1.4
Professional	6,314	1.2
Administrative	11,300	1.5
Technical	4,653	1.4
Clerical	1,934	1.9
Other	1,015	1.4
Blue Collar	2,769	1.5
TOTAL (White Collar & Blue Collar)	27,985	1.4

Non-Hispanic Multiracial employment in professional occupations increased by 693 to 6,314 in FY 2016, from 5,621 in FY 2015. Non-Hispanic Multiracial employment represents 1.2 percent of all Federal employees in this occupational category in FY 2016, compared to 1.1 percent in FY 2015.

Non-Hispanic Multiracial employment in administrative occupations increased by 1,081 to 11,300 in FY 2016, from 10,219 in FY 2015. Non-Hispanic Multiracial employment represents 1.5 percent of all Federal employees in this occupational category in FY 2016, compared to 1.4 percent in FY 2015.

Non-Hispanic Multiracial employment in technical occupations increased by 406 to 4,653 in FY 2016, from 4,247 in FY 2015. Non-Hispanic Multiracial employment represents 1.4 percent of all Federal employees in this occupational category in FY 2016, compared to 1.3 percent in FY 2015.

Non-Hispanic Multiracial employment in clerical occupations increased by 335 to 1,934 in FY 2016, from 1,599 in FY 2015. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2016, compared to 1.7 percent in FY 2015.

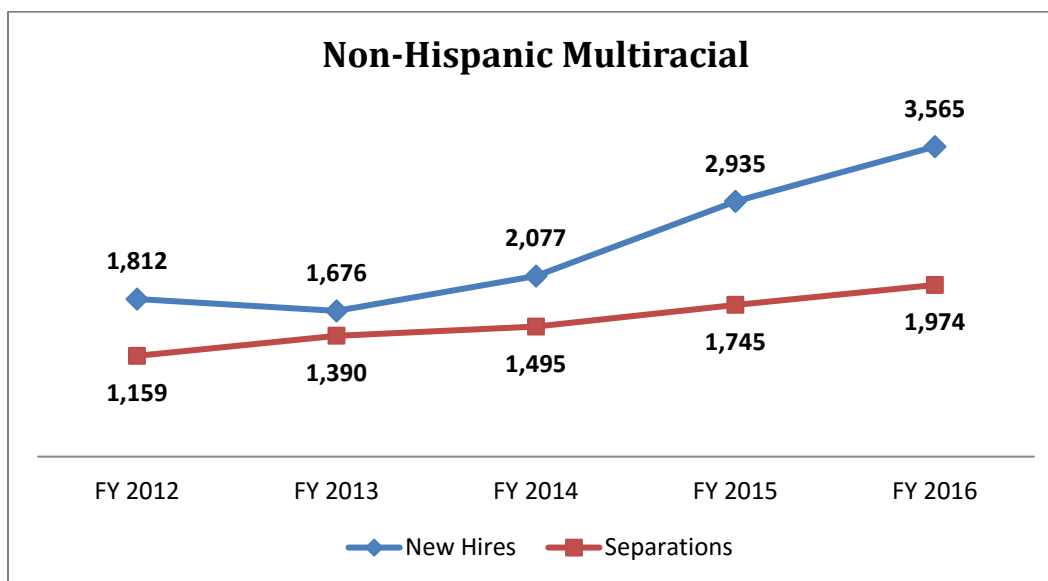
Non-Hispanic Multiracial employment in "other" white collar occupations increased by 71 to 1,015 in FY 2016, from 944 in FY 2015. Non-Hispanic Multiracial employment represents 1.4 percent of all Federal employees in this occupational category in FY 2016, compared to 1.3 percent in FY 2015.

Non-Hispanic Multiracial employment in white collar occupations increased by 2,586 to 25,216 in FY 2016, from 22,630 in FY 2015. Non-Hispanic Multiracial employment represents 1.4 percent of all Federal employees in this occupational category in FY 2016, compared to 1.3 percent in FY 2015.

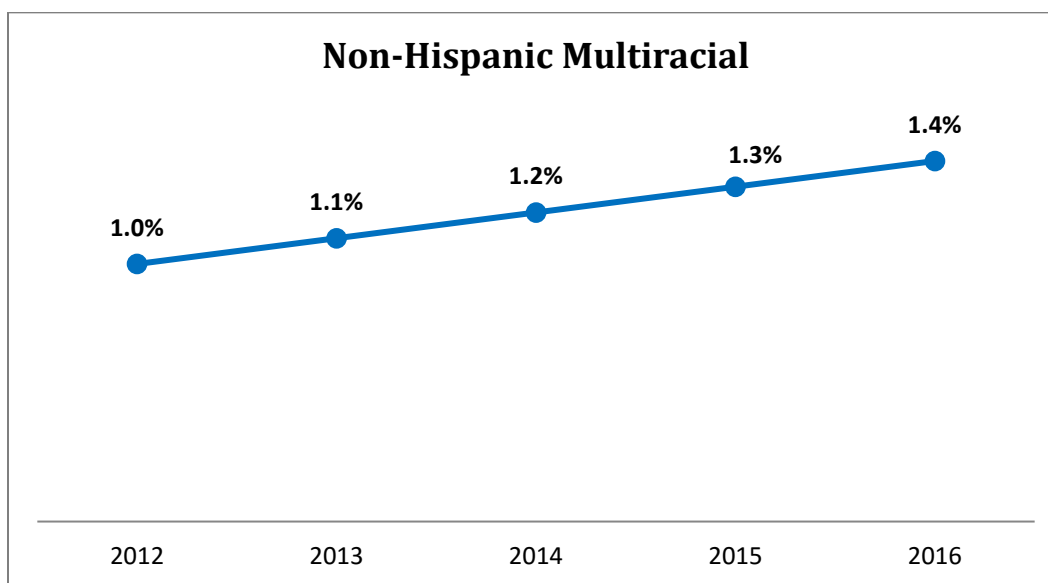
Non-Hispanic Multiracial employment in blue collar occupations increased by 279 to 2,769 in FY 2016, from 2,490 in FY 2015. Non-Hispanic Multiracial employment represents 1.5 percent of all Federal employees in this occupational category in FY 2016, compared to 1.4 percent in FY 2015.

NON-HISPANIC MULTIRACIAL EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

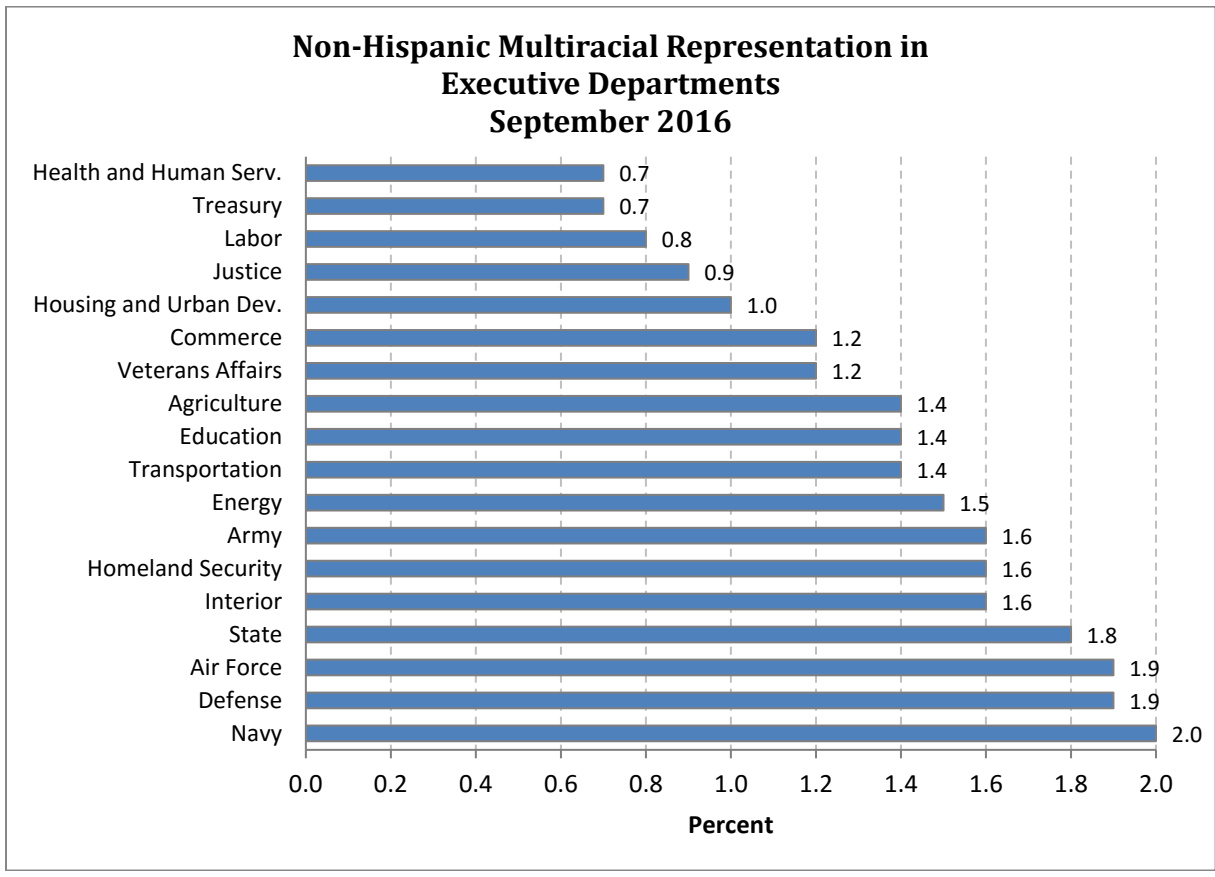
NON-HISPANIC MULTIRACIAL SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	2,318	0.2	2,284	0.2	34	1.5
\$40,001 TO \$60,000	5,491	0.4	4,810	0.4	681	14.2
\$60,001 TO \$80,000	4,562	0.3	4,587	0.3	-25	-0.5
\$80,001 TO \$100,000	4,270	0.3	3,861	0.3	409	10.6
\$100,001 TO \$120,000	2,300	0.2	1,835	0.1	465	25.3
\$120,001 TO \$140,000	776	0.1	747	0.1	29	3.9
\$140,001 TO \$160,000	378	0	325	0	53	16.3
\$160,001 AND GREATER ¹²	108	0	9	0	99	1100
UNSPECIFIED	14	0	18	0	-4	-22.2
TOTAL	20,217	1.5	18,476	1.3	1,741	9.4
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	4	0	1	0	3	300
\$140,001 TO \$160,000	8	0.1	13	0.2	-5	-38.5
\$160,001 AND GREATER	49	0.6	41	0.5	8	19.5
UNSPECIFIED	0	0	0	0	0	0
TOTAL	61	0.8	55	0.7	6	10.9
OTHER WHITE COLLAR						
UP TO \$20,000	2	0	1	0	1	100
\$20,001 TO \$40,000	653	0.2	518	0.1	135	26.1
\$40,001 TO \$60,000	549	0.1	491	0.1	58	11.8
\$60,001 TO \$80,000	886	0.2	813	0.2	73	9
\$80,001 TO \$100,000	1,007	0.3	808	0.2	199	24.6
\$100,001 TO \$120,000	795	0.2	621	0.2	174	28
\$120,001 TO \$140,000	379	0.1	317	0.1	62	19.6
\$140,001 TO \$160,000	252	0.1	218	0.1	34	15.6
\$160,001 AND GREATER	415	0.1	312	0.1	103	33
UNSPECIFIED	0	0	0	0	0	0

¹² In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	4,938	1.3	4,099	1.2	839	20.5
TOTAL WHITE-COLLAR (PATCO)	25,216	1.4	22,630	1.3	2,586	11.4
TOTAL BLUE-COLLAR	2,769	1.5	2,490	1.4	279	11.2
TOTAL WHITE/BLUE-COLLAR	27,985	1.4	25,120	1.3	2,865	11.4

NON-HISPANIC MULTIRACIAL REPRESENTATION IN EXECUTIVE DEPARTMENTS

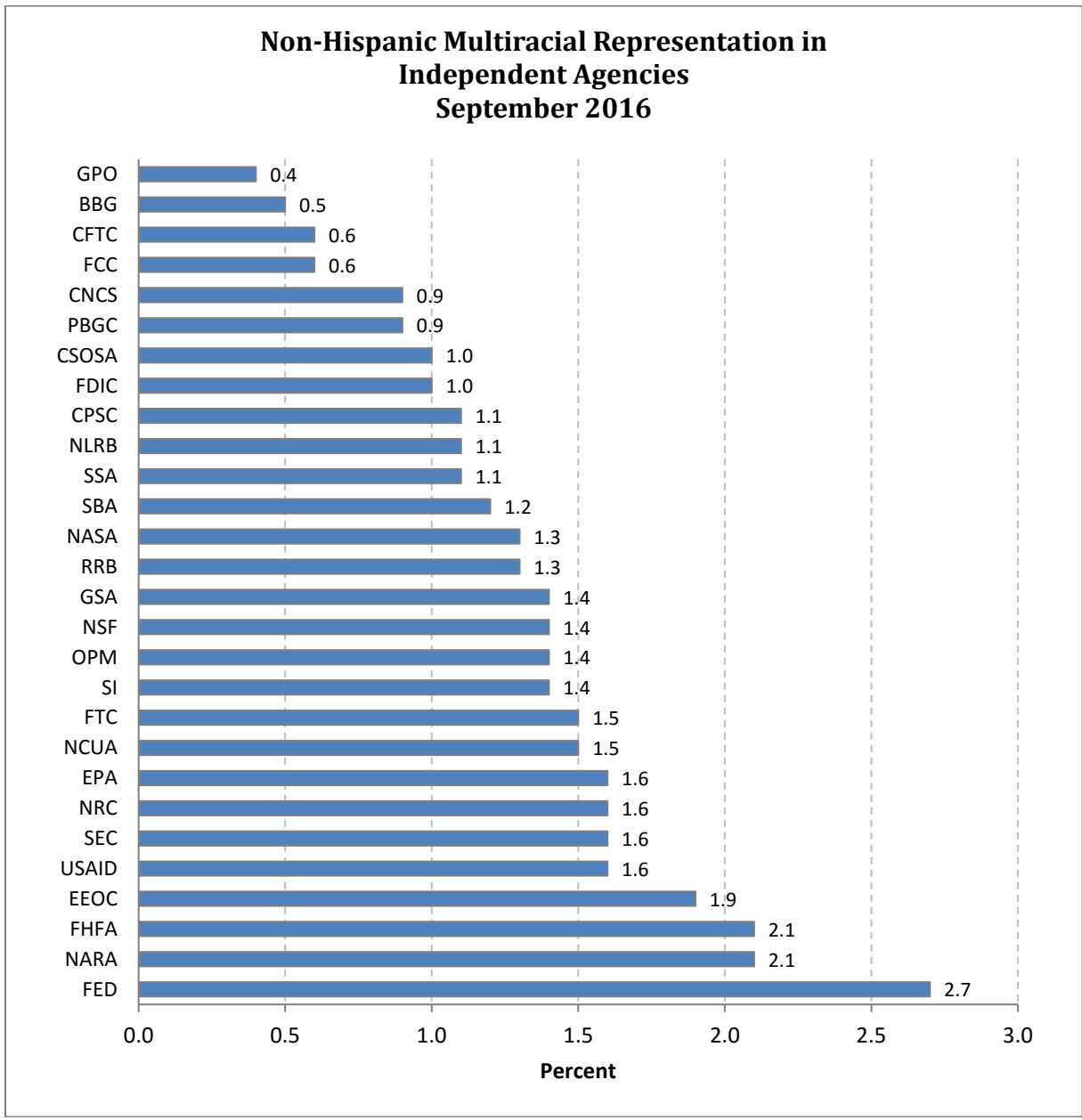


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Non-Hispanic Multiracial**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	1.4	1.3
DEPARTMENT OF COMMERCE	1.2	1.0
DEPARTMENT OF DEFENSE	1.9	1.7
DEPARTMENT OF EDUCATION	1.4	1.3
DEPARTMENT OF ENERGY	1.5	1.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.7	0.7
DEPARTMENT OF HOMELAND SECURITY	1.6	1.4
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.0	0.9
DEPARTMENT OF INTERIOR	1.6	1.5
DEPARTMENT OF JUSTICE	0.9	0.7
DEPARTMENT OF LABOR	0.8	0.6
DEPARTMENT OF STATE	1.8	NA*
DEPARTMENT OF THE AIR FORCE	1.9	1.8
DEPARTMENT OF THE ARMY	1.6	1.5
DEPARTMENT OF THE NAVY	2.0	1.9
DEPARTMENT OF TRANSPORTATION	1.4	1.2
DEPARTMENT OF TREASURY	0.7	0.5
DEPARTMENT OF VETERANS AFFAIRS	1.2	1.1
GOVERNMENTWIDE	1.4	1.3

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

NON-HISPANIC MULTIRACIAL REPRESENTATION IN INDEPENDENT AGENCIES

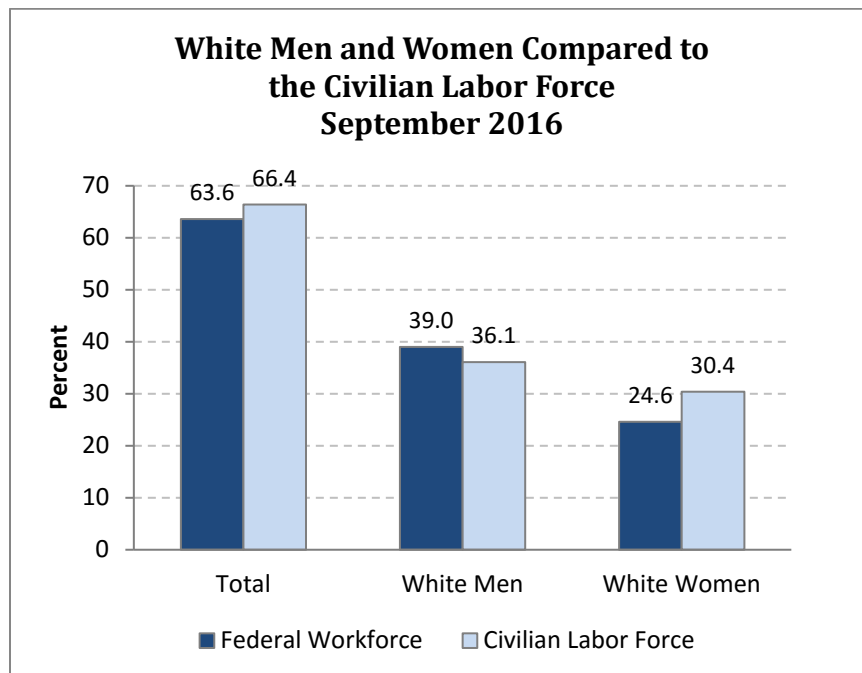


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Non-Hispanic Multiracial**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	0.5	0.4
COMMODITY FUTURES TRADING COMMISSION	0.6	0.4
CONSUMER PRODUCT SAFETY COMMISSION	1.1	1.0
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.9	0.8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1.0	0.5
ENVIRONMENTAL PROTECTION AGENCY	1.6	1.4
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1.9	1.4
FEDERAL COMMUNICATIONS COMMISSION	0.6	0.4
FEDERAL DEPOSIT INSURANCE CORPORATION	1.0	0.9
FEDERAL HOUSING FINANCE AGENCY	2.1	1.7
FEDERAL RESERVE SYSTEM	2.7	2.7
FEDERAL TRADE COMMISSION	1.5	1.5
GENERAL SERVICES ADMINISTRATION	1.4	1.3
GOVERNMENT PRINTING OFFICE	0.4	0.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1.3	1.1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.1	1.7
NATIONAL CREDIT UNION ADMINISTRATION	1.5	1.5
NATIONAL LABOR RELATIONS BOARD	1.1	1.0
NATIONAL SCIENCE FOUNDATION	1.4	1.0
NUCLEAR REGULATORY COMMISSION	1.6	1.4
OFFICE OF PERSONNEL MANAGEMENT	1.4	1.2
PENSION BENEFIT GUARANTY CORPORATION	0.9	0.9
RAILROAD RETIREMENT BOARD	1.3	1.5
SECURITIES AND EXCHANGE COMMISSION	1.6	1.4
SMALL BUSINESS ADMINISTRATION	1.2	1.1
SMITHSONIAN INSTITUTION	1.4	1.1
SOCIAL SECURITY ADMINISTRATION	1.1	1.0
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	1.6	1.4
GOVERNMENTWIDE	1.4	1.3

WHITE EMPLOYMENT IN THE FEDERAL WORKFORCE

WHITE EMPLOYMENT



White employees represent 63.6 percent (1,240,145) of the permanent Federal workforce as of September 30, 2016, compared to 64.2 percent in FY 2015.

White men represent 39.0 percent of the permanent Federal workforce in FY 2016, compared to 39.4 percent in FY 2015.

White women represent 24.6 percent of the Federal Workforce in FY 2016, compared to 24.8 percent in FY 2015.

WHITE EMPLOYMENT BY OCCUPATIONAL CATEGORY

White Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	1,123,267	63.5
Professional	366,174	70.5
Administrative	478,619	64.3
Technical	185,339	55.7
Clerical	50,256	50.6
Other	42,879	58.8
Blue Collar	116,878	64.3
TOTAL (White Collar & Blue Collar)	1,240,145	63.6

White employment in professional occupations increased by 6,375 to 366,174 in FY 2016, from 359,799 in FY 2015. White employment represents 70.5 percent of all Federal employees in this occupational category in FY 2016, compared to 71.0 percent in FY 2015.

White employment in administrative occupations increased by 6,589 to 478,619 in FY 2016, from 472,030 in FY 2015. White employment represents 64.3 percent of all Federal employees in this occupational category in FY 2016, compared to 65.0 percent in FY 2015.

White employment in technical occupations decreased by 2,159 to 185,339 in FY 2016, from 187,498 in FY 2015. White employment represents 55.7 percent of all Federal employees in this occupational category in FY 2016, compared to 56.5 percent in FY 2015.

White employment in clerical occupations increased by 1,130 to 50,256 in FY 2016, from 49,126 in FY 2015. White employment represents 50.6 percent of all Federal employees in this occupational category in FY 2016, compared to 51.7 percent in FY 2015.

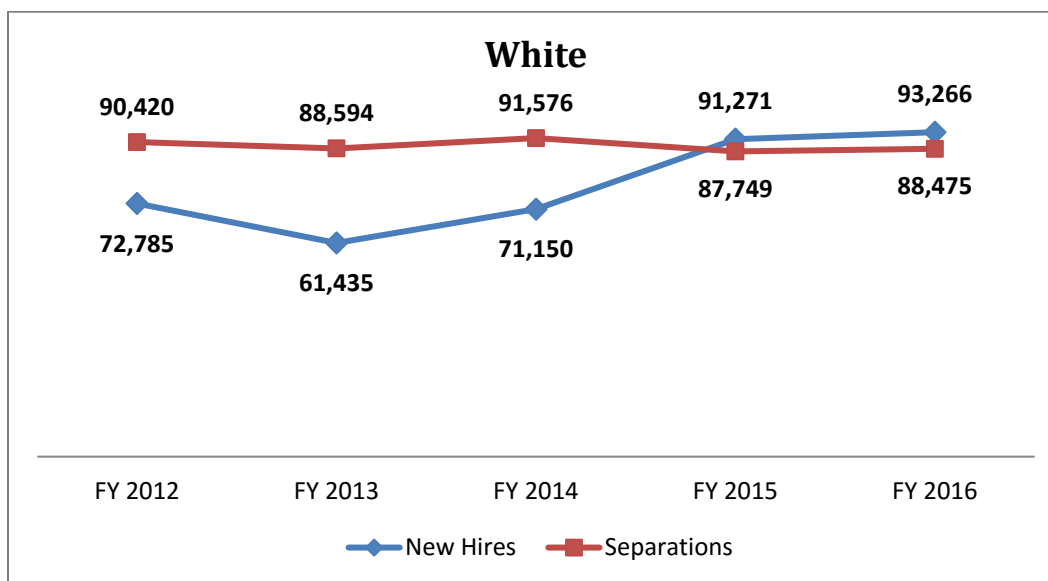
White employment in "other" white collar occupations increased by 330 to 42,879 in FY 2016 from 42,549 in FY 2015. White employment represents 58.8 percent of all Federal employees in this occupational category in FY 2016, compared to 59.0 percent in FY 2015.

White employment in white collar occupations increased by 12,265 to 1,123,267 in FY 2016, from 1,111,002 in FY 2015. White employment represents 63.5 percent of all Federal employees in this occupational category in FY 2016, compared to 64.1 percent in FY 2015.

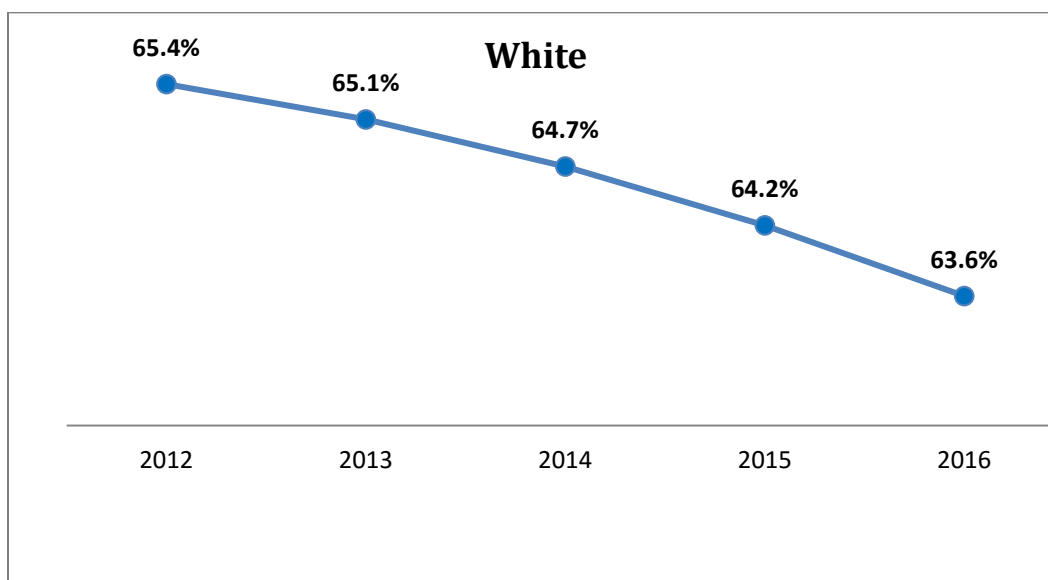
White employment in blue collar occupations decreased by 252 to 116,878 in FY 2016, from 117,130 in FY 2015. White employment represents 64.3 percent of all Federal employees in this occupational category in FY 2016, compared to 64.6 percent in FY 2015.

WHITE EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

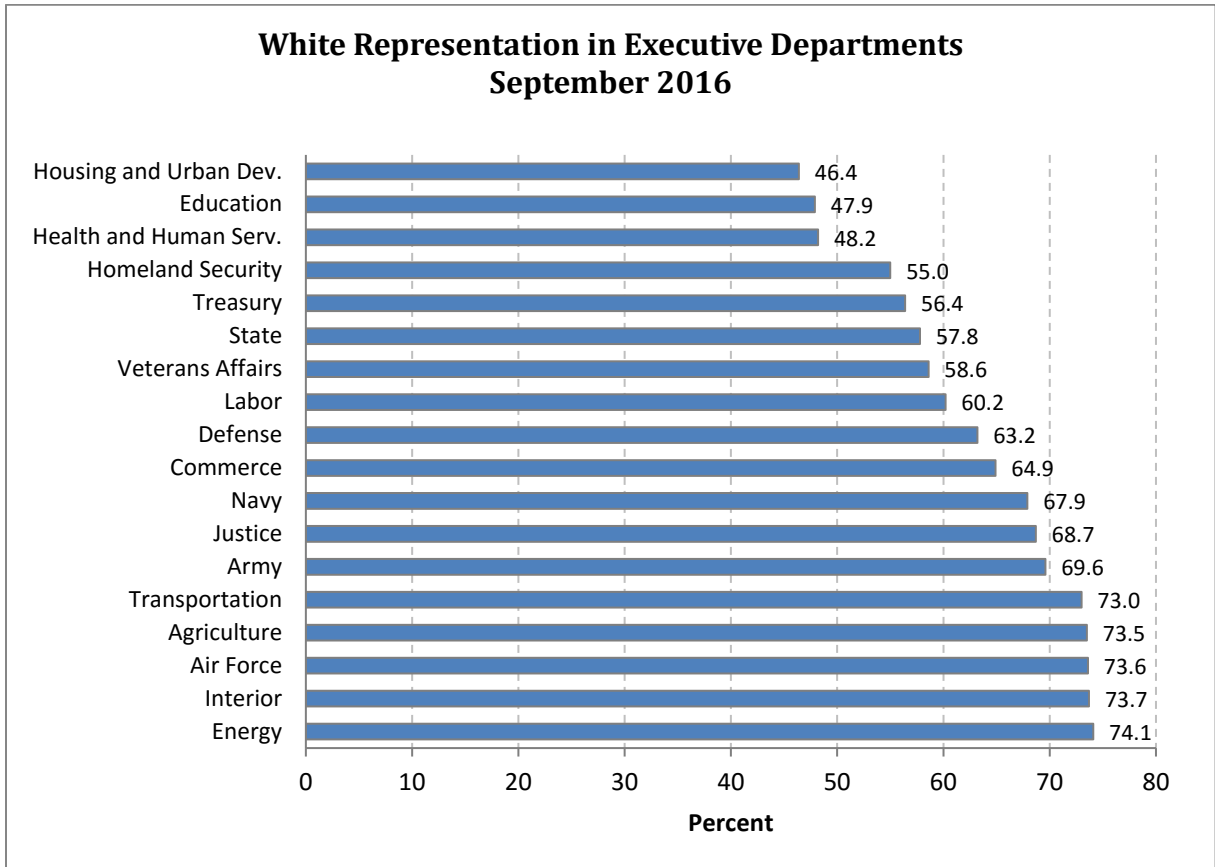
WHITE SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	59,840	4.3	65,245	4.8	-5,405	-8.3
\$40,001 TO \$60,000	190,751	13.8	191,730	14	-979	-0.5
\$60,001 TO \$80,000	188,960	13.7	203,661	14.9	-14,701	-7.2
\$80,001 TO \$100,000	186,985	13.5	180,984	13.2	6,001	3.3
\$100,001 TO \$120,000	133,636	9.7	125,639	9.2	7,997	6.4
\$120,001 TO \$140,000	56,122	4.1	61,588	4.5	-5,466	-8.9
\$140,001 TO \$160,000	32,273	2.3	33,994	2.5	-1,721	-5.1
\$160,001 AND GREATER ¹³	12,932	0.9	1,310	0.1	11,622	887.2
UNSPECIFIED	469	0	615	0	-146	-23.7
TOTAL	861,968	62.4	864,766	63.2	-2,798	-0.3
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	59	0.7	82	1.1	-23	-28
\$140,001 TO \$160,000	654	8.1	837	10.9	-183	-21.9
\$160,001 AND GREATER	5,597	69.7	5,127	66.8	470	9.2
UNSPECIFIED	11	0.1	4	0.1	7	175
TOTAL	6,321	78.8	6,050	78.8	271	4.5
OTHER WHITE COLLAR						
UP TO \$20,000	91	0	79	0	12	15.2
\$20,001 TO \$40,000	11,444	3	12,299	3.5	-855	-7
\$40,001 TO \$60,000	21,487	5.7	22,371	6.3	-884	-4
\$60,001 TO \$80,000	41,415	10.9	41,646	11.7	-231	-0.6
\$80,001 TO \$100,000	47,029	12.4	42,829	12	4,200	9.8
\$100,001 TO \$120,000	45,041	11.9	39,879	11.2	5,162	12.9
\$120,001 TO \$140,000	26,326	6.9	24,827	7	1,499	6
\$140,001 TO \$160,000	20,833	5.5	23,444	6.6	-2,611	-11.1
\$160,001 AND GREATER	41,225	10.9	32,708	9.2	8,517	26
UNSPECIFIED	87	0	104	0	-17	-16.3

¹³ In 2016, General Schedule Grade 15 (GS-15) annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	254,978	67.2	240,186	67.5	14,792	6.2
TOTAL WHITE-COLLAR (PATCO)	1,123,267	63.5	1,111,002	64.1	12,265	1.1
TOTAL BLUE-COLLAR	116,878	64.3	117,130	64.6	-252	-0.2
TOTAL WHITE/BLUE-COLLAR	1,240,145	63.6	1,228,132	64.2	12,013	1

WHITE REPRESENTATION IN EXECUTIVE DEPARTMENTS

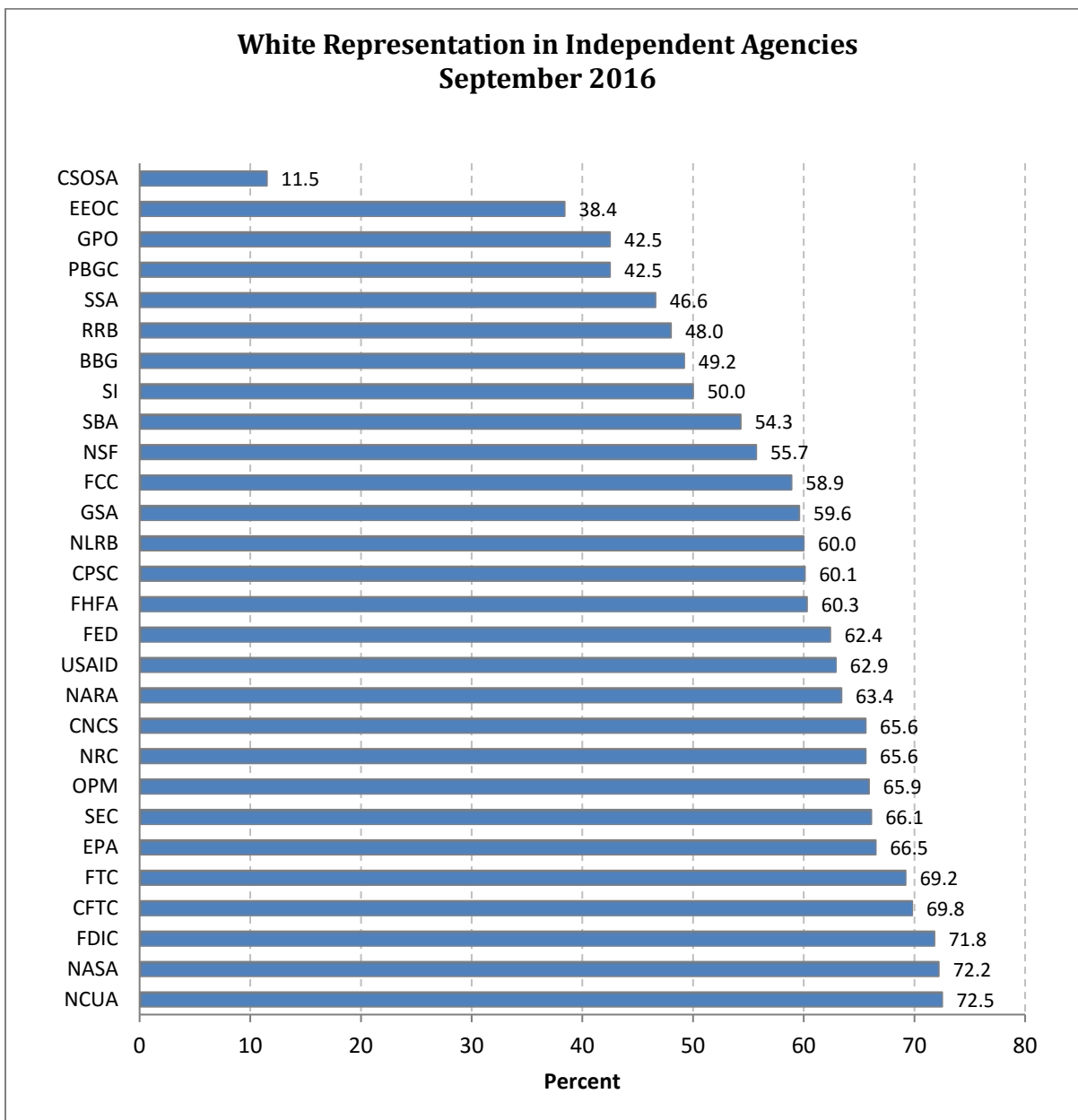


**Representation in Permanent Federal Workforce
September 2016 and September 2015
White**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	73.5	74.1
DEPARTMENT OF COMMERCE	64.9	65.3
DEPARTMENT OF DEFENSE	63.2	63.5
DEPARTMENT OF EDUCATION	47.9	48.4
DEPARTMENT OF ENERGY	74.1	74.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	48.2	48.8
DEPARTMENT OF HOMELAND SECURITY	55.0	56.0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	46.4	46.8
DEPARTMENT OF INTERIOR	73.7	73.9
DEPARTMENT OF JUSTICE	68.7	69.0
DEPARTMENT OF LABOR	60.2	60.9
DEPARTMENT OF STATE	57.8	NA*
DEPARTMENT OF THE AIR FORCE	73.6	74.0
DEPARTMENT OF THE ARMY	69.6	69.8
DEPARTMENT OF THE NAVY	67.9	68.3
DEPARTMENT OF TRANSPORTATION	73.0	73.4
DEPARTMENT OF TREASURY	56.4	57.8
DEPARTMENT OF VETERANS AFFAIRS	58.6	59.2
GOVERNMENTWIDE	63.6	64.2

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

WHITE REPRESENTATION IN INDEPENDENT AGENCIES

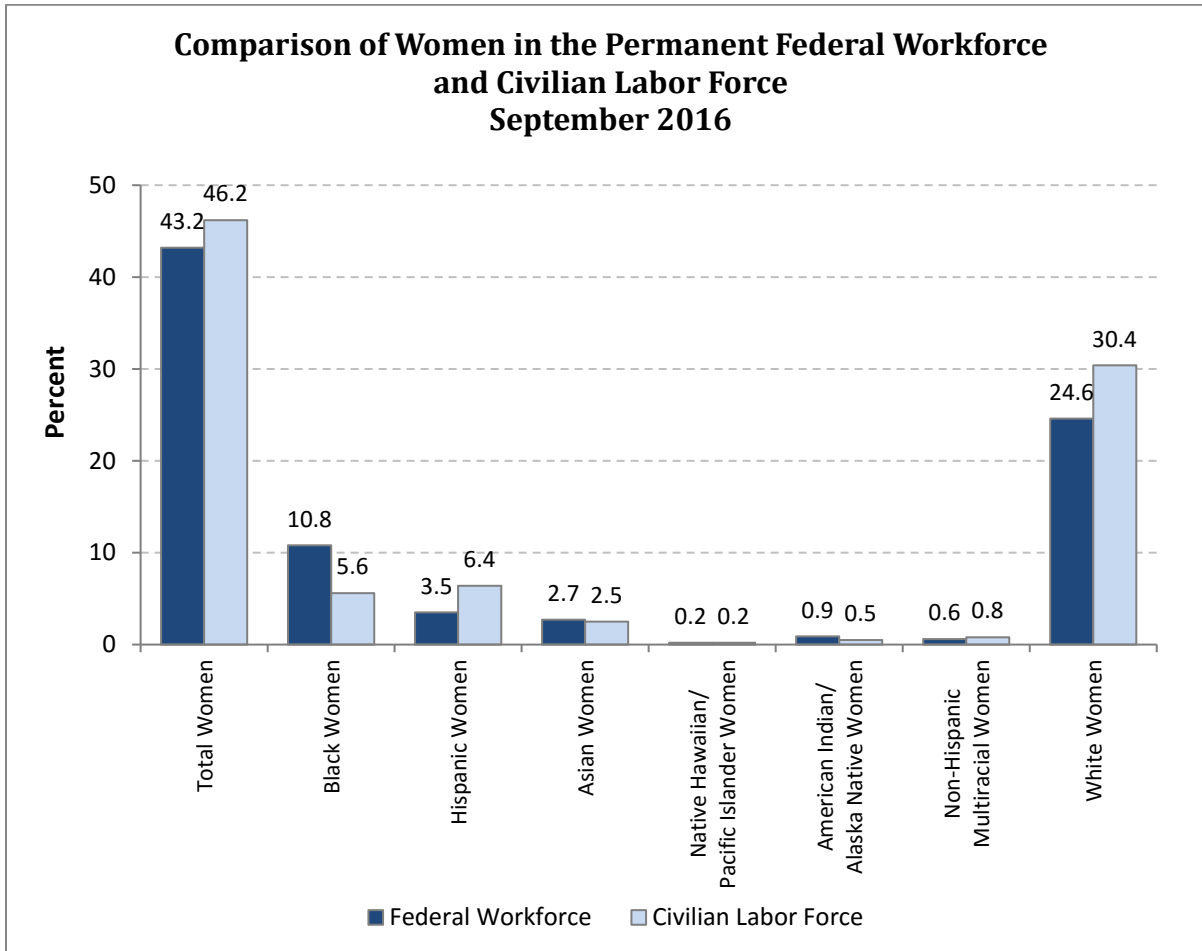


**Representation in Permanent Federal Workforce
September 2016 and September 2015
White**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	49.2	50.3
COMMODITY FUTURES TRADING COMMISSION	69.8	69.8
CONSUMER PRODUCT SAFETY COMMISSION	60.1	63.4
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	65.6	64.8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	11.5	12.2
ENVIRONMENTAL PROTECTION AGENCY	66.5	66.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	38.4	39.3
FEDERAL COMMUNICATIONS COMMISSION	58.9	59.4
FEDERAL DEPOSIT INSURANCE CORPORATION	71.8	72.0
FEDERAL HOUSING FINANCE AGENCY	60.3	61.0
FEDERAL RESERVE SYSTEM	62.4	63.8
FEDERAL TRADE COMMISSION	69.2	70.0
GENERAL SERVICES ADMINISTRATION	59.6	60.3
GOVERNMENT PRINTING OFFICE	42.5	42.1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	72.2	72.8
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	63.4	64.1
NATIONAL CREDIT UNION ADMINISTRATION	72.5	72.9
NATIONAL LABOR RELATIONS BOARD	60.0	60.8
NATIONAL SCIENCE FOUNDATION	55.7	56.5
NUCLEAR REGULATORY COMMISSION	65.6	66.1
OFFICE OF PERSONNEL MANAGEMENT	65.9	65.6
PENSION BENEFIT GUARANTY CORPORATION	42.5	43.6
RAILROAD RETIREMENT BOARD	48.0	49.0
SECURITIES AND EXCHANGE COMMISSION	66.1	67.0
SMALL BUSINESS ADMINISTRATION	54.3	54.9
SMITHSONIAN INSTITUTION	50.0	49.9
SOCIAL SECURITY ADMINISTRATION	46.6	47.1
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	62.9	63.0
GOVERNMENTWIDE	63.6	64.2

WOMEN IN THE FEDERAL WORKFORCE

EMPLOYMENT OF WOMEN



Women represent 43.2 percent (843,358) of the permanent Federal workforce in FY 2016, and 43.1 percent (825,770) in FY 2015.

Black women represent 10.8 percent of the Federal Workforce in FY 2016, compared to 10.6 percent in FY 2015.

Hispanic women represent 3.5 percent of the Federal Workforce in FY 2016, the same as in FY 2015.

Asian women represent 2.7 percent of the Federal Workforce in FY 2016, compared to 2.6 percent in FY 2015.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2016, the same as in in FY 2015.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2016, the same as in in FY 2015.

Non-Hispanic Multiracial women represent 0.6 percent of the Federal Workforce in FY 2016, the same as in FY 2015.

White women represent 24.6 percent of the Federal Workforce in FY 2016, compared to 24.8 percent in FY 2015.

EMPLOYMENT OF WOMEN BY OCCUPATIONAL CATEGORY

Women Employment

Percentages based on all employment in each Occupational Category

2016	Count	Percent
White Collar	825,080	46.6
Professional	248,303	47.8
Administrative	314,967	42.3
Technical	185,426	55.7
Clerical	68,095	68.6
Other	8,289	11.4
Blue Collar	18,278	10.1
TOTAL (White Collar & Blue Collar)	843,358	43.2

Employment of women in professional occupations increased by 7,460 to 248,303 in FY 2016, from 240,843 in FY 2015. Women represent 47.8 percent of all Federal employees in this occupational category in FY 2016, compared to 47.5 percent in FY 2015.

Employment of women in administrative occupations increased by 7,179 to 314,967 in FY 2016, from 307,788 in FY 2015. Women represent 42.3 percent of all Federal employees in this occupational category in FY 2016, compared to 42.4 percent in FY 2015.

Employment of women in technical occupations decreased by 90 to 185,426 in FY 2016, from 185,336 in FY 2015. Women represent 55.7 percent of all Federal employees in this occupational category in FY 2016, compared to 55.8 percent in FY 2015.

Employment of women in clerical occupations increased by 2,173 to 68,095 in FY 2016, from 65,922 in FY 2015. Women represent 68.6 percent of all Federal employees in this occupational category in FY 2016, compared to 69.4 percent in FY 2015.

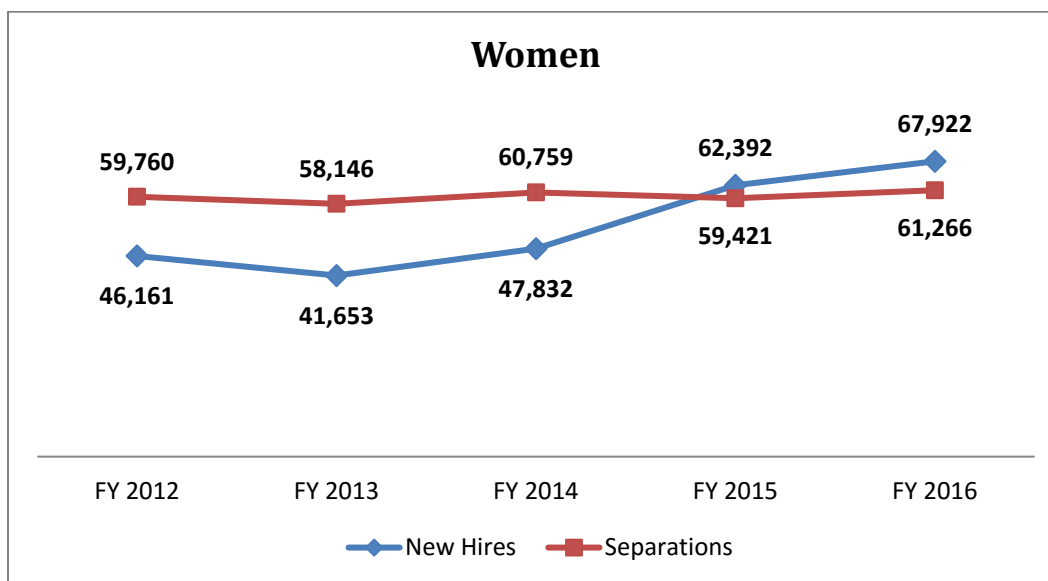
Employment of women in "other" white collar occupations increased by 427 to 8,289 in FY 2016 from 7,862 in FY 2015. Women represent 11.4 percent of all Federal employees in this occupational category in FY 2016, compared to 10.9 percent in FY 2015.

Employment of women in white collar occupations increased by 17,329 to 825,080 in FY 2016, from 807,751 in FY 2015. Women represent 46.6 percent of all Federal employees in this occupational category in FY 2016, the same as in FY 2015.

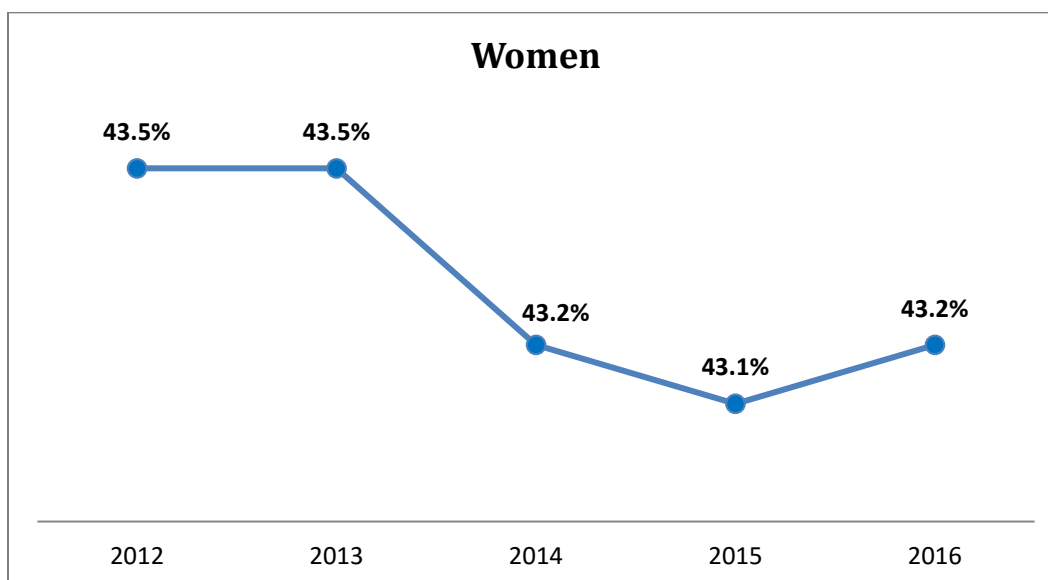
Employment of women in blue collar occupations decreased by 260 to 18,278 in FY 2016, from 18,018 in FY 2015. Women represent 10.1 percent of all Federal employees in this occupational category in FY 2016, compared to 9.9 percent in FY 2015.

WOMEN EMPLOYMENT TRENDS

New Hires and Separations*



Representation in the Federal Workforce over a 5-year Period



* New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out. This chart depicts only the Permanent Federal Workforce, compared to the FY 2013 FEORP, which depicted new hires and separations for all employees regardless of work status. Please see Data Coverage and Definitions for more details.

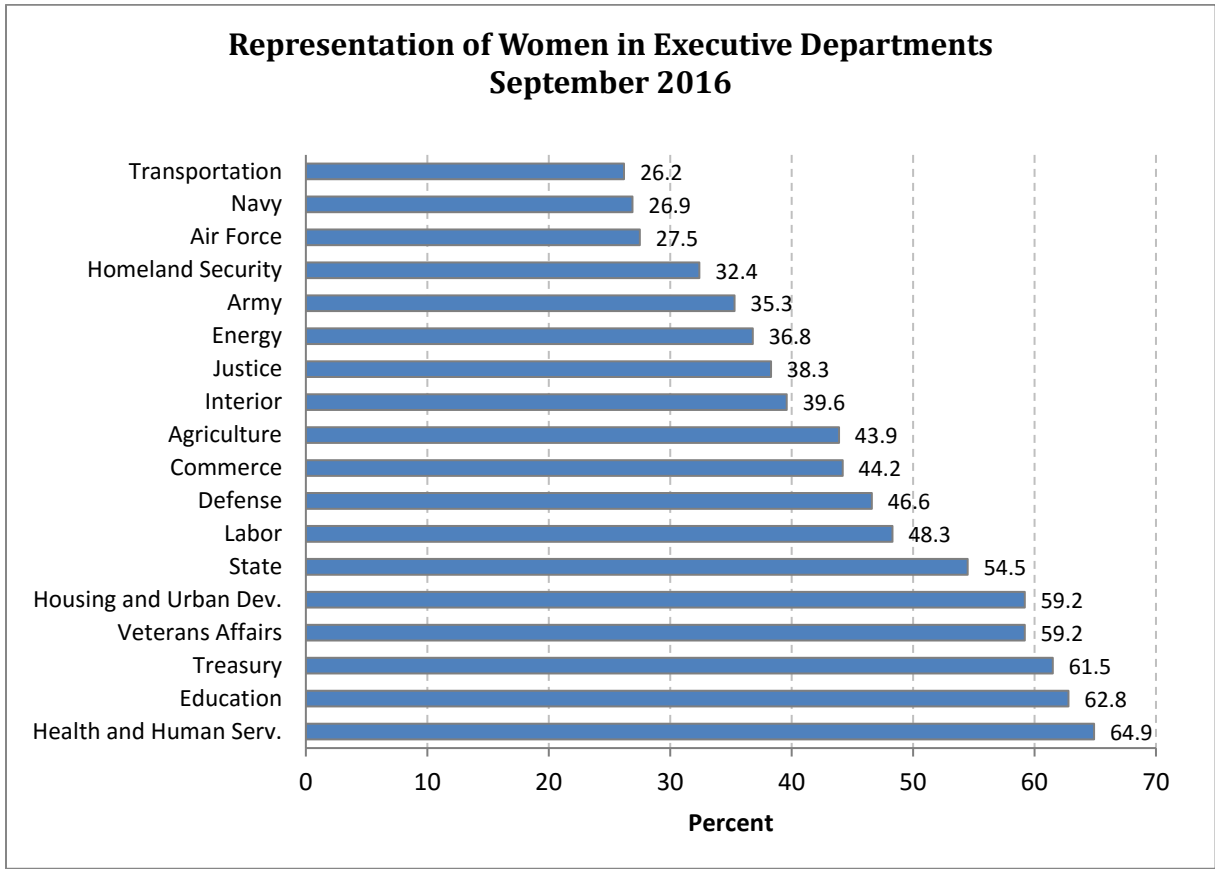
WOMEN SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	69,740	5	71,962	5.3	-2,222	-3.1
\$40,001 TO \$60,000	186,939	13.5	185,891	13.6	1,048	0.6
\$60,001 TO \$80,000	139,108	10.1	146,257	10.7	-7,149	-4.9
\$80,001 TO \$100,000	121,601	8.8	118,628	8.7	2,973	2.5
\$100,001 TO \$120,000	83,122	6	72,650	5.3	10,472	14.4
\$120,001 TO \$140,000	33,525	2.4	35,718	2.6	-2,193	-6.1
\$140,001 TO \$160,000 ¹⁴	17,197	1.2	16,221	1.2	976	6
\$160,001 AND GREATER	5,773	0.4	331	0	5,442	1644.1
UNSPECIFIED	383	0	491	0	-108	-22
TOTAL	657,388	47.6	648,149	47.3	9,239	1.4
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	36	0.4	54	0.7	-18	-33.3
\$140,001 TO \$160,000	369	4.6	436	5.7	-67	-15.4
\$160,001 AND GREATER	2,426	30.2	2,144	27.9	282	13.2
UNSPECIFIED	3	0	1	0	2	200
TOTAL	2,834	35.3	2,635	34.3	199	7.6
OTHER WHITE COLLAR						
UP TO \$20,000	138	0	132	0	6	4.5
\$20,001 TO \$40,000	11,822	3.1	11,918	3.3	-96	-0.8
\$40,001 TO \$60,000	19,595	5.2	20,038	5.6	-443	-2.2
\$60,001 TO \$80,000	35,456	9.3	36,065	10.1	-609	-1.7
\$80,001 TO \$100,000	34,142	9	32,065	9	2,077	6.5
\$100,001 TO \$120,000	24,534	6.5	21,450	6	3,084	14.4
\$120,001 TO \$140,000	11,882	3.1	11,033	3.1	849	7.7
\$140,001 TO \$160,000	7,989	2.1	8,598	2.4	-609	-7.1
\$160,001 AND GREATER	19,248	5.1	15,458	4.3	3,790	24.5
UNSPECIFIED	52	0	210	0.1	-158	-75.2

¹⁴ In 2016, General Schedule (GS) Grade 15 annual salaries for selected steps in nineteen locality pay areas increased from less than \$160,000 to greater than \$160,000. Please see Appendix A for details.

WHITE COLLAR / PAY SYSTEM GROUPS	2016		2015		DIFFERENCE 2015 TO 2016	
	COUNT	PERCENT	COUNT	PERCENT	# COUNT	% CHANGE
TOTAL	164,858	43.4	156,967	44.1	7,891	5
TOTAL WHITE-COLLAR (PATCO)	825,080	46.6	807,751	46.6	17,329	2.1
TOTAL BLUE-COLLAR	18,278	10.1	18,018	9.9	260	1.4
TOTAL WHITE/BLUE-COLLAR	843,358	43.2	825,769	43.1	17,589	2.1

REPRESENTATION OF WOMEN IN EXECUTIVE DEPARTMENTS

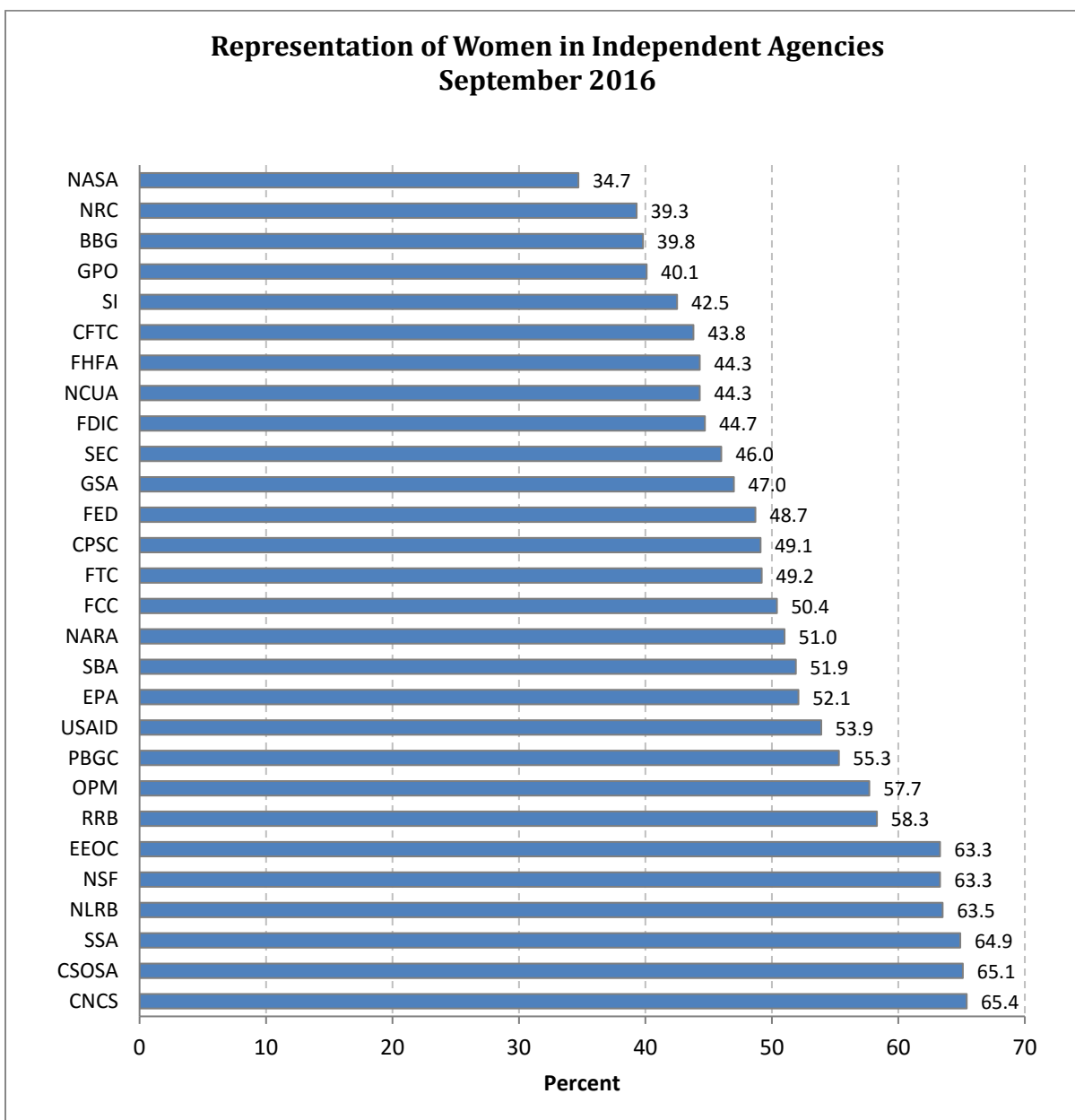


**Representation in Permanent Federal Workforce
September 2016 and September 2015
Women**

Executive Departments	2016 Percent	2015 Percent
DEPARTMENT OF AGRICULTURE	43.9	43.7
DEPARTMENT OF COMMERCE	44.2	44.1
DEPARTMENT OF DEFENSE	46.6	47.1
DEPARTMENT OF EDUCATION	62.8	63.4
DEPARTMENT OF ENERGY	36.8	36.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.9	64.8
DEPARTMENT OF HOMELAND SECURITY	32.4	31.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	59.2	59.6
DEPARTMENT OF INTERIOR	39.6	39.7
DEPARTMENT OF JUSTICE	38.3	38.2
DEPARTMENT OF LABOR	48.3	48.7
DEPARTMENT OF STATE	54.5	NA*
DEPARTMENT OF THE AIR FORCE	27.5	27.7
DEPARTMENT OF THE ARMY	35.3	35.1
DEPARTMENT OF THE NAVY	26.9	27.2
DEPARTMENT OF TRANSPORTATION	26.2	26.3
DEPARTMENT OF TREASURY	61.5	61.3
DEPARTMENT OF VETERANS AFFAIRS	59.2	59.2
GOVERNMENTWIDE	43.2	43.1

* FY 2015 FEORP report did not include Department of State due to unavailability of September 2015 data.

REPRESENTATION OF WOMEN IN INDEPENDENT AGENCIES



**Representation in Permanent Federal Workforce
September 2016 and September 2015
Women**

Independent Agencies	2016 Percent	2015 Percent
BROADCASTING BOARD OF GOVERNORS	39.8	38.7
COMMODITY FUTURES TRADING COMMISSION	43.8	43.6
CONSUMER PRODUCT SAFETY COMMISSION	49.1	49.3
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	65.4	64.6
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	65.1	65.1
ENVIRONMENTAL PROTECTION AGENCY	52.1	51.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	63.3	63.2
FEDERAL COMMUNICATIONS COMMISSION	50.4	50.3
FEDERAL DEPOSIT INSURANCE CORPORATION	44.7	45.0
FEDERAL HOUSING FINANCE AGENCY	44.3	42.6
FEDERAL RESERVE SYSTEM	48.7	47.3
FEDERAL TRADE COMMISSION	49.2	49.1
GENERAL SERVICES ADMINISTRATION	47.0	47.8
GOVERNMENT PRINTING OFFICE	40.1	40.0
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	34.7	34.7
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	51.0	51.2
NATIONAL CREDIT UNION ADMINISTRATION	44.3	43.9
NATIONAL LABOR RELATIONS BOARD	63.5	63.6
NATIONAL SCIENCE FOUNDATION	63.3	62.9
NUCLEAR REGULATORY COMMISSION	39.3	39.5
OFFICE OF PERSONNEL MANAGEMENT	57.7	59.3
PENSION BENEFIT GUARANTY CORPORATION	55.3	55.7
RAILROAD RETIREMENT BOARD	58.3	57.5
SECURITIES AND EXCHANGE COMMISSION	46.0	46.1
SMALL BUSINESS ADMINISTRATION	51.9	52.3
SMITHSONIAN INSTITUTION	42.5	42.5
SOCIAL SECURITY ADMINISTRATION	64.9	65.6
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	53.9	53.7
GOVERNMENTWIDE	43.2	43.1

AGENCY SUCCESSFUL/PROMISING PRACTICES

Agency Successful/Promising Practices

Federal departments and agencies are identifying innovative ways to sustain workforce diversity and workplace inclusion. Agencies are attending job fairs and sharing job announcements on social media and other innovative platforms to reach all communities and segments of society. Agencies are reaching out to high schools, colleges, and universities to encourage students to intern with Federal agencies and to consider Federal service as a career.

Successful or promising practices that agencies are implementing to improve workforce diversity and workplace inclusion follow. Information was provided as a component of FY 2016 agency FEORP submissions which can be viewed on MAX at <https://community.max.gov/x/7SHGKQ>.

Consumer Financial Protection Bureau

The Bureau provided both a mandatory two-day training workshop on diversity and inclusion as well as a two-day training workshop on EEO compliance through the OCR for all supervisors and managers to help them strengthen their skills in leading and managing a diverse and inclusive workforce. The Bureau provides mandatory supervisory development training to its managers. This year, it added a new learning component to this training that focused on identifying and utilizing effective strategies for mitigating unconscious bias and ensuring compliance with civil rights mandates in performance evaluations. The Bureau also provided mandatory training for all non-supervisory employees to increase their awareness and understanding of the importance of diversity and inclusion and how it enhances the overall effectiveness of the Bureau. There were also continued collaboration efforts between OMWI, OCR, and OHC to enhance supervisory and employee training offered to ensure that compliance, diversity, and inclusion concepts are addressed.

Commodity Futures Trading Commission

The CFTC continues to utilize a commercial automated hiring tool for posting its announcements. In FY 2016, the CFTC completed building a targeted recruitment list tool to post job opportunities on free employment list services to implement targeted recruitment of persons with disabilities, women, and Hispanics, as part of its overall recruitment efforts. CFTC will fully utilize the tool in FY 2017. Through the use of this tool, the CFTC will improve the ability to recruit and potentially increase the number of Disabled and Hispanic individuals applying and receiving consideration for jobs.

Department of the Air Force

The Secretary of the Air Force, Chief of Staff and Chief Master Sergeant signed and issued a memorandum with 16 D&I initiatives. The initiatives implement the actions listed below:

- Encourage Female & Minority Employees to Serve in career fields that lack diversity.
- Reduce Bureaucratic Obstacles to Providing Reasonable Accommodations for Persons with Disabilities.
- Provide Unconscious Bias Training Materials Prior to Key Career Events.
- Establish an Air Force Diversity and Inclusion Recognition Program.

Department of the Army

The Department of the Army utilizes the Army Civilian Training, Education and Development System (ACTEDS) Intern Program. The program provides an important succession planning resource for Army functional experts and functional/enterprise leaders, including a robust section on mentoring. The Army Career Tracker (ACT) Portal allows employees to search multiple

education and training resources, monitor their career development, view career field occupational series Professional Development Models/career maps and community information, and request a mentor for personalized advice from their leadership.

Department of Homeland Security

Through a partnership between DHS Office of the Chief Human Capital Officer (OCHCO) and DHS Office of the Chief Procurement Office, DHS established two Blanket Purchase Agreements for Third Party Providers. The two Third Party Providers supplement the Pathways Program by affording an alternative means for students from diverse backgrounds to gain exposure to the Federal Government through paid internships while supporting the existing workforce.

OCHCO D&I used USA Staffing post-audit applicant flow data (AFD) as an important tool for assessing the effectiveness of recruitment and hiring efforts, particularly for assessing the participation rates of diverse ethnic and racial groups in department-wide learning development programs such as the DHS Senior Executive Service Candidate Development Program (SES CDP) and the Cyber Student Volunteer Initiative (CSVI).

Department of Commerce

Bureaus utilized various channels to increase diversity within applicant pools. The Census Bureau (CENSUS) collaborated with affinity groups on recruitment activities. For example, the Next Gen group used their knowledge of social media to share information on employment opportunities and Blacks in Government promoted job opportunities through their monthly newsletters. The National Institute of Standards and Technology (NIST) promoted NIST as a best place to work by posting a Careers@NIST video and a NIST Build video on social media. The National Oceanic and Atmospheric Administration (NOAA) continued to support the NOAA Educational Partnership Program with Minority-Serving Institutions to increase the number of students from underrepresented minority communities who are educated, trained, and graduated in fields that directly support NOAA's mission. The U.S. Patent and Trademark Office (USPTO) hosted its first-ever recruitment Twitter chat to promote patent examiner positions in Silicon Valley and Dallas and as of June 2016, the USPTO's LinkedIn followers exceeded 20,000.

Commerce's Senior Executive Service Candidate Development Program (SES CDP), Executive Leadership Development Program (ELDP), Mentoring Program, and other bureau-level programs were promoted to all employees within eligible organizational units. NIST offered four formal career development programs: Foundations of Leadership, New Leader, Project Management and Leadership, and Continuous Learning for Leaders. USPTO leveraged training and developmental programs designed to increase career development opportunities that provide a pathway to leadership. Affinity groups at USPTO continued providing mentoring opportunities where experienced employees answered questions and provided guidance to more junior employees.

Department of Energy

The DOE has supported the creation of an Employee Resource Group Leadership Council that meets monthly with the goal of increasing cross-sectional engagement opportunities. Also, the DOE has implemented special emphasis programming in partnership with employee resource and affinity groups to increase participation and employee engagement.

Department of Interior

In the Department of the Interior D&I Strategic Plan, several of the actions identified work to strengthen collaboration among internal stakeholders, primarily human capital practitioners and hiring officials, and build relationships with external organizations focused on creating diverse

talent pipelines. DOI is a decentralized organization with over 2,400 sites stretching from the Pacific to the Caribbean with over 70,000 full time and seasonal employees. During FY16, DOI executed a 'Hiring Excellence Campaign,' which focused on improving diversity and hiring results. The campaign kicked off in January 2016 and has included tools, virtual presentations/ discussions and workshops to further explore practices and opportunities.

The objectives of the program are:

- Build organizational understanding of hiring authorities and flexibilities
- Establish local talent networks focused on diversity
- Implement best practice solutions for better hiring results
- Enhance the HR – Hiring Manager relationship

Department of Justice

The Criminal Division (CRM) takes a proactive approach to the employment of persons with disabilities in multiple ways, and is participating in a resume mining pilot program. CRM HR specialists search USAJOBS and filter candidates who are eligible under Schedule A, or veterans hiring authorities. CRM also uses the Workforce Recruitment Program (WRP) database as a resource to find eligible students, and recent graduates with disabilities. Other recruitment initiatives include posting vacancies specifically targeting candidates who are veterans, and attending career fairs targeting People with Disabilities (PWD).

Department of Labor

In FY16, DOL launched a new one-year pilot program called Mentoring@Labor, which offers employees an opportunity for career advice, learning, and development, one-on-one guidance, networking, and expanded professional relationships. The program is entirely voluntary – for both mentees and mentors. Mentors, DOL employees at full performance levels at GS-11 and above, and mentees, DOL employees (non-students) at full performance levels at GS-9 or below, across the country. Mentors and mentees are matched based on the mentees' interests in skill and competency development and the mentors' areas of expertise. All participants received orientation and a course on developing an IDP.

Department of Transportation

DOT established the Knowledge and Experience Exchange (KEE) Program. The KEE Program utilizes both formal and informal knowledge exchange methods and practices to improve its organizational effectiveness and to foster increased productivity and job satisfaction of its employees. Employees are encouraged to develop their leadership, professional and technical competencies and skills through this program.

- Components of the KEE Program are grouped into three major categories, namely, (1) Mentoring (2) Knowledge, Information and Experience Exchange and (3) Development and Growth Opportunities.
- Knowledge, Information and Experience Exchange:
 - Knowledge Cafés: Allows open and creative conversations on topics of mutual interest to tap into participants' collective knowledge of topics such as specific policies and procedures, or of general topics such as Emotional Intelligence or Competencies. Three types of Knowledge Cafés will be included in this program, i.e. 1. Solutions Knowledge Café – Brainstorming Session used by multiple groups to work on developing solutions to a single expressed problem; 2. Speaker Series Knowledge – Groups identify problems to which a given solution

is applicable after a presentation to participants by a subject matter expert (SME). When possible, time should be allowed for a brief report from each table; and 3. Multi-topic Knowledge Café – Presenters, who are SMEs, are assigned to different tables at which each SME facilitates discussion with participants at his/her table on a specific issue. Participants rotate among all or selected tables. A group activity can be used for reinforcement.

- Book Review and Information Exchange Series: A Book Review and Information Exchange series will be held throughout the year, in person and virtually, during which participants will have opportunities to develop their skills in presentation, communication and collaboration. The initial three book topics for this year will be conflict resolution, collaboration and leadership development. Each book series will be limited to 24 participants.

Department of Education

The Diversity and Inclusion Council is responsible for:

- Developing strategies to help ensure that the Department attains a highly skilled and diversified workforce;
- Examining recruitment, onboarding, training and development and retention policies, procedures, and practices for diversity and inclusion;
- Promoting diversity and inclusion in the Department’s policies and practices;
- Proposing and monitoring recommendations on and practices to ensure adequate support for the implementation of diversity-related actions;
- Examining practices related to employee mentoring, training, and professional development programs for inclusion and equity through career development and leadership opportunities; and
- Developing and proposing methods that help the Department and the workforce reach its D&I goals and objectives.

One of the best practices of the Department’s D&I Council is the creation of four Subcommittees who lead efforts to identify barriers and find solutions through collaboration across lateral networks within the agency. The Subcommittees provide recommendations put forth for approval by the full Council membership. The Subcommittee is a representation of a diverse workforce from within the Department.

Environmental Protection Agency

The EPA created the Talent Hub website, a one-stop shop for a range of career development opportunities available across the agency. Talent Hub was recommended by the Human Resources Council, and the High Performing Organization teams in response to feedback EPA received in response to the Federal Employee Viewpoint Survey data, and requests from employees to create a centralized location for information about career development opportunities. Talent Hub is developed in SharePoint and houses all full-time and part-time details, temporary promotion opportunities, and will be adding mentoring opportunities in the near future.

Export Import Bank

Mentoring activities included semi-annual networking events, which integrated speed mentoring offering participants an opportunity to interface and to begin the search for a mentoring partner. Training and brown bag sessions were conducted on such topics as communication, effective goal setting, and mentoring best practices. In addition, a special “*Mentoring for Managers*” session convened senior leaders from the participating agencies and incorporated such discussion topics as: (1) The Benefits of Mentoring for Leadership Development; (2) GROW (Goal, Reality, Options,

Way forward) which is a methodology for coaching, inspiring and challenging employees as they move toward personal and professional growth; and (3) Speed Mentoring for Managers which provided participants an opportunity to meet with interagency supervisors, managers and leaders.

Federal Retirement Thrift Investment Board

In FY 2016, FRTIB continued to support the “Great Place to Work” initiative and its efforts in the area of diversity and inclusion. FRTIB analyzed results from the Federal Employee Viewpoint Survey (FEVS) from FY 2016 and developed the 2016-2018 “Great Place to Work” action plan to address challenges and recommend solutions for employee and supervisors in the area of employee satisfaction, engagement and inclusion. In addition, FRTIB continued to support the Workforce Planning Initiative in procuring a Workforce Planning Tool to help facilitate career development for all levels of the organization.

General Services Administration

“Ready Cert” tools were used as part of our efforts to work with targeted groups of individuals eligible under noncompetitive hiring authorities. “Ready Cert” refers to a number of human resources strategies and methods for getting lists of qualified applicants to hiring managers quickly.

The Hispanic Special Emphasis Program (HSEP) employee group became active enterprise wide in FY 2016. The HSEP members developed a strategic plan to outline their goals for the FY 2016 and FY 2017. Subgroups were formed to focus on awareness/demographics; recruitment and retention; and career development. The group also elected ambassadors who will return to their alumni schools as representatives of GSA to enhance the agency’s recruitment efforts of Hispanics. Commemorative events during Hispanic Heritage month were also held to engage and educate the GSA workforce regarding the Hispanic culture. One of the group’s strategic priorities for FY 2017 is professional leadership development. This will be a partnership with all members of the Diversity and Inclusion Council.

Department of Health and Human Services

In Fiscal Year (FY) 2016, HHS launched its Volunteer Recruiter Program (VRP) to engage members of Employee Resource Groups and solicit individuals from across the Department who had expressed an interest in representing HHS as volunteer recruiters. Successful applicants completed a rigorous, mandatory one-day training program in which they were given the tools to become HHS brand ambassadors, and were then matched to events based on their expertise, backgrounds, interests, memberships and Departmental need for representation. Of an initial cohort of 24, two (2) VRP members are disabled veterans. A second cohort will be selected in January 2017.

Through its Recruiter Community of Practice—a group comprising recruiters, Equal Employment Opportunity (EEO), Minority Health and Diversity and Inclusion (D&I) practitioners, and HR liaisons and HR directors or their designees—HHS was able to successfully brand itself a federal employer of choice through the planning and implementation of the first-ever HHS Veterans Career Expo in April 2016, in which more than 600 veterans, disabled veterans, transitioning service members, and military spouses took part. Additionally, the enhanced collaboration among HHS recruiters enabled the Department to promote the “One HHS” brand to the public, reducing confusion and increasing awareness of HHS.

National Archives and Records Administration

NARA has implemented the New IQ technical assistance program throughout the agency resulting in nearly 300 employees being trained, including NARA managers, and supervisors. Training has

occurred in nine NARA locations nationwide, and the training has resulted in NARA's overall New IQ index score increasing from 52% to 57% agency-wide.

National Aeronautics and Space Administration

NASA's efforts related to implicit bias in the individual context are in part focused on our FY 15-16 D&I training initiative, the All In Training, which includes a significant component on implicit bias. Overall, the training introduces four foundational concepts that affect the advancement of diversity and inclusion efforts:

- Culture
- Values
- Unconscious bias
- Micro-Aggressions/Micro-Affirmations

The training is designed to help the Agency workforce recognize challenges and seek methods to change behaviors as part of a cultural shift that aligns with diversity and inclusion goals. In keeping with this objective, NASA designed the training utilizing information obtained from the Agency's D&I Assessment Survey, which revealed a significant percentage of respondents did not find awareness training to be particularly effective in carrying out their daily responsibilities, nor did it address unconscious bias in a meaningful way. The methodology also included five focus groups from across the Agency, including senior leaders, mid-level leadership, the Human Capital community, the EO and D&I communities, and non-supervisory employees.

Nuclear Regulatory Commission

The NRC strengthened its partnerships with local public schools by supporting the Montgomery County (Maryland) Science Fair in which staff volunteer to judge middle and high school science fair projects in the hopes of encouraging young scientists who may one day make a valuable contribution in the nuclear field. In addition, NRC's Office of Nuclear Material Safety and Safeguards and Office of Nuclear Reactor Regulation hosted two groups of local high school students for a non-traditional internship which encouraged students to develop a research project in the field of nuclear waste management and nuclear reactor safety under the guidance of NRC staff and required the students to also work independently as a group offsite to supplement periodic meetings with NRC staff. The NRC also continued to support the Marion Barry Summer Youth Employment Program (MBSYEP) in the DC area by offering students enriching and constructive summer work experiences. The NRC is proud to report that we continue to see tangible results from our partnership with the MBSYEP and many students return for additional summer experiences at the NRC.

National Science Foundation

The Ambassador Program, refreshed in spring 2016, is voluntary and spreads the responsibility of recruiting highly talented STEM workers between the Division of Human Resource Management (HRM) and current and former program officer staff (particularly rotators). Many rotators in program officer positions are doctoral-level STEM employees who naturally engage in recruitment activities when they attend conferences, facilitate workshops, and visit their home institutions. The Ambassador Program equips them with tools and resources to be successful in those recruitment activities. For example, HRM provides the program structure and recruitment materials that program officers can use to encourage their peers to serve at the Foundation.

During the FY 2016 refresh of the Ambassador Program, HRM updated recruitment materials and training, in partnership with current program officers, to reinvigorate participation and strengthen

rotator recruitment efforts. The FY 2016 refresh included both internal and external efforts. Internally at NSF, briefings, events, and communications were shared with current program officers; externally to NSF, updated recruitment materials were shared via a LinkedIn campaign targeting Hispanics and on NSF's public website.

Having a program like the Ambassador Program in place is important because, as shown by survey results, most IPA rotators (approximately 68 percent) were not actively looking for a job when they applied for their NSF position. The program has been a proven success, with approximately 40 percent of newly hired program officers reporting they first learned about their position from an NSF colleague. The updated program provides the opportunity for NSF to leverage its survey results to focus on the recruitment of underrepresented groups in program officer positions moving forward. The updated program materials can also be leveraged in other diversity-focused recruitment efforts (e.g., those driven by division directors).

Office of the Director of National Intelligence

ODNI made the following a required performance objective for all Senior National Intelligence Service (SNIS) officers: "Champion and sustain efforts to build a more agile, diverse, inclusive, and expert workforce. Endeavor to create an organizational culture that values and connects each employee to the mission; provides constructive and timely feedback; encourages collaboration, flexibility, fairness and transparency; and promotes diversity, cultural understanding, and equal opportunity."

One of the ODNI's priorities has been to strengthen collaboration with internal and external stakeholders to develop innovative strategies to increase diversity. Recruiting diverse talent is not just a goal but rather a key business imperative. ODNI must attract, hire, develop, and retain the most diverse and highly skilled workforce to effectively lead intelligence integration.

The ODNI's ADNI HC established an ODNI Adopt-A-High School Pilot Partnership with a local high school. This innovative program is a first for the ODNI and encompasses a proactive approach designed to build connections with potential future applicants. This program is intended to increase students' interest in foreign languages, science, technology, engineering, and mathematics. Participation in the program is intended to create awareness of how these fields relate to the ODNI and provide students with information on internships and career opportunities in the IC.

Pension Benefit Guaranty Corporation

PBGC's D&I Strategic Plan identifies as a priority the need to "foster a culture of inclusion and engagement by cultivating a supportive, welcoming, and equitable work environment." In order to cultivate an informed and inclusive cadre of leaders, PBGC offers a Leadership/Executive Coaching Program to eligible GS-14, GS-15 and SL employees. The Executive Coaching Program is a results-oriented program designed to increase leadership capacity of coaching clients so they become more effective, responsive, and inclusive leaders, enhance their relationships with direct reports, colleagues, and supervisors, and contribute to employee engagement and mission accomplishment. During FY 2016, there were 50 coaching engagements from six of the Agency's seven major organizations. The focus of the program is leadership development and it has three primary objectives which are to help clients: (1) develop self-awareness of fundamental leadership dimensions; (2) gain better understanding of one's impact on others; and (3) improve and enhance personal effectiveness.

Peace Corps

Peace Corps has continued to convene quarterly Diversity Governance Council meetings, led by the Chief-of-Staff and the Director of OCRD, to move D&I policy and procedures forward. The Diversity Governance Council (DGC) established three “Idea Incubation Groups” to look at 1) incorporating diversity and inclusion language into performance plans and evaluations, 2) support and inclusion of diverse gender identities, and 3) recruitment and placement of volunteers with disabilities. Furthermore, a “Launch Team” was established for the DGC as a means of helping to ensure the work of the DGC is disseminated throughout the agency as well as to help implement the Diversity and Inclusion Strategic Plan and to ensure as many voices are heard by the DGC as possible.

Securities and Exchange Commission

The Aspiring Leader program is an interactive blended learning program designed to strengthen the leadership and management skills of SEC non-supervisory (SK13 & SK14) employees. Fifty-Four (54) SEC employees were selected to participate in this program in FY 2016. The learning objectives are:

- Applying critical leadership skills necessary for effective supervision.
- Understanding of first-line management responsibilities as they relate to Human Resource Management, Developing People, and Building Effective Relationships.
- Understanding of government policy, process, and regulations relevant to management
- Developing skills to manage projects, delegate effectively, and achieve desired results at
- Increasing self-awareness through guided self-assessments and feedback from course

Social Security Administration

As part of the Social Security Administration’s ongoing commitment to the President’s Executive Orders 13548, 13583, 13672, and 13693, and our ongoing commitment to promote diversity and inclusion (D&I) in the workplace, the Office of Human Resources (OHR) hosted an all-day Inclusion Day Training event on September 14, 2016. The theme of the event was “Making Connections for Inclusion.”

Inclusion Day offered an opportunity to learn, share, and work with D&I experts to educate employees on crucial D&I topics. Workshop presenters addressed a broad range of D&I topics to help employees develop a greater sensitivity to the challenges and opportunities of working in an increasingly diverse organization. Over 200 employees attended the training in person and others watched the training live through our cable network. We recorded the workshops and made them available to all employees. We sponsored the following workshops with presenters from The Department of Veterans Affairs, Health and Human Services, SourceOne, and SSA:

- Multi-Generational Differences
- Women In The Federal Government
- Personal Experience of a Wounded Warrior
- SSA Diversity and Inclusion Principles
- Understanding the Impact of Unconscious Bias

We conducted a short online survey of workshop participants. Below are highlights from the survey results:

- 56% gave a rating of excellent
- 36% gave a rating of very good; and
- 8% gave a rating of good (there were no negative responses).

According to the survey, almost 98% of the respondents would participate in Inclusion Day in the future.

Treasury Department

To support inclusion of its veteran employees and to promote a positive transition to the Federal workplace, the Department Treasury launched the Treasury Veterans Employee Resource Group (VERG) in FY15. The VERG supports the professional development, group mentoring, training, and retention of veteran employees through a network of veteran employees and veteran advocates comprised of professionals from a variety of Treasury occupational series. Veterans from all Treasury bureaus across the nation joined VERG and actively participated in its early efforts. In FY16, the Department's VERG established its leadership council and continued to grow with over 200 members of diverse educational backgrounds and experiences. The VERG is an excellent resource tool for the Department's veterans and disabled veterans. The VERG provided career development programs and promotion opportunities through quarterly meetings, ad-hoc emails, SharePoint site, intranet site, quarterly Department-wide newsletters, bureau level newsletters, and veteran informal mentor programs to VERG members on a recurring basis. The success of the VERG promoted the Department to assess the need for additional employee resource groups (ERG). Keeping in mind the VERG best practices, the Department has initiated plans to create a Department-wide Lesbian, Gay, Bisexual, and Transgender (LGBT) ERG in FY17.

United States Agency for International Development

In fiscal year (FY) 2016, USAID re-defined one of its corporate objectives to recognize the value of diversity and inclusion in our workforce. We established an Agency-level objective and corresponding metric to enhance leadership engagement, support, and accountability in fostering equal employment opportunity (EEO), diversity, and inclusion in the workforce as part of the Administrator's Leadership Council Management System. Agency operating units are measured on EEO, diversity, and inclusion activities (attending and supporting staff training, actions related to addressing less than expected representation through outreach and recruitment, serving as a mentor, panelist, presenter, or Executive Champion for an Employee Resource Group, etc.).

United States Department of Agriculture

The USDA Cultural Transformation (CT) Milestones and Metrics Fiscal Year (FY) 2016 Action Plan established measures in Diversity and Inclusion with measurements to assess USDA Mission Area, Agency, or Staff Office performance. Progress on the various metrics were tracked and reported monthly to the Secretary via the CT Report.

Veterans Administration

The Diversity Index and the Inclusion Index are two tools VA utilizes to provide information on workplace diversity, based on race, ethnicity, and gender (REG), and perceived inclusion of individuals of various REGs within the Department. In FY 2016, the application of these tools was expanded to include utilization during EEO and D&I technical assistance reviews of field facilities, assessment of diversity and inclusion training needs, and development of Department-wide initiatives and strategies to increase diversity and improve inclusion.

VA also implemented the Compliance Assessment Scorecard (CAS), which provides a scorecard rating for each of the six essential elements of a model EEO program as well as an overall score for the facility's entire EEO program. The implementation of the CAS has increased SES attention to these reviews, and implementing CAS recommendations.

**APPENDIX:
General Schedule Grade 15 (GS-15)
2016 Annual Salaries Exceeding
\$160,000**

Table 1

General Schedule Grade 15 (GS-15) 2016 Annual Salaries Exceeding \$160,000 GS-15 Step 6

Locality Pay Area	2016 Annual Salary*	2015 Annual Salary
SAN JOSE-SAN FRANCISCO-OAKLAND, CA	\$160,300	\$158,700

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))

Table 2

General Schedule Grade 15 (GS-15) 2016 Annual Salaries Exceeding \$160,000 GS-15 Step 7

Locality Pay Area	2016 Annual Salary*	2015 Annual Salary
SAN JOSE-SAN FRANCISCO-OAKLAND, CA	\$160,300	\$158,700

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))

Table 3

**General Schedule Grade 15 (GS-15)
2016 Annual Salaries Exceeding \$160,000
GS-15 Step 8**

Locality Pay Area	2016 Annual Salary*	2015 Annual Salary
HOUSTON-THE WOODLANDS, TX	\$160,300	\$158,700
LOS ANGELES-LONG BEACH, CA	\$160,300	\$158,700
NEW YORK-NEWARK, NY-NJ-CT-PA	\$160,300	\$158,700
SAN JOSE-SAN FRANCISCO-OAKLAND, CA	\$160,300	\$158,700

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))

Table 4
General Schedule Grade 15 (GS-15)
2016 Annual Salaries Exceeding \$160,000
GS-15 Step 9

Locality Pay Area	2016 Annual Salary*	2015 Annual Salary
SAN JOSE-SAN FRANCISCO-OAKLAND, CA	\$160,300	\$158,700
BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME	\$160,300	\$158,700
CHICAGO-NAPERVILLE, IL-IN-WI	\$160,300	\$158,700
DETROIT-WARREN-ANN ARBOR, MI	\$160,300	\$158,700
HARTFORD-WEST HARTFORD, CT-MA	\$160,300	\$158,700
HOUSTON-THE WOODLANDS, TX	\$160,300	\$158,700
LOS ANGELES-LONG BEACH, CA	\$160,300	\$158,700
NEW YORK-NEWARK, NY-NJ-CT-PA	\$160,300	\$158,700
SAN DIEGO-CARLSBAD, CA	\$160,300	\$158,700
STATE OF ALASKA	\$160,300	\$158,700
WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA	\$160,300	\$158,700

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))

Table 5
General Schedule Grade 15 (GS-15)
2016 Annual Salaries Exceeding \$160,000
GS-15 Step 10

Locality Pay Area	2016 Annual Salary*	2015 Annual Salary
SAN JOSE-SAN FRANCISCO-OAKLAND, CA	\$160,300	\$158,700
BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME	\$160,300	\$158,700
CHICAGO-NAPERVILLE, IL-IN-WI	\$160,300	\$158,700
DALLAS-FORT WORTH, TX-OK	\$160,300	\$158,700
DENVER-AURORA, CO	\$160,300	\$158,700
DETROIT-WARREN-ANN ARBOR, MI	\$160,300	\$158,700
HARTFORD-WEST HARTFORD, CT-MA	\$160,300	\$158,700
HOUSTON-THE WOODLANDS, TX	\$160,300	\$158,700
LOS ANGELES-LONG BEACH, CA	\$160,300	\$158,700
MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL	\$160,300	\$158,700
MINNEAPOLIS-ST. PAUL, MN-WI	\$160,300	\$158,700
NEW YORK-NEWARK, NY-NJ-CT-PA	\$160,300	\$158,700
PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD	\$160,300	\$158,700
PORTLAND-VANCOUVER-SALEM, OR-WA	\$160,300	\$158,700
SACRAMENTO-ROSEVILLE, CA-NV	\$160,300	\$158,700
SAN DIEGO-CARLSBAD, CA	\$160,300	\$158,700
SEATTLE-TACOMA, WA	\$160,300	\$158,700
STATE OF ALASKA	\$160,300	\$158,700
WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA	\$160,300	\$158,700

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))



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