

## PART IV

# ***Workforce Diversity*** ***Permanent Civilian Workforce***

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- Part IV looks at the diversity of our workforce in terms of females, minorities, and disabled employees.
- The charts examine a five-year pattern of hires and losses of female and minority employees. They also portray each minority group's grade distribution for the department and for each Administration.
- FAA had 1,024 (46.8%) of the department's 2,189 permanent hires, of which 262 (25.6%) were females and 127 (12.4%) were minorities.
- Of the remaining 1,165 hires by non-FAA administrations, 491 (42.1%) were females and 230 (19.7%) were minorities.
- FAA accounted for 1,812 (62.9%) of the department's 2,882 losses. 510 (28.1%) of FAA's losses were female and 345 (19.0%) were minorities.
- Of the remaining 1,070 losses by non-FAA administrations, 424 (39.6%) were females and 238 (22.2%) were minorities.

## **NOTES**

The term "Other," as illustrated on spreadsheets broken down by grade, combines the following pay plan designations:

AD	(Administratively Determined)	SL	(Senior Level)
AL	(Administrative Law Judge	ST	(Scientific and Professional)
CA	(Contract Appeals Board)	FT	(FAA Senior Professional/Scientific Technical)
EX	(Executive Level)	FV	(FAA Pay Banding)
FC	(Foreign Compensation)	AT	(FAA Air Traffic Pay Banding)

- SES on all grade charts includes pay plans ES, EV, FB, FJ, and FX
- GS on all grade charts includes pay plans GS, GM, FG, and FM