



**Office of the Secretary of the Interior - Overall FY2021**  
**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)**

Employment Tenure		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Retirement	%	100.00	67.95	14.10	17.95	1.28	0.00	1.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	130	111	4	15	5			1		1	2			1			
Other Separations	%	100.00	85.38	3.08	11.54	3.85	0.00	0.00	0.00	0.77	0.00	0.77	1.54	0.00	0.00	0.77	0.00	0.00
	#	188	138	19	31	8			1		2	2				3		
Total Separations	%	100.00	73.40	10.11	16.49	4.26	0.00	0.00	0.53	0.00	1.06	1.06	0.00	0.00	0.00	1.60	0.00	0.00
	#	406	310	34	62	14	0	1	1	1	2	3	2	0	0	4	0	0
	%	100.00	76.35	8.37	15.27	3.45	0.00	0.25	0.25	0.25	0.49	0.74	0.49	0.00	0.00	0.99	0.00	0.00
<b>TEMPORARY WORKFORCE</b>																		
Prior FY	#	219	167	25	27	5			2			1			1			1
	%	100.00	76.26	11.42	12.33	2.28	0.00	0.00	0.91	0.00	0.00	0.46	0.00	0.00	0.46	0.00	0.00	0.46
Current FY	#	212	148	45	19	4			1			1			1			1
	%	100.00	69.81	21.23	8.96	1.89	0.00	0.00	0.47	0.00	0.00	0.47	0.00	0.00	0.47	0.00	0.00	0.47
Difference	#	-7	-19	20	-8	-1	0	0	-1	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	-6.44	9.81	-3.37	-0.40	0.00	0.00	-0.44	0.00	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.02
Net Change	%	-3.20	-11.38	80.00	-29.63	-20.00	0.00	0.00	-50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
New Hires	#	116	72	39	5	1										1		
	%	100.00	62.07	33.62	4.31	0.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.86	0.00	0.00
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	2		1	1													
	%	100.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	47	34	10	3													
	%	100.00	72.34	21.28	6.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	4	4															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations	#	30	21	6	3													
	%	100.00	70.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	83	59	17	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.08	20.48	8.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>																		
Prior FY	#	21		7	14	4			1	1			1			1		
	%	100.00	0.00	33.33	66.67	19.05	0.00	0.00	4.76	4.76	0.00	0.00	4.76	0.00	0.00	4.76	0.00	0.00
Current FY	#	26		5	21	5		1	1	1						2		
	%	100.00	0.00	19.23	80.77	19.23	0.00	3.85	3.85	3.85	0.00	0.00	0.00	0.00	0.00	7.69	0.00	0.00
Difference	#	5	0	-2	7	1	0	1	0	0	0	0	-1	0	0	1	0	0
Ratio Change	%	0.00	0.00	-14.10	14.10	0.18	0.00	3.85	-0.92	-0.92	0.00	0.00	-4.76	0.00	0.00	2.93	0.00	0.00
Net Change	%	23.81	0.00	-28.57	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	0.00	0.00	100.00	0.00	0.00
<b>EMPLOYEE GAINS</b>																		
New Hires	#	16	1		15	3		1	1							1		
	%	100.00	6.25	0.00	93.75	18.75	0.00	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00



**Office of the Secretary of the Interior - Overall FY2021**  
**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)**

Employment Tenure	Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06 99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>TOTAL WORKFORCE</b>																			
Prior FY	#	3824	3383	3071	312	441	93	1	2	26	13	3	7	6	11	1	21		2
	%	100.00	88.47	80.31	8.16	11.53	2.43	0.03	0.05	0.68	0.34	0.08	0.18	0.16	0.29	0.03	0.55	0.00	0.05
Current FY	#	3780	3351	2985	366	429	91	2	5	26	13	1	4	5	10	1	22		2
	%	100.00	88.65	78.97	9.68	11.35	2.41	0.05	0.13	0.69	0.34	0.03	0.11	0.13	0.26	0.03	0.58	0.00	0.05
<b>501 Goal</b>	<b>%</b>					<b>12.00%</b>	<b>2.00%</b>												
Difference	#	-44	-32	-86	54	-12	-2	1	3	0	0	-2	-3	-1	-1	0	1	0	0
Ratio Change	%	0.00	0.18	-1.34	1.52	-0.18	-0.02	0.03	0.08	0.01	0.00	-0.05	-0.08	-0.02	-0.02	0.00	0.03	0.00	0.00
Net Change	%	-1.15	-0.95	-2.80	17.31	-2.72	-2.15	100.00	150.00	0.00	0.00	-66.67	-42.86	-16.67	-9.09	0.00	4.76	0.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																			
New Hires	#	506	436	329	107	70	16	1	3	5	1			1			5		
	%	13.39	13.01	11.02	29.23	16.32	17.58	50.00	60.00	19.23	7.69	0.00	0.00	20.00	0.00	0.00	22.73	0.00	0.00
<b>EMPLOYEE LOSSES (Prior FY Inclusion Rate)</b>																			
Reduction in Force	#		0																
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal	#	12	9	8	1	3													
	%	0.31	0.27	0.26	0.32	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	125	108	87	21	17	1		1										
	%	3.27	3.19	2.83	6.73	3.85	1.08	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retirement	#	134	119	115	4	15	5				1		1	2			1		
	%	3.50	3.52	3.74	1.28	3.40	5.38	0.00	0.00	0.00	7.69	0.00	14.29	33.33	0.00	0.00	4.76	0.00	0.00
Other Separations	#	218	184	159	25	34	8			1		2	2				3		
	%	5.70	5.44	5.18	8.01	7.71	8.60	0.00	0.00	3.85	0.00	66.67	28.57	0.00	0.00	0.00	14.29	0.00	0.00
Total Separations	#	489	420	369	51	69	14	0	1	1	1	2	3	2	0	0	4	0	0
	%	12.79	12.42	12.02	16.35	15.65	15.05	0.00	50.00	3.85	7.69	66.67	42.86	33.33	0.00	0.00	19.05	0.00	0.00
<b>PERMANENT WORKFORCE</b>																			
Prior FY	#	3605	3191	2904	287	414	88	1	2	24	13	3	6	6	11		21		1
	%	100.00	88.52	80.55	7.96	11.48	2.44	0.03	0.06	0.67	0.36	0.08	0.17	0.17	0.31	0.00	0.58	0.00	0.03
Current FY	#	3568	3158	2837	321	410	87	2	5	25	13	1	3	5	10		22		1
	%	100.00	88.51	79.51	9.00	11.49	2.44	0.06	0.14	0.70	0.36	0.03	0.08	0.14	0.28	0.00	0.62	0.00	0.03
Difference	#	-37	-33	-67	34	-4	-1	1	3	1	0	-2	-3	-1	-1	0	1	0	0
Ratio Change	%	0.00	-0.01	-1.04	1.04	0.01	0.00	0.03	0.08	0.03	0.00	-0.06	-0.08	-0.03	-0.02	0.00	0.03	0.00	0.00
Net Change	%	-1.03	-1.03	-2.31	11.85	-0.97	-1.14	100.00	150.00	4.17	0.00	-66.67	-50.00	-16.67	-9.09	0.00	4.76	0.00	0.00
<b>EMPLOYEE GAINS (Current FY Inclusion Rate)</b>																			
New Hires	#	390	325	257	68	65	15	1	3	5	1			1			4		
	%	10.93	10.29	9.06	21.18	15.85	17.24	50.00	60.00	20.00	7.69	0.00	0.00	20.00	0.00	0.00	18.18	0.00	0.00





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)**

Organization Component		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
<b>Permanent Workforce</b>	#	3568	2837	321	410	87	2	5	25	13	1	3	5	10		22		1
	%	100.00	79.51	9.00	11.49	2.44	0.06	0.14	0.70	0.36	0.03	0.08	0.14	0.28	0.00	0.62	0.00	0.03
<b>Immediate Office</b>	#	2875	2283	243	349	70	2	3	19	10	1	2	3	10		19		1
	%	100.00	79.41	8.45	12.14	2.43	0.07	0.10	0.66	0.35	0.03	0.07	0.10	0.35	0.00	0.66	0.00	0.03
<b>Office of the Solicitor</b>	#	426	322	59	45	12		2	4	3			1			2		
	%	100.00	75.59	13.85	10.56	2.82	0.00	0.47	0.94	0.70	0.00	0.00	0.23	0.00	0.00	0.47	0.00	0.00
<b>Office of the Inspector General</b>	#	267	232	19	16	5			2			1	1			1		
	%	100.00	86.89	7.12	5.99	1.87	0.00	0.00	0.75	0.00	0.00	0.37	0.37	0.00	0.00	0.37	0.00	0.00





**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B4GSP: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

GS/GM GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
GS-01	#	1			1													
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	6	2	1	3	1	1											
	%	100.00	33.33	16.67	50.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	39	33	2	4													
	%	100.00	84.62	5.13	10.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	57	37	7	13	6			4					1		1		
	%	100.00	64.91	12.28	22.81	10.53	0.00	0.00	7.02	0.00	0.00	0.00	0.00	1.75	0.00	1.75	0.00	0.00
GS-07	#	106	72	10	24	5			1					1		2		
	%	100.00	67.92	9.43	22.64	4.72	0.00	0.94	0.00	0.94	0.00	0.00	0.00	0.94	0.00	1.89	0.00	0.00
GS-08	#	42	36	2	4	1				1								
	%	100.00	85.71	4.76	9.52	2.38	0.00	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	128	84	15	29	9	1	1	2	1				1		3		
	%	100.00	65.63	11.72	22.66	7.03	0.78	0.78	1.56	0.78	0.00	0.00	0.00	0.78	0.00	2.34	0.00	0.00
GS-10	#	11	10		1													
	%	100.00	90.91	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	241	176	25	40	9			1	5				1		2		
	%	100.00	73.03	10.37	16.60	3.73	0.00	0.41	2.07	0.00	0.00	0.00	0.00	0.41	0.00	0.83	0.00	0.00
GS-12	#	565	425	59	81	16			3	1		1	2	3		5		1
	%	100.00	75.22	10.44	14.34	2.83	0.00	0.00	0.53	0.18	0.00	0.18	0.35	0.53	0.00	0.88	0.00	0.18
GS-13	#	818	663	71	84	24			2	5	3	1	2	3		7		
	%	100.00	81.05	8.68	10.27	2.93	0.00	0.24	0.61	0.37	0.12	0.12	0.24	0.37	0.00	0.86	0.00	0.00
GS-14	#	860	694	90	76	9			3	4		1				1		
	%	100.00	80.70	10.47	8.84	1.05	0.00	0.00	0.35	0.47	0.00	0.12	0.00	0.00	0.00	0.12	0.00	0.00
GS-15	#	448	392	25	31	6			2	2			1			1		
	%	100.00	87.50	5.58	6.92	1.34	0.00	0.00	0.45	0.45	0.00	0.00	0.22	0.00	0.00	0.22	0.00	0.00
All other (unspecified GS)	#	100	83	6	11													
	%	100.00	83.00	6.00	11.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees	#	109	97	7	5													
	%	100.00	88.99	6.42	4.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	32	29	1	2	1			1									
	%	100.00	90.63	3.13	6.25	3.13	0.00	0.00	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	32	29	1	2	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	90.63	3.13	6.25	3.13	0.00	0.00	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS	#	390	274	37	79	22	2	2	6	3	0	0	0	3	0	6	0	0

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B4GSP: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Permanent Workforce**

GS/GM GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%													
<b>10</b>	%	100.00	70.26	9.49	20.26	5.64	0.51	0.51	1.54	0.77	0.00	0.00	0.00	0.77	0.00	1.54	0.00	0.00	
<b>GS-11 to SES</b>	#	2964	2379	271	314	65	0	3	19	10	1	3	5	7	0	16	0	1	
	%	100.00	80.26	9.14	10.59	2.19	0.00	0.10	0.64	0.34	0.03	0.10	0.17	0.24	0.00	0.54	0.00	0.03	

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B4GST: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

GS/GM GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				12.00%	2.00%												
GS-01	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	2		1	1													
	%	100.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	2	2															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	2	1		1	1						1						
	%	100.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	7	5	2														
	%	100.00	71.43	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	10	4	4	2													
	%	100.00	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	12	9	3														
	%	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	39	29	7	3													
	%	100.00	74.36	17.95	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	97	64	25	8	3			1						1			1
	%	100.00	65.98	25.77	8.25	3.09	0.00	0.00	1.03	0.00	0.00	0.00	0.00	0.00	1.03	0.00	0.00	1.03
GS-15	#	24	22	1	1													
	%	100.00	91.67	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	6	3	1	2													
	%	100.00	50.00	16.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees	#	7	6	1														
	%	100.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	3	3															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#																	
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS	#	13	8	3	2	1	0	0	0	0	0	1	0	0	0	0	0	0

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B4GST: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) - Temporary Workforce**

GS/GM GRADES		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	%				12.00%	2.00%												
<b>10</b>	%	100.00	61.54	23.08	15.38	7.69	0.00	0.00	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11 to SES</b>	#	185	131	40	14	3	0	0	1	0	0	0	0	0	1	0	0	1
	%	100.00	70.81	21.62	7.57	1.62	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00	0.54	0.00	0.00	0.54























**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B6P (0301): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>											
<b>Miscellaneous Administration and Program/0301 ES-00</b>	#	419	307	51	61	14		2	5	4					3		
	%	100.00	73.27	12.17	14.56	3.34	0.00	0.48	1.19	0.95	0.00	0.00	0.00	0.00	0.72	0.00	0.00
<b>SL-00</b>	#	26	24	2													
	%	100.00	92.31	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GM-14</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	48	39	3	6	3		1	1						1		
	%	100.00	81.25	6.25	12.50	6.25	0.00	2.08	2.08	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00
<b>GS-14</b>	#	93	70	13	10	3		1	1						1		
	%	100.00	75.27	13.98	10.75	3.23	0.00	1.08	1.08	0.00	0.00	0.00	0.00	0.00	1.08	0.00	0.00
<b>GS-13</b>	#	65	49	4	12	3		2	1								
	%	100.00	75.38	6.15	18.46	4.62	0.00	3.08	1.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-12</b>	#	58	41	7	10	2		1	1								
	%	100.00	70.69	12.07	17.24	3.45	0.00	1.72	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	71	46	13	12	2		2									
	%	100.00	64.79	18.31	16.90	2.82	0.00	2.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-09</b>	#	20	9	6	5	1									1		
	%	100.00	45.00	30.00	25.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00
<b>GS-07</b>	#	5	2	2	1												
	%	100.00	40.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-06</b>	#	1			1												
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-15</b>	#	2	2														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-14</b>	#	6	6														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-13</b>	#	4	3		1												
	%	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-12</b>	#	5	5														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-11</b>	#	2	2														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-09</b>	#	1			1												
	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-07</b>	#	6	4		2												
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Internal Competitive Promotions**











**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B6P (0511): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
Auditing/0511	#	283	233	21	29			1			2	2	2		2		
	%	100.00	82.33	7.42	10.25	3.18	0.00	0.35	0.00	0.00	0.71	0.71	0.71	0.00	0.71	0.00	0.00
GS-15	#	10	8	1	1												
	%	100.00	80.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	28	25	1	2												
	%	100.00	89.29	3.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	98	83	6	9	4					1	2	1				
	%	100.00	84.69	6.12	9.18	4.08	0.00	0.00	0.00	0.00	1.02	2.04	1.02	0.00	0.00	0.00	0.00
GS-12	#	114	91	10	13	4		1			1		1		1		
	%	100.00	79.82	8.77	11.40	3.51	0.00	0.88	0.00	0.00	0.88	0.00	0.88	0.00	0.88	0.00	0.00
GS-11	#	7	6		1												
	%	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	6	5		1												
	%	100.00	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	5	2	1	2	1									1		
	%	100.00	40.00	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
GG-14	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-13	#	10	8	2													
	%	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-12	#	2	2														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
Vacancy Announcements	#																
Relevant Applicant Pool	#	285	241	18	26	8		1			2	2	2		1		
	%	100.00	84.56	6.32	9.12	2.81	0.00	0.35	0.00	0.00	0.70	0.70	0.70	0.00	0.35	0.00	0.00
Internal Applications	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections	#	3	2		1												
	%	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
Vacancy Announcements	#																
Voluntarily Identified	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections	#	25	18	3	4	1									1		
	%	100.00	72.00	12.00	16.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00	0.00

**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B6P (0905): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>			<b>12.00%</b>	<b>2.00%</b>												
<b>General Attorney/0905</b>	#	397	329	49	19	3		2				1					
	%	100.00	82.87	12.34	4.79	0.76	0.00	0.50	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00
<b>ES-00</b>	#	29	27	2													
	%	100.00	93.10	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>SL-00</b>	#	16	15		1												
	%	100.00	93.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-15</b>	#	138	127	4	7	1		1									
	%	100.00	92.03	2.90	5.07	0.72	0.00	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-14</b>	#	174	135	31	8	1		1									
	%	100.00	77.59	17.82	4.60	0.57	0.00	0.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	12	8	4													
	%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-12</b>	#	9	4	4	1	1						1					
	%	100.00	44.44	44.44	11.11	11.11	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00
<b>GS-11</b>	#	4	2	1	1												
	%	100.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-15</b>	#	11	8	2	1												
	%	100.00	72.73	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-14</b>	#	2	1	1													
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-13</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-12</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	#	378	319	44	15	1		1									
	%	100.00	84.39	11.64	3.97	0.26	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	55	39	10	6	2		1				1					
	%	100.00	70.91	18.18	10.91	3.64	0.00	1.82	0.00	0.00	0.00	1.82	0.00	0.00	0.00	0.00	0.00

































**Office of the Secretary of the Interior - Overall as of September 30, 2021**

**Table B6T (2210): MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce**

Mission-Critical Occupations	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>501 Goal</b>	<b>%</b>				<b>12.00%</b>	<b>2.00%</b>											
<b>Information Technology Management/2210</b>	#	4	4														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GS-13</b>	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GG-14</b>	#	1	1														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Competitive Promotions</b>																	
<b>Vacancy Announcements</b>	#																
<b>Relevant Applicant Pool</b>	#	3	3														
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Applications</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified Internal Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Internal Selections</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>New Hires</b>																	
<b>Vacancy Announcements</b>	#																
<b>Voluntarily Identified</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Qualified External Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Referred Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Interviewed Applicants</b>	#																
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>External Selections</b>	#	3	2		1	1									1		
	%	100.00	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00



















**Office of the Secretary of the Interior - Overall FY2021**

**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>Permanent Workforce (9/30/2019)</b>	#	3605	2904	287	414	88	1	2	24	13	3	6	6	11		21		1
	%	100.00	80.55	7.96	11.48	2.44	0.03	0.06	0.67	0.36	0.08	0.17	0.17	0.31	0.00	0.58	0.00	0.03
<b>Time Off Awards</b>																		
<b>Time-Off Awards: 1-10 hours</b>	#	476	370	47	59	7			5					1		1		
	%	100.00	77.73	9.87	12.39	1.47	0.00	0.00	1.05	0.00	0.00	0.00	0.00	0.21	0.00	0.21	0.00	0.00
<b>Total Hours</b>	#	3757	2912	391	454	56			40					8		8		
<b>Average Hours</b>	#	7.89	7.87	8.32	7.69	8.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	8.00	0.00	8.00	0.00	0.00
<b>Time-Off Awards: 11-20 hours</b>	#	410	311	49	50	18		1	8	2		1		1		5		
	%	100.00	75.85	11.95	12.20	4.39	0.00	0.24	1.95	0.49	0.00	0.24	0.00	0.24	0.00	1.22	0.00	0.00
<b>Total Hours</b>	#	6888	5211	815	862	323		16	140	32		20		20		95		
<b>Average Hours</b>	#	16.80	16.76	16.63	17.24	17.94	0.00	16.00	17.50	16.00	0.00	20.00	0.00	20.00	0.00	19.00	0.00	0.00
<b>Time-Off Awards: 21-30 hours</b>	#	326	250	33	43	11		1	3	1		1		3		2		
	%	100.00	76.69	10.12	13.19	3.37	0.00	0.31	0.92	0.31	0.00	0.31	0.00	0.92	0.00	0.61	0.00	0.00
<b>Total Hours</b>	#	8119	6190	813	1116	294		26	82	24		24		90		48		
<b>Average Hours</b>	#	24.90	24.76	24.64	25.95	26.73	0.00	26.00	27.33	24.00	0.00	24.00	0.00	30.00	0.00	24.00	0.00	0.00
<b>Time-Off Awards: 31-40 hours</b>	#	297	234	23	40	7			3					1		3		
	%	100.00	78.79	7.74	13.47	2.36	0.00	0.00	1.01	0.00	0.00	0.00	0.00	0.34	0.00	1.01	0.00	0.00
<b>Total Hours</b>	#	11295	8892	857	1546	276			116					40		120		
<b>Average Hours</b>	#	38.03	38.00	37.26	38.65	39.43	0.00	0.00	38.67	0.00	0.00	0.00	0.00	40.00	0.00	40.00	0.00	0.00
<b>Time-Off Awards: 41 or more hours</b>	#	4	4															
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Hours</b>	#	192	192															
<b>Average Hours</b>	#	48.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Time-off Awards</b>	#	1513	1169	152	192	43	0	2	19	3	0	2	0	6	0	11	0	0
	%	100.00	77.26	10.05	12.69	2.84	0.00	0.13	1.26	0.20	0.00	0.13	0.00	0.40	0.00	0.73	0.00	0.00
<b>Total Hours</b>	#	30251	23397	2876	3978	949	0	42	378	56	0	44	0	158	0	271	0	0
<b>Average Hours</b>	#	19.99	20.01	18.92	20.72	22.07	0.00	21.00	19.89	18.67	0.00	22.00	0.00	26.33	0.00	24.64	0.00	0.00
<b>Cash Awards</b>																		
<b>Cash Awards: \$500 and Under</b>	#	1195	979	90	126	24	1	1	5	1		3	2	5		6		
	%	100.00	81.92	7.53	10.54	2.01	0.08	0.08	0.42	0.08	0.00	0.25	0.17	0.42	0.00	0.50	0.00	0.00
<b>Total Amount</b>	\$	452261	369199	35144	47918	9317	406	500	1600	390		1240	475	2000		2706		
<b>Average Amount</b>	\$	378.46	377.12	390.49	380.30	388.21	406.00	500.00	320.00	390.00	0.00	413.33	237.50	400.00	0.00	451.00	0.00	0.00
<b>Cash Awards: \$501 - \$999</b>	#	499	410	34	55	7			2			3		1		1		
	%	100.00	82.16	6.81	11.02	1.40	0.00	0.00	0.40	0.00	0.00	0.60	0.00	0.20	0.00	0.20	0.00	0.00
<b>Total Amount</b>	\$	365779	302148	24058	39573	4745			1295			2250		600		600		

**Office of the Secretary of the Interior - Overall FY2021**

**Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce**

Recognition and Awards		Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>Permanent Workforce (9/30/2019)</b>	#	3605	2904	287	414	88	1	2	24	13	3	6	6	11		21		1
	%	100.00	80.55	7.96	11.48	2.44	0.03	0.06	0.67	0.36	0.08	0.17	0.17	0.31	0.00	0.58	0.00	0.03
<b>Average Amount</b>	\$	733.02	736.95	707.59	719.51	677.86	0.00	0.00	647.50	0.00	0.00	750.00	0.00	600.00	0.00	600.00	0.00	0.00
<b>Cash Awards: \$1000 - \$1999</b>	#	1190	963	93	134	30			11	5	1	5	1	1		6		
	%	100.00	80.92	7.82	11.26	2.52	0.00	0.00	0.92	0.42	0.08	0.42	0.08	0.08	0.00	0.50	0.00	0.00
<b>Total Amount</b>	\$	1635088	1319150	131157	184781	41908			15895	5657	1700	7052	1500	1000		9104		
<b>Average Amount</b>	\$	1374.02	1369.83	1410.29	1378.96	1396.93	0.00	0.00	1445.00	1131.40	1700.00	1410.40	1500.00	1000.00	0.00	1517.33	0.00	0.00
<b>Cash Awards: \$2000 - \$2999</b>	#	888	747	62	79	16			6	2	1		1	2		4		
	%	100.00	84.12	6.98	8.90	1.80	0.00	0.00	0.68	0.23	0.11	0.00	0.11	0.23	0.00	0.45	0.00	0.00
<b>Total Amount</b>	\$	2123642	1783389	146892	193361	37900			13929	5162	2230		2000	4754		9825		
<b>Average Amount</b>	\$	2391.49	2387.40	2369.23	2447.61	2368.75	0.00	0.00	2321.50	2581.00	2230.00	0.00	2000.00	2377.00	0.00	2456.25	0.00	0.00
<b>Cash Awards: \$3000 - \$3999</b>	#	472	382	34	56	16			3	5			2	3		2		1
	%	100.00	80.93	7.20	11.86	3.39	0.00	0.00	0.64	1.06	0.00	0.00	0.42	0.64	0.00	0.42	0.00	0.21
<b>Total Amount</b>	\$	1610194	1306892	112343	190959	53523			10563	16345			7214	9440		6853		3108
<b>Average Amount</b>	\$	3411.43	3421.18	3304.21	3409.98	3345.19	0.00	0.00	3521.00	3269.00	0.00	0.00	3607.00	3146.67	0.00	3426.50	0.00	3108.00
<b>Cash Awards: \$4000 - \$4999</b>	#	324	278	13	33	6			1	1	1		2			1		
	%	100.00	85.80	4.01	10.19	1.85	0.00	0.00	0.31	0.31	0.31	0.00	0.62	0.00	0.00	0.31	0.00	0.00
<b>Total Amount</b>	\$	1439180	1236331	57093	145756	26600			4550	4276	4464		9245			4065		
<b>Average Amount</b>	\$	4441.91	4447.23	4391.77	4416.85	4433.33	0.00	0.00	4550.00	4276.00	4464.00	0.00	4622.50	0.00	0.00	4065.00	0.00	0.00
<b>Cash Awards: \$5000 or more</b>	#	370	323	22	25	9				4		3				2		
	%	100.00	87.30	5.95	6.76	2.43	0.00	0.00	0.00	1.08	0.00	0.81	0.00	0.00	0.00	0.54	0.00	0.00
<b>Total Amount</b>	\$	4309961	3875246	202106	232609	75013				22133		37838				15042		
<b>Average Amount</b>	\$	11648.54	11997.67	9186.64	9304.36	8334.78	0.00	0.00	0.00	5533.25	0.00	12612.67	0.00	0.00	0.00	7521.00	0.00	0.00
<b>Other Awards</b>																		
<b>Quality Step Increases (QSI)</b>	#	188	162	13	13													
	%	100.00	86.17	6.91	6.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Benefit</b>	\$	652341	565879	43806	42656													
<b>Average Benefit</b>	\$	3469.90	3493.08	3369.69	3281.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Performance Based Pay Increase</b>	#	107	95	4	8	1			1									
	%	100.00	88.79	3.74	7.48	0.93	0.00	0.00	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Benefit</b>	\$	554979	486707	30786	37486	2640			2640									
<b>Average Benefit</b>	\$	5186.72	5123.23	7696.50	4685.75	2640.00	0.00	0.00	2640.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Monetary Awards</b>	#	5233	4339	365	529	109	1	1	29	18	3	14	8	12	0	22	0	1
	%	100.00	82.92	6.97	10.11	2.08	0.02	0.02	0.55	0.34	0.06	0.27	0.15	0.23	0.00	0.42	0.00	0.02
<b>Total Value</b>	\$	13143425	11244941	783385	1115099	251646	406	500	50472	53963	8394	48380	20434	17794	0	48195	0	3108
<b>Average Value</b>	\$	2511.64	2591.60	2146.26	2107.94	2308.68	406.00	500.00	1740.41	2997.94	2798.00	3455.71	2554.25	1482.83	0.00	2190.68	0.00	3108.00

**Office of the Secretary of the Interior - Overall FY2021**

**Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate) - Permanent Workforce**

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce (9/30/2020)	#	3605	3191	2904	287	414	88	1	2	24	13	3	6	6	11		21		1
	%	100.00	88.52	80.55	7.96	11.48	2.44	0.03	0.06	0.67	0.36	0.08	0.17	0.17	0.31	0.00	0.58	0.00	0.03
<b>Time Off Awards</b>																			
Time Off Awards 1-10 hours	#	476	417	370	47	59	7			5					1		1		
	%	13.20	13.07	12.74	16.38	14.25	7.95	0.00	0.00	20.83	0.00	0.00	0.00	0.00	0.00	9.09	0.00	4.76	0.00
Total Hours	#	3757	3303	2912	391	454	56			40					8		8		
Average Hours	#	1.04	1.04	1.00	1.36	1.10	0.64	0.00	0.00	1.67	0.00	0.00	0.00	0.00	0.73	0.00	0.38	0.00	0.00
Time Off Awards 11-20 hours	#	410	360	311	49	50	18		1	8	2		1		1		5		
	%	11.37	11.28	10.71	17.07	12.08	20.45	0.00	50.00	33.33	15.38	0.00	16.67	0.00	9.09	0.00	23.81	0.00	0.00
Total Hours	#	6888	6026	5211	815	862	323		16	140	32		20		20		95		
Average Hours	#	1.91	1.89	1.79	2.84	2.08	3.67	0.00	8.00	5.83	2.46	0.00	3.33	0.00	1.82	0.00	4.52	0.00	0.00
Time Off Awards 21-30 hours	#	326	283	250	33	43	11		1	3	1		1		3		2		
	%	9.04	8.87	8.61	11.50	10.39	12.50	0.00	50.00	12.50	7.69	0.00	16.67	0.00	27.27	0.00	9.52	0.00	0.00
Total Hours	#	8119	7003	6190	813	1116	294		26	82	24		24		90		48		
Average Hours	#	2.25	2.19	2.13	2.83	2.70	3.34	0.00	13.00	3.42	1.85	0.00	4.00	0.00	8.18	0.00	2.29	0.00	0.00
Time Off Awards 31-40 hours	#	297	257	234	23	40	7			3					1		3		
	%	8.24	8.05	8.06	8.01	9.66	7.95	0.00	0.00	12.50	0.00	0.00	0.00	0.00	9.09	0.00	14.29	0.00	0.00
Total Hours	#	11295	9749	8892	857	1546	276			116					40		120		
Average Hours	#	3.13	3.06	3.06	2.99	3.73	3.14	0.00	0.00	4.83	0.00	0.00	0.00	0.00	3.64	0.00	5.71	0.00	0.00
Time Off Awards 40+ hours	#	4	4	4															
	%	0.11	0.13	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	#	192	192	192															
Average Hours	#	0.05	0.06	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time-off Awards	#	1513	1321	1169	152	192	43	0	2	19	3	0	2	0	6	0	11	0	0
	%	41.97	41.40	40.25	52.96	46.38	48.86	0.00	100.00	79.17	23.08	0.00	33.33	0.00	54.55	0.00	52.38	0.00	0.00
Total Hours	#	30251	26273	23397	2876	3978	949	0	42	378	56	0	44	0	158	0	271	0	0
Average Hours	#	8.39	8.23	8.06	10.02	9.61	10.78	0.00	21.00	15.75	4.31	0.00	7.33	0.00	14.36	0.00	12.90	0.00	0.00
<b>Cash Awards</b>																			
Cash Awards: \$500 and Under	#	1195	1069	979	90	126	24	1	1	5	1		3	2	5		6		
	%	33.15	33.50	33.71	31.36	30.43	27.27	100.00	50.00	20.83	7.69	0.00	50.00	33.33	45.45	0.00	28.57	0.00	0.00
Total Amount	\$	452261	404343	369199	35144	47918	9317	406	500	1600	390		1240	475	2000		2706		
Average Amount	\$	125.45	126.71	127.13	122.45	115.74	105.88	406.00	250.00	66.67	30.00	0.00	206.67	79.17	181.82	0.00	128.86	0.00	0.00
Cash Awards: \$501 - \$999	#	499	444	410	34	55	7			2			3		1		1		
	%	13.84	13.91	14.12	11.85	13.29	7.95	0.00	0.00	8.33	0.00	0.00	50.00	0.00	9.09	0.00	4.76	0.00	0.00
Total Amount	\$	365779	326206	302148	24058	39573	4745			1295			2250		600		600		
Average Amount	\$	101.46	102.23	104.05	83.83	95.59	53.92	0.00	0.00	53.96	0.00	0.00	375.00	0.00	54.55	0.00	28.57	0.00	0.00
Cash Awards: \$1000 - \$1999	#	1190	1056	963	93	134	30			11	5	1	5	1	1		6		
	%	33.01	33.09	33.16	32.40	32.37	34.09	0.00	0.00	45.83	38.46	33.33	83.33	16.67	9.09	0.00	28.57	0.00	0.00
Total Amount	\$	1635088	1450307	1319150	131157	184781	41908			15895	5657	1700	7052	1500	1000		9104		
Average Amount	\$	453.56	454.50	454.25	456.99	446.33	476.23	0.00	0.00	662.29	435.15	566.67	1175.33	250.00	90.91	0.00	433.52	0.00	0.00
Cash Awards: \$2000 - \$2999	#	888	809	747	62	79	16			6	2	1		1	2		4		

**Office of the Secretary of the Interior - Overall FY2021**

**Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate) - Permanent Workforce**

Recognition and Awards		Total	Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce (9/30/2020)	#	3605	3191	2904	287	414	88	1	2	24	13	3	6	6	11		21		1
	%	100.00	88.52	80.55	7.96	11.48	2.44	0.03	0.06	0.67	0.36	0.08	0.17	0.17	0.31	0.00	0.58	0.00	0.03
	\$	24.63	25.35	25.72	21.60	19.08	18.18	0.00	0.00	25.00	15.38	33.33	0.00	16.67	18.18	0.00	19.05	0.00	0.00
Total Amount	\$	2123642	1930281	1783389	146892	193361	37900			13929	5162	2230		2000	4754		9825		
Average Amount	\$	589.08	604.91	614.11	511.82	467.06	430.68	0.00	0.00	580.38	397.08	743.33	0.00	333.33	432.18	0.00	467.86	0.00	0.00
Cash Awards: \$3000 - \$3999	#	472	416	382	34	56	16			3	5			2	3		2		1
	%	13.09	13.04	13.15	11.85	13.53	18.18	0.00	0.00	12.50	38.46	0.00	0.00	33.33	27.27	0.00	9.52	0.00	100.00
	\$	1610194	1419235	1306892	112343	190959	53523			10563	16345			7214	9440		6853		3108
Total Amount	\$	1610194	1419235	1306892	112343	190959	53523			10563	16345			7214	9440		6853		3108
Average Amount	\$	446.66	444.76	450.03	391.44	461.25	608.22	0.00	0.00	440.13	1257.31	0.00	0.00	1202.33	858.18	0.00	326.33	0.00	3108.00
Cash Awards: \$4000 - \$4999	#	324	291	278	13	33	6			1	1	1		2			1		
	%	8.99	9.12	9.57	4.53	7.97	6.82	0.00	0.00	4.17	7.69	33.33	0.00	33.33	0.00	0.00	4.76	0.00	0.00
	\$	1439180	1293424	1236331	57093	145756	26600			4550	4276	4464		9245			4065		
Total Amount	\$	1439180	1293424	1236331	57093	145756	26600			4550	4276	4464		9245			4065		
Average Amount	\$	399.22	405.34	425.73	198.93	352.07	302.27	0.00	0.00	189.58	328.92	1488.00	0.00	1540.83	0.00	0.00	193.57	0.00	0.00
Cash Awards: \$5000 or more	#	370	345	323	22	25	9				4		3				2		
	%	10.26	10.81	11.12	7.67	6.04	10.23	0.00	0.00	0.00	30.77	0.00	50.00	0.00	0.00	0.00	9.52	0.00	0.00
	\$	4309961	4077352	3875246	202106	232609	75013				22133		37838				15042		
Total Amount	\$	4309961	4077352	3875246	202106	232609	75013				22133		37838				15042		
Average Amount	\$	1195.55	1277.77	1334.45	704.20	561.86	852.42	0.00	0.00	0.00	1702.54	0.00	6306.33	0.00	0.00	0.00	716.29	0.00	0.00
<b>Other Awards</b>																			
Quality Step Increases	#	188	175	162	13	13													
	%	5.21	5.48	5.58	4.53	3.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	\$	652341	609685	565879	43806	42656													
Total Benefit	\$	652341	609685	565879	43806	42656													
Average Benefit	\$	180.95	191.06	194.86	152.63	103.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Performance Based Pay Increase	#	107	99	95	4	8	1			1									
	%	2.97	3.10	3.27	1.39	1.93	1.14	0.00	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	\$	554979	517493	486707	30786	37486	2640			2640									
Total Benefit	\$	554979	517493	486707	30786	37486	2640			2640									
Average Benefit	\$	153.95	162.17	167.60	107.27	90.55	30.00	0.00	0.00	110.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Monetary Awards	#	5233	4704	4339	365	529	109	1	1	29	18	3	14	8	12	0	22	0	1
	%	145.16	147.41	149.41	127.18	127.78	123.86	100.00	50.00	120.83	138.46	100.00	233.33	133.33	109.09	0.00	104.76	0.00	100.00
	\$	13143425	12028326	11244941	783385	1115099	251646	406	500	50472	53963	8394	48380	20434	17794	0	48195	0	3108
Total Value	\$	13143425	12028326	11244941	783385	1115099	251646	406	500	50472	53963	8394	48380	20434	17794	0	48195	0	3108
Average Value	\$	3645.89	3769.45	3872.22	2729.56	2693.48	2859.61	406.00	250.00	2103.00	4151.00	2798.00	8063.33	3405.67	1617.64	0.00	2295.00	0.00	3108.00