

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