

DOT Workforce Demographics

A Report to Management

Fiscal Year 2003

October 1, 2002 to September 30, 2003



Departmental Office of Human Resource Management
Office of the Assistant Secretary for Administration

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Foreword

Department of Transportation (DOT) Workforce Demographics 2003 provides information about the size, geographic distribution and diversity of DOT's workforce to DOT managers and other government and private sector users. The data tables and charts include "snapshots" of our workforce from a variety of perspectives, e.g., females, minorities, veterans, etc., as of the end of the fiscal year, September 30, 2003. We also provide information about "activity" in hiring, promotions, and losses during the fiscal year.

Early in fiscal year 2003, the United States Coast Guard (USCG) and the Transportation Security Administration (TSA) were transferred to the Department of Homeland Security. Therefore, this year's charts and tables, including those that provide information for previous years, do not include data on USCG and TSA. Thus, readers are provided a consistent view of our workforce, including hiring and attrition patterns without USCG and TSA, over a period of time. Readers who need data on DOT's workforce including USCG and TSA may refer to previous versions of this report, e.g., Department of Transportation (DOT) Workforce Demographics 2002, found elsewhere on our DOT Human Resources web site at http://dothr.ost.dot.gov/Workforce_Information/Demographics_By_Year/demographics_by_year.htm.

We hope this report will be a valuable reference for users. Your comments and suggestions are welcome and should be sent to the H.R. Systems Division, M-12, 400 7th Street, S.W., Washington, DC 20590. You may also call us at (202) 366-9465 or send suggestions via email to jim.woodmansee@ost.dot.gov.

Mari Barr Santangelo

Mari Barr Santangelo
Deputy Assistant Secretary for Administration

Introduction and Explanatory Notes

- The permanent workforce is the primary focus of these data. Permanent employees may have full-time, part-time or intermittent work schedules. The permanent workforce includes:
 1. employees in the **competitive service** whose appointments are not time-limited,
 2. **excepted service** employees whose appointments are comparable to the competitive service, such as the majority of the Federal Aviation Administration¹ and most attorneys, and
 3. employees in the **Senior Executive Service** who are not serving under limited term appointments.
- The table, Total Civilian Employment, also includes employees with temporary appointments.
- Data on Supervisors and Managers includes positions that meet the minimum requirements for application of the Office of Personnel Management's Supervisory Grade Evaluation Guide.
- DOT is comprised of thirteen operating administrations or organizations:

Office of the Secretary (OST)	National Highway Traffic Safety Administration (NHTSA)
Federal Aviation Administration (FAA)	Research and Special Projects Administration (RSPA)
Federal Highway Administration (FHWA)	Office of the Inspector General (OIG)
Federal Motor Carrier Safety Administration (FMCSA) ²	Maritime Administration (MARAD)
Federal Railroad Administration (FRA)	Surface Transportation Board (STB) ³
Saint Lawrence Seaway Development Corp (SLSDC)	Bureau of Transportation Statistics (BTS) ⁴
Federal Transit Administration (FTA)	
- The United States Coast Guard (USCG) and Transportation Security Administration (TSA) were transferred to Department of Homeland Security in early FY 2003.
- The Transportation Administrative Services Center (TASC) was realigned back into the Office of the Secretary during FY 2003.
- The number and rates of hires and losses are to and from DOT, not from individual administrations.
- The number of promotions includes only permanent promotions.
- The average salary amounts include locality pay.
- The average grade charts for GS or Equivalent do not include wage grade employees.
- Since 1998, several categories of FAA employees have been moved from the standard GS grade structure into Pay Banding.

¹ The majority of FAA's workforce was converted to the excepted service effective April 1, 1996.

² FMCSA was separated from FHWA in FY00.

³ STB was created in DOT on January 1, 1996 as a result of the ICC Termination Act of 1995.

⁴ The FY1995 report included BTS numbers as part of OST. Since FY1996, they have been reported separately.

Highlights

The United States Coast Guard's (USCG's) 6,400 civilian employees and 38,000 military members and the Transportation Security Administration's (TSA's) 32,000 employees were transferred to Department of Homeland Security (DHS) in FY 2003.

This report focuses on the DOT workforce without USCG and TSA. The DOT permanent workforce without USCG and TSA had a net decrease from 63,775 permanent employees to 57,982, a reduction of 9%, during FY 2003.

Admin	Net Loss	% of Loss
TASC ¹	254	-100.0%
OIG	65	-14.0%
FAA	5762	-10.6%
NHTSA	23	- 3.5%
MARAD	18	-2.2%

Figure 1 – Net Losses

Admin	Net Gain	% of Gain
OST	222	+29.7%
STB	13	+9.2%
BTS	11	+8.3%
FRA	31	+4.0%
FMCSA	33	+3.2%
SLSDC	3	+1.9%
FTA	6	+1.2%
RSPA	3	+3%

Figure 2 – Net Gains

Who did we hire in FY 2003 (excluding USCG and TSA)?

- The Department hired 2,170 permanent employees of which 628 (28.9%) were females and 376 (17.3%) were minorities.
- FAA accounted for 1,609 (74.1%) of DOT's hires of which 411 (25.5%) were females and 211 (13.1%) were minorities.

Who did we lose in FY 2003 (excluding USCG and TSA)?

- Without USCG and TSA, the Department lost 3,444 employees (5.4%) of its workforce as separations from DOT. Of those losses, FAA lost 2,838 employees (5.2% of FAA's workforce and 82.4% of DOT's losses). In addition to these separations, several thousand employees transferred to TSA before it transferred to DHS and were, thus, not counted as separations from DOT.
- Of DOT's 3,444 losses, 1,026 (29.8%) were females and 775 (22.5%) were minorities. Of FAA's 2,838 losses, 783 (27.6%) were females and 599 (21.1%) were minorities.
- 51% of DOT's losses and 53.8% of FAA's losses were by retirement.

¹ Transportation Administrative Services Center (TASC) was abolished and its 254 employees and functions were realigned back into the Office of the Secretary (OST) during FY 2003. However, OST's net gain was only 222 because of transfers to DHS.

PART I

Key Statistics Permanent Workforce

Part I includes summaries of some key demographic statistics about the permanent workforce and key occupations in DOT.

NOTES

- The tables sub-titled "Snapshot" describe our workforce as of the close-of-business on September 30, 2003, the end of FY 2003.
- The tables sub-titled "Activity" show the number of personnel transactions processed throughout FY 2003 in various categories.
- In the "Activity" tables, the percentage for an Administration in the "Total Hires", "Total Promoted", and "Total Losses" columns is a percentage of the On Board strength for that Administration at the beginning of the fiscal year.
- Also in the "Activity" tables, the percentage for an Administration in the last four columns ("Female Hires," "Minority Hires," "Disabled Hires," and "Veteran Hires") is a percentage of the total hires in FY 2003 for that Administration.

OPERATING ADMINISTRATION SUMMARIES

Permanent Employees

Snapshot - End of Fiscal Year 2003

Operating Admin	On Board End FY 03		Avg Age	Avg Grade	Avg Salary (\$000)	Supv & Mgr		Female		Minority		Employees with Disabilities		Veteran	
	#	%				#	%	#	%	#	%	#	%	#	%
OST	748	1.3	47.9	12.4	84.3	111	14.8	411	54.9	332	44.4	53	7.1	109	14.6
FAA	48,819	84.2	46.0	12.6	89.6	5,564	11.4	11,813	24.2	9,517	19.5	2,242	4.6	16,440	33.7
FHWA	2,892	5.0	45.5	11.7	72.6	265	9.2	1,028	35.5	705	24.4	189	6.5	347	12.0
FMCSA	1,019	1.8	45.3	10.7	61.6	91	8.9	353	34.6	457	44.8	74	7.3	254	24.9
FRA	777	1.3	51.1	12.2	75.9	67	8.6	205	26.4	141	18.1	72	9.3	296	38.1
SLSDC	154	0.3	47.8	10.6	52.2	16	10.4	39	25.3	7	4.5	10	6.5	82	53.2
FTA	518	0.9	48.1	12.3	82.9	69	13.3	297	57.3	273	52.7	48	9.3	61	11.8
NHTSA	643	1.1	47.2	12.4	82.1	83	12.9	299	46.5	265	41.2	30	4.7	67	10.4
RSPA	934	1.6	45.5	12.1	79.4	88	9.4	355	38.0	209	22.4	52	5.6	135	14.5
OIG	400	0.7	43.1	12.3	76.3	85	21.3	166	41.5	130	32.5	20	5.0	73	18.3
MARAD	804	1.4	50.9	11.5	71.9	110	13.7	252	31.3	256	31.8	41	5.1	233	29.0
STB	142	0.2	50.4	12.7	90.3	24	16.9	62	43.7	36	25.4	5	3.5	25	17.6
BTS	132	0.2	46.5	12.7	81.8	12	9.1	66	50.0	42	31.8	5	3.8	10	7.6
DOT	57,982	100.0	46.1	12.5	87.2	6,585	11.4	15,346	26.5	12,370	21.3	2,841	4.9	18,132	31.3

OPERATING ADMINISTRATION SUMMARIES

Permanent Employees
Activity - During Fiscal Year 2003

Operating Admin	On Board End FY 02		Total Hires		Total Promoted		Total Losses		On Board End FY 03		Female Hires		Minority Hires		Disabled Hires		Veteran Hires	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
OST	526	0.8	41	7.8	92	17.5	56	10.6	748	1.3	24	58.5	18	43.9	2	4.9	1	2.4
FAA	54,581	85.6	1609	2.9	3846	7.0	2838	5.2	48,819	84.2	411	25.5	211	13.1	50	3.1	488	30.3
FHWA	2,885	4.5	169	5.9	332	11.5	177	6.1	2,892	5.0	69	40.8	46	27.2	8	4.7	15	8.9
FMCSA	986	1.5	80	8.1	327	33.2	55	5.6	1,019	1.8	21	26.3	51	63.8	8	10.0	13	16.3
FRA	746	1.2	65	8.7	51	6.8	35	4.7	777	1.3	10	15.4	6	9.2	6	9.2	28	43.1
SLSDC	151	0.2	3	2.0	4	2.6	4	2.6	154	0.3	0	.0	0	.0	2	66.7	2	66.7
FTA	512	0.8	23	4.5	44	8.6	17	3.3	518	0.9	10	43.5	6	26.1	1	4.3	5	21.7
NHTSA	666	1.0	26	3.9	65	9.8	42	6.3	643	1.1	14	53.8	8	30.8	0	.0	1	3.8
RSPA	931	1.5	81	8.7	109	11.7	87	9.3	934	1.6	32	39.5	17	21.0	3	3.7	7	8.6
OIG	465	0.7	18	3.9	95	20.4	75	16.1	400	0.7	7	38.9	2	11.1	2	11.1	5	27.8
MARAD	822	1.3	28	3.4	41	5.0	47	5.7	804	1.4	19	67.9	7	25.0	1	3.6	4	14.3
STB	129	0.2	13	10.1	4	3.1	3	2.3	142	0.2	4	30.8	2	15.4	1	7.7	2	15.4
BTS	121	0.2	14	11.6	15	12.4	8	6.6	132	0.2	7	50.0	2	14.3	1	7.1	0	.0
TASC	254	0.4						.0	0									
DOT	63,775	100.0	2,170	3.4	5,025	7.9	3,444	5.4	57,982	100.0	628	28.9	376	17.3	85	3.9	571	26.3

Note 1: Total Hires, Total Promoted, and Total Losses are expressed as a percentage of last year's ending onboard strength in each administration.

Note 2: Female Hires, Minority Hires, Disabled Hires, and Veteran Hires are expressed as a percentage of Total Hires in each administration.

KEY OCCUPATION SUMMARIES

Permanent Employees
Snapshot - End of Fiscal Year 2003

Key Occupations	On Board End FY 03		Avg Age	Avg Grade	Avg Salary (\$000)	Supv & Mgr		Female		Minority		Employees with Disabilities		Veteran	
	#	%				#	%	#	%	#	%	#	%	#	%
08xx Engineers	5,880	10.1	45.6	12.7	83.1	488	7.4	697	4.5	1,551	12.5	318	11.2	1,275	7.0
1825 Aviation Safety Inspectors	3,972	6.9	52.6	13.5	86.2	474	7.2	287	1.9	537	4.3	226	8.0	2,467	13.6
2101 Transportation Specialists	6,842	11.8	47.1	12.4	78.0	608	9.2	821	5.3	1,680	13.6	399	14.0	3,622	20.0
2121 Railroad Safety Inspectors	437	0.8	52.6	12.3	71.7	7	0.1	18	0.1	36	0.3	40	1.4	241	1.3
2123 Motor Carrier Safety Inspectors	548	0.9	43.4	10.0	51.0	6	0.1	107	0.7	295	2.4	34	1.2	166	0.9
2125 Highway Safety Specialists	182	0.3	48.3	13.2	83.7	11	0.2	65	0.4	45	0.4	13	0.5	40	0.2
2152 Air Traffic Controllers	22,731	39.2	43.5	13.2	104.0	2,976	45.2	3,515	22.9	2,802	22.7	500	17.6	7,008	38.6
DOT	57,982	100.0	46.1	12.5	87.2	6,585	11.4	15,346	26.5	12,370	21.3	2,841	4.9	18,132	31.3

KEY OCCUPATION SUMMARIES

Permanent Employees
Activity - During Fiscal Year 2003

Key Occupations	On Board End FY 02		Total Hires		Total Promoted		Total Losses		On Board End FY 03		Female Hires		Minority Hires		Disabled Hires		Veteran Hires	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
08xx Engineers	6,493	10.2	247	3.8	500	7.7	270	4.2	5,880	10.1	52	21.1	53	21.5	10	4.0	25	10.1
1825 Aviation Safety Inspectors	3,886	6.1	242	6.2	525	13.5	163	4.2	3,972	6.9	21	8.7	12	5.0	5	2.1	124	51.2
2101 Transportation Specialists	7,115	11.2	66	.9	646	9.1	289	4.1	6,842	11.8	13	19.7	7	10.6	8	12.1	26	39.4
2121 Railroad Safety Inspectors	408	0.6	48	11.8	14	3.4	16	3.9	437	0.8	0	.0	1	2.1	3	6.3	24	50.0
2123 Motor Carrier Safety Inspectors	527	0.8	55	10.4	261	49.5	31	5.9	548	0.9	9	16.4	41	74.5	4	7.3	8	14.5
2125 Highway Safety Specialists	183	0.3	7	3.8	15	8.2	8	4.4	182	0.3	4	57.1	1	14.3	0	.0	1	14.3
2152 Air Traffic Controllers	22,837	35.8	758	3.3	1025	4.5	865	3.8	22,731	39.2	142	18.7	76	10.0	15	2.0	236	31.1
DOT	63,775	100.0	2,170	3.4	5,025	7.9	3,444	5.4	57,982	100.0	628	28.9	376	17.3	85	3.9	571	26.3

Note 1: Total Hires, Total Promoted, and Total Losses are expressed as a percentage of last year's ending onboard strength in each occupation.

Note 2: Female Hires, Minority Hires, Disabled Hires, and Veteran Hires are expressed as a percentage of Total Hires in each occupation.

PART II

Demographics Permanent Workforce

HIGHLIGHTS

- This section profiles the permanent workforce. The data include distributions by grade, salaries, geographic location, age, and length of service.
- Veterans comprise 31.3% of the permanent DOT workforce; a decrease from 26.1% last year.
- The average age of DOT employees is 46.1.

NOTES

Disabled veterans are defined as ten-point veterans with either a compensable or non-compensable disability. Compensable veterans include only those ten-point veterans receiving compensation. The percentage for Vietnam Era, Compensable, and Disabled veterans were computed against the total number of employees in each operating administration.

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

OCCUPATIONAL CATEGORY BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2003

Operating Admin	Professional		Administrative		Technical		Clerical		Other		Wage Grade		Total Permanent	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
OST	118	15.8	512	68.4	62	8.3	45	6.0	0	0.0	11	1.5	748	100.0
FAA	4,320	8.8	40,321	82.6	2,833	5.8	996	2.0	44	0.1	305	0.6	48,819	100.0
FHWA	1,368	47.3	972	33.6	431	14.9	76	2.6	41	1.4	4	0.1	2,892	100.0
FMCSA	35	3.4	880	86.4	79	7.8	25	2.5	0	0.0	0	0.0	1,019	100.0
FRA	87	11.2	639	82.2	35	4.5	15	1.9	1	0.1	0	0.0	777	100.0
SLSDC	11	7.1	38	24.7	15	9.7	6	3.9	0	0.0	84	54.5	154	100.0
FTA	148	28.6	317	61.2	25	4.8	24	4.6	4	0.8	0	0.0	518	100.0
NHTSA	216	33.6	324	50.4	70	10.9	32	5.0	0	0.0	1	0.2	643	100.0
RSPA	415	44.4	388	41.5	43	4.6	39	4.2	43	4.6	6	0.6	934	100.0
OIG	119	29.8	260	65.0	4	1.0	17	4.3	0	0.0	0	0.0	400	100.0
MARAD	135	16.8	362	45.0	57	7.1	54	6.7	5	0.6	191	23.8	804	100.0
STB	59	41.5	72	50.7	3	2.1	6	4.2	2	1.4	0	0.0	142	100.0
BTS	45	34.1	72	54.5	13	9.8	2	1.5	0	0.0	0	0.0	132	100.0
DOT	7,076	12.2	45,157	77.9	3,670	6.3	1,337	2.3	140	0.2	602	1.0	57,982	100.0

The definitions listed below, as determined by the U.S. Office of Personnel Management, describe how positions are classified in each occupational category.

PROFESSIONAL: Work that requires knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelors' or higher degree in a specialized subject. Examples include Civil, Electrical or Electronics Engineers; Auditor, Accountant and Attorney.

ADMINISTRATIVE: Work involving the exercise of analytical ability, judgment and knowledge applicable to one or more fields of administration or management. Skills are typically gained through college level general education or through progressively responsible experience. Examples include Air Traffic Controller; Aviation, Railroad, Motor Carrier and Highway Safety Inspector; Computer Specialist; Administrative Officer and Budget Analyst.

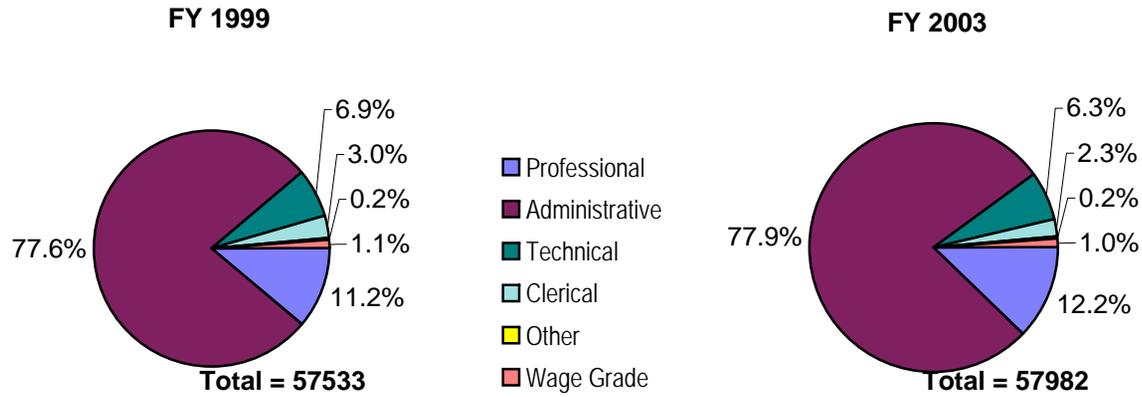
TECHNICAL: Work associated with and supportive of a professional or administrative field. Work is non-routine and involves extensive practical knowledge gained through on-the-job experience and/or training less than represented by college graduation. Examples include Electronics Technician; Air Traffic Assistant; Engineering Technician and Computer Operator.

CLERICAL: Work in support of office, business or fiscal operations which is performed in accordance with established policies, procedures or techniques. Examples include Secretary, Clerk-Typist and Payroll Clerk.

OTHER: Work that cannot be directly related to the above categories.

Employees by Occupational Category

As a Percent of Permanent Employees
 FY 99 and FY 03

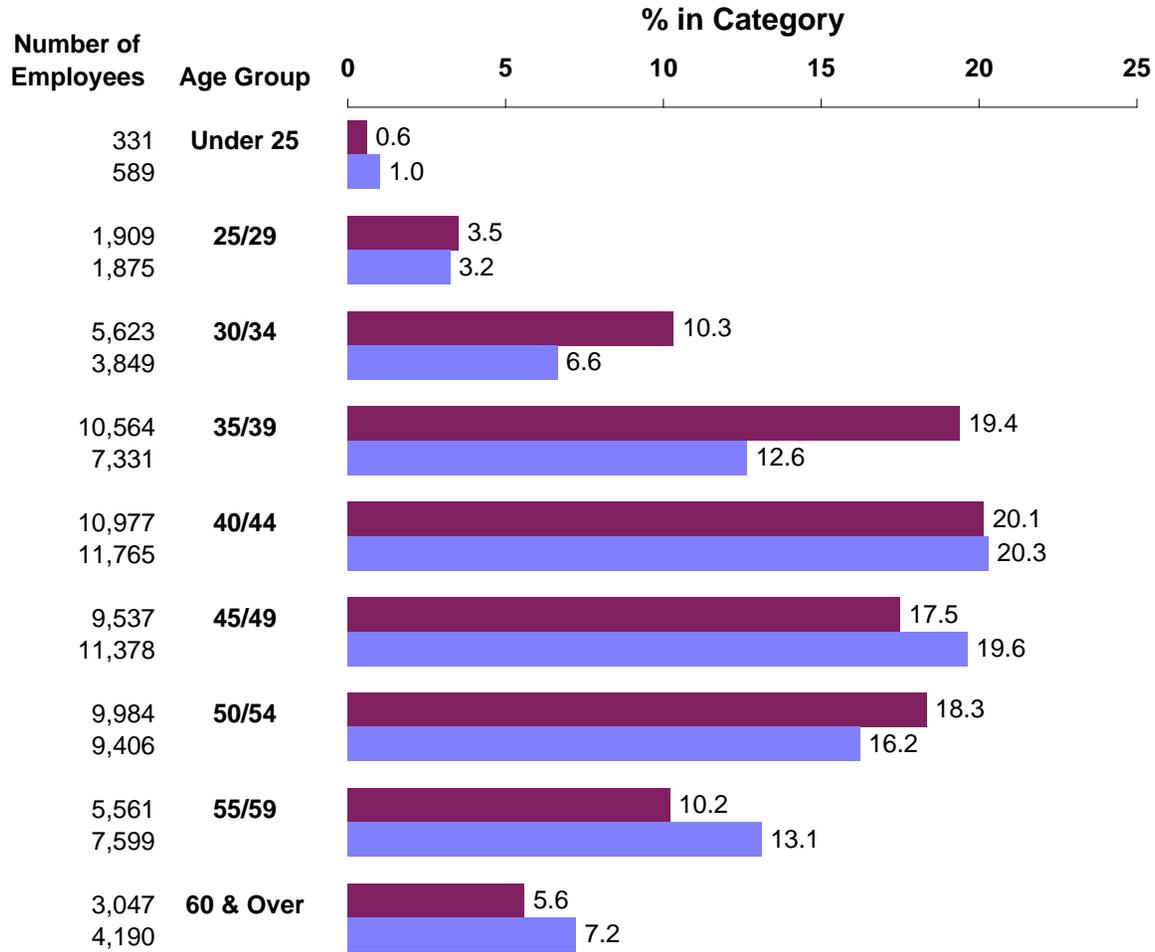


	99	00	01	02	03
Professional and Administrative	51096	50928	52543	57550	52233
Professional and Administrative as % Total	88.8%	89.5%	89.5%	90.2%	90.1%

Age Profile

As a Percent of Permanent Employees
End FY 99 and FY 03

DOT Average Age	
FY 03	46.1
FY 02	45.8
FY 01	45.6
FY 00	45.2
FY 99	44.7



■ FY99%
■ FY03%

AGE PROFILE BY ADMINISTRATION

Permanent Employees

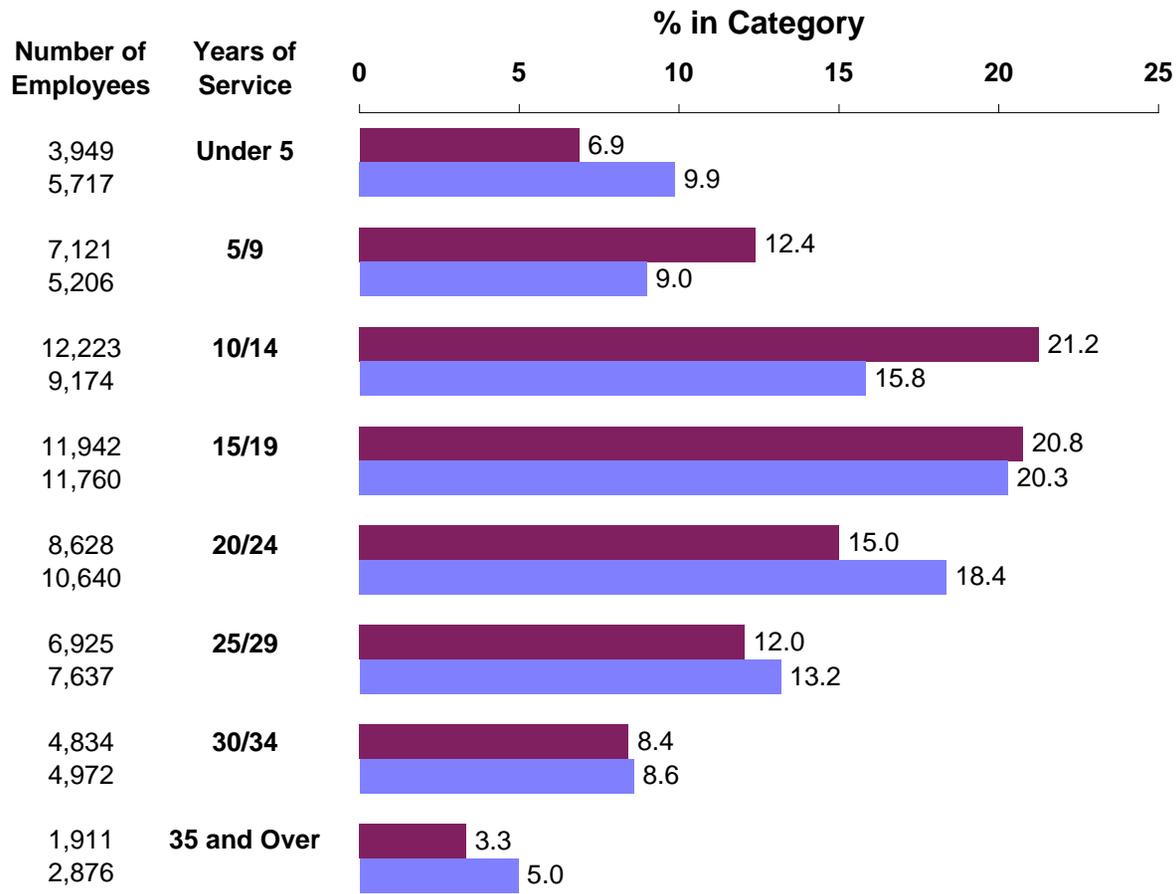
Snapshot - End of Fiscal Year 2003

Operating Admin	Under 25 Yrs Old		25-29		30-34		35-39		40-44		45-49		50-54		55-59		60 & Over		Total		Avg Age
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
OST	2	0.3	20	2.7	54	7.2	90	12.0	84	11.2	132	17.6	163	21.8	133	17.8	70	9.4	748	100.0	47.9
FAA	435	0.9	1,526	3.1	3,147	6.4	6,203	12.7	10,537	21.6	9,921	20.3	7,649	15.7	6,052	12.4	3,349	6.9	48,819	100.0	46.0
FHWA	66	2.3	138	4.8	253	8.7	418	14.5	405	14.0	478	16.5	492	17.0	445	15.4	197	6.8	2,892	100.0	45.5
FMCSA	5	0.5	46	4.5	86	8.4	185	18.2	161	15.8	153	15.0	181	17.8	145	14.2	57	5.6	1,019	100.0	45.3
FRA	4	0.5	9	1.2	31	4.0	44	5.7	69	8.9	108	13.9	202	26.0	209	26.9	101	13.0	777	100.0	51.1
SLSDC	1	0.6	5	3.2	8	5.2	15	9.7	21	13.6	35	22.7	29	18.8	30	19.5	10	6.5	154	100.0	47.8
FTA	3	0.6	12	2.3	39	7.5	53	10.2	69	13.3	76	14.7	117	22.6	97	18.7	52	10.0	518	100.0	48.1
NHTSA	5	0.8	28	4.4	54	8.4	77	12.0	86	13.4	98	15.2	114	17.7	113	17.6	68	10.6	643	100.0	47.2
RSPA	58	6.2	46	4.9	69	7.4	108	11.6	142	15.2	119	12.7	157	16.8	129	13.8	106	11.3	934	100.0	45.5
OIG	7	1.8	25	6.3	61	15.3	54	13.5	63	15.8	77	19.3	65	16.3	35	8.8	13	3.3	400	100.0	43.1
MARAD	2	0.2	9	1.1	24	3.0	57	7.1	99	12.3	150	18.7	177	22.0	150	18.7	136	16.9	804	100.0	50.9
STB	0	0.0	8	5.6	9	6.3	9	6.3	8	5.6	8	5.6	38	26.8	45	31.7	17	12.0	142	100.0	50.4
BTS	1	0.8	3	2.3	14	10.6	18	13.6	21	15.9	23	17.4	22	16.7	16	12.1	14	10.6	132	100.0	46.5
DOT	589	1.0	1,875	3.2	3,849	6.6	7,331	12.6	11,765	20.3	11,378	19.6	9,406	16.2	7,599	13.1	4,190	7.2	57,982	100.0	46.1

Federal Service Profile

As a Percent of Permanent Employees
End FY 99 and FY 03

DOT Average Years Federal Service	
FY 03	18.3
FY 02	18.0
FY 01	17.8
FY 00	17.8
FY 99	17.4



■ FY 99%
■ FY 03%

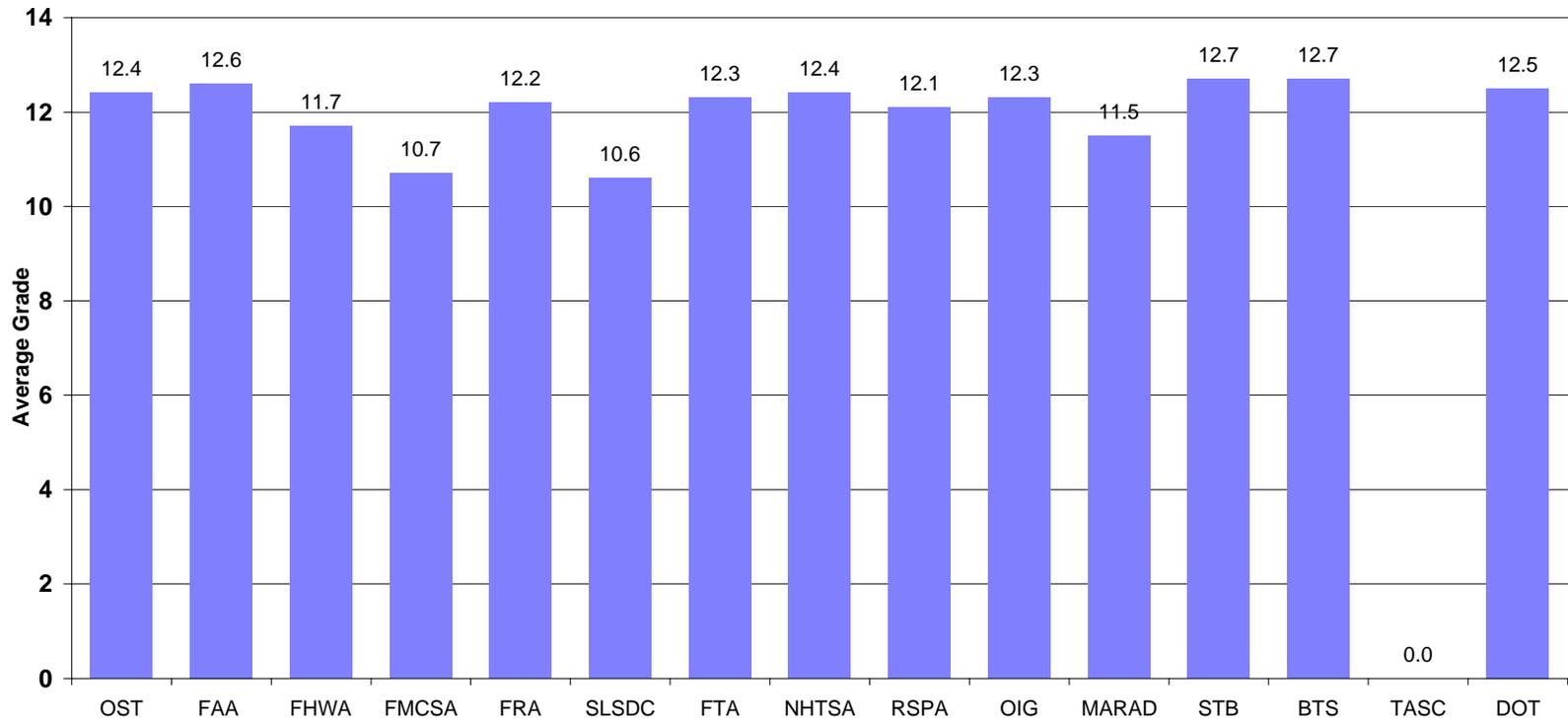
FEDERAL SERVICE PROFILE BY ADMINISTRATION

Permanent Employees
Snapshot - End of Fiscal Year 2003

Operating Admin	Under 5 Yrs		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 and Over		Total		Avg Yrs
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
OST	89	11.9	62	8.3	90	12.0	104	13.9	90	12.0	120	16.0	127	17.0	66	8.8	748	100.0	20.3
FAA	4,005	8.2	4,239	8.7	7,816	16.0	10,290	21.1	9,590	19.6	6,459	13.2	4,041	8.3	2,379	4.9	48,819	100.0	18.5
FHWA	575	19.9	291	10.1	421	14.6	490	16.9	304	10.5	358	12.4	283	9.8	170	5.9	2,892	100.0	16.6
FMCSA	265	26.0	117	11.5	195	19.1	178	17.5	86	8.4	96	9.4	50	4.9	32	3.1	1,019	100.0	13.5
FRA	154	19.8	99	12.7	130	16.7	117	15.1	99	12.7	99	12.7	56	7.2	23	3.0	777	100.0	15.5
SLSDC	16	10.4	19	12.3	17	11.0	28	18.2	35	22.7	20	13.0	13	8.4	6	3.9	154	100.0	18.3
FTA	74	14.3	42	8.1	63	12.2	59	11.4	64	12.4	99	19.1	77	14.9	40	7.7	518	100.0	19.7
NHTSA	118	18.4	66	10.3	88	13.7	88	13.7	79	12.3	84	13.1	81	12.6	39	6.1	643	100.0	17.4
RSPA	238	25.5	107	11.5	145	15.5	132	14.1	95	10.2	106	11.3	69	7.4	42	4.5	934	100.0	14.9
OIG	58	14.5	64	16.0	80	20.0	77	19.3	53	13.3	28	7.0	34	8.5	6	1.5	400	100.0	15.1
MARAD	60	7.5	63	7.8	110	13.7	170	21.1	121	15.0	137	17.0	88	10.9	55	6.8	804	100.0	19.9
STB	29	20.4	11	7.7	3	2.1	10	7.0	10	7.0	21	14.8	44	31.0	14	9.9	142	100.0	21.5
BTS	36	27.3	26	19.7	16	12.1	17	12.9	14	10.6	10	7.6	9	6.8	4	3.0	132	100.0	13.1
DOT	5,717	9.9	5,206	9.0	9,174	15.8	11,760	20.3	10,640	18.4	7,637	13.2	4,972	8.6	2,876	5.0	57,982	100.0	18.3

Average GS or Equivalent Grade by Administration

Permanent Employees
End FY 03



Average Grade:

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
FY 03	12.4	12.6	11.7	10.7	12.2	10.6	12.3	12.4	12.1	12.3	11.5	12.7	12.7	12.5	12.5
FY 02	12.7	12.5	11.7	10.4	12.2	10.8	12.3	12.4	12	12.1	11.7	12.8	12.8	11.3	12.4
FY 01	12.6	12.0	11.5	11.0	12.1	10.9	12.3	12.3	12.0	12.1	11.6	12.7	12.6	11.4	11.7
FY 00	12.5	12.1	11.5	11.4	12.0	10.8	12.2	12.3	12.0	12.0	11.5	12.7	12.5	11.5	11.7
FY 99	12.6	12.0	11.4		12.0	10.5	12.2	12.4	12.0	11.9	11.6	12.8	12.4	11.3	11.7

NOTE: Excludes Wage Grade

EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT	% in Grade
GS-01	0	0	0	0	0	0	0	0	1	0	0	0	0		1	0.0%
GS-02	0	1	0	0	0	0	0	0	0	0	0	0	0		1	0.0%
GS-03	1	26	6	0	0	1	0	0	9	0	2	0	0		45	0.1%
GS-04	3	21	25	4	0	1	2	1	24	0	15	2	0		98	0.2%
GS-05	8	536	60	32	15	4	6	4	7	5	15	4	0		696	1.2%
GS-06	6	333	69	17	14	2	8	5	15	4	33	0	0		506	0.9%
GS-07	21	1358	190	168	9	9	15	29	65	10	27	1	3		1905	3.3%
GS-08	31	451	49	11	9	3	19	35	7	5	10	1	9		640	1.1%
GS-09	54	998	140	130	17	1	32	25	32	21	41	10	6		1507	2.6%
GS-10	13	1526	3	0	5	0	2	5	3	5	2	0	2		1566	2.7%
GS-11	45	1486	207	80	23	14	20	44	36	25	38	12	6		2036	3.5%
GS-12	73	11583	681	292	358	10	55	52	125	86	51	16	13		13395	23.1%
GS-13	115	8772	807	103	138	11	176	156	266	136	146	20	28		10874	18.8%
GS-14	173	17369	389	121	116	6	101	177	229	59	109	31	33		18913	32.6%
GS-15	142	3864	212	49	59	6	64	83	94	34	63	38	29		4737	8.2%
SES	47	190	50	11	14	2	18	26	13	10	17	6	2		406	0.7%
WAGE GR	11	305	4	0	0	84	0	1	6	0	191	0	0		602	1.0%
OTHER	5	0	0	1	0	0	0	0	2	0	44	1	1		54	0.1%
TOTAL	748	48819	2892	1019	777	154	518	643	934	400	804	142	132	0	57982	100.0%

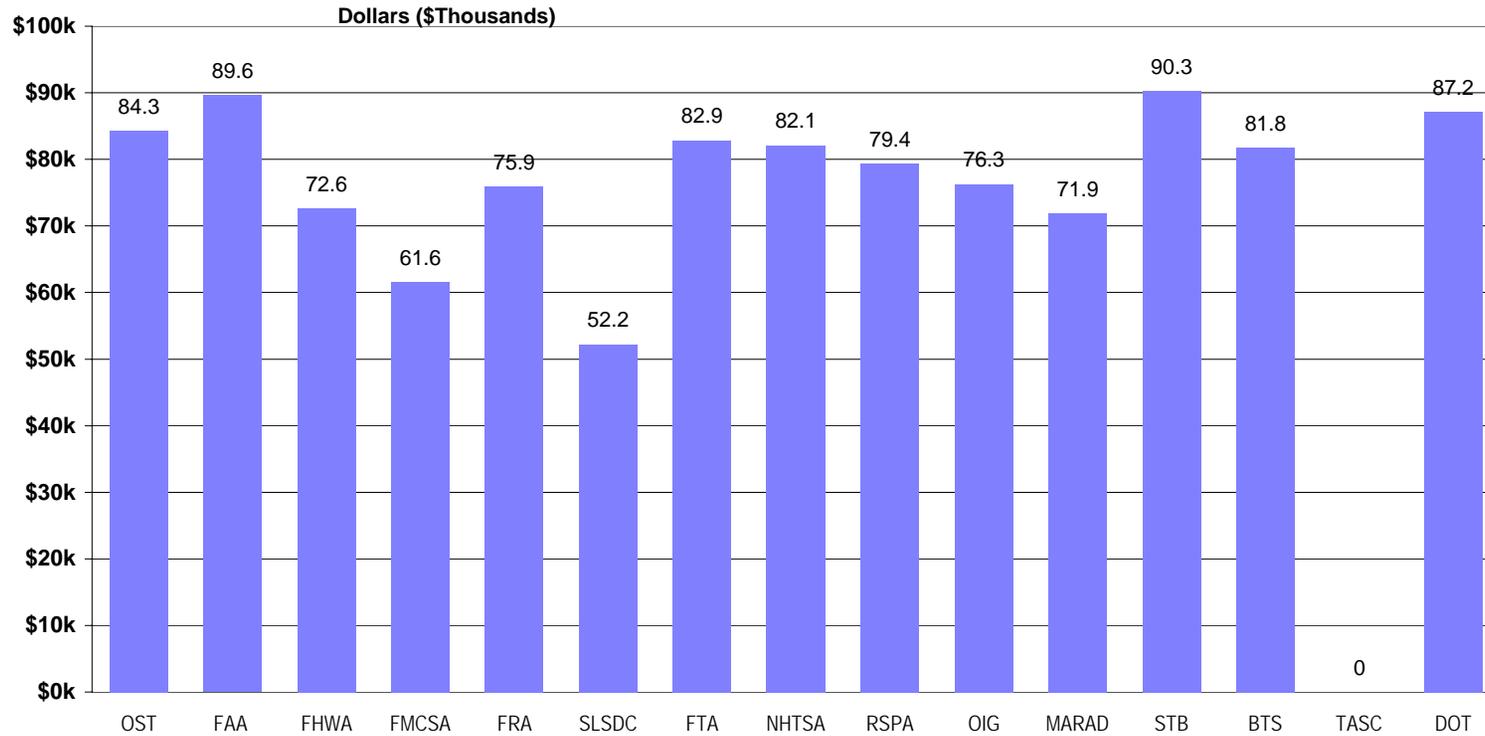
Avg Gr 12.4 12.6 11.7 10.7 12.2 10.6 12.3 12.4 12.1 12.3 11.5 12.7 12.7 0.0 12.5

NOTE: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	18	917	160	53	29	8	16	10	56	9	65	6	0		1347	2.3
GS7-12	237	17402	1270	681	421	37	143	190	268	152	169	40	39		21049	36.3
GS13-15	430	30005	1408	273	313	23	341	416	589	229	318	89	90		34524	59.5

Average Annual Salaries by Administration

Permanent Employees
End FY 03



Average Salary:

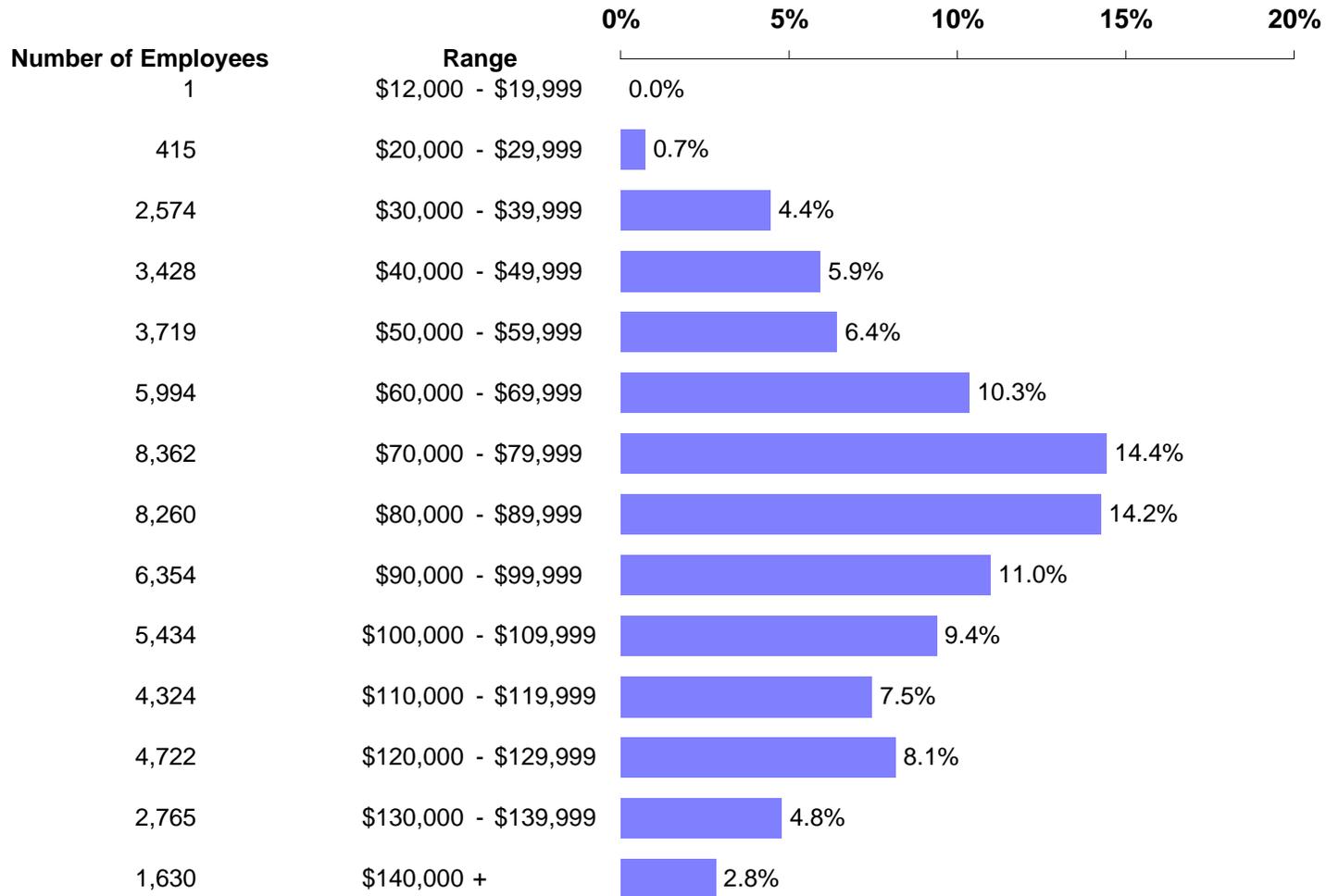
	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
FY 03	84.3	89.6	72.6	61.6	75.9	52.2	82.9	82.1	79.4	76.3	71.9	90.3	81.8	0	87.2
FY 02	86.0	81.8	69.2	57.8	72.5	50.1	78.6	77.9	75.3	71.8	68.7	88.1	78.4	66.8	80.3
FY 01	82.0	80.0	65.3	59.5	68.7	49.9	75.1	74.3	72.4	67.8	65.1	83.2	73.8	63.7	79.2
FY 00	78.7	75.7	63.0	59.8	66.1	48.3	71.6	72.6	69.1	65.1	62.9	80.8	71.7	62.1	75.1
FY 99	75.8	68.8	59.2		62.5	45.1	67.6	69.9	66.7	61.1	58.6	77.4	70.1	58.5	68.7

Note 1: These average salaries include locality pay.

Note 2: OST average dropped in FY 03 due to absorbing TASC's lower average in December 2002

Salary Range

As a Percent of Permanent Employees
End FY 03



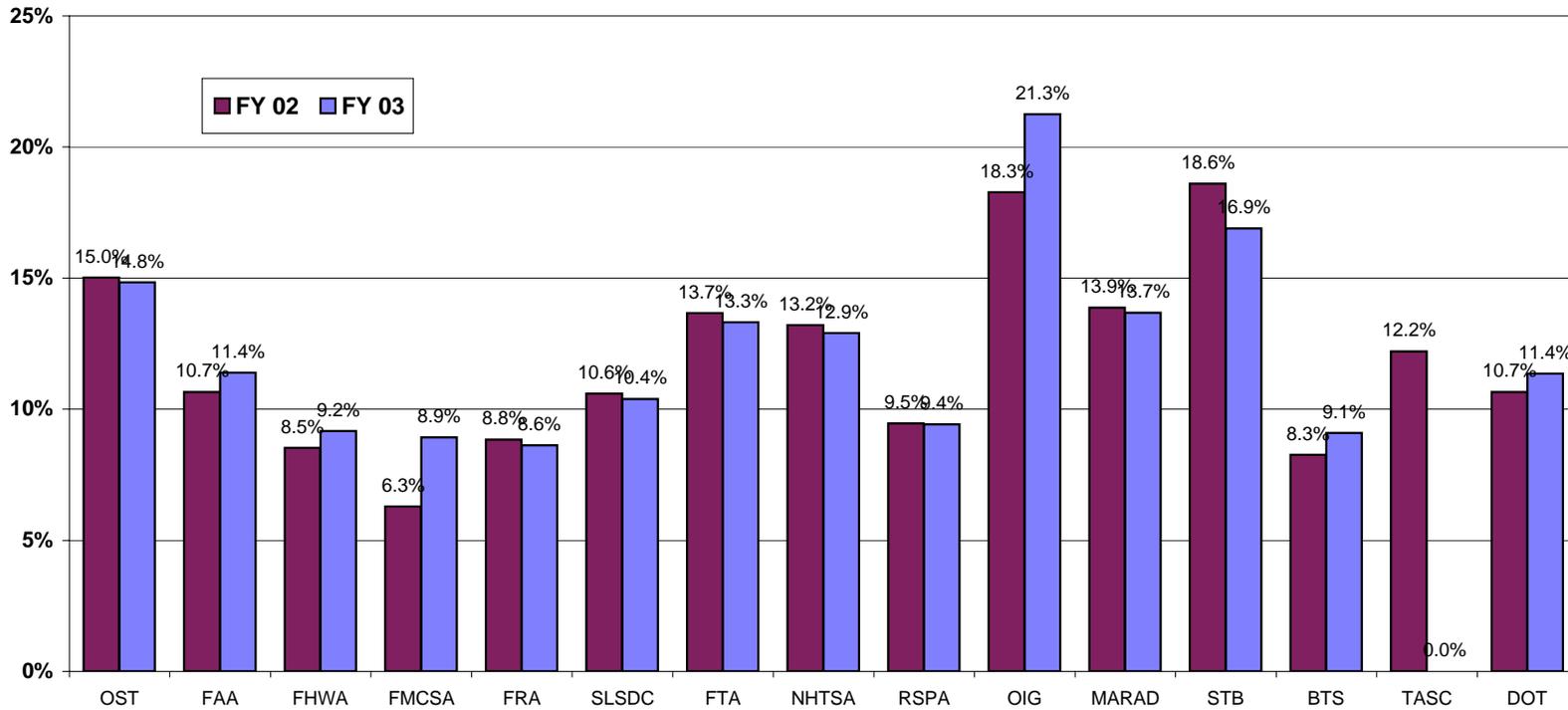
Note: Salaries include locality pay

Pennsylvania	0	863	37	18	38	0	24	0	1	4	0	0	0	985
Rhode Island	0	83	12	4	1	0	0	0	0	0	0	0	0	100
South Carolina	0	289	23	9	4	0	0	0	0	0	0	0	0	325
South Dakota	0	82	14	5	1	0	0	0	0	0	0	0	0	102
Tennessee	0	1,036	57	10	12	0	0	0	0	0	0	0	0	1,115
Texas	5	3,840	56	205	50	0	19	12	23	20	57	0	0	4,287
Utah	0	698	21	6	6	0	0	0	0	0	0	0	0	731
Vermont	0	86	12	4	0	0	0	0	0	0	0	0	0	102
Virginia *	0	1,797	362	9	8	0	0	0	0	1	108	0	0	2,285
Washington	0	1,734	224	11	31	0	13	6	1	19	3	0	0	2,042
West Virginia	0	159	17	6	4	0	0	0	0	0	0	0	0	186
Wisconsin	0	278	24	8	1	0	0	0	0	0	0	0	0	311
Wyoming	0	84	13	6	0	0	0	0	0	0	0	0	0	103
Total States	748	48,472	2,879	1,016	777	154	518	642	934	400	804	142	132	57,618
American Samoa	0	12	0	0	0	0	0	0	0	0	0	0	0	12
Guam	0	38	0	0	0	0	0	0	0	0	0	0	0	38
Puerto Rico	0	218	13	3	0	0	0	1	0	0	0	0	0	235
Virgin Islands	0	13	0	0	0	0	0	0	0	0	0	0	0	13
Marshall Islands	0	4	0	0	0	0	0	0	0	0	0	0	0	4
Total Territories	0	285	13	3	0	0	0	1	0	0	0	0	0	302
Foreign Countries	0	62	0	0	0	0	0	0	0	0	0	0	0	62
TOTAL	748	48,819	2,892	1,019	777	154	518	643	934	400	804	142	132	57,982

D. C. includes only the District of Columbia. Employees working in Maryland or Virginia Suburban areas of the District of Columbia Metropolitan Area are included in Maryland and Virginia totals.

Supervisors and Managers by Administration

As a Percent of Permanent Employees
End FY 02 and FY 03



Total Supervisors and Managers:

FY 03	111	5,564	265	91	67	16	69	83	88	85	110	24	12	0	6,585
FY 02	79	5,817	246	62	66	16	70	88	88	85	114	24	10	31	6,796
FY 01	71	5,772	245	62	64	20	67	84	92	78	109	28	12	39	6,743
FY 00	78	5,964	241	47	66	23	65	85	91	67	114	28	7	37	6,913
FY 99	80	5,830	300		64	21	62	86	91	58	116	30	6	39	6,783

EMPLOYMENT OF VETERANS BY ADMINISTRATION

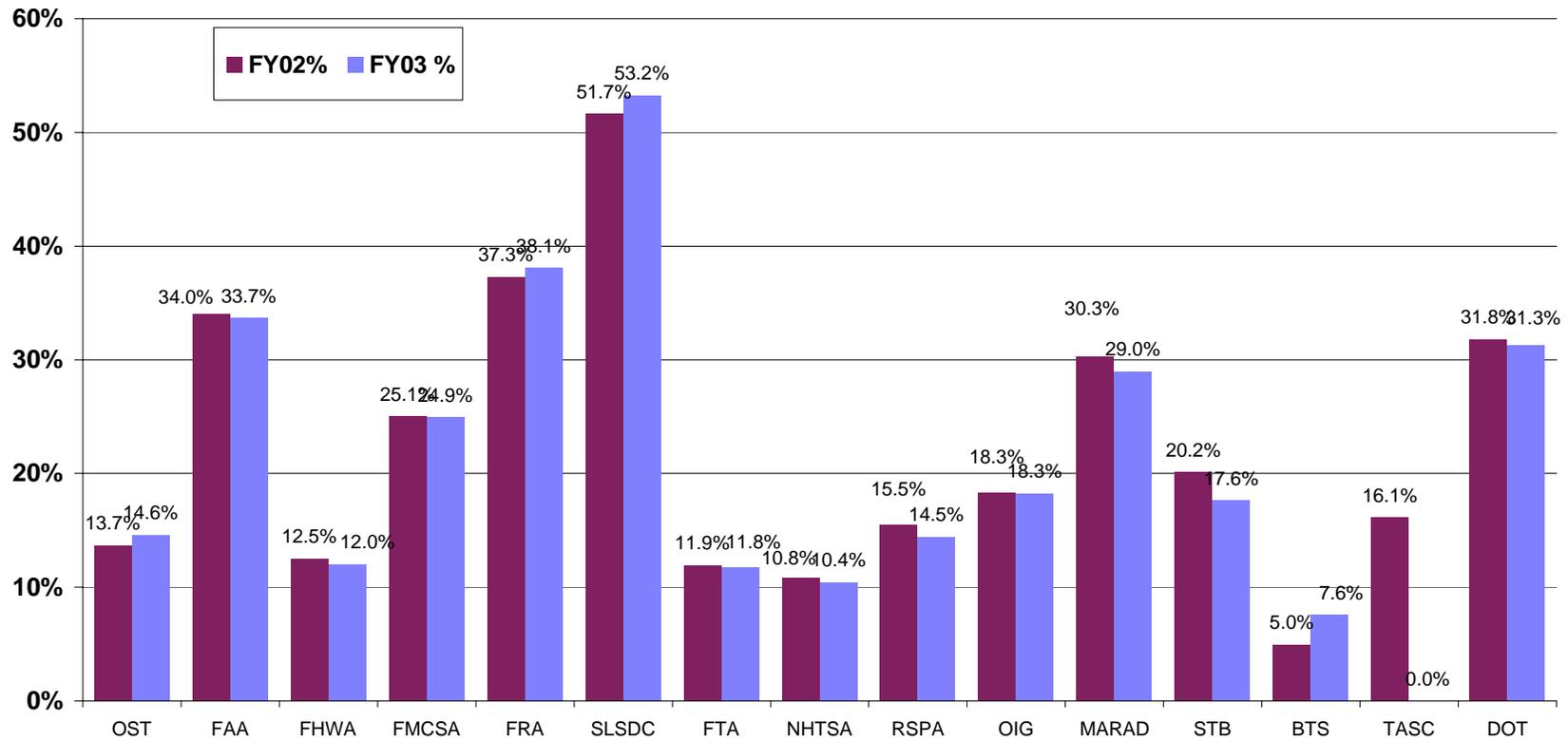
Permanent Employees
Snapshot - End of Fiscal Year 2003

Operating Admin	Vietnam Era Veterans		Compensable Disability		Disabled Veterans		All Veterans		Total Employment
	#	%	#	%	#	%	#	%	
OST	36	4.8	15	2.0	18	2.4	109	14.6	748
FAA	7,225	14.8	1,543	3.2	1,962	4.0	16,440	33.7	48,819
FHWA	209	7.2	42	1.5	57	2.0	347	12.0	2,892
FMCSA	138	13.5	54	5.3	61	6.0	254	24.9	1,019
FRA	222	28.6	51	6.6	58	7.5	296	38.1	777
SLSDC	39	25.3	8	5.2	10	6.5	82	53.2	154
FTA	38	7.3	5	1.0	9	1.7	61	11.8	518
NHTSA	22	3.4	2	0.3	3	0.5	67	10.4	643
RSPA	67	7.2	16	1.7	20	2.1	135	14.5	934
OIG	25	6.3	12	3.0	14	3.5	73	18.3	400
MARAD	103	12.8	35	4.4	39	4.9	233	29.0	804
STB	15	10.6	1	0.7	1	0.7	25	17.6	142
BTS	4	3.0	2	1.5	2	1.5	10	7.6	132
TOTAL	8,143	14.0	1,786	3.1	2,254	3.9	18,132	31.3	57,982

See note on page II-1 for explanation of categories.

Veterans by Administration

As a Percent of Permanent Employees
End FY 02 and FY 03



Total Veterans:

FY 03	109	16,440	347	254	296	82	61	67	135	73	233	25	10	0	18,132
FY 02	72	18,583	361	247	278	78	61	72	144	85	249	26	6	41	20,303
FY 01	70	17,545	371	203	291	74	56	75	145	83	253	29	7	52	19,254
FY 00	68	17,395	360	160	288	77	56	79	140	74	266	30	7	46	19,046
FY 99	72	17,905	547		296	76	57	81	148	76	295	28	6	49	19,636

VETERAN EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% of Vets in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03		2												2	0.0%	0.1%
GS-04		3				1					1			5	0.0%	0.2%
GS-05	1	39	2	4	1	1					5			53	0.3%	1.2%
GS-06		33	4	5					1		3			46	0.3%	0.9%
GS-07		193	20	31				3	2	2	4			255	1.4%	3.3%
GS-08	1	78	2				1	1					1	84	0.5%	1.1%
GS-09	5	147	14	40			1	1	1	3	8	2	1	223	1.2%	2.6%
GS-10		417	1											418	2.3%	2.7%
GS-11	10	446	34	21	1	3	1	4	6	7	7			540	3.0%	3.5%
GS-12	10	4910	86	94	177	7	2	8	14	20	9	1		5338	29.4%	23.1%
GS-13	18	3328	97	27	56	6	23	9	52	25	43	6	2	3692	20.4%	18.8%
GS-14	30	5140	39	24	38		16	26	38	9	26	8	3	5397	29.8%	32.6%
GS-15	23	1504	39	7	20	1	14	14	16	7	15	7	3	1670	9.2%	8.2%
SES	4	46	5	1	3	1	3	1	1		4	1		70	0.4%	0.7%
WAGE GR	6	154	4			62			2		101			329	1.8%	1.0%
OTHER	1								2		7			10	0.1%	0.1%
TOTAL	109	16440	347	254	296	82	61	67	135	73	233	25	10	18132		31.3%

AVG GR 13.1 12.9 12.2 11.0 12.6 11.5 13.5 13.2 13.2 12.5 12.2 13.5 13.0 12.9

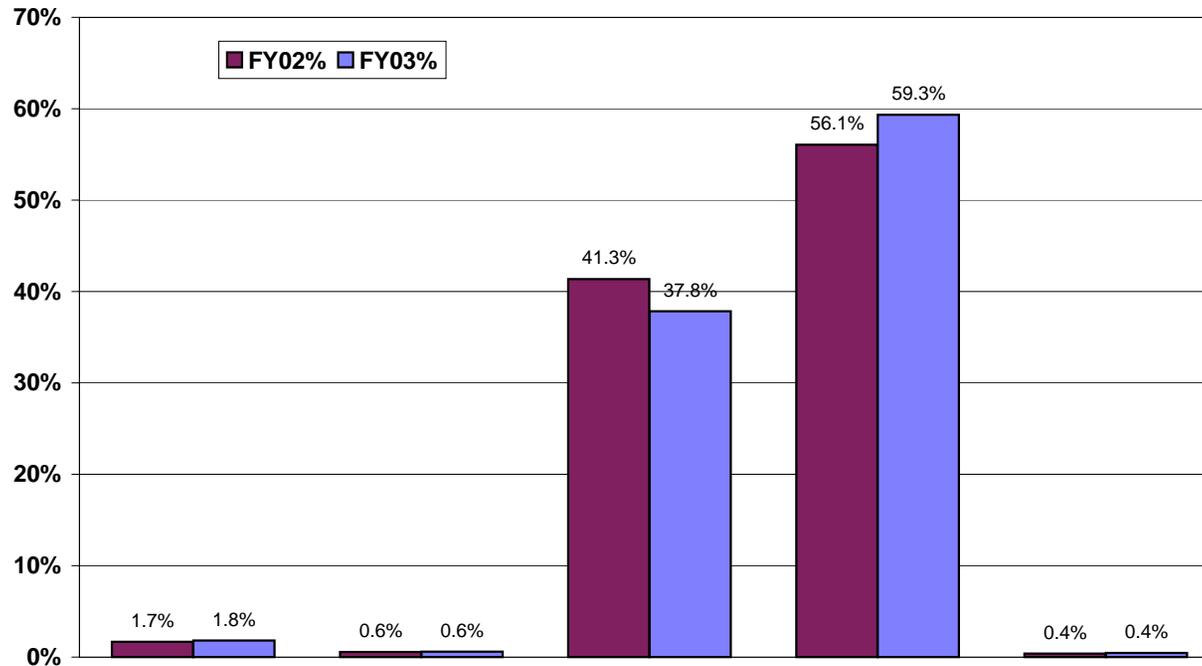
Note 1: Average grade is based on grades 1 - 15 and does not include wage grade:

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	1	77	6	9	1	2	0	0	1	0	9	0	0	106	0.6%	2.3%
GS7-12	26	6191	157	186	178	10	5	17	23	32	28	3	2	6858	37.8%	36.3%
GS13-15	71	9972	175	58	114	7	53	49	106	41	84	21	8	10759	59.3%	59.5%

Veterans by Grade Range

As a Percent of Veterans (Permanent Employees)
FY 02 and FY03

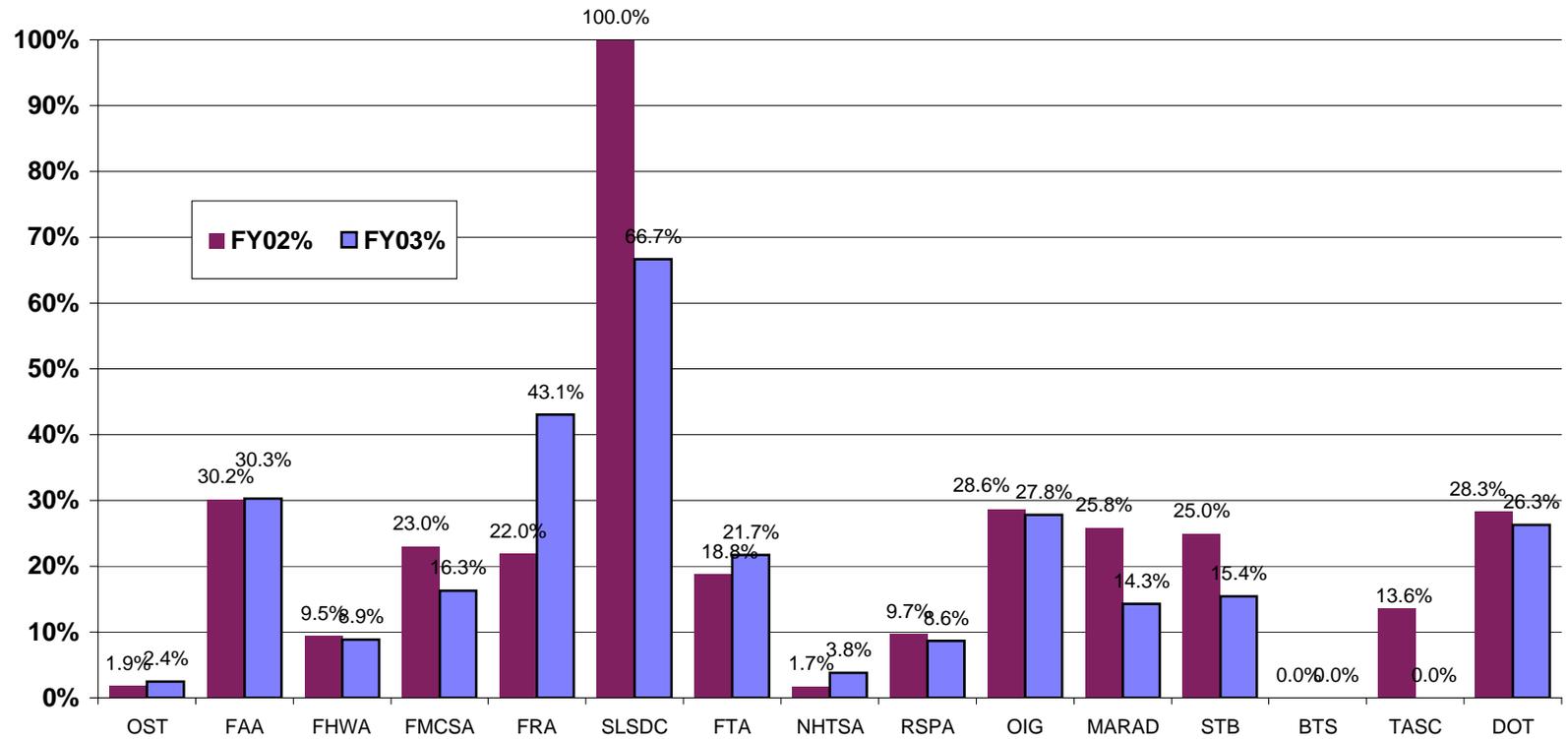


	Wage Related	GS 1 / 6	GS 7 / 12	GS 13 / 15	SES & Related
Total Veterans:					
FY 03	329	106	6,858	10,759	80
FY 02	336	113	8,374	11,352	78

NOTE: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

Veteran Hires by Administration

As a Percent of Permanent Hires
FY 02 and FY 03

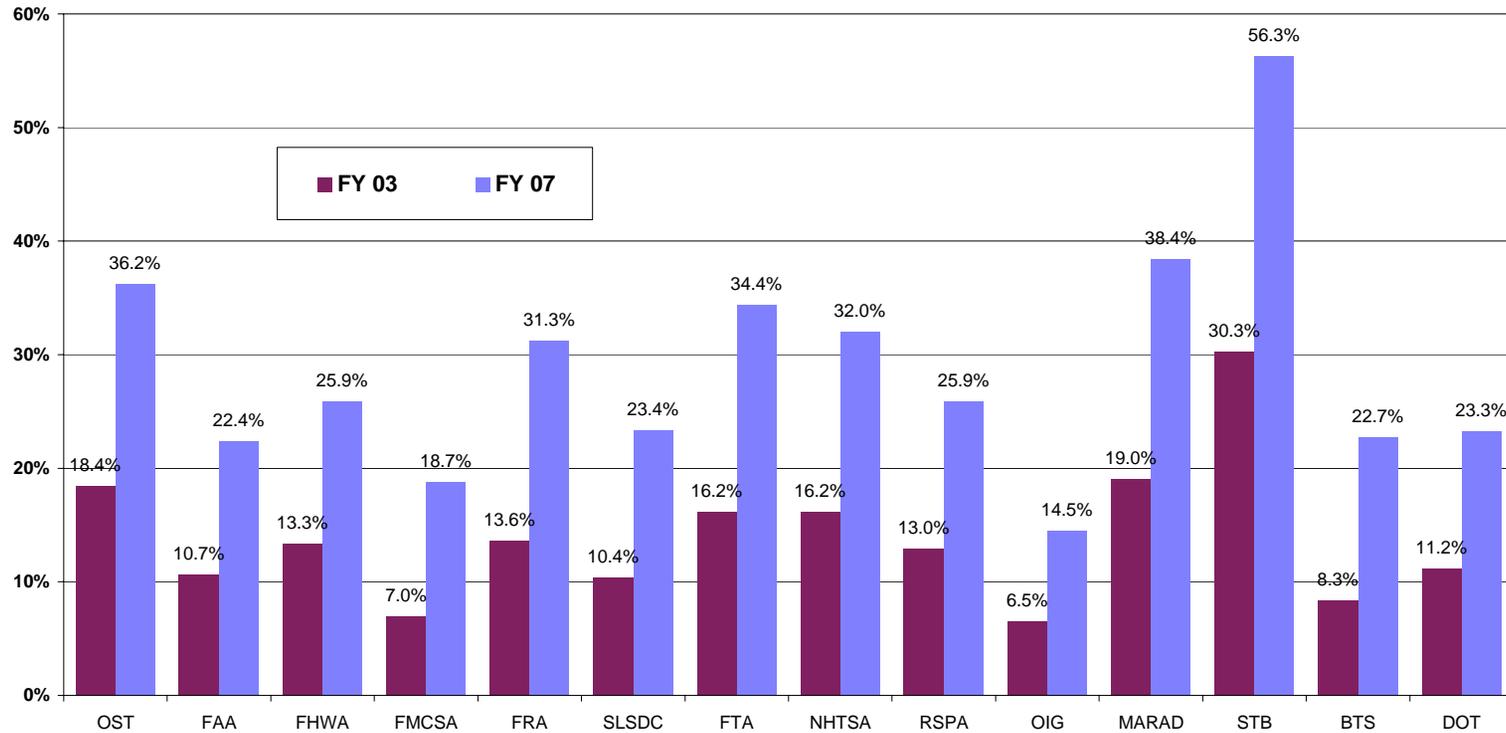


Total Veteran Hires:

FY 03	1	488	15	13	28	2	5	1	7	5	4	2	0	0	571
FY 02	1	1,958	21	62	9	2	9	1	10	18	8	1	0	3	2,103
FY 01	2	892	25	41	19	1	4	3	12	10	14	0	1	9	1,033
FY 00	4	323	27	11	10	0	2	3	6	6	6	4	2	5	409
FY 99	2	334	19		19	0	0	1	8	11	6	0	0	1	401

Projected Retirement Eligibles by Administration

As a Percent of Permanent Employees on Board End of FY 03
 FY 2003 and 2007



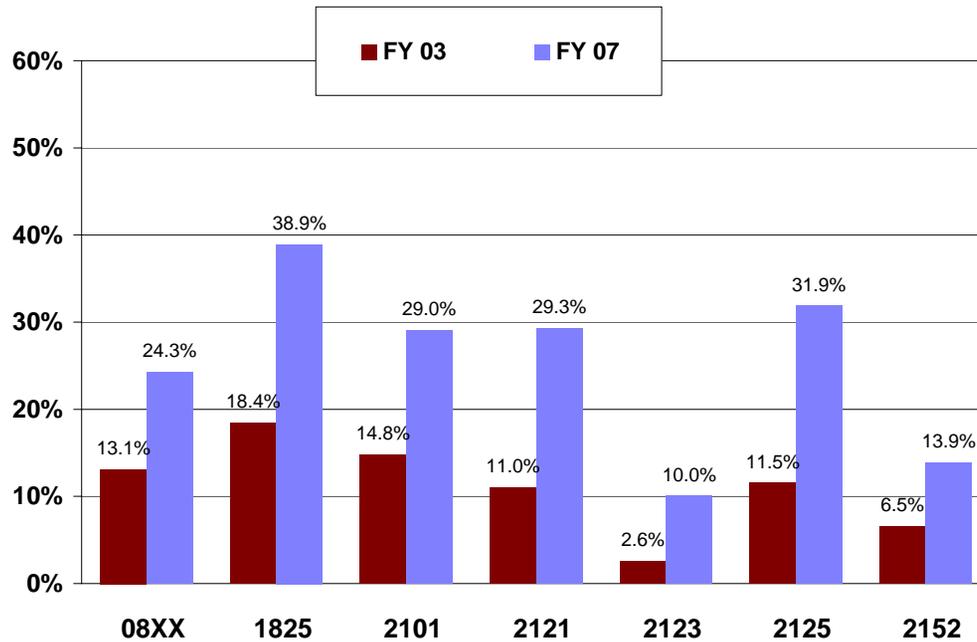
Retirement Eligibles:

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	DOT
FY 07	271	10,918	749	191	243	36	178	206	242	58	309	80	30	13,511
FY 06	238	9,295	648	155	205	28	153	188	206	50	263	71	25	11,525
FY 05	198	7,862	555	110	170	25	130	158	183	43	219	67	22	9,742
FY 04	169	6,543	469	90	132	21	101	133	152	35	183	54	16	8,098
FY 03	138	5,211	386	71	106	16	84	104	121	26	153	43	11	6,470

Projected Retirement Eligibles in Key Occupations

As a Percent of Permanent Employees on Board End of FY 03
FY 2003 and 2007

08xx	Engineers
1825	Aviation Safety Inspectors
2101	Transportation Specialists
2121	Railroad Safety Inspectors
2123	Motor Carrier Safety Specialists
2125	Highway Safety Specialists
2152	Air Traffic Controllers



Number of Retirement Eligibles:

	08XX	1825	2101	2121	2123	2125	2152
FY 07	1,426	1,546	1,987	128	55	58	3,151
FY 06	1,240	1,323	1,726	103	37	52	2,616
FY 05	1,065	1,087	1,490	80	25	37	2,203
FY 04	905	897	1,249	63	17	28	1,872
FY 03	771	731	1,011	48	14	21	1,484

PART III

Personnel Transactions ***Permanent Workforce***

As noted in previous pages of this report, the United States Coast Guard (USCG) and Transportation Security Administration (TSA) were transferred to Department of Homeland Security in FY 2003 and are excluded from this report on the DOT workforce.

Gains (not including USCG or TSA)

- The department hired 2,170 new employees in FY 2003 of which 628 (28.9%) were females and 376 (17.3%) were minorities.

Losses (not including USCG or TSA)

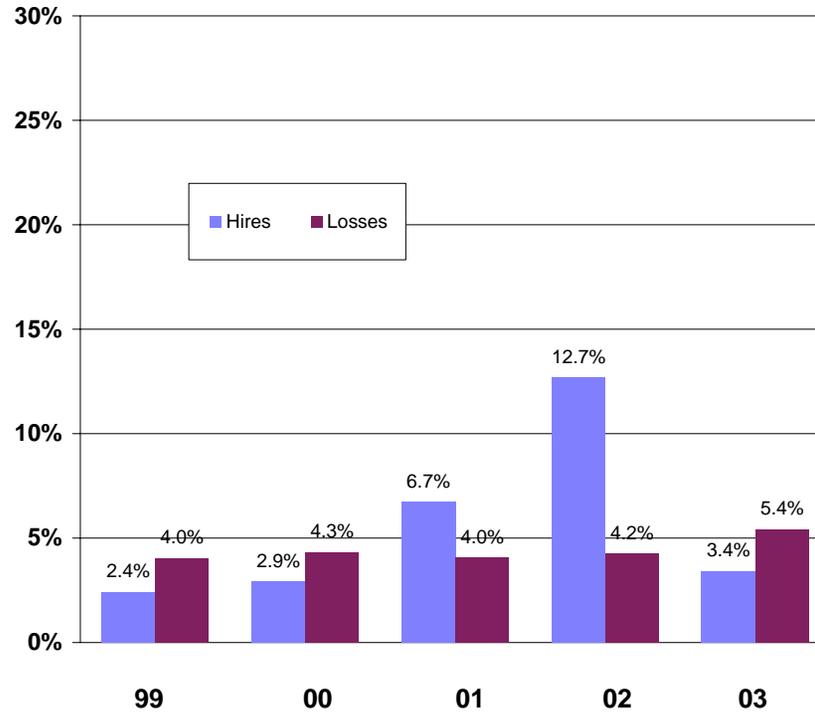
- Losses amounted to 3,444, or 5.4% of the department's FY 2003 beginning on board strength, including 1,026 (29.8%) females and 775 (22.5%) minorities.

NOTES

The number of hires includes new hires to DOT only. The number of losses includes losses from DOT only. Moves between administrations within DOT are not losses from the department and are not reflected in this report.

Hire and Loss Rates

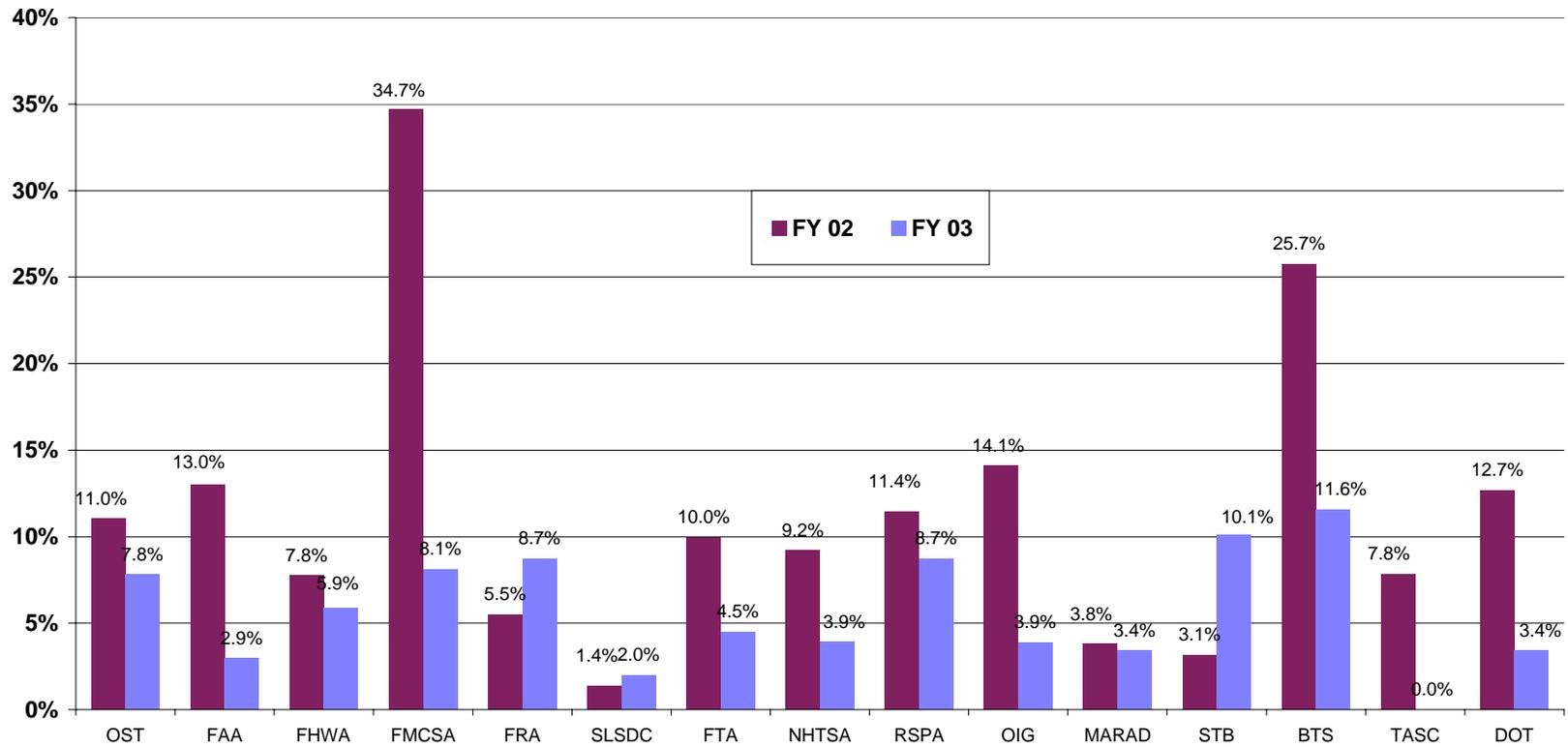
As Percent of Permanent Employees Onboard at Beginning of FY
FY 99 - FY 03



Hires	1,407	1,672	3,826	7,436	2,170
Losses	2350	2476	2303	2490	3444

Hire Rates into DOT by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 02 and FY 03

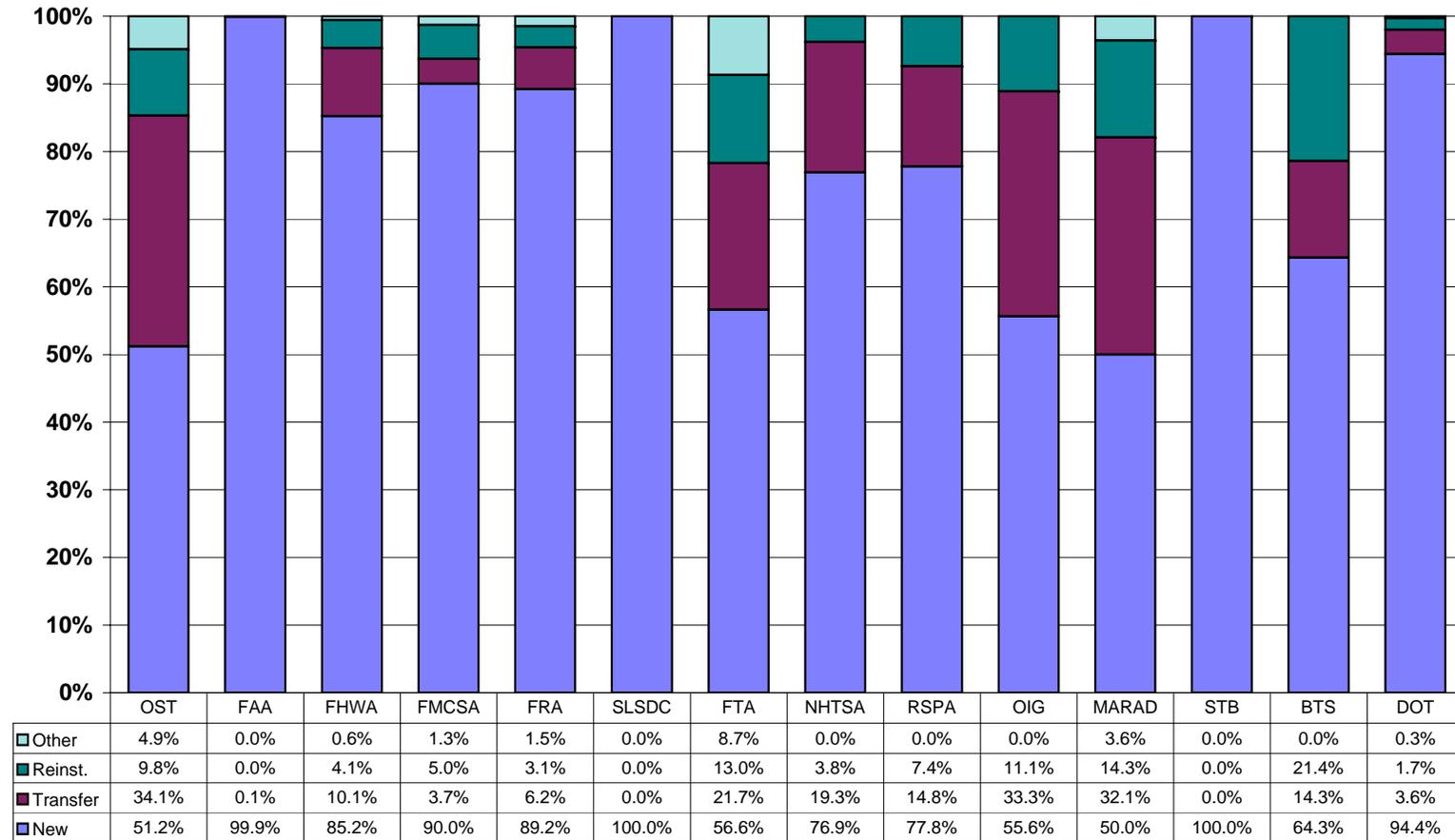


Total Hires:

FY 03	41	1,609	169	80	65	3	23	26	81	18	28	13	14	0	2,170
FY 02	54	6,493	222	269	41	2	48	58	103	63	31	4	26	22	7,436
FY 01	28	2,921	305	136	65	1	27	69	84	62	40	4	40	44	3,826
FY 00	34	1,024	275	32	44	5	23	45	65	54	29	7	18	17	1,672
FY 99	19	968	128		48	0	32	29	65	56	28	9	5	20	1,407

Hires by Type by Administration

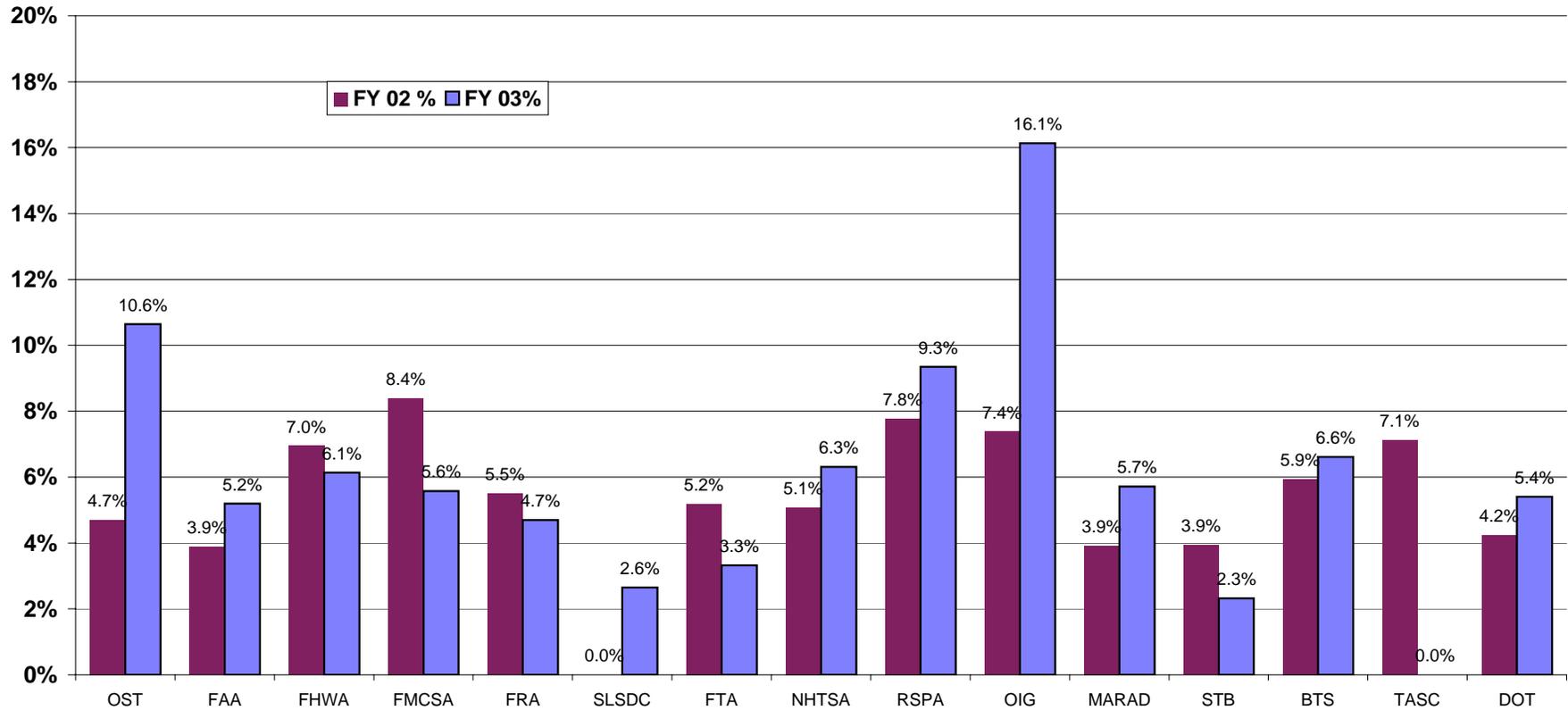
As Percent of Permanent Hires into DOT During FY 03



NOTE: These are hires to DOT, not movement among DOT administrations

Loss Rates by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 02 and FY 03

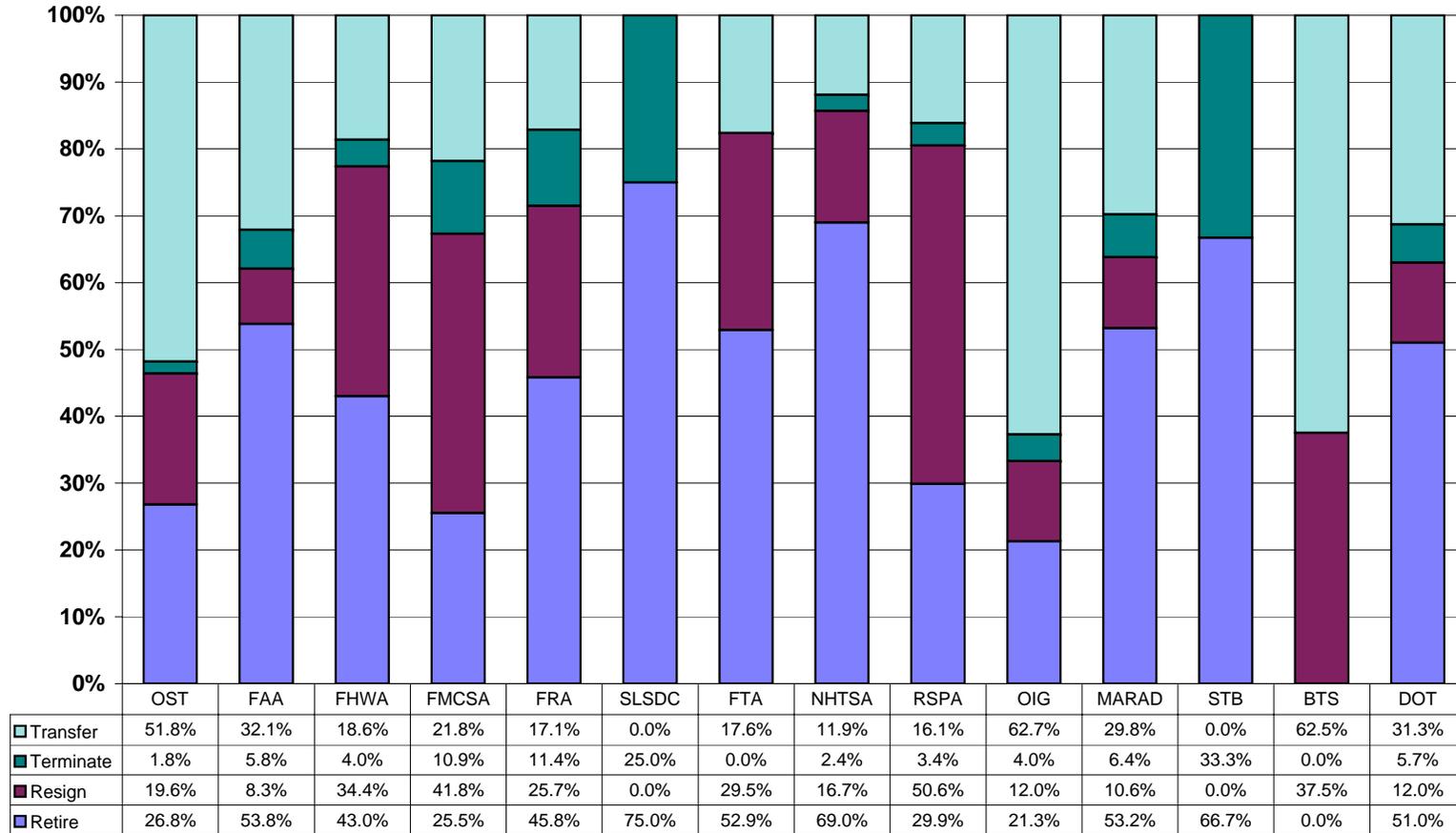


Total Losses:

FY 03	56	2,838	177	55	35	4	17	42	87	75	47	3	8	0	3,444
FY 02	23	1,939	199	65	41	0	25	32	70	33	32	5	6	20	2,490
FY 01	63	1,705	156	45	39	5	40	42	64	54	55	6	8	21	2,303
FY 00	38	1,812	223	34	40	3	29	31	70	64	86	9	8	29	2,476
FY 99	43	1,756	263		29	2	22	41	71	54	45	5	8	11	2,350

Losses by Type by Administration

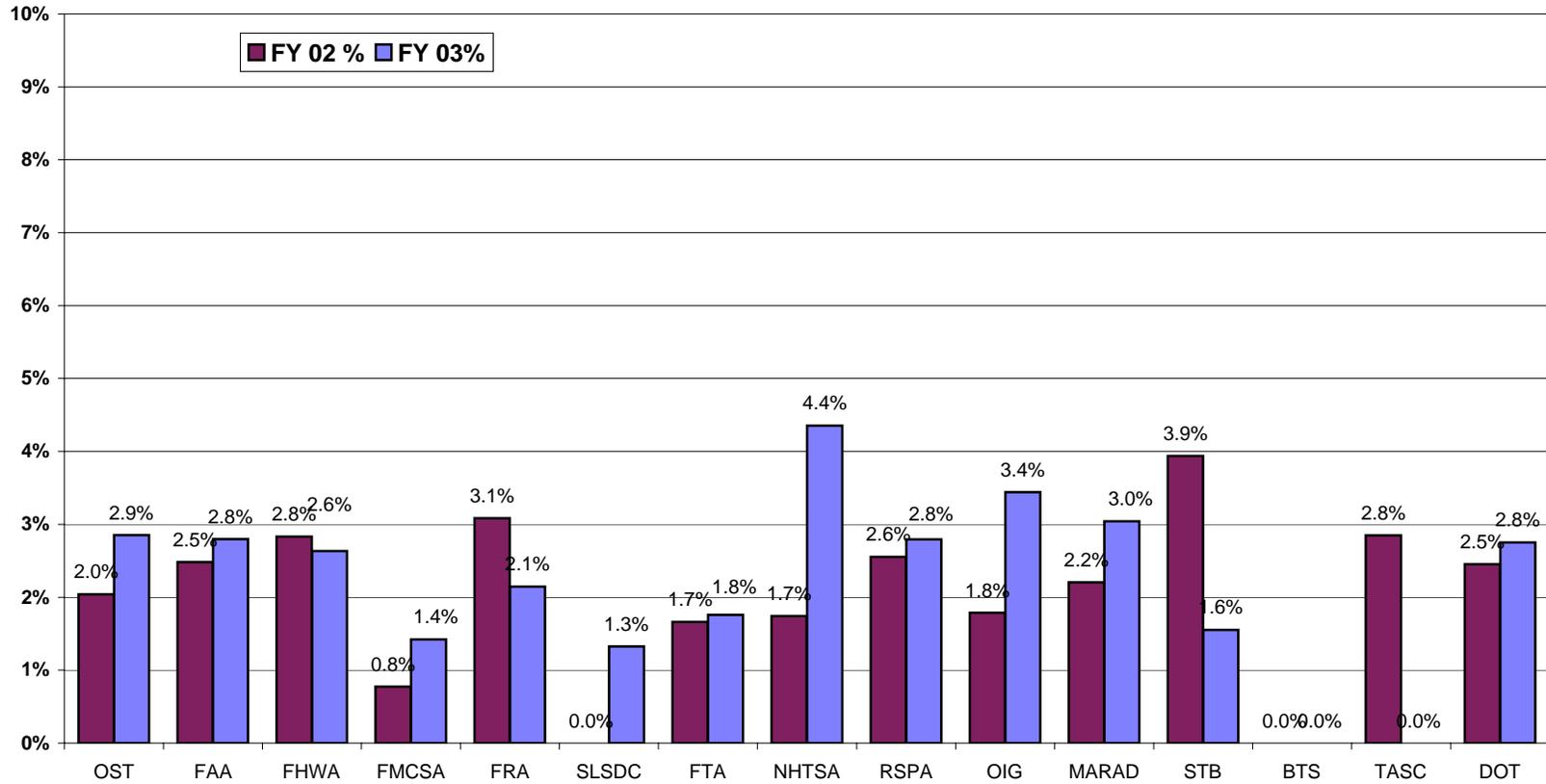
As Percent of Permanent Losses During FY 03



NOTE: These are losses from DOT, not movement among DOT administrations

Retirements by Administration

As a Percent of Permanent Employees On Board at Beginning of each FY
 FY 02 and FY 03

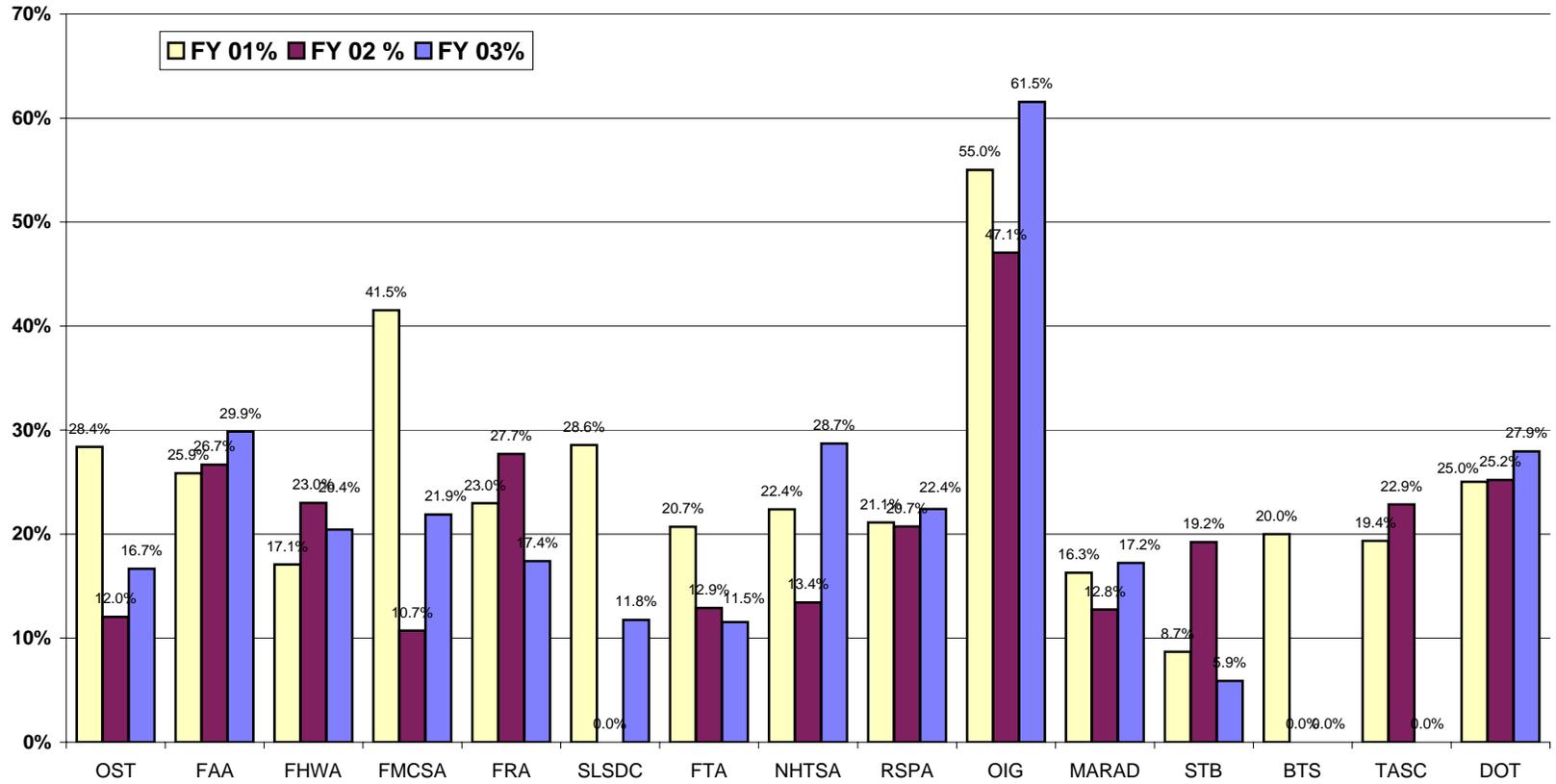


Total Retirements:

FY 03	15	1,526	76	14	16	2	9	29	26	16	25	2	0	0	1,756
FY 02	10	1,239	81	6	23	0	8	11	23	8	18	5	0	8	1,440
FY 01	23	1,092	54	22	17	4	12	17	23	11	22	2	1	6	1,306
FY 00	20	1,089	107	16	18	2	10	10	28	11	29	5	2	12	1,359
FY 99	12	1,057	134		12	2	9	16	23	12	19	1	0	2	1,299

Retirement "Take Rates" by Administration

Retirements as a Percent of Retirement-Eligibles (permanent employees)
 FY 01 through FY 03



Total Retirements:

FY 03	15	1,526	76	14	16	2	9	29	26	16	25	2	0	0	1,756
FY 02	10	1,239	81	6	23	0	8	11	23	8	18	5	0	8	1,440
FY 01	23	1,092	54	22	17	4	12	17	23	11	22	2	1	6	1,306
FY 00	20	1,089	107	16	18	2	10	10	28	11	29	5	2	12	1,359
FY 99	12	1,057	134		12	2	9	16	23	12	19	1	0	2	1,299

PART IV

Workforce Diversity ***Permanent Workforce***

- Part IV looks at the diversity of our workforce in terms of females, minorities, and disabled employees. As noted on other pages in this report, United States Coast Guard and Transportation Security Administration were transferred to Department of Homeland Security in FY 2003 and are not included in this report of DOT's workforce.
- The charts examine a five-year pattern of hires and losses of permanent female and minority employees. They also portray each minority group's grade distribution for the department and for each Administration.
- FAA had 1,609 (74.1%) of the department's 2,170 permanent hires, of which 411 (25.5%) were females and 211 (13.1%) were minorities.
- Of the remaining 561 hires by non-FAA administrations, 217 (38.7%) were females and 165 (29.4%) were minorities.
- FAA accounted for 2,838 (82.4%) of the department's 3,444 losses. 783 (27.6%) of FAA's losses were female and 599 (21.1%) were minorities.
- Of the remaining 606 losses by non-FAA administrations, 243 (40.1%) were females and 176 (29.0%) were minorities.

NOTES

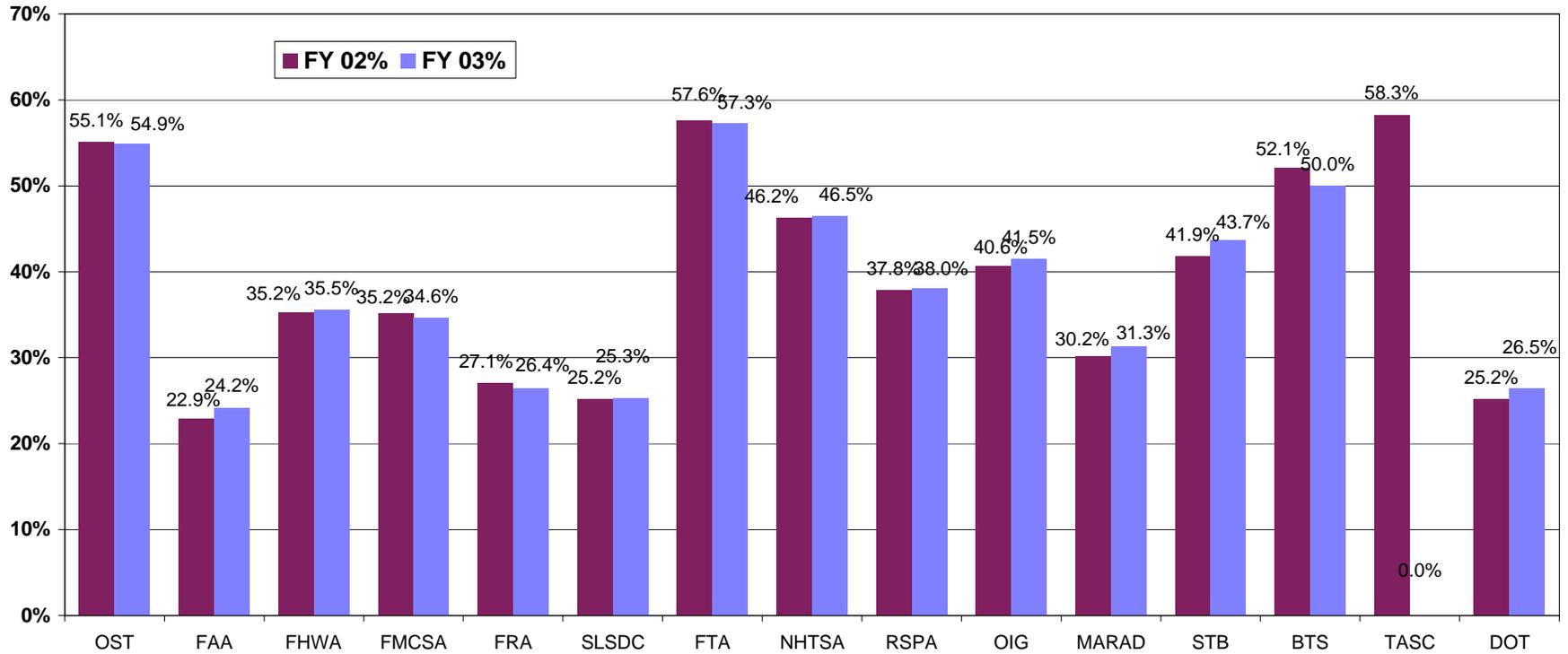
The term "Other," as illustrated on spreadsheets broken down by grade, combines the following pay plan designations:

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

Females by Administration

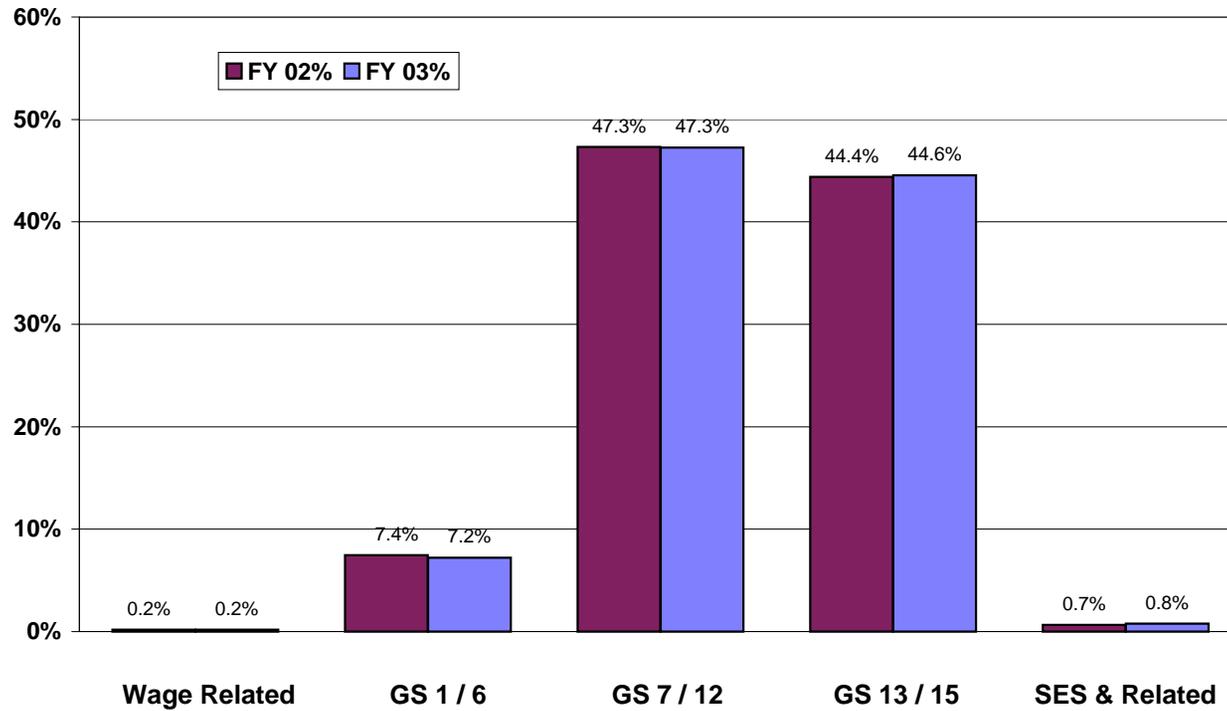
As a Percent of Permanent Employees
FY 02 and FY 03



Total Females															
	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
FY 03	411	11,813	1,028	353	205	39	297	299	355	166	252	62	66	0	15,346
FY 02	290	12,504	1,016	347	202	38	295	308	352	189	248	54	63	148	16,054
FY 01	274	12,136	997	298	199	38	281	298	345	187	248	50	57	158	15,566
FY 00	284	11,649	945	259	206	39	283	284	322	178	257	48	31	147	14,932
FY 99	267	11,854	1,179		197	37	285	269	324	180	254	50	22	158	15,076

Females by Grade Range

As a Percent of Permanent Female Employees
FY 02 and FY 03



Total Females:					
	Wage Related	GS 1 / 6	GS 7 / 12	GS 13 / 15	SES & Related
FY 03	27	1,109	7,253	6,838	119
FY 02	28	1,216	7,727	7,251	108

NOTE: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

FEMALE EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees
Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% Females in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02		1												1	0.0%	0.0%
GS-03	1	8	2			1			3		2			17	0.1%	0.1%
GS-04	1	14	13	4		1	1		9		10	2		55	0.4%	0.2%
GS-05	4	477	40	13	15	4	5	3	5	5	10	2		583	3.8%	1.2%
GS-06	6	303	61	11	14	1	8	4	14	4	27			453	3.0%	0.9%
GS-07	20	1046	147	70	9	9	14	24	53	7	20	1	3	1423	9.3%	3.3%
GS-08	28	225	43	11	9	3	17	32	7	5	10	1	9	400	2.6%	1.1%
GS-09	41	686	80	29	15	1	30	21	21	18	28	7	4	981	6.4%	2.6%
GS-10	11	855	2		5		2	5	3	5	2		2	892	5.8%	2.7%
GS-11	29	438	68	26	17	6	14	29	16	9	24	9	6	691	4.5%	3.5%
GS-12	50	2258	203	94	45	1	36	22	72	33	33	13	6	2866	18.7%	23.1%
GS-13	66	1867	221	36	38	4	101	68	70	50	43	8	10	2582	16.8%	18.8%
GS-14	80	2848	103	35	25	3	42	62	55	18	26	6	16	3319	21.6%	32.6%
GS-15	54	715	32	21	9	2	20	21	24	8	9	12	10	937	6.1%	8.2%
SES	18	50	13	3	4		7	8	3	4	4	1		115	0.7%	0.7%
WAGE GR		22				3					2			27	0.2%	1.0%
OTHER	2										2			4	0.0%	0.1%
TOTAL	411	11813	1028	353	205	39	297	299	355	166	252	62	66	15346		26.5%

AVG GR 11.8 11.5 10.6 10.5 10.9 9.2 11.7 11.5 11.0 11.5 10.1 11.8 12.0 11.4

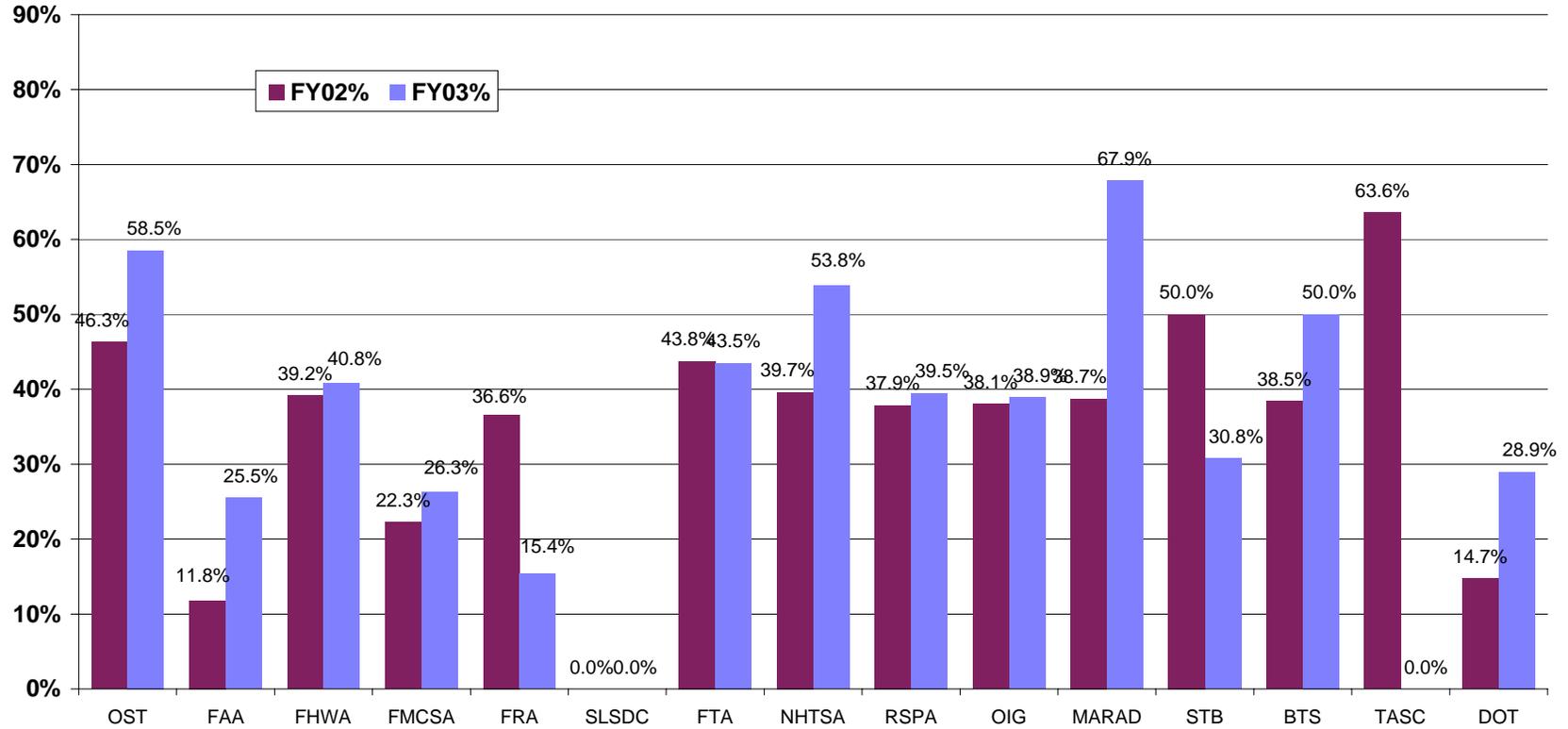
Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	12	803	116	28	29	7	14	7	31	9	49	4	0	1109	7.2%	2.3%
GS7-12	179	5508	543	230	100	20	113	133	172	77	117	31	30	7253	47.3%	36.3%
GS13-15	200	5430	356	92	72	9	163	151	149	76	78	26	36	6838	44.6%	59.5%

Female Hires by Administration

As a Percent of Permanent Employee Hires
 FY 02 and FY 03

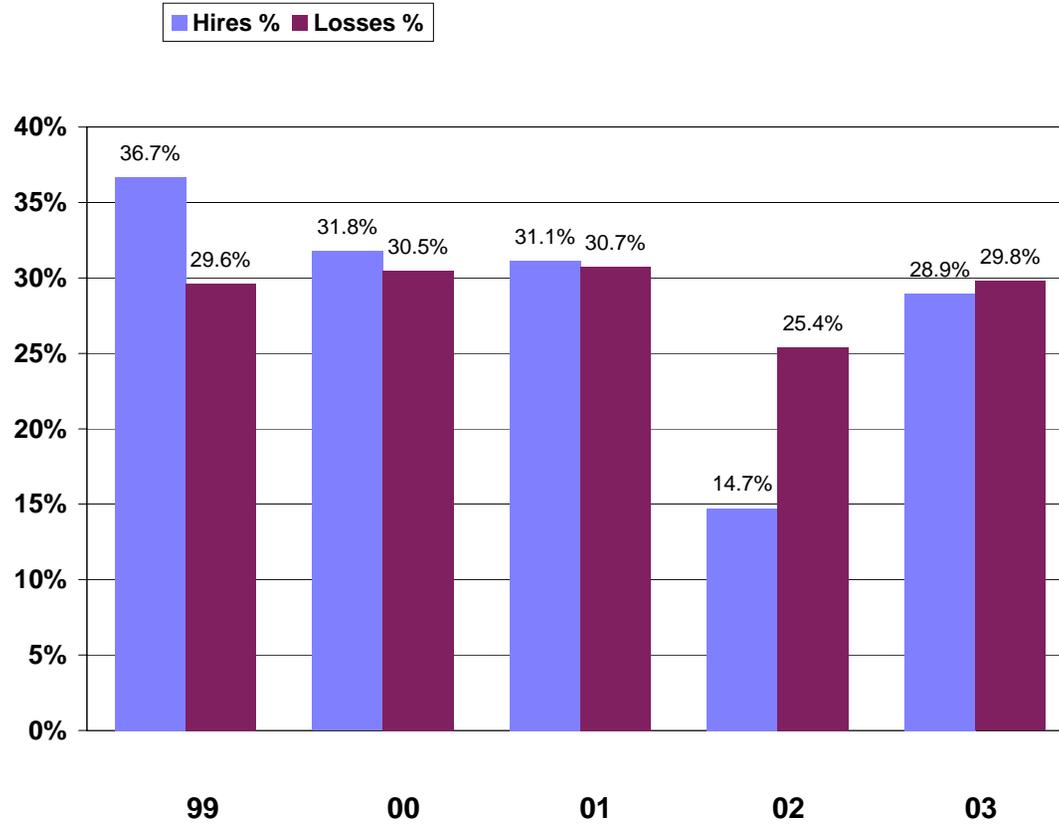


Female Hires:

FY 03	24	411	69	21	10	0	10	14	32	7	19	4	7	0	628
FY 02	25	764	87	60	15	0	21	23	39	24	12	2	10	14	1,096
FY 01	24	826	111	48	14	0	16	29	37	26	11	1	24	24	1,191
FY 00	24	262	101	9	20	3	11	25	19	28	12	1	7	9	531
FY 99	8	330	55		12	0	12	17	24	24	15	4	3	12	516

Female Hires and Losses

As a Percent of Total Hires and Losses of Permanent Employees
FY 99 - FY 03



Females:

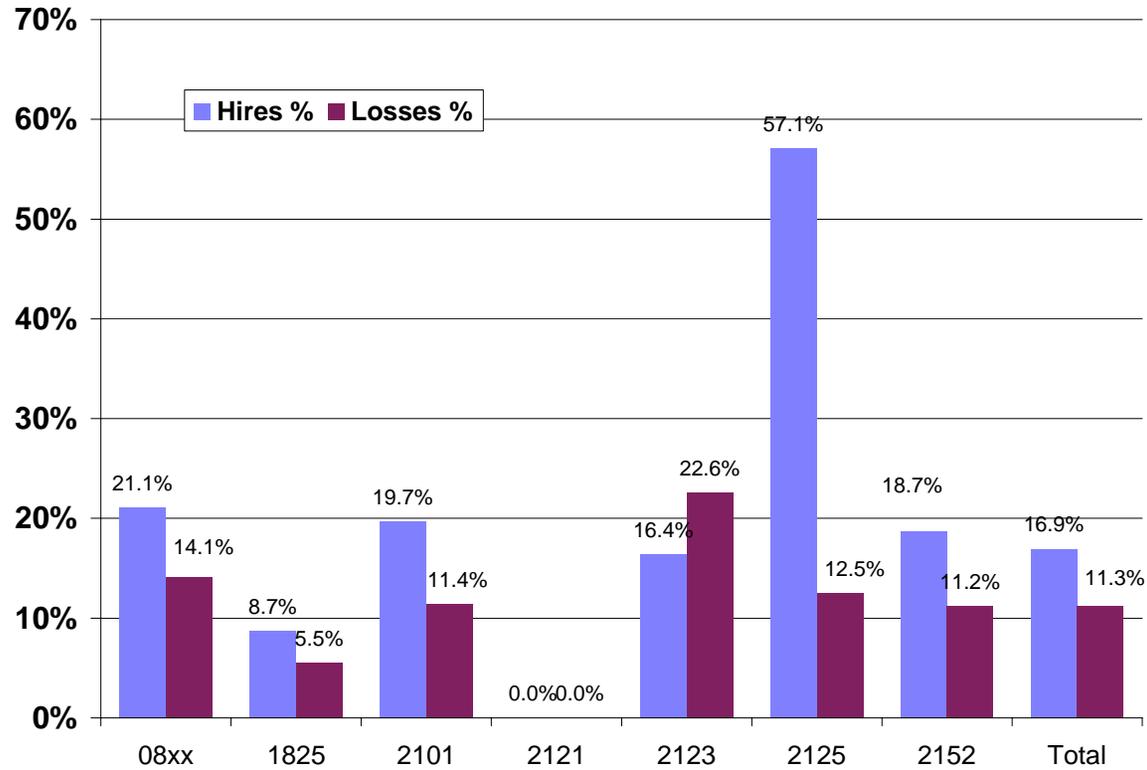
Hires	516	531	1,191	1,096	628
Losses	696	754	708	633	1026

Female Hires and Losses in Key Occupations

As Percent of Permanent Hires and Losses in Key Occupations

FY 03

- 08xx Engineers
- 1825 Aviation Safety Inspectors
- 2101 Transportation Specialists
- 2121 Railroad Safety Inspectors
- 2123 Motor Carrier Safety Specialists
- 2125 Highway Safety Specialists
- 2152 Air Traffic Controllers



Females in Key Occupations:

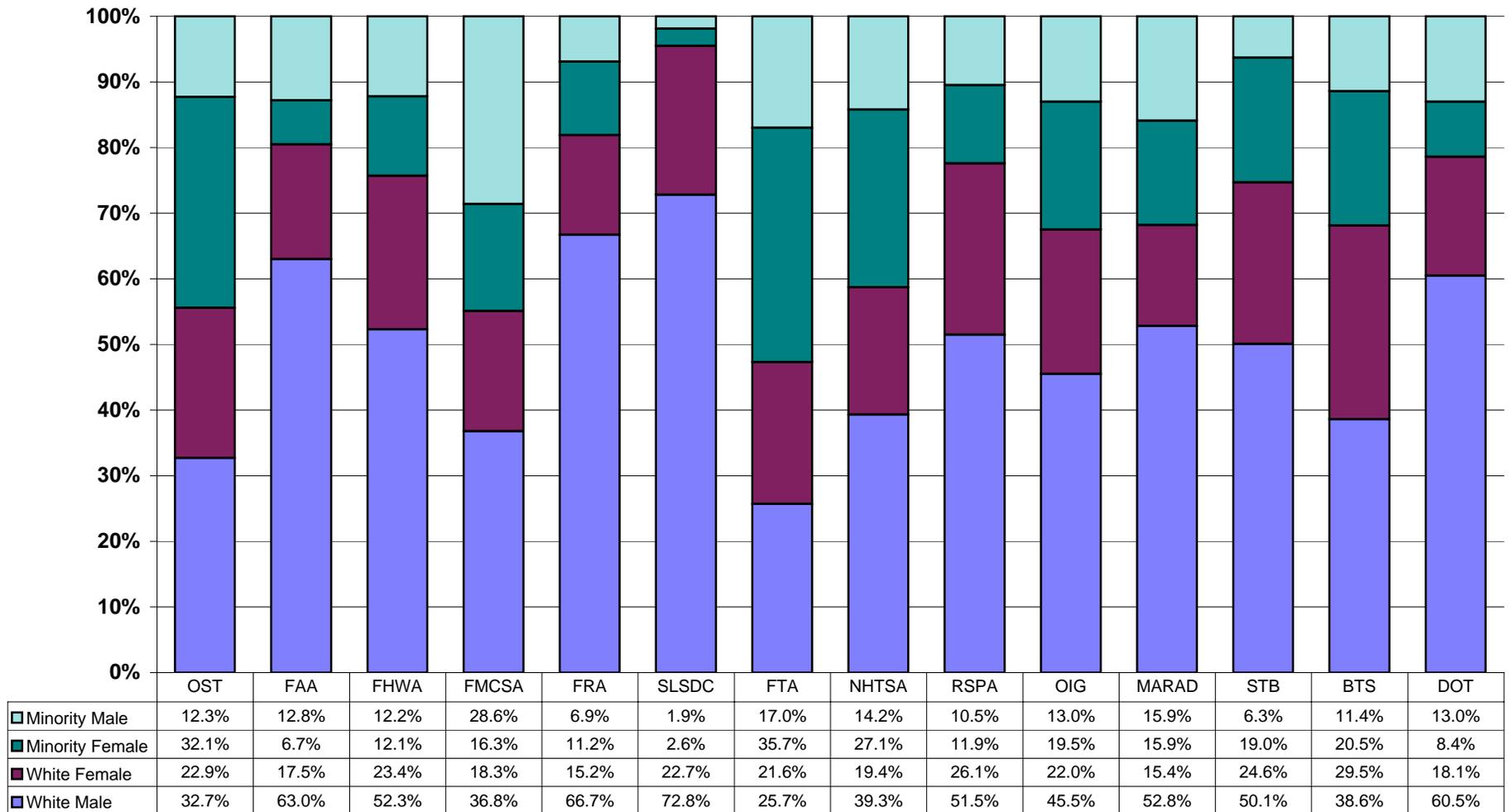
Hires	52	21	13	0	9	4	142	241
Losses	38	9	33	0	7	1	97	185

Total Key Occupations:

Hires	247	242	66	48	55	7	758	1,423
Losses	270	163	289	16	31	8	865	1,642

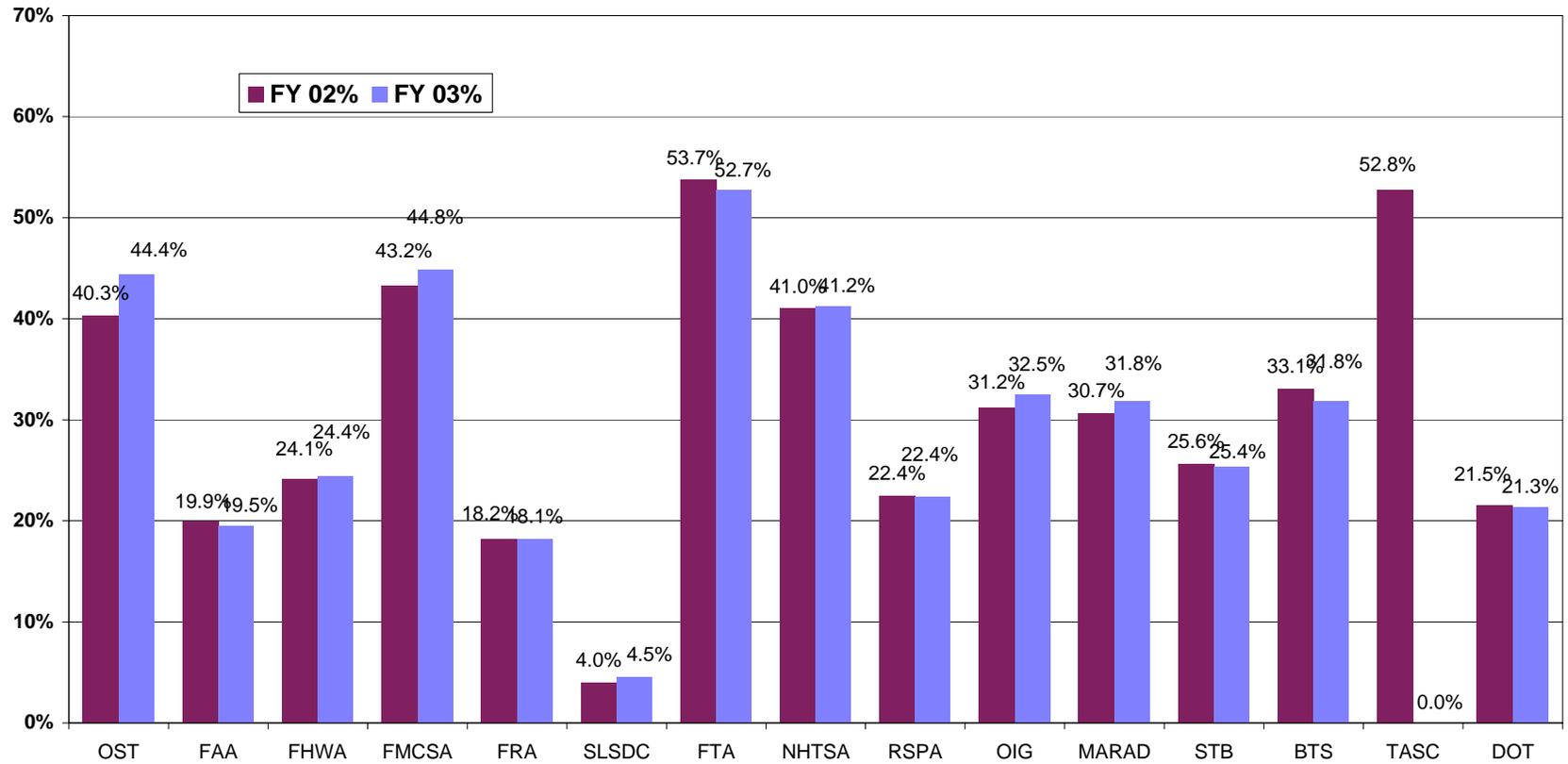
Minorities and Females by Administration

As a Percent of Permanent Employees
FY 03



Minorities by Administration

As a Percent of Permanent Employees
 FY 02 and FY 03

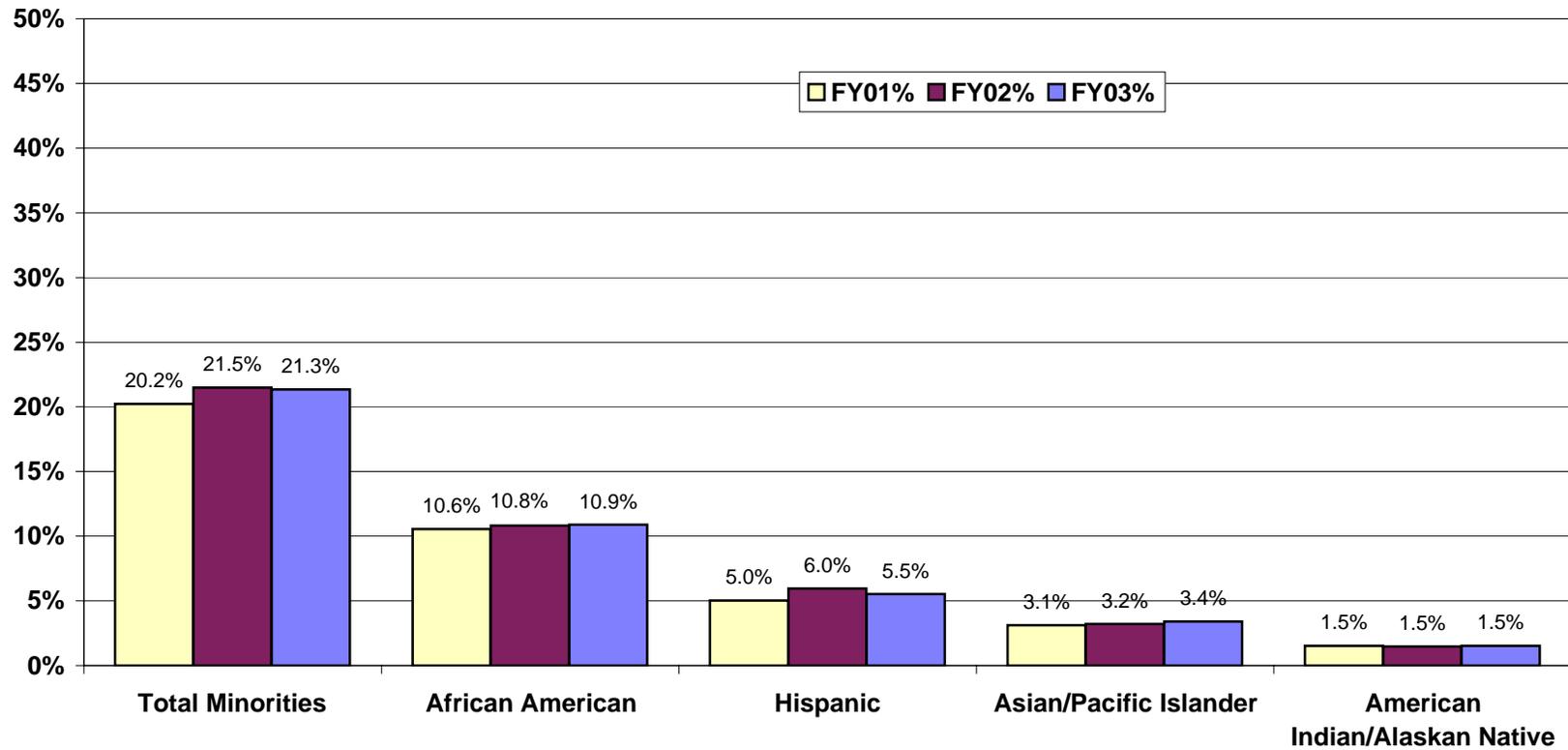


Total Minorities

FY 03	332	9,517	705	457	141	7	273	265	209	130	256	36	42	0	12,370
FY 02	212	10,864	696	426	136	6	275	273	209	145	252	33	40	134	13,701
FY 01	196	9,429	686	237	145	5	264	250	202	136	255	35	34	138	12,012
FY 00	206	8,950	623	156	139	7	267	235	186	137	261	34	15	132	11,348
FY 99	196	8,999	729		136	8	269	221	169	135	270	34	5	152	11,323

Minorities by Minority Group

As a Percent of Permanent Employees
FY 01 - FY 03



Minorities Onboard:

FY 03	12,370	6,318	3,199	1,969	884
FY 02	13,701	6,900	3,801	2,053	947
FY 01	11,874	6,199	2,954	1,832	889
FY 00	11,348	5,983	2,794	1,690	881
FY 99	11,323	5,981	2,762	1,670	910

MINORITY EMPLOYMENT BY ADMINISTRATION

By Minority Group

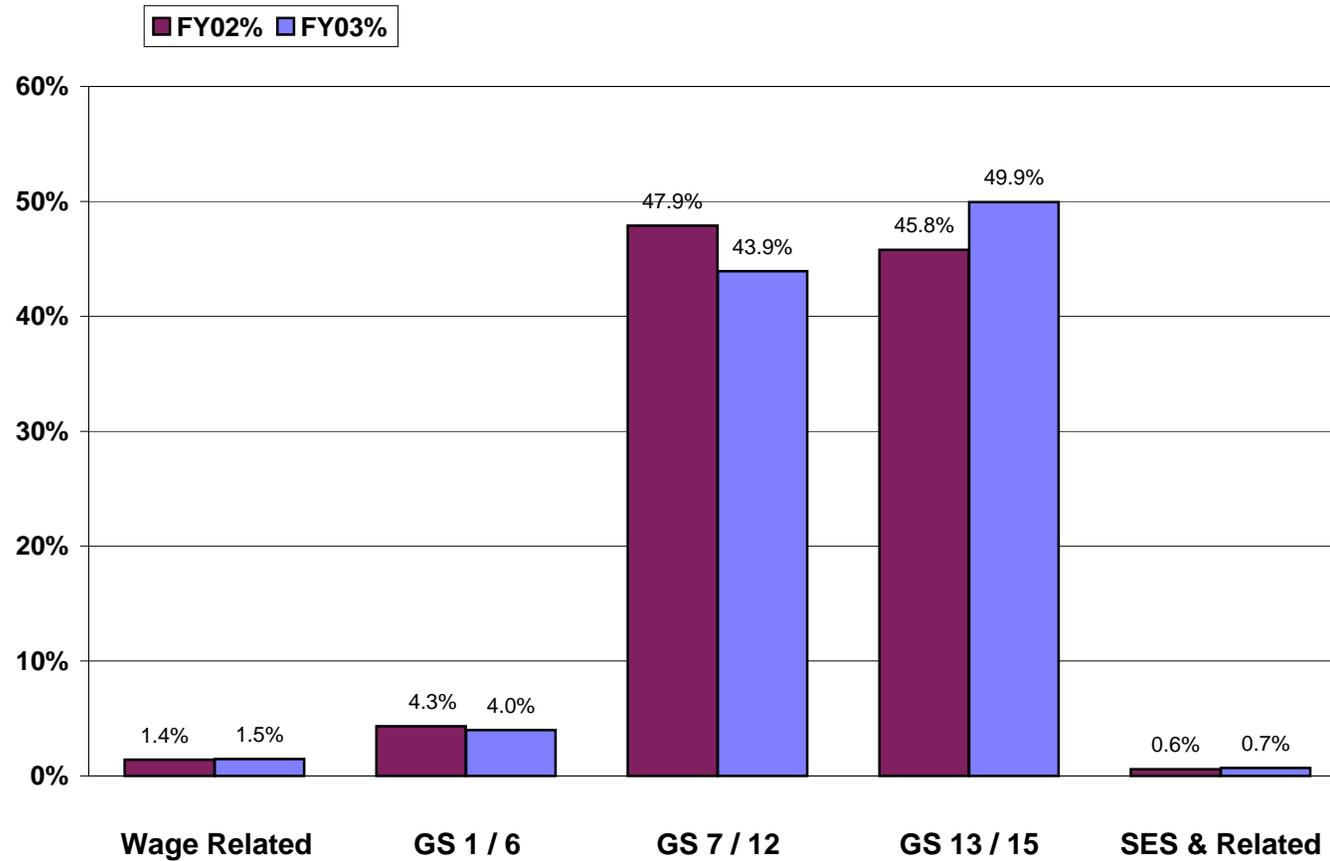
Permanent Employees

Snapshot - End of Fiscal Year 2003

Operating Admin	African American		Hispanic		Asian/Pacific Islander		American Indian/Alaskan Native		All Minorities		Total Employment
	#	%	#	%	#	%	#	%	#	%	
OST	293	39.2	25	3.3	14	1.9	0	0.0	332	44.4	748
FAA	4,524	9.3	2,577	5.3	1,583	3.2	833	1.7	9,517	19.5	48,819
FHWA	399	13.8	137	4.7	154	5.3	15	0.5	705	24.4	2,892
FMCSA	148	14.5	287	28.2	13	1.3	9	0.9	457	44.8	1,019
FRA	99	12.7	24	3.1	14	1.8	4	0.5	141	18.1	777
SLSDC	2	1.3	0	0.0	1	0.6	4	2.6	7	4.5	154
FTA	221	42.7	23	4.4	23	4.4	6	1.2	273	52.7	518
NHTSA	192	29.9	29	4.5	40	6.2	4	0.6	265	41.2	643
RSPA	99	10.6	45	4.8	62	6.6	3	0.3	209	22.4	934
OIG	91	22.8	24	6.0	15	3.8	0	0.0	130	32.5	400
MARAD	195	24.3	26	3.2	31	3.9	4	0.5	256	31.8	804
STB	30	21.1	1	0.7	3	2.1	2	1.4	36	25.4	142
BTS	25	18.9	1	0.8	16	12.1	0	0.0	42	31.8	132
TOTAL	6,318	10.9	3,199	5.5	1,969	3.4	884	1.5	12,370	21.3	57,982

Minorities by Grade Range

As a Percent of Permanent Minority Employees
FY 02 and FY 03



Total Minorities:					
FY 03	182	492	5,434	6,178	84
FY 02	195	593	6,561	6,271	81

NOTE: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

All Minorities

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03	1	12	2						4		2			21	0.2%	0.1%
GS-04	3	11	7	4			1	1	5		11	2		45	0.4%	0.2%
GS-05	8	166	14	26	4	1	5	4	1	3	5	1		238	1.9%	1.2%
GS-06	3	120	16	9	7	1	8	3	7	2	12			188	1.5%	0.9%
GS-07	21	452	68	124	4	1	13	23	23	6	6		2	743	6.0%	3.3%
GS-08	26	120	21	8	6	2	14	29	6	4	7	1	6	250	2.0%	1.1%
GS-09	41	353	47	104	12		29	21	8	11	20	5	4	655	5.3%	2.6%
GS-10	9	430			3		2	4	1	1	1		1	452	3.7%	2.7%
GS-11	29	318	56	43	15		10	24	17	11	18	4	1	546	4.4%	3.5%
GS-12	44	2288	168	77	43		33	27	30	37	30	7	4	2788	22.5%	23.1%
GS-13	56	1963	173	30	27		95	60	61	33	36	7	6	2547	20.6%	18.8%
GS-14	53	2444	78	26	18		38	46	35	13	27	3	12	2793	22.6%	32.6%
GS-15	21	697	40	5	2	1	21	18	8	7	7	6	5	838	6.8%	8.2%
SES	7	42	14	1			4	5		2	2		1	78	0.6%	0.7%
WAGE GR	9	101	1			1			3		67			182	1.5%	1.0%
OTHER	1										5			6	0.0%	0.1%
TOTAL	332	9517	705	457	141	7	273	265	209	130	256	36	42	12370		21.3%

AVG GR 11.2 12.2 11.4 9.4 11.3 8.2 11.7 11.3 11.3 11.6 10.7 11.6 11.9 11.9

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

GS1-6	15	309	39	39	11	2	14	8	17	5	30	3	0	492	4.0%	2.3%
GS7-12	170	3961	360	356	83	3	101	128	85	70	82	17	18	5434	43.9%	36.3%
GS13-15	130	5104	291	61	47	1	154	124	104	53	70	16	23	6178	49.9%	59.5%

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

All Minorities

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03	1	4	2						1		2			10	0.2%	0.1%
GS-04	1	8	6	4					2		7	2		30	0.6%	0.2%
GS-05	4	145	9	9	4	1	5	3	1	3	4	1		189	3.9%	1.2%
GS-06	3	112	14	6	7		8	2	7	2	10			171	3.5%	0.9%
GS-07	20	362	60	36	4	1	12	20	20	5	4		2	546	11.2%	3.3%
GS-08	23	74	20	8	6	2	13	27	6	4	7	1	6	197	4.1%	1.1%
GS-09	36	257	36	23	12		27	19	7	11	17	4	4	453	9.3%	2.6%
GS-10	8	248			3		2	4	1	1	1		1	269	5.5%	2.7%
GS-11	22	123	24	18	14		6	19	9	5	13	4	1	258	5.3%	3.5%
GS-12	34	625	65	34	16		26	15	18	20	24	7	2	886	18.2%	23.1%
GS-13	39	562	75	12	14		59	32	19	18	21	4	2	857	17.6%	18.8%
GS-14	32	571	28	14	6		18	24	18	5	14	2	7	739	15.2%	32.6%
GS-15	12	165	10	2	1		8	7	2	3	3	2	2	217	4.5%	8.2%
SES	4	15	2				1	2		1	1			26	0.5%	0.7%
WAGE GR		10												10	0.2%	1.0%
OTHER	1													1	0.0%	0.1%
TOTAL	240	3281	351	166	87	4	185	174	111	78	128	27	27	4859		8.4%

AVG GR 10.9 11.1 10.4 9.7 10.4 7.0 11.1 10.7 10.5 11.0 10.3 10.9 11.0 10.9

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

GS1-6	9	269	31	19	11	1	13	5	11	5	23	3	0	400	8.2%	2.3%
GS7-12	143	1689	205	119	55	3	86	104	61	46	66	16	16	2609	53.7%	36.3%
GS13-15	83	1298	113	28	21	0	85	63	39	26	38	8	11	1813	37.3%	59.5%

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

African American

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03	1	4	2						3		2			12	0.2%	0.1%
GS-04	3	7	6				1	1	2		9	2		31	0.5%	0.2%
GS-05	8	87	11	3	2		5	4	1	2	4	1		128	2.0%	1.2%
GS-06	3	81	11	6	5	1	6	2	5	2	8			130	2.1%	0.9%
GS-07	20	263	56	22	4	1	12	19	13	5	4		2	421	6.7%	3.3%
GS-08	25	67	19	7	6		12	28	5	4	7	1	5	186	2.9%	1.1%
GS-09	41	211	32	10	10		26	19	4	5	18	5	4	385	6.1%	2.6%
GS-10	9	218			3		2	3	1	1	1		1	239	3.8%	2.7%
GS-11	26	164	32	16	15		5	20	11	9	17	4	1	320	5.1%	3.5%
GS-12	37	1050	86	41	27		28	18	21	25	27	7	4	1371	21.7%	23.1%
GS-13	50	845	82	20	20		83	40	13	23	27	6	3	1212	19.2%	18.8%
GS-14	39	1081	39	19	6		22	22	17	9	20	2	3	1279	20.2%	32.6%
GS-15	14	373	14	4	1		16	13	2	5	5	2	2	451	7.1%	8.2%
SES	7	22	9				3	3		1	2			47	0.7%	0.7%
WAGE GR	9	51							1		43			104	1.6%	1.0%
OTHER	1										1			2	0.0%	0.1%
TOTAL	293	4524	399	148	99	2	221	192	99	91	195	30	25	6318		10.9%

AVG GR 10.9 12.0 10.7 10.8 10.9 6.5 11.5 10.9 10.6 11.6 10.6 11.0 10.8 11.7

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

GS1-6	15	179	30	9	7	1	12	7	11	4	23	3	0	301	4.8%	2.3%
GS7-12	158	1973	225	96	65	1	85	107	55	49	74	17	17	2922	46.2%	36.3%
GS13-15	103	2299	135	43	27	0	121	75	32	37	52	10	8	2942	46.6%	59.5%

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

African American

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03	1	1	2						1		2			7	0.2%	0.1%
GS-04	1	6	5						1		6	2		21	0.6%	0.2%
GS-05	4	80	8	3	2		5	3	1	2	3	1		112	3.4%	1.2%
GS-06	3	78	10	4	5		6	1	5	2	7			121	3.7%	0.9%
GS-07	19	216	52	20	4	1	11	16	12	5	2		2	360	11.0%	3.3%
GS-08	22	46	18	7	6		12	26	5	4	7	1	5	159	4.9%	1.1%
GS-09	36	168	28	7	10		24	18	3	5	15	4	4	322	9.8%	2.6%
GS-10	8	135			3		2	3	1	1	1		1	155	4.7%	2.7%
GS-11	20	81	16	13	14		3	16	5	5	12	4	1	190	5.8%	3.5%
GS-12	29	388	49	26	15		24	11	13	15	23	7	2	602	18.4%	23.1%
GS-13	37	354	49	11	13		54	25	6	13	20	3	2	587	17.9%	18.8%
GS-14	25	345	21	10	4		16	16	9	4	13	2	3	468	14.3%	32.6%
GS-15	7	111	7	1	1		8	4	1	2	3		1	146	4.5%	8.2%
SES	4	8	2				1	1			1			17	0.5%	0.7%
WAGE GR		7												7	0.2%	1.0%
OTHER	1													1	0.0%	0.1%
TOTAL	217	2024	267	102	77	1	166	140	63	58	115	24	21	3275		5.6%

AVG GR 10.7 11.1 10.1 10.3 10.5 7.0 11.1 10.4 10.0 10.9 10.5 10.5 10.4 10.9

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

GS1-6	9	165	25	7	7	0	11	4	8	4	18	3	0	261	8.0%	2.3%
GS7-12	134	1034	163	73	52	1	76	90	39	35	60	16	15	1788	54.6%	36.3%
GS13-15	69	810	77	22	18	0	78	45	16	19	36	5	6	1201	36.7%	59.5%

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

American Indian/Alaskan Native

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03		3												3	0.3%	0.1%
GS-04		1												1	0.1%	0.2%
GS-05		9				1								10	1.1%	1.2%
GS-06		4	1								1			6	0.7%	0.9%
GS-07		25	2					1						28	3.2%	3.3%
GS-08		6				2								8	0.9%	1.1%
GS-09		27	1		2									30	3.4%	2.6%
GS-10		55												55	6.2%	2.7%
GS-11		33	1				1							35	4.0%	3.5%
GS-12		219	2	5	2		1							229	25.9%	23.1%
GS-13		141	5	2			1	1			2	1		153	17.3%	18.8%
GS-14		221		2			3	1	2					229	25.9%	32.6%
GS-15		74	2					1	1			1		79	8.9%	8.2%
SES														0	0.0%	0.7%
WAGE GR		15	1			1					1			18	2.0%	1.0%
OTHER														0	0.0%	0.1%
TOTAL	0	833	15	9	4	4	6	4	3	0	4	2	0	884		1.5%

AVG GR 0.0 12.4 11.4 12.7 10.5 7.0 13.0 12.3 14.3 0.0 10.7 14.0 0.0 12.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	17	1	0	0	1	0	0	0	0	1	0	0	20	2.3%	2.3%
GS7-12	0	365	6	5	4	2	2	1	0	0	0	0	0	385	43.6%	36.3%
GS13-15	0	436	7	4	0	0	4	3	3	0	2	2	0	461	52.1%	59.5%

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

American Indian/Alaskan Native

Permanent Employees
Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-1														0	0.0%	0.0%
GS-2														0	0.0%	0.0%
GS-3		1												0	0.0%	0.0%
GS-4		1												1	0.4%	0.2%
GS-5		8				1								9	3.6%	1.2%
GS-6		4	1											5	2.0%	0.0%
GS-7		25						1						26	10.4%	3.3%
GS-8		6				2								8	3.2%	1.1%
GS-9		17	1		2									20	8.0%	2.6%
GS-10		36												36	14.5%	2.7%
GS-11		7	1				1							9	3.6%	3.5%
GS-12		46	1	2										49	19.7%	23.1%
GS-13		30	1					1				1		0	0.0%	0.0%
GS-14		36		1				1	1					39	15.7%	32.6%
GS-15		10							1					11	4.4%	8.2%
SES														0	0.0%	0.0%
WAGE GR		2												2	0.8%	1.0%
OTHER														0	0.0%	0.1%
TOTAL	0	229	5	3	2	3	1	3	2	0	0	1	0	249		0.4%

AVG GR 0.0 10.9 10.2 12.7 9.0 7.0 11.0 11.3 14.5 0.0 0.0 13.0 0.0 10.6

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	14	1	0	0	1	0	0	0	0	0	0	0	0	15	6.0%	1.4%
GS7-12	0	137	3	2	2	2	1	1	0	0	0	0	0	0	148	59.4%	36.3%
GS13-15	0	76	1	1	0	0	0	2	2	0	0	1	0	50	20.1%	40.8%	

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Asian/Pacific Islander

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03		2							1					3	0.2%	0.1%
GS-04		2	1						2					5	0.3%	0.2%
GS-05		23		2						1	1			27	1.4%	1.2%
GS-06		13			1		1		1		1			17	0.9%	0.9%
GS-07	1	49	5						4	1	2			62	3.1%	3.3%
GS-08		16		1									1	18	0.9%	1.1%
GS-09		39	7	1			1	1	1	3	2			55	2.8%	2.6%
GS-10		63												63	3.2%	2.7%
GS-11	1	34	7	1			1	2	5		1			52	2.6%	3.5%
GS-12	3	341	48	3	2		4	7	3	3	1			415	21.1%	23.1%
GS-13	3	479	47	4	4		5	11	30	4	5		3	595	30.2%	18.8%
GS-14	5	428	22		7		9	16	11	2	7		9	516	26.2%	32.6%
GS-15	1	75	13	1		1	1	1	4		2	3	2	104	5.3%	8.2%
SES		8	4				1	2		1			1	17	0.9%	0.7%
WAGE GR		11									6			17	0.9%	1.0%
OTHER											3			3	0.2%	0.1%
TOTAL	14	1583	154	13	14	1	23	40	62	15	31	3	16	1969		3.4%

AVG GR 12.7 12.4 12.5 10.8 12.9 15.0 12.7 13.1 12.1 11.1 11.8 15.0 13.5 12.4

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	40	1	2	1	0	1	0	4	1	2	0	0	52	2.6%	2.3%
GS7-12	5	542	67	6	2	0	6	10	13	7	6	0	1	665	33.8%	36.3%
GS13-15	9	982	82	5	11	1	15	28	45	6	14	3	14	1215	61.7%	59.5%

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Asian/Pacific Islander

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03														0	0.0%	0.1%
GS-04		1	1						1					3	0.6%	0.2%
GS-05		17		1						1	1			20	3.9%	1.2%
GS-06		9			1		1		1		1			13	2.5%	0.9%
GS-07	1	35	4						3		2			45	8.8%	3.3%
GS-08		8		1									1	10	1.9%	1.1%
GS-09		25	3				1	1	1	3	2			36	7.0%	2.6%
GS-10		29												29	5.7%	2.7%
GS-11	1	9	4				1	1	3		1			20	3.9%	3.5%
GS-12	2	68	8	2	1		2	3	1	1				88	17.2%	23.1%
GS-13	2	94	15	1	1		2	3	9	2	1			130	25.3%	18.8%
GS-14	4	67	4		1		1	4	5	1	1		4	92	17.9%	32.6%
GS-15		15	3	1				1				2		22	4.3%	8.2%
SES		2						1		1				4	0.8%	0.7%
WAGE GR		1												1	0.2%	1.0%
OTHER														0	0.0%	0.1%
TOTAL	10	380	42	6	4	0	8	14	24	9	9	2	5	513		0.9%

AVG GR 12.4 11.3 11.8 10.8 11.3 0.0 11.3 12.8 11.3 10.5 9.0 15.0 12.8 11.4

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	27	1	1	1	0	1	0	2	1	2	0	0	36	7.0%	2.3%
GS7-12	4	174	19	3	1	0	4	5	8	4	5	0	1	228	44.4%	36.3%
GS13-15	6	176	22	2	2	0	3	8	14	3	2	2	4	244	47.6%	59.5%

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Hispanic

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03		3												3	0.1%	0.1%
GS-04		1		4					1		2			8	0.3%	0.2%
GS-05		47	3	21	2									73	2.3%	1.2%
GS-06		22	4	3	1		1	1	1		2			35	1.1%	0.9%
GS-07		115	5	102			1	3	6					232	7.3%	3.3%
GS-08	1	31	2				2	1	1					38	1.2%	1.1%
GS-09		76	7	93			2	1	3	3				185	5.8%	2.6%
GS-10		94						1						95	3.0%	2.7%
GS-11	2	87	16	26			3	2	1	2				139	4.3%	3.5%
GS-12	4	678	32	28	12			2	6	9	2			773	24.2%	23.1%
GS-13	3	498	39	4	3		6	8	18	6	2			587	18.3%	18.8%
GS-14	9	714	17	5	5		4	7	5	2		1		769	24.0%	32.6%
GS-15	6	175	11		1		4	3	1	2			1	204	6.4%	8.2%
SES		12	1	1										14	0.4%	0.7%
WAGE GR		24							2		17			43	1.3%	1.0%
OTHER											1			1	0.0%	0.1%
TOTAL	25	2577	137	287	24	0	23	29	45	24	26	1	1	3199		5.5%

AVG GR 13.3 12.3 11.9 8.5 11.8 0.0 11.9 12.0 11.4 12.2 8.8 14.0 15.0 11.9

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	73	7	28	3	0	1	1	2	0	4	0	0	119	3.7%	2.3%
GS7-12	7	1081	62	249	12	0	8	10	17	14	2	0	0	1462	45.7%	36.3%
GS13-15	18	1387	67	9	9	0	14	18	24	10	2	1	1	1560	48.8%	59.5%

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Hispanic

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01														0	0.0%	0.0%
GS-02														0	0.0%	0.0%
GS-03		2												2	0.2%	0.1%
GS-04				4							1			5	0.6%	0.2%
GS-05		40	1	5	2									48	5.8%	1.2%
GS-06		21	3	2	1		1	1	1		2			32	3.9%	0.9%
GS-07		86	4	16			1	3	5					115	14.0%	3.3%
GS-08	1	14	2				1	1	1					20	2.4%	1.1%
GS-09		47	4	16			2		3	3				75	9.1%	2.6%
GS-10		48						1						49	6.0%	2.7%
GS-11	1	26	3	5			1	2	1					39	4.7%	3.5%
GS-12	3	123	7	4				1	4	4	1			147	17.9%	23.1%
GS-13		84	10				3	3	4	3				107	13.0%	18.8%
GS-14	3	123	3	3	1		1	3	3					140	17.0%	32.6%
GS-15	5	29						2		1			1	38	4.6%	8.2%
SES		5												5	0.6%	0.7%
WAGE GR														0	0.0%	1.0%
OTHER														0	0.0%	0.1%
TOTAL	13	648	37	55	4	0	10	17	22	11	4	0	1	822		1.4%

AVG GR 13.2 10.8 10.6 8.3 7.5 0.0 10.3 11.2 10.4 11.7 7.0 0.0 15.0 10.7

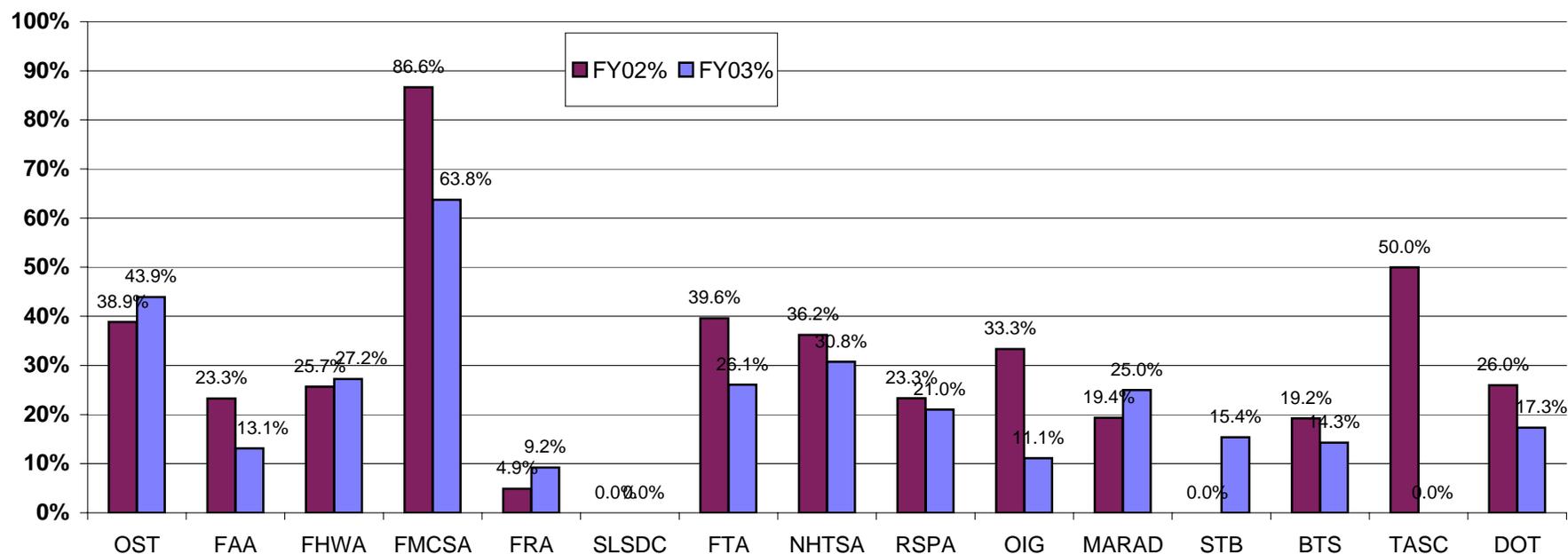
Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	0	63	4	11	3	0	1	1	1	0	3	0	0	87	10.6%	2.3%
GS7-12	5	344	20	41	0	0	5	8	14	7	1	0	0	445	54.1%	36.3%
GS13-15	8	236	13	3	1	0	4	8	7	4	0	0	1	285	34.7%	59.5%

Minority Hires by Administration

As a Percent of Total Permanent Hires
FY 02 and FY 03



Total Minority Hires:

FY 03	18	211	46	51	6	0	6	8	17	2	7	2	2		376
FY 02	21	1,512	57	233	2	0	19	21	24	21	6	0	5	11	1,932
FY 01	15	477	86	73	12	0	9	32	19	16	4	0	12	14	769
FY 00	13	127	68	5	9	0	9	15	15	21	6	0	6	2	296
FY 99	10	133	29		10	0	24	14	12	13	3	0	0	7	255

Minority Hires and Losses

As a Percent of Total Hires and Losses of Permanent Employees
FY 99 - FY 03

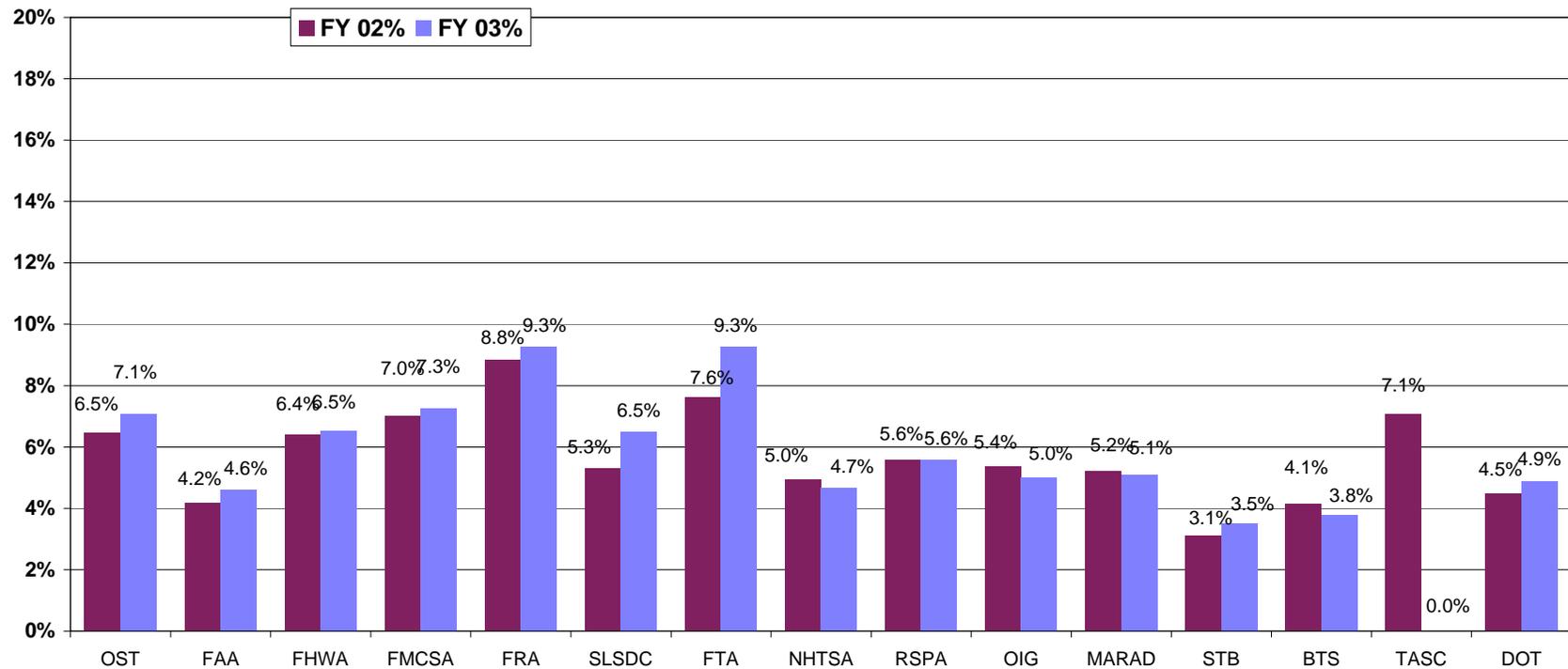


Minorities:					
	99	00	01	02	03
Hires	255	296	769	1,932	376
Losses	444	493	461	519	775

Employees with Disabilities by Administration

As a Percent of Permanent Employees

FY 02 and FY 03



Employees with Disabilities

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
FY 03	53	2,242	189	74	72	10	48	30	52	20	41	5	5		2,841
FY 02	34	2,282	185	69	66	8	39	33	52	25	43	4	5	18	2,863
FY 01	31	2,161	192	56	66	6	39	34	50	25	44	5	4	18	2,731
FY 00	34	2,016	180	53	56	6	39	35	47	26	47	5	3	18	2,565
FY 99	35	2,068	234		61	6	41	31	51	27	50	7	1	19	2,631

EMPLOYEES WITH DISABILITIES BY GRADE BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2003

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TOTAL	% in Grade	% DOT in Grade
GS-01									1					1	0.0%	0.0%
GS-02		1												1	0.0%	0.0%
GS-03		5												5	0.2%	0.1%
GS-04	1	3	2						1		1			8	0.3%	0.2%
GS-05		59	8	2	4	1	1		1	1	3			80	2.8%	1.2%
GS-06	1	45	8	6	1		2			1	2			66	2.3%	0.9%
GS-07	2	118	15	10		1	2	2	1	1	1			153	5.4%	3.3%
GS-08	3	26	1		3		3	1	1		1			39	1.4%	1.1%
GS-09	4	71	11	5	1	1	2	2	2		1		2	102	3.6%	2.6%
GS-10	1	131												132	4.6%	2.7%
GS-11	2	50	10	3	2	1	3	2	1		1	1		76	2.7%	3.5%
GS-12	7	580	49	25	34	1	9	3	8	7	1			724	25.5%	23.1%
GS-13	8	434	52	12	14		15	4	16	7	8		1	571	20.1%	18.8%
GS-14	15	519	19	7	9		4	10	12	2	8	1	1	607	21.4%	32.6%
GS-15	7	154	9	3	3		5	4	5		3	2	1	196	6.9%	8.2%
SES	1	7	5	1	1		2	1		1	1	1		21	0.7%	0.7%
WAGE GR	1	39				5		1	2		10			58	2.0%	1.0%
OTHER									1					1	0.0%	0.1%
TOTAL	53	2242	189	74	72	10	48	30	52	20	41	5	5	2841		4.9%

AVG GR 12.1 12.0 11.3 10.9 11.9 8.8 11.7 12.5 12.3 11.6 11.3 13.8 12.0 11.9

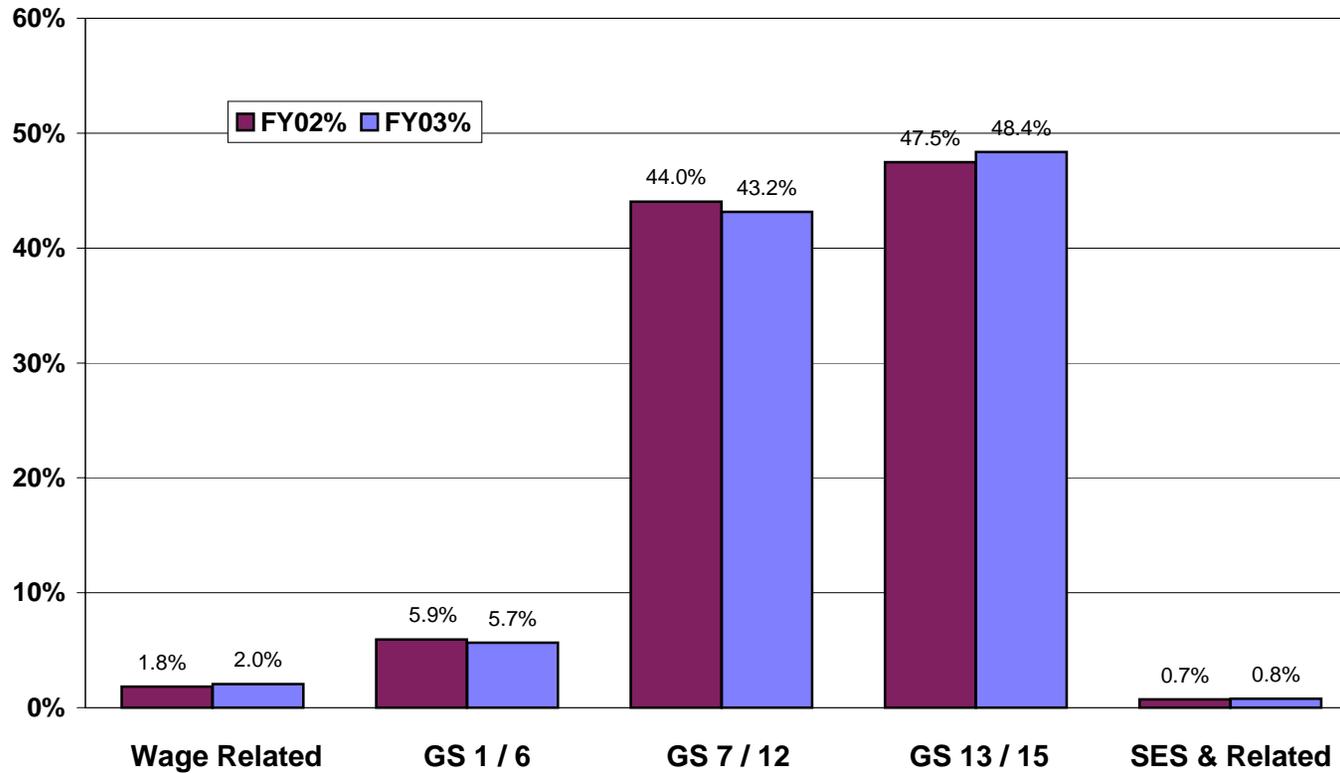
Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

GS1-6	2	113	18	8	5	1	3	0	3	2	6	0	0	161	5.7%	2.3%
GS7-12	19	976	86	43	40	4	19	10	13	8	5	1	2	1226	43.2%	36.3%
GS13-15	30	1107	80	22	26	0	24	18	33	9	19	3	3	1374	48.4%	59.5%

Employees with Disabilities by Grade Range

As a Percent of Permanent Employees with Disabilities
FY 02 and FY 03



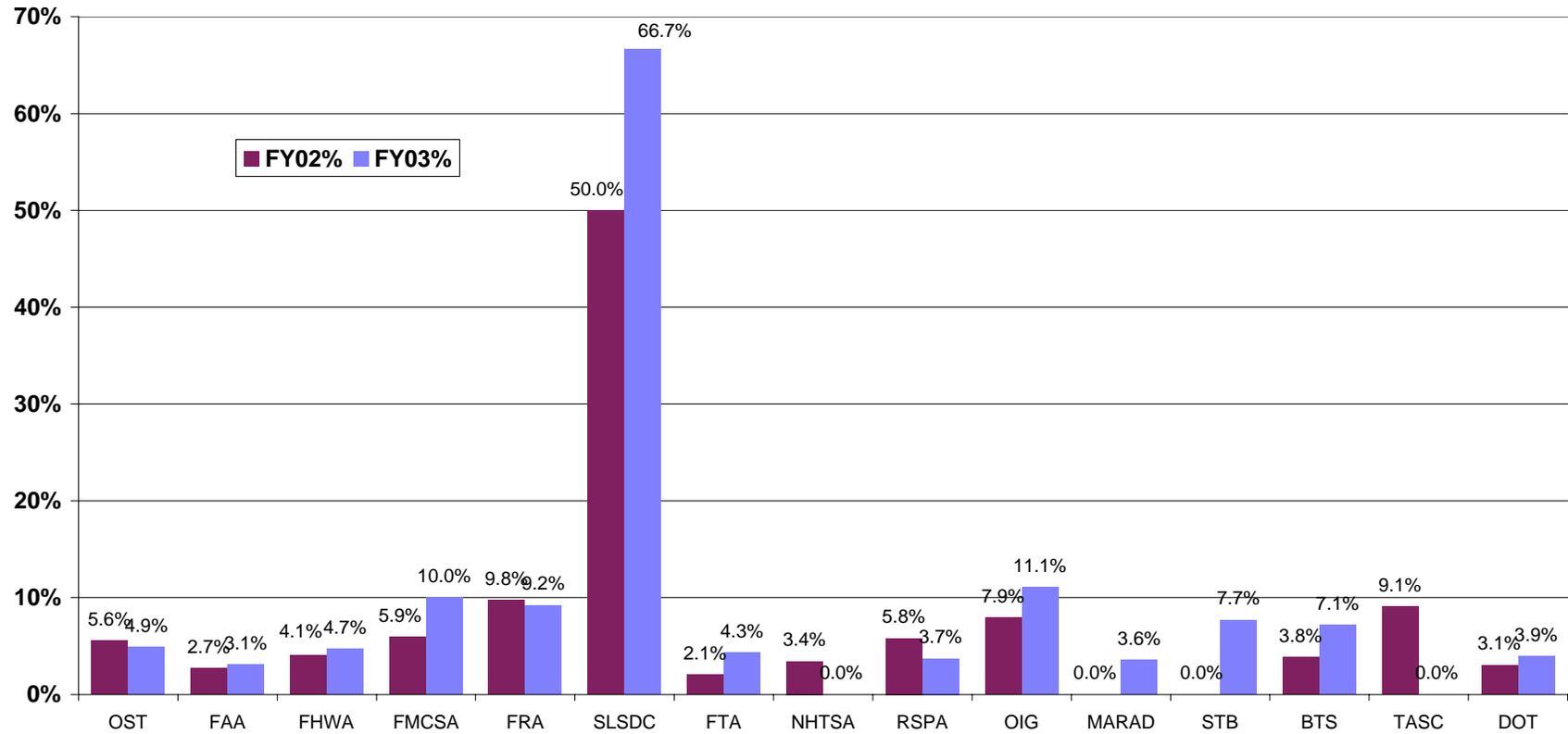
Total Employees with Disabilities:

FY 03	58	161	1226	1374	22
FY 02	52	170	1261	1359	21

See note on page v about Pay Banding.

Hires of Employees with Disabilities by Administration

As a Percent of Total Permanent Hires
FY 02 and FY 03

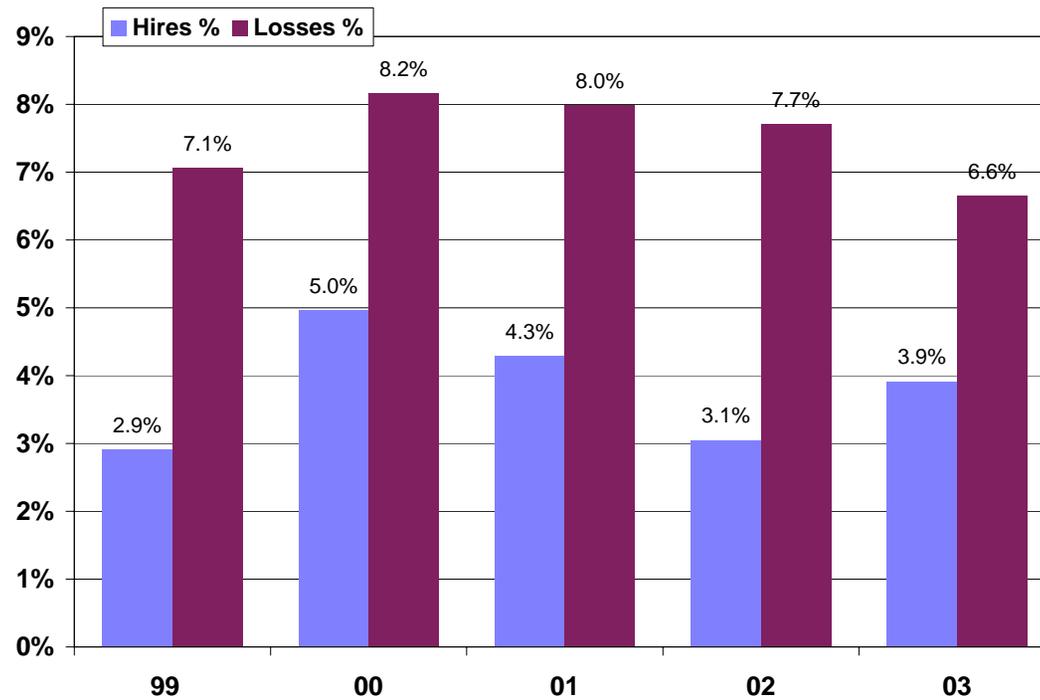


Hires of Employees with Disabilities:

	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
FY 03	2	50	8	8	6	2	1	0	3	2	1	1	1	2	85
FY 02	3	177	9	16	4	1	1	2	6	5	0	0	1	2	227
FY 01	2	107	24	7	9	0	1	1	5	2	0	0	2	4	164
FY 00	1	45	17	3	2	0	0	3	3	3	2	0	3	1	83
FY 99	0	23	7		6	0	0	0	4	1	0	0	0	0	41

Hires and Losses of Employees with Disabilities

As a Percent of Total Hires and Losses of Permanent Employees
FY 99 - FY 03



Employees with Disabilities:

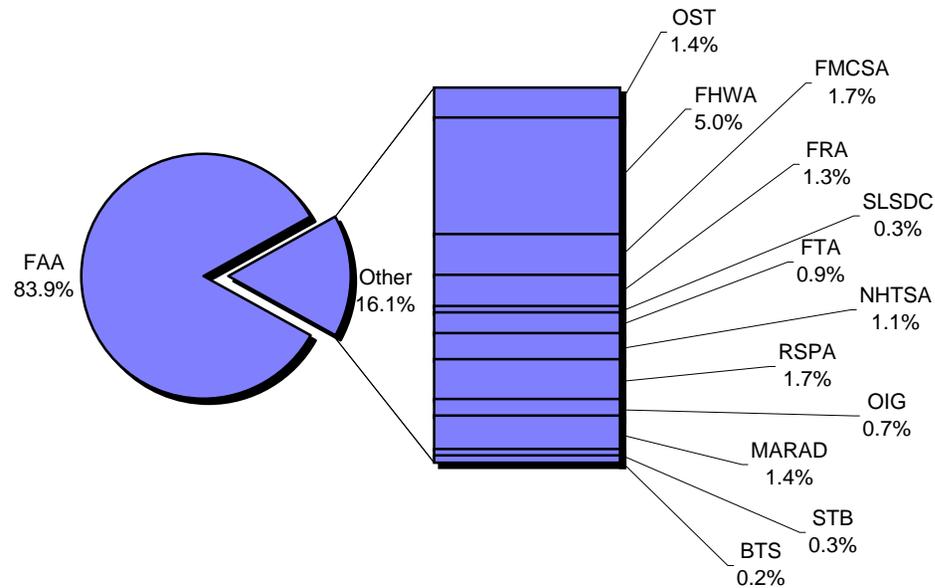
Hires	41	83	164	227	85
Losses	166	202	184	192	229

PART V

Total Workforce Summary

PART V contains summary information about the entire DOT workforce, not just permanent employees.

This part includes tables and charts that reflect the number of employees by Administration and by appointment type, i.e., permanent or temporary. We also look at total employment by work tour, i.e., full-time, part-time, intermittent, or job sharer.

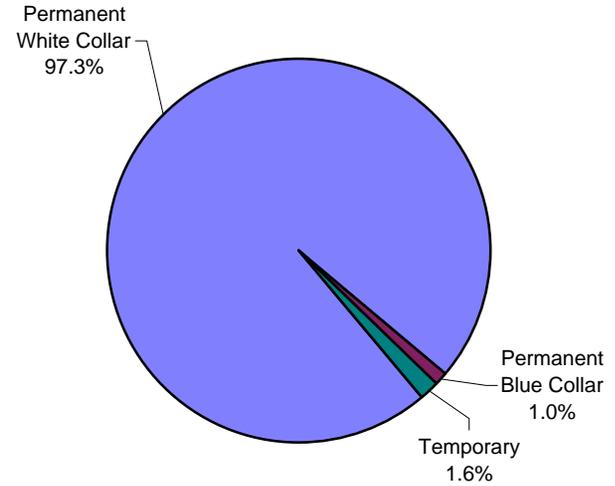
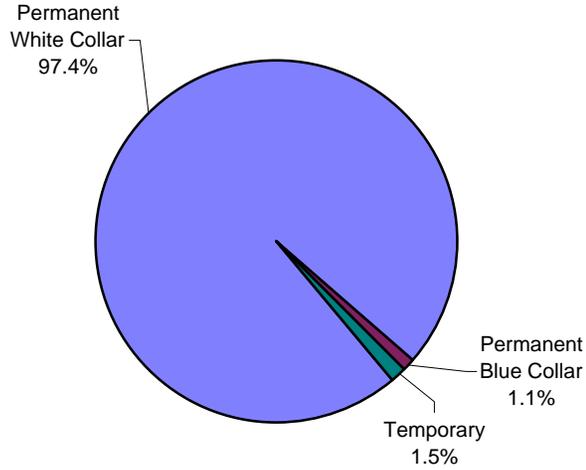


FY 2003

This chart reflects the relative size of each DOT administration. All employees are included.

Total DOT Workforce by Types of Employment

FY 99 and FY 03



	FY 99	FY 03
Permanent White Collar	57,533	57,380
Permanent Blue Collar	656	602
Temporary	885	971
Temporary as %	1.5%	1.6%
TOTAL	59,074	58,953

TOTAL WORKFORCE* BY ADMINISTRATION

By Appointment Type and Work Tour

Snapshot - End of Fiscal Year 2003

By Appointment Type

CATEGORY		OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	Total DOT
Permanent	#	748	48,819	2,892	1,019	777	154	518	643	934	400	804	142	132	57,982
	%	92.3	98.7	98.1	99.0	98.1	93.3	97.6	98.0	94.7	95.5	94.4	93.4	97.8	98.4
Temporary	#	62	658	57	10	15	11	13	13	52	19	48	10	3	971
	%	7.7	1.3	1.9	1.0	1.9	6.7	2.4	2.0	5.3	4.5	5.6	6.6	2.2	1.6
Total	#	810	49,477	2,949	1,029	792	165	531	656	986	419	852	152	135	58,953
	%	1.4	83.9	5.0	1.7	1.3	0.3	0.9	1.1	1.7	0.7	1.4	0.3	0.2	100.0

By Work Tour

CATEGORY		OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	Total DOT
Full-Time	#	784	48,960	2,886	1,019	785	162	523	643	900	406	846	145	132	58,191
	%	96.8	99.0	97.9	99.0	99.1	98.2	98.5	98.0	91.3	96.9	99.3	95.4	97.8	98.7
Part-Time	#	23	513	58	10	7	1	8	13	72	10	6	7	3	731
	%	2.8	1.0	2.0	1.0	0.9	0.6	1.5	2.0	7.3	2.4	0.7	4.6	2.2	1.2
Intermittent	#	3	4	4	0	0	2	0	0	13	3	0	0	0	29
	%	0.4	0.0	0.1	0.0	0.0	1.2	0.0	0.0	1.3	0.7	0.0	0.0	0.0	0.0
Job Sharer	#	0	0	1	0	0	0	0	0	1	0	0	0	0	2
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
TOTAL DOT	#	810	49,477	2,949	1,029	792	165	531	656	986	419	852	152	135	58,953
	%	1.4	83.9	5.0	1.7	1.3	0.3	0.9	1.1	1.7	0.7	1.4	0.3	0.2	100

*Most charts include only permanent employees; this chart also includes temporaries.

TOTAL EMPLOYMENT*
By Employment Group

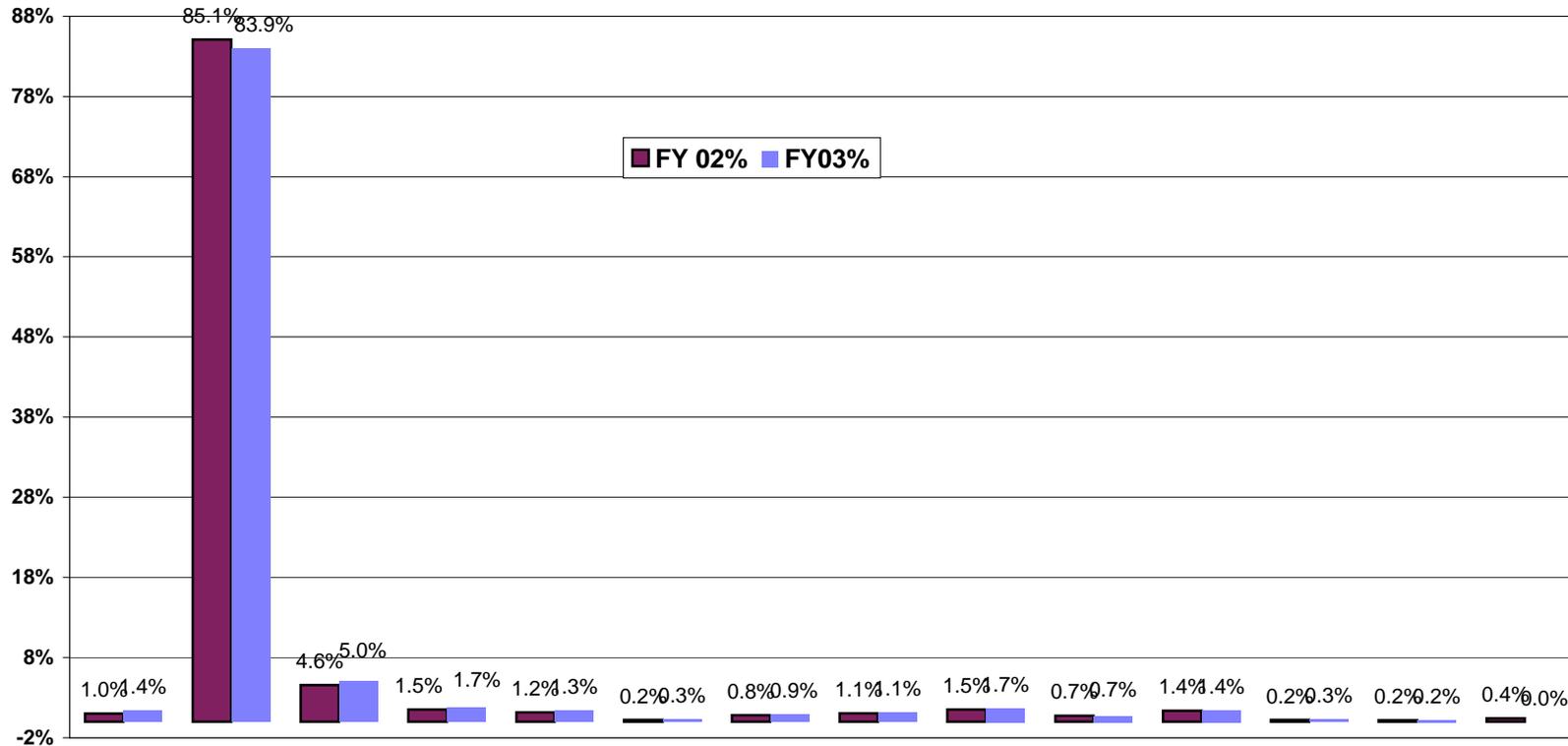
Snapshot - End of Fiscal Year 2003

Operating Admin	Females		Minorities		Employees with Disabilities		Veterans		DOT Total Employment	
	#	%	#	%	#	%	#	%	#	%
OST	435	53.7	365	45.1	58	7.2	111	13.7	810	1.4
FAA	12,130	24.5	9,772	19.8	2,291	4.6	16,576	33.5	49,477	83.9
FHWA	1,056	35.8	725	24.6	195	6.6	348	11.8	2,949	5.0
FMCSA	360	35.0	462	44.9	74	7.2	254	24.7	1,029	1.7
FRA	208	26.3	146	18.4	73	9.2	296	37.4	792	1.3
SLSDC	43	26.1	10	6.1	11	6.7	83	50.3	165	0.3
FTA	303	57.1	278	52.4	49	9.2	61	11.5	531	0.9
NHTSA	306	46.6	273	41.6	30	4.6	67	10.2	656	1.1
RSPA	368	37.3	222	22.5	57	5.8	148	15.0	986	1.7
OIG	171	40.8	136	32.5	22	5.3	75	17.9	419	0.7
MARAD	263	30.9	262	30.8	44	5.2	244	28.6	852	1.4
STB	65	42.8	39	25.7	6	3.9	25	16.4	152	0.3
BTS	66	48.9	44	32.6	5	3.7	10	7.4	135	0.2
DOT Total	15,774	26.8	12,734	21.6	2,915	4.9	18,298	31.0	58,953	100.0

*Most charts include only permanent employees; this chart also includes temporary employees.

Total Employment by Administration

As a Percent of DOT
FY 02 and FY 03



	OST	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	DOT
Total Employees															
FY 03	810	49,477	2,949	1,029	792	165	531	656	986	419	852	152	135	0	58,953
FY 02	658	55,331	2,968	997	761	159	526	690	996	485	889	141	127	273	65,001
FY 01	539	50,491	2,934	787	776	152	500	660	964	455	869	142	104	309	59,682
FY 00	565	48,942	2,800	681	737	158	507	635	929	446	884	140	63	274	57,761
FY 99	544	49,668	3,426		731	148	515	611	908	450	928	140	47	302	58,418