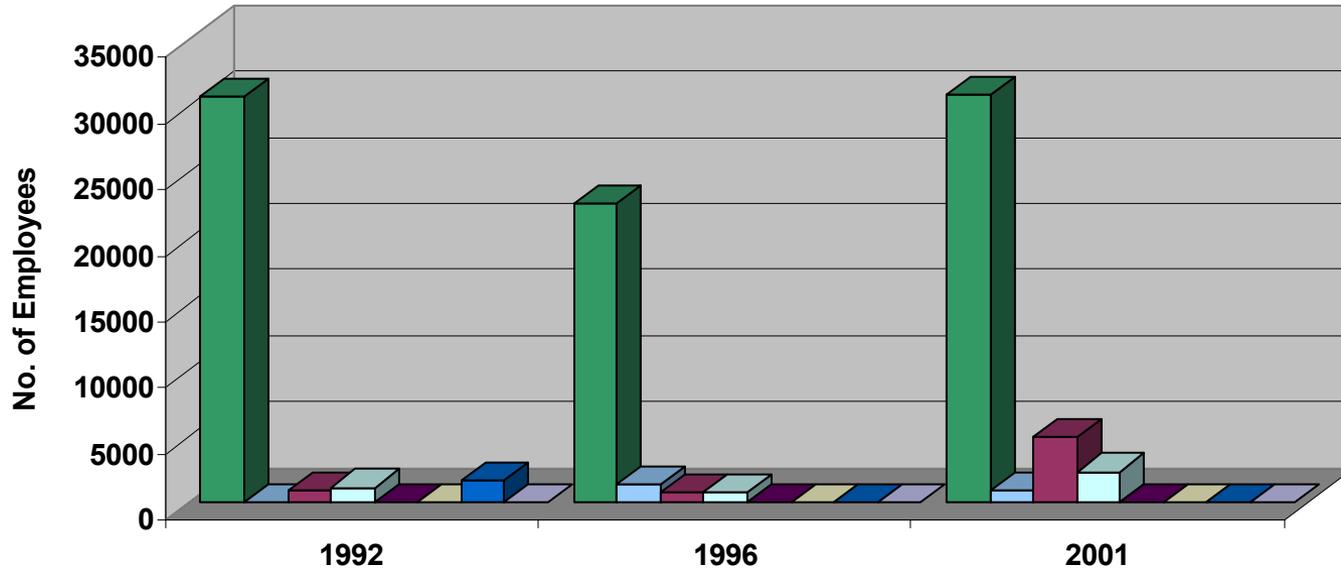


Work Schedule



Department of Commerce



1992

Work Schedule	Count	Percent
Full Time	30731	88.71
Full Time On-Call	1724	4.98
Full Time Seasonal	61	.18
Intermittent	916	2.64
Part Time	1170	3.38
Part Time On-Call	31	.09
Work Schedule Error	10	.03

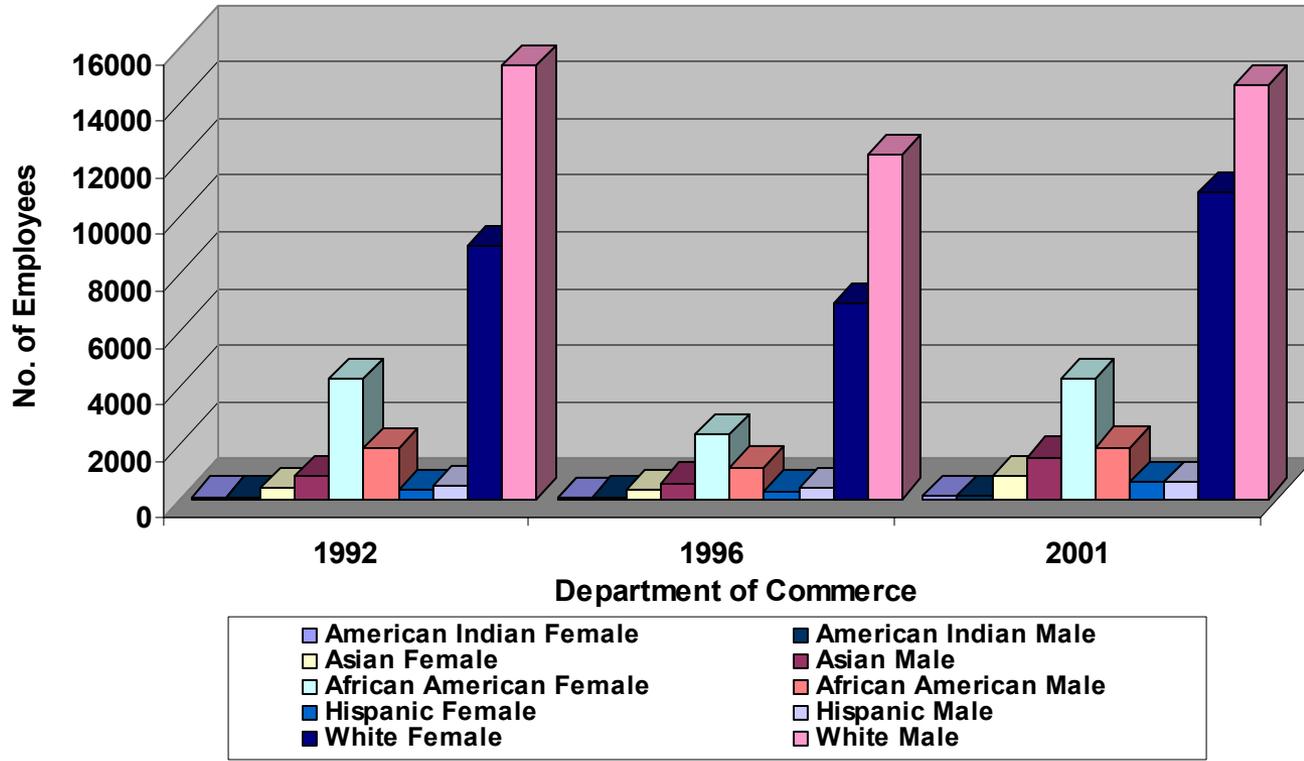
1996

Work Schedule	Count	Percent
Full Time	22714	88.28
Full Time Seasonal	1324	5.15
Intermittent	824	3.20
Part Time	818	3.18
Part Time Seasonal	43	.17
Work Schedule Error	6	.02

2001

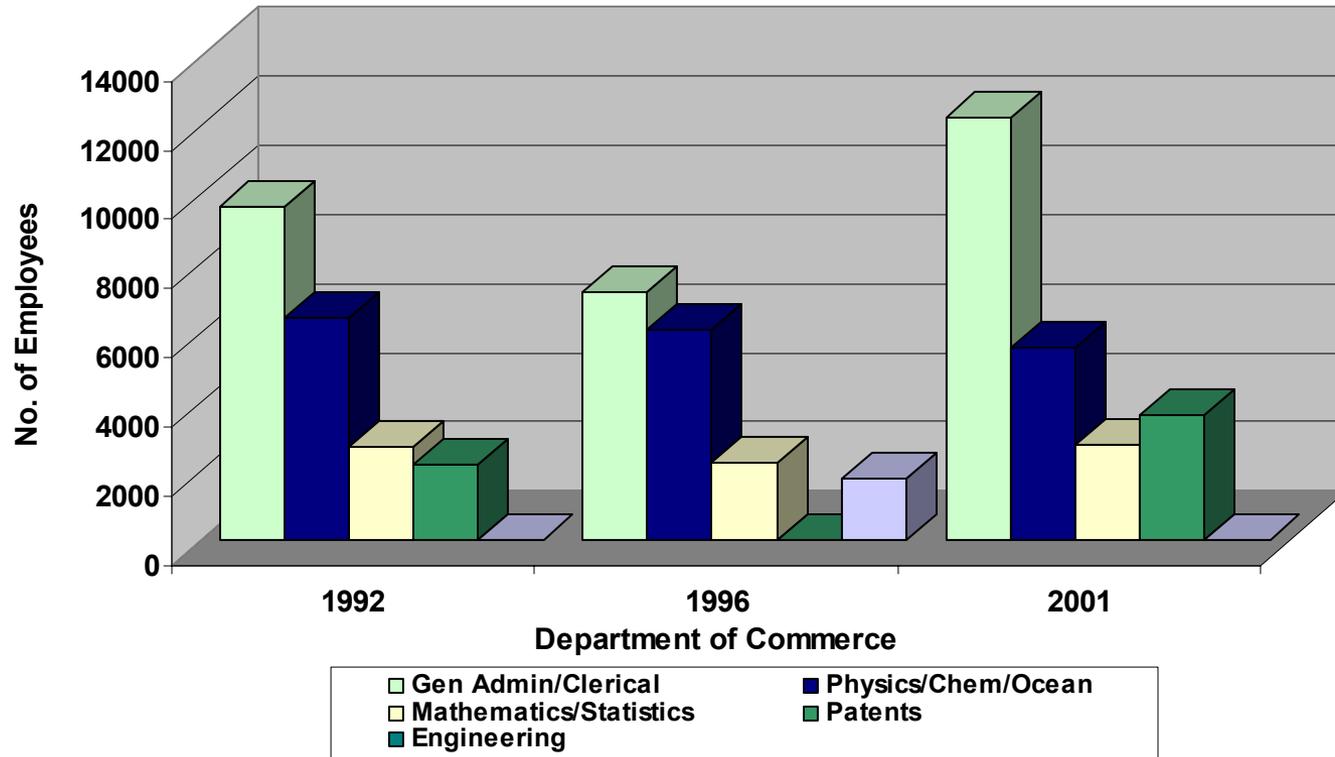
Work Schedule	Count	Percent
Full Time	30864	78.87
Full Time Seasonal	909	2.32
Intermittent	4975	12.71
Part Time	2364	6.04
Part Time Seasonal	16	.04
Work Schedule Error	4	.01

Diversity



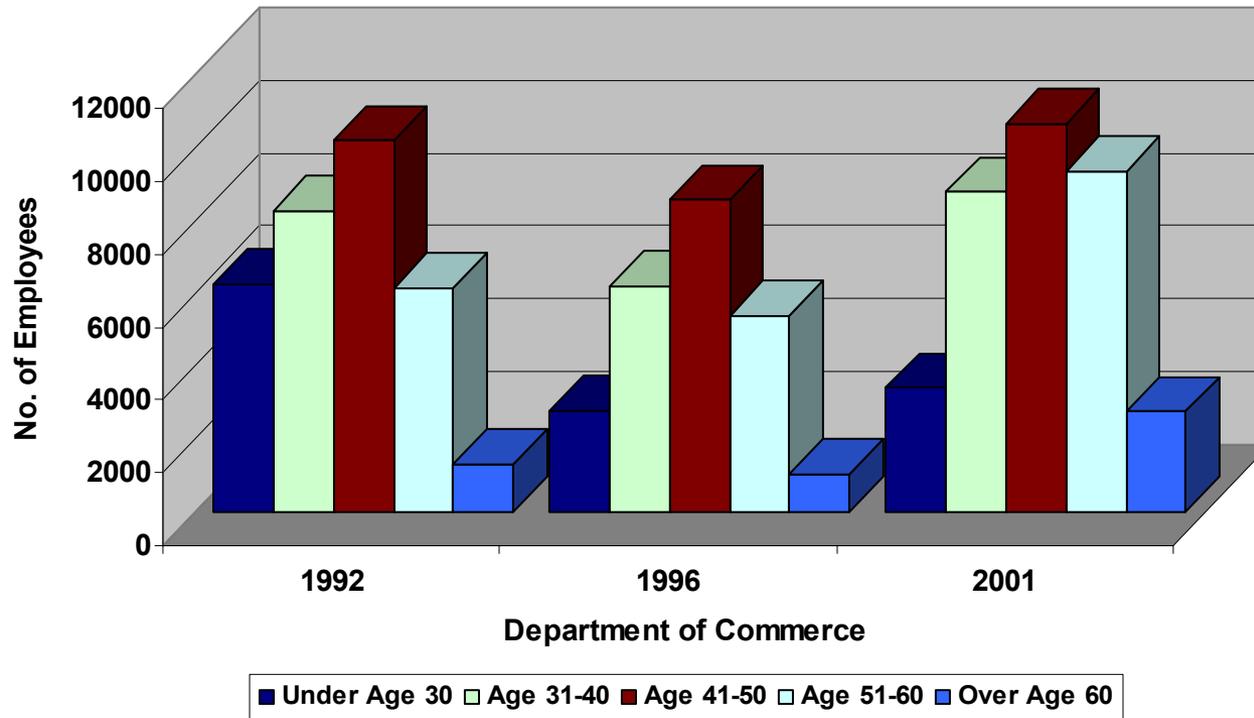
1992			1996			2001		
Diversity	Count	Percent	Diversity	Count	Percent	Diversity	Count	Percent
American Indian Female	65	.20	American Indian Female	51	.21	American Indian Female	110	.31
American Indian Male	78	.24	American Indian Male	64	.27	American Indian Male	85	.24
Asian Female	387	1.20	Asian Female	310	1.29	Asian Female	825	2.35
Asian Male	813	2.52	Asian Male	555	2.31	Asian Male	1467	4.19
African American Female	4205	13.04	African American Female	2290	9.53	African American Female	4234	12.08
African American Male	1785	5.54	African American Male	1109	4.61	African American Male	1813	5.17
Hispanic Female	334	1.04	Hispanic Female	287	1.19	Hispanic Female	596	1.70
Hispanic Male	433	1.34	Hispanic Male	374	1.56	Hispanic Male	579	1.65
White Female	8886	27.56	White Female	6893	28.68	White Female	10786	30.77
White Male	15258	47.32	White Male	12105	50.36	White Male	14556	41.53

Occupation



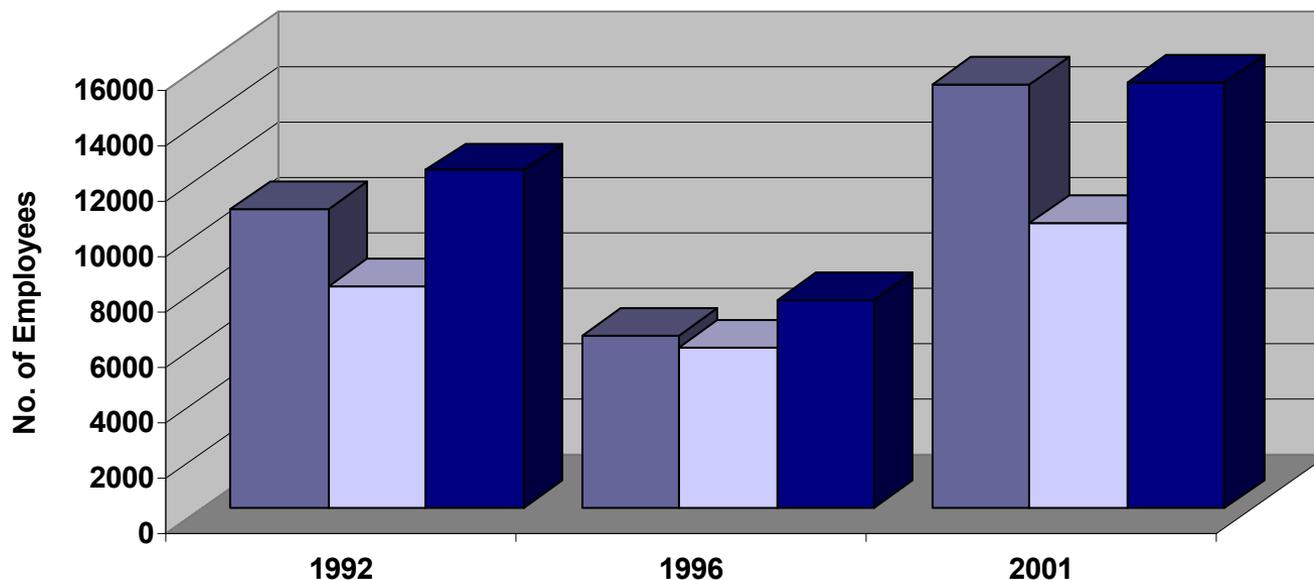
1992			1996			2001		
Occupation	Count	Percent	Occupation	Count	Percent	Occupation	Count	Percent
Gen Admin/Clerical	9690	30.05	Gen Admin/Clerical	7176	29.85	Gen Admin/Clerical	12238	34.91
Physics/Chem/Ocean	6440	19.97	Physics/Chem/Ocean	6106	25.40	Physics/Chem/Ocean	5595	15.96
Mathematics/Statistics	2706	8.39	Mathematics/Statistics	2249	9.36	Patents	3642	10.39
Patents	2205	6.84	Engineering	1815	7.55	Mathematics/Statistics	2789	7.96

Age Group



1992			1996			2001		
Age Group	Count	Percent	Age Group	Count	Percent	Age Group	Count	Percent
Under Age 30	6262	19.42	Under Age 30	2795	11.63	Under Age 30	3422	9.76
Age 31-40	8276	25.67	Age 31-40	6220	25.88	Age 31-40	8799	25.10
Age 41-50	10222	31.70	Age 41-50	8591	35.74	Age 41-50	10681	30.47
Age 51-60	6145	19.06	Age 51-60	5392	22.43	Age 51-60	9393	26.80
Over Age 60	1339	4.15	Over Age 60	1040	4.33	Over Age 60	2756	7.86

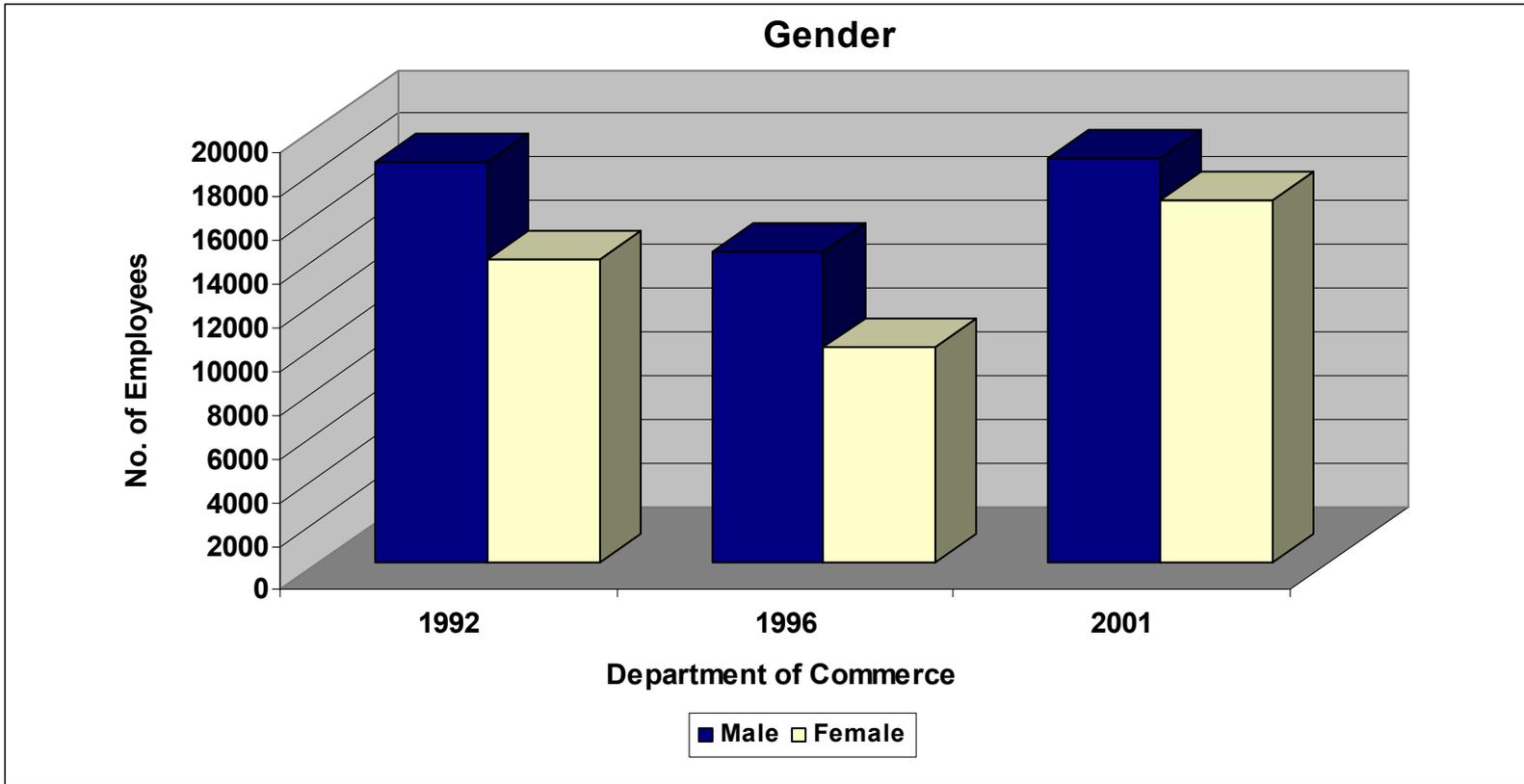
Education



Department of Commerce

■ With BA/BS
 ■ With Advanced Degree
 ■ No Degree

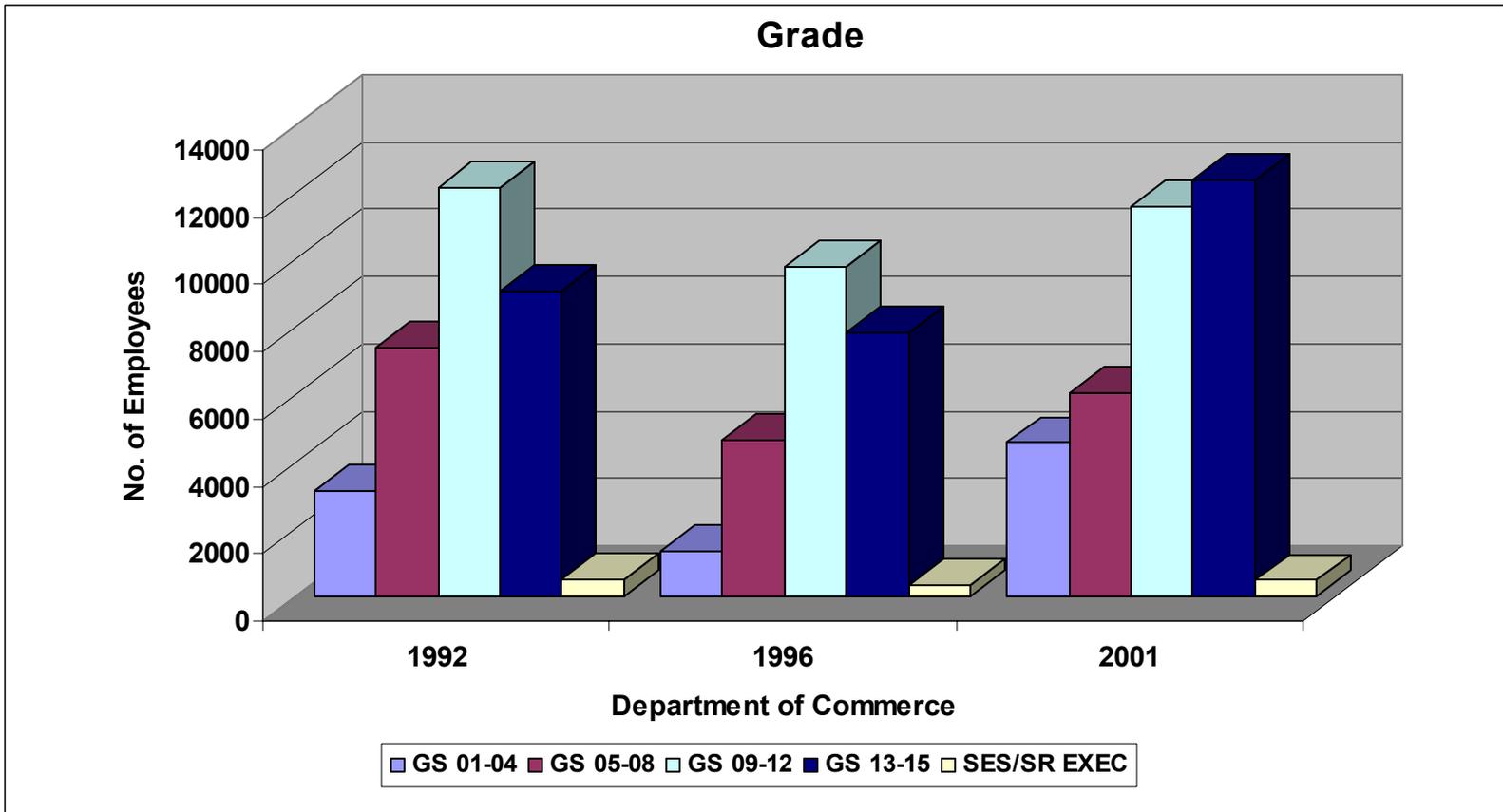
1992			1996			2001		
Education	Count	Percent	Education	Count	Percent	Education	Count	Percent
With BA/BS	10762	33.38	With BA/BS	7974	33.17	With BA/BS	12167	34.71
With Advanced Degree	6199	19.23	With Advanced Degree	5806	24.15	With Advanced Degree	7522	21.46
No Degree	15283	47.40	No Degree	10258	42.67	No Degree	15362	43.83



1992		
Gender	Count	Percent
Male	18367	56.96
Female	13877	43.04

1996		
Gender	Count	Percent
Male	14207	59.10
Female	9831	40.90

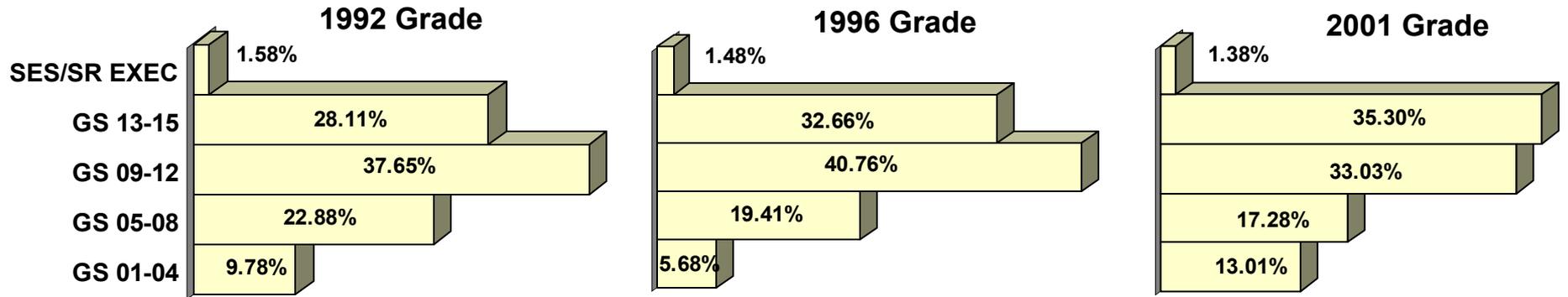
2001		
Gender	Count	Percent
Male	18500	52.78
Female	16551	47.22



1992		
Grade	Count	Percent
GS 01 - 04	3152	9.79
GS 05 - 08	7378	22.88
GS 09 - 12	12141	37.65
GS 13 - 15	9064	28.11
SES/SR EXEC	509	1.58

1996		
Grade	Count	Percent
GS 01 - 04	1366	5.68
GS 05 - 08	4666	19.41
GS 09 - 12	9799	40.76
GS 13 - 15	7852	32.66
SES/SR EXEC	355	1.48

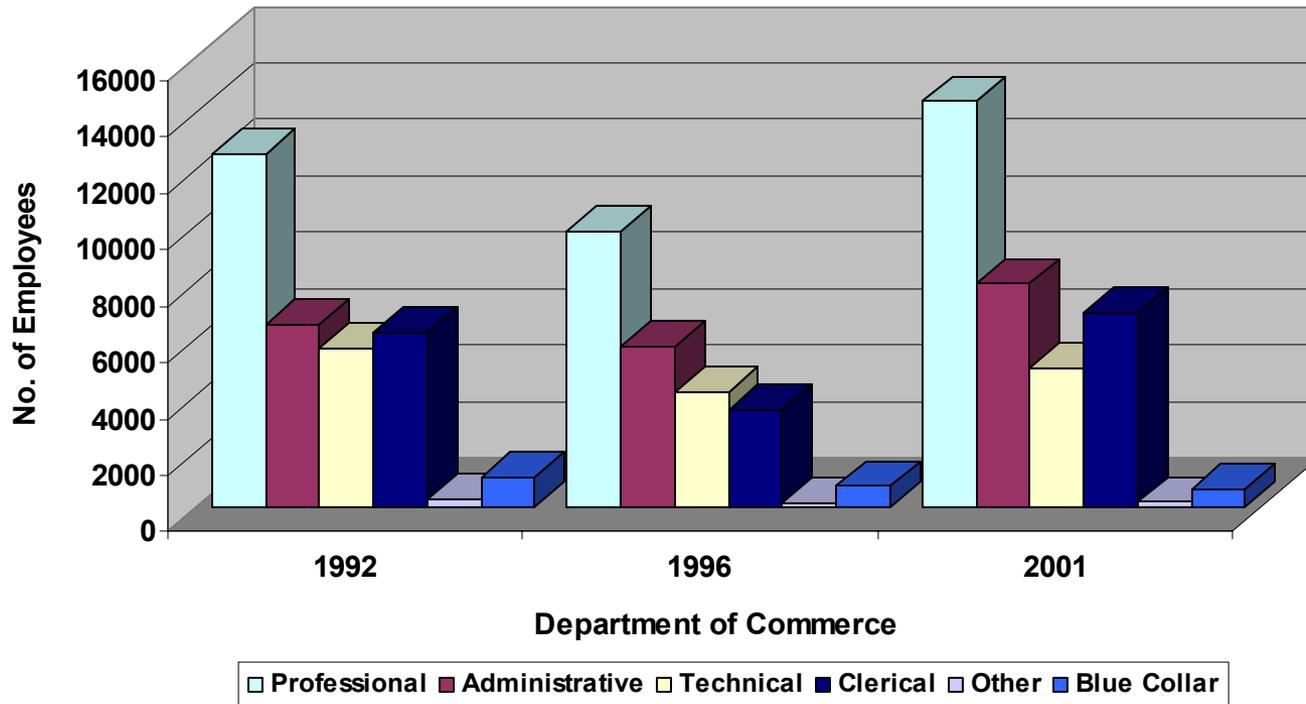
2001		
Grade	Count	Percent
GS 01 - 04	4561	13.01
GS 05 - 08	6056	17.28
GS 09 - 12	11578	33.03
GS 13 - 15	12372	35.30
SES/SR EXEC	484	1.38



Department of Commerce

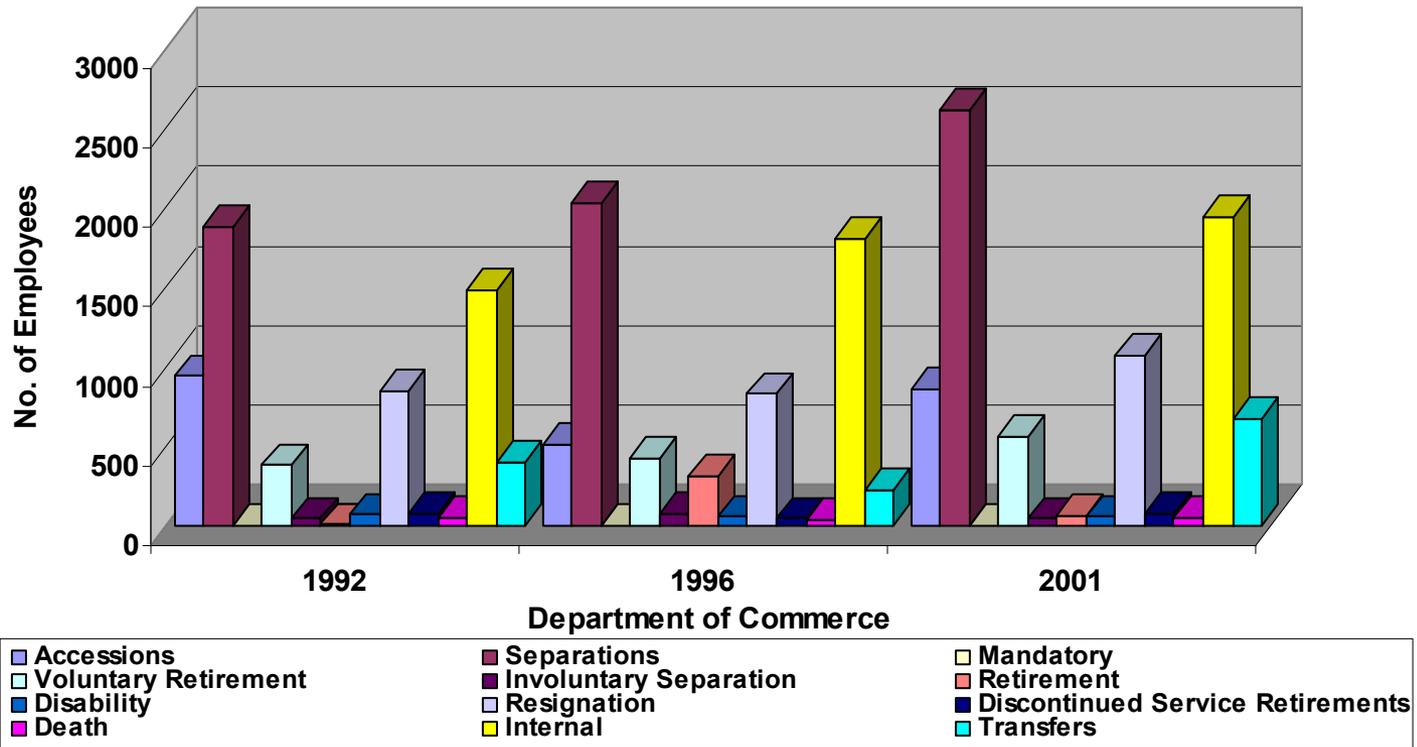
1992			1996			2001		
Grade	Count	Percent	Grade	Count	Percent	Grade	Count	Percent
GS 01 - 04	3152	9.79	GS 01 - 04	1366	5.68	GS 01 - 04	4561	13.01
GS 05 - 08	7378	22.88	GS 05 - 08	4666	19.41	GS 05 - 08	6056	17.28
GS 09 - 12	12141	37.65	GS 09 - 12	9799	40.76	GS 09 - 12	11578	33.03
GS 13 - 15	9064	28.11	GS 13 - 15	7852	32.66	GS 13 - 15	12372	35.30
SES/SR EXEC	509	1.58	SES/SR EXEC	355	1.48	SES/SR EXEC	484	1.38

Patco



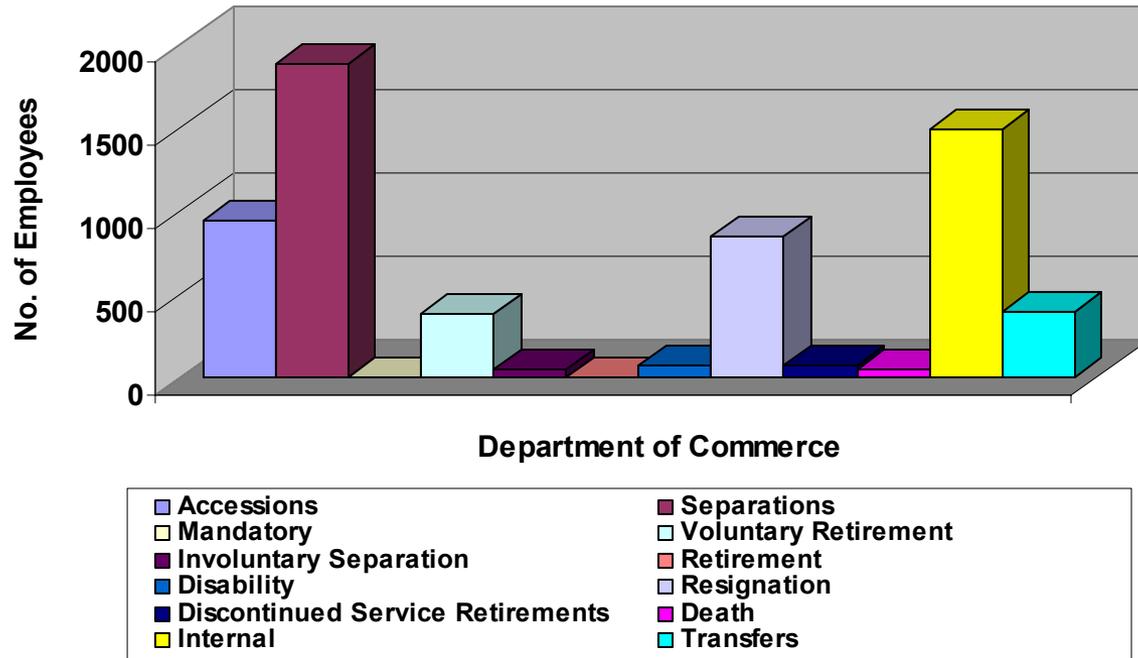
1992			1996			2001		
Patco	Count	Percent	Patco	Count	Percent	Patco	Count	Percent
Professional	12517	38.82	Professional	9772	40.65	Professional	14397	41.07
Administrative	6475	20.08	Administrative	5735	23.86	Administrative	7927	22.62
Technical	5660	17.55	Technical	4130	17.18	Technical	4951	14.13
Clerical	6236	19.34	Clerical	3477	14.46	Clerical	6914	19.73
Other	283	.88	Other	160	.67	Other	197	.56
Blue Collar	1073	3.33	Blue Collar	764	3.18	Blue Collar	665	1.90

Turnover



1992	Count	1996	Count	2001	Count
Turnover	-----	Turnover	-----	Turnover	-----
Accessions	942	Accessions	513	Accessions	859
Separations	1882	Separations	2028	Separations	2609
Mandatory	4	Mandatory	4	Mandatory	6
Voluntary Retirement	383	Voluntary Retirement	438	Voluntary Retirement	564
Involuntary Separations	45	Involuntary Separations	80	Involuntary Separations	48
Retirement	7	Retirement	313	Retirement	66
Disability	69	Disability	60	Disability	59
Resignation	846	Resignation	827	Resignation	1069
Discontinued Service Retirement	78	Discontinued Service Retirement	45	Discontinued Service Retirement	76
Death	53	Death	38	Death	50
Internal	1484	Internal	1804	Internal	1938
Transfers	398	Transfers	224	Transfers	671

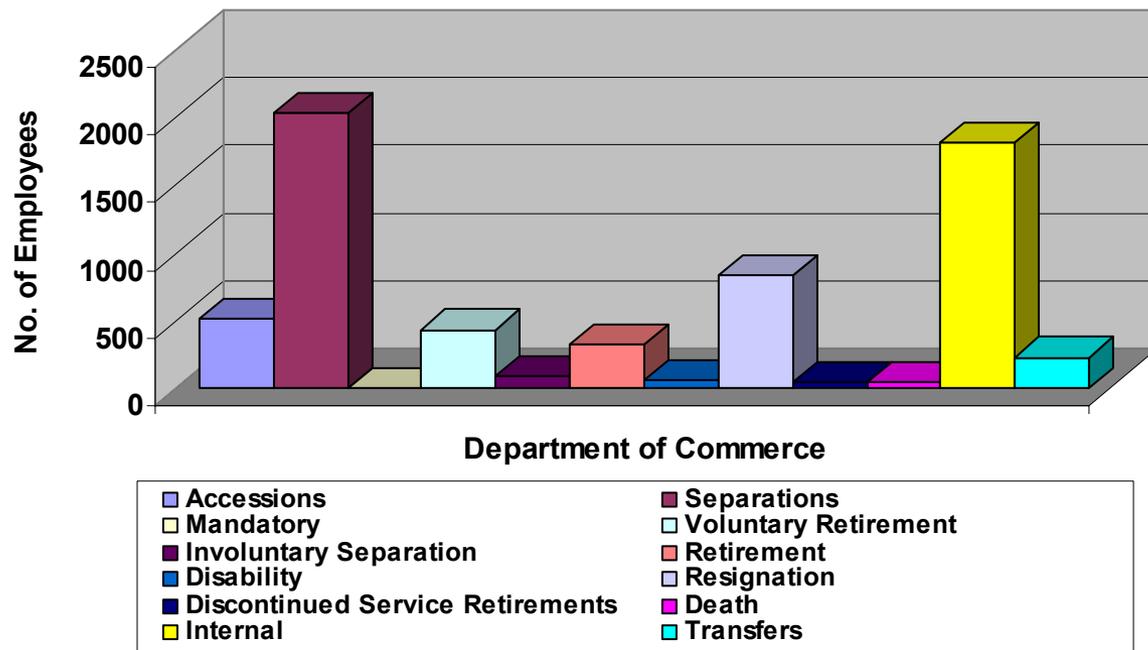
1992 Turnover



1992

Turnover	Count
-----	-----
Accessions	942
Separations	1882
Mandatory	4
Voluntary Retirement	383
Involuntary Separations	45
Retirement	7
Disability	69
Resignation	846
Discontinued Service Retirement	78
Death	53
Internal	1484
Transfers	398

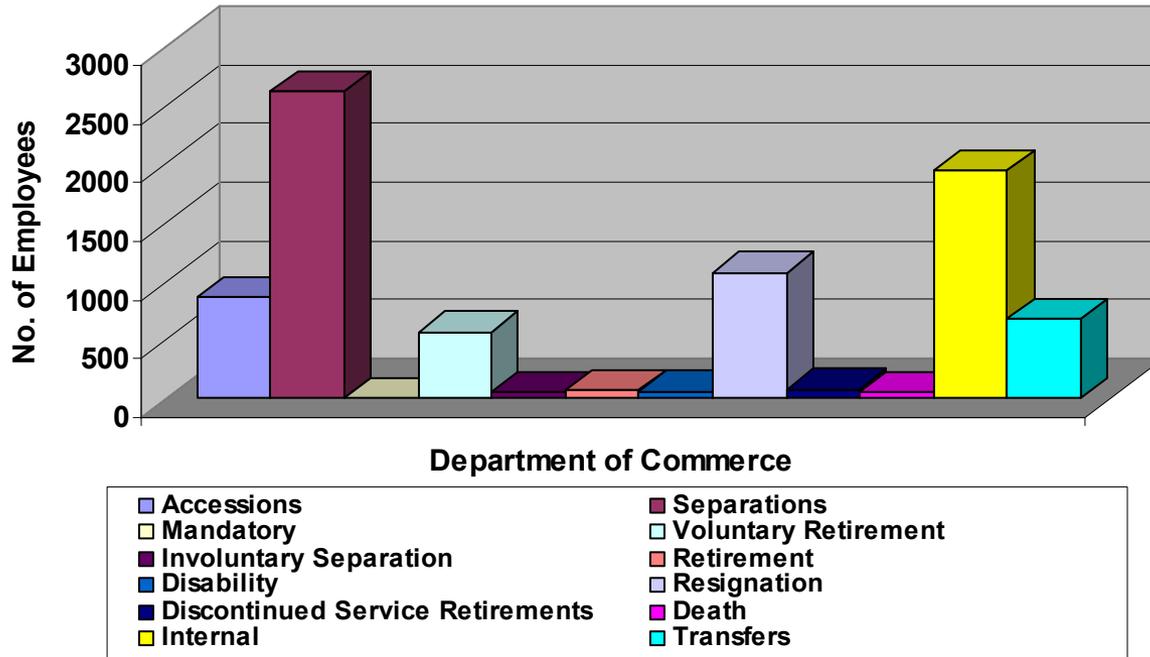
1996 Turnover



1996

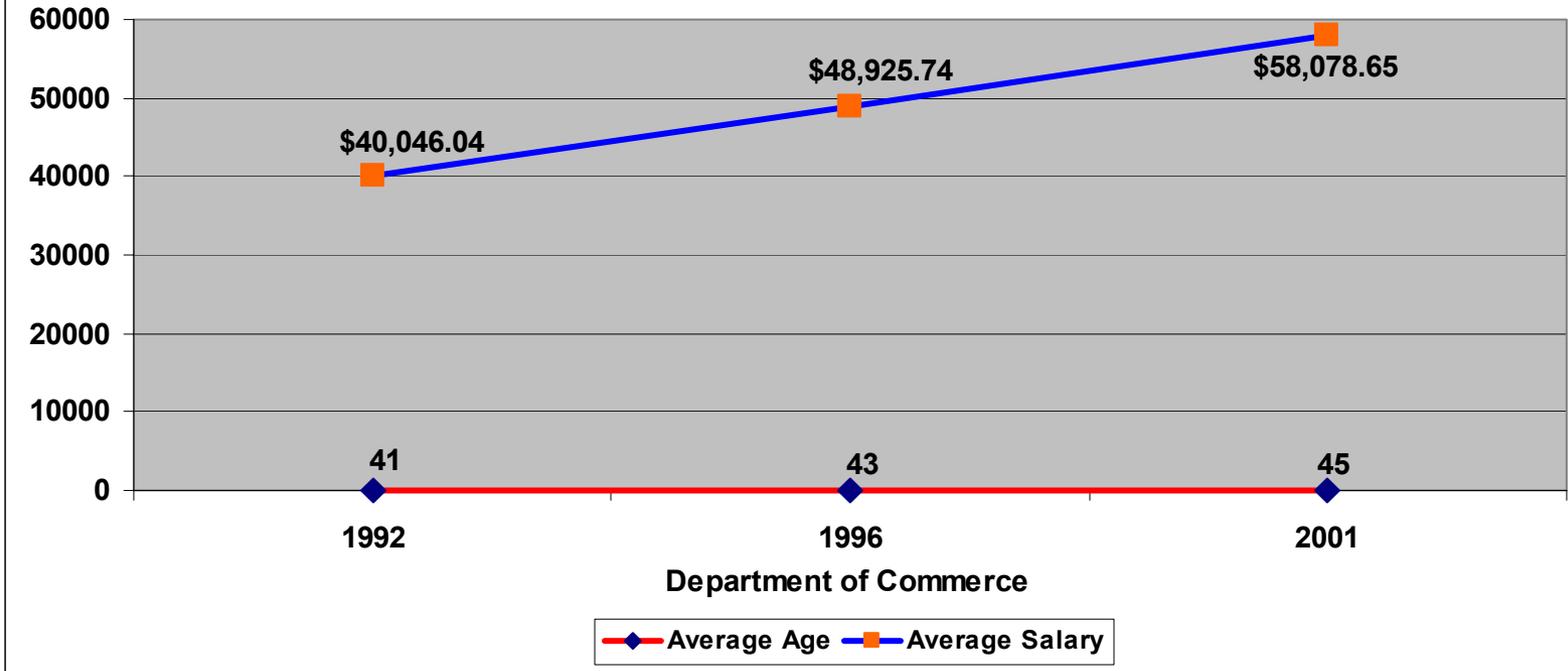
Turnover	Count
-----	-----
Accessions	513
Separations	2028
Mandatory	4
Voluntary Retirement	438
Involuntary Separations	80
Retirement	313
Disability	60
Resignation	827
Discontinued Service Retirement	45
Death	38
Internal	1804
Transfers	224

2001 Turnover



2001 Turnover -----	Count -----
Accessions	859
Separations	2609
Mandatory	6
Voluntary Retirement	564
Involuntary Separations	48
Retirement	66
Disability	59
Resignation	1069
Discontinued Service Retirement	76
Death	50
Internal	1938
Transfers	671

Average Age and Salary



1992

Average Age

41

Average Salary

\$40,046.04

1996

Average Age

43

Average Salary

\$48,925.74

2001

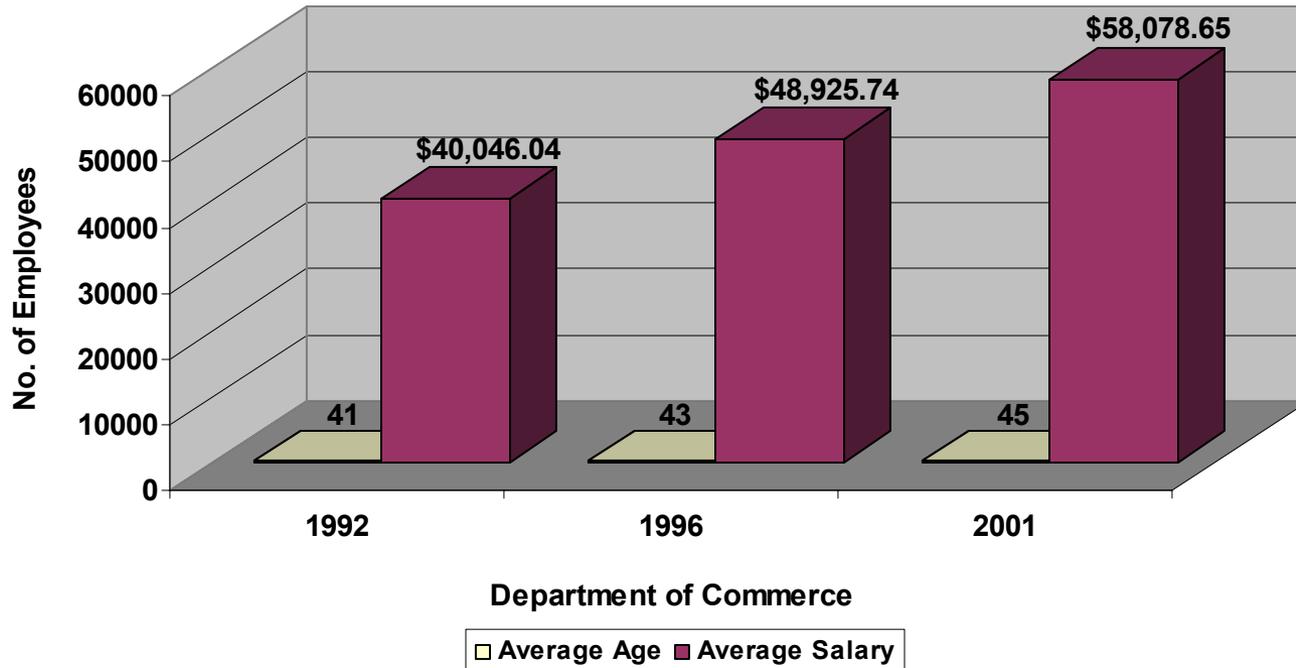
Average Age

45

Average Salary

\$58,078.65

Average Age and Salary



1992

Average Age

41

Average Salary

\$40,046.04

1996

Average Age

43

Average Salary

\$48,925.74

2001

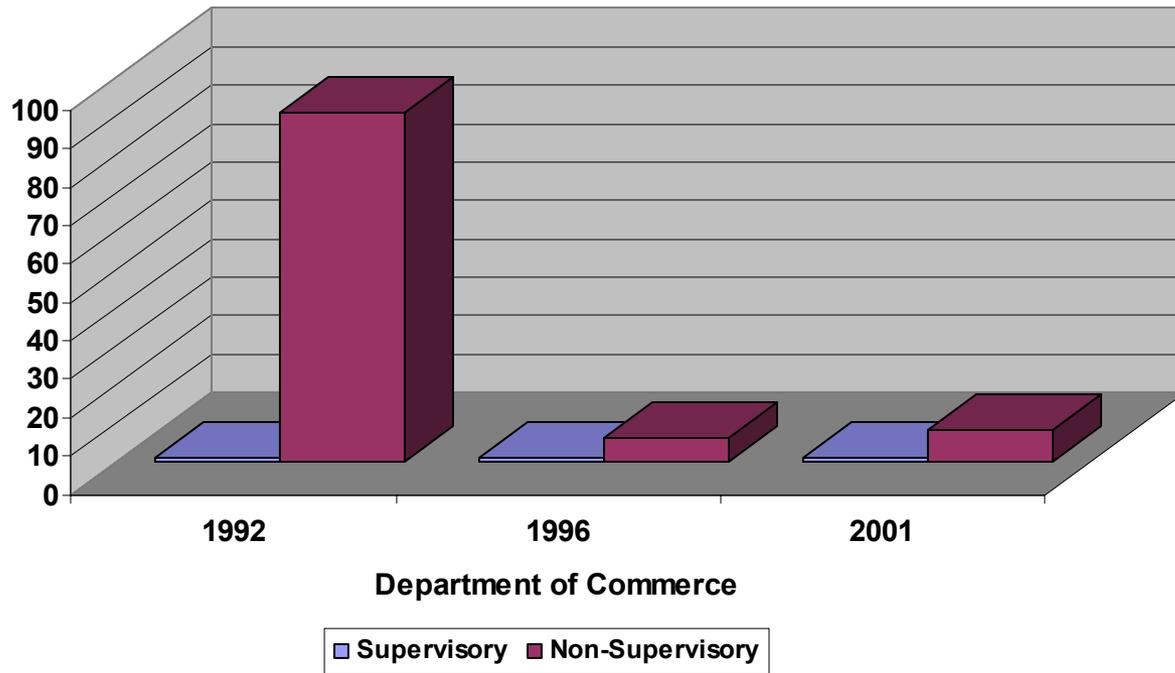
Average Age

45

Average Salary

\$58,078.65

Supervisory Ratio



1992

Supervisory	Non-Supervisory	Supervisory Percent	Alfrat
3	27575	.01	1:91

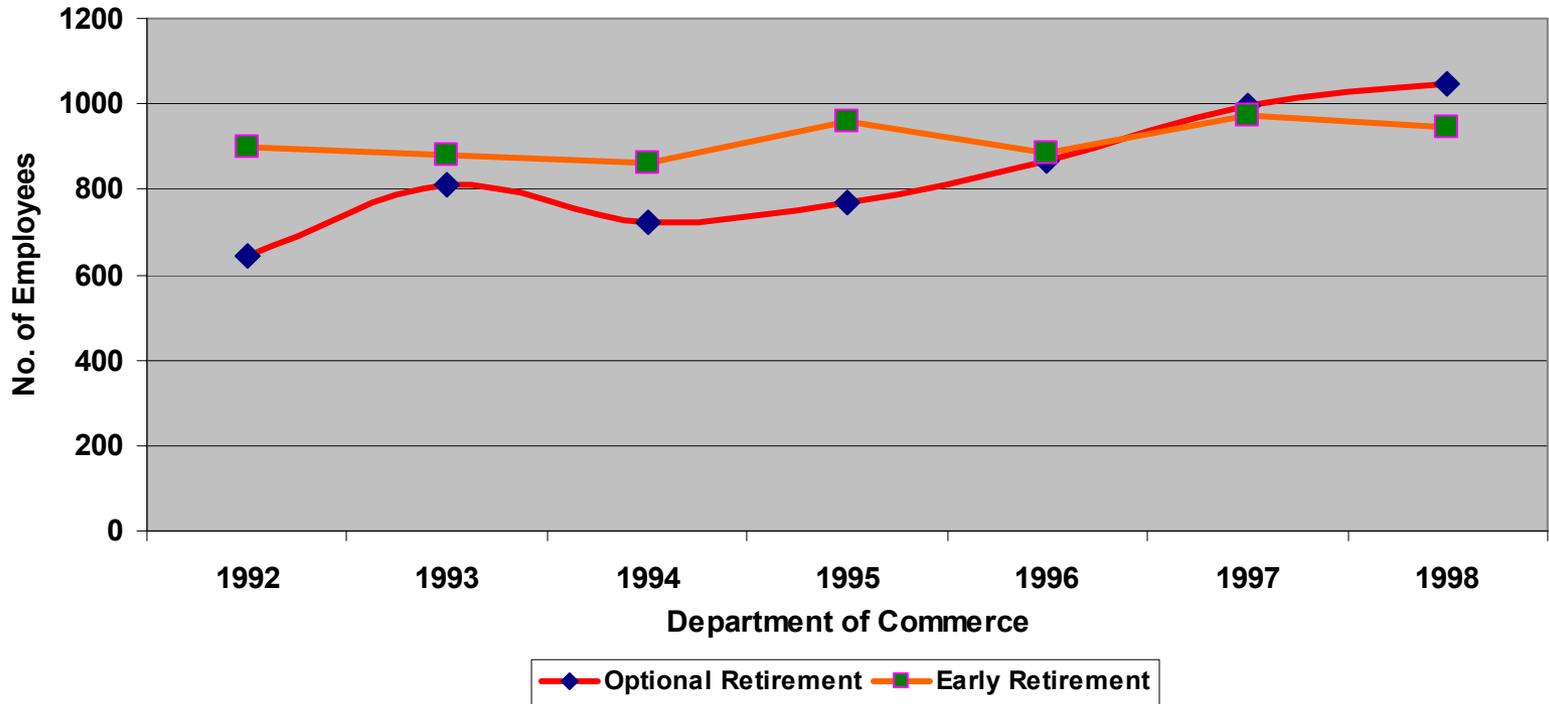
1996

Supervisory	Non-Supervisory	Supervisory Percent	Alfrat
2988	20854	12.53	1:06

2001

Supervisory	Non-Supervisory	Supervisory Percent	Alfrat
3771	31280	10.76	1:08

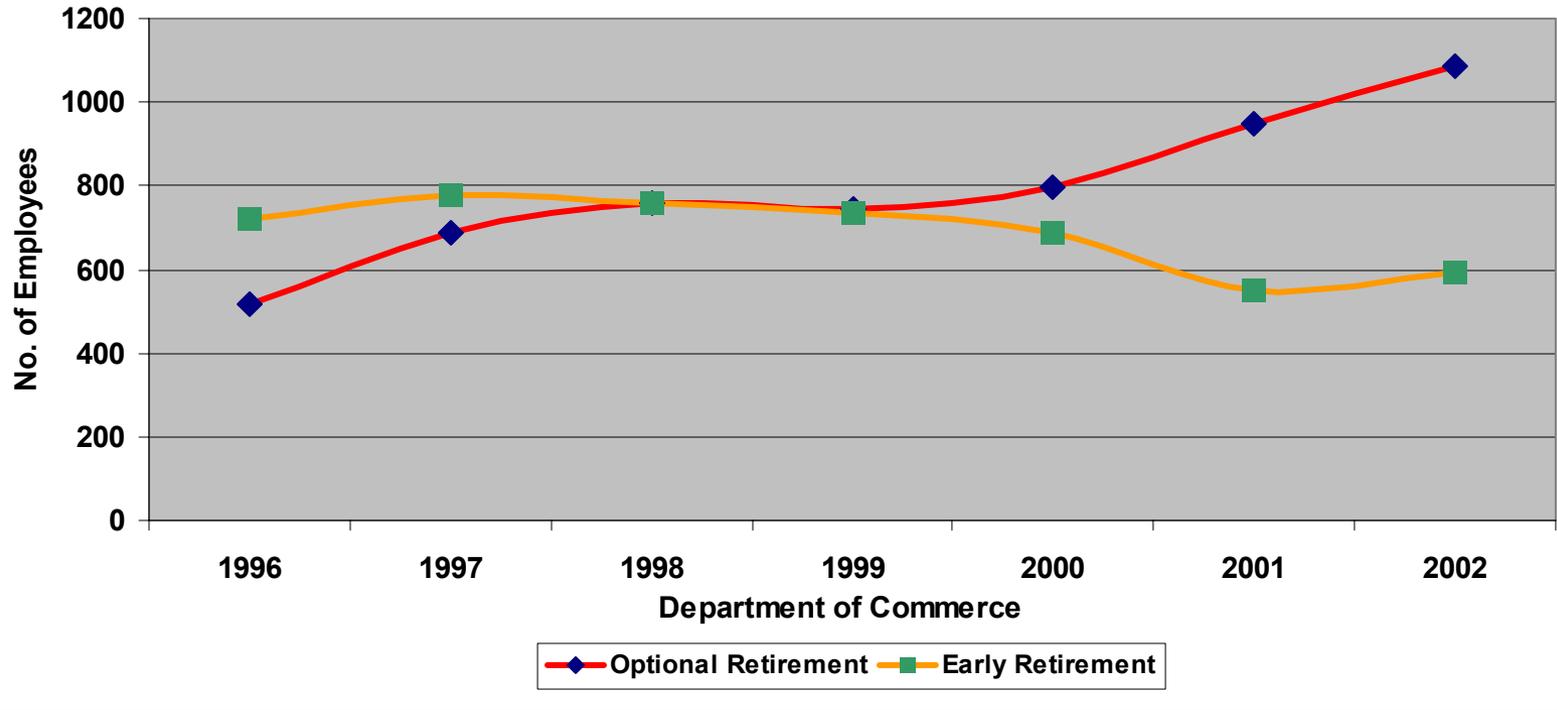
1992 Retirement



1992

	Optional Retirement		Early Retirement	
	Count	Percent	Count	Percent
Prev	2045	30.98	6013	18.65
1992	645	3.77	897	2.78
1993	813	4.16	878	2.72
1994	722	3.66	860	2.67
1995	769	3.45	960	2.98
1996	867	3.26	886	2.75
1997	997	3.14	973	3.02
1998	1046	3.32	945	2.93

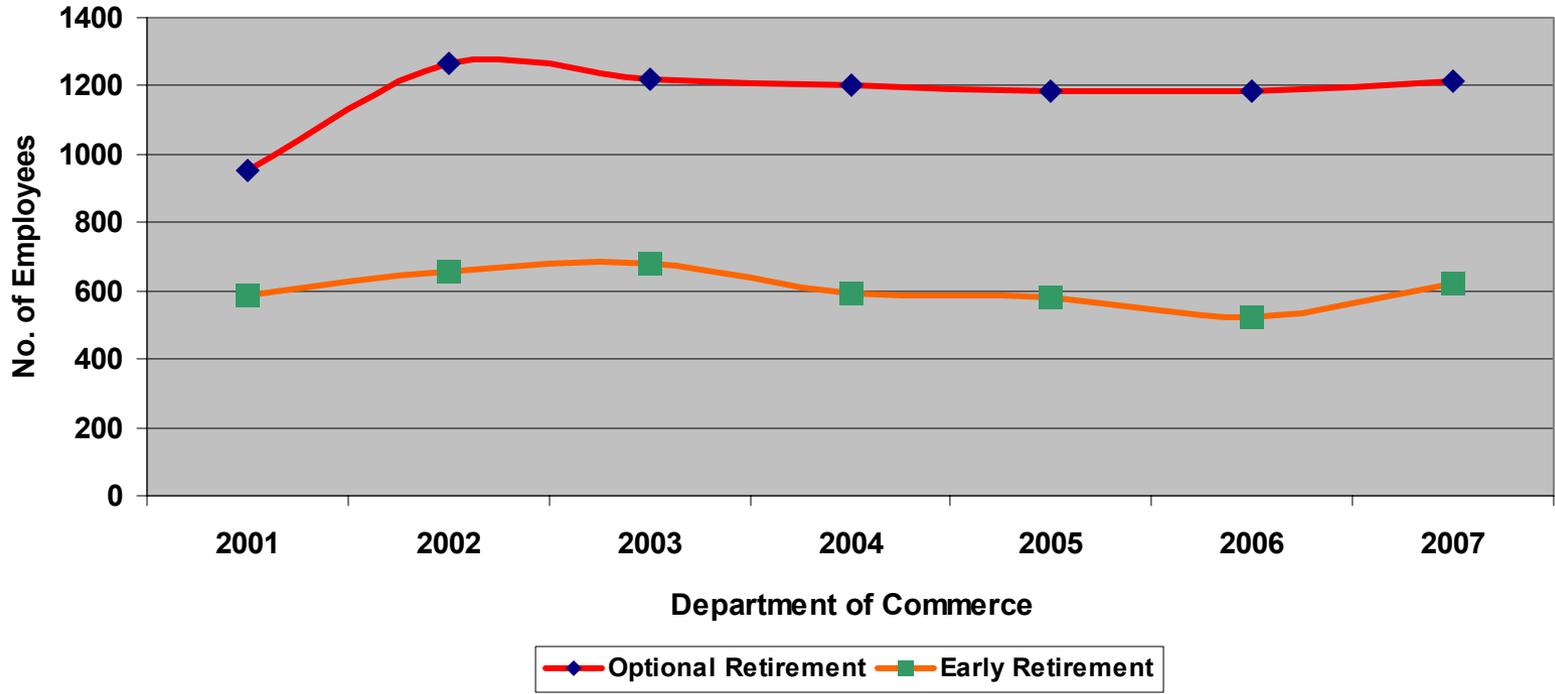
1996 Retirement



1996

	Optional Retirement		Early Retirement	
	Count	Percent	Count	Percent
Prev	1787	7.43	5397	22.45
1996	516	2.15	722	3.00
1997	686	2.85	780	3.24
1998	761	3.17	759	3.16
1999	745	3.10	737	3.07
2000	795	3.31	689	2.87
2001	948	3.94	552	2.30
2002	1087	4.52	595	2.48

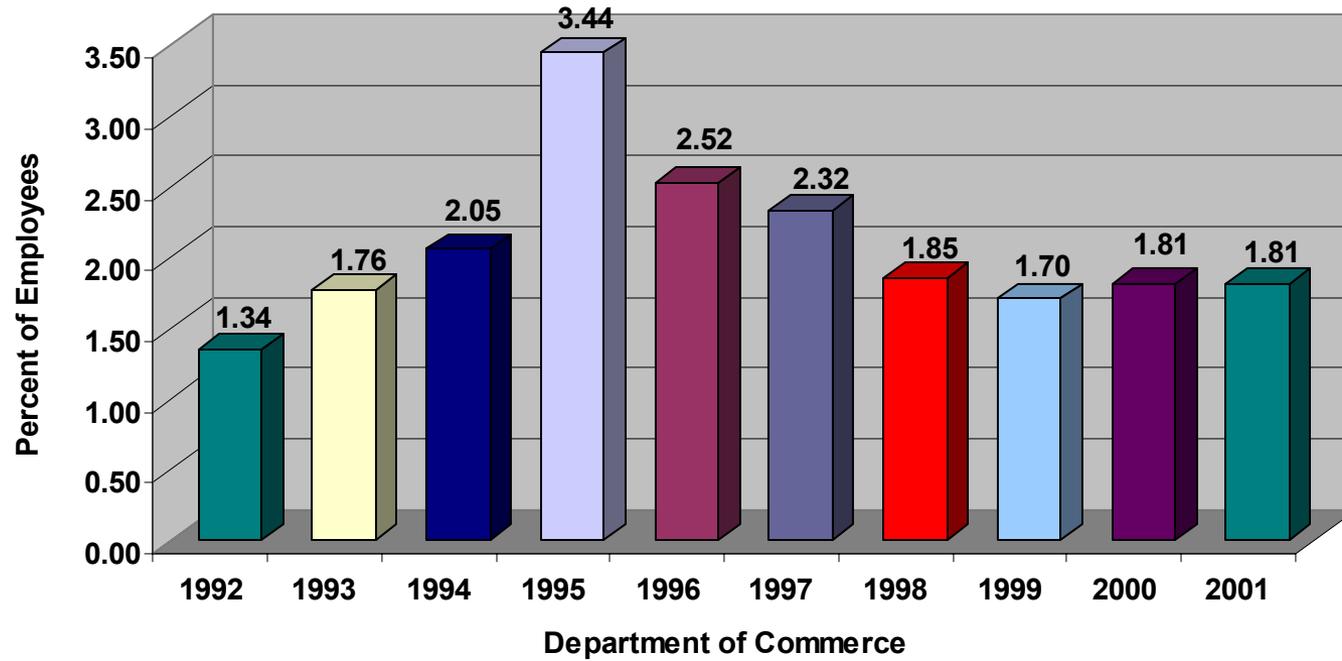
2001 Retirement



2001

	Optional Retirement		Early Retirement	
	Count	Percent	Count	Percent
Prev	3550	10.13	7760	22.14
2001	951	2.71	587	1.67
2002	1265	3.61	658	1.88
2003	1220	3.48	682	1.95
2004	1205	3.44	591	1.69
2005	1184	3.38	583	1.66
2006	1187	3.39	524	1.49
2007	1214	3.46	623	1.78

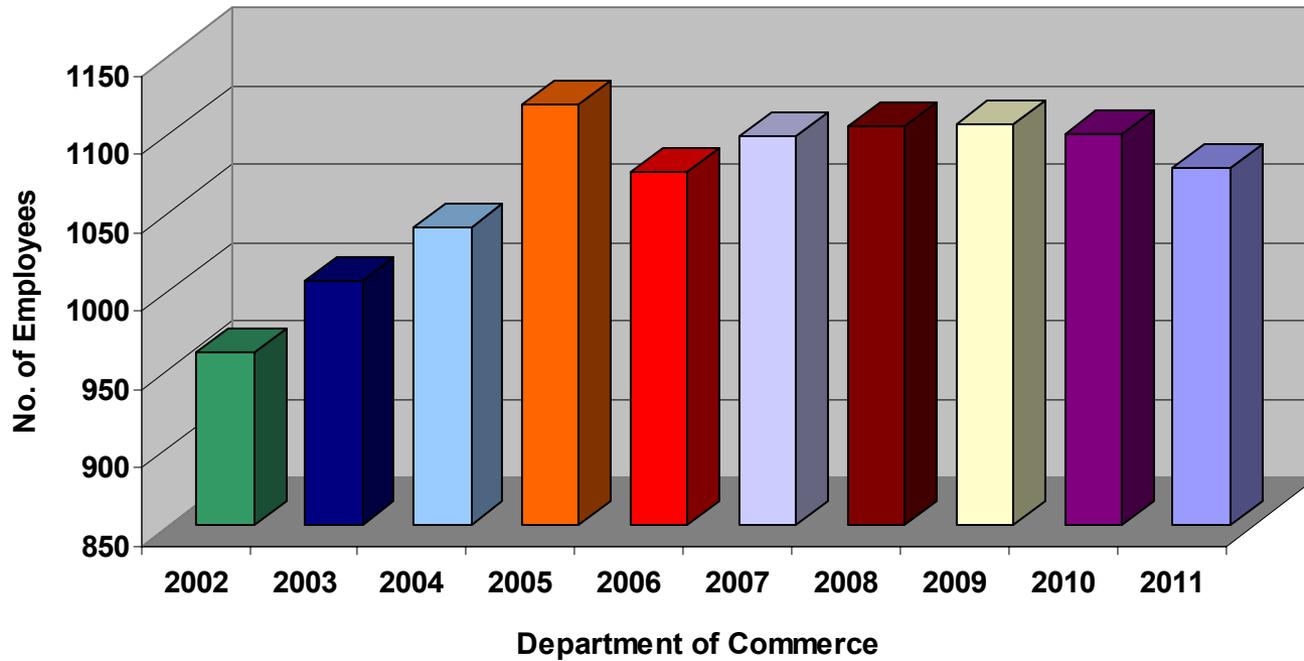
Retirement



Retirement

Fiscal Year	Employees	Retirement	Retirement Percent
-----	-----	-----	-----
1992	34375	462	1.34
1993	34793	611	1.76
1994	34725	713	2.05
1995	34073	1173	3.44
1996	32502	818	2.52
1997	32757	760	2.32
1998	35493	656	1.85
1999	36767	624	1.70
2000	37294	674	1.81
2001	38488	696	1.81

Projected Retirements



COMMERCE PROJECTED RETIREMENTS FY 2002 THROUGH 2011
FOR PERMANENT EMPLOYEES ON-BOARD AS OF OCTOBER 1, 2001

YEAR 2001 COUNT	YEAR 2002 RETIRE PROJ	YEAR 2003 RETIRE PROJ	YEAR 2004 RETIRE PROJ	YEAR 2005 RETIRE PROJ	YEAR 2006 RETIRE PROJ	YEAR 2007 RETIRE PROJ	YEAR 2008 RETIRE PROJ	YEAR 2009 RETIRE PROJ	YEAR 2010 RETIRE PROJ	YEAR 2011 RETIRE PROJ	10 YEAR RETIRE PROJ
32,521	959	1,005	1,039	1,118	1,075	1,097	1,104	1,105	1,099	1,077	10,679