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Department of State -- Applicants to the Foreign Service in Fiscal Year 2018

<b>Applicants (2018) Distribution by Sex</b>					
<b>Foreign Service</b>		<b>All</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Total Unspecified</b>
<b>Applied</b>	<b>#</b>	17305	10167	5991	1147
	<b>%</b>	100%	58.75%	34.62%	6.63%

<b>Applicants (2018) Distribution by Race, Ethnicity, and Sex</b>														
<b>Foreign Service</b>		<b>All</b>	<b>Hispanic or Latino (any race)</b>			<b>Non-Hispanic White</b>			<b>Non-Hispanic Black or African American</b>			<b>Non-Hispanic Asian</b>		
			<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>
<b>Applied</b>	<b>#</b>	17305	1500	974	13	5698	3156	23	1450	954	12	909	527	4
	<b>%</b>	100%	8.67%	5.63%	0.08%	32.93%	18.24%	0.13%	8.38%	5.51%	0.07%	5.25%	3.05%	0.02%
			<b>Non-Hispanic Native Hawaiian or Other Pacific Islander</b>			<b>Non-Hispanic American Indian or Alaska Native</b>			<b>Non-Hispanic Two or more races</b>			<b>Non-Hispanic, Race Unspecified</b>		
			<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Male</b>	<b>Female</b>	<b>Unspecified</b>
			17	10	0	43	21	0	372	254	2	178	95	1093
			0.10%	0.06%	0.00%	0.25%	0.12%	0.00%	2.15%	1.47%	0.01%	1.03%	0.55%	6.32%

<b>Applicants (2018) Distribution by Disability</b>				
<b>Foreign Service</b>		<b>Total</b>	<b>No Disability Identified</b>	<b>Disability Identified</b>
<b>Applied</b>	<b>#</b>	17305	16592	713
	<b>%</b>	100%	95.88%	4.12%

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes applicants to Foreign Service Generalist, Specialist, and Limited Non-Career Appointment programs.
2. Demographic information is provided by applicants on a voluntary basis.

Department of State -- Applicants to the Civil Service in Fiscal Year 2018

<b>Applicants (2018) Distribution by Sex</b>					
<b>Civil Service</b>		<b>All</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Total Unspecified</b>
<b>Applied</b>	<b>#</b>	6337	3783	2183	371
	<b>%</b>	100%	59.70%	34.45%	5.85%

<b>Applicants (2018) Distribution by Race, Ethnicity, and Sex</b>														
<b>Civil Service</b>		<b>All</b>	<b>Hispanic or Latino (any race)</b>			<b>Non-Hispanic White</b>			<b>Non-Hispanic Black or African American</b>			<b>Non-Hispanic Asian</b>		
			<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>
<b>Applied</b>	<b>#</b>	6337	529	246	0	1830	734	0	980	946	0	298	162	0
	<b>%</b>	100%	8.35%	3.88%	0.00%	28.88%	11.58%	0.00%	15.46%	14.93%	0.00%	4.70%	2.56%	0.00%
			<b>Non-Hispanic Native Hawaiian or Other Pacific Islander</b>			<b>Non-Hispanic American Indian or Alaska Native</b>			<b>Non-Hispanic Two or more races</b>			<b>Non-Hispanic, Race Unspecified</b>		
			<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Males</b>	<b>Females</b>	<b>Unspecified</b>	<b>Male</b>	<b>Female</b>	<b>Unspecified</b>
			14	10	0	74	28	0	58	57	0	0	0	371
			0.22%	0.16%	0.00%	1.17%	0.44%	0.00%	0.92%	0.90%	0.00%	0.00%	0.00%	5.85%

<b>Applicants (2018) Distribution by Disability</b>				
<b>Civil Service</b>		<b>Total</b>	<b>No Disability Identified</b>	<b>Disability Identified</b>
<b>Applied</b>	<b>#</b>	6337	5837	500
	<b>%</b>	100%	92.11%	7.89%

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes applicants to Civil Service positions advertised on USAJobs.
2. Demographic information is provided by applicants on a voluntary basis.

Department of State -- Grades of Permanent Civil Service Employees in Fiscal Year 2018

GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex																		
GS/GM/GL GRADES		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-01	#	5	1	4	0	0	1	1	0	2	0	0	0	0	0	0	0	1
	%	100%	20.00%	80.00%	0.00%	0.00%	20.00%	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
GS-02	#	17	5	12	0	1	1	4	2	6	1	1	0	0	0	0	1	0
	%	100%	29.41%	70.59%	0.00%	5.88%	5.88%	23.53%	11.76%	35.29%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%
GS-03	#	25	10	15	0	1	7	7	3	4	0	3	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	4.00%	28.00%	28.00%	12.00%	16.00%	0.00%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	60	21	39	0	2	13	15	2	17	4	4	1	0	0	0	1	1
	%	100%	35.00%	65.00%	0.00%	3.33%	21.67%	25.00%	3.33%	28.33%	6.67%	6.67%	1.67%	0.00%	0.00%	0.00%	1.67%	1.67%
GS-05	#	126	45	81	4	11	20	29	13	27	8	8	0	2	0	0	0	4
	%	100%	35.71%	64.29%	3.17%	8.73%	15.87%	23.02%	10.32%	21.43%	6.35%	6.35%	0.00%	1.59%	0.00%	0.00%	0.00%	3.17%
GS-06	#	26	13	13	1	0	5	0	6	13	0	0	0	0	0	0	1	0
	%	100%	50.00%	50.00%	3.85%	0.00%	19.23%	0.00%	23.08%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%
GS-07	#	365	117	248	12	31	61	90	35	107	7	14	1	0	1	2	0	4
	%	100%	32.05%	67.95%	3.29%	8.49%	16.71%	24.66%	9.59%	29.32%	1.92%	3.84%	0.27%	0.00%	0.27%	0.55%	0.00%	1.10%
GS-08	#	131	24	107	2	6	8	28	12	62	1	6	0	1	0	2	1	2
	%	100%	18.32%	81.68%	1.53%	4.58%	6.11%	21.37%	9.16%	47.33%	0.76%	4.58%	0.00%	0.76%	0.00%	1.53%	0.76%	1.53%
GS-09	#	550	214	336	15	21	125	139	49	129	16	35	1	3	3	3	5	6
	%	100%	38.91%	61.09%	2.73%	3.82%	22.73%	25.27%	8.91%	23.45%	2.91%	6.36%	0.18%	0.55%	0.55%	0.55%	0.91%	1.09%
GS-10	#	10	1	9	0	1	1	6	0	1	0	1	0	0	0	0	0	0
	%	100%	10.00%	90.00%	0.00%	10.00%	10.00%	60.00%	0.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	1557	639	918	59	83	390	452	144	300	41	66	0	3	2	9	3	5
	%	100%	41.04%	58.96%	3.79%	5.33%	25.05%	29.03%	9.25%	19.27%	2.63%	4.24%	0.00%	0.19%	0.13%	0.58%	0.19%	0.32%
GS-12	#	1502	588	914	40	54	347	406	152	379	34	58	2	2	7	6	6	9
	%	100%	39.15%	60.85%	2.66%	3.60%	23.10%	27.03%	10.12%	25.23%	2.26%	3.86%	0.13%	0.13%	0.47%	0.40%	0.40%	0.60%
GS-13	#	3019	1436	1583	83	89	939	871	287	482	99	108	6	5	12	17	10	11
	%	100%	47.57%	52.43%	2.75%	2.95%	31.10%	28.85%	9.51%	15.97%	3.28%	3.58%	0.20%	0.17%	0.40%	0.56%	0.33%	0.36%
GS-14	#	1878	1006	872	39	40	744	537	131	224	78	62	1	2	9	2	4	5
	%	100%	53.57%	46.43%	2.08%	2.13%	39.62%	28.59%	6.98%	11.93%	4.15%	3.30%	0.05%	0.11%	0.48%	0.11%	0.21%	0.27%
GS-15	#	992	543	449	23	20	454	328	40	57	20	38	1	0	5	4	0	2
	%	100%	54.74%	45.26%	2.32%	2.02%	45.77%	33.06%	4.03%	5.75%	2.02%	3.83%	0.10%	0.00%	0.50%	0.40%	0.00%	0.20%
All other (unspecified GS)	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	77.78%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Department of State -- Grades of Permanent Civil Service Employees in Fiscal Year 2018

<b>Total GS Employees</b>	<b>#</b>	10466	4789	5677	282	365	3230	2980	879	1814	314	405	13	19	39	45	32	49
	<b>%</b>	100%	45.76%	54.24%	2.69%	3.49%	30.86%	28.47%	8.40%	17.33%	3.00%	3.87%	0.12%	0.18%	0.37%	0.43%	0.31%	0.47%
<b>SES</b>	<b>#</b>	199	120	79	4	5	108	66	3	6	5	1	0	1	0	0	0	0
	<b>%</b>	100%	60.30%	39.70%	2.01%	2.51%	54.27%	33.17%	1.51%	3.02%	2.51%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%
<b>Other Senior Pay</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Total Senior Pay</b>	<b>#</b>	199	120	79	4	5	108	66	3	6	5	1	0	1	0	0	0	0
	<b>%</b>	100%	60.30%	39.70%	2.01%	2.51%	54.27%	33.17%	1.51%	3.02%	2.51%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%
<b>Permanent Workforce</b>	<b>#</b>	10501	4819	5682	285	365	3234	2981	902	1817	314	405	13	19	39	45	32	50
	<b>%</b>	100%	45.89%	54.11%	2.71%	3.48%	30.80%	28.39%	8.59%	17.30%	2.99%	3.86%	0.12%	0.18%	0.37%	0.43%	0.30%	0.48%

Data Source: Data on Grade in the CS/FS is comprehensively provided in the Department's annual MD-715 report in Tables A/B 4.

<https://www.state.gov/key-topics-office-of-civil-rights/eeoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes permanent employees; employee status may be part-time, full-time, intermittent, career, and/or non-career.

Department of State -- Grades of Permanent Civil Service Employees in Fiscal Year 2018

GENERAL SCHEDULE (GS) GRADES - Distribution by Disability																		
GS/GM/GL 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)	
GS-01	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-02	#	17	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-03	#	25	23	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	92%	0%	8%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-04	#	60	49	0	11	1	0	0	0	0	0	0	0	0	1	0	0	
	%	100%	82%	0%	18%	1.67%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	
GS-05	#	126	108	1	17	6	0	0	3	1	0	0	1	1	0	0	0	
	%	100%	86%	1%	13%	4.76%	0%	0%	2%	1%	0%	0%	1%	1%	0%	0%	0%	
GS-06	#	26	18	3	5	2	0	0	0	0	1	0	1	0	0	0	0	
	%	100%	69%	12%	19%	7.69%	0%	0%	0%	0%	4%	0%	4%	0%	0%	0%	0%	
GS-07	#	365	290	14	61	6	0	0	3	1	0	1	0	0	0	0	1	
	%	100%	79%	4%	17%	1.64%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-08	#	131	117	2	12	1	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	89%	2%	9%	0.76%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-09	#	550	433	5	112	16	0	0	6	1	0	0	0	2	7	0	0	
	%	100%	79%	1%	20%	2.91%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	
GS-10	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	90%	0%	10%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-11	#	1557	1249	13	295	44	0	1	16	6	0	1	2	1	0	16	1	
	%	100%	80%	1%	19%	2.83%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	
GS-12	#	1502	1191	14	297	42	0	1	17	4	0	3	4	0	1	12	0	
	%	100%	79%	1%	20%	2.80%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	
GS-13	#	3019	2529	25	465	54	0	2	21	8	2	4	2	5	1	8	0	
	%	100%	84%	1%	15%	1.79%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-14	#	1878	1601	12	265	30	0	0	15	5	4	3	1	2	0	0	0	
	%	100%	85%	1%	14%	1.60%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-15	#	992	875	9	108	11	0	0	4	1	0	2	0	0	3	1	0	
	%	100%	88%	1%	11%	1.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Other GS Pay	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	89%	0%	11%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

Department of State -- Grades of Permanent Civil Service Employees in Fiscal Year 2018

<b>Total GS Employees</b>	<b>#</b>	10462	8697	101	1664	216	0	4	88	28	6	15	9	10	5	47	2	2	
	<b>%</b>	100%	83%	1%	16%	2.06%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>Senior Executive Service</b>	<b>#</b>	199	183	3	13	3	0	0	2	1	0	0	0	0	0	0	0	0	
	<b>%</b>	100%	92%	2%	7%	1.51%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>Other Senior Pay</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>%</b>	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>Total Senior Pay</b>	<b>#</b>	199	183	3	13	3	0	0	2	1	0	0	0	0	0	0	0	0	
	<b>%</b>	100%	92%	2%	7%	1.51%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>GS-1 to GS-10</b>	<b>#</b>	1315	1069	25	221	32	0	0	13	3	0	2	0	2	3	8	0	1	
	<b>%</b>	100%	81%	2%	16.81%	2.43%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	0%	
<b>GS-11 to SES</b>	<b>#</b>	9147	7628	76	1443	184	0	4	75	25	6	13	9	8	2	39	2	1	
	<b>%</b>	100%	83%	1%	15.78%	2%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
<b>501 Goal</b>	<b>%</b>					12.00%	2.00%												

Data Source: Data on Grade in the CS/FS is comprehensively provided in the Department's annual MD-715 report in Tables A/B 4.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes permanent employees; employee status may be part-time, full-time, intermittent, career, and/or non-career.
2. 501 Goal is the Governmentwide disability benchmark per 29 CFR 1614.203.

Department of State -- Grades of Permanent Foreign Service Employees in Fiscal Year 2018

<b>FOREIGN SERVICE SCHEDULE (FS) GRADES - Distribution by Race, Ethnicity, and Sex</b>																		
<b>FO/FP GRADES</b>	<b>All</b>	<b>Total Males</b>	<b>Total Females</b>	<b>Hispanic or Latino Males</b>	<b>Hispanic or Latino Females</b>	<b>White Males</b>	<b>White Females</b>	<b>Black or African American Males</b>	<b>Black or African American Females</b>	<b>Asian Males</b>	<b>Asian Females</b>	<b>Native Hawaiian or Other Pacific Islander Males</b>	<b>Native Hawaiian or Other Pacific Islander Females</b>	<b>American Indian or Alaska Native Males</b>	<b>American Indian or Alaska Native Females</b>	<b>Two or more races Males</b>	<b>Two or more races Females</b>	
<b>FS-07</b>	#	66	8	58	1	4	4	43	1	4	2	5	0	1	0	1	0	0
	%	100%	12.12%	87.88%	1.52%	6.06%	6.06%	65.15%	1.52%	6.06%	3.03%	7.58%	0.00%	1.52%	0.00%	1.52%	0.00%	0.00%
<b>FS-06</b>	#	486	214	272	23	23	165	192	11	32	13	19	0	2	2	2	0	2
	%	100%	44.03%	55.97%	4.73%	4.73%	33.95%	39.51%	2.26%	6.58%	2.67%	3.91%	0.00%	0.41%	0.41%	0.41%	0.00%	0.41%
<b>FS-05</b>	#	821	374	447	38	47	265	288	40	68	28	35	0	1	3	3	0	5
	%	100%	45.55%	54.45%	4.63%	5.72%	32.28%	35.08%	4.87%	8.28%	3.41%	4.26%	0.00%	0.12%	0.37%	0.37%	0.00%	0.61%
<b>FS-04</b>	#	3362	2148	1214	155	86	1625	841	141	132	175	125	6	4	23	16	23	10
	%	100%	63.89%	36.11%	4.61%	2.56%	48.33%	25.01%	4.19%	3.93%	5.21%	3.72%	0.18%	0.12%	0.68%	0.48%	0.68%	0.30%
<b>FS-03</b>	#	3947	2790	1157	204	78	2121	834	202	110	208	118	7	3	33	7	15	7
	%	100%	70.69%	29.31%	5.17%	1.98%	53.74%	21.13%	5.12%	2.79%	5.27%	2.99%	0.18%	0.08%	0.84%	0.18%	0.38%	0.18%
<b>FS-02</b>	#	3046	2006	1040	124	58	1575	792	130	75	138	102	4	3	17	6	18	4
	%	100%	65.86%	34.14%	4.07%	1.90%	51.71%	26.00%	4.27%	2.46%	4.53%	3.35%	0.13%	0.10%	0.56%	0.20%	0.59%	0.13%
<b>FS-01</b>	#	1693	1100	593	64	25	924	472	48	47	49	39	2	0	8	6	5	4
	%	100%	64.97%	35.03%	3.78%	1.48%	54.58%	27.88%	2.84%	2.78%	2.89%	2.30%	0.12%	0.00%	0.47%	0.35%	0.30%	0.24%
<b>All other (unspecified FS)</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	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%
<b>Total FS Employees</b>	#	13422	8641	4781	609	321	6680	3462	573	468	613	443	19	14	86	41	61	32
	%	100%	64.38%	35.62%	4.54%	2.39%	49.77%	25.79%	4.27%	3.49%	4.57%	3.30%	0.14%	0.10%	0.64%	0.31%	0.45%	0.24%
<b>Senior Foreign Service</b>	#	942	631	311	27	14	559	265	17	16	22	14	0	0	3	1	3	1
	%	100%	66.99%	33.01%	2.87%	1.49%	59.34%	28.13%	1.80%	1.70%	2.34%	1.49%	0.00%	0.00%	0.32%	0.11%	0.32%	0.11%
<b>Other Senior Pay</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Total Senior Pay</b>	#	942	631	311	27	14	559	265	17	16	22	14	0	0	3	1	3	1
	%	100%	66.99%	33.01%	2.87%	1.49%	59.34%	28.13%	1.80%	1.70%	2.34%	1.49%	0.00%	0.00%	0.32%	0.11%	0.32%	0.11%
<b>Permanent Workforce</b>	#	14335	9254	5081	636	334	7227	3718	589	484	630	456	19	14	89	42	64	33
	%	100%	64.56%	35.44%	4.44%	2.33%	50.42%	25.94%	4.11%	3.38%	4.39%	3.18%	0.13%	0.10%	0.62%	0.29%	0.45%	0.23%

Data Source: Data on Grade in the CS/FS is comprehensively provided in the Department's annual MD-715 report in Tables A/B 4.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes permanent employees; employee status may be part-time, full-time, intermittent, career, and/or non-

Department of State -- Grades of Permanent Foreign Service Employees in Fiscal Year 2018

FOREIGN SERVICE SCHEDULE (FS) GRADES - Distribution by Disability																		
FO/FP 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)	
FS-07	#	66	56	7	3	1	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	85%	11%	5%	1.52%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-06	#	486	391	42	53	1	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	80%	9%	11%	0.21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-05	#	821	705	50	66	10	0	1	2	4	1	0	0	0	1	0	0	
	%	100%	86%	6%	8%	1.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-04	#	3362	2945	114	303	24	0	0	15	1	0	3	1	2	0	1	0	
	%	100%	88%	3%	9%	0.71%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-03	#	3947	3459	281	207	25	0	0	11	8	0	1	1	1	0	2	0	
	%	100%	88%	7%	5%	0.63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-02	#	3046	2834	51	161	22	1	0	9	5	0	0	2	0	0	5	0	
	%	100%	93%	2%	5%	0.72%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-01	#	1693	1508	15	170	17	0	0	11	1	1	2	1	0	0	1	0	
	%	100%	89%	1%	10%	1.00%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	
All other (unspecified FS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total FS Employees	#	13421	11898	560	963	100	1	1	50	19	2	7	5	3	0	10	0	
	%	100%	89%	4%	7%	0.75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Senior Foreign Service	#	942	793	9	140	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	84%	1%	15%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Senior Pay	#	942	793	9	140	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	84%	1%	15%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-5 to FS-7	#	1373	1152	99	122	12	0	1	4	4	1	1	0	0	0	1	0	
	%	100%	84%	7%	8.89%	0.87%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
FS-4 to SFS	#	12990	11539	470	981	88	1	0	46	15	1	6	5	3	0	9	0	
	%	100%	89%	4%	7.55%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
501 Goal	%				12.00%	2.00%												

Data Source: Data on Grade in the CS/FS is comprehensively provided in the Department's annual MD-715 report in Tables A/B 4.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes permanent employees; employee status may be part-time, full-time, intermittent, career, and/or non-career.
2. 501 Goal is the Governmentwide disability benchmark per 29 CFR 1614.203.

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

**TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex**

		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Civilian Labor Force (2010)</b>	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
<b>Management, professional, and related occupations</b>	%	100%	48.50%	51.50%	9.7%		79.4%		9.6%		8.5%		XX		XX		XX	
<b>TOTAL WORKFORCE</b>																		
<b>Prior FY</b>	#	11113	5076	6037	291	388	3304	3007	920	1881	281	379	7	16	14	19	259	347
	%	100%	45.68%	54.32%	2.62%	3.49%	29.73%	27.06%	8.28%	16.93%	2.53%	3.41%	0.06%	0.14%	0.13%	0.17%	2.33%	3.12%
<b>Current FY</b>	#	10503	4819	5684	285	365	3234	2982	902	1818	314	405	13	19	39	45	32	50
	%	100%	45.88%	54.12%	2.71%	3.48%	30.79%	28.39%	8.59%	17.31%	2.99%	3.86%	0.12%	0.18%	0.37%	0.43%	0.30%	0.48%
<b>Difference</b>	#	-610	-257	-353	-6	-23	-70	-25	-18	-63	33	26	6	3	25	26	-227	-297
<b>Ratio Change</b>	%	0.00%	0.21%	-0.21%	0.09%	-0.02%	1.06%	1.33%	0.31%	0.38%	0.46%	0.45%	0.06%	0.04%	0.25%	0.26%	-2.03%	-2.65%
<b>Net Change</b>	%	-5.49%	-5.06%	-5.85%	-2.06%	-5.93%	-2.12%	-0.83%	-1.96%	-3.35%	11.74%	6.86%	85.71%	18.75%	178.57%	136.84%	-87.64%	-85.59%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	394	184	210	8	18	113	115	33	53	22	13	2	2	2	2	4	7
	%	100%	46.70%	53.30%	2.03%	4.57%	28.68%	29.19%	8.38%	13.45%	5.58%	3.30%	0.51%	0.51%	0.51%	0.51%	1.02%	1.78%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Removal</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Resignation</b>	#	263	118	145	5	10	91	94	16	26	5	10	0	1	1	1	0	3
	%	100%	44.87%	55.13%	1.90%	3.80%	34.60%	35.74%	6.08%	9.89%	1.90%	3.80%	0.00%	0.38%	0.38%	0.38%	0.00%	1.14%
<b>Retirement</b>	#	297	123	174	3	9	88	77	27	82	5	3	0	0	0	3	0	0
	%	100%	41.41%	58.59%	1.01%	3.03%	29.63%	25.93%	9.09%	27.61%	1.68%	1.01%	0.00%	0.00%	0.00%	1.01%	0.00%	0.00%
<b>Other Separations</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Total Separations</b>	#	560	241	319	8	19	179	171	43	108	10	13	0	1	1	4	0	3
	%	100%	43.04%	56.96%	1.43%	3.39%	31.96%	30.54%	7.68%	19.29%	1.79%	2.32%	0.00%	0.18%	0.18%	0.71%	0.00%	0.54%

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

<b>PERMANENT WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	10795	4950	5845	279	365	3237	2945	899	1821	270	363	7	15	14	19	244	317
	<b>%</b>	100%	45.85%	54.15%	2.58%	3.38%	29.99%	27.28%	8.33%	16.87%	2.50%	3.36%	0.06%	0.14%	0.13%	0.18%	2.26%	2.94%
<b>Current FY</b>	<b>#</b>	10501	4819	5682	285	365	3234	2981	902	1817	314	405	13	19	39	45	32	50
	<b>%</b>	100%	45.89%	54.11%	2.71%	3.48%	30.80%	28.39%	8.59%	17.30%	2.99%	3.86%	0.12%	0.18%	0.37%	0.43%	0.30%	0.48%
<b>Difference</b>	<b>#</b>	-294	-131	-163	6	0	-3	36	3	-4	44	42	6	4	25	26	-212	-267
<b>Ratio Change</b>	<b>%</b>	0.00%	0.04%	-0.04%	0.13%	0.09%	0.81%	1.11%	0.26%	0.43%	0.49%	0.49%	0.06%	0.04%	0.24%	0.25%	-1.96%	-2.46%
<b>Net Change</b>	<b>%</b>	-2.72%	-2.65%	-2.79%	2.15%	0.00%	-0.09%	1.22%	0.33%	-0.22%	16.30%	11.57%	85.71%	26.67%	178.57%	136.84%	-86.89%	-84.23%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	381	179	202	8	18	109	108	33	52	22	13	2	2	2	2	3	7
	<b>%</b>	100%	46.98%	53.02%	2.10%	4.72%	28.61%	28.35%	8.66%	13.65%	5.77%	3.41%	0.52%	0.52%	0.52%	0.52%	0.79%	1.84%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Removal</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Resignation</b>	<b>#</b>	263	118	145	5	10	91	94	16	26	5	10	0	1	1	1	0	3
	<b>%</b>	100%	44.87%	55.13%	1.90%	3.80%	34.60%	35.74%	6.08%	9.89%	1.90%	3.80%	0.00%	0.38%	0.38%	0.38%	0.00%	1.14%
<b>Retirement</b>	<b>#</b>	297	123	174	3	9	88	77	27	82	5	3	0	0	0	3	0	0
	<b>%</b>	100%	41.41%	58.59%	1.01%	3.03%	29.63%	25.93%	9.09%	27.61%	1.68%	1.01%	0.00%	0.00%	0.00%	1.01%	0.00%	0.00%
<b>Other Separations</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Total Separations</b>	<b>#</b>	560	241	319	8	19	179	171	43	108	10	13	0	1	1	4	0	3
	<b>%</b>	100%	43.04%	56.96%	1.43%	3.39%	31.96%	30.54%	7.68%	19.29%	1.79%	2.32%	0.00%	0.18%	0.18%	0.71%	0.00%	0.54%

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

TEMPORARY WORKFORCE																		
Prior FY	#	318	126	192	12	23	67	62	21	60	11	16	0	1	0	0	15	30
	%	100%	39.62%	60.38%	3.77%	7.23%	21.07%	19.50%	6.60%	18.87%	3.46%	5.03%	0.00%	0.31%	0.00%	0.00%	4.72%	9.43%
Current FY	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	-316	-126	-190	-12	-23	-67	-61	-21	-59	-11	-16	0	-1	0	0	-15	-30
Ratio Change	%	0.00%	-39.62%	39.62%	-3.77%	-7.23%	-21.07%	30.50%	-6.60%	31.13%	-3.46%	-5.03%	0.00%	-0.31%	0.00%	0.00%	-4.72%	-9.43%
Net Change	%	-99.37%	-100.00%	-98.96%	-100.00%	-100.00%	-100.00%	-98.39%	-100.00%	-98.33%	-100.00%	-100.00%	0.00%	-100.00%	0.00%	0.00%	-100.00%	-100.00%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%

Data Source: In relevant part, data on Separations is comprehensively provided in the Department's annual MD-715 report in Tables A/B 1.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes full-time, part-time, career, and non-career employees.
2. Civilian Labor Force (CLF) includes all people age 16 and older who are classified as either employed or unemployed, as defined by the Bureau of Labor Statistics.

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

<b>TOTAL WORKFORCE - Distribution by Disability</b>																		
	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>TOTAL WORKFORCE</b>																		
<b>Prior FY</b>	#	11113	10106	154	853	121	0	1	25	13	7	16	10	8	4	34	2	1
	%	100%	90.94%	1.39%	7.68%	1.09%	0.00%	0.01%	0.22%	0.12%	0.06%	0.14%	0.09%	0.07%	0.04%	0.31%	0.02%	0.01%
<b>Current FY</b>	#	10503	8733	101	1669	216	0	4	88	28	6	15	9	10	5	47	2	2
	%	100%	83.15%	0.96%	15.89%	2.06%	0.00%	0.04%	0.84%	0.27%	0.06%	0.14%	0.09%	0.10%	0.05%	0.45%	0.02%	0.02%
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Difference</b>	#	-610	-1373	-53	816	95	0	3	63	15	-1	-1	-1	2	1	13	0	1
<b>Ratio Change</b>	%	0.00%	-7.79%	-0.42%	8.22%	0.97%	0.00%	0.03%	0.61%	0.15%	-0.01%	0.00%	0.00%	0.02%	0.01%	0.14%	0.00%	0.01%
<b>Net Change</b>	%	-5.49%	-13.59%	-34.42%	95.66%	78.51%	0.00%	300.00%	252.00%	115.38%	-14.29%	-6.25%	-10.00%	25.00%	25.00%	38.24%	0.00%	100.00%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	394	310	13	71	7	0	0	1	0	0	0	0	0	1	4	0	1
	%	100%	78.68%	3.30%	18.02%	1.78%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	1.02%	0.00%	0.25%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Removal</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Resignation</b>	#	263	224	5	34	3	0	1	1	1	0	0	0	0	0	0	0	0
	%	100%	85.17%	1.90%	12.93%	1.14%	0.00%	0.38%	0.38%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Retirement</b>	#	297	238	7	52	10	0	0	2	1	1	2	1	0	0	3	0	0
	%	100%	80.13%	2.36%	17.51%	3.37%	0.00%	0.00%	0.67%	0.34%	0.34%	0.67%	0.34%	0.00%	0.00%	1.01%	0.00%	0.00%
<b>Other Separations</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Total Separations</b>	#	560	462	12	86	13	0	1	3	2	1	2	1	0	0	3	0	0
	%	100%	82.50%	2.14%	15.36%	2.32%	0.00%	0.18%	0.54%	0.36%	0.18%	0.36%	0.18%	0.00%	0.00%	0.54%	0.00%	0.00%

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

PERMANENT WORKFORCE																		
Prior FY	#	10795	9817	145	833	119	0	1	25	12	7	16	10	8	4	33	2	1
	%	100%	90.94%	1.34%	7.72%	1.10%	0.00%	0.01%	0.23%	0.11%	0.06%	0.15%	0.09%	0.07%	0.04%	0.31%	0.02%	0.01%
Current FY	#	10501	8731	101	1669	216	0	4	88	28	6	15	9	10	5	47	2	2
	%	100%	83.14%	0.96%	15.89%	2.06%	0.00%	0.04%	0.84%	0.27%	0.06%	0.14%	0.09%	0.10%	0.05%	0.45%	0.02%	0.02%
Difference	#	-294	-1086	-44	836	97	0	3	63	16	-1	-1	-1	2	1	14	0	1
Ratio Change	%	0.00%	-7.80%	-0.38%	8.18%	0.95%	0.00%	0.03%	0.61%	0.16%	-0.01%	-0.01%	-0.01%	0.02%	0.01%	0.14%	0.00%	0.01%
Net Change	%	-2.72%	-11.06%	-30.34%	100.36%	81.51%	0.00%	300.00%	252.00%	133.33%	-14.29%	-6.25%	-10.00%	25.00%	25.00%	42.42%	0.00%	100.00%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	381	310	13	58	5	0	0	1	0	0	0	0	0	1	2	0	1
	%	100%	81.36%	3.41%	15.22%	1.31%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.52%	0.00%	0.26%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Resignation	#	263	224	5	34	3	0	1	1	1	0	0	0	0	0	0	0	0
	%	100%	85.17%	1.90%	12.93%	1.14%	0.00%	0.38%	0.38%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	297	238	7	52	10	0	0	2	1	1	2	1	0	0	3	0	0
	%	100%	80.13%	2.36%	17.51%	3.37%	0.00%	0.00%	0.67%	0.34%	0.34%	0.67%	0.34%	0.00%	0.00%	1.01%	0.00%	0.00%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Separations	#	560	462	12	86	13	0	1	3	2	1	2	1	0	0	3	0	0
	%	100%	82.50%	2.14%	15.36%	2.32%	0.00%	0.18%	0.54%	0.36%	0.18%	0.36%	0.18%	0.00%	0.00%	0.54%	0.00%	0.00%

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

TEMPORARY WORKFORCE																		
Prior FY	#	318	289	9	20	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100%	90.88%	2.83%	6.29%	0.63%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%
Current FY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Difference	#	-316	-287	-9	-20	-2	0	0	0	-1	0	0	0	0	0	-1	0	0
Ratio Change	%	0.00%	9.12%	-2.83%	-6.29%	-0.63%	0.00%	0.00%	0.00%	-0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.31%	0.00%	0.00%
Net Change	%	-99.37%	-99.31%	-100.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%

Department of State -- Civil Service Employee Separations in Fiscal Year 2018

SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
Prior FY	#					0												
	%																	
Current FY	#	19	1	0	18	3	0	0	0	0	0	0	0	1	0	2	0	0
	%	100%	5.26%	0.00%	94.74%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	10.53%	0.00%	0.00%
Difference	#	19	1	0	18	3	0	0	0	0	0	0	0	1	0	2	0	0
Ratio Change	%	100.00%	5.26%	0.00%	94.74%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	10.53%	0.00%	0.00%
Net Change	%																	
<b>EMPLOYEE GAINS</b>																		
New Hires	#	13	0	0	13	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100%	0.00%	0.00%	100.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.38%	0.00%	0.00%
<b>EMPLOYEE LOSSES</b>																		
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%

Data Source: In relevant part, data on Separations is comprehensively provided in the Department's annual MD-715 report in Tables A/B 1.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes full-time, part-time, career, and non-career employees.
2. Civilian Labor Force (CLF) includes all people age 16 and older who are classified as either employed or unemployed, as defined by the Bureau of Labor Statistics.
3. 501 Goal is the Governmentwide disability benchmark per 29 CFR 1614.203.

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

**TOTAL FS WORKFORCE - Distribution by Race, Ethnicity, and Sex**

		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
<b>Civilian Labor Force (2010)</b>	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
<b>Management, professional, and related occupations</b>	%	100%	48.50%	51.50%	9.70%		79.40%		9.60%		8.50%		XX		XX		XX	
<b>TOTAL WORKFORCE</b>																		
<b>Prior FY</b>	#	14616	9451	5165	628	326	7110	3648	533	436	566	399	12	10	17	14	585	332
	%	100%	64.66%	35.34%	4.30%	2.23%	48.65%	24.96%	3.65%	2.98%	3.87%	2.73%	0.08%	0.07%	0.12%	0.10%	4.00%	2.27%
<b>Current FY</b>	#	14364	9272	5092	636	335	7239	3727	590	484	635	457	19	14	89	42	64	33
	%	100%	64.55%	35.45%	4.43%	2.33%	50.40%	25.95%	4.11%	3.37%	4.42%	3.18%	0.13%	0.10%	0.62%	0.29%	0.45%	0.23%
<b>Difference</b>	#	-252	-179	-73	8	9	129	79	57	48	69	58	7	4	72	28	-521	-299
<b>Ratio Change</b>	%	0.00%	-0.11%	0.11%	0.13%	0.10%	1.75%	0.99%	0.46%	0.39%	0.55%	0.45%	0.05%	0.03%	0.50%	0.20%	-3.56%	-2.04%
<b>Net Change</b>	%	-1.72%	-1.89%	-1.41%	1.27%	2.76%	1.81%	2.17%	10.69%	11.01%	12.19%	14.54%	58.33%	40.00%	423.53%	200.00%	-89.06%	-90.06%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	405	246	159	21	16	187	107	16	19	18	15	2	1	2	0	0	1
	%	100%	60.74%	39.26%	5.19%	3.95%	46.17%	26.42%	3.95%	4.69%	4.44%	3.70%	0.49%	0.25%	0.49%	0.00%	0.00%	0.25%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Removal</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Resignation</b>	#	218	133	85	6	4	99	67	13	8	13	6	0	0	1	0	1	0
	%	100%	61.01%	38.99%	2.75%	1.83%	45.41%	30.73%	5.96%	3.67%	5.96%	2.75%	0.00%	0.00%	0.46%	0.00%	0.46%	0.00%
<b>Retirement</b>	#	301	203	98	7	4	167	78	13	7	11	8	1	0	1	1	3	0
	%	100%	67.44%	32.56%	2.33%	1.33%	55.48%	25.91%	4.32%	2.33%	3.65%	2.66%	0.33%	0.00%	0.33%	0.33%	1.00%	0.00%
<b>Other Separations</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Total Separations</b>	#	519	336	183	13	8	266	145	26	15	24	14	1	0	2	1	4	0
	%	100%	64.74%	35.26%	2.50%	1.54%	51.25%	27.94%	5.01%	2.89%	4.62%	2.70%	0.19%	0.00%	0.39%	0.19%	0.77%	0.00%

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

PERMANENT WORKFORCE																		
<b>Prior FY</b>	<b>#</b>	14595	9436	5159	627	326	7100	3643	533	436	563	398	12	10	17	14	584	332
	<b>%</b>	100%	64.65%	35.35%	4.30%	2.23%	48.65%	24.96%	3.65%	2.99%	3.86%	2.73%	0.08%	0.07%	0.12%	0.10%	4.00%	2.27%
<b>Current FY</b>	<b>#</b>	14335	9254	5081	636	334	7227	3718	589	484	630	456	19	14	89	42	64	33
	<b>%</b>	100%	64.56%	35.44%	4.44%	2.33%	50.42%	25.94%	4.11%	3.38%	4.39%	3.18%	0.13%	0.10%	0.62%	0.29%	0.45%	0.23%
<b>Difference</b>	<b>#</b>	-260	-182	-78	9	8	127	75	56	48	67	58	7	4	72	28	-520	-299
<b>Ratio Change</b>	<b>%</b>	0.00%	-0.10%	0.10%	0.14%	0.10%	1.77%	0.98%	0.46%	0.39%	0.54%	0.45%	0.05%	0.03%	0.50%	0.20%	-3.55%	-2.04%
<b>Net Change</b>	<b>%</b>	-1.78%	-1.93%	-1.51%	1.44%	2.45%	1.79%	2.06%	10.51%	11.01%	11.90%	14.57%	58.33%	40.00%	423.53%	200.00%	-89.04%	-90.06%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	405	246	159	21	16	187	107	16	19	18	15	2	1	2	0	0	1
	<b>%</b>	100%	60.74%	39.26%	5.19%	3.95%	46.17%	26.42%	3.95%	4.69%	4.44%	3.70%	0.49%	0.25%	0.49%	0.00%	0.00%	0.25%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Removal</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Resignation</b>	<b>#</b>	218	133	85	6	4	99	67	13	8	13	6	0	0	1	0	1	0
	<b>%</b>	100%	61.01%	38.99%	2.75%	1.83%	45.41%	30.73%	5.96%	3.67%	5.96%	2.75%	0.00%	0.00%	0.46%	0.00%	0.46%	0.00%
<b>Retirement</b>	<b>#</b>	301	203	98	7	4	167	78	13	7	11	8	1	0	1	1	3	0
	<b>%</b>	100%	67.44%	32.56%	2.33%	1.33%	55.48%	25.91%	4.32%	2.33%	3.65%	2.66%	0.33%	0.00%	0.33%	0.33%	1.00%	0.00%
<b>Other Separations</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Total Separations</b>	<b>#</b>	519	336	183	13	8	266	145	26	15	24	14	1	0	2	1	4	0
	<b>%</b>	100%	64.74%	35.26%	2.50%	1.54%	51.25%	27.94%	5.01%	2.89%	4.62%	2.70%	0.19%	0.00%	0.39%	0.19%	0.77%	0.00%

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

<b>TEMPORARY WORKFORCE</b>																		
<b>Prior FY</b>	<b>#</b>	21	15	6	1	0	10	5	0	0	3	1	0	0	0	0	1	0
	<b>%</b>	100%	71.43%	28.57%	4.76%	0.00%	47.62%	23.81%	0.00%	0.00%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%
<b>Current FY</b>	<b>#</b>	29	18	11	0	1	12	9	1	0	5	1	0	0	0	0	0	0
	<b>%</b>	100%	62.07%	37.93%	0.00%	3.45%	41.38%	31.03%	3.45%	0.00%	17.24%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Difference</b>	<b>#</b>	8	3	5	-1	1	2	4	1	0	2	0	0	0	0	0	-1	0
<b>Ratio Change</b>	<b>%</b>	0.00%	-9.36%	9.36%	-4.76%	3.45%	-6.24%	7.22%	3.45%	0.00%	2.96%	-1.31%	0.00%	0.00%	0.00%	0.00%	-4.76%	0.00%
<b>Net Change</b>	<b>%</b>	38.10%	20.00%	83.33%	-100.00%	0.00%	20.00%	80.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Removal</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Resignation</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Retirement</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Other Separations</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%
<b>Total Separations</b>	<b>#</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	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%

Data Source: In relevant part, data on Separations is comprehensively provided in the Department's annual MD-715 report in Tables A/B 1.

<https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes full-time, part-time, career, and non-career employees.
2. Civilian Labor Force (CLF) includes all people age 16 and older who are classified as either employed or unemployed, as defined by the Bureau of Labor Statistics.

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

<b>TOTAL FS WORKFORCE - Distribution by Disability</b>																		
		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>TOTAL WORKFORCE</b>																		
<b>Prior FY</b>	#	14616	13386	601	629	39	1	1	4	7	1	6	5	2	0	10	0	2
	%	100%	91.58%	4.11%	4.30%	0.27%	0.01%	0.01%	0.03%	0.05%	0.01%	0.04%	0.03%	0.01%	0.00%	0.07%	0.00%	0.01%
<b>Current FY</b>	#	14364	12692	569	1103	105	2	1	53	19	2	7	5	3	0	11	0	2
	%	100%	88.36%	3.96%	7.68%	0.73%	0.01%	0.01%	0.37%	0.13%	0.01%	0.05%	0.03%	0.02%	0.00%	0.08%	0.00%	0.01%
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Difference</b>	#	-252	-694	-32	474	66	1	0	49	12	1	1	0	1	0	1	0	0
<b>Ratio Change</b>	%	0.00%	-3.22%	-0.15%	3.38%	0.46%	0.01%	0.00%	0.34%	0.08%	0.01%	0.01%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%
<b>Net Change</b>	%	-1.72%	-5.18%	-5.32%	75.36%	169.23%	100.00%	0.00%	1225.00%	171.43%	100.00%	16.67%	0.00%	50.00%	0.00%	10.00%	0.00%	0.00%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	405	305	38	62	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	75.31%	9.38%	15.31%	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>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Removal</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Resignation</b>	#	218	206	7	5	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100%	94.50%	3.21%	2.29%	50.00%	0.00%	0.00%	0.46%	0.00%	0.00%	0.46%	0.00%	0.00%	0.00%	0.46%	0.00%	0.00%
<b>Retirement</b>	#	301	258	3	40	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100%	85.71%	1.00%	13.29%	50.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%	0.00%	0.00%
<b>Other Separations</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>Total Separations</b>	#	519	464	10	45	6	0	0	2	0	0	1	0	0	0	3	0	0
	%	100%	89.40%	1.93%	8.67%	100.00%	0.00%	0.00%	0.39%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.58%	0.00%	0.00%

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

PERMANENT WORKFORCE																		
Prior FY	#	14595	13366	600	629	39	1	1	4	7	1	6	5	2	0	10	0	2
	%	100%	91.58%	4.11%	4.31%	0.27%	0.01%	0.01%	0.03%	0.05%	0.01%	0.04%	0.03%	0.01%	0.00%	0.07%	0.00%	0.01%
Current FY	#	14335	12666	566	1103	105	2	1	53	19	2	7	5	3	0	11	0	2
	%	100%	88.36%	3.95%	7.69%	0.73%	0.01%	0.01%	0.37%	0.13%	0.01%	0.05%	0.03%	0.02%	0.00%	0.08%	0.00%	0.01%
Difference	#	-260	-700	-34	474	66	1	0	49	12	1	1	0	1	0	1	0	0
Ratio Change	%	0.00%	-3.22%	-0.16%	3.38%	0.47%	0.01%	0.00%	0.34%	0.08%	0.01%	0.01%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%
Net Change	%	-1.78%	-5.24%	-5.67%	75.36%	169.23%	100.00%	0.00%	1225.00%	171.43%	100.00%	16.67%	0.00%	50.00%	0.00%	10.00%	0.00%	0.00%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	405	305	38	62	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	75.31%	9.38%	15.31%	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>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Resignation	#	218	206	7	5	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100%	94.50%	3.21%	2.29%	2.86%	0.00%	0.00%	0.46%	0.00%	0.00%	0.46%	0.00%	0.00%	0.00%	0.46%	0.00%	0.00%
Retirement	#	301	258	3	40	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100%	85.71%	1.00%	13.29%	2.86%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%	0.00%	0.00%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Separations	#	519	464	10	45	6	0	0	2	0	0	1	0	0	0	3	0	0
	%	100%	89.40%	1.93%	8.67%	5.71%	0.00%	0.00%	0.39%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.58%	0.00%	0.00%

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

TEMPORARY WORKFORCE																		
Prior FY	#	21	20	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	95.24%	4.76%	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%
Current FY	#	29	26	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	89.66%	10.34%	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%
Difference	#	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	-5.58%	5.58%	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%
Net Change	%	38.10%	30.00%	200.00%	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>EMPLOYEE GAINS</b>																		
New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	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%

Department of State -- Foreign Service Employee Separations in Fiscal Year 2018

SCHEDULE A CANNOT BE APPLIED TO THE FOREIGN SERVICE																		
Prior FY	#																	
	%																	
Current FY	#																	
	%																	
Difference	#																	
Ratio Change	%																	
Net Change	%																	
<b>EMPLOYEE GAINS</b>																		
New Hires	#																	
	%																	
<b>EMPLOYEE LOSSES</b>																		
Total Separations	#																	
	%																	

Data Source: In relevant part, data on Separations is comprehensively provided in the Department's annual MD-715 report in Tables A/B 1. <https://www.state.gov/key-topics-office-of-civil-rights/eoc-management-directive-715-report/>

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes full-time, part-time, career, and non-career employees.
2. Civilian Labor Force (CLF) includes all people age 16 and older who are classified as either employed or unemployed, as defined by the Bureau of Labor Statistics.
3. 501 Goal is the Governmentwide disability benchmark per 29 CFR 1614.203.

Department of State -- Employee Promotions in Fiscal Years 2017 and 2018

Promotions (2017 and 2018) - Distribution by Race, Ethnicity, and Sex																				
Civil/Foreign Service		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	Unspecified Males	Unspecified Females
Promoted	#	9691	5198	4461	423	416	3706	2599	577	952	422	413	11	16	30	26	29	39	25	7
	%	100%	53.6%	46.0%	4.4%	4.3%	38.2%	26.8%	6.0%	9.8%	4.4%	4.3%	0.1%	0.2%	0.3%	0.3%	0.3%	0.4%	0.3%	0.1%

Promotions (2017 and 2018) - Distribution by Disability																		
Civil/Foreign Service		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)
Promoted	#	9691	8764	410	517	123	1	1	50	22	2	6	8	5	1	23	1	3
	%	100%	90.43%	4.23%	5.33%	1.27%	0.01%	0.01%	0.52%	0.23%	0.02%	0.06%	0.08%	0.05%	0.01%	0.24%	0.01%	0.03%

1. Data covers time period of 10/01/2016 to 9/30/2018 and includes full-time, part-time, permanent, temporary, career, and non-career employees.

Department of State -- Foreign Service Selection Board Volunteers in Fiscal Year 2018

Selection Board Service (2018) - Distribution by Race, Ethnicity, and Sex																		
Foreign Service	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
	Served	#	86	41	45	1	3	32	34	5	4	3	3	0	0	0	0	0
%		100%	47.7%	52.3%	1.2%	3.5%	37.2%	39.5%	5.8%	4.7%	3.5%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%

Selection Board Service (2018) - Distribution by Disability																	
Foreign Service	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)
	Served	#	86	79	2	5	1	1	0	0	0	0	0	0	0	0	0
%		100%	91.9%	2.3%	5.8%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

1. Selection Boards are composed of full-time, permanent Foreign Service employee volunteers and members of the public. This table only provides the demographic information of the Foreign Service employees.

Department of State -- Veterans of the Armed Forces of the United States Employment and Attrition  
Rates of Fiscal Year 2018

<b>Veterans (2018)</b>						
<b>Civil/Foreign Service</b>		<b>Employed</b>	<b>Direct Hires</b>	<b>Internship Hires</b>	<b>Fellowship Hires</b>	<b>Promoted to Senior Grade</b>
<b>Employees</b>	<b>#</b>	4311	63	14	4	5

<b>Veterans (2018)</b>			
<b>Civil/Foreign Service</b>	<b>Start of FY18</b>	<b>End of FY18</b>	<b>Attrition Rate</b>
GS-01	0	0	0.0%
GS-02	0	0	0.0%
GS-03	0	0	0.0%
GS-04	0	0	0.0%
GS-05	14	14	0.0%
GS-06	1	1	0.0%
GS-07	77	69	10.4%
GS-08	19	16	15.8%
GS-09	140	131	6.4%
GS-10	0	0	0.0%
GS-11	354	313	11.6%
GS-12	380	340	10.5%
GS-13	674	623	7.6%
GS-14	427	391	8.4%
GS-15	172	149	13.4%
<b>Other CS (non-Senior)</b>	10	9	10.0%
<b>Senior Executive Service</b>	23	21	8.7%
FS-09	0	0	0.0%
FS-08	0	0	0.0%
FS-07	3	3	0.0%
FS-06	124	122	1.6%
FS-05	146	140	4.1%
FS-04	760	721	5.1%
FS-03	775	738	4.8%
FS-02	389	366	5.9%
FS-01	128	116	9.4%
<b>Senior Foreign Service</b>	32	28	12.5%

1. Data covers time period of 10/01/2017 to 9/30/2018 and includes full time permanent, temporary, part-time, and non-career employees.

Department of State -- Formal Mentoring and External Training Program Participants in Fiscal Year 2018

Mentoring and Retention Programs (2018) - Distribution by Race, Ethnicity, and Sex																			
Civil/Foreign Service		All	Unknown	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Participated	#	528	41	195	292	21	26	149	184	16	54	9	25	0	0	0	1	0	2
	%	100.0%	N/A	40.0%	60.0%	4.3%	5.3%	30.6%	37.8%	3.3%	11.1%	1.8%	5.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.4%

Mentoring and Retention Programs (2018) - Distribution by Disability																			
Civil/Foreign Service		Total	Unknown	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)
Participated	#	528	41	429	15	43	16	0	1	6	3	1	1	0	2	0	2	0	0
	%	100%	N/A	88.1%	3.1%	8.8%	3.3%	0.0%	0.2%	1.2%	0.6%	0.2%	0.2%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%

1. Data covers time period of 10/01/2017 to 9/30/2018.
2. Formal Mentoring participants are direct-hire Department of State employees. The Department does not track instances of informal or situational mentoring.
3. External Training Programs include fellowships and training opportunities provided by other government agencies, private vendors, and academic institutions.
4. This data does not include participants of internal training courses provided by the Foreign Service Institute. Internal training courses are available to all Department of State employees at the discretion of their supervisors.