

## 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.
- TSA had 30,927 (79.5%) of the department's 38,924 permanent hires, of which 9,915 (32.1%) were females and 10,755 (34.8%) were minorities.
- Of the remaining 7,997 hires by non-TSA administrations, 1,297 (16.2%) were females and 1,999 (25.0%) were minorities.
- FAA accounted for 1,939 (65.1%) of the department's 2,977 losses. 420 (21.7%) of FAA's losses were female and 340 (17.5%) were minorities.
- Of the remaining 1,038 losses by non-FAA administrations, 412 (39.7%) were females and 312 (30.1%) 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)
		SV	TSA Pay Banding

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