



(U) SID FY2004 Civilian Promotion Program

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(U//FOUO) With the official announcement of the 2004 promotions, we would like to congratulate those promotees, and everyone involved, for a very successful promotion process. SID will promote 903 people this year, which represents 15% of the eligible population. SID managers did a great job of recognizing our lower graded analytical and technical skills and high potential personnel in keeping with Agency policy. We encourage the continuing feedback and mentoring of all personnel to guide career development and set expectations.

(U) We expect that Human Resources will publish the promotion lists on 28 June-- this allows time for managers to notify every promotee before the full list is made public. Following are charts showing SID promotions by grade and Skill Community.

(U) Congratulations to all.

	Eligible	Promotions	Promo Rate
Overall SID (including interns)	5948	903	15.2%

Promos by Grade

"From" Grade	Eligible	Promotions	Promo Rate per Grade
05 & below	35	17	48.6%
07	150	64	42.7%
09	532	172	32.3%
11	544	124	22.8%
12	1130	168	14.9%
13	2371	251	10.6%
14	1186	107	9.0%
Total	5948	903	15.2%

Promos by Skill Community

Skill Community Description	Promotions	Promo Rate per Skill Community
Acquisition and Business Management	5	11.1%
Collection	36	12.2%
Computer Science	127	12.6%
<i>CS Interns</i>	15	27.3%
Cryptanalysis	9	8.0%
<i>CA Interns</i>	29	31.9%
Engineering and Physical Science	124	13.5%

Facilities	2	50.0%
Human Resources	9	17.0%
Information Systems Security Analysis	1	20.0%
Intelligence Analysis	140	13.4%
<i>IA Interns</i>	59	31.4%
Language	91	11.1%
<i>LA Interns</i>	59	23.3%
Logistics	1	7.7%
Mathematics	41	12.8%
<i>CMP Interns</i>	28	37.8%
Multimedia	2	18.2%
Networking and Telecommunications	7	24.1%
Organizational Leadership and Management	46	18.7%
Security	1	5.6%
Signals Analysis	13	11.5%
<i>SA Interns</i>	25	34.2%
Support Services	33	22.0%
Total	903	15.2%

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