

PART IV

Workforce Diversity ***Permanent Civilian Workforce***

- 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 2,921 (66.9%) of the department's 4,363 permanent hires, of which 862 (28.3%) were females and 477 (16.3%) were minorities.
- Of the remaining 1,442 hires by non-FAA administrations, 588 (40.8%) were females and 363 (25.2%) were minorities.
- FAA accounted for 1,705 (61.7%) of the department's 2,764 losses. 467 (27.4%) of FAA's losses were female and 295 (17.3%) were minorities.
- Of the remaining 1,059 losses by non-FAA administrations, 445 (42.0%) were females and 284 (26.8%) 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