

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Report on the Employment of
Individuals with Disabilities in
the Federal Executive Branch
for Fiscal Year 2012**

December 2013

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

DEC 19 2013

The President
The White House
Washington, DC 20500

Dear Mr. President:

Please find enclosed the U.S. Office of Personnel Management's (OPM) *Report on the Employment of Individuals with Disabilities in the Federal Executive Branch*. Prepared pursuant to Executive Order 13548, this report provides data on the representation of people with disabilities in the Federal workforce.

By the end of Fiscal Year (FY) 2012, total permanent Federal employment for people with disabilities had increased from 203,694 in FY 2011 to 219,975, representing an increase from 10.97 to 11.89 percent. New hires who were people with disabilities totaled 16,653, representing an increase from 14.65 percent in FY 2011 to 16.31 percent in FY 2012.

To implement Executive Order 13548, OPM has been working with partner agencies to implement and improve efforts to employ workers with disabilities through increased recruitment, hiring and retention. OPM has identified these efforts as a key component of human resource strategies, and has required agencies to adopt an integrated approach involving their Human Resource, Equal Employment Opportunity, and Diversity and Inclusion offices. Agencies are expected to implement practices within their agencies that promote diversity and inclusion for all employees.

We are committed to ensuring that the Federal Government remains a model employer for people with disabilities. I look forward to achieving that goal and reporting back to you on our results.

Respectfully submitted,

A handwritten signature in blue ink that reads "Katherine L. Archuleta".

Katherine L. Archuleta
Director

Enclosure

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

FOREWORD

Message from the Director of the U.S. Office of Personnel Management

On July 26, 2010, President Barack Obama issued Executive Order (E.O.) 13548 on *Increasing Federal Employment of Individuals with Disabilities*, to mark the historic 20th anniversary of the signing of the Americans with Disabilities Act (ADA). E.O. 13548 provides that the Federal Government, as the Nation's largest employer, must become a model for the employment of individuals with disabilities. The order directs Executive departments and agencies to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. E.O. 13548 is not an isolated effort but works in coordination with E.O. 13518 on *Employment of Veterans in the Federal Government* issued on November 9, 2009; Presidential Memorandum on *The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment* issued on July 19, 2010; and E.O. 13583 on *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce* issued on August 18, 2011.

E.O. 13548 committed the Executive Branch to increasing the number of individuals with disabilities in the Federal workforce, including a goal to hire 100,000 people with disabilities into Federal service over five years. The Federal Government has made great progress towards accomplishing these goals. By the end of Fiscal Year (FY) 2012, total permanent Federal employment for people with disabilities had increased from 203,694 in FY 2011 to 219,975, representing an increase from 10.97 to 11.89 percent. New hires who were people with disabilities totaled 16,653, representing an increase from 14.65 percent in FY 2011 to 16.31 percent in FY 2012.

At no point in the past 32 years have people with disabilities been hired at a higher percentage than in FY 2012. People with targeted disabilities are also being hired at a higher percentage now than at any time in the past 17 years. This success has led to more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 32 years.

While we still have work to do, we remain committed to ensuring that the Federal Government remains a model employer of people with disabilities. I look forward to achieving that goal and reporting back to you on our results.

Katherine L. Archuleta
OPM Director

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

INTRODUCTION

The Employment of People with Disabilities in the Federal Executive Branch Report (the Report) is produced annually by the U.S. Office of Personnel Management (OPM) in accordance with E.O. 13548 on *Increasing Federal Employment of Individuals with Disabilities*.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2012.

The primary elements used to identify people with disabilities for Federal employment purposes are [Standard Form \(SF\) 256-Self-Identification of Disability](#), the Schedule A Hiring Authority for People with Disabilities ([5 CFR 213.3102\(u\)](#)), and the statutory hiring authority for veterans who are 30 percent or more disabled (5 U.S.C. 3112; 5 CFR 316.302, 316.402, and 315.707).

Form SF 256, for use by the Federal workforce, defines an individual with a disability as “a person who: (1) has a physical impairment or mental impairment (psychiatric disability) that substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment.” This definition is provided by the Rehabilitation Act of 1973, as amended (29 U.S.C. 701 et seq.).

Targeted disabilities are disabilities “targeted” for emphasis in affirmative action planning. Targeted disabilities include deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, and dwarfism.

The Schedule A Hiring Authority for People with Disabilities provides for the excepted service appointment of people with intellectual disabilities, severe physical disabilities, or psychiatric disabilities who have documented proof of their disability from a licensed medical professional (e.g., a physician or other medical professional certified by a state, the District of Columbia, or a U.S. territory to practice medicine); a licensed vocational rehabilitation specialist (i.e., state or private); or any Federal agency, state agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

In the following data tables, data for all disabilities and targeted disabilities was collected from SF 256 submissions. Data for all disabilities, including 30 percent or more disabled veterans, was collected from SF 256 submissions and the data coded under statutory hiring authority for veterans who are 30 percent or more disabled (5 U.S.C. 3112; 5 CFR 316.302, 316.402, and 315.707).

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Table of Contents

Executive Summary	4
Major Findings	6
Composition of Federal Workforce at a Glance	
• 2012, 2011 and 2010 On Board at a Glance	7
• 2012, 2011 and 2010 New Hires at a Glance	8
On Board by Agency	
• 2012 On Board by Agency	9
• 2011 On Board by Agency	10
• 2010 On Board by Agency	11
New Hires by Agency	
• 2012 New Hires by Agency	12
• 2011 New Hires by Agency	13
• 2010 New Hires by Agency	14
Schedule A Disability New Hires by Agency	
• 2012 Schedule A Disability New Hires by Agency	15
• 2011 Schedule A Disability New Hires by Agency	16
• 2010 Schedule A Disability New Hires by Agency	17
General Schedule (GS) and Senior Executive Service (SES) Pay Grade: Percentages Calculated for Representation in each Grade Level	18
• 2012, 2011 and 2010 On Board by GS and SES Pay Grade: Percentages Calculated for Representation in each Grade Level	19
• 2012, 2011 and 2010 New Hires by GS and SES Pay Grade: Percentages Calculated for Representation in each Grade Level	
GS and SES Pay Grade: Percentages Calculated by Disability Status	
• 2012, 2011 and 2010 On Board and New Hires by GS and SES Pay Grade for Targeted Disability: Percentages Calculated by Disability Status	20
• 2012, 2011 and 2010 On Board and New Hires by GS and SES Pay Grade for All Disability: Percentages Calculated by Disability Status	21
• 2012, 2011 and 2010 On Board and New Hires by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans: Percentages Calculated by Disability Status	22
• 2012, 2011 and 2010 On Board and New Hires by GS and SES Pay Grade for All Employees: Percentages Calculated by Disability Status	23
32 Years of Historical Data	
• 32 Years of Historical Data On Board	24
• 32 Years of Historical Data New Hires	25

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Executive Summary

To fully realize the goals set forth in E.O. 13548, the Federal Government has undertaken strategic efforts to maximize its utilization of the talents of people with disabilities. The information below provides an overview of some of these efforts.

Planning, Coordination, and Accountability

Since the signing of E.O. 13548, each Federal agency has submitted a Disability Plan outlining goals and strategies to accomplish E.O. 13548. Using data collected from the Standard Form 256, each agency has identified targeted populations of people with disabilities for outreach, recruitment, retention, and advancement. The White House, OPM, the Chief Human Capital Officers Council, the U.S. Department of Labor (DOL), the Equal Employment Opportunity Commission (EEOC), and the Office of Management and Budget (OMB) are working closely with designated senior-level agency officials to implement the Disability Plans. Many of the best practices identified in these plans can be seen in the [Promising and Emerging Practices for Enhancing the Employment of Individuals with Disabilities Included in Plans Submitted by Federal Agencies Under Executive Order 13548](#) report, produced by DOL's Office of Disability Employment Policy (ODEP) with staff participation from EEOC and OPM.

Education and Training

Federal employees from more than 56 agencies have been trained on recruitment techniques, the Schedule A Hiring Authority for People with Disabilities, reasonable accommodation, and the Department of Defense's Computer/Electronic Accommodations Program (CAP). They have also received training on helping employees who become ill or injured on the job to return to work. OPM and partner agencies will continue to provide trainings in a variety of media, including mandatory online trainings through OPM's [Human Resources \(HR\) University](#).

The Schedule A Hiring Authority for People with Disabilities

OPM has provided extensive training in a number of formats, including online, to help hiring managers and HR professionals understand the value of the Schedule A Hiring Authority for People with Disabilities. Moreover, OPM knows it is vitally important to educate the disability community on available options for gaining employment. To this end, OPM offers a number of trainings in the community and constantly engages with community partners like Vocational Rehabilitation. Due to such partnerships, the Federal Government's success employing people with disabilities was recognized by the Council for State Administrators for Vocational Rehabilitation, which they presented OPM with the 2012 Partner of the Year Award.

OPM recently issued [final regulations](#), simplifying the Schedule A hiring process for job applicants with disabilities by removing the requirement of procuring "certificates of job readiness" as a condition of appointment. Now, an applicant will only need to establish that he or she has a severe physical, psychiatric, or intellectual disability. The new regulations also substitutes the term "intellectual disabilities" for the outdated term "mental retardation."

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Additionally, the Chief Human Capital Officers Council has developed a shared list of people with disabilities for those seeking jobs in a number of professions. The [OPM Shared List of People with Disabilities](#) is a database of candidates with disabilities who are eligible to apply for employment through Schedule A.

Due to these efforts, there has been a substantial growth in the use of Schedule A. In FY 2011, 0.98 percent of new hires were Schedule A appointees, doubling its use from FY 2010. Data for FY 2012 shows the Federal Government has increased Schedule A hiring to 1.51 percent of overall hiring.

Self-identification of Disability

Recently, OPM undertook an effort to evaluate the reliability of employment data collected on Federal employees with disabilities by using comparison data from the Federal Employee Viewpoint Survey (FEVS). The FEVS was administered by OPM to all full-time, permanent Federal employees in FY 2012. It is a confidential, voluntary survey that serves as a tool for OPM to assess individual agencies and their progress on strategic management of human capital.

In the 2012 FEVS, Federal employees were given an opportunity to confidentially self-identify as persons with disabilities and disclose their experiences. Based on responses to FEVS workforce demographic questions, approximately 13.10 percent of Federal employees self-identified as having a disability. This, compared to FY 2012 data showing 11.89 percent of the Federal workforce self-identified as persons with disabilities, results in an estimated data differential of 1.21 percent.

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Major Findings

Major findings in the FY 2012 Employment of People with Disabilities in the Federal Executive Branch Report are:

On Board

- In FY 2012, total non-seasonal, full-time permanent employees with disabilities, including 30 percent or more disabled veterans, increased from 203,694 in FY 2011 to 219,975, representing an increase from 10.97 to 11.89 percent. There are more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 32 years.
- In FY 2012, total non-seasonal, full-time permanent employees with targeted disabilities, increased from 17,845 in FY 2011 to 18,319, representing an increase from 0.96 to 0.99 percent. There are more people with targeted disabilities in Federal service now than at any time in the past 14 years.
- In FY 2012, total non-seasonal, full-time permanent GS 14s and 15s with disabilities, including 30 percent or more disabled Veterans, increased from 12,177 in FY 2011 to 13,891, representing an increase from 7.69 to 8.61 percent.

New Hires

- In FY 2012, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled veterans, totaled 16,653, representing an increase from 14.65 percent in FY 2011 to 16.31 percent in FY 2012. In FY 2012, people with disabilities were hired at the highest percentage in 32 years.
- In FY 2012, non-seasonal, full-time permanent new hires with targeted disabilities totaled 1,101, representing an increase from 0.88 percent in FY 2011 to 1.08 percent in FY 2012. At no point in the past 17 years have new hires for people with targeted disabilities been at a higher percentage than in FY 2012.
- In FY 2012, non-seasonal, full-time permanent Schedule A disability appointee new hires totaled 1,539, representing an increase from 0.98 percent in FY 2011 to 1.51 percent in FY 2012.
- In FY 2012, non-seasonal, full-time permanent GS 14 and 15 new hires with disabilities, including 30 percent or more disabled veterans, totaled 683, representing an increase from 12.24 percent in FY 2011 to 14.65 percent in FY 2012.

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Composition of Federal Workforce at a Glance¹

	2012 On Board						
	Non-Seasonal Full Time Permanent Employees						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%

	2011 On Board						
	Non-Seasonal Full Time Permanent Employees						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%

	2010 On Board						
	Non-Seasonal Full Time Permanent Employees						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%

¹ All percentages are rounded to the nearest one-hundredth of a percent (i.e., two decimal points).

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

Composition of Federal New Hires at a Glance

	2012 New Hires						
	Non-Seasonal Full Time Permanent (Including Transfers)						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%

	2011 New Hires						
	Non-Seasonal Full Time Permanent (Including Transfers)						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%

	2010 New Hires						
	Non-Seasonal Full Time Permanent (Including Transfers)						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2012 On Board Non-Seasonal Full Time Permanent Employees	2012						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%
DOD-Combined	691,466	4,826	0.70%	52,926	7.65%	99,928	14.45%
DEPARTMENT OF THE AIR FORCE	161,574	877	0.54%	10,781	6.67%	21,691	13.42%
DEPARTMENT OF THE ARMY	251,257	1,515	0.60%	19,748	7.86%	40,072	15.95%
DEPARTMENT OF DEFENSE	86,135	1,073	1.25%	8,408	9.76%	13,179	15.30%
DEPARTMENT OF THE NAVY	192,500	1,361	0.71%	13,989	7.27%	24,986	12.98%
DEPARTMENT OF AGRICULTURE	76,785	836	1.09%	6,798	8.85%	7,608	9.91%
U.S. AID	2,439	12	0.49%	110	4.51%	149	6.11%
DEPARTMENT OF COMMERCE	35,013	268	0.77%	2,016	5.76%	2,283	6.52%
DEPARTMENT OF JUSTICE	113,358	456	0.40%	4,380	3.86%	6,178	5.45%
DEPARTMENT OF LABOR	15,705	202	1.29%	1,505	9.58%	1,958	12.47%
DEPARTMENT OF ENERGY	15,041	116	0.77%	1,165	7.75%	1,439	9.57%
DEPARTMENT OF EDUCATION	3,899	55	1.41%	273	7.00%	308	7.90%
ENVIRONMENTAL PROTECTION AGENCY	16,218	213	1.31%	1,089	6.71%	1,207	7.44%
GENERAL SERVICES ADMINISTRATION	12,114	97	0.80%	737	6.08%	1,048	8.65%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,168	724	1.18%	5,075	8.30%	5,662	9.26%
DEPARTMENT OF HOMELAND SECURITY	169,116	661	0.39%	8,005	4.73%	12,266	7.25%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,982	99	1.10%	759	8.45%	922	10.26%
DEPARTMENT OF THE INTERIOR	53,156	554	1.04%	4,256	8.01%	4,978	9.36%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,558	197	1.12%	1,116	6.36%	1,235	7.03%
NUCLEAR REGULATORY COMMISSION	3,629	34	0.94%	242	6.67%	272	7.50%
OFFICE OF PERSONNEL MANAGEMENT	5,242	54	1.03%	434	8.28%	631	12.04%
SMALL BUSINESS ADMINISTRATION	2,224	19	0.85%	156	7.01%	196	8.81%
DEPARTMENT OF STATE	9,761	50	0.51%	520	5.33%	818	8.38%
SOCIAL SECURITY ADMINISTRATION	62,599	1,227	1.96%	5,476	8.75%	6,168	9.85%
DEPARTMENT OF TRANSPORTATION	55,614	396	0.71%	3,820	6.87%	4,870	8.76%
DEPARTMENT OF THE TREASURY	92,397	1,631	1.77%	8,467	9.16%	9,461	10.24%
DEPARTMENT OF VETERANS AFFAIRS	285,436	5,208	1.82%	35,913	12.58%	47,147	16.52%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,581	33	0.59%	291	5.21%	330	5.91%
FEDERAL RESERVE SYSTEM	681	4	0.59%	63	9.25%	78	11.45%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,629	40	1.52%	187	7.11%	252	9.59%
PENSION BENEFIT GUARANTY CORPORATION	906	10	1.10%	54	5.96%	62	6.84%
OFFICE OF MANAGEMENT AND BUDGET	461	0	0.00%	8	1.74%	9	1.95%
COMMODITY FUTURES TRADING COMMISSION	662	1	0.15%	21	3.17%	26	3.93%
NATIONAL CREDIT UNION ADMINISTRATION	1,164	8	0.69%	100	8.59%	125	10.74%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,244	59	2.63%	334	14.88%	423	18.85%
FEDERAL COMMUNICATIONS COMMISSION	1,650	18	1.09%	88	5.33%	95	5.76%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,210	6	0.50%	80	6.61%	91	7.52%
FEDERAL TRADE COMMISSION	1,043	5	0.48%	70	6.71%	73	7.00%
FEDERAL HOUSING FINANCE AGENCY	671	2	0.30%	42	6.26%	48	7.15%
BROADCASTING BOARD OF GOVERNORS	1,616	10	0.62%	48	2.97%	55	3.40%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	562	4	0.71%	29	5.16%	35	6.23%
GOVERNMENT PRINTING OFFICE	1,854	23	1.24%	150	8.09%	168	9.06%
NATIONAL SCIENCE FOUNDATION	1,220	14	1.15%	104	8.52%	116	9.51%
NATIONAL LABOR RELATIONS BOARD	1,579	10	0.63%	77	4.88%	84	5.32%
PEACE CORPS	3	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	926	9	0.97%	116	12.53%	129	13.93%
SECURITIES AND EXCHANGE COMMISSION	3,615	32	0.89%	171	4.73%	183	5.06%
CONSUMER PRODUCT SAFETY COMMISSION	489	5	1.02%	40	8.18%	44	9.00%
SMITHSONIAN INSTITUTION	4,690	40	0.85%	274	5.84%	315	6.72%
OTHER AGENCIES	5,935	51	0.86%	424	7.14%	502	8.46%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2011 On Board Non-Seasonal Full Time Permanent Employees	2011						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%
DOD-Combined	699,618	4,937	0.71%	50,628	7.24%	94,496	13.51%
DEPARTMENT OF THE AIR FORCE	166,338	895	0.54%	9,401	5.65%	20,457	12.30%
DEPARTMENT OF THE ARMY	255,487	1,601	0.63%	20,006	7.83%	38,738	15.16%
DEPARTMENT OF DEFENSE	85,818	1,094	1.27%	8,192	9.55%	12,409	14.46%
DEPARTMENT OF THE NAVY	191,975	1,347	0.70%	13,029	6.79%	22,892	11.92%
DEPARTMENT OF AGRICULTURE	79,899	834	1.04%	6,215	7.78%	6,979	8.73%
U.S. AID	2,226	12	0.54%	98	4.40%	130	5.84%
DEPARTMENT OF COMMERCE	34,501	282	0.82%	1,913	5.54%	2,140	6.20%
DEPARTMENT OF JUSTICE	112,867	437	0.39%	4,096	3.63%	5,560	4.93%
DEPARTMENT OF LABOR	15,190	180	1.18%	1,104	7.27%	1,500	9.87%
DEPARTMENT OF ENERGY	15,548	117	0.75%	1,088	7.00%	1,367	8.79%
DEPARTMENT OF EDUCATION	4,066	58	1.43%	276	6.79%	311	7.65%
ENVIRONMENTAL PROTECTION AGENCY	16,702	217	1.30%	1,121	6.71%	1,232	7.38%
GENERAL SERVICES ADMINISTRATION	12,448	98	0.79%	717	5.76%	1,009	8.11%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	60,303	597	0.99%	3,913	6.49%	4,462	7.40%
DEPARTMENT OF HOMELAND SECURITY	166,210	653	0.39%	7,310	4.40%	10,866	6.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,269	103	1.11%	736	7.94%	886	9.56%
DEPARTMENT OF THE INTERIOR	53,393	553	1.04%	4,097	7.67%	4,755	8.91%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,801	203	1.14%	1,062	5.97%	1,182	6.64%
NUCLEAR REGULATORY COMMISSION	3,796	35	0.92%	256	6.74%	285	7.51%
OFFICE OF PERSONNEL MANAGEMENT	5,186	46	0.89%	375	7.23%	571	11.01%
SMALL BUSINESS ADMINISTRATION	2,289	19	0.83%	158	6.90%	190	8.30%
DEPARTMENT OF STATE	9,443	48	0.51%	481	5.09%	746	7.90%
SOCIAL SECURITY ADMINISTRATION	64,539	1,261	1.95%	5,456	8.45%	6,138	9.51%
DEPARTMENT OF TRANSPORTATION	56,092	402	0.72%	3,794	6.76%	4,738	8.45%
DEPARTMENT OF THE TREASURY	96,232	1,721	1.79%	8,675	9.01%	9,609	9.99%
DEPARTMENT OF VETERANS AFFAIRS	277,461	4,631	1.67%	31,339	11.29%	41,459	14.94%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,339	30	0.56%	272	5.09%	302	5.66%
FEDERAL RESERVE SYSTEM	495	4	0.81%	42	8.48%	57	11.52%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,703	41	1.52%	182	6.73%	242	8.95%
PENSION BENEFIT GUARANTY CORPORATION	920	11	1.20%	54	5.87%	61	6.63%
OFFICE OF MANAGEMENT AND BUDGET	469	0	0.00%	8	1.71%	9	1.92%
COMMODITY FUTURES TRADING COMMISSION	624	1	0.16%	13	2.08%	17	2.72%
NATIONAL CREDIT UNION ADMINISTRATION	1,151	7	0.61%	93	8.08%	111	9.64%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,422	64	2.64%	349	14.41%	444	18.33%
FEDERAL COMMUNICATIONS COMMISSION	1,677	16	0.95%	90	5.37%	98	5.84%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,216	7	0.58%	82	6.74%	89	7.32%
FEDERAL TRADE COMMISSION	1,010	4	0.40%	36	3.56%	40	3.96%
FEDERAL HOUSING FINANCE AGENCY	581	3	0.52%	35	6.02%	41	7.06%
BROADCASTING BOARD OF GOVERNORS	1,623	11	0.68%	54	3.33%	61	3.76%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	546	2	0.37%	23	4.21%	28	5.13%
GOVERNMENT PRINTING OFFICE	2,163	30	1.39%	171	7.91%	192	8.88%
NATIONAL SCIENCE FOUNDATION	1,207	15	1.24%	98	8.12%	107	8.86%
NATIONAL LABOR RELATIONS BOARD	1,622	11	0.68%	71	4.38%	76	4.69%
PEACE CORPS	4	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	945	8	0.85%	83	8.78%	94	9.95%
SECURITIES AND EXCHANGE COMMISSION	3,569	35	0.98%	173	4.85%	183	5.13%
CONSUMER PRODUCT SAFETY COMMISSION	507	6	1.18%	45	8.88%	50	9.86%
SMITHSONIAN INSTITUTION	4,782	38	0.79%	258	5.40%	302	6.32%
OTHER AGENCIES	5,926	57	0.96%	411	6.94%	479	8.08%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2010 On Board Non-Seasonal Full Time Permanent Employees	2010						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%
DOD-Combined	686,554	5,029	0.73%	47,987	6.99%	85,664	12.48%
DEPARTMENT OF THE AIR FORCE	158,039	893	0.57%	8,590	5.44%	17,700	11.20%
DEPARTMENT OF THE ARMY	257,947	1,712	0.66%	19,818	7.68%	36,284	14.07%
DEPARTMENT OF DEFENSE	81,179	1,055	1.30%	7,261	8.94%	10,858	13.38%
DEPARTMENT OF THE NAVY	189,389	1,369	0.72%	12,318	6.50%	20,822	10.99%
DEPARTMENT OF AGRICULTURE	80,510	801	0.99%	5,708	7.09%	6,369	7.91%
U.S. AID	2,130	14	0.66%	88	4.13%	111	5.21%
DEPARTMENT OF COMMERCE	33,711	257	0.76%	1,685	5.00%	1,891	5.61%
DEPARTMENT OF JUSTICE	112,688	435	0.39%	3,963	3.52%	5,201	4.62%
DEPARTMENT OF LABOR	15,387	174	1.13%	1,074	6.98%	1,433	9.31%
DEPARTMENT OF ENERGY	15,757	121	0.77%	1,035	6.57%	1,308	8.30%
DEPARTMENT OF EDUCATION	4,010	58	1.45%	261	6.51%	293	7.31%
ENVIRONMENTAL PROTECTION AGENCY	16,601	220	1.33%	1,136	6.84%	1,238	7.46%
GENERAL SERVICES ADMINISTRATION	12,554	102	0.81%	690	5.50%	948	7.55%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,946	544	0.92%	3,564	6.05%	4,020	6.82%
DEPARTMENT OF HOMELAND SECURITY	161,273	629	0.39%	6,782	4.21%	9,768	6.06%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,397	116	1.23%	744	7.92%	885	9.42%
DEPARTMENT OF THE INTERIOR	53,460	557	1.04%	4,018	7.52%	4,622	8.65%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,190	202	1.18%	1,003	5.83%	1,110	6.46%
NUCLEAR REGULATORY COMMISSION	3,867	37	0.96%	266	6.88%	292	7.55%
OFFICE OF PERSONNEL MANAGEMENT	4,856	41	0.84%	323	6.65%	461	9.49%
SMALL BUSINESS ADMINISTRATION	2,327	18	0.77%	151	6.49%	175	7.52%
DEPARTMENT OF STATE	8,959	48	0.54%	476	5.31%	677	7.56%
SOCIAL SECURITY ADMINISTRATION	66,666	1,314	1.97%	5,541	8.31%	6,225	9.34%
DEPARTMENT OF TRANSPORTATION	56,151	377	0.67%	3,482	6.20%	4,350	7.75%
DEPARTMENT OF THE TREASURY	99,868	1,740	1.74%	8,628	8.64%	9,559	9.57%
DEPARTMENT OF VETERANS AFFAIRS	268,187	4,195	1.56%	28,438	10.60%	37,593	14.02%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,101	35	0.69%	255	5.00%	276	5.41%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,690	44	1.64%	188	6.99%	245	9.11%
PENSION BENEFIT GUARANTY CORPORATION	890	12	1.35%	51	5.73%	58	6.52%
OFFICE OF MANAGEMENT AND BUDGET	472	0	0.00%	8	1.69%	9	1.91%
COMMODITY FUTURES TRADING COMMISSION	622	1	0.16%	13	2.09%	16	2.57%
NATIONAL CREDIT UNION ADMINISTRATION	1,051	3	0.29%	65	6.18%	79	7.52%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,476	67	2.71%	353	14.26%	453	18.30%
FEDERAL COMMUNICATIONS COMMISSION	1,708	17	1.00%	90	5.27%	100	5.85%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,228	5	0.41%	65	5.29%	72	5.86%
FEDERAL TRADE COMMISSION	1,059	6	0.57%	39	3.68%	43	4.06%
FEDERAL HOUSING FINANCE AGENCY	433	3	0.69%	25	5.77%	27	6.24%
BROADCASTING BOARD OF GOVERNORS	1,658	12	0.72%	50	3.02%	56	3.38%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	551	2	0.36%	21	3.81%	28	5.08%
GOVERNMENT PRINTING OFFICE	2,259	32	1.42%	173	7.66%	186	8.23%
NATIONAL SCIENCE FOUNDATION	1,200	17	1.42%	101	8.42%	110	9.17%
NATIONAL LABOR RELATIONS BOARD	1,586	10	0.63%	69	4.35%	74	4.67%
PEACE CORPS	6	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	964	9	0.93%	85	8.82%	92	9.54%
SECURITIES AND EXCHANGE COMMISSION	3,611	36	1.00%	179	4.96%	187	5.18%
CONSUMER PRODUCT SAFETY COMMISSION	467	5	1.07%	36	7.71%	38	8.14%
SMITHSONIAN INSTITUTION	4,754	43	0.90%	250	5.26%	286	6.02%
OTHER AGENCIES	5,884	57	0.97%	387	6.58%	440	7.48%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2012 New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2012						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%
DOD-Combined	42,376	148	0.35%	1,690	3.99%	5,767	13.61%
DEPARTMENT OF THE AIR FORCE	8,559	31	0.36%	312	3.65%	1,037	12.12%
DEPARTMENT OF THE ARMY	13,856	22	0.16%	338	2.44%	1,723	12.44%
DEPARTMENT OF DEFENSE	6,986	33	0.47%	304	4.35%	1,069	15.30%
DEPARTMENT OF THE NAVY	12,975	62	0.48%	736	5.67%	1,938	14.94%
DEPARTMENT OF AGRICULTURE	2,371	29	1.22%	290	12.23%	392	16.53%
U.S. AID	177	2	1.13%	11	6.21%	18	10.17%
DEPARTMENT OF COMMERCE	2,636	11	0.42%	228	8.65%	272	10.32%
DEPARTMENT OF JUSTICE	5,395	30	0.56%	368	6.82%	556	10.31%
DEPARTMENT OF LABOR	1,418	18	1.27%	199	14.03%	301	21.23%
DEPARTMENT OF ENERGY	675	1	0.15%	48	7.11%	70	10.37%
DEPARTMENT OF EDUCATION	181	0	0.00%	9	4.97%	18	9.94%
ENVIRONMENTAL PROTECTION AGENCY	225	3	1.33%	23	10.22%	32	14.22%
GENERAL SERVICES ADMINISTRATION	681	3	0.44%	69	10.13%	97	14.24%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,344	46	1.06%	388	8.93%	475	10.93%
DEPARTMENT OF HOMELAND SECURITY	6,802	37	0.54%	583	8.57%	1,020	15.00%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	269	3	1.12%	32	11.90%	43	15.99%
DEPARTMENT OF THE INTERIOR	2,483	22	0.89%	300	12.08%	420	16.92%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	507	5	0.99%	51	10.06%	59	11.64%
NUCLEAR REGULATORY COMMISSION	48	1	2.08%	5	10.42%	6	12.50%
OFFICE OF PERSONNEL MANAGEMENT	370	11	2.97%	55	14.86%	80	21.62%
SMALL BUSINESS ADMINISTRATION	199	2	1.01%	19	9.55%	27	13.57%
DEPARTMENT OF STATE	716	1	0.14%	26	3.63%	66	9.22%
SOCIAL SECURITY ADMINISTRATION	947	21	2.22%	156	16.47%	196	20.70%
DEPARTMENT OF TRANSPORTATION	1,447	12	0.83%	147	10.16%	239	16.52%
DEPARTMENT OF THE TREASURY	1,631	41	2.51%	221	13.55%	301	18.45%
DEPARTMENT OF VETERANS AFFAIRS	23,474	634	2.70%	4,599	19.59%	5,898	25.13%
FEDERAL DEPOSIT INSURANCE CORPORATION	275	2	0.73%	20	7.27%	23	8.36%
FEDERAL RESERVE SYSTEM	213	0	0.00%	11	5.16%	14	6.57%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	60	0	0.00%	3	5.00%	12	20.00%
PENSION BENEFIT GUARANTY CORPORATION	57	2	3.51%	3	5.26%	5	8.77%
OFFICE OF MANAGEMENT AND BUDGET	29	0	0.00%	1	3.45%	1	3.45%
COMMODITY FUTURES TRADING COMMISSION	87	0	0.00%	10	11.49%	11	12.64%
NATIONAL CREDIT UNION ADMINISTRATION	106	4	3.77%	18	16.98%	29	27.36%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5	0	0.00%	1	20.00%	1	20.00%
FEDERAL COMMUNICATIONS COMMISSION	78	1	1.28%	3	3.85%	3	3.85%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	57	0	0.00%	6	10.53%	7	12.28%
FEDERAL TRADE COMMISSION	105	0	0.00%	8	7.62%	8	7.62%
FEDERAL HOUSING FINANCE AGENCY	119	0	0.00%	8	6.72%	8	6.72%
BROADCASTING BOARD OF GOVERNORS	57	0	0.00%	0	0.00%	1	1.75%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	66	1	1.52%	4	6.06%	6	9.09%
GOVERNMENT PRINTING OFFICE	41	0	0.00%	6	14.63%	7	17.07%
NATIONAL SCIENCE FOUNDATION	85	0	0.00%	11	12.94%	14	16.47%
NATIONAL LABOR RELATIONS BOARD	81	0	0.00%	2	2.47%	4	4.94%
RAILROAD RETIREMENT BOARD	62	1	1.61%	13	20.97%	17	27.42%
SECURITIES AND EXCHANGE COMMISSION	295	2	0.68%	9	3.05%	12	4.07%
CONSUMER PRODUCT SAFETY COMMISSION	24	0	0.00%	1	4.17%	1	4.17%
SMITHSONIAN INSTITUTION	268	5	1.87%	44	16.42%	50	18.66%
OTHER AGENCIES	551	2	0.36%	51	9.26%	66	11.98%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2011 New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2011						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%
DOD-Combined	63,957	273	0.43%	3,522	5.51%	9,134	14.28%
DEPARTMENT OF THE AIR FORCE	16,948	65	0.38%	843	4.97%	2,482	14.64%
DEPARTMENT OF THE ARMY	21,433	64	0.30%	1,175	5.48%	3,151	14.70%
DEPARTMENT OF DEFENSE	10,300	68	0.66%	561	5.45%	1,304	12.66%
DEPARTMENT OF THE NAVY	15,276	76	0.50%	943	6.17%	2,197	14.38%
DEPARTMENT OF AGRICULTURE	3,723	41	1.10%	325	8.73%	473	12.70%
U.S. AID	243	0	0.00%	12	4.94%	20	8.23%
DEPARTMENT OF COMMERCE	2,183	15	0.69%	163	7.47%	203	9.30%
DEPARTMENT OF JUSTICE	4,649	23	0.49%	265	5.70%	405	8.71%
DEPARTMENT OF LABOR	898	18	2.00%	96	10.69%	153	17.04%
DEPARTMENT OF ENERGY	843	4	0.47%	43	5.10%	76	9.02%
DEPARTMENT OF EDUCATION	312	1	0.32%	16	5.13%	23	7.37%
ENVIRONMENTAL PROTECTION AGENCY	716	8	1.12%	39	5.45%	52	7.26%
GENERAL SERVICES ADMINISTRATION	638	3	0.47%	70	10.97%	101	15.83%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,643	82	1.77%	454	9.78%	541	11.65%
DEPARTMENT OF HOMELAND SECURITY	8,749	36	0.41%	594	6.79%	1,033	11.81%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	562	5	0.89%	52	9.25%	76	13.52%
DEPARTMENT OF THE INTERIOR	2,772	30	1.08%	284	10.25%	399	14.39%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	508	6	1.18%	36	7.09%	52	10.24%
NUCLEAR REGULATORY COMMISSION	93	0	0.00%	5	5.38%	7	7.53%
OFFICE OF PERSONNEL MANAGEMENT	673	11	1.63%	80	11.89%	144	21.40%
SMALL BUSINESS ADMINISTRATION	171	2	1.17%	18	10.53%	31	18.13%
DEPARTMENT OF STATE	816	1	0.12%	28	3.43%	79	9.68%
SOCIAL SECURITY ADMINISTRATION	613	17	2.77%	86	14.03%	121	19.74%
DEPARTMENT OF TRANSPORTATION	1,797	18	1.00%	159	8.85%	262	14.58%
DEPARTMENT OF THE TREASURY	1,952	60	3.07%	205	10.50%	257	13.17%
DEPARTMENT OF VETERANS AFFAIRS	22,839	450	1.97%	3,385	14.82%	4,722	20.68%
FEDERAL DEPOSIT INSURANCE CORPORATION	394	0	0.00%	18	4.57%	23	5.84%
FEDERAL RESERVE SYSTEM	442	4	0.90%	35	7.92%	51	11.54%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	0	0.00%	4	3.17%	15	11.90%
PENSION BENEFIT GUARANTY CORPORATION	63	1	1.59%	5	7.94%	5	7.94%
OFFICE OF MANAGEMENT AND BUDGET	61	0	0.00%	1	1.64%	1	1.64%
COMMODITY FUTURES TRADING COMMISSION	28	0	0.00%	2	7.14%	3	10.71%
NATIONAL CREDIT UNION ADMINISTRATION	171	1	0.58%	6	3.51%	16	9.36%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	85	2	2.35%	15	17.65%	19	22.35%
FEDERAL COMMUNICATIONS COMMISSION	72	0	0.00%	6	8.33%	6	8.33%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	48	0	0.00%	4	8.33%	5	10.42%
FEDERAL TRADE COMMISSION	49	0	0.00%	3	6.12%	3	6.12%
FEDERAL HOUSING FINANCE AGENCY	162	0	0.00%	9	5.56%	12	7.41%
BROADCASTING BOARD OF GOVERNORS	61	0	0.00%	2	3.28%	4	6.56%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	52	0	0.00%	5	9.62%	5	9.62%
GOVERNMENT PRINTING OFFICE	51	0	0.00%	6	11.76%	13	25.49%
NATIONAL SCIENCE FOUNDATION	73	1	1.37%	4	5.48%	5	6.85%
NATIONAL LABOR RELATIONS BOARD	92	2	2.17%	4	4.35%	5	5.43%
RAILROAD RETIREMENT BOARD	39	1	2.56%	5	12.82%	8	20.51%
SECURITIES AND EXCHANGE COMMISSION	166	2	1.20%	5	3.01%	5	3.01%
CONSUMER PRODUCT SAFETY COMMISSION	77	1	1.30%	10	12.99%	13	16.88%
SMITHSONIAN INSTITUTION	284	0	0.00%	19	6.69%	30	10.56%
OTHER AGENCIES	541	3	0.55%	43	7.95%	64	11.83%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2010 New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2010						
	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
Total Executive Branch Agencies	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%
DOD-Combined	73,179	255	0.35%	3,257	4.45%	9,231	12.61%
DEPARTMENT OF THE AIR FORCE	17,742	37	0.21%	625	3.52%	2,175	12.26%
DEPARTMENT OF THE ARMY	27,676	120	0.43%	1,581	5.71%	3,911	14.13%
DEPARTMENT OF DEFENSE	9,484	38	0.40%	333	3.51%	1,004	10.59%
DEPARTMENT OF THE NAVY	18,277	60	0.33%	718	3.93%	2,141	11.71%
DEPARTMENT OF AGRICULTURE	5,131	30	0.58%	362	7.06%	526	10.25%
U.S. AID	217	1	0.46%	17	7.83%	22	10.14%
DEPARTMENT OF COMMERCE	1,723	19	1.10%	125	7.25%	151	8.76%
DEPARTMENT OF JUSTICE	8,334	42	0.50%	384	4.61%	612	7.34%
DEPARTMENT OF LABOR	1,449	21	1.45%	140	9.66%	213	14.70%
DEPARTMENT OF ENERGY	1,108	9	0.81%	47	4.24%	85	7.67%
DEPARTMENT OF EDUCATION	528	5	0.95%	23	4.36%	31	5.87%
ENVIRONMENTAL PROTECTION AGENCY	788	11	1.40%	50	6.35%	66	8.38%
GENERAL SERVICES ADMINISTRATION	1,042	7	0.67%	98	9.40%	136	13.05%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,824	42	0.72%	301	5.17%	380	6.52%
DEPARTMENT OF HOMELAND SECURITY	8,125	30	0.37%	430	5.29%	776	9.55%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	736	8	1.09%	42	5.71%	53	7.20%
DEPARTMENT OF THE INTERIOR	3,241	25	0.77%	252	7.78%	374	11.54%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	550	11	2.00%	37	6.73%	51	9.27%
NUCLEAR REGULATORY COMMISSION	204	3	1.47%	17	8.33%	22	10.78%
OFFICE OF PERSONNEL MANAGEMENT	699	13	1.86%	79	11.30%	132	18.88%
SMALL BUSINESS ADMINISTRATION	130	0	0.00%	7	5.38%	10	7.69%
DEPARTMENT OF STATE	557	3	0.54%	17	3.05%	44	7.90%
SOCIAL SECURITY ADMINISTRATION	5,787	111	1.92%	534	9.23%	717	12.39%
DEPARTMENT OF TRANSPORTATION	2,203	34	1.54%	172	7.81%	278	12.62%
DEPARTMENT OF THE TREASURY	4,362	104	2.38%	420	9.63%	598	13.71%
DEPARTMENT OF VETERANS AFFAIRS	22,670	360	1.59%	2,706	11.94%	4,102	18.09%
FEDERAL DEPOSIT INSURANCE CORPORATION	413	4	0.97%	21	5.08%	25	6.05%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	248	3	1.21%	14	5.65%	31	12.50%
PENSION BENEFIT GUARANTY CORPORATION	76	0	0.00%	0	0.00%	0	0.00%
OFFICE OF MANAGEMENT AND BUDGET	37	0	0.00%	0	0.00%	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	133	0	0.00%	1	0.75%	2	1.50%
NATIONAL CREDIT UNION ADMINISTRATION	140	0	0.00%	1	0.71%	3	2.14%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	348	13	3.74%	54	15.52%	101	29.02%
FEDERAL COMMUNICATIONS COMMISSION	43	0	0.00%	2	4.65%	3	6.98%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	91	0	0.00%	3	3.30%	4	4.40%
FEDERAL TRADE COMMISSION	102	1	0.98%	5	4.90%	7	6.86%
FEDERAL HOUSING FINANCE AGENCY	42	0	0.00%	0	0.00%	2	4.76%
BROADCASTING BOARD OF GOVERNORS	85	0	0.00%	0	0.00%	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	83	0	0.00%	3	3.61%	7	8.43%
GOVERNMENT PRINTING OFFICE	89	2	2.25%	8	8.99%	9	10.11%
NATIONAL SCIENCE FOUNDATION	75	1	1.33%	6	8.00%	8	10.67%
NATIONAL LABOR RELATIONS BOARD	123	1	0.81%	3	2.44%	4	3.25%
RAILROAD RETIREMENT BOARD	68	0	0.00%	4	5.88%	7	10.29%
SECURITIES AND EXCHANGE COMMISSION	317	2	0.63%	9	2.84%	13	4.10%
CONSUMER PRODUCT SAFETY COMMISSION	76	0	0.00%	2	2.63%	2	2.63%
SMITHSONIAN INSTITUTION	327	4	1.22%	25	7.65%	38	11.62%
OTHER AGENCIES	496	3	0.60%	34	6.85%	50	10.08%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2012 Schedule A Disability New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2012		
	All New Hires	Schedule A	%
Total Executive Branch Agencies	102,093	1,539	1.51%
DOD-Combined	42,376	385	0.91%
DEPARTMENT OF THE AIR FORCE	8,559	91	1.06%
DEPARTMENT OF THE ARMY	13,856	41	0.30%
DEPARTMENT OF DEFENSE	6,986	78	1.12%
DEPARTMENT OF THE NAVY	12,975	175	1.35%
DEPARTMENT OF AGRICULTURE	2,371	52	2.19%
U.S. AID	177	2	1.13%
DEPARTMENT OF COMMERCE	2,636	22	0.83%
DEPARTMENT OF JUSTICE	5,395	10	0.19%
DEPARTMENT OF LABOR	1,418	58	4.09%
DEPARTMENT OF ENERGY	675	6	0.89%
DEPARTMENT OF EDUCATION	181	0	0.00%
ENVIRONMENTAL PROTECTION AGENCY	225	3	1.33%
GENERAL SERVICES ADMINISTRATION	681	13	1.91%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,344	139	3.20%
DEPARTMENT OF HOMELAND SECURITY	6,802	58	0.85%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	269	1	0.37%
DEPARTMENT OF THE INTERIOR	2,483	27	1.09%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	507	7	1.38%
NUCLEAR REGULATORY COMMISSION	48	0	0.00%
OFFICE OF PERSONNEL MANAGEMENT	370	32	8.65%
SMALL BUSINESS ADMINISTRATION	199	1	0.50%
DEPARTMENT OF STATE	716	4	0.56%
SOCIAL SECURITY ADMINISTRATION	947	37	3.91%
DEPARTMENT OF TRANSPORTATION	1,447	15	1.04%
DEPARTMENT OF THE TREASURY	1,631	78	4.78%
DEPARTMENT OF VETERANS AFFAIRS	23,474	564	2.40%
FEDERAL DEPOSIT INSURANCE CORPORATION	275	0	0.00%
FEDERAL RESERVE SYSTEM	213	0	0.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	60	1	1.67%
PENSION BENEFIT GUARANTY CORPORATION	57	2	3.51%
OFFICE OF MANAGEMENT AND BUDGET	29	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	87	0	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	106	8	7.55%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5	1	20.00%
FEDERAL COMMUNICATIONS COMMISSION	78	0	0.00%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	57	1	1.75%
FEDERAL TRADE COMMISSION	105	0	0.00%
FEDERAL HOUSING FINANCE AGENCY	119	0	0.00%
BROADCASTING BOARD OF GOVERNORS	57	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	66	0	0.00%
GOVERNMENT PRINTING OFFICE	41	0	0.00%
NATIONAL SCIENCE FOUNDATION	85	0	0.00%
NATIONAL LABOR RELATIONS BOARD	81	0	0.00%
RAILROAD RETIREMENT BOARD	62	0	0.00%
SECURITIES AND EXCHANGE COMMISSION	295	2	0.68%
CONSUMER PRODUCT SAFETY COMMISSION	24	0	0.00%
SMITHSONIAN INSTITUTION	268	7	2.61%
OTHER AGENCIES	551	3	0.54%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2011 Schedule A Disability New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2011		
	All New Hires	Schedule A	%
Total Executive Branch Agencies	127,487	1,247	0.98%
DOD-Combined	63,957	247	0.39%
DEPARTMENT OF THE AIR FORCE	16,948	44	0.26%
DEPARTMENT OF THE ARMY	21,433	44	0.21%
DEPARTMENT OF DEFENSE	10,300	55	0.53%
DEPARTMENT OF THE NAVY	15,276	104	0.68%
DEPARTMENT OF AGRICULTURE	3,723	70	1.88%
U.S. AID	243	1	0.41%
DEPARTMENT OF COMMERCE	2,183	17	0.78%
DEPARTMENT OF JUSTICE	4,649	5	0.11%
DEPARTMENT OF LABOR	898	27	3.01%
DEPARTMENT OF ENERGY	843	6	0.71%
DEPARTMENT OF EDUCATION	312	3	0.96%
ENVIRONMENTAL PROTECTION AGENCY	716	14	1.96%
GENERAL SERVICES ADMINISTRATION	638	11	1.72%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,643	174	3.75%
DEPARTMENT OF HOMELAND SECURITY	8,749	42	0.48%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	562	8	1.42%
DEPARTMENT OF THE INTERIOR	2,772	34	1.23%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	508	6	1.18%
NUCLEAR REGULATORY COMMISSION	93	0	0.00%
OFFICE OF PERSONNEL MANAGEMENT	673	32	4.75%
SMALL BUSINESS ADMINISTRATION	171	1	0.58%
DEPARTMENT OF STATE	816	2	0.25%
SOCIAL SECURITY ADMINISTRATION	613	33	5.38%
DEPARTMENT OF TRANSPORTATION	1,797	16	0.89%
DEPARTMENT OF THE TREASURY	1,952	91	4.66%
DEPARTMENT OF VETERANS AFFAIRS	22,839	384	1.68%
FEDERAL DEPOSIT INSURANCE CORPORATION	394	0	0.00%
FEDERAL RESERVE SYSTEM	442	1	0.23%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	1	0.79%
PENSION BENEFIT GUARANTY CORPORATION	63	0	0.00%
OFFICE OF MANAGEMENT AND BUDGET	61	1	1.64%
COMMODITY FUTURES TRADING COMMISSION	28	0	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	171	2	1.17%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	85	5	5.88%
FEDERAL COMMUNICATIONS COMMISSION	72	0	0.00%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	48	0	0.00%
FEDERAL TRADE COMMISSION	49	0	0.00%
FEDERAL HOUSING FINANCE AGENCY	162	0	0.00%
BROADCASTING BOARD OF GOVERNORS	61	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	52	0	0.00%
GOVERNMENT PRINTING OFFICE	51	0	0.00%
NATIONAL SCIENCE FOUNDATION	73	1	1.37%
NATIONAL LABOR RELATIONS BOARD	92	2	2.17%
RAILROAD RETIREMENT BOARD	39	0	0.00%
SECURITIES AND EXCHANGE COMMISSION	166	2	1.20%
CONSUMER PRODUCT SAFETY COMMISSION	77	0	0.00%
SMITHSONIAN INSTITUTION	284	1	0.35%
OTHER AGENCIES	541	7	1.29%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

2010 Schedule A Disability New Hires Non-Seasonal Full Time Permanent (Including Transfers)	2010		
	All New Hires	Schedule A	%
Total Executive Branch Agencies	151,999	902	0.59%
DOD-Combined	73,179	180	0.25%
DEPARTMENT OF THE AIR FORCE	17,742	21	0.12%
DEPARTMENT OF THE ARMY	27,676	48	0.17%
DEPARTMENT OF DEFENSE	9,484	47	0.50%
DEPARTMENT OF THE NAVY	18,277	64	0.35%
DEPARTMENT OF AGRICULTURE	5,131	31	0.60%
U.S. AID	217	0	0.00%
DEPARTMENT OF COMMERCE	1,723	12	0.70%
DEPARTMENT OF JUSTICE	8,334	7	0.08%
DEPARTMENT OF LABOR	1,449	40	2.76%
DEPARTMENT OF ENERGY	1,108	2	0.18%
DEPARTMENT OF EDUCATION	528	3	0.57%
ENVIRONMENTAL PROTECTION AGENCY	788	14	1.78%
GENERAL SERVICES ADMINISTRATION	1,042	13	1.25%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,824	34	0.58%
DEPARTMENT OF HOMELAND SECURITY	8,125	4	0.05%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	736	3	0.41%
DEPARTMENT OF THE INTERIOR	3,241	29	0.89%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	550	14	2.55%
NUCLEAR REGULATORY COMMISSION	204	0	0.00%
OFFICE OF PERSONNEL MANAGEMENT	699	26	3.72%
SMALL BUSINESS ADMINISTRATION	130	0	0.00%
DEPARTMENT OF STATE	557	3	0.54%
SOCIAL SECURITY ADMINISTRATION	5,787	135	2.33%
DEPARTMENT OF TRANSPORTATION	2,203	18	0.82%
DEPARTMENT OF THE TREASURY	4,362	175	4.01%
DEPARTMENT OF VETERANS AFFAIRS	22,670	135	0.60%
FEDERAL DEPOSIT INSURANCE CORPORATION	413	1	0.24%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	248	0	0.00%
PENSION BENEFIT GUARANTY CORPORATION	76	0	0.00%
OFFICE OF MANAGEMENT AND BUDGET	37	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	133	0	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	140	0	0.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	348	19	5.46%
FEDERAL COMMUNICATIONS COMMISSION	43	0	0.00%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	91	0	0.00%
FEDERAL TRADE COMMISSION	102	0	0.00%
FEDERAL HOUSING FINANCE AGENCY	42	0	0.00%
BROADCASTING BOARD OF GOVERNORS	85	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	83	0	0.00%
GOVERNMENT PRINTING OFFICE	89	0	0.00%
NATIONAL SCIENCE FOUNDATION	75	2	2.67%
NATIONAL LABOR RELATIONS BOARD	123	0	0.00%
RAILROAD RETIREMENT BOARD	68	0	0.00%
SECURITIES AND EXCHANGE COMMISSION	317	0	0.00%
CONSUMER PRODUCT SAFETY COMMISSION	76	0	0.00%
SMITHSONIAN INSTITUTION	327	2	0.61%
OTHER AGENCIES	496	0	0.00%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

On Board by GS and SES Pay Grade							
Non-Seasonal Full Time Permanent Employees							
Percentages Calculated for Representation in each Grade Level							
2012 On Board	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	32	7	21.88%	12	37.50%	12	37.50%
GS 2	285	35	12.28%	61	21.40%	70	24.56%
GS 3	2,728	187	6.85%	523	19.17%	591	21.66%
GS 4	23,652	832	3.52%	3,556	15.03%	4,758	20.12%
GS 5	72,590	1,809	2.49%	10,324	14.22%	14,448	19.90%
GS 6	73,316	1,290	1.76%	8,967	12.23%	12,567	17.14%
GS 7	109,679	1,631	1.49%	11,572	10.55%	17,446	15.91%
GS 8	47,900	806	1.68%	4,698	9.81%	5,756	12.02%
GS 9	117,539	1,311	1.12%	11,160	9.49%	18,029	15.34%
GS 10	14,165	118	0.83%	1,228	8.67%	1,936	13.67%
GS 11	194,316	1,940	1.00%	16,439	8.46%	26,570	13.67%
GS 12	271,911	2,013	0.74%	19,843	7.30%	31,396	11.55%
GS 13	226,918	1,460	0.64%	14,768	6.51%	22,087	9.73%
GS 14	108,075	638	0.59%	6,759	6.25%	9,638	8.92%
GS 15	53,214	275	0.52%	3,124	5.87%	4,253	7.99%
SES	7,868	34	0.43%	368	4.68%	406	5.16%
Other Pay Plans	526,123	3,933	0.75%	34,607	6.58%	50,012	9.51%
Total	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%
2011 On Board	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	41	8	19.51%	11	26.83%	13	31.71%
GS 2	311	43	13.83%	70	22.51%	77	24.76%
GS 3	2,819	200	7.09%	541	19.19%	601	21.32%
GS 4	25,392	863	3.40%	3,589	14.13%	4,843	19.07%
GS 5	75,332	1,839	2.44%	9,789	12.99%	13,845	18.38%
GS 6	75,267	1,266	1.68%	8,417	11.18%	11,947	15.87%
GS 7	113,072	1,578	1.40%	10,933	9.67%	16,402	14.51%
GS 8	47,643	823	1.73%	4,468	9.38%	5,433	11.40%
GS 9	125,261	1,289	1.03%	10,655	8.51%	17,220	13.75%
GS 10	13,662	128	0.94%	1,154	8.45%	1,798	13.16%
GS 11	196,134	1,887	0.96%	15,205	7.75%	24,429	12.46%
GS 12	258,155	1,865	0.72%	17,671	6.85%	27,856	10.79%
GS 13	222,507	1,383	0.62%	13,191	5.93%	19,558	8.79%
GS 14	105,842	616	0.58%	5,976	5.65%	8,469	8.00%
GS 15	52,321	260	0.50%	2,751	5.26%	3,708	7.09%
SES	7,792	33	0.42%	333	4.27%	362	4.65%
Other Pay Plans	535,029	3,764	0.70%	32,797	6.13%	47,133	7.81%
Total	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%
2010 On Board	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	33	6	18.18%	7	21.21%	8	24.24%
GS 2	285	44	15.44%	61	21.40%	68	23.86%
GS 3	3,128	201	6.43%	565	18.06%	634	20.27%
GS 4	26,366	888	3.37%	3,589	13.61%	4,773	18.10%
GS 5	78,321	1,883	2.40%	9,565	12.21%	13,413	17.13%
GS 6	75,201	1,143	1.52%	7,799	10.37%	10,941	14.55%
GS 7	120,898	1,549	1.28%	10,635	8.80%	15,633	12.93%
GS 8	45,180	771	1.71%	4,088	9.05%	4,915	10.88%
GS 9	126,385	1,318	1.04%	10,030	7.94%	15,826	12.52%
GS 10	13,426	117	0.87%	1,106	8.24%	1,638	12.20%
GS 11	185,583	1,736	0.94%	13,726	7.40%	21,454	11.56%
GS 12	243,390	1,795	0.74%	16,121	6.62%	24,501	10.07%
GS 13	210,235	1,300	0.62%	11,944	5.68%	16,927	8.05%
GS 14	99,667	582	0.58%	5,328	5.35%	7,287	7.31%
GS 15	49,647	235	0.47%	2,496	5.03%	3,257	6.56%
SES	7,668	34	0.44%	318	4.15%	338	4.41%
Other Pay Plans	546,306	3,843	0.70%	32,168	5.89%	45,455	8.32%
Total	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

<u>New Hires by GS and SES Pay Grade</u>							
Non-Seasonal Full Time Permanent Employees							
Percentages Calculated for Representation in each GS Level							
<u>2012 New Hires</u>	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	16	0	0.00%	2	12.50%	2	12.50%
GS 2	132	1	0.76%	11	8.33%	15	11.36%
GS 3	672	12	1.79%	71	10.57%	94	13.99%
GS 4	4,234	73	1.72%	471	11.12%	785	18.54%
GS 5	11,437	258	2.26%	1,802	15.76%	2,664	23.29%
GS 6	5,708	94	1.65%	702	12.30%	1,134	19.87%
GS 7	10,959	130	1.19%	1,061	9.68%	1,990	18.16%
GS 8	1,088	5	0.46%	96	8.82%	167	15.35%
GS 9	8,899	68	0.76%	808	9.08%	1,487	16.71%
GS 10	723	1	0.14%	31	4.29%	58	8.02%
GS 11	9,252	72	0.78%	751	8.12%	1,426	15.41%
GS 12	8,788	49	0.56%	665	7.57%	1,320	15.02%
GS 13	7,074	44	0.62%	544	7.69%	1,031	14.57%
GS 14	3,189	10	0.31%	231	7.24%	488	15.30%
GS 15	1,472	4	0.27%	116	7.88%	195	13.25%
SES	368	1	0.27%	24	6.52%	27	7.34%
Other Pay Plans	28,082	279	0.99%	2,364	8.42%	3,770	13.42%
Total	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%
<u>2011 New Hires</u>	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	10	3	30.00%	4	40.00%	4	40.00%
GS 2	151	4	2.65%	12	7.95%	16	10.60%
GS 3	739	17	2.30%	75	10.15%	93	12.58%
GS 4	5,468	88	1.61%	590	10.79%	1,037	18.96%
GS 5	12,859	277	2.15%	1,586	12.33%	2,603	20.24%
GS 6	6,557	66	1.01%	655	9.99%	1,185	18.07%
GS 7	12,259	124	1.01%	1,124	9.17%	2,116	17.26%
GS 8	1,488	10	0.67%	109	7.33%	181	12.16%
GS 9	11,014	81	0.74%	905	8.22%	1,689	15.34%
GS 10	650	3	0.46%	31	4.77%	70	10.77%
GS 11	11,180	77	0.69%	800	7.16%	1,642	14.69%
GS 12	12,085	58	0.48%	800	6.62%	1,695	14.03%
GS 13	8,981	49	0.55%	658	7.33%	1,246	13.87%
GS 14	4,174	23	0.55%	281	6.73%	522	12.51%
GS 15	1,749	8	0.46%	119	6.80%	203	11.61%
SES	468	2	0.43%	17	3.63%	17	3.63%
Other Pay Plans	37,655	232	0.62%	2,382	6.33%	4,356	11.57%
Total	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%
<u>2010 New Hires</u>	All Employees	Targeted Disability	%	All Disability	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	8	0	0.00%	1	12.50%	1	12.50%
GS 2	158	2	1.27%	7	4.43%	9	5.70%
GS 3	850	6	0.71%	57	6.71%	79	9.29%
GS 4	7,129	79	1.11%	569	7.98%	1,117	15.67%
GS 5	15,372	267	1.74%	1,505	9.79%	2,687	17.48%
GS 6	7,309	63	0.86%	565	7.73%	1,051	14.38%
GS 7	16,850	143	0.85%	1,099	6.52%	2,120	12.58%
GS 8	1,379	9	0.65%	109	7.90%	174	12.62%
GS 9	12,908	105	0.81%	918	7.11%	1,701	13.18%
GS 10	651	2	0.31%	40	6.14%	71	10.91%
GS 11	11,460	81	0.71%	694	6.06%	1,513	13.20%
GS 12	11,888	55	0.46%	695	5.85%	1,421	11.95%
GS 13	8,439	49	0.58%	525	6.22%	983	11.65%
GS 14	3,373	22	0.65%	246	7.29%	378	11.21%
GS 15	1,609	7	0.44%	102	6.34%	171	10.63%
SES	473	0	0.00%	13	2.75%	13	2.75%
Other Pay Plans	52,143	288	0.55%	2,567	4.92%	5,437	10.43%
Total	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

<u>On Board by GS and SES Pay Grade for Targeted Disability</u>						
Non-Seasonal Full Time Permanent Employees						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	Targeted Disability	%	Targeted Disability	%	Targeted Disability	%
GS 1	7	0.04%	8	0.04%	6	0.03%
GS 2	35	0.19%	43	0.24%	44	0.25%
GS 3	187	1.02%	200	1.12%	201	1.15%
GS 4	832	4.54%	863	4.84%	888	5.09%
GS 5	1,809	9.87%	1,839	10.31%	1,883	10.79%
GS 6	1,290	7.04%	1,266	7.09%	1,143	6.55%
GS 7	1,631	8.90%	1,578	8.84%	1,549	8.88%
GS 8	806	4.40%	823	4.61%	771	4.42%
GS 9	1,311	7.16%	1,289	7.22%	1,318	7.56%
GS 10	118	0.64%	128	0.72%	117	0.67%
GS 11	1,940	10.59%	1,887	10.57%	1,736	9.95%
GS 12	2,013	10.99%	1,865	10.45%	1,795	10.29%
GS 13	1,460	7.97%	1,383	7.75%	1,300	7.45%
GS 14	638	3.48%	616	3.45%	582	3.34%
GS 15	275	1.50%	260	1.46%	235	1.35%
SES	34	0.19%	33	0.18%	34	0.19%
Other Pay Plans	3,933	21.47%	3,764	21.09%	3,843	22.03%
Total	18,319	100.00%	17,845	100.00%	17,445	100.00%

<u>New Hires by GS and SES Pay Grade for Targeted Disability</u>						
Non-Seasonal Full Time Permanent (Including Transfers)						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	Targeted Disability	%	Targeted Disability	%	Targeted Disability	%
GS 1	0	0.00%	3	0.27%	0	0.00%
GS 2	1	0.09%	4	0.36%	2	0.17%
GS 3	12	1.09%	17	1.52%	6	0.51%
GS 4	73	6.63%	88	7.84%	79	6.71%
GS 5	258	23.43%	277	24.69%	267	22.67%
GS 6	94	8.54%	66	5.88%	63	5.35%
GS 7	130	11.81%	124	11.05%	143	12.14%
GS 8	5	0.45%	10	0.89%	9	0.76%
GS 9	68	6.18%	81	7.22%	105	8.91%
GS 10	1	0.09%	3	0.27%	2	0.17%
GS 11	72	6.54%	77	6.86%	81	6.88%
GS 12	49	4.45%	58	5.17%	55	4.67%
GS 13	44	4.00%	49	4.37%	49	4.16%
GS 14	10	0.91%	23	2.05%	22	1.87%
GS 15	4	0.36%	8	0.71%	7	0.59%
SES	1	0.09%	2	0.18%	0	0.00%
Other Pay Plans	279	25.34%	232	20.68%	288	24.45%
Total	1,101	100.00%	1,122	100.00%	1,178	100.00%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

On Board by GS and SES Pay Grade for All Disability						
Non-Seasonal Full Time Permanent Employees						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Disability	%	All Disability	%	All Disability	%
GS 1	12	0.01%	11	0.01%	7	0.01%
GS 2	61	0.04%	70	0.05%	61	0.05%
GS 3	523	0.35%	541	0.39%	565	0.44%
GS 4	3,556	2.40%	3,589	2.61%	3,589	2.77%
GS 5	10,324	6.98%	9,789	7.12%	9,565	7.38%
GS 6	8,967	6.06%	8,417	6.12%	7,799	6.02%
GS 7	11,572	7.82%	10,933	7.95%	10,635	8.21%
GS 8	4,698	3.17%	4,468	3.25%	4,088	3.16%
GS 9	11,160	7.54%	10,655	7.75%	10,030	7.74%
GS 10	1,228	0.83%	1,154	0.84%	1,106	0.85%
GS 11	16,439	11.11%	15,205	11.05%	13,726	10.60%
GS 12	19,843	13.41%	17,671	12.85%	16,121	12.44%
GS 13	14,768	9.98%	13,191	9.59%	11,944	9.22%
GS 14	6,759	4.57%	5,976	4.34%	5,328	4.11%
GS 15	3,124	2.11%	2,751	2.00%	2,496	1.93%
SES	368	0.25%	333	0.24%	318	0.25%
Other Pay Plans	34,607	23.38%	32,797	23.84%	32,168	24.83%
Total	148,009	100.00%	137,551	100.00%	129,546	100.00%

New Hires by GS and SES Pay Grade for All Disability						
Non-Seasonal Full Time Permanent (Including Transfers)						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Disability	%	All Disability	%	All Disability	%
GS 1	2	0.02%	4	0.04%	1	0.01%
GS 2	11	0.11%	12	0.12%	7	0.07%
GS 3	71	0.73%	75	0.74%	57	0.59%
GS 4	471	4.83%	590	5.81%	569	5.86%
GS 5	1,802	18.48%	1,586	15.63%	1,505	15.50%
GS 6	702	7.20%	655	6.45%	565	5.82%
GS 7	1,061	10.88%	1,124	11.08%	1,099	11.32%
GS 8	96	0.98%	109	1.07%	109	1.12%
GS 9	808	8.29%	905	8.92%	918	9.45%
GS 10	31	0.32%	31	0.31%	40	0.41%
GS 11	751	7.70%	800	7.88%	694	7.15%
GS 12	665	6.82%	800	7.88%	695	7.16%
GS 13	544	5.58%	658	6.48%	525	5.41%
GS 14	231	2.37%	281	2.77%	246	2.53%
GS 15	116	1.19%	119	1.17%	102	1.05%
SES	24	0.25%	17	0.17%	13	0.13%
Other Pay Plans	2,364	24.25%	2,382	23.47%	2,567	26.43%
Total	9,750	100.00%	10,148	100.00%	9,712	100.00%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

On Board by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans						
Non-Seasonal Full Time Permanent Employees						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	12	0.01%	13	0.01%	8	0.00%
GS 2	70	0.03%	77	0.04%	68	0.04%
GS 3	591	0.27%	601	0.29%	634	0.34%
GS 4	4,758	2.16%	4,843	2.38%	4,773	2.55%
GS 5	14,448	6.57%	13,845	6.79%	13,413	7.17%
GS 6	12,567	5.71%	11,947	5.87%	10,941	5.85%
GS 7	17,446	7.93%	16,402	8.05%	15,633	8.36%
GS 8	5,756	2.62%	5,433	2.67%	4,916	2.63%
GS 9	18,029	8.19%	17,220	8.45%	15,826	8.46%
GS 10	1,936	0.88%	1,798	0.88%	1,638	0.88%
GS 11	26,570	12.08%	24,429	11.99%	21,454	11.47%
GS 12	31,396	14.27%	27,856	13.68%	24,501	13.10%
GS 13	22,087	10.04%	19,558	9.60%	16,927	9.05%
GS 14	9,638	4.38%	8,469	4.16%	7,287	3.90%
GS 15	4,253	1.93%	3,708	1.82%	3,257	1.74%
SES	406	0.18%	362	0.18%	338	.18%
Other Pay Plans	50,012	22.74%	47,133	23.14%	45,455	24.30%
Total	219,975	100.00%	203,694	100.00%	187,068	100.00%

New Hires by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans						
Non-Seasonal Full Time Permanent (Including Transfers)						
Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%
GS 1	2	0.01%	4	0.02%	1	0.01%
GS 2	15	0.09%	16	0.09%	9	0.05%
GS 3	94	0.56%	93	0.50%	79	0.42%
GS 4	785	4.71%	1,037	5.87%	1,117	5.90%
GS 5	2,664	15.10%	2,603	13.94%	2,687	14.19%
GS 6	1,134	6.81%	1,185	6.35%	1,051	5.55%
GS 7	1,990	11.95%	2,116	11.33%	2,120	11.20%
GS 8	167	1.00%	181	0.97%	174	0.92%
GS 9	1,487	8.93%	1,689	9.04%	1,701	8.99%
GS 10	58	0.35%	70	0.37%	71	0.38%
GS 11	1,426	8.56%	1,642	8.79%	1,513	7.99%
GS 12	1,320	7.93%	1,695	9.08%	1,421	7.51%
GS 13	1,031	6.19%	1,246	6.67%	983	5.19%
GS 14	488	2.93%	522	2.79%	378	1.99%
GS 15	195	1.17%	203	1.12%	171	0.90%
SES	27	0.16%	17	0.09%	13	0.07%
Other Pay Plans	3,770	22.64%	4,362	23.36%	5,437	28.73%
Total	16,653	100.00%	18,675	100.00%	18,926	100.00%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

<u>On Board by GS and SES Pay Grade for All Employees</u>						
Non-Seasonal Full Time Permanent Employees Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Employees	%	All Employees	%	All Employees	%
GS 1	32	0.00%	41	0.00%	33	0.00%
GS 2	285	0.02%	311	0.02%	285	0.02%
GS 3	2,728	0.15%	2,819	0.15%	3,128	0.17%
GS 4	23,652	1.28%	25,392	1.37%	26,366	1.44%
GS 5	72,590	3.92%	75,332	4.06%	78,321	4.28%
GS 6	73,316	3.96%	75,267	4.05%	75,201	4.11%
GS 7	109,679	5.93%	113,072	6.09%	120,898	6.60%
GS 8	47,900	2.59%	47,643	2.57%	45,180	2.47%
GS 9	117,539	6.35%	125,261	6.75%	126,385	6.90%
GS 10	14,165	0.77%	13,662	0.74%	13,426	0.73%
GS 11	194,316	10.50%	196,134	10.56%	185,583	10.13%
GS 12	271,911	14.70%	258,155	13.90%	243,390	13.29%
GS 13	226,918	12.26%	222,507	11.98%	210,235	11.48%
GS 14	108,075	5.84%	105,842	5.70%	99,667	5.44%
GS 15	53,214	2.88%	52,321	2.82%	49,647	2.71%
SES	7,868	0.43%	7,792	0.42%	7,668	0.42%
Other Pay Plans	526,123	28.43%	535,029	28.82%	546,306	29.82%
Total	1,850,311	100.00%	1,856,580	100.00%	1,831,719	100.00%

<u>New Hires by GS and SES Pay Grade for All Employees</u>						
Non-Seasonal Full Time Permanent (Including Transfers) Percentages Calculated by Disability Status						
	2012		2011		2010	
	All Employees	%	All Employees	%	All Employees	%
GS 1	16	0.02%	10	0.01%	8	0.01%
GS 2	132	0.13%	151	0.12%	158	0.10%
GS 3	672	0.66%	739	0.58%	850	0.56%
GS 4	4,234	4.15%	5,468	4.29%	7,129	4.69%
GS 5	11,437	11.20%	12,859	10.09%	15,372	10.11%
GS 6	5,708	5.59%	6,557	5.14%	7,309	4.81%
GS 7	10,959	10.73%	12,259	9.62%	16,850	11.09%
GS 8	1,088	1.07%	1,488	1.17%	1,379	0.91%
GS 9	8,899	8.72%	11,014	8.64%	12,908	8.49%
GS 10	723	0.71%	650	0.51%	651	0.43%
GS 11	9,252	9.06%	11,180	8.77%	11,460	7.54%
GS 12	8,788	8.61%	12,085	9.48%	11,888	7.82%
GS 13	7,074	6.93%	8,981	7.04%	8,439	5.55%
GS 14	3,189	3.12%	4,174	3.27%	3,373	2.22%
GS 15	1,472	1.44%	1,749	1.37%	1,609	1.06%
SES	368	0.36%	468	0.37%	473	0.31%
Other Pay Plans	28,082	27.51%	37,655	29.53%	52,143	34.30%
Total	102,093	100.00%	127,487	100.00%	151,999	100.00%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

32 Years of Historical Data							
On Board							
Non-Seasonal Full Time Permanent Employees							
FISCAL YEAR	ALL ON BOARD	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%
1980	1,779,834	14,624	0.82%	121,013	6.80%	125,067	7.03%
1981	1,772,572	15,260	0.86%	118,254	6.67%	124,364	7.02%
1982	1,779,131	15,723	0.88%	116,149	6.53%	123,850	6.96%
1983	1,764,968	16,557	0.94%	114,828	6.51%	124,169	7.04%
1984	1,780,789	17,708	0.99%	116,389	6.54%	126,742	7.12%
1985	1,809,339	18,883	1.04%	117,336	6.49%	129,001	7.13%
1986	1,789,529	19,347	1.08%	115,587	6.46%	127,900	7.15%
1987	1,822,004	20,151	1.11%	116,392	6.39%	129,321	7.10%
1988	1,821,824	20,570	1.13%	117,614	6.46%	130,745	7.18%
1989	1,845,876	21,288	1.15%	121,628	6.59%	134,930	7.31%
1990	1,848,435	21,693	1.17%	124,932	6.76%	138,099	7.47%
1991	1,877,323	22,493	1.20%	129,743	6.91%	143,023	7.62%
1992	1,879,894	23,036	1.23%	137,699	7.32%	150,809	8.02%
1993	1,823,193	22,713	1.25%	135,146	7.41%	148,043	8.12%
1994	1,755,221	21,989	1.25%	129,227	7.36%	142,191	8.10%
1995	1,693,177	21,245	1.25%	124,031	7.33%	137,050	8.09%
1996	1,640,258	20,212	1.23%	118,268	7.21%	131,683	8.03%
1997	1,585,408	19,190	1.21%	112,983	7.13%	126,831	8.00%
1998	1,556,531	18,507	1.19%	109,479	7.03%	123,957	7.96%
1999	1,536,156	18,051	1.18%	107,392	6.99%	122,571	7.98%
2000	1,524,883	17,730	1.16%	105,898	6.94%	121,756	7.98%
2001	1,536,627	17,564	1.14%	106,102	6.90%	123,088	8.01%
2002	1,579,254	17,417	1.10%	108,828	6.89%	127,417	8.07%
2003	1,582,636	17,187	1.09%	110,127	6.96%	129,782	8.20%
2004	1,602,773	16,917	1.06%	110,222	6.88%	134,025	8.36%
2005	1,611,400	16,458	1.02%	110,213	6.84%	137,578	8.54%
2006	1,608,157	16,048	1.00%	109,777	6.83%	140,622	8.74%
2007	1,618,159	15,910	0.98%	111,251	6.88%	145,486	8.99%
2008	1,673,249	16,030	0.96%	114,654	6.85%	154,555	9.24%
2009	1,757,105	16,560	0.94%	121,750	6.93%	169,530	9.65%
2010	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%
2011	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%
2012	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%

Employment of People with Disabilities in the Federal Executive Branch FY 2012 Report

32 years of Historical Data							
New Hires							
Non-Seasonal Full Time Permanent (Including Transfers)							
FISCAL YEAR	ALL NEW HIRES	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%
1980	163,827	994	0.61%	7,452	4.55%	8,079	4.93%
1981	139,447	825	0.59%	6,388	4.58%	7,277	5.22%
1982	121,466	761	0.63%	5,106	4.20%	5,969	4.91%
1983	115,447	763	0.66%	4,825	4.18%	5,612	4.86%
1984	142,019	982	0.69%	5,998	4.22%	6,959	4.90%
1985	151,866	1,026	0.68%	6,285	4.14%	7,231	4.76%
1986	128,372	902	0.70%	5,608	4.37%	6,428	5.01%
1987	136,491	938	0.69%	5,653	4.14%	6,500	4.76%
1988	127,130	928	0.73%	5,486	4.32%	6,246	4.91%
1989	148,583	965	0.65%	6,969	4.69%	7,854	5.29%
1990	117,222	844	0.72%	5,684	4.85%	6,304	5.38%
1991	124,099	1,155	0.93%	6,793	5.47%	7,597	6.12%
1992	102,411	1,134	1.11%	6,409	6.26%	7,330	7.16%
1993	70,358	757	1.08%	5,122	7.28%	5,731	8.15%
1994	57,457	519	0.90%	3,662	6.37%	4,263	7.42%
1995	121,235	1,596	1.32%	7,945	6.55%	8,620	7.11%
1996	53,303	316	0.59%	3,056	5.73%	3,736	7.01%
1997	59,470	423	0.71%	3,555	5.98%	4,275	7.19%
1998	65,381	479	0.73%	3,927	6.01%	4,754	7.27%
1999	68,129	585	0.86%	4,065	5.97%	5,112	7.50%
2000	80,822	631	0.78%	4,712	5.83%	5,957	7.37%
2001	94,698	696	0.73%	5,871	6.20%	7,465	7.88%
2002	132,968	721	0.54%	7,653	5.76%	9,412	7.08%
2003	204,399	1,043	0.51%	9,859	4.82%	13,080	6.40%
2004	88,679	530	0.60%	5,003	5.64%	7,343	8.28%
2005	100,408	544	0.54%	5,549	5.53%	8,774	8.74%
2006	102,949	569	0.55%	5,727	5.56%	9,437	9.17%
2007	112,669	732	0.65%	6,552	5.82%	10,819	9.60%
2008	152,257	1,053	0.69%	9,027	5.93%	15,407	10.12%
2009	156,306	1,071	0.69%	9,148	5.85%	16,706	10.69%
2010	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%
2011	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%
2012	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
Office of Diversity and Inclusion
1900 E Street, NW Washington, DC
20415