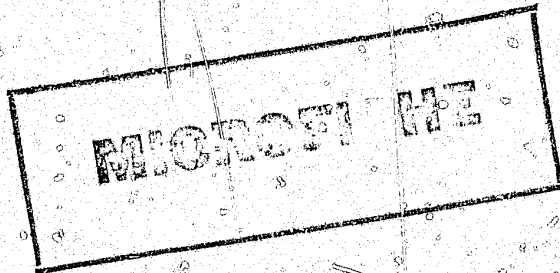


SM 70-77B



Federal Civilian Workforce Statistics

Equal Employment Opportunity Statistics

November 1977

58988

Service Commission
Personnel Management
Systems

JUL 12 1979

FOREWORD

This is the second edition of a semiannual report which combines coverage on both designated minority groups and women in the full-time Federal civilian workforce. It is based on full-time Federal employment within 121 agencies and departments.

The expanded survey report provides full-time white-collar employment data for designated minority groups (Negro, Spanish-surnamed, American Indian, Oriental, and Aleuts and Eskimos in Alaska) and women as a component within each minority group for occupations under Professional, Administrative, Technical, Clerical and Other (PATCO) categories (see Appendix III). Also included are minority group and women statistics for full-time blue-collar employment within 33 major occupational Job Family Groups under the Federal Wage System.

Full-time employment data are presented by selected pay systems, grade or salary levels, and average grade or salary as of November 30, 1977. Statistical Tables are presented in the following three Appendices of the report:

- Appendix I—(Tables 1-001 thru 1-123) Employment data by agency and an all agencies summary.
- Appendix II—(Tables 2-001 thru 2-141) Employment data by geographic area (regions, states, standard metropolitan statistical areas, territories, and foreign countries).
- Appendix III—(Table 3-000) Worldwide full-time Federal employment by white-collar PATCO category (Professional, Administrative, Technical, Clerical, and Other) with occupational breakouts within each PATCO category, and by blue-collar occupational Family Group. Definitions of PATCO categories and other general information are provided in the narrative portion of the survey findings.

Additional studies on minority group employment were conducted annually as of June between 1962 and 1966, and as November since 1967 to the present.

This report was prepared under the direction of Dr. Philip A. D. Schneider, Associate Director for Workforce Information, in the Civil Service Commission's Workforce Analysis and Statistics Division, John E. Curnow, Chief, by Special Employment Programs Support Section, Maxine H. Barron, Chief. The project manager for this report was Charlie F. Taylor supported by Christine Steele (Statistician).

We also acknowledge the contributions of Charlotte Child and Mary Bowyer of the Applications Development Division.

N. J. Suszynski, Jr., *Director*
Bureau of Personnel Management Information Systems

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INTRODUCTION

Background and Purpose

This survey of Equal Employment Opportunity Statistics is conducted as part of the overall Federal Equal Employment Opportunity (EEO) effort and in response to the legal and regulatory framework for EEO in the Federal employment sector. The basic authorities are Executive Order 11478, issued August 8, 1969, and the Equal Employment Opportunity Act of 1972 (Public Law 92-201). The Act brought Federal employment under the Civil Rights Act of 1964 and reinforced the Federal Government's commitment to provide equal opportunity for all Federal employees and applicants regardless of race, color, religion, sex, or national origin.

Section 717 of the EEO Act of 1972 assigns to the Civil Service Commission responsibility for EEO program leadership and guidance and for enforcement of the law in the Federal employment sector. Its principal provisions require:

- Assurance that all personnel actions are free from discrimination;
- Comprehensive administrative procedures for the receipt and processing of discrimination complaints, including redress where discrimination is found;
- Development and implementation of agency plans for an affirmative program of equal employment opportunity for all employees and applicants;
- Civil Service Commission review and ap-

proval of agency national and regional EEO plans;

- Submission of statistical reports to the Civil Service Commission on minority employment; and
- Publication by the Civil Service Commission of semiannual progress reports.

The 1977 survey report has been specifically expanded to include average grade and salary data by designated minority group and female component within each blue-collar occupation by Job Family Group, and white-collar occupations within PATCO category. There are 120 agencies (see Appendix I), and 10 regions, 49 states and 78 Standard Metropolitan Statistical Areas (SMSA)—five SMSA's added in 1977—Washington, D.C., and territories and foreign countries (see Appendix II) presented in the report.

The employment data by PATCO (Professional, Administrative, Technical, Clerical, and Other) category and specific occupations cover worldwide full-time white-collar Federal employment. Each PATCO category includes individual occupations which reflect a specialized line of work with explicit classification standards. However, there are 21 occupations that appear in two or three (Administrative, Technical or Clerical) categories, simultaneously. The sub-divisions for these selected occupations are based on a difference in difficulty or responsibility of work, and therefore in grade and salary range. Occupational data are presented in Appendix III.

DEFINITIONS AND EXPLANATIONS

Minority Group Designation

For the purpose of this survey, minority group designations are based upon the visual observations of personnel or EEO officers or line supervisors and their knowledge of what each employee considers himself or herself to be, or is regarded to be, in the work environment or the community. These minority group designations are: Negro/Black; Spanish-surnamed; American Indian; Oriental American; Aleuts and Eskimos in Alaska.

Coverage by Pay Systems, Agency and Geographic Location

The census covers full-time Federal civilian employees for the designated minority groups and female components by pay systems which are as follows:

- General Schedule and Equivalent—The pay systems which were established by job duties as equivalent to GS grade are as follows: FC (agencies involved in Participating Agency Agreement with Agency for International Development under the Department of State); SA, SB, SD, SE, SF, SG, SH, SM, SP and ST (Tennessee Valley Authority pay systems); FO, FR, FI, and FS (Foreign Service pay systems); and VM and VN (medical and nursing pay systems for Veterans Administration). In the November 1977 survey, 56,523 employees in these pay plans were included in General Schedule and equivalent pay systems.
- Wage Systems—The major blue-collar pay systems with subcategories for Regular Nonsupervisory, Regular Leader, Regular Supervisory, Nonsupervisory and Supervisory (Production Facilitating).

—“Other” white collar pay systems not able to be equated to the General Schedule by job analysis.

—Postal Service pay systems—unique to the U.S. Postal Service.

All agencies with employees in a full-time status are included in the survey except the Central Intelligence Agency and National Security Agency (which are excluded by law), the Congress, and portions of the Judicial Branch.

The survey covers all states (except Hawaii), foreign countries, and United States territories (except Guam and the Commonwealth of Puerto Rico).

Data Source

The census utilized two sources for collecting data—the Survey of Minority Group Employment and the Central Personnel Data File (CPDF). The Survey was used only for agencies not currently included in CPDF.

The establishment of the CPDF in 1972 provided greater capability for gathering and retrieving more expeditiously a wide variety of data on the Federal workforce. The CPDF is an automated file covering most Federal employees, i.e., all United States citizens employed by Federal agencies, and all foreign nationals serving in the 50 states, the District of Columbia, and various outlying areas of the United States. Currently, agencies not included in CPDF are: Congress; Architect of the Capitol; Botanic Garden; Library of Congress; most of the Judicial Branch; White House Office; Federal Reserve System; and the Tennessee Valley Authority. The Central Intelligence Agency and the National Security Agency are excluded by law. Nonappropriated fund employees (e.g., employees of post exchanges in the Defense Department) and noncitizen employees in foreign countries are not included. The file is based on

and updated monthly with personnel action information submitted directly to the Civil Service Commission by Federal agency appointing offices (submitting offices). The Standard Form 50, "Notification of Personnel Action," is the basic source of input to the CPDF.

The CPDF system includes information of individual identification such as Social Security account number and date of birth; on employee characteristics, such as sex, minority status (maintained under strict precautions to protect racial or ethnic identification of individuals in personnel records), service computation date, tenure, educational level, and veterans' preference; and on such work elements as agency codes, submitting office numbers, geographic location, pay plan, grade, salary, occupational series, supervisory status, and training.

Only the CPDF records which contained complete data pertinent to this study (i.e., minority group designation, geographic location, grade, salary, pay plan, occupation and agency) were used. There were approximately 41,000 unusable records for this study. This 1.7 percent thus reflects the level of incompleteness in the data presented in this report. Finally, it should be noted that the Central Personnel Data File (CPDF), which is the source for nearly all data (99 percent) in this study, is a reporting system dealing with population statistics and is not an accounting system nor a statistical sample. Therefore, the data in this report which are shown to the last digit should be viewed as indicators only and do not imply single digit accuracy in every case.

PATCO Categories and White-Collar Occupations

Each of the 485 Federal white-collar occupational series have been assigned to the appropriate occupational category: Professional, Administrative, Technical, Clerical, or Other (PATCO). The PATCO categories are defined as follows:

Professional occupations (128) are those that require knowledge in a field of science or learning characteristically acquired

through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. The work of a professional occupation requires the exercise of discretion, judgment, and personal responsibility for the application of an organized body of knowledge that is constantly studied to make new discoveries and interpretations, and to improve data, materials, and methods.

Administrative occupations (159) are those that involve the exercise of analytical ability, judgment, discretion and personal responsibility, and the application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. While these positions do not require specialized educational majors, they do involve the type of skills (analytical, research writing, judgment) typically gained through a college level general education or through progressively responsible experience. Occupational series in this group typically follow a two-grade interval pattern in the lower grades.

Technical occupations (116) are those that involve work, typically associated with and supportive of a professional or administrative field, which is nonroutine in nature and which involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. Work in these occupations may involve substantial elements of the work of the professional or administrative field, but requires less than full competence in the field involved. Occupational series in this group typically follow a one-grade interval pattern in the lower grades.

Clerical occupations (65) are those that involve structured work in support of office, business, or fiscal operations performed in accordance with established policies, procedures, or techniques and requiring training, experience, or working knowledges related to the tasks to be performed.

Other occupations (17) are those that cannot be related to the above professional, administrative, technical, or clerical categories.

Blue-Collar Job Family Occupation

The various kinds of work performed by blue-collar employees paid under the Federal Wage Systems have been defined and organized into job families and occupations, each occupation being defined according to the nature of the work. These definitions establish the boundaries between the various occupations and families. The 53 *Job Families* are a broad grouping of occupations which are related in one or more ways such as similarity of functions performed, transferability of knowledge and skills from one occupation to another, or similarity of materials or equipment worked on. For example, the Mobile Industrial Equipment Operations Family groups together all occupations involving the operation of self-propelled mechanical equipment in providing transportation of performing industrial type work. An occupation is a unit of a family, and includes all jobs at the various skill levels in a particular kind of work. Jobs within a family are therefore similar to each other with regard to subject matter, basic knowledge, and skill requirements.

Related Reports

Other related publications include:

- Minority Group Employment in the Federal Government (published annually as of November since 1969). Note that this report was revised in 1976, and retitled

EQUAL EMPLOYMENT OPPORTUNITY STATISTICS.

- Study of Employment of Women (published annually as of October since 1966 through 1975).
- Federal Civilian Employment by Minority Group and Sex as of November 30, 1972.
- Education Attainment of General Schedule Employees by Minority Group and Sex (as of August 31, 1974).
- A Profile of Hispanic Employment (1974–1976).

Also available on a reimbursable basis are statistics on minority group employment which can be cross-tabulated with distributions by sex, agency, occupation, work schedule, grade or salary, geographic area, and workforce dynamics. For further information write:

Associate Director for Workforce
Information
Bureau of Manpower Information
Systems
1900 E Street, N.W.
Washington, D.C. 20415

Availability of Report

The present report as well as those for earlier years is available for reference in the Civil Service Commission library, Government depository libraries, the Government Printing Office, and other libraries throughout the Nation.

GENERAL FINDINGS

Total Full-Time Employment

As of November 30, 1977, total full-time employment as covered by the survey showed 2,414,034 jobs, down 4,506 from 2,418,540 in November 1976. However, full-time employment continued to increase under the General Schedule and equivalent pay systems, up 17,712, from 1,411,458 in 1976 to 1,429,170 in 1977. During the one-year survey period, full-time employment reportable under the postal pay system declined by 11,189 jobs, from 525,423 in 1976 to 514,234 in 1977. Real changes between 1976 and 1977 for total wage systems and "Other" white-collar pay systems cannot be determined, and an analysis of net changes in these pay systems should not be made due to a shifting in this report of about 20,000 employees in the Tennessee Valley Authority (TVA) between various pay systems.

Minority Group Employment

Minorities (Negro, Spanish-surnamed, American Indian, and Oriental American) held 6,309 more Federal jobs as of November 30, 1977, up from 514,540 (21.3 percent of full-time Federal employment) to 520,850 (21.6 percent).

Minorities gained 8,948 additional General Schedule (GS) and equivalent jobs, up from 249,386 (17.7 percent) in November 1976, to 258,335 (18.1 percent) in November 1977. The net gains in minority employment were distributed throughout the middle grade groupings of the GS and equivalent pay systems and were as follows: GS 5-8—up 2,944, from 96,665 (22.5 percent) to 99,609 (22.9 percent); GS 9-11—up 2,404, from 43,248 (12.9 percent) to 45,652 (13.4 percent); GS 12-13—up 1,394, from 20,343 (7.8 percent) to 21,737 (7.8 percent), but since the decrease in total full-time employees exceeded the decrease of minorities

in GS grades 16-18, the proportion of minorities holding supergrade jobs increased by one-tenth of 1 percent (up from 4.8 in 1976 to 4.9 in 1977).

Because of the changes in Total Wage Systems and "other" white-collar pay systems resulting from the reporting correction for TVA, net year to year changes for Total Wage Systems are not discussed. However, minorities continued to experience net gains in supervisory positions within middle grade groupings under specific wage systems with significant changes as follows: WS 7-9—up 40, from 2,325 (17.3 percent) to 2,365 (18.1 percent); WS 10-12—up 33, from 1,472 (11.0 percent) to 1,505 (11.5 percent); and WS 16-17—up 2 to 13 (6.2 percent). While increasing in percentage due to declining Postal Service employment, net minority employment under the Postal Service pay systems decreased over-all by 1,344 jobs, from 130,808 (24.9 percent) to 129,464 (25.2 percent). In postal grade levels 1-5 under the Postal Field Service where 74 percent of minority postal employment are concentrated, there was a net decrease of 2,100 in minority employment. However, minorities gained over 1,217 additional jobs in postal grade levels 6 thru 31 under the Postal Field Service. Minorities experienced an overall net decline in all grade levels under the Postal Headquarters along a similar pattern of overall workforce reduction in that department as a whole. For data on total minority by grade groupings and pay systems, see tables 1 and 2 below.

Changes By Minority Group

(November 1976 to November 1977)

Negro/Black

Blacks continued to make major gains under the GS and equivalent white-collar pay

systems (up 5,268 from 180,372—12.8 percent to 185,640—13.0 percent); overall the number of Federal jobs held by Blacks increased by 3,115, from 384,515 to 387,630 (up 0.2 percent to 16.1 percent). General Schedule "white-collar" jobs gained by Blacks were distributed throughout the middle and upper grade groupings as follows: GS 5-8—up 1,851, from 74,740 (17.4 percent) to 76,591 (17.6 percent); GS 9-11—up 1,354, from 28,102 (8.4 percent) to 29,456 (8.7 percent); GS 12-13—up 959, from 12,238 (4.7 percent) to 13,197 (5.0 percent); GS 14-15—up 291, from 2,881 (3.4 percent) to 3,172 (3.5 percent); and GS 16-18—up 15, from 220 to 235 (up three tenths of one percent to 3.4 percent). Blacks gained 119 additional supervisory jobs under the wage systems from 5,656 (14.3 percent) to 5,775 (15.0 percent). However, net Postal Service employment for Blacks declined by 1,904, from 109,708 (20.9 percent) to 107,804 (21.0 percent). Since the total full-time postal employee rate of decrease exceeded the decrease for Blacks, the percentage of Blacks holding jobs under the postal pay systems actually increased.

Spanish-Surnamed

Spanish-surnamed employees (or Hispanics) increased their overall numbers in the full-time Federal workforce by 1,836, from 81,558 (3.4 percent) to 83,394 (3.5 percent). Most job gains by Hispanic employees were made under the General Schedule and equivalent pay systems, up 2,245 from 36,902 (2.6 percent) to 39,147 (2.7 percent). Hispanic employees showed gains throughout all grade groupings, except for GS 16-18. The gains were as follows: GS 1-4—up 264, from 11,023 (3.7 percent) to 11,287 (3.9 percent); GS 5-8—up 565, from 13,187 (3.1 percent) to 13,962 (3.2 percent); GS 9-11—up 726, from 7,998 (2.4 percent) to 8,724 (2.6 percent); GS 12-13—up 354, from 3,726 (1.4 percent) to 4,080 (1.5 percent); GS 14-15—up 130, from 908 to 1,038 (a constant 1.1 percent). Supergrade employment for Hispanics declined slightly in GS 16-18—down 4 from 60 (0.8 percent) to 56 (0.8 percent). Hispanic employees gained 299 additional jobs under the postal

pay systems, from 16,179 (3.1 percent) to 16,478 (3.2 percent). All gains in postal employment were under Postal Field Service in grade levels 1 thru 28 with increases in levels 10-12, up 14, from 121 (1.4 percent) to 135 (1.6 percent), and levels 17-19, up 17, from 246 (1.5 percent) to 263 (1.6 percent).

American Indian

American Indian employees gained 1,833 additional Federal jobs, from 23,382 to 25,215 (a constant 1.0 percent). Under the GS white-collar pay systems, American Indians gained 1,473 jobs, from 16,638 (1.2 percent) to 18,112 (1.3 percent). American Indians continued to show gains throughout all GS grade groupings (except at the 16-18), their gains were as follows: GS 1-4—up 545 jobs, from 8,098 (2.7 percent) to 8,643 (3.0 percent); GS 5-8—up 358 jobs, from 4,423 (1.0 percent) to 4,781 (1.1 percent); GS 9-11—up 420, from 2,628 (0.8 percent) to 3,048 (0.9 percent); GS 12-13—up 102, from 1,172 to 1,274 (a constant 0.5 percent); GS 14-15—up 51, from 300 to 351 (a constant 0.4 percent). Under GS 16-18 grade groupings, employment reported of American Indians declined by 3 jobs to 15 (a constant 0.2 percent). Under the wage systems, American Indians gained additional jobs in supervisory (up 51, from 422 to 473) and leader (up 17, from 193 to 210) positions. The current representation of American Indians in supervisory and leader jobs are 1.2 and 1.7 percent, respectively.

Oriental American

Oriental American employees decreased in numbers throughout all major pay systems (except postal) in the full-time Federal workforce. Their overall decline was 475 jobs, from 25,085 to 24,610. However, their percentage representation remained at a constant 1.0 percent. Under the General Schedule and equivalent pay systems, Orientals declined by 38, from 15,474 to 15,436 (a constant 1.1 percent). Their only gains within GS grade groupings were at the GS 1-4 (up 116, from 2,374 to 2,490 a constant 0.8 percent) and the GS 14-15 (up 13, from 1,017 to 1,030—but their percent representation de-

clined by one tenth of 1 percent to 1.1). The decreases in jobs for Orientals by grade groupings were as follows: GS 5-8, down 40, from 4,315 to 4,275 (a constant 1.0 percent); GS 9-11, down 96, from 4,520 to 4,424 (a constant 1.3 percent); GS 12-13, down 21, from 3,207 to 3,186—however their percentage representation increased 0.2 percent to 1.2 percent; and GS 16-18, down 10 to 31 jobs (a decline of 0.3 percentage points to 0.3 percent). Under the wage system, Orientals gained 11 additional Leader jobs (from 119—0.9 percent to 130—1.1 percent). Orientals gained 245 additional postal jobs, from 4,076 to 4,321 (a constant 0.8 percent). Most of the additional postal jobs were concentrated in Levels 1-9 grades.

Women

The number of women holding full-time Federal jobs increased by 13,150 jobs in 1977, up from 727,164 (30.1 percent) to 740,314 (30.7 percent). Over 16,000 additional jobs were acquired by women under the GS and equivalent pay systems at grade GS 5 and above. However, women employment in grades 4 and below declined by over 2,000 jobs, thus resulting in a net increase of about 14,000 jobs overall under the white-collar GS and equivalent pay systems. Gains by selected GS and equivalent grade groupings were as follows: GS 12-13, up 2,431, from 22,236 (8.6 percent) to 24,667 (9.3 percent); GS 14-15, up 409, from 3,904 (4.6 percent) to 4,313 (4.8 percent); and GS 16-18, up 32,

from 198 (2.8 percent) to 230 (3.4 percent). Under wage systems, women gained an additional 21 jobs in supervisory positions from 1,244 (3.1 percent) to 1,265 (3.2 percent). Full-time women employment in the postal pay systems declined by 97 jobs from 81,600 to 81,503. However, the overall proportion of women in postal jobs increased by 0.3 percent to 15.8 percent (see Table 3).

Minority Group Women

As of November 1977, minority women held 8.7 percent (209,537) of all full-time Federal jobs. Full-time minority women gained 5,995 additional jobs since November 1976. Almost all of their increase were under the GS and equivalent pay systems which went up by 6,501 jobs, from 147,180 (10.4 percent) to 153,681 (10.8 percent) for full-time Federal minority women employees. Gains were made at all GS and equivalent grade groupings with major increases as follows: GS 9-11, up 1,877, from 17,840 (5.3 percent) to 19,717 (5.8 percent); GS 12-13, up 626, from 3,921 (1.5 percent) to 4,547 (1.7 percent); GS 14-15, up 63, from 602 to 665 (a constant 0.7 percent); and GS 16-18, up 6, from 19 (0.3 percent) to 25 (0.4 percent). Minority women employment under supervisory blue-collar jobs increased by 25, from 852 (2.1 percent) to 877 (2.2 percent). Under postal pay systems, minority women jobs declined by 184, from 35,000 to 34,816. However, their proportions in postal jobs actually increased by 0.1 percent to 6.8 percent (see Table 4).

TABLE 1—TOTAL AND MINORITY FULL-TIME FEDERAL CIVILIAN EMPLOYMENT BY PAY SYSTEM AND GENERAL SCHEDULE GRADE GROUPS
NOVEMBER 1977 AND NOVEMBER 1976

Pay System	November 1977			November 1976			Changes from 1976 to 1977	
	Total Employees	Minority Employees Number	Pct. of Total	Total Employees	Minority Employees Number	Pct. of Total	Total	Minority
Total All Pay Systems -----	2,414,034	520,850	21.6	2,418,540	514,540	21.3	- 4,506	6,310
General Schedule and Equivalent Pay Systems --	1,429,170	258,335	18.1	1,411,458	249,386	17.7	17,712	8,949
GS 1- 4 -----	291,150	85,409	29.3	294,486	83,686	28.4	- 3,036	1,723
GS 5- 8 -----	435,468	99,609	22.9	429,052	96,665	22.5	6,416	2,944
GS 9-11 -----	339,493	45,652	13.4	336,105	43,248	12.9	3,388	2,404
GS 12-13 -----	265,161	21,737	8.2	259,418	20,343	7.8	5,743	1,394
GS 14-15 -----	90,769	5,591	6.2	85,410	5,106	6.0	5,359	485
GS 16-18 -----	6,829	337	4.9	6,987	338	4.8	- 158	- 1
Wage Systems -----	450,671	130,702	29.0	434,617	129,979	29.9	16,054	723
Nonsupervisory Systems -----	342,224	106,629	31.2	349,400	107,670	31.4	- 7,176	-1,041
Leader Systems -----	12,359	3,658	29.6	12,898	3,699	28.7	- 539	- 41
Supervisory Systems -----	39,188	8,468	21.6	39,959	8,300	21.1	- 771	168
Other Wage Systems -----	56,900	11,947	21.0	32,360	10,310	32.0	24,540	1,637
Postal Pay Systems -----	514,234	129,464	25.2	525,423	130,808	24.9	-11,189	-1,344
Other Pay Systems -----	19,959	2,349	11.8	47,042	4,367	9.3	-27,083	-2,018

TABLE 2—DISTRIBUTION OF FULL-TIME EMPLOYMENT BY MINORITY GROUP, AND AVERAGE GS GRADES: PERCENT DISTRIBUTION BY MINORITY GROUP AND GS GRADE GROUPINGS, NOVEMBER 1969, 1976 AND 1977

WorkForce Component	Total Full-Time Employees	General Schedule		General Schedule and Similar Grade Groupings ^b						Average Grade
		Total	Percent	1-4	5-8	9-11	12-13	14-15	16-18	
Total All Employees										
1969 -----	2,601,611	1,289,106	100.0	24.2	28.5	24.9	16.5	5.4	0.4	8.0
1976 -----	2,418,540	1,411,458	100.0	20.9	30.4	23.8	18.4	6.1	0.5	8.2
1977 -----	2,414,034	1,429,170	100.0	20.4	30.5	23.8	18.6	6.4	0.5	8.2
Total Non-Minority										
1969 -----	2,101,103	1,107,381	100.0	20.6	27.6	26.7	18.4	6.1	0.5	8.3
1976 -----	1,904,000	1,152,072	100.0	18.1	28.6	25.2	20.6	6.9	0.6	8.5
1977 -----	1,893,184	1,170,835	100.0	17.6	28.7	25.1	20.8	7.3	0.6	8.6
Total All Minority Groups:										
1969 -----	500,508	181,725	100.0	45.9	33.7	14.0	5.1	1.2	0.1	5.7
1976 -----	514,540	249,386	100.0	33.6	38.8	17.3	8.2	2.0	0.1	6.5
1977 -----	520,850	258,335	100.0	33.1	38.6	17.7	8.4	2.2	0.1	6.5
Negro/Black										
1969 -----	389,251	137,918	100.0	48.8	34.7	11.8	3.9	0.8	^a	5.4
1976 -----	384,515	180,372	100.0	34.5	41.4	15.6	6.8	1.6	0.1	6.3
1977 -----	387,630	185,640	100.0	33.9	41.3	15.9	7.1	1.7	0.1	6.3
Spanish-Surnamed										
1969 -----	73,591	23,681	100.0	38.8	33.2	19.2	6.8	2.0	0.1	6.3
1976 -----	81,558	36,902	100.0	29.9	35.7	21.7	10.1	2.5	0.2	6.9
1977 -----	83,394	39,147	100.0	28.8	35.7	22.3	10.4	2.7	0.1	7.0
American Indian										
1969 -----	16,478	9,752	100.0	51.8	26.8	15.0	4.9	1.4	0.1	5.6
1976 -----	23,382	16,638	100.0	48.7	26.6	15.8	7.0	1.8	0.1	5.9
1977 -----	25,216	18,112	100.0	47.7	26.4	16.8	7.0	1.9	0.1	6.0
Oriental American										
1969 -----	21,188	10,374	100.0	19.2	28.2	30.2	17.2	5.1	0.1	8.3
1976 -----	25,085	15,474	100.0	15.3	27.9	29.2	20.7	6.6	0.3	8.7
1977 -----	24,610	15,436	100.0	16.1	27.7	28.7	20.6	6.7	0.2	8.7

^a Less than 0.05 percent.

^b Percentages are rounded independently and are not forced to add to totals.

NOTE: Prior to 1972, totals included General Schedule and Similar employment for the Postal Service. Includes of such employees does not affect the overall proportions by grade grouping.

TABLE 3—TOTAL AND WOMEN FULL-TIME FEDERAL CIVILIAN EMPLOYMENT BY PAY SYSTEM AND GENERAL SCHEDULE GRADE GROUPS
NOVEMBER 1977 AND NOVEMBER 1976

Pay System	November 1977			November 1976			Changes from 1976 to 1977	
	Total Employees	Women Employees Number	Pct. of Total	Total Employees	Women Employees Number	Pct. of Total	Total	Women
Total All Pay Systems -----	2,414,034	740,314	30.7	2,418,540	727,164	30.1	- 4,506	13,150
General Schedule and Equivalent Pay Systems--	1,429,170	615,021	43.0	1,411,458	600,999	42.6	17,712	14,022
GS 1- 4 -----	291,450	224,649	77.1	294,486	227,534	77.3	- 3,036	- 2,885
GS 5- 8 -----	435,468	267,554	61.4	429,052	259,686	60.5	6,416	7,868
GS 9-11 -----	339,493	93,608	27.6	336,105	87,441	26.0	3,388	6,167
GS 12-13 -----	265,161	24,667	9.3	259,418	22,236	8.6	5,743	2,431
GS 14-15 -----	90,769	4,313	4.8	85,410	3,904	4.6	5,359	409
GS 16-18 -----	6,829	230	3.4	6,987	198	2.8	- 158	32
Wage Systems -----	450,671	35,157	7.8	434,617	34,649	8.0	16,054	508
Nonsupervisory Systems -----	342,224	29,045	8.5	349,400	28,729	8.2	- 7,176	316
Leader Systems -----	12,359	701	5.7	12,898	705	5.5	- 539	4
Supervisory Systems -----	39,188	1,265	3.2	39,959	1,244	3.1	- 771	21
Other Wage Systems -----	56,900	4,146	7.3	32,360	3,971	12.3	24,540	175
Postal Pay Systems -----	514,234	81,503	15.8	525,423	81,600	15.5	-11,189	97
Other Pay Systems -----	19,959	8,633	43.3	47,042	9,916	21.1	-27,083	- 1,283

XIX

Minority Group Study of Full-Time Employment, November 30, 1977

TABLE 4—TOTAL AND MINORITY WOMEN FULL-TIME FEDERAL CIVILIAN EMPLOYMENT BY PAY SYSTEM AND GENERAL SCHEDULE GRADE GROUPS
NOVEMBER 1977 AND NOVEMBER 1976

Pay System	November 1977			November 1976			Changes from 1976 to 1977	
	Total Employees	Minority Women Number	Pct. of Total	Total Employees	Minority Women Number	Pct. of Total	Total	Women
Total All Pay Systems -----	2,414,034	209,537	8.7	2,418,540	203,542	8.4	- 4,506	5,995
General Schedule and Equivalent Pay Systems...	1,429,170	153,681	10.8	1,411,458	147,180	10.4	17,712	6,501
GS 1- 4 -----	291,450	63,059	21.6	294,486	61,912	21.0	- 3,036	1,147
GS 5- 8 -----	435,468	65,668	15.1	429,052	62,886	14.7	6,416	2,782
GS 9-11 -----	339,493	19,717	5.8	336,105	17,840	5.3	3,388	1,877
GS 12-13 -----	265,161	4,547	1.7	259,418	3,921	1.5	5,743	626
GS 14-15 -----	90,769	665	0.7	85,410	602	0.7	5,359	63
GS 16-18 -----	6,829	25	0.4	6,987	19	0.3	- 158	6
Wage Systems -----	450,671	19,814	4.4	434,617	19,792	4.6	16,054	22
Nonsupervisory Systems -----	342,224	16,130	4.7	349,400	16,010	4.5	- 7,176	120
Leader Systems -----	12,359	483	3.9	12,898	494	3.8	- 539	11
Supervisory Systems -----	39,188	877	2.2	39,959	852	2.1	- 771	25
Other Wage Systems -----	56,900	2,324	4.1	32,360	2,436	7.5	24,540	112
Postal Pay Systems -----	514,234	34,816	6.8	525,423	35,000	6.7	-11,189	184
Other Pay Systems -----	19,959	1,226	6.1	47,042	1,570	3.3	-27,083	344

XV

Minority Group Study of Full-Time Employment, November 30, 1977

TABLE 5—FULL-TIME WHITE-COLLAR EMPLOYEES IN THE FEDERAL CIVILIAN WORKFORCE BY OCCUPATIONAL CATEGORY AND MINORITY GROUP FOR NOVEMBER 1976 AND NOVEMBER 1977^a

	Number		Percent Distribution		Number		Percent Distribution	
	1976	1977	1976	1977	1976	1977	1976	1977
			Professional				Technical	
All Employees -----	295,868	300,114	100.0	100.0	320,409	328,074	100.0	100.0
Men -----	235,724	237,752	79.7	79.2	201,976	202,785	63.0	61.8
Women -----	60,144	62,362	20.3	20.8	118,433	125,289	37.0	38.2
Minority -----	26,502	27,086	9.0	9.0	68,951	72,660	21.5	22.1
Men -----	16,895	16,829	5.7	5.6	32,624	33,705	10.2	10.3
Women -----	9,607	10,257	3.2	3.4	36,327	38,955	11.3	11.9
Black -----	14,053	14,887	4.7	5.0	51,311	53,298	16.0	16.2
Men -----	7,897	8,117	2.7	2.7	21,622	21,870	6.7	6.7
Women -----	6,156	6,770	2.1	2.3	29,689	31,428	9.3	9.6
Spanish-Surnamed -----	4,215	4,414	1.4	1.5	9,179	9,964	2.9	3.0
Men -----	3,327	3,482	1.1	1.2	6,754	7,200	2.1	2.2
Women -----	888	932	0.3	0.3	2,425	2,764	0.8	0.8
American Indian -----	1,859	2,154	0.6	0.7	5,724	6,554	1.8	2.0
Men -----	1,004	1,144	0.3	0.4	2,550	2,916	0.8	0.9
Women -----	855	1,010	0.3	0.3	3,174	3,638	1.0	1.1
			Administrative				Clerical	
Black -----	29,360	31,337	7.4	7.8	175,829	175,110	20.4	20.6
Men -----	17,873	18,598	4.5	4.6	76,359	75,205	8.9	8.8
Women -----	11,487	12,739	2.9	3.2	99,470	99,905	11.5	11.7
Spanish -----	8,278	9,040	2.1	2.2	28,082	28,791	3.3	3.4
Men -----	6,595	7,082	1.7	1.8	16,360	16,553	1.9	1.9
Women -----	1,683	1,958	0.4	0.5	11,722	12,238	1.4	1.4
American Indian -----	3,966	3,979	1.0	1.0	5,387	5,741	0.6	0.7
Men -----	2,247	2,312	0.6	0.6	1,255	1,261	0.1	0.1
Women -----	1,719	1,667	0.4	0.4	4,132	4,480	0.5	0.5
Oriental -----	3,276	3,242	0.8	0.8	7,379	7,616	0.9	0.9
Men -----	2,420	2,327	0.6	0.6	3,684	3,926	0.4	0.5
Women -----	856	915	0.2	0.2	3,695	3,960	0.4	0.4
All Other Employees -----	350,156	354,803	88.6	88.2	645,115	633,101	74.9	74.5
Men -----	285,620	285,940	72.3	71.1	339,386	329,069	39.4	38.7
Women -----	64,536	68,863	16.3	17.1	305,729	304,032	35.5	35.8

SOURCE: CIVIL SERVICE COMMISSION'S CENTRAL PERSONNEL DATA FILE SYSTEM (EXCLUDES NON-CPDF AGENCIES).

^a Includes white-collar occupations under the U.S. Postal pays systems.

Note: Percentage may not add due to rounding.

TABLE 6—AVERAGE SALARIES AND GRADES FOR FULL-TIME WHITE-COLLAR EMPLOYEES IN THE FEDERAL CIVILIAN WORKFORCE BY OCCUPATIONAL CATEGORY AND MINORITY GROUP (NOVEMBER 1977)^a

Workforce Component	Total	Average ^b		Total	Average ^b	
		Salary	Grade		Salary	Grade
		Professional			Technical	
All Employees -----	300,114	\$25,192	11.6	328,074	\$14,794	7.2
Women -----	62,362	18,316	9.7	125,289	12,845	6.1
Minority -----	27,086	22,235	10.8	72,660	13,274	6.2
Women -----	10,257	18,360	9.6	38,955	12,556	5.9
Black -----	14,887	21,610	10.7	53,298	13,255	6.2
Women -----	6,770	18,453	9.7	31,428	12,810	6.0
Spanish-Surnamed -----	4,414	23,158	11.0	9,964	14,116	6.8
Women -----	932	18,617	9.5	2,764	12,282	5.8
American Indian -----	2,154	19,205	9.7	6,554	11,267	5.0
Women -----	1,010	16,102	8.5	3,638	10,316	4.3
Oriental -----	5,631	24,322	11.3	2,844	15,305	7.5
Women -----	1,543	19,270	9.8	1,125	13,389	6.4
	273,028	25,485	11.7	255,414	15,227	7.4
	52,105	18,307	9.7	86,334	12,976	6.2
		Administrative			Clerical	
All Employees -----	402,401	22,899	11.1	850,359	13,378	4.5
Women -----	86,142	18,601	9.8	424,345	11,459	4.5
Minority -----	47,598	20,575	10.4	217,258	13,081	4.3
Women -----	17,279	18,139	9.5	120,313	11,830	4.4
Black -----	31,337	29,761	10.6	175,110	13,182	4.4
Women -----	12,739	18,814	9.9	99,905	12,032	4.4
Spanish-Surnamed -----	9,040	20,620	10.4	28,791	12,979	4.2
Women -----	1,958	17,315	9.3	12,238	10,935	4.2
American Indian -----	3,979	18,039	8.5	5,741	10,498	4.0
Women -----	1,667	13,692	6.3	4,480	10,035	4.0
Oriental -----	3,242	21,768	10.7	7,616	13,098	4.5
Women -----	912	18,604	9.7	3,690	11,504	4.5
All Other Employees -----	354,803	23,211	11.2	633,101	13,480	4.5
Women -----	68,863	18,717	9.9	304,032	11,312	4.5

SOURCE: CIVIL SERVICE COMMISSION'S CENTRAL PERSONNEL DATA FILE SYSTEM (EXCLUDES NON-CPDF AGENCIES).

^a Includes white-collar occupations under the U.S. Postal Service pay systems.

^b Average grade represents those occupations with GS and equivalent pay systems only, and excludes non-GS and equivalent pay systems i.e., postal, Administratively Determined, Statutory Rate pay systems, etc. Average salary represents all occupations regardless of the existence of graded or non-graded pay systems.

HIGHLIGHTS

Composition of the Federal Workforce (APPENDIX I)

By Sex:

All Full-Time Employees -----	2,414,034	100.0%
Men -----	1,673,720	69.3%
Women -----	740,314	30.7%

By Selected Pay Systems and Sex:

	Total	Men	Women
All Pay Systems (2,414,034) ---	100.0	69.3	30.7
GS and Equivalent (1,429,170) -----	59.2	33.7	25.5
Wage Systems (450,671) -	18.7	17.2	1.5
Other Pay Systems (335,970) -----	0.8	0.5	0.3
Postal Service (514,234) -	21.3	17.9	3.4

By Branch of Government (Percentage Distribution):

	Total	Men	Women
All Full-Time Employees (2,414,034) -----	100.0	69.3	30.7
Executive (2,394,542) -	99.2	68.8	30.4
Legislative (14,650) --	0.6	0.4	0.2
Judicial (489) -----	a	a	a

^a Less than 0.05 percent.

By Selected Pay Systems, Minority (or Nonminority) Category:

	Total	Minor- ity	Nonmi- nority
All Pay Systems (2,414,034) --	100.0	21.6	78.4
GS and Equivalent (1,429,170) -----	59.2	10.7	48.5
Wage Systems (450,671) -	18.7	5.4	13.3
Other (335,970) -----	0.8	0.1	0.7
Postal Service (514,234) -	21.3	5.4	15.9

By Minority Group (or Nonminority) Group Designations and Sex:

	Total	Men	Women
All Full-Time Employees (2,414,034) -----	100.0	69.3	30.7
Nonminority (1,893,184)	78.4	56.4	22.0
Minority (520,850) ----	21.6	12.9	8.7
Negro/Black -----	16.1	9.0	7.1
Spanish-Surnamed -	3.5	2.7	0.8
American Indian ---	1.0	0.5	0.5
Oriental American --	1.0	0.7	0.3

Percentage Distributions Within the General Schedule and Equivalent Grades By Minority (or Nonminority) Groups and Sex:

	Total ^a	Men	Women
Total GS and Equivalent Pay Systems (1,429,170) -----	100.0	57.0	43.0
Nonminority (1,170,835) -	81.9	49.6	32.3
Minority (258,335) -----	18.1	7.3	10.8
Negro/Black (185,640) --	13.0	4.6	8.4
Spanish-Surnamed (39,147) -----	2.7	1.6	1.1
Oriental American (15,436) -----	1.1	0.6	0.5
American Indian (18,112) -----	1.3	0.6	0.7

Percent Distribution By Minority Group Designations:

	Total	Men	Women ^a
Minority (520,850) -----	100.0	59.8	40.2
Negro/Black (387,630) ---	74.4	41.8	32.6
Spanish-Surnamed (83,394)	16.0	12.3	3.7
American Indian (25,216) -	4.8	2.5	2.3
Oriental American (24,610)	4.7	3.2	1.5

^a Do not add due to rounding.

^a May not add due to independent rounding.

Average Grade Distribution (Based on General Schedule and Equivalent Grades By Minority (or Nonminority) Groups and Female:

	Total	Women
All Full-Time Employees -----	8.22	5.93
Nonminority -----	8.59	6.04
Minority -----	6.54	5.62
Negro/Black -----	6.32	5.66
Spanish-Surnamed -----	7.02	5.36
American Indian -----	6.01	4.88
Oriental American -----	8.67	6.69

Composition of the Full-Time Federal Workforce by Major Geographic Area (Appendix II)

Percentage Distribution Government-wide:

	Total		Minority	
	Men	Women	Men	Women
All Areas (2,414,034) -----	69.3	30.7	12.9	8.7
Washington, D.C. SMSA (300,209) -----	7.3	5.1	1.7	2.1
Outside United States (40,318) -----	0.8	0.9	0.1	0.1
Civil Service Regions (2,073,507) -----	61.2	24.7	11.1	6.5

Percentage Distributions for Minority (or Nonminority) Groups and Sex by Civil Service Regions: Excludes Washington, D.C. SMSA and Outside U.S.

	Nonminority		Minority	
	Men	Women	Men	Women
All Region Summary (2,073,507) -----	58.3	21.2	12.9	7.6
Atlanta (368,856) ----	61.9	22.2	10.8	5.1
Boston (99,243) -----	73.9	20.7	3.5	1.9
Chicago (292,497) ----	56.7	21.4	11.2	10.7
Dallas (241,717) -----	50.4	20.6	20.6	8.4
Denver (105,203) -----	86.6	23.6	9.2	4.2
New York (205,380) --	60.2	17.2	13.9	8.7
Philadelphia* (260,617)	56.3	22.0	12.8	8.9
St. Louis (103,372) ---	59.2	26.2	8.0	6.6
San Francisco (301,488) -----	52.2	19.8	18.5	9.5
Seattle (95,134) -----	68.0	22.4	6.1	3.5
*Excludes Wash., D.C. SMSA (300,209) -----	45.0	24.6	13.7	16.7
(Percentage Distribution within the SMSA)				

Composition of the Full-Time Federal White-Collar and Blue-Collar Workforce by Occupational PATCO Category (Appendix III)

Percentage Distribution by PATCO Category:

	Total	Percent of Total	Average Salary	Grade
All Categories -	2,391,305	100.0%	17,023	(NA)
Total Blue-Collar Series --	471,105	19.7	15,327	(NA)
Total White-Collar Series --	1,920,200	80.3	17,439	8.21
Profes- sional (P) ---	300,114	12.6	25,192	11.59
Adminis- trative (A) ---	402,401	16.8	22,899	11.14
Technical (T) ---	328,074	13.7	14,794	7.15
Clerical (C) ---	850,359	35.6	13,378	4.45
Other (O) ---	39,252	1.6	12,280	5.69

(NA) Not applicable.

Percentage Distribution by Minority and Nonminority/Sex Combinations:

	Total		Nonmi- nority		Minor- ity	
	Men	Women	Men	Women	Men	Women
All Categories -	69.2	30.8	56.3	22.1	12.9	8.7
Blue-Collar Series --	92.3	7.7	66.7	3.4	25.5	4.4
White-Collar Series --	63.5	36.5	53.8	26.7	9.7	9.8
Profes- sional -	79.3	20.7	73.6	17.4	5.6	3.4
Adminis- trative -	78.6	21.4	71.1	17.1	7.5	4.3
Technical	61.8	38.2	51.6	26.3	10.2	11.9
Clerical -	50.1	49.9	38.7	35.8	11.4	14.1
Other ---	94.0	6.0	71.1	3.4	23.0	2.5

Note: See Tables 5 and 6 for additional summary data on occupations.

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TABLE 1-001

Minority Group Study of Full-Time Employment: November 30, 1977

ALL AGENCIES SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,414,888	740,733	30.7	521,704	21.6	209,956	8.7	387,630	16.1	170,674	7.1
TOTAL GEN SCHED & EQUIV	1,429,657	615,342	43.1	258,822	18.1	164,002	10.8	185,640	13.0	120,344	8.4
GS- 1	1,952	1,277	65.7	894	46.0	583	30.0	658	33.8	432	22.2
GS- 2	21,405	15,818	74.1	6,996	32.8	4,841	22.7	5,234	24.5	3,687	17.3
GS- 3	94,614	73,187	77.5	28,914	30.6	21,291	22.5	21,100	22.3	15,823	16.7
GS- 4	173,770	134,602	77.5	48,898	28.2	36,579	21.1	35,997	20.7	27,509	15.8
GS- 5	185,132	126,060	68.1	46,414	25.1	31,291	16.9	35,951	19.4	25,035	13.5
GS- 6	97,064	60,560	69.6	22,038	25.3	15,729	18.1	17,629	20.3	13,239	15.2
GS- 7	130,858	64,631	49.4	25,140	19.2	14,894	11.4	18,197	13.9	11,952	9.1
GS- 8	32,535	16,374	50.3	5,138	18.9	3,825	11.8	4,814	14.8	3,344	10.3
GS- 9	155,159	54,455	35.1	23,647	15.4	11,328	7.3	15,556	10.0	8,524	5.5
GS-10	26,354	8,547	32.4	3,714	14.1	2,009	7.6	2,487	9.4	1,558	5.9
GS-11	158,044	30,621	19.4	18,155	11.5	8,401	4.1	11,413	7.2	5,029	3.2
GS-12	153,147	16,997	11.1	13,950	9.1	3,316	2.2	8,489	5.5	2,749	1.8
GS-13	112,022	7,670	6.8	7,795	7.0	1,231	1.1	4,708	4.2	979	.9
GS-14	58,811	2,878	4.9	3,667	6.2	450	.8	2,164	3.7	334	.6
GS-15	31,961	1,435	4.5	1,927	6.0	215	.7	1,008	3.2	129	.4
GS-16	4,699	159	3.4	242	5.2	14	.3	173	3.7	12	.3
GS-17	1,694	55	3.2	77	4.5	8	.5	50	3.0	6	.4
GS-18	436	16	3.7	18	4.1	3	.7	12	2.8	3	.7
AVERAGE GRADE	8.22	8.93		6.54		5.61		6.32		5.66	
TOTAL WAGE SYSTEMS	451,006	35,238	7.8	131,037	29.1	19,895	4.4	92,536	20.5	17,273	3.8
REGULAR NONSUPERVISORY	336,274	29,083	8.7	106,276	31.6	16,195	4.8	73,764	22.0	13,846	4.1
WG- 1	9,241	3,831	41.6	5,095	55.3	2,413	26.2	4,200	45.6	2,110	22.9
WG- 2	25,134	8,169	32.6	14,212	56.6	5,669	22.6	11,625	46.3	5,085	20.3
WG- 3	13,802	3,458	25.1	7,707	55.9	2,299	16.7	5,872	42.6	2,036	14.8
WG- 4	12,239	3,245	26.6	6,292	51.5	1,968	16.1	5,178	42.4	1,792	14.7
WG- 5	35,971	3,646	10.2	15,099	42.0	1,463	4.1	11,382	31.7	1,123	3.1
WG- 6	23,705	1,589	6.7	10,542	44.5	682	2.9	7,861	33.2	575	2.4
WG- 7	19,582	1,256	6.4	8,123	41.5	382	2.0	5,466	27.9	280	1.4
WG- 8	35,180	1,975	5.6	10,656	30.3	823	2.3	7,035	20.0	519	1.5
WG- 9	32,026	777	2.4	7,538	23.6	213	.7	4,242	15.3	133	.4
WG-10	87,040	943	1.1	16,167	18.6	246	.3	8,671	10.0	165	.2
WG-11	27,085	157	.6	3,446	12.7	29	.1	1,680	6.2	21	.1
WG-12	10,446	26	.2	1,014	9.7	6	.1	378	3.6	5	.1
WG-13	3,581	8	.2	304	8.5	2	.1	133	3.7	2	.1
WG-14	1,160	3	.3	78	6.7			40	3.4		
WG-15	102			3	2.9			1	1.0		
AVERAGE GRADE (WG)	7.54	3.94		6.09		3.33		5.62		3.17	
REGULAR LEADER	12,371	701	5.7	3,670	29.7	483	3.9	2,626	21.2	414	3.3
WL- 1	58	34	58.6	36	62.1	22	37.9	33	56.9	19	32.8
WL- 2	1,090	289	26.5	753	69.1	221	20.3	615	56.4	197	18.1
WL- 3	499	128	25.7	312	62.5	91	18.2	242	48.5	80	16.0
WL- 4	528	115	21.8	290	54.9	81	15.3	244	46.2	75	14.2
WL- 5	1,044	40	3.8	505	48.4	15	1.4	400	38.3	15	1.4
WL- 6	791	28	3.5	362	45.9	12	1.5	292	37.0	11	1.4
WL- 7	509	16	3.1	189	37.1	7	1.4	140	27.5	6	1.2
WL- 8	1,118	38	3.4	405	36.3	30	2.7	252	22.6	8	.7
WL- 9	1,739	9	.5	267	15.4	4	.2	149	8.6	3	.2
WL-10	3,529	2	.1	425	12.1			205	5.8		
WL-11	1,135	2	.2	93	8.2			42	3.7		
WL-12	226			22	9.7			7	3.1		
WL-13	79			9	11.4			4	5.1		
WL-14	25			2	8.0			1	4.0		
WL-15	1										
AVERAGE GRADE (WL)	7.75	3.37		5.72		3.17		5.22		2.96	

ALL AGENCIES SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
83,394	3.5	19,285	.8	25,216	1.0	11,877	.5	24,810	1.0	7,721	.3	1,082,184	78.4	530,777	22.0	TOTAL ALL PAY SYSTEMS
39,147	2.7	16,219	1.1	18,112	1.3	10,587	.7	15,436	1.1	6,531	.5	1,170,835	81.9	481,340	32.3	TOTAL GEN SCHED & EQUIV
104	5.3	64	3.3	112	5.8	72	3.7	13	.7	10	.5	1,058	54.4	694	35.7	GS-1
910	4.3	572	2.7	621	2.9	415	1.9	182	.9	134	.6	14,409	67.5	10,977	51.4	GS-2
3,718	3.9	2,418	2.6	3,147	3.3	2,353	2.5	815	.9	580	.6	65,700	69.5	51,896	54.9	GS-3
6,555	3.8	4,366	2.5	4,763	2.7	3,540	2.0	1,479	.9	1,084	.6	124,874	71.9	98,023	56.4	GS-4
6,293	3.4	3,445	1.9	2,385	1.3	1,826	.9	1,738	.9	1,145	.5	138,718	74.9	94,769	51.2	GS-5
2,700	3.1	1,364	1.6	861	1.0	518	.6	831	1.0	597	.7	65,028	74.7	44,831	51.5	GS-6
4,137	3.2	1,458	1.1	1,361	1.0	692	.5	1,394	1.1	773	.6	105,718	90.8	49,737	38.0	GS-7
832	2.6	222	.7	174	.5	79	.2	312	1.0	179	.6	26,397	81.1	12,549	38.6	GS-8
4,498	2.9	1,073	.7	1,720	1.1	778	.5	2,032	1.3	941	.6	131,312	84.7	43,127	27.8	GS-9
837	3.2	294	1.1	118	.4	55	.2	265	1.0	86	.4	22,640	85.9	6,544	24.8	GS-10
3,388	2.1	545	.3	1,210	.8	294	.2	2,127	1.3	530	.3	139,889	88.5	24,220	15.3	GS-11
2,663	1.7	229	.1	823	.5	107	.1	1,970	1.3	231	.2	139,197	90.9	13,681	8.9	GS-12
1,417	1.3	103	.1	451	.4	39	.0	1,216	1.1	110	.1	104,227	93.0	6,439	5.7	GS-13
657	1.1	41	.1	253	.4	12	.0	592	1.0	63	.1	55,144	93.8	2,428	4.1	GS-14
391	1.2	22	.1	98	.3	7	.0	438	1.4	57	.2	30,034	94.0	1,220	3.8	GS-15
57	.8	2	.0	11	.2	1	.0	21	.4	1	.0	4,457	94.8	145	3.1	GS-16
18	.9	1	.1	3	.2	1	.0	8	.5	1	.1	1,617	95.5	47	2.8	GS-17
3	.7			1	.2			2	.5			418	95.9	13	3.0	GS-18
7.02		5.36		6.01		4.88		6.67		6.69		8.59		6.04		AVERAGE GRADE
27,387	6.1	1,134	.3	6,197	1.4	1,042	.2	4,582	1.0	365	.1	319,869	71.0	15,343	3.4	TOTAL WAGE SYSTEMS
23,571	7.0	1,028	.3	5,101	1.5	911	.2	3,536	1.1	338	.1	229,898	68.5	12,888	3.8	REGULAR NONSUPERVISORY
459	5.0	93	1.0	185	2.0	66	.7	223	2.4	135	1.5	4,146	45.0	1,418	15.4	WG-1
1,385	5.6	239	1.3	842	3.4	244	1.0	306	1.2	79	.3	10,922	43.5	2,500	10.0	WG-2
1,243	9.0	99	.7	436	3.2	114	.8	130	.9	34	.2	6,095	44.2	1,159	8.4	WG-3
833	6.8	97	.8	118	1.0	44	.4	143	1.2	27	.2	5,947	48.7	1,277	10.5	WG-4
2,489	6.9	117	.3	675	1.9	187	.5	503	1.4	26	.1	20,872	58.1	2,183	6.1	WG-5
2,209	9.3	80	.3	228	1.0	13	.1	222	.9	13	.1	13,163	55.6	907	3.8	WG-6
1,892	9.7	66	.3	603	3.1	28	.1	142	.7	6	.0	11,459	58.6	874	4.5	WG-7
2,603	7.4	84	.2	544	1.8	202	.8	343	1.0	12	.0	24,504	69.8	1,152	3.3	WG-8
2,705	8.5	76	.2	406	1.3	4	.0	167	.5			24,488	76.5	564	1.8	WG-9
5,754	8.6	68	.1	780	.9	9	.0	930	1.1	4	.0	70,873	81.5	697	.8	WG-10
1,326	4.9	6	.0	144	.5			283	1.0	2	.0	23,639	87.3	128	.5	WG-11
516	4.9	1	.0	28	.3			92	.9			9,432	90.3	20	.2	WG-12
116	3.2			10	.3			45	1.3			3,277	91.5	6	.2	WG-13
30	2.8			1	.1			7	.5			1,082	93.3	3	.3	WG-14
1	1.0			1	1.0							99	97.1			WG-15
7.41		4.77		6.14		4.42		7.09		2.70		8.21		4.69		AVERAGE GRADE (WG)
692	5.6	21	.2	210	1.7	42	.3	130	1.1	6	.0	6,701	70.4	218	1.8	REGULAR LEADER
1	1.7	1	1.7					2	3.4	2	3.4	22	37.9	12	20.7	WL-1
81	7.4	7	.6	36	3.3	15	1.4	21	1.9	2	.2	337	30.9	68	6.2	WL-2
48	9.6	9	1.8	19	3.8	2	.4	3	.6			187	37.5	37	7.4	WL-3
34	6.4	2	.4	3	.6	2	.4	9	1.7	2	.4	238	45.1	34	6.4	WL-4
73	7.0			11	1.1			21	2.0			539	51.6	25	2.4	WL-5
52	6.6	1	.1	8	1.0			8	1.0			429	54.4	16	2.0	WL-6
29	5.7			16	3.1	1	.2	4	.8			320	62.9	9	1.8	WL-7
84	7.5			59	5.3	22	2.0	7	.6			713	63.9	8	.7	WL-8
90	5.2	1	.1	20	1.2			5	.3			1,472	84.8	5	.3	WL-9
148	4.2			32	.9			36	1.0			3,104	88.1	2	.1	WL-10
32	2.8			5	.4			14	1.2			1,042	91.8	2	.2	WL-11
14	6.2			1	.4							204	90.3			WL-12
5	6.3											70	82.6			WL-13
1	4.0											23	92.0			WL-14
												1	100.0			WL-15
7.06		3.10		5.64		5.40		6.81		2.33		8.60		3.81		AVERAGE GRADE (WL)

ALL AGENCIES SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	38,638	1,271	3.3	8,444	21.9	884	2.3	5,775	15.0	773	2.0
WS- 1	1,095	264	24.2	707	64.9	180	16.5	576	52.9	153	14.0
WS- 2	1,308	360	27.5	897	68.6	277	21.2	826	63.1	267	20.4
WS- 3	1,122	196	17.5	604	53.8	130	11.6	513	45.7	126	11.2
WS- 4	1,384	110	8.0	617	44.6	74	5.4	515	37.2	74	5.4
WS- 5	1,868	65	3.5	726	38.9	45	2.4	557	29.8	41	2.2
WS- 6	2,241	64	2.9	769	34.3	38	1.7	579	25.9	33	1.5
WS- 7	2,933	96	3.3	802	27.4	73	2.5	497	17.0	24	.8
WS- 8	4,281	68	1.6	802	18.7	46	1.1	513	12.0	37	.9
WS- 9	5,831	20	.3	769	13.2	5	.1	359	6.2	3	.1
WS-10	8,455	12	.1	1,016	12.0	5	.1	513	6.1	4	.1
WS-11	2,989	15	.5	329	11.0	10	.3	182	5.4	10	.3
WS-12	1,697			162	9.5			58	3.4		
WS-13	1,774			128	7.2			57	3.2		
WS-14	1,007			78	7.7			33	3.3		
WS-15	434	1	.2	25	5.8	1	.2	15	3.5	1	.2
WS-16	149			13	8.7			2	1.3		
WS-17	60										
WS-18	6										
WS-19	4										
AVERAGE GRADE (WS)	8.48	3.48		6.28		3.36		5.54		3.13	
NONSUPERV (PROD FAC)	6,254	36	.6	657	10.5	9	.1	356	5.7	8	.1
WD- 1	12	2	16.7	6	50.0	1	8.3	4	33.3	1	8.3
WD- 2	42	3	7.1	4	9.5	2	4.8	3	7.1	2	4.8
WD- 3	19			4	21.1			3	15.8		
WD- 4	144	1	.7	12	8.3			8	5.6		
WD- 5	481	8	1.7	55	11.4	2	.4	37	7.7	1	.2
WD- 6	1,099	3	.3	130	11.8	2	.2	69	6.3	2	.2
WD- 7	372	15	4.0	36	9.7	1	.3	16	4.3	1	.3
WD- 8	4,057	4	.1	408	10.1	1		215	5.3	1	
WD- 9	9			1	11.1						
WD-10	15			1	6.7			1	6.7		
WD-11	4										
AVERAGE GRADE (WD)	7.21	5.75		7.10		4.67		7.00		4.63	
SUPERVISORY (PROD FAC)	569	1	.2	43	7.6			16	2.8		
WN-3	1										
WN-4	56			3	5.4			2	3.6		
WN-5	4										
WN-6	34			6	17.6			3	8.8		
WN-7	452	1	.2	34	7.5			11	2.4		
WN-8	21										
WN-9	1										
AVERAGE GRADE (WN)	6.66	7.00		6.65				6.44			
OTHER WAGE SYSTEMS	56,900	4,146	7.3	11,947	21.0	2,324	4.1	9,999	17.6	2,232	3.9
THRU \$ 7,999	2,070	939	45.4	1,026	49.6	355	17.1	645	31.2	308	14.9
\$ 8,000-\$ 9,999	2,692	326	12.1	781	29.0	152	5.6	581	21.6	139	5.2
\$10,000-\$11,999	8,813	516	5.9	2,121	24.1	207	2.3	1,604	20.5	203	2.3
\$12,000-\$13,999	9,207	776	8.4	2,715	29.5	490	5.3	2,372	25.8	480	5.2
\$14,000-\$15,999	9,144	1,173	12.8	2,856	31.2	881	9.6	2,548	27.9	869	9.5
\$16,000-\$17,999	7,094	264	3.7	995	14.0	169	2.4	844	11.9	166	2.3
\$18,000-\$19,999	7,962	51	.6	492	6.2	23	.3	379	4.8	21	.3
\$20,000-\$21,999	5,157	24	.5	247	4.8	6	.1	189	3.7	5	.1
\$22,000-\$23,999	3,359	65	1.9	554	16.5	36	1.1	507	15.1	36	1.1
\$24,000-\$25,999	501	5	1.0	54	10.8			47	9.4		
\$26,000-\$27,999	277			21	7.6			14	5.1		
\$28,000-\$29,999	258	2	.8	45	17.4	1	.4	43	16.7	1	.4
\$30,000-\$31,999	111	3	2.7	8	7.2	2	1.8	5	4.5	2	1.8
\$32,000-\$33,999	37			3	8.1			2	5.4		
\$34,000-\$35,999	36	1	2.8	4	11.1	1	2.8	1	2.8	1	2.8
\$36,000 AND OVER	182	1	.5	25	13.7	1	.5	18	9.9	1	.5
AVERAGE SALARY	15,544	11,977		13,673		12,812		13,875		12,954	

ALL AGENCIES SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,844	4.8	26	.1	473	1.2	77	.2	333	.9	1		30,194	78.2	387	1.0	REGULAR SUPERVISORY
87	8.0	13	1.2	31	2.8	10	.9	7	.6			388	35.6	84	7.7	WS- 1
54	4.1	9	.7	11	.8	1	.1	6	.5			411	31.4	83	6.3	WS- 2
77	6.9	2	.2	3	.3	2	.2	11	1.0			518	46.2	66	5.9	WS- 3
78	5.6			13	.9			10	.7			767	55.5	36	2.6	WS- 4
135	7.2	1	.1	18	1.0	3	.2	16	.9			1,142	61.1	20	1.1	WS- 5
132	5.9			31	1.4	5	.2	25	1.1			1,472	65.7	26	1.2	WS- 6
184	6.3			105	3.6	47	1.6	13	.4			2,131	72.7	23	.8	WS- 7
183	4.3			70	1.6	8	.2	35	.8			3,479	81.3	22	.5	WS- 8
275	4.7	1		84	1.4			47	.8	1		5,062	86.9	15	.3	WS- 9
378	4.5			55	.7	1		69	.8			7,439	88.0	7	.1	WS-10
113	3.8			19	.6			34	1.1			2,660	89.0	5	.2	WS-11
61	3.6			19	1.1			24	1.4			1,535	90.5			WS-12
48	2.7			6	.3			17	1.0			1,646	92.8			WS-13
25	2.5			5	.5			15	1.5			929	92.3			WS-14
6	1.4			1	.2			3	.7			409	94.2			WS-15
8	5.4			2	1.3			1	.7			136	91.3			WS-16
												60	100.0			WS-17
												6	100.0			WS-18
												4	100.0			WS-19
7.80		1.96		7.66		6.05		8.89		9.00		9.10		3.73		AVERAGE GRADE (WS)
187	3.0	1		12	.2			102	1.6			5,597	89.5	27	.4	NONSUPERV (PROD FAC)
2	16.7											6	50.0	1	8.3	WD- 1
1	2.4											38	90.5	1	2.4	WD- 2
1	5.3											15	78.9			WD- 3
2	1.4							2	1.4			132	91.7	1	.7	WD- 4
12	2.5	1	.2					6	1.2			426	88.6	6	1.2	WD- 5
41	3.7			3	.3			17	1.5			969	88.2	1	.1	WD- 6
19	5.1							1	.3			336	90.3	14	3.8	WD- 7
108	2.7			9	.2			76	1.9			3,649	89.9	3	.1	WD- 8
1	11.1											8	88.9			WD- 9
												14	93.3			WD-10
												4	100.0			WD-11
7.10		5.00		7.50				7.40				7.22		6.11		AVERAGE GRADE (WD)
17	3.0							10	1.8			526	92.4	1	.2	SUPERVISORY (PROD FAC)
												1	100.0			WN-3
								1	1.8			53	94.6			WN-4
												4	100.0			WN-5
1	2.9							2	5.9			28	82.4			WN-6
16	3.5							7	1.5			418	92.5	1	.2	WN-7
												21	100.0			WN-8
												1	100.0			WN-9
6.94								6.50				6.67		7.00		AVERAGE GRADE (WN)
1,076	1.9	60	.1	401	.7	12		471	.8	20		44,953	79.0	1,822	3.2	OTHER WAGE SYSTEMS
399	16.4	39	1.9	25	1.2	5	.2	17	.8	3	.1	1,044	50.4	584	28.2	THRU \$ 7,999
114	4.2	6	.2	39	1.4	1		47	1.7	6	.2	1,911	71.0	174	6.5	\$ 8,000-\$ 9,999
119	1.4	2		70	.8			128	1.5	2		6,692	75.9	309	3.5	\$10,000-\$11,999
168	1.8	4		63	.7	3		112	1.2	3		6,492	70.5	263	3.1	\$12,000-\$13,999
151	1.7	5	.1	62	.7	2		95	1.0	5	.1	6,288	68.8	292	3.2	\$14,000-\$15,999
65	.9	2		48	.7			38	.5	1		6,099	86.0	95	1.3	\$16,000-\$17,999
51	.6	2		49	.6			13	.2			7,470	93.8	28	.4	\$18,000-\$19,999
31	.6			24	.5	1		3	.1			4,910	95.2	18	.3	\$20,000-\$21,999
21	.6			15	.4			11	.3			2,805	83.5	29	.9	\$22,000-\$23,999
6	1.2			1	.2							447	89.2	5	1.0	\$24,000-\$25,999
3	1.1			3	1.1							256	92.4			\$26,000-\$27,999
												213	82.6	1	.4	\$28,000-\$29,999
3	2.7											103	92.8	1	.9	\$30,000-\$31,999
1	2.7											34	91.9			\$32,000-\$33,999
2	5.6							1	2.8			32	88.9			\$34,000-\$35,999
2	1.1			2	1.1			3	1.6			157	86.3			\$36,000 AND OVER
11,718		8,485		14,446		10,526		13,189		11,345		16,042		10,912		AVERAGE SALARY

TABLE 1-001

Minority Group Study of Full-Time Employment: November 30, 1977

ALL AGENCIES SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	19,961	8,634	43.3	2,351	11.8	1,227	6.1	1,650	8.3	857	4.3
THRU \$ 7,999	2,074	1,599	77.1	653	31.5	473	22.8	482	23.2	352	17.0
\$ 8,000-\$ 9,999	1,220	854	70.0	153	12.5	94	7.7	122	10.0	76	6.2
\$10,000-\$11,999	2,645	1,774	67.1	369	14.0	146	5.5	313	11.8	115	4.3
\$12,000-\$13,999	2,524	1,674	66.3	252	10.0	171	6.8	170	6.7	117	4.6
\$14,000-\$15,999	2,268	1,235	54.5	283	12.5	175	7.7	187	8.2	114	5.0
\$16,000-\$17,999	1,310	409	31.2	140	10.7	45	3.4	87	6.6	21	1.6
\$18,000-\$19,999	843	210	24.9	123	14.6	29	3.4	89	10.6	16	1.9
\$20,000-\$21,999	727	164	22.6	59	8.1	17	2.3	37	5.1	8	1.1
\$22,000-\$23,999	562	136	24.2	38	6.8	14	2.5	16	2.8	6	1.1
\$24,000-\$25,999	573	104	18.2	29	5.1	8	1.4	19	3.3	5	.9
\$26,000-\$27,999	732	127	17.4	40	5.5	14	1.9	22	3.0	5	.7
\$28,000-\$29,999	526	90	17.1	24	4.6	10	1.9	9	1.7	5	1.0
\$30,000-\$31,999	424	58	13.7	22	5.2	5	1.2	12	2.8	3	.7
\$32,000-\$33,999	296	26	8.8	16	5.4	1	.3	11	3.7	1	.3
\$34,000-\$35,999	199	17	8.5	13	6.5	2	1.0	7	3.5	1	.5
\$36,000-\$37,999	371	28	7.5	16	4.3	3	.8	9	2.4	2	.5
\$38,000-\$39,999	252	13	5.2	12	4.8	3	1.2	7	2.8	2	.8
\$40,000-\$41,999	155	17	11.0	13	8.4	2	1.3	4	2.6		
\$42,000 AND OVER	2,260	99	4.4	96	4.2	15	.7	47	2.1	8	.4
AVERAGE SALARY	20,113	13,174		14,263		11,447		13,176		10,730	
TOTAL POSTAL SERVICE	514,264	81,519	15.9	129,494	25.2	34,832	6.8	107,804	21.0	32,200	6.3
POSTAL HEADQUARTERS	888	272	30.6	212	23.9	99	11.1	192	21.6	92	16.4
LEVEL- 1	23	21	91.3	21	91.3	19	82.6	21	91.3	19	82.6
LEVEL- 2	16	6	37.5	10	100.0	6	37.5	16	100.0	6	37.5
LEVEL- 3	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
LEVEL- 4	5	2	40.0	4	80.0	1	20.0	4	80.0	1	20.0
LEVEL- 5	6	3	50.0	2	33.3	2	33.3	1	16.7	1	16.7
LEVEL- 6	21	1	4.8	12	57.1	12	57.1	12	57.1		
LEVEL- 7	18	6	33.3	12	66.7	5	27.8	11	61.1	4	22.2
LEVEL- 8	17	11	64.7	12	70.6	8	47.1	11	64.7	7	41.2
LEVEL- 9	28	12	42.9	14	50.0	4	14.3	12	42.9	3	10.7
LEVEL-10	3	2	66.7	1	33.3	1	33.3	1	33.3	1	33.3
LEVEL-11	42	38	90.5	18	42.9	14	33.3	18	42.9	14	33.3
LEVEL-12	9	3	33.3	3	33.3	2	22.2	2	22.2	2	22.2
LEVEL-13	23	17	73.9	7	30.4	3	13.0	7	30.4	3	13.0
LEVEL-14	41	36	87.8	16	39.0	14	34.1	14	34.1	12	29.3
LEVEL-15	39	34	87.2	8	20.5	6	15.4	7	17.9	6	15.4
LEVEL-16	26	19	73.1	4	15.4	4	15.4	3	11.5	3	11.5
LEVEL-17	31	23	74.2	8	25.8	7	22.6	7	22.6	7	22.6
LEVEL-18	28	8	30.8	4	15.4	1	3.8	4	15.4	1	3.8
LEVEL-19	18	7	38.9	4	22.2			4	22.2		
LEVEL-20	32	6	18.8	7	21.9			5	15.6		
LEVEL-21	25	3	12.0	4	16.0			4	16.0		
LEVEL-22	41	3	7.3	6	14.6	1	2.4	6	14.6	1	2.4
LEVEL-23	59	4	6.8	8	13.6			8	13.6		
LEVEL-24	79	2	2.5	4	5.1			3	3.8		
LEVEL-25	100	2	2.0	7	7.0			6	6.0		
LEVEL-26	33			2	6.1			2	6.1		
LEVEL-27	38	2	5.3	2	5.3						
LEVEL-28	10			2	20.0			1	10.0		
LEVEL-29	8										
LEVEL-30	22			1	4.5						
LEVEL-31	6			1	16.7			1	16.7		
LEVEL-32	4										
LEVEL-33	17										
LEVEL-34	4										
LEVEL-35	6										
LEVEL-36	3										
LEVEL-37	2										
LEVEL-38	3			1	33.3						
LEVEL-39	1										
LEVEL-42	1										
AVERAGE SALARY	24,879	16,824		17,676		14,698		17,106		14,705	

ALL AGENCIES SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
382	1.9	203	1.0	46	.2	22	.1	271	1.4	144	.7	17,610	88.2	7,407	37.1	TOTAL OTHER PAY SYSTEMS
144	6.9	105	5.1	17	.8	9	.4	10	.5	7	.3	1,421	68.5	1,126	54.3	THRU \$ 7,999
17	1.4	11	.9	1	.1	1	.1	13	1.1	6	.5	1,067	67.5	760	62.3	\$ 8,000-\$ 9,999
28	1.1	14	.5	3	.1	1	.1	25	.9	16	.6	2,276	86.0	1,628	61.6	\$10,000-\$11,999
29	1.1	13	.5	6	.2	5	.2	47	1.9	36	1.4	2,272	90.0	1,503	59.5	\$12,000-\$13,999
46	2.0	19	.8	3	.1	2	.1	47	2.1	40	1.8	1,985	87.5	1,060	46.7	\$14,000-\$15,999
31	2.4	14	1.1	1	.1	1	.1	21	1.6	10	.8	1,170	89.3	364	27.8	\$16,000-\$17,999
10	1.2	2	.2	2	.2	1	.1	21	2.5	10	1.2	720	85.5	181	21.5	\$18,000-\$19,999
8	1.1	3	.4					14	1.9	6	.8	668	81.9	147	20.2	\$20,000-\$21,999
8	1.4	4	.7	2	.4	1	.2	12	2.1	3	.5	524	93.2	122	21.7	\$22,000-\$23,999
5	.9	3	.5					5	.9			544	84.9	96	16.8	\$24,000-\$25,999
7	1.0	2	.3	1	.1	1	.1	9	1.2	5	.7	692	94.7	113	15.5	\$26,000-\$27,999
10	1.9	5	1.0					5	1.0			502	95.4	80	15.2	\$28,000-\$29,999
7	1.7	2	.5					3	.7			402	94.8	53	12.5	\$30,000-\$31,999
2	.7							3	1.0			280	94.6	25	8.4	\$32,000-\$33,999
2	1.0			1	.5			3	1.5	1	.5	186	93.5	15	7.5	\$34,000-\$35,999
2	.5	1	.3	1	.3			4	1.1			355	95.7	25	6.7	\$36,000-\$37,999
3	1.2	1	.4	1	.4			1	.4			240	95.2	10	4.0	\$38,000-\$39,999
2	1.3							7	4.5	2	1.3	142	91.6	15	9.7	\$40,000-\$41,999
21	.9	4	.2	7	.3	1	.1	21	.9	2	.1	2,164	95.8	84	3.7	\$42,000 AND OVER
14,682		11,417		17,425		11,605		19,736		15,619		20,893		13,460		AVERAGE SALARY
16,476	3.2	1,709	.3	861	.2	226		4,321	.8	681	.1	384,770	74.8	46,687	9.1	TOTAL POSTAL SERVICE
9	1.0	3	.3					11	1.2	4	.5	676	76.1	173	19.5	POSTAL HEADQUARTERS
												2	8.7	2	8.7	LEVEL- 1
												1	50.0			LEVEL- 2
												1	20.0	1	20.0	LEVEL- 3
1	16.7	1	16.7									4	66.7	1	16.7	LEVEL- 4
												9	42.9	1	4.8	LEVEL- 5
1	5.6	1	5.6									6	33.3	1	5.6	LEVEL- 6
								1	5.9	1	5.9	5	29.4	3	17.6	LEVEL- 7
1	3.6							1	3.6	1	3.6	14	50.0	8	28.6	LEVEL- 8
												2	66.7	1	33.3	LEVEL- 9
												24	57.1	24	57.1	LEVEL-10
								1	11.1			6	66.7	1	11.1	LEVEL-11
												16	69.6	14	60.9	LEVEL-12
								2	4.9	2	4.9	25	61.0	22	53.7	LEVEL-13
1	2.6											31	79.5	28	71.8	LEVEL-14
1	3.8	1	3.8									22	84.6	15	57.7	LEVEL-15
												23	74.2	16	51.6	LEVEL-16
												22	84.6	7	26.9	LEVEL-17
												14	77.8	7	38.9	LEVEL-18
								1	3.1			25	78.1	6	18.8	LEVEL-19
												21	84.0	3	12.0	LEVEL-20
												35	85.4	2	4.9	LEVEL-21
												51	86.4	4	6.8	LEVEL-22
								1	1.3			75	94.9	2	2.5	LEVEL-23
								1	1.0			93	93.0	2	2.0	LEVEL-24
												31	93.9			LEVEL-25
												36	94.7	2	5.3	LEVEL-26
2	5.3							1	10.0			8	80.0			LEVEL-27
												8	100.0			LEVEL-28
												8	100.0			LEVEL-29
												21	95.5			LEVEL-30
												5	83.3			LEVEL-31
												4	100.0			LEVEL-32
												17	100.0			LEVEL-33
												4	100.0			LEVEL-34
												6	100.0			LEVEL-35
												3	100.0			LEVEL-36
												2	100.0			LEVEL-37
								1	33.3			2	66.7			LEVEL-38
												1	100.0			LEVEL-39
												1	100.0			LEVEL-42
22,922		14,233						23,327		14,875		27,138		18,040		AVERAGE SALARY

ALL AGENCIES SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
POSTAL FIELD	513,378	81,247	15.8	129,282	25.2	34,733	6.8	107,612	21.0	32,108	6.3
LEVELS 1 THRU 42	483,455	79,050	16.4	128,770	26.6	34,625	7.2	107,371	22.2	32,051	6.6
LEVEL- 1	338	63	18.6	157	46.4	39	11.5	136	40.2	37	10.9
LEVEL- 2	2,377	466	19.6	1,282	53.9	367	15.4	1,125	47.3	353	14.9
LEVEL- 3	8,018	736	9.2	3,596	44.9	558	7.0	3,143	39.2	532	6.6
LEVEL- 4	33,975	2,932	8.6	16,726	49.2	2,336	9.9	15,083	44.4	2,298	6.8
LEVEL- 5	299,854	46,709	15.6	73,301	24.4	21,501	7.2	59,980	20.0	19,893	6.6
LEVEL- 6	64,106	14,648	22.9	22,408	35.0	7,804	12.2	18,916	29.5	7,289	11.4
LEVEL- 7	3,566	300	8.4	985	27.6	55	1.5	841	23.6	40	1.1
LEVEL- 8	546	69	12.6	98	17.9	25	4.6	75	13.7	24	4.4
LEVEL- 9	1,848	530	28.7	412	22.3	95	5.1	306	16.6	64	3.5
LEVEL-10	389	212	54.6	123	31.7	56	14.4	90	23.2	43	11.1
LEVEL-11	1,582	783	49.5	547	34.6	260	16.4	474	30.0	216	13.7
LEVEL-12	6,356	3,847	60.7	265	4.2	157	2.5	114	1.8	66	1.0
LEVEL-13	1,550	486	31.4	309	19.9	137	8.8	246	15.9	123	7.9
LEVEL-14	3,022	636	21.0	803	26.6	200	6.6	677	22.4	172	5.7
LEVEL-15	24,149	4,143	17.2	4,049	16.8	634	2.6	3,326	13.8	546	2.3
LEVEL-16	6,141	435	7.1	1,087	17.7	179	2.9	862	14.0	161	2.6
LEVEL-17	8,317	1,438	17.3	804	9.7	92	1.1	631	7.6	77	.9
LEVEL-18	6,352	314	4.9	565	8.9	52	.8	397	6.3	45	.7
LEVEL-19	1,722	88	5.1	319	18.5	30	1.7	257	14.9	28	1.6
LEVEL-20	3,627	114	3.1	285	7.9	20	.6	206	5.7	18	.5
LEVEL-21	1,848	44	2.4	246	13.3	12	.6	184	10.0	12	.6
LEVEL-22	1,089	33	3.0	120	11.0	8	.7	91	8.4	8	.7
LEVEL-23	1,103	12	1.1	130	11.8	4	.4	99	9.0	3	.3
LEVEL-24	682	5	.7	68	10.0	1	.1	45	6.6	1	.1
LEVEL-25	221	2	.9	25	11.3	2	.9	20	9.0	2	.9
LEVEL-26	346	5	1.4	35	10.1	1	.3	25	7.2		
LEVEL-27	198	1	.7	13	9.4			10	7.2		
LEVEL-28	37	1	2.7								
LEVEL-29	76			8	10.5			7	9.2		
LEVEL-30	40			4	10.0			4	10.0		
LEVEL-31	9			1	11.1						
LEVEL-32	1			1	100.0			1	100.0		
LEVEL-33	22										
LEVEL-34	5										
LEVEL-37	3										
AVERAGE SALARY	16,129	15,671		15,793		15,643		15,791		15,658	
RURAL CARRIERS	29,921	2,197	7.3	512	1.7	108	.4	241	.8	57	.2
AVERAGE SALARY	17,973	17,266		17,919		17,267		17,789		17,151	

ALL AGENCIES SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16,469	3.2	1,706	.2	861	.2	226		4,310	.8	677	.1	384,094	74.8	46,514	9.1	POSTAL FIELD
16,354	3.4	1,685	.3	829	.2	214		4,186	.9	659	.1	354,685	73.4	44,425	9.2	LEVELS 1 THRU 42
20	5.9	1	.3					1	.3	1	.3	181	53.6	24	7.1	LEVEL- 1
107	4.5	8	.3	4	.2			46	1.9	6	.3	1,095	46.1	99	4.2	LEVEL- 2
343	4.3	19	.2	15	.2			94	1.2	7	.1	4,422	55.2	178	2.2	LEVEL- 3
1,397	4.1	25	.1	32	.1	2		213	.6	11		17,249	50.8	596	1.8	LEVEL- 4
10,324	3.4	1,087	.4	461	.2	107		2,528	.8	409	.1	226,553	75.6	25,208	8.4	LEVEL- 5
2,615	4.1	354	.6	118	.2	23		756	1.2	138	.2	41,700	65.0	6,844	10.7	LEVEL- 6
90	2.5	9	.3	8	.2	2	.1	45	1.3	3	.1	2,581	72.4	245	6.9	LEVEL- 7
16	2.9	9		2	.4	1	.2	5	.9			448	82.1	44	8.1	LEVEL- 8
72	3.9	19	1.0	2	.1			32	1.7	12	.6	1,436	77.7	435	23.5	LEVEL- 9
16	4.1	5	1.3	3	.8	1	.3	13	3.4	7	1.8	266	68.6	156	40.2	LEVEL-10
50	3.2	30	1.9	4	.3	3	.2	19	1.2	11	.7	1,035	65.4	523	33.1	LEVEL-11
69	1.1	37	.6	58	.9	40	.6	10	.2	7	.1	6,091	96.0	3,690	58.2	LEVEL-12
39	2.5	7	.5	2	.1	2	.1	22	1.4	5	.3	1,241	80.1	349	22.5	LEVEL-13
78	2.6	13	.4	5	.2	1		43	1.4	14	.5	2,219	73.4	436	14.4	LEVEL-14
537	2.2	48	.2	45	.2	23	.1	139	.6	15	.1	20,100	83.2	3,509	14.5	LEVEL-15
158	2.6	11		9	.1	2		58	.9	5	.1	5,054	82.3	256	4.2	LEVEL-16
100	1.2	8	.1	24	.3	5	.1	49	.6	2		7,513	90.3	1,344	16.2	LEVEL-17
116	1.8	1		20	.3	2		31	.5	3		5,787	91.1	262	4.1	LEVEL-18
47	2.7	1	.1					15	.9	1	.1	1,403	81.5	58	3.4	LEVEL-19
59	1.6	1		4	.1			16	.4	1		3,342	92.1	94	2.6	LEVEL-20
43	2.3			4	.2			15	.8			1,602	86.7	32	1.7	LEVEL-21
20	1.8			1	.1			8	.7			969	89.0	25	2.3	LEVEL-22
16	1.5							15	1.4	1	.1	973	88.2	8	.7	LEVEL-23
12	1.8			5	.7			6	.9			614	90.0	4	.6	LEVEL-24
2	.9			1	.5			2	.9			196	88.7			LEVEL-25
5	1.4	1	.3	2	.6			3	.9			311	89.9	4	1.2	LEVEL-26
2	1.4							1	.7			125	90.6	1	.7	LEVEL-27
												37	100.0	1	2.7	LEVEL-28
								1	1.3			68	89.5			LEVEL-29
												36	90.0			LEVEL-30
												8	88.9			LEVEL-31
												22	100.0			LEVEL-32
												5	100.0			LEVEL-33
												3	100.0			LEVEL-37
15,773		15,409		16,131		15,613		15,871		15,517		16,250		15,693		AVERAGE SALARY
115	.4	21	.1	32	.1	12		124	.4	18	.1	29,409	98.3	2,089	7.0	RURAL CARRIERS
18,403		17,633		17,422		17,900		17,850		16,783		17,974		17,266		AVERAGE SALARY

TABLE 1-002

Minority Group Study of Full-Time Employment: November 30, 1977

ARCHITECT OF THE CAPITOL

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,247	592	26.3	912	40.8	442	19.7	905	40.3	441	19.6
TOTAL GEN SCHED & EQUIV	172	71	41.3	18	10.5	7	4.1	17	9.9	7	4.1
GS- 4	6	3	50.0	1	16.7	1	16.7	1	16.7	1	16.7
GS- 5	26	15	57.7	5	19.2	3	11.5	5	19.2	3	11.5
GS- 6	14	11	78.6	1	7.1	1	7.1	1	7.1	1	7.1
GS- 7	27	11	40.7	6	22.2	2	7.4	6	22.2	2	7.4
GS- 8	10	6	60.0	1	10.0	1	10.0	1	10.0	1	10.0
GS- 9	15	5	33.3	1	6.7	1	6.7	1	6.7	1	6.7
GS-10	24	14	58.3	2	8.3	1	4.2	1	4.2	1	4.2
GS-11	9	2	22.2	1	11.1	1	11.1	1	11.1	1	11.1
GS-12	10	2	20.0								
GS-13	18	2	11.1								
GS-14	6										
GS-15	7										
AVERAGE GRADE	8.86	7.54		6.94		6.14		6.76		6.14	
TOTAL WAGE SYSTEMS	1,483	432	29.1	798	53.7	420	28.3	795	53.8	420	28.3
REGULAR NONSUPERVISORY	1,270	407	32.0	729	57.4	395	31.1	728	57.3	395	31.1
WG- 2	411	402	97.8	394	95.9	391	95.1	394	95.9	391	95.1
WG- 3	56	3	5.4	44	78.6	3	5.4	44	78.6	3	5.4
WG- 4	238	1	.4	163	68.5	1	.4	163	68.5	1	.4
WG- 5	122	1	.8	61	50.0			61	50.0		
WG- 6	27			15	55.6			15	55.6		
WG- 7	19			12	63.2			12	63.2		
WG- 8	92			19	20.7			19	20.7		
WG- 9	57			4	7.0			4	7.0		
WG-10	164			9	5.5			9	5.5		
WG-11	55			4	7.3			3	5.5		
WG-12	29			4	13.8			4	13.8		
AVERAGE GRADE (WG)	5.27	2.02		3.32		2.01		3.31		2.01	
REGULAR LEADER	14			10	71.4			10	71.4		
WL- 3	5			4	80.0			4	80.0		
WL- 4	2			2	100.0			2	100.0		
WL- 5	4			4	100.0			4	100.0		
WL-10	1										
WL-11	1										
WL-12	1										
AVERAGE GRADE (WL)	5.43			4.00				4.00			
REGULAR SUPERVISORY	199	25	12.6	57	28.0	25	12.6	57	28.6	25	12.6
WS- 2	22	20	90.9	22	100.0	20	90.9	22	100.0	20	90.9
WS- 3	10	2	20.0	10	100.0	2	20.0	10	100.0	2	20.0
WS- 4	11	1	9.1	10	90.9	1	9.1	10	90.9	1	9.1
WS- 5	5			4	80.0			4	80.0		
WS- 6	8	1	12.5	5	62.5	1	12.5	5	62.5	1	12.5
WS- 7	7	1	14.3	3	42.9	1	14.3	3	42.9	1	14.3
WS- 8	29			2	6.9			2	6.9		
WS- 9	58			1	1.7			1	1.7		
WS-10	36										
WS-11	4										
WS-12	3										
WS-13	2										
WS-14	2										
WS-15	1										
WS-16	1										
AVERAGE GRADE (WS)	7.63	2.52		3.68		2.52		3.68		2.52	

ARCHITECT OF THE CAPITOL

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	.1			1				4	.2	1		1,335	59.4	150	6.7	TOTAL ALL PAY SYSTEMS
								1	.8			154	89.5	64	37.2	TOTAL GEN SCHED & EQUIV
												5	83.3	2	33.3	GS- 4
												21	80.8	12	48.2	GS- 5
												13	92.9	11	78.8	GS- 6
												21	77.8	9	33.3	GS- 7
												3	90.0	6	60.0	GS- 8
												14	93.3	5	33.3	GS- 9
								1	4.2			22	91.7	13	54.2	GS-10
												8	88.9	2	22.2	GS-11
												10	100.0	2	20.0	GS-12
												18	100.0	2	11.1	GS-13
												8	100.0			GS-14
												7	100.0			GS-15
								10.00				9.08		7.69		AVERAGE GRADE
				1	.1							687	48.3	12	.8	TOTAL WAGE SYSTEMS
				1	.1							541	42.6	12	.9	REGULAR NONSUPERVISORY
												17	4.1	11	2.7	WG- 2
												12	21.4			WG- 3
												75	31.5			WG- 4
												61	50.0	1	.8	WG- 5
												12	44.4			WG- 6
												7	36.8			WG- 7
												73	79.3			WG- 8
												53	93.0			WG- 9
				1	1.8							155	94.5			WG-10
												51	92.7			WG-11
												25	86.2			WG-12
				11.00								7.89		2.25		AVERAGE GRADE (WG)
												4	28.6			REGULAR LEADER
												1	20.0			WL- 3
																WL- 4
																WL- 5
												1	100.0			WL-10
												1	100.0			WL-11
												1	100.0			WL-12
												9.00				AVERAGE GRADE (WL)
												142	71.4			REGULAR SUPERVISORY
																WS- 2
																WS- 3
												1	9.1			WS- 4
												1	20.0			WS- 5
												3	37.5			WS- 6
												4	57.1			WS- 7
												27	93.1			WS- 8
												57	98.3			WS- 9
												36	100.0			WS-10
												4	100.0			WS-11
												3	100.0			WS-12
												2	100.0			WS-13
												2	100.0			WS-14
												1	100.0			WS-15
												1	100.0			WS-16
												9.22				AVERAGE GRADE (WS)

TABLE 1-002

Minority Group Study of Full-Time Employment: November 30, 1977

ARCHITECT OF THE CAPITOL

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	592	89	15.0	98	16.6	15	2.5	93	15.7	14	2.4
THRU \$ 7,999	8										
\$ 8,000-\$ 9,999	122	56	45.9	22	18.0	13	10.7	21	17.2	12	9.8
\$10,000-\$11,999	40	23	57.5	8	20.0	2	5.0	8	20.0	2	5.0
\$12,000-\$13,999	27	5	18.5	1	3.7			1	3.7		
\$14,000-\$15,999	16	3	18.8	3	18.8			3	18.8		
\$16,000-\$17,999	31	2	6.5	10	32.3			10	32.3		
\$18,000-\$19,999	78			45	57.7			44	56.4		
\$20,000-\$21,999	22			4	16.2			3	13.6		
\$22,000-\$23,999	14										
\$24,000-\$25,999	58			3	5.2			1	1.7		
\$26,000-\$27,999	107			2	1.9			2	1.9		
\$28,000-\$29,999	40										
\$30,000-\$31,999	4										
\$32,000-\$33,999	5										
\$34,000-\$35,999	2										
\$36,000-\$37,999	3										
\$38,000-\$39,999	1										
\$40,000-\$41,999	2										
\$42,000 AND OVER	12										
AVERAGE SALARY	19,689	10,124		16,143		9,267		15,946		9,286	

ARCHITECT OF THE CAPITOL

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	.3							3	.5	1	.2	494	83.4	74	12.5	TOTAL OTHER PAY SYSTEMS
								1	.8	1	.8	8	100.0			THRU \$ 7,999
												100	82.0	43	35.2	\$ 8,000-\$ 9,999
												32	80.0	21	52.5	\$10,000-\$11,999
												26	96.3	5	18.5	\$12,000-\$13,999
												13	81.3	3	18.8	\$14,000-\$15,999
												21	67.7	2	6.5	\$16,000-\$17,999
								1	1.3			33	42.3			\$18,000-\$19,999
								1	4.5			18	81.8			\$20,000-\$21,999
												14	100.0			\$22,000-\$23,999
2	3.4											55	94.8			\$24,000-\$25,999
												105	98.1			\$26,000-\$27,999
												40	100.0			\$28,000-\$29,999
												4	100.0			\$30,000-\$31,999
												5	100.0			\$32,000-\$33,999
												2	100.0			\$34,000-\$35,999
												3	100.0			\$36,000-\$37,999
												1	100.0			\$38,000-\$39,999
												2	100.0			\$40,000-\$41,999
												12	100.0			\$42,000 AND OVER
25,000								16,333		9,000		20,393		10,297		AVERAGE SALARY

COST ACCOUNTING STANDARDS BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	29	8	27.6	8	27.6	5	17.2	5	17.2	4	13.8
TOTAL GEN SCHED & EQUIV	28	8	28.6	8	28.6	5	17.9	5	17.9	4	14.3
GS- 7	3	2	66.7	3	100.0	2	66.7	3	100.0	2	66.7
GS- 8	4	4	100.0	3	75.0	3	75.0	2	50.0	2	50.0
GS-11	1	1	100.0								
GS-13	1										
GS-14	1										
GS-15	7			1	14.3						
GS-16	6	1	16.7	1	16.7						
GS-17	5										
AVERAGE GRADE	13.46	9.13		9.50		7.60		7.40		7.50	
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	50,000										

COST ACCOUNTING STANDARDS BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								3	10.3	1	3.4	21	72.4	3	10.3	TOTAL ALL PAY SYSTEMS
								3	10.7	1	3.8	20	71.4	3	10.7	TOTAL GEN SCHED & EQUIV
								1	25.0	1	25.0	1	25.0	1	25.0	GS- 7
												1	100.0	1	100.0	GS- 8
												1	100.0			GS-11
												1	100.0			GS-13
								1	14.3			6	85.7			GS-14
								1	16.7			5	83.3	1	16.7	GS-15
												5	100.0			GS-16
								13.00		8.00		15.05		11.67		GS-17
																AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												50,000				AVERAGE SALARY

GENERAL ACCOUNTING OFFICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4,935	1,426	28.9	800	16.2	500	10.1	684	13.9	466	9.4
TOTAL GEN SCHED & EQUIV	4,861	1,412	29.0	758	15.6	487	10.0	641	13.2	453	9.3
GS- 1	6	6	100.0	5	83.3	5	83.3	5	83.3	5	83.3
GS- 2	54	44	81.5	32	58.3	25	46.3	30	55.6	24	44.4
GS- 3	84	65	77.4	28	33.3	21	25.0	25	29.8	18	21.4
GS- 4	167	132	79.0	80	47.9	63	37.7	72	43.1	55	32.9
GS- 5	281	251	89.3	120	42.7	110	39.1	110	39.1	101	35.9
GS- 6	246	238	96.7	108	43.9	104	42.3	107	43.5	103	41.9
GS- 7	220	140	63.6	62	28.2	50	22.7	61	27.7	49	22.3
GS- 8	47	45	95.7	12	25.5	11	23.4	12	25.5	11	23.4
GS- 9	341	113	33.1	63	18.5	25	7.3	48	14.1	23	6.7
GS-10	7	5	71.4								
GS-11	571	167	29.2	94	16.5	35	6.1	68	11.9	30	5.3
GS-12	1,001	127	12.7	99	9.9	31	3.1	68	6.8	27	2.7
GS-13	826	51	6.2	32	3.9	5	.6	25	3.0	5	.6
GS-14	618	21	3.4	14	2.3	2	.3	7	1.1	2	.3
GS-15	309	6	1.9	5	1.6						
GS-16	44	1	2.3	1	2.3						
GS-17	29			1	3.4						
GS-18	10										
AVERAGE GRADE	10.83	7.32		7.62		6.28		7.19		6.26	
TOTAL WAGE SYSTEMS	55	13	23.6	42	76.4	12	21.8	42	76.4	12	21.8
REGULAR NONSUPERVISORY	23			16	69.6			16	69.6		
WG- 2	6			4	66.7			4	66.7		
WG- 5	12			10	83.3			10	83.3		
WG- 6	1			1	100.0			1	100.0		
WG- 8	1			1	100.0			1	100.0		
WG-10	3										
AVERAGE GRADE (WG)	5.04			4.50				4.50			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	5.00			5.00				5.00			
REGULAR SUPERVISORY	2			1	50.0			1	50.0		
WS- 1	1			1	100.0			1	100.0		
WS- 9	1										
AVERAGE GRADE (WS)	5.00			1.00				1.00			
OTHER WAGE SYSTEMS	29	13	44.8	24	82.8	12	41.4	24	82.8	12	41.4
\$ 8,000-\$ 9,999	3	1	33.3	2	66.7			2	66.7		
\$10,000-\$11,999	3	2	66.7	2	66.7	2	66.7	2	66.7	2	66.7
\$12,000-\$13,999	9	5	55.6	8	88.9	5	55.6	8	88.9	5	55.6
\$14,000-\$15,999	9	5	55.6	8	88.9	5	55.6	8	88.9	5	55.6
\$16,000-\$17,999	3			2	66.7			2	66.7		
\$18,000-\$19,999	2			2	100.0			2	100.0		
AVERAGE SALARY	13,866	13,269		14,108		13,608		14,108		13,608	
TOTAL OTHER PAY SYSTEMS	19	1	5.3	2	10.5	1	5.3	1	5.3	1	5.3
\$24,000-\$25,999	1										
\$32,000-\$33,999	2										
\$34,000-\$35,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$36,000-\$37,999	1										
\$38,000-\$39,999	6										
\$42,000 AND OVER	8			1	12.5						
AVERAGE SALARY	40,300	34,900		38,600		34,900		34,900		34,900	

GENERAL ACCOUNTING OFFICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
77	1.6	24	.5	2				37	.7	10	.2	4,135	83.8	926	18.8	TOTAL ALL PAY SYSTEMS
77	1.6	24	.5	2				36	.7	10	.2	4,105	84.4	925	19.0	TOTAL GEN SCHED & EQUIV
2	3.7	1	1.9									22	40.7	19	35.2	GS- 1
2	2.4	2	2.4					1	1.2	1	1.2	56	66.7	44	52.4	GS- 2
7	4.2	7	4.2					1	.6	1	.6	87	52.1	69	41.3	GS- 3
7	2.5	6	2.1					3	1.1	3	1.1	161	57.3	141	50.2	GS- 4
1	.4	1	.4									138	56.1	134	54.5	GS- 5
1	.5	1	.5									158	71.8	90	40.9	GS- 6
												35	74.5	34	72.3	GS- 7
11	3.2	2	.6					4	1.2			278	81.5	88	25.8	GS- 8
												7	100.0	5	71.4	GS- 9
19	3.3	3	.5	1	.2			6	1.1	2	.4	477	63.5	132	23.1	GS-10
17	1.7	1	.1					14	1.4	3	.3	902	90.1	96	9.6	GS-11
3	.4							4	.5			794	96.1	46	5.6	GS-12
5	.8			1	.2			1	.2			604	97.7	19	3.1	GS-13
1	.3							1	.3			304	98.4	6	1.9	GS-14
								1	2.3			43	97.7	1	2.3	GS-15
1	3.4											28	96.6			GS-16
												10	100.0			GS-17
9.60		5.92		12.60				10.81		8.00		11.43		7.88		AVERAGE GRADE
												13	23.6	1	1.8	TOTAL WAGE SYSTEMS
												7	30.4			REGULAR NONSUPERVISORY
												2	33.3			WG- 2
												2	16.7			WG- 5
																WG- 6
																WG- 8
												3	100.0			WG-10
												6.29				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 5
																AVERAGE GRADE (WL)
												1	50.0			REGULAR SUPERVISORY
												1	100.0			WS- 1
												9.00				WS- 9
																AVERAGE GRADE (WS)
												5	17.2	1	3.4	OTHER WAGE SYSTEMS
												1	33.3	1	33.3	\$ 8,000-\$ 9,999
												1	33.3			\$10,000-\$11,999
												1	11.1			\$12,000-\$13,999
												1	11.1			\$14,000-\$15,999
												1	33.3			\$16,000-\$17,999
																\$18,000-\$19,999
												12,700		9,200		AVERAGE SALARY
								1	5.3			17	89.5			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$24,000-\$25,999
												2	100.0			\$32,000-\$33,999
																\$34,000-\$35,999
												1	100.0			\$36,000-\$37,999
												6	100.0			\$38,000-\$39,999
								1	12.5			7	87.5			\$42,000 AND OVER
								42,300				40,500				AVERAGE SALARY

TABLE 1-005

Minority Group Study of Full-Time Employment: November 30, 1977

GOVERNMENT PRINTING OFFICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,383	2,047	27.7	3,985	54.0	1,448	19.6	3,881	52.6	1,424	19.3
TOTAL GEN SCHED & EQUIV	2,404	1,262	52.5	1,256	52.2	833	34.7	1,220	50.7	815	33.9
GS- 1	2			2	100.0			2	100.0		
GS- 2	16	14	87.5	12	75.0	10	62.5	12	75.0	10	62.5
GS- 3	250	182	72.8	180	72.0	134	53.6	177	70.8	133	53.2
GS- 4	365	245	67.1	277	75.9	185	50.7	271	74.2	182	49.9
GS- 5	457	330	72.2	311	68.1	227	49.7	304	66.5	223	48.8
GS- 6	265	195	73.6	198	74.7	142	53.6	191	72.1	136	51.3
GS- 7	185	120	64.9	102	55.1	69	37.3	99	53.5	68	36.8
GS- 8	54	34	63.0	27	50.0	21	38.9	26	48.1	20	37.0
GS- 9	148	69	46.6	49	33.1	21	14.2	48	32.4	21	14.2
GS-10	18	11	61.1	5	27.8	4	22.2	5	27.8	4	22.2
GS-11	120	33	27.5	32	26.7	14	11.7	30	25.0	13	10.8
GS-12	261	19	7.3	36	13.8	5	1.9	31	11.9	4	1.5
GS-13	133	9	6.8	17	12.8	1	.8	17	12.8	1	.8
GS-14	83	1	1.2	6	7.2			5	6.0		
GS-15	30			2	6.7			2	6.7		
GS-16	9										
GS-17	5										
GS-18	3										
AVERAGE GRADE	7.25	5.50		5.54		5.11		5.50		5.08	
TOTAL WAGE SYSTEMS	4,963	780	15.7	2,729	55.0	615	12.4	2,661	53.6	609	12.3
REGULAR NONSUPERVISORY	68	2	2.9	40	58.8	1	1.5	12	17.6	1	1.5
WG- 1	11	1	9.1	8	72.7	1	9.1	3	27.3	1	9.1
WG- 3	14			9	64.3			3	21.4		
WG- 4	16			10	62.5			2	12.5		
WG- 5	22	1	4.5	11	50.0			2	9.1		
WG- 6	2										
WG- 7	2			2	100.0			2	100.0		
WG- 9	1										
AVERAGE GRADE (WG)	3.85	3.00		3.60		1.00		3.67		1.00	
REGULAR LEADER	73	9	12.3	66	90.4	7	9.6	63	86.3	7	9.6
WL- 3	1			1	100.0						
WL- 4	1										
WL- 5	24	2	8.3	21	87.5	2	8.3	19	79.2	2	8.3
WL- 6	10	1	10.0	10	100.0	1	10.0	10	100.0	1	10.0
WL- 7	10			10	100.0			10	100.0		
WL- 8	19	5	26.3	16	84.2	3	15.8	16	84.2	3	15.8
WL- 9	7	1	14.3	7	100.0	1	14.3	7	100.0	1	14.3
WL-10	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	6.60	7.22		6.67		7.00		6.76		7.00	
REGULAR SUPERVISORY	48	7	14.6	42	87.5	7	14.6	41	85.4	7	14.6
WS- 4	1			1	100.0			1	100.0		
WS- 5	1			1	100.0						
WS- 6	5	2	40.0	5	100.0	2	40.0	5	100.0	2	40.0
WS- 7	17	3	17.6	14	82.4	3	17.6	14	82.4	3	17.6
WS- 8	8	1	12.5	8	100.0	1	12.5	8	100.0	1	12.5
WS- 9	8			6	75.0			6	75.0		
WS-10	5	1	20.0	5	100.0	1	20.0	5	100.0	1	20.0
WS-11	2			2	100.0			2	100.0		
WS-13	1										
AVERAGE GRADE (WS)	7.90	7.29		7.79		7.29		7.85		7.29	

GOVERNMENT PRINTING OFFICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
85	1.2	14	.3	4	.1	4	.1	15	.2	6	.1	3,398	46.0	598	8.1	TOTAL ALL PAY SYSTEMS
26	1.1	11	.5	3	.1	3	.1	7	.3	4	.2	1,148	47.8	429	17.8	TOTAL GEN SCHED & EQUIV
3	1.2	1	.4									4	25.0	4	25.0	GS- 1
6	1.6	3	.8									70	28.0	48	19.2	GS- 2
2	.4	1	.2									88	24.1	60	16.4	GS- 3
6	2.3	5	1.9	1	.2	1	.2	4	.9	2	.4	146	31.9	103	22.5	GS- 4
3	1.6	1	.5	1	.4	1	.4					67	25.3	53	20.0	GS- 5
												83	44.9	51	27.6	GS- 6
1	.7			1	1.9	1	1.9					27	50.0	13	24.1	GS- 7
												99	66.9	48	32.4	GS- 8
1	.8							1	.8	1	.8	13	72.2	7	38.9	GS- 9
4	1.5							1	.4	1	.4	88	73.3	19	15.8	GS-10
												225	86.2	14	5.4	GS-11
								1	1.2			116	87.2	8	6.0	GS-12
												77	92.8	1	1.2	GS-13
												28	93.3			GS-14
												9	100.0			GS-15
												5	100.0			GS-16
												3	100.0			GS-17
												9.13		6.25		GS-18
6.46		5.18		6.33		6.33		8.14		6.25						AVERAGE GRADE
59	1.2	3	.1	1		1		8	.2	2		2,234	45.0	185	3.3	TOTAL WAGE SYSTEMS
28	41.2											28	41.2	1	1.5	REGULAR NONSUPERVISORY
5	45.5											3	27.3			WG- 1
6	42.9											5	35.7			WG- 3
8	50.0											6	37.5			WG- 4
9	40.9											11	50.0	1	4.5	WG- 5
												2	100.0			WG- 6
												1	100.0			WG- 7
																WG- 9
3.57												4.21		5.00		AVERAGE GRADE (WG)
3	4.1											7	9.6	2	2.7	REGULAR LEADER
1	100.0											1	100.0			WL- 3
2	8.3											3	12.5			WL- 4
																WL- 5
																WL- 6
																WL- 7
												3	15.8	2	10.5	WL- 8
																WL- 9
																WL-10
4.67												6.00		8.00		AVERAGE GRADE (WL)
1	2.1											6	12.5			REGULAR SUPERVISORY
																WS- 4
																WS- 5
																WS- 6
												3	17.6			WS- 7
																WS- 8
												2	25.0			WS- 9
																WS-10
																WS-11
												1	100.0			WS-13
5.00												8.67				AVERAGE GRADE (WS)

GOVERNMENT PRINTING OFFICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	4,774	762	16.0	2,581	54.1	600	12.6	2,545	53.3	594	12.4
THRU \$ 7,999	22	2	9.1	18	81.8	2	9.1	18	81.8	2	9.1
\$ 8,000-\$ 9,999	38	11	28.9	24	63.2	3	7.9	23	60.5	3	7.9
\$10,000-\$11,999	139	36	25.9	112	80.6	23	16.5	109	78.4	22	15.8
\$12,000-\$13,999	1,111	291	26.2	1,048	94.3	281	25.3	1,042	93.8	279	25.1
\$14,000-\$15,999	865	327	37.8	713	82.4	232	26.8	708	81.8	229	26.5
\$16,000-\$17,999	155	18	11.6	104	67.1	15	9.7	102	65.8	15	9.7
\$18,000-\$19,999	80	7	8.8	37	46.3	5	6.3	34	42.5	5	6.3
\$20,000-\$21,999	126	5	4.0	39	31.0	3	2.4	39	31.0	3	2.4
\$22,000-\$23,999	1,962	63	3.2	442	22.5	35	1.8	427	21.8	35	1.8
\$24,000-\$25,999	148			30	20.3			29	19.6		
\$26,000-\$27,999	56			7	12.5			7	12.5		
\$28,000-\$29,999	40	1	2.5	4	10.0			4	10.0		
\$30,000-\$31,999	29			1	3.4			1	3.4		
\$32,000-\$33,999	2			1	50.0			1	50.0		
\$34,000-\$35,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
AVERAGE SALARY	18,308	14,427		15,524		14,165		15,491		14,174	
TOTAL OTHER PAY SYSTEMS	16	5	31.3								
\$10,000-\$11,999	2										
\$12,000-\$13,999	2	2	100.0								
\$14,000-\$15,999	3	1	33.3								
\$22,000-\$23,999	1	1	100.0								
\$24,000-\$25,999	5	1	20.0								
\$28,000-\$29,999	2										
\$36,000-\$37,999	1										
AVERAGE SALARY	20,819	17,520									

GOVERNMENT PRINTING OFFICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
27	.6	3	.1	1		1		8	.2	2		2,193	45.9	162	3.4	OTHER WAGE SYSTEMS	
1	2.6											4	18.2			THRU \$ 7,999	
3	2.2	1	.7									14	36.8	8	21.1	\$ 8,000-\$ 9,999	
3	.3											27	19.4	13	9.4	\$10,000-\$11,999	
4	.5	2	.2	1	.1	1	.1	3	.3	2	.2	63	5.7	10	.9	\$12,000-\$13,999	
2	1.3											152	17.6	95	11.0	\$14,000-\$15,999	
2	2.5											51	32.9	3	1.9	\$16,000-\$17,999	
												43	53.8	2	2.5	\$18,000-\$19,999	
11	.6											87	69.0	2	1.6	\$20,000-\$21,999	
1	.7							4	.2			1,520	77.5	28	1.4	\$22,000-\$23,999	
													79.7			\$24,000-\$25,999	
													49	87.5		\$26,000-\$27,999	
													36	90.0	1	2.5	\$28,000-\$29,999
													28	96.6		\$30,000-\$31,999	
													1	50.0		\$32,000-\$33,999	
																\$34,000-\$35,999	
17,881		13,000		14,100		14,100		18,513		13,050		21,584		15,401		AVERAGE SALARY	
													16	100.0	5	31.3	TOTAL OTHER PAY SYSTEMS
													2	100.0			\$10,000-\$11,999
													2	100.0	2	100.0	\$12,000-\$13,999
													3	100.0	1	33.3	\$14,000-\$15,999
													1	100.0	1	100.0	\$22,000-\$23,999
													5	100.0	1	20.0	\$24,000-\$25,999
													2	100.0			\$28,000-\$29,999
													1	100.0			\$36,000-\$37,999
												20,819		17,520			AVERAGE SALARY

TABLE 1-006

Minority Group Study of Full-Time Employment: November 30, 1977

US BOTANIC GARDENS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	56	8	14.3	2	3.6	1	1.8	1	1.8	1	1.8
TOTAL GEN SCHED & EQUIV	7	4	57.1								
GS- 5	2	2	100.0								
GS- 7	1	1	100.0								
GS- 8	1	1	100.0								
GS- 9	1										
GS-12	1										
GS-13	1										
AVERAGE GRADE	8.43	6.25									
TOTAL WAGE SYSTEMS	49	4	8.2	2	4.1	1	2.0	1	2.0	1	2.0
REGULAR NONSUPERVISORY	38	4	10.5	1	2.6	1	2.6	1	2.6	1	2.6
WG- 3	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
WG- 4	1										
WG- 5	2										
WG- 6	7	1	14.3								
WG- 7	15	1	6.7								
WG- 8	3										
WG- 9	5										
WG-10	3										
AVERAGE GRADE (WG)	7.00	4.75		3.00		3.00		3.00		3.00	
REGULAR SUPERVISORY	11			1	9.1						
WS- 6	5			1	20.0						
WS- 7	5										
WS-10	1										
AVERAGE GRADE (WS)	6.82			6.00							

US BOTANIC GARDENS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	1.8											54	96.4	7	12.5	TOTAL ALL PAY SYSTEMS
												7	100.0	4	57.1	TOTAL GEN SCHED & EQUIV
												2	100.0	2	100.0	GS- 5
												1	100.0	1	100.0	GS- 7
												1	100.0	1	100.0	GS- 8
												1	100.0			GS- 9
												1	100.0			GS-12
												1	100.0			GS-13
												8.43		6.25		AVERAGE GRADE
1	2.0											47	95.9	3	6.1	TOTAL WAGE SYSTEMS
												37	97.4	3	7.9	REGULAR NONSUPERVISORY
												1	50.0	1	50.0	WG- 3
												1	100.0			WG- 4
												2	100.0			WG- 5
												7	100.0	1	14.3	WG- 6
												15	100.0	1	6.7	WG- 7
												3	100.0			WG- 8
												5	100.0			WG- 9
												3	100.0			WG-10
												7.11		5.33		AVERAGE GRADE (WG)
1	9.1											10	90.9			REGULAR SUPERVISORY
1	20.0											4	80.0			WS- 6
												5	100.0			WS- 7
												1	100.0			WS-10
6.00												6.90				AVERAGE GRADE (WS)

TABLE 1-007

Minority Group Study of Full-Time Employment: November 30, 1977

US TAX COURT

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	157	97	61.8	22	14.0	12	7.6	20	12.7	10	6.4
TOTAL GEN SCHED & EQUIV	150	97	64.7	21	14.0	12	8.0	19	12.7	10	6.7
GS- 2	1			1	100.0			1	100.0		
GS- 3	5	5	100.0	1	20.0	1	20.0	1	20.0	1	20.0
GS- 4	9	7	77.8	2	22.2	1	11.1	2	22.2	1	11.1
GS- 5	10	9	90.0	4	40.0	3	30.0	4	40.0	3	30.0
GS- 6	8	5	62.5	4	50.0	2	25.0	4	50.0	2	25.0
GS- 7	19	15	78.9	4	21.1	1	5.3	4	21.1	1	5.3
GS- 8	20	20	100.0	1	5.0	1	5.0	1	5.0	1	5.0
GS- 9	30	25	83.3	4	13.3	3	10.0	2	6.7	1	3.3
GS-10	1	1	100.0								
GS-11	12	4	33.3								
GS-12	18	1	5.6								
GS-13	11	3	27.3								
GS-14	1	1	100.0								
GS-15	2	1	50.0								
GS-16	1										
GS-17	1										
GS-18	1										
AVERAGE GRADE	8.73	7.65		6.14		6.33		5.84		5.80	
TOTAL WAGE SYSTEMS	2			1	50.0			1	50.0		
REGULAR NONSUPERVISORY	2			1	50.0			1	50.0		
WG- 7	1										
WG- 9	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	8.00			9.00				9.00			
TOTAL OTHER PAY SYSTEMS	5										
\$36,000-\$37,999	5										
AVERAGE SALARY	37,800										

US TAX COURT

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	.6	1	.6					1	.6	1	.6	135	86.0	85	54.1	TOTAL ALL PAY SYSTEMS
1	.7	1	.7					1	.7	1	.7	129	86.0	85	56.7	TOTAL GEN SCHED & EQUIV
												4	80.0	4	80.0	GS- 2
												7	77.8	6	66.7	GS- 3
												6	60.0	6	60.0	GS- 4
												4	50.0	3	37.5	GS- 5
												15	78.9	14	73.7	GS- 6
												19	95.0	19	95.0	GS- 7
1	3.3	1	3.3					1	3.3	1	3.3	26	86.7	22	73.3	GS- 8
												1	100.0	1	100.0	GS- 9
												12	100.0	4	33.3	GS-10
												18	100.0	1	5.6	GS-11
												11	100.0	3	27.3	GS-12
												1	100.0	1	100.0	GS-13
												2	100.0	1	50.0	GS-14
												1	100.0			GS-15
												1	100.0			GS-16
												1	100.0			GS-17
												1	100.0			GS-18
9.00		9.00						9.00		9.00		9.16		7.84		AVERAGE GRADE
												1	50.0			TOTAL WAGE SYSTEMS
												1	50.0			REGULAR NONSUPERVISORY
												1	100.0			WG- 7
																WG- 9
												7.00				AVERAGE GRADE (WG)
												5	100.0			TOTAL OTHER PAY SYSTEMS
												5	100.0			\$36,000-\$37,999
												37,800				AVERAGE SALARY

TABLE 1-008

Minority Group Study of Full-Time Employment: November 30, 1977

FEDERAL COURTS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	332	175	52.7	101	30.4	69	20.8	92	27.7	64	19.3
TOTAL GEN SCHED & EQUIV	305	171	56.1	89	29.2	69	22.6	80	26.2	64	21.0
GS- 1	1	1	100.0								
GS- 2	5	3	60.0	2	40.0			2	40.0		
GS- 3	8	7	87.5	2	25.0	2	25.0	2	25.0	2	25.0
GS- 4	20	18	90.0	13	65.0	13	65.0	13	65.0	13	65.0
GS- 5	26	17	65.4	13	50.0	10	38.5	12	46.2	9	34.6
GS- 6	32	29	90.6	16	50.0	15	46.9	15	46.9	14	43.8
GS- 7	48	39	81.3	19	39.6	17	35.4	18	37.5	16	33.3
GS- 8	20	16	80.0	6	30.0	5	25.0	5	25.0	4	20.0
GS- 9	24	17	70.8	6	25.0	3	12.5	6	25.0	3	12.5
GS-10	5	5	100.0								
GS-11	16	8	50.0	3	18.8	2	12.5	3	18.8	2	12.5
GS-12	31	5	16.1	4	12.9	1	3.2	2	6.5	1	3.2
GS-13	25	1	4.0	4	16.0	1	4.0	1	4.0		
GS-14	22	5	22.7	1	4.5			1	4.5		
GS-15	17										
GS-16	1										
GS-17	3										
GS-18	1										
AVERAGE GRADE	8.92	6.98		6.80		6.25		6.45		6.13	
TOTAL WAGE SYSTEMS	20	1	5.0	12	60.0			12	60.0		
REGULAR NONSUPERVISORY	14	1	7.1	10	71.4			10	71.4		
WG- 1	1			1	100.0			1	100.0		
WG- 5	5	1	20.0	4	80.0			4	80.0		
WG- 6	2			2	100.0			2	100.0		
WG- 7	1			1	100.0			1	100.0		
WG- 8	2			2	100.0			2	100.0		
WG- 9	1										
WG-14	2										
AVERAGE GRADE (WG)	7.00	5.00		5.60				5.60			
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 4	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	4.00			4.00				4.00			
OTHER WAGE SYSTEMS	5			1	20.0			1	20.0		
\$12,000-\$13,999	1			1	100.0			1	100.0		
\$14,000-\$15,999	2										
\$16,000-\$17,999	2										
AVERAGE SALARY	15,920			13,000				13,000			
TOTAL OTHER PAY SYSTEMS	7	3	42.9								
\$ 8,000-\$ 9,999	1	1	100.0								
\$12,000-\$13,999	1	1	100.0								
\$16,000-\$17,999	1	1	100.0								
\$ 2,000-\$23,999	1										
\$24,000-\$25,999	1										
\$36,000-\$37,999	1										
\$40,000-\$41,999	1										
AVERAGE SALARY	23,143	13,067									

FEDERAL COURTS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
6	1.8	3	.9					3	.9	2	.6	231	69.8	106	31.9	TOTAL ALL PAY SYSTEMS
6	2.0	3	1.0					3	1.0	2	.7	216	70.8	102	33.4	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 1
												3	60.0	3	60.0	GS- 2
												6	75.0	5	62.5	GS- 3
												7	35.0	5	25.0	GS- 4
1	3.8	1	3.8									13	50.0	7	28.9	GS- 5
								1	3.1	1	3.1	16	50.0	14	43.8	GS- 6
1	5.0	1	5.0					1	2.1	1	2.1	29	60.4	22	45.8	GS- 7
												14	70.0	11	55.0	GS- 8
												18	75.0	14	58.3	GS- 9
												5	100.0	5	100.0	GS-10
2	6.5											13	81.3	6	37.5	GS-11
2	8.0	1	4.0					1	4.0			27	87.1	4	12.9	GS-12
												21	84.0			GS-13
												21	85.5	5	22.7	GS-14
												17	100.0			GS-15
												1	100.0			GS-16
												3	100.0			GS-17
												1	100.0			GS-18
10.50		8.67						8.67		6.50		9.79		7.48		AVERAGE GRADE
												8	40.0	1	5.0	TOTAL WAGE SYSTEMS
												4	38.8	1	7.1	REGULAR NONSUPERVISORY
												1	20.0	1	20.0	WG- 1
																WG- 5
																WG- 6
																WG- 7
																WG- 8
												1	100.0			WG- 9
												2	100.0			WG-14
												10.50		5.00		AVERAGE GRADE (WG)
																REGULAR SUPERVISORY
																WS- 4
																AVERAGE GRADE (WS)
												4	80.0			OTHER WAGE SYSTEMS
												2	100.0			\$12,000-\$13,999
												2	100.0			\$14,000-\$15,999
												16,650				\$16,000-\$17,999
																AVERAGE SALARY
												7	100.0	3	42.9	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$ 8,000-\$ 9,999
												1	100.0	1	100.0	\$12,000-\$13,999
												1	100.0	1	100.0	\$15,000-\$17,999
												1	100.0			\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
												1	100.0			\$36,000-\$37,999
												1	100.0			\$40,000-\$41,999
												23,143		13,067		AVERAGE SALARY

TABLE 1-009

Minority Group Study of Full-Time Employment: November 30, 1977

COUNCIL OF ECONOMIC ADVISORS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	29	19	65.5	4	13.8	2	6.9	4	13.8	2	6.9
TOTAL GEN SCHED & EQUIV	16	14	87.5	4	25.0	2	12.5	4	25.0	2	12.5
GS- 6	1			1	100.0			1	100.0		
GS- 7	1			1	100.0			1	100.0		
GS- 8	1	1	100.0								
GS- 9	3	3	100.0								
GS-10	3	3	100.0								
GS-11	5	5	100.0	2	40.0	2	40.0	2	40.0	2	40.0
GS-12	1	1	100.0								
GS-14	1	1	100.0								
AVERAGE GRADE	9.94	10.43		8.75		11.00		8.75		11.00	
TOTAL OTHER PAY SYSTEMS	13	5	38.5								
\$14,000-\$15,999	4	2	50.0								
\$16,000-\$17,999	1										
\$18,000-\$19,999	1										
\$20,000-\$23,999	1										
\$24,000-\$27,999	1	1	100.0								
\$28,000-\$31,999	1	1	100.0								
\$32,000-\$35,999	1	1	100.0								
\$36,000-\$39,999	1	1	100.0								
\$40,000 AND OVER	2										
AVERAGE SALARY	27,115	26,600									

COUNCIL OF ECONOMIC ADVISORS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												25	86.2	17	58.8	TOTAL ALL PAY SYSTEMS
												12	75.0	12	75.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 6
												3	100.0	3	100.0	GS- 7
												3	100.0	3	100.0	GS- 8
												3	100.0	3	100.0	GS- 9
												3	60.0	3	60.0	GS-10
												1	100.0	1	100.0	GS-11
												1	100.0	1	100.0	GS-12
												1	100.0	1	100.0	GS-14
												10.33		10.33		AVERAGE GRADE
												13	100.0	5	38.5	TOTAL OTHER PAY SYSTEMS
												4	100.0	2	50.0	\$14,000-\$15,999
												1	100.0			\$16,000-\$17,999
												1	100.0			\$18,000-\$19,999
												1	100.0			\$20,000-\$29,999
												1	100.0	1	100.0	\$32,000-\$33,999
												2	100.0	1	50.0	\$34,000-\$35,999
												1	100.0	1	100.0	\$36,000-\$37,999
												2	100.0			\$42,000 AND OVER
												27,115		26,600		AVERAGE SALARY

COUNCIL ON ENVIRONMENTAL QUALITY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5	1	20.0								
TOTAL GEN SCHED & EQUIV	4	1	25.0								
GS- 7	2	1	50.0								
GS-15	2										
AVERAGE GRADE	11.00	7.00									
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

COUNCIL ON ENVIRONMENTAL QUALITY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												5	100.0	1	20.0	TOTAL ALL PAY SYSTEMS
												4	100.0	1	25.0	TOTAL GEN SCHED & EQUIV
												2	100.0	1	50.0	GS- 7
												2	100.0			GS-15
												11.00		7.00		AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

COUNCIL ON WAGE AND PRICE STABILITY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3	1	33.3								
TOTAL GEN SCHED & EQUIV	3	1	33.3								
GS- 9	1	1	100.0								
GS-15	1										
GS-16	1										
AVERAGE GRADE	13.33	9.00									

COUNCIL ON WAGE AND PRICE STABILITY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												3	100.0	1	33.3	TOTAL ALL PAY SYSTEMS
												3	100.0	1	33.3	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 9
												1	100.0			GS-15
												1	100.0			GS-16
												13.33		9.00		AVERAGE GRADE

TABLE 1-012

Minority Group Study of Full-Time Employment: November 30, 1977

DOMESTIC COUNCIL

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	32	19	59.4	7	21.9	4	12.5	6	18.8	3	9.4
TOTAL OTHER PAY SYSTEMS	32	19	59.4	7	21.9	4	12.5	6	18.8	3	9.4
\$ 8,000-\$ 9,999	1										
\$12,000-\$13,999	3	3	100.0	1	33.3	1	33.3	1	33.3	1	33.3
\$14,000-\$15,999	5	5	100.0								
\$16,000-\$17,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$18,000-\$19,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$24,000-\$25,999	1	1	100.0								
\$26,000-\$27,999	2			1	50.0			1	50.0		
\$30,000-\$31,999	2	2	100.0								
\$32,000-\$33,999	4	1	25.0	2	50.0			2	50.0		
\$36,000-\$37,999	2	2	100.0								
\$38,000-\$39,999	1										
\$42,000 AND OVER	8	2	25.0	1	12.5	1	12.5				
AVERAGE SALARY	29,144	24,132		27,000		23,475		24,000		16,300	

DOMESTIC COUNCIL

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	3.1	1	3.1									25	78.1	15	48.9	TOTAL ALL PAY SYSTEMS
1	3.1	1	3.1									25	78.1	15	48.9	TOTAL OTHER PAY SYSTEMS
												1	100.0			\$ 8,000-\$ 9,999
												2	66.7	2	66.7	\$12,000-\$13,999
												5	100.0	5	100.0	\$14,000-\$15,999
												1	50.0	1	50.0	\$16,000-\$17,999
												1	100.0	1	100.0	\$18,000-\$19,999
												1	50.0			\$24,000-\$25,999
												2	100.0	2	100.0	\$26,000-\$27,999
												2	50.0	1	25.0	\$30,000-\$31,999
												2	100.0	2	100.0	\$32,000-\$33,999
												1	100.0			\$36,000-\$37,999
												7	87.5	1	12.5	\$38,000-\$39,999
1	12.5	1	12.5									29,744		24,307		\$42,000 AND OVER
45,000		45,000														AVERAGE SALARY

TABLE 1-013

Minority Group Study of Full-Time Employment: November 30, 1977

EXECUTIVE MANSION AND GROUNDS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	81	17	21.0	29	35.8	6	7.4	24	29.6	6	7.4
TOTAL WAGE SYSTEMS	33			5	15.2			4	12.1		
OTHER WAGE SYSTEMS	33			5	15.2			4	12.1		
\$10,000-\$11,999	1										
\$12,000-\$13,999	2			2	100.0			2	100.0		
\$14,000-\$15,999	9			2	22.2			2	22.2		
\$16,000-\$17,999	3			1	33.3						
\$18,000-\$19,999	8										
\$20,000-\$21,999	4										
\$22,000-\$23,999	6										
AVERAGE SALARY	17,867			14,760				14,225			
TOTAL OTHER PAY SYSTEMS	48	17	35.4	24	50.0	6	12.5	20	41.7	6	12.5
THRU \$ 7,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$ 8,000-\$ 9,999	10	6	60.0	3	30.0	2	20.0	3	30.0	2	20.0
\$10,000-\$11,999	13	5	38.5	9	69.2	2	15.4	7	53.8	2	15.4
\$12,000-\$13,999	5	1	20.0	4	80.0	1	20.0	2	40.0	1	20.0
\$14,000-\$15,999	6	1	16.7	4	66.7			4	66.7		
\$16,000-\$17,999	3	1	33.3	1	33.3			1	33.3		
\$18,000-\$19,999	2										
\$20,000-\$21,999	2	1	50.0	1	50.0			1	50.0		
\$22,000-\$23,999	2										
\$24,000-\$25,999	1	1	100.0								
\$28,000-\$29,999	1										
\$34,000-\$35,999	1										
AVERAGE SALARY	13,929	12,188		12,092		10,233		12,165		10,233	

EXECUTIVE MANSION AND GROUNDS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
				1	1.2			4	4.9			52	64.2	11	13.6	TOTAL ALL PAY SYSTEMS
				1	3.0							28	84.8			TOTAL WAGE SYSTEMS
				1	3.0							28	84.8			OTHER WAGE SYSTEMS
												1	100.0			\$10,000-\$11,999
												7	77.8			\$12,000-\$13,999
												2	66.7			\$14,000-\$15,999
				1	33.3							8	100.0			\$16,000-\$17,999
												4	100.0			\$18,000-\$19,999
												6	100.0			\$20,000-\$21,999
				16,900								18,421				\$22,000-\$23,999
																AVERAGE SALARY
								4	8.3			24	50.0	11	22.9	TOTAL OTHER PAY SYSTEMS
												7	70.0	4	40.0	THRU \$ 7,999
								2	15.4			4	30.8	3	23.1	\$ 8,000-\$ 9,999
								2	40.0			1	20.0			\$10,000-\$11,999
												2	33.3	1	16.7	\$12,000-\$13,999
												2	66.7	1	33.3	\$14,000-\$15,999
												2	100.0			\$16,000-\$17,999
												1	50.0	1	50.0	\$18,000-\$19,999
												2	100.0			\$20,000-\$21,999
												1	100.0	1	100.0	\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
												1	100.0			\$26,000-\$29,999
												1	100.0			\$28,000-\$29,999
								11,725				15,787		13,255		\$34,000-\$35,999
																AVERAGE SALARY

TABLE 1-014

Minority Group Study of Full-Time Employment: November 30, 1977

NATIONAL SECURITY COUNCIL

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	56	34	60.7	8	14.3	3	5.4	8	14.3	3	5.4
TOTAL GEN SCHED & EQUIV	56	34	60.7	8	14.3	3	5.4	8	14.3	3	5.4
GS- 5	1			1	100.0			1	100.0		
GS- 6	3	2	66.7								
GS- 7	4	3	75.0	1	25.0			1	25.0		
GS- 8	10	9	90.0	2	20.0	1	10.0	2	20.0	1	10.0
GS- 9	9	8	88.9	2	22.2	2	22.2	2	22.2	2	22.2
GS-10	7	6	85.7								
GS-11	3	3	100.0								
GS-12	1			1	100.0			1	100.0		
GS-13	4	2	50.0								
GS-14	2	1	50.0								
GS-15	3			1	33.3			1	33.3		
GS-16	4										
GS-18	5										
AVERAGE GRADE	10.82	9.12		9.13		8.67		9.12		8.67	

NATIONAL SECURITY COUNCIL

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												48	85.7	31	55.4	TOTAL ALL PAY SYSTEMS
												48	85.7	31	55.4	TOTAL GEN SCHED & EQUIV
												3	100.0	2	66.7	GS- 5
												3	75.0	3	75.0	GS- 6
												8	80.0	8	80.0	GS- 7
												7	77.8	6	66.7	GS- 8
												7	100.0	6	85.7	GS- 9
												3	100.0	3	100.0	GS-10
																GS-11
												4	100.0	2	50.0	GS-12
												2	100.0	1	50.0	GS-13
												2	66.7			GS-14
												4	100.0			GS-15
												5	100.0			GS-16
												11.10		9.16		GS-18
																AVERAGE GRADE

OFFICE OF DRUG ABUSE POLICY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9	6	66.7	1	11.1	1	11.1	1	11.1	1	11.1
TOTAL GEN SCHED & EQUIV	9	6	66.7	1	11.1	1	11.1	1	11.1	1	11.1
GS-7	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-9	1	1	100.0								
GS-10	2	2	100.0								
GS-11	1	1	100.0								
GS-13	1	1	100.0								
GS-15	2										
GS-18	1										
AVERAGE GRADE	12.00	10.00		7.00		7.00		7.00		7.00	

OFFICE OF DRUG ABUSE POLICY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												8	88.9	5	55.0	TOTAL ALL PAY SYSTEMS
												8	88.9	5	55.6	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS-7
												2	100.0	2	100.0	GS-9
												1	100.0	1	100.0	GS-10
												1	100.0	1	100.0	GS-11
												2	100.0			GS-13
												1	100.0			GS-15
												1	100.0			GS-18
												12.63		10.60		AVERAGE GRADE

TABLE 1-016

Minority Group Study of Full-Time Employment: November 30, 1977

OFFICE OF MANAGEMENT AND BUDGET

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	582	258	44.3	153	26.3	94	16.2	142	24.4	90	15.5
TOTAL GEN SCHED & EQUIV	562	255	45.4	134	23.8	82	16.4	124	22.1	88	15.7
GS- 2	1			1	100.0			1	100.0		
GS- 3	3	3	100.0	3	100.0	3	100.0	3	100.0	3	100.0
GS- 4	6	4	66.7	3	50.0	2	33.3	3	50.0	2	33.3
GS- 5	9	8	88.9	5	55.6	4	44.4	5	55.6	4	44.4
GS- 6	24	20	83.3	10	41.7	6	25.0	10	41.7	6	25.0
GS- 7	66	58	87.9	38	57.6	36	54.5	36	54.5	34	51.5
GS- 8	47	45	95.7	18	38.3	16	34.0	18	38.3	16	34.0
GS- 9	36	32	88.9	11	30.6	10	27.8	11	30.6	10	27.8
GS-10	12	11	91.7	3	25.0	2	16.7	3	25.0	2	16.7
GS-11	25	12	48.0	6	24.0	3	12.0	6	24.0	3	12.0
GS-12	43	20	46.5	7	16.3	5	11.6	6	14.0	4	9.3
GS-13	57	17	29.8	8	14.0	2	3.5	6	10.5	2	3.5
GS-14	60	12	20.0	5	8.3	2	3.3	4	6.7	1	1.7
GS-15	112	10	8.9	11	9.8	1	.9	9	8.0	1	.9
GS-16	35			4	11.4			3	8.6		
GS-17	15	3	20.0	1	6.7						
GS-18	11										
AVERAGE GRADE	11.69	9.06		9.68		7.88		8.77		7.78	
TOTAL WAGE SYSTEMS	19	2	10.5	19	100.0	2	10.5	18	94.7	2	10.5
REGULAR NONSUPERVISORY	10	1	10.0	10	100.0	1	10.0	9	90.0	1	10.0
WG- 2	1			1	100.0						
WG- 4	2			2	100.0			2	100.0		
WG- 5	5	1	20.0	5	100.0	1	20.0	5	100.0	1	20.0
WG- 6	2			2	100.0			2	100.0		
AVERAGE GRADE (WG)	4.70	5.00		4.70		5.00		5.00		5.00	
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	6.00			6.00				6.00			
OTHER WAGE SYSTEMS	8	1	12.5	8	100.0	1	12.5	8	100.0	1	12.5
\$10,000-\$11,999	1			1	100.0			1	100.0		
\$12,000-\$13,999	1			1	100.0			1	100.0		
\$16,000-\$17,999	5	1	20.0	5	100.0	1	20.0	5	100.0	1	20.0
\$18,000-\$19,999	1			1	100.0			1	100.0		
AVERAGE SALARY	15,738	16,200		15,738		16,200		15,738		16,200	
TOTAL OTHER PAY SYSTEMS	1	1	100.0								
\$28,000-\$29,999	1	1	100.0								
AVERAGE SALARY	28,600	28,600									

OFFICE OF MANAGEMENT AND BUDGET

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
6	1.0	2	.3					5	.9	2	.3	429	73.7	164	28.2	TOTAL ALL PAY SYSTEMS
5	.9	2	.4					5	.9	2	.4	428	76.2	163	29.0	TOTAL GEN SCHED & EQUIV
												3	50.0	2	33.3	GS- 2
												4	44.4	4	44.4	GS- 3
												14	58.3	14	58.3	GS- 4
												28	42.4	22	33.3	GS- 5
1	1.5	1	1.5					1	1.5	1	1.5	29	61.7	29	61.7	GS- 6
												25	69.4	22	61.1	GS- 7
												9	75.0	9	75.0	GS- 8
												19	76.0	9	36.0	GS- 9
1	2.3	1	2.3									36	83.7	15	34.9	GS-10
1	1.8							1	1.8			49	86.0	15	26.3	GS-11
								1	1.7	1	1.7	55	91.7	10	16.7	GS-12
1	.9							1	.9			101	90.2	9	8.0	GS-13
1	2.8											31	88.6			GS-14
								1	6.7			14	93.3	3	20.0	GS-15
												11	100.0			GS-16
12.60		9.50						13.20		10.50		12.51		9.73		GS-17
																GS-18
																AVERAGE GRADE
1	5.3															TOTAL WAGE SYSTEMS
1	10.0															REGULAR NONSUPERVISORY
1	100.0															WG- 2
																WG- 4
																WG- 5
																WG- 6
2.00																AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 6
																AVERAGE GRADE (WL)
																OTHER WAGE SYSTEMS
																\$10,000-\$11,999
																\$12,000-\$13,999
																\$16,000-\$17,999
																\$18,000-\$19,999
																AVERAGE SALARY
												1	100.0	1	100.0	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$28,000-\$29,999
												28,600		28,600		AVERAGE SALARY

OFFICE OF SCIENCE AND TECHNOLOGY POLICY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12	9	75.0	2	16.7	2	16.7	2	16.7	2	16.7
TOTAL GEN SCHED & EQUIV	12	9	75.0	2	16.7	2	16.7	2	16.7	2	16.7
GS- 7	4	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0
GS- 9	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-10	1	1	100.0								
GS-11	2	2	100.0								
GS-13	1	1	100.0								
GS-15	3										
AVERAGE GRADE	10.58	9.11		8.00		8.00		8.00		8.00	

OFFICE OF SCIENCE AND TECHNOLOGY POLICY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												10	83.3	7	58.3	TOTAL ALL PAY SYSTEMS
												10	83.3	7	58.3	TOTAL GEN SCHED & EQUIV
												3	75.0	3	75.0	GS- 7
												1	100.0	1	100.0	GS- 9
												2	100.0	2	100.0	GS-10
												1	100.0	1	100.0	GS-11
												3	100.0			GS-13
												11.10		9.43		GS-15
																AVERAGE GRADE

TABLE 1-018

Minority Group Study of Full-Time Employment: November 30, 1977

OFFICE OF TELECOMMUNICATIONS POLICY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	41	19	46.3	7	17.1	5	12.2	5	12.2	3	7.3
TOTAL GEN SCHED & EQUIV	36	19	52.8	6	16.7	5	13.9	4	11.1	3	8.3
GS- 3	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 4	2	2	100.0								
GS- 7	1			1	100.0			1	100.0		
GS- 8	5	5	100.0	3	60.0	3	60.0	2	40.0	2	40.0
GS- 9	3	3	100.0								
GS-10	3	3	100.0	1	33.3	1	33.3				
GS-11	2	2	100.0								
GS-12	1	1	100.0								
GS-14	4	2	50.0								
GS-15	11										
GS-17	2										
GS-18	1										
AVERAGE GRADE	11.72	8.95		7.33		7.40		6.50		6.33	
TOTAL WAGE SYSTEMS	1			1	100.0			1	100.0		
REGULAR NONSUPERVISORY	1			1	100.0			1	100.0		
WG- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	7.00			7.00				7.00			
TOTAL OTHER PAY SYSTEMS	4										
\$20,000-\$21,999	1										
\$30,000-\$31,999	1										
\$42,000 AND OVER	2										
AVERAGE SALARY	37,175										

TABLE 1-019

Minority Group Study of Full-Time Employment: November 30, 1977

OFFICE OF THE VICE PRESIDENT

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23	13	56.5	3	13.0	1	4.3	3	13.0	1	4.3
TOTAL OTHER PAY SYSTEMS	23	13	56.5	3	13.0	1	4.3	3	13.0	1	4.3
\$ 8,000-\$ 9,999	1										
\$10,000-\$11,999	1	1	100.0								
\$12,000-\$13,999	1			1	100.0			1	100.0		
\$14,000-\$15,999	5	5	100.0	1	20.0	1	20.0	1	20.0	1	20.0
\$20,000-\$21,999	1	1	100.0								
\$22,000-\$23,999	1										
\$24,000-\$25,999	2	2	100.0								
\$26,000-\$27,999	1	1	100.0								
\$32,000-\$33,999	2	1	50.0								
\$40,000-\$41,999	1			1	100.0			1	100.0		
\$42,000 AND OVER	7	2	28.6								
AVERAGE SALARY	30,130	24,538		23,000		15,000		23,000		15,000	

OFFICE OF THE VICE PRESIDENT

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												20	87.0	12	52.2	TOTAL ALL PAY SYSTEMS
												20	87.0	12	52.2	TOTAL OTHER PAY SYSTEMS
												1	100.0			\$ 8,000-\$ 9,999
												1	100.0	1	100.0	\$10,000-\$11,999
																\$12,000-\$13,999
												4	80.0	4	80.0	\$14,000-\$15,999
												1	100.0	1	100.0	\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												2	100.0	2	100.0	\$24,000-\$25,999
												1	100.0	1	100.0	\$26,000-\$27,999
												2	100.0	1	50.0	\$32,000-\$33,999
																\$40,000-\$41,999
												7	100.0	2	28.6	\$42,000 AND OVER
												31,200		25,333		AVERAGE SALARY

TABLE 1-020

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE HOUSE OFFICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	429	240	55.9	109	25.4	42	9.8	96	22.4	37	8.6
TOTAL GEN SCHED & EQUIV	231	117	50.6	83	35.9	21	9.1	73	31.6	18	7.8
GS- 3	2			2	100.0			2	100.0		
GS- 4	8	1	12.5	7	87.5			4	50.0		
GS- 5	17	7	41.2	12	70.6	3	17.6	10	58.8	3	17.6
GS- 6	38	14	36.8	26	68.4	7	18.4	24	63.2	6	15.8
GS- 7	48	33	68.8	15	31.3	4	8.3	14	29.2	3	6.3
GS- 8	28	17	60.7	6	21.4	3	10.7	6	21.4	3	10.7
GS- 9	27	12	44.4	9	33.3	1	3.7	8	29.6	1	3.7
GS-10	15	10	66.7	3	20.0	2	13.3	2	13.3	1	6.7
GS-11	20	13	65.0	3	15.0	1	5.0	3	15.0	1	5.0
GS-12	5	3	60.0								
GS-13	9	5	55.6								
GS-14	7	2	28.6								
GS-15	4										
GS-16	2										
GS-18	1										
AVERAGE GRADE	8.26	8.29		6.59		7.10		6.67		7.00	
TOTAL OTHER PAY SYSTEMS	198	123	62.1	26	13.1	21	10.6	23	11.6	19	9.6
\$ 8,000-\$ 9,999	3	1	33.3								
\$10,000-\$11,999	5	5	100.0	2	40.0	2	40.0	2	40.0	2	40.0
\$12,000-\$13,999	16	11	68.8	6	37.5	6	37.5	6	37.5	6	37.5
\$14,000-\$15,999	10	9	90.0	1	10.0	1	10.0	1	10.0	1	10.0
\$16,000-\$17,999	13	11	84.6								
\$18,000-\$19,999	24	23	95.8	4	16.7	3	12.5	3	12.5	2	8.3
\$20,000-\$21,999	16	14	87.5	1	6.3	1	6.3	1	6.3	1	6.3
\$22,000-\$23,999	4	3	75.0	2	50.0	2	50.0	2	50.0	2	50.0
\$24,000-\$25,999	7	6	85.7	2	28.6	1	14.3	2	28.6	1	14.3
\$26,000-\$27,999	10	8	80.0	2	20.0	2	20.0	1	10.0	1	10.0
\$28,000-\$29,999	13	7	53.8	3	23.1	1	7.7	2	15.4	1	7.7
\$30,000-\$31,999	5	2	40.0								
\$32,000-\$33,999	5	4	80.0								
\$34,000-\$35,999	6	3	50.0								
\$36,000-\$37,999	6	3	50.0								
\$38,000-\$39,999	1										
\$40,000-\$41,999	1	1	100.0								
\$42,000 AND OVER	53	12	22.6	3	5.7	2	3.8	3	5.7	2	3.8
AVERAGE SALARY	29,808	24,073		23,154		21,381		22,913		21,211	

WHITE HOUSE OFFICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4	.9	2	.5					9	2.1	3	.7	320	74.6	.198	46.2	TOTAL ALL PAY SYSTEMS
2	.9	1	.4					8	3.5	2	.9	148	64.1	96	41.6	TOTAL GEN SCHED & EQUIV
								3	37.5			1	12.5	1	12.5	GS- 3
								2	11.8			5	29.4	4	23.5	GS- 4
								2	5.3	1	2.6	12	31.6	7	18.4	GS- 5
1	2.1	1	2.1									33	68.8	29	60.4	GS- 6
												22	78.8	14	50.0	GS- 7
1	3.7											18	66.7	11	40.7	GS- 8
								1	6.7	1	6.7	12	80.0	8	53.3	GS- 9
												17	85.0	12	60.0	GS-10
												5	100.0	3	60.0	GS-11
												9	100.0	5	55.6	GS-12
												7	100.0	2	28.6	GS-13
												4	100.0			GS-14
												2	100.0			GS-15
												1	100.0			GS-16
8.00		7.00						5.50		8.00		9.20		8.55		GS-18
																AVERAGE GRADE
2	1.0	1	.5					1	.5	1	.5	172	86.8	102	51.5	TOTAL OTHER PAY SYSTEMS
												3	100.0	1	33.3	\$ 8,000-\$ 9,999
												3	60.0	3	60.0	\$10,000-\$11,999
												10	62.5	5	31.3	\$12,000-\$13,999
												9	90.0	8	80.0	\$14,000-\$15,999
												13	100.0	11	84.6	\$16,000-\$17,999
								1	4.2	1	4.2	20	83.3	20	83.3	\$18,000-\$19,999
												15	93.8	13	81.3	\$20,000-\$21,999
												2	50.0	1	25.0	\$22,000-\$23,999
												5	71.4	5	71.4	\$24,000-\$25,999
1	10.0	1	10.0									8	80.0	6	60.0	\$26,000-\$27,999
1	7.7											10	76.9	6	46.2	\$28,000-\$29,999
												5	100.0	2	40.0	\$30,000-\$31,999
												5	100.0	4	80.0	\$32,000-\$33,999
												6	100.0	3	50.0	\$34,000-\$35,999
												6	100.0	3	50.0	\$36,000-\$37,999
												1	100.0			\$38,000-\$39,999
												1	100.0	1	100.0	\$40,000-\$41,999
												50	94.3	10	18.9	\$42,000 AND OVER
28,000		27,000						19,000		19,000		30,814		24,627		AVERAGE SALARY

TABLE 1-021

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF AGRICULTURE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	86,429	20,718	24.0	6,784	10.2	3,128	3.6	5,763	6.7	2,523	2.9
TOTAL GEN SCHED & EQUIV	81,743	20,298	24.8	7,492	9.2	2,988	3.7	5,035	6.2	2,394	2.9
GS- 1	112	51	45.5	30	26.8	10	8.9	11	9.8	6	5.4
GS- 2	832	435	52.3	131	15.8	73	8.8	78	9.4	53	6.4
GS- 3	3,564	1,825	51.2	537	15.1	284	8.0	342	9.6	214	6.0
GS- 4	6,443	3,869	60.0	877	13.6	541	8.4	606	8.4	414	6.4
GS- 5	9,964	6,095	61.2	1,081	10.8	643	6.5	777	7.8	490	4.9
GS- 6	4,182	2,067	49.4	618	14.8	426	10.2	492	11.8	378	9.0
GS- 7	12,011	2,878	24.0	1,245	10.4	494	4.1	832	6.9	427	3.6
GS- 8	1,416	296	20.9	174	12.3	56	4.0	113	8.0	47	3.3
GS- 9	12,507	1,259	10.1	1,180	9.4	229	1.8	813	6.5	195	1.6
GS-10	219	12	5.5	17	7.8			15	6.8		
GS-11	12,083	719	6.0	701	5.8	123	1.0	466	3.9	97	.8
GS-12	8,712	444	5.1	488	5.6	65	.7	259	3.0	41	.5
GS-13	5,655	235	4.2	283	5.0	36	.6	166	2.9	27	.5
GS-14	2,589	87	3.4	95	3.7	5	.2	40	1.5	2	.1
GS-15	1,197	21	1.8	29	2.4	2	.2	21	1.8	2	.2
GS-16	192	5	2.6	6	3.1	1	.5	4	2.1	1	.5
GS-17	45										
GS-18	20										
AVERAGE GRADE	8.47	5.75		7.28		5.90		7.15		5.94	
TOTAL WAGE SYSTEMS	3,929	225	5.7	1,241	31.6	114	2.9	692	17.6	110	2.8
REGULAR NONSUPERVISORY	3,200	156	4.9	997	31.2	59	1.8	528	16.5	56	1.8
WG- 1	55	14	25.5	16	29.1	4	7.3	14	25.5	4	7.3
WG- 2	259	24	9.3	68	26.3	9	3.5	54	20.8	8	3.1
WG- 3	651	47	7.2	315	48.4	14	2.2	78	12.0	14	2.2
WG- 4	198	28	14.1	95	48.0	22	11.1	68	34.3	22	11.1
WG- 5	407	10	2.5	153	37.6	2	.5	110	27.0	2	.5
WG- 6	196	7	3.6	95	48.5	1	.5	79	40.3	1	.5
WG- 7	268	10	3.7	80	29.9	6	2.2	44	16.4	5	1.9
WG- 8	286	13	4.5	56	19.6	1	.3	30	10.5		
WG- 9	142	2	1.4	22	15.5			14	9.9		
WG-10	594	1	.2	87	14.6			36	6.1		
WG-11	115			10	8.7			1	.9		
WG-12	13										
WG-13	5										
WG-14	7										
WG-15	4										
AVERAGE GRADE (WG)	6.11	3.90		5.01		3.69		5.11		3.59	
REGULAR LEADER	195	3	1.5	49	25.1	1	.5	18	9.2		
WL- 1	1										
WL- 2	2										
WL- 3	79	3	3.8	34	43.0	1	1.3	4	5.1		
WL- 4	9			3	33.3			3	33.3		
WL- 5	16			2	12.5			2	12.5		
WL- 6	14			4	28.6			4	28.6		
WL- 7	14			3	21.4			3	21.4		
WL- 8	4			1	25.0			1	25.0		
WL- 9	6										
WL-10	46			2	4.3			1	2.2		
WL-11	4										
AVERAGE GRADE (WL)	5.79	3.00		4.02		3.00		5.39			
REGULAR SUPERVISORY	562	8	2.2	75	20.7	1	.3	29	8.0	1	.3
WS- 1	14	1	7.1	8	57.1	1	7.1	6	42.9	1	7.1
WS- 2	7			2	28.6			1	14.3		
WS- 3	41			26	63.4			5	12.2		
WS- 4	11			2	18.2			2	18.2		
WS- 5	26	2	7.7	9	34.6			7	26.9		
WS- 6	24	2	8.3	4	16.7			4	16.7		
WS- 7	33	2	6.1	5	15.2			1	3.0		
WS- 8	31			2	6.5						
WS- 9	115	1	.9	9	7.8			3	2.6		
WS-10	33										
WS-11	10			4	40.0						
WS-12	12			4	33.3						
WS-13	3										
WS-14	1										
WS-15	1										
AVERAGE GRADE (WS)	7.28	5.75		5.21		1.00		4.28		1.00	

DEPARTMENT OF AGRICULTURE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,110	2.4	348	.4	377	.4	97	.1	533	.6	160	.2	77,645	89.8	17,590	20.4	TOTAL ALL PAY SYSTEMS
1,585	1.9	341	.4	350	.4	94	.1	521	.6	159	.2	74,251	90.8	17,310	21.2	TOTAL GEN SCHED & EQUIV
15	13.4	3	2.7	4	3.6	1	.9					82	73.2	41	36.6	GS- 1
32	3.9	10	1.2	17	2.0	8	1.0	3	.4	2	.2	701	84.4	362	43.6	GS- 2
150	4.2	43	1.2	33	.9	16	.4	12	.3	11	.3	3,027	84.9	1,541	43.2	GS- 3
199	3.1	79	1.2	41	.6	24	.4	31	.5	24	.4	5,566	86.4	3,328	51.7	GS- 4
212	2.1	100	1.0	54	.5	26	.3	38	.4	27	.3	8,883	89.2	5,452	54.7	GS- 5
98	2.3	32	.8	15	.4	4	.1	13	.3	12	.3	3,564	85.2	1,641	39.2	GS- 6
288	2.4	32	.3	62	.5	10	.1	63	.5	25	.2	10,766	89.6	2,384	19.8	GS- 7
50	3.5	4	.3	5	.4	1	.1	6	.4	4	.3	1,242	87.7	240	16.9	GS- 8
253	2.0	16	.1	44	.4	2		70	.6	16	.1	11,327	90.6	1,030	8.2	GS- 9
1	.5							1	.5			202	92.2	12	5.5	GS-10
140	1.2	12	.1	30	.2	1		65	.5	13	.1	11,382	94.2	596	4.9	GS-11
63	1.0	8	.1	25	.3			114	1.3	16	.2	8,224	94.4	379	4.4	GS-12
36	.6	1		12	.2			69	1.2	8	.1	5,372	95.0	199	3.5	GS-13
19	.7	1		7	.3	1		29	1.1	1		2,494	96.3	82	3.2	GS-14
1	.1			1	.1			6	.5			1,168	97.6	19	1.6	GS-15
1	.5							1	.5			186	96.9	4	2.1	GS-16
												45	100.0			GS-17
												20	100.0			GS-18
6.98		5.32		6.94		4.64		9.70		7.19		8.59		5.72		AVERAGE GRADE
516	13.1	3	.1	24	.6	1		9	.2			2,688	68.4	111	2.8	TOTAL WAGE SYSTEMS
440	13.8	2	.1	20	.6	1		9	.3			2,203	68.8	97	3.0	REGULAR NONSUPERVISORY
2	3.6											39	70.9	10	18.2	WG- 1
14	5.4	1	.4									191	73.7	15	5.8	WG- 2
235	36.1			2	.3							325	51.6	33	5.1	WG- 3
22	11.1							5	2.5			103	52.0	6	3.0	WG- 4
42	10.3			1	.2							254	62.4	8	2.0	WG- 5
16	8.2											101	51.5	6	3.1	WG- 6
32	11.9	1	.4	2	.7			2	.7			188	70.1	4	1.5	WG- 7
20	7.0			6	2.1		.3					230	80.4	12	4.2	WG- 8
7	4.9			1	.7							120	84.5	2	1.4	WG- 9
46	7.7			5	.8							507	85.4	1	.2	WG-10
4	3.5			3	2.6			2	1.7			105	91.3			WG-11
												13	100.0			WG-12
												5	100.0			WG-13
												7	100.0			WG-14
												4	100.0			WG-15
4.73		4.50		8.25		8.00		6.22				6.61		4.03		AVERAGE GRADE (WG)
28	14.4	1	.5	3	1.5							146	74.9	2	1.0	REGULAR LEADER
												1	100.0			WL- 1
												2	100.0			WL- 2
27	34.2	1	1.3	3	3.8							45	57.0	2	2.5	WL- 3
												6	66.7			WL- 4
												14	87.5			WL- 5
												10	71.4			WL- 6
												11	78.6			WL- 7
												3	75.0			WL- 8
												6	100.0			WL- 9
1	2.2											44	95.7			WL-10
												4	100.0			WL-11
3.25		3.00		3.00								6.39		3.00		AVERAGE GRADE (WL)
45	12.4			1	.3							287	79.3	7	1.9	REGULAR SUPERVISORY
1	7.1			1	7.1							6	42.9			WS- 1
1	14.3											5	71.4			WS- 2
21	51.2											15	36.6			WS- 3
												9	81.8			WS- 4
2	7.7											17	65.4	2	7.7	WS- 5
												20	83.3	2	8.3	WS- 6
4	12.1											28	84.8	2	6.1	WS- 7
2	6.5											29	93.5			WS- 8
6	5.2											106	92.2	1	.9	WS- 9
												33	100.0			WS-10
4	40.0											6	60.0			WS-11
4	33.3											8	66.7			WS-12
												3	100.0			WS-13
												1	100.0			WS-14
												1	100.0			WS-15
5.91				1.00								7.82		6.43		AVERAGE GRADE (WS)

TABLE 1-021

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF AGRICULTURE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	7										
WD- 5	1										
WD- 6	1										
WD- 8	5										
AVERAGE GRADE (WD)	7.29										
SUPERVISORY (PROD FAC)	1										
WN-7	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	164	53	35.4	120	73.2	53	32.3	117	71.3	53	32.3
\$ 8,000-\$ 9,999	3	1	33.3	3	100.0	1	33.3	2	66.7	1	33.3
\$10,000-\$11,999	15	7	46.7	12	80.0	6	40.0	12	80.0	6	40.0
\$12,000-\$13,999	32	14	43.8	24	75.0	14	43.8	24	75.0	14	43.8
\$14,000-\$15,999	50	25	50.0	42	84.0	24	48.0	40	80.0	24	48.0
\$16,000-\$17,999	26	8	30.8	19	73.1	6	23.1	19	73.1	6	23.1
\$18,000-\$19,999	24	3	12.5	15	62.5	2	8.3	15	62.5	2	8.3
\$20,000-\$21,999	9			2	22.2			2	22.2		
\$22,000-\$23,999	4			2	50.0			2	50.0		
\$24,000-\$25,999	1			1	100.0			1	100.0		
AVERAGE SALARY	15,548	14,300		15,093		14,134		15,158		14,134	
TOTAL OTHER PAY SYSTEMS	757	195	25.8	51	6.7	26	3.4	36	4.8	19	2.5
THRU \$ 7,999	16	12	75.0	4	25.0	3	18.8	2	12.5	1	6.3
\$ 8,000-\$ 9,999	58	40	69.0	11	19.0	8	13.8	10	17.2	7	12.1
\$10,000-\$11,999	52	36	69.2	8	15.4	4	7.7	5	9.6	2	3.8
\$12,000-\$13,999	85	43	50.6	10	11.8	7	8.2	7	8.2	5	5.9
\$14,000-\$15,999	64	25	39.1	7	10.9	4	6.3	7	10.9	4	6.3
\$16,000-\$17,999	90	16	17.8	6	6.7			3	3.3		
\$18,000-\$19,999	85	10	11.8	1	1.2						
\$20,000-\$21,999	67	7	10.4	1	1.5						
\$22,000-\$23,999	65	3	4.6								
\$24,000-\$25,999	45										
\$26,000-\$27,999	25	2	8.0	2	8.0			2	8.0		
\$28,000-\$29,999	16			1	6.3						
\$30,000-\$31,999	12										
\$32,000-\$33,999	15	1	6.7								
\$34,000-\$35,999	5										
\$36,000-\$37,999	10										
\$38,000-\$39,999	5										
\$40,000-\$41,999	5										
\$42,000 AND OVER	37										
AVERAGE SALARY	19,879	12,895		12,259		10,765		12,544		11,247	

DEPARTMENT OF AGRICULTURE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
												7	100.0			NONSUPERV (PROD FAC) WD- 5 WD- 6 WD- 8 AVERAGE GRADE (WD)	
												1	100.0				
												1	100.0				
												5	100.0				
												7.29					
												1	100.0				SUPERVISORY (PROD FAC) WN-7 AVERAGE GRADE (WN)
												1	100.0				
												7.00					
												44	24.3	5	3.0		OTHER WAGE SYSTEMS \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$18,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 AVERAGE SALARY
3	1.8											3	20.0	1	6.7		
1	33.3											8	25.0				
												8	16.0	1	2.0		
2	4.0											7	26.9	2	7.7		
												9	37.5	1	4.2		
												7	77.8				
												2	50.0				
12,533												16,789		16,060			
												708	83.3	189	22.3	TOTAL OTHER PAY SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$30,000-\$31,999 \$32,000-\$33,999 \$34,000-\$35,999 \$36,000-\$37,999 \$38,000-\$39,999 \$40,000-\$41,999 \$42,000 AND OVER AVERAGE SALARY	
9	12	4	.5	3	.4	2	.3	3	.4	1	.1	12	75.0	9	56.3		
1	6.3	1	6.3					1	6.3	1	6.3	47	81.0	32	55.2		
1	1.7	1	1.7									44	84.6	32	61.5		
3	5.8	2	3.8									75	88.2	36	42.4		
1	1.2			2	2.4	2	2.4					57	89.1	21	32.8		
												84	93.3	16	17.8		
2	2.2			1	1.1							84	98.8	10	11.9		
												66	98.5	7	10.4		
												1	1.2				
												1	1.5				
												65	100.0	3	4.6		
												45	100.0				
												23	92.0	2	8.0		
												15	83.8				
1	6.3											12	100.0				
												15	100.0	1	6.7		
												5	100.0				
												10	100.0				
												5	100.0				
												5	100.0				
												37	100.0				
14,144		9,300		15,967		12,350		15,067		4,800		20,372		13,220			

TABLE 1-022

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF COMMERCE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	31,127	10,616	34.2	6,511	21.0	3,557	11.4	5,479	17.6	3,289	10.6
TOTAL GEN SCHED & EQUIV	28,725	10,398	36.2	5,663	19.7	3,435	12.0	4,786	16.7	3,167	11.0
GS- 1	27	17	65.4	18	69.2	11	42.3	15	57.7	9	34.6
GS- 2	288	209	72.8	135	47.0	102	35.5	117	40.8	90	31.4
GS- 3	1,391	1,147	82.5	442	31.8	349	25.1	421	30.3	338	24.3
GS- 4	1,897	1,521	80.2	694	36.6	554	29.2	642	33.8	525	27.7
GS- 5	2,630	2,301	76.1	870	33.1	675	25.8	790	30.0	618	23.5
GS- 6	1,703	1,377	80.9	626	36.3	508	29.8	583	34.3	476	28.0
GS- 7	2,288	1,272	55.7	628	27.5	414	18.1	553	24.2	384	16.8
GS- 8	755	399	51.9	223	29.7	141	18.8	191	25.4	132	17.6
GS- 9	2,447	782	32.1	504	20.7	243	10.0	418	17.1	219	9.0
GS-10	1,258	90	7.2	95	7.6	24	1.9	62	4.9	22	1.8
GS-11	3,010	559	18.6	414	13.8	165	5.5	303	10.1	134	4.5
GS-12	3,201	497	15.5	387	12.1	141	4.4	295	9.2	130	4.1
GS-13	3,318	312	9.4	319	9.6	64	1.9	206	6.2	56	1.7
GS-14	2,487	160	6.4	195	7.8	38	1.5	121	4.9	32	1.3
GS-15	1,635	56	3.4	100	6.1	3	.2	61	3.7	2	.1
GS-16	269	5	1.9	8	3.0			5	1.9		
GS-17	88	3	3.4	3	3.4			1	1.1		
GS-18	33	1	3.0	2	6.1			2	6.1		
AVERAGE GRADE	9.50	6.50		7.41		6.20		7.02		6.13	
TOTAL WAGE SYSTEMS	2,253	205	9.2	840	37.8	119	5.4	687	30.9	119	5.4
REGULAR NONSUPERVISORY	1,049	112	10.9	462	45.0	67	6.5	388	17.8	67	6.5
WG- 1	26	8	30.8	16	61.5	6	23.1	16	61.5	6	23.1
WG- 2	119	59	50.0	75	63.6	45	38.1	71	60.2	45	38.1
WG- 3	51	3	6.0	34	68.0	2	4.0	31	62.0	2	4.0
WG- 4	49	18	36.7	21	42.9	5	10.2	21	42.9	5	10.2
WG- 5	131	13	10.4	66	52.8	2	1.6	49	39.2	2	1.6
WG- 6	119	10	8.9	80	71.4	7	6.3	61	54.5	7	6.3
WG- 7	131			74	56.9			66	50.8		
WG- 8	63	1	1.7	27	46.6			16	27.6		
WG- 9	53			15	29.4			10	19.6		
WG-10	127			31	24.4			29	22.8		
WG-11	84			6	7.1			6	7.1		
WG-12	14			3	21.4						
WG-13	29			9	31.0			8	27.6		
WG-14	44			4	9.1			4	9.1		
WG-15	9			1	11.1						
AVERAGE GRADE (WG)	7.03	3.04		5.69		2.60		5.52		2.60	
REGULAR LEADER	58	2	3.9	36	70.6			21	41.2		
WL- 3	4			3	75.0			3	75.0		
WL- 4	6	1	16.7	2	33.3			2	33.3		
WL- 5	8			6	75.0			6	75.0		
WL- 6	12	1	8.3	9	75.0			9	75.0		
WL- 7	2			1	50.0			1	50.0		
WL- 8	7			6	150.0						
WL- 9	7			5	100.0						
WL-10	7			4	80.0						
WL-11	3										
WL-12	1										
WL-14	1										
AVERAGE GRADE (WL)	7.07	5.00		6.69				5.14			
REGULAR SUPERVISORY	144	7	4.9	51	35.7	5	3.5	46	32.2	5	3.5
WS- 1	15	3	20.0	12	80.0	3	20.0	12	80.0	3	20.0
WS- 2	7	2	28.6	5	71.4	2	28.6	5	71.4	2	28.6
WS- 3	4			3	75.0			3	75.0		
WS- 4	7	1	14.3	3	42.9			2	28.6		
WS- 5	21			15	71.4			14	66.7		
WS- 6	9	1	12.5	4	50.0			2	25.0		
WS- 7	20			6	30.0			6	30.0		
WS- 8	7			1	14.3			1	14.3		
WS- 9	17			1	5.9			1	5.9		
WS-10	9										
WS-11	5			1	20.0						
WS-12	10										
WS-13	10										
WS-14	1										
WS-15	2										
AVERAGE GRADE (WS)	7.06	2.43		4.16		1.40		3.91		1.40	

DEPARTMENT OF COMMERCE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
482	1.5	149	.5	119	.4	20	.1	396	1.3	95	.3	24,818	79.2	7,059	22.7	TOTAL ALL PAY SYSTEMS	
430	1.5	149	.5	78	.3	20	.1	345	1.2	95	.3	23,062	80.4	6,964	24.3	TOTAL GEN SCHED & EQUIV	
1	3.8			1	3.8	1	3.8					9	34.6	6	23.1	GS- 1	
9	3.1	6	2.1	1	.3	1	.3	7	2.4	4	1.4	153	53.3	107	37.3	GS- 2	
10	.7	6	.4	5	.4	2	.1	5	.4	3	.2	949	68.3	798	57.4	GS- 3	
28	1.5	16	.8	6	.3	2	.1	18	.9	11	.6	1,203	63.4	967	51.0	GS- 4	
57	2.2	45	1.7	7	.3	5	.2	15	.6	9	.3	1,760	66.9	1,323	50.3	GS- 5	
26	1.5	18	1.1	2	.1	1	.1	14	.8	13	.8	1,077	63.3	869	51.1	GS- 6	
33	1.4	15	.7	12	.5	5	.2	24	1.1	9	.4	1,660	72.7	853	37.6	GS- 7	
14	1.9	5	.7	5	.7			9	1.2	4	.5	532	70.8	249	33.2	GS- 8	
33	1.4	12	.5	14	.6	3	.1	31	1.3	9	.4	1,943	79.7	539	22.1	GS- 9	
23	1.8	2	.2	6	.5			3	.2			1,163	92.5	66	5.3	GS-10	
59	2.0	13	.4	5	.2			47	1.6	18	.6	2,596	86.2	394	13.1	GS-11	
44	1.4	6	.2	2	.1			46	1.4	5	.2	2,814	87.9	356	11.1	GS-12	
49	1.5	2	.1	4	.1			60	1.8	6	.2	2,999	90.4	248	7.5	GS-13	
31	1.2	3	.1	5	.2			38	1.5	3	.1	2,292	92.2	122	4.9	GS-14	
11	.7			3	.2			25	1.5	1	.1	1,535	93.9	53	3.2	GS-15	
1	.4							2	.7			261	97.0	5	1.9	GS-16	
1	1.1							2	1.1			85	96.6	3	3.4	GS-17	
												31	93.9	1	3.0	GS-18	
9.11		6.60		8.27		5.50		10.48		7.93		10.01		6.65		AVERAGE GRADE	
32	1.4			41	1.8			49	2.2			1,413	63.6	86	3.9	TOTAL WAGE SYSTEMS	
19	1.9			28	2.7			4	.4			587	57.2	45	4.4	REGULAR NONSUPERVISORY	
2	1.7			1	.8							10	38.5	2	7.7	WG- 1	
1	2.0			1	2.0							44	37.3	14	11.9	WG- 2	
												17	34.0	1	2.0	WG- 3	
												28	57.1	13	26.5	WG- 4	
5	4.0			6	4.8							65	52.0	11	8.8	WG- 5	
4	3.6			7	3.3			1	.9			39	34.8	3	2.7	WG- 6	
3	2.3			2	1.5			2	1.5			57	43.8			WG- 7	
1	2.0			6	10.3							35	62.1	1	1.7	WG- 8	
2	1.6			2	3.9							38	74.5			WG- 9	
												96	75.6			WG-10	
												78	92.9			WG-11	
1	7.1			1	7.1			1	7.1			11	78.6			WG-12	
				1	3.4							20	69.0			WG-13	
												40	90.9			WG-14	
				1	11.1							8	88.9			WG-15	
6.21				7.34				8.00				8.07		3.69		AVERAGE GRADE (WG)	
1	2.0			7	13.7							22	43.1	2	3.9	REGULAR LEADER	
												1	25.0			WL- 3	
												4	66.7	1	16.7	WL- 4	
												2	25.0			WL- 5	
												3	25.0	1	8.3	WL- 6	
												1	50.0			WL- 7	
												1	25.0			WL- 8	
				3	75.0							2	40.0			WL- 9	
				2	40.0							3	60.0			WL-10	
				2	40.0							3	100.0			WL-11	
												1	100.0			WL-12	
												1	100.0			WL-14	
9.00				8.86								7.68		5.00		AVERAGE GRADE (WL)	
				2	1.4			2	1.4			93	65.0	2	1.4	REGULAR SUPERVISORY	
												3	20.0			WS- 1	
												2	28.6			WS- 2	
												1	25.0			WS- 3	
												4	57.1	1	14.3	WS- 4	
				1	14.3			1	4.8			6	28.6			WS- 5	
												5	62.5	1	12.5	WS- 6	
												14	70.0			WS- 7	
												6	85.7			WS- 8	
												16	94.1			WS- 9	
												9	100.0			WS-10	
								1	20.0			4	80.0			WS-11	
												10	100.0			WS-12	
												10	100.0			WS-13	
												1	100.0			WS-14	
												2	100.0			WS-15	
				5.00				8.00				8.65		5.00		AVERAGE GRADE (WS)	

TABLE 1-022

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF COMMERCE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	7										
WD- 2	1										
WD- 8	6										
AVERAGE GRADE (WD)	7.14										
OTHER WAGE SYSTEMS	995	84	8.4	291	29.2	47	4.7	232	23.3	47	4.7
THRU \$ 7,999	45	10	22.2	14	31.1	1	2.2	11	24.4	1	2.2
\$ 8,000-\$ 9,999	179	7	3.9	37	20.7			24	13.4		
\$10,000-\$11,999	134	7	5.2	25	18.7	1	.7	15	11.2	1	.7
\$12,000-\$13,999	152	21	13.8	53	34.9	18	10.5	38	25.0	16	10.5
\$14,000-\$15,999	125	22	17.6	66	52.8	20	16.0	58	46.4	20	16.0
\$16,000-\$17,999	129	7	5.4	53	41.1	5	3.9	49	38.0	5	3.9
\$18,000-\$19,999	72	5	6.9	20	27.8	4	5.6	18	25.0	4	5.6
\$20,000-\$21,999	84	5	6.0	17	20.2			17	20.2		
\$22,000-\$23,999	24			2	8.3			1	4.2		
\$24,000-\$25,999	15										
\$26,000-\$27,999	7			1	14.3						
\$28,000-\$29,999	4			1	25.0			1	25.0		
\$32,000-\$33,999	3			1	33.3						
\$34,000-\$35,999	4			1	25.0						
\$36,000 AND OVER	18										
AVERAGE SALARY	14,812	13,461		14,383		14,591		14,691		14,591	
TOTAL OTHER PAY SYSTEMS	149	12	8.1	8	5.4	3	2.0	6	4.0	3	2.0
THRU \$ 7,999	9	7	77.8	5	55.6	3	33.3	5	55.6	3	33.3
\$16,000-\$17,999	1										
\$18,000-\$19,999	5										
\$20,000-\$21,999	11										
\$22,000-\$23,999	5										
\$24,000-\$25,999	5										
\$26,000-\$27,999	7										
\$28,000-\$29,999	9	1	11.1	1	11.1						
\$30,000-\$31,999	6										
\$32,000-\$33,999	9										
\$34,000-\$35,999	10										
\$36,000-\$37,999	4	1	25.0	1	25.0			1	25.0		
\$38,000-\$39,999	2			1	50.0						
\$40,000-\$41,999	5										
\$42,000 AND OVER	61	3	4.9								
AVERAGE SALARY	34,654	21,600		16,375		4,800		10,333		4,800	

DEPARTMENT OF COMMERCE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
												7	100.0			NONSUPERV (PROD FAC) WD- 2 WD- 8 AVERAGE GRADE (WD)	
												1	100.0				
												6	100.0				
												7.14					
12	1.2			4	.4			43	4.3			764	78.8	37	3.7		OTHER WAGE SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$32,000-\$33,999 \$34,000-\$35,999 \$36,000 AND OVER AVERAGE SALARY
				1	2.2			2	4.4			31	68.9	9	20.0		
3	1.7			2	1.1			8	4.5			142	79.3	7	3.8		
1	.7							9	6.7			109	81.3	6	4.7		
4	2.6			1	.7			10	6.6			99	65.1	5	3.3		
2	1.6							6	4.8			59	47.2	2	1.6		
								4	3.1			76	58.9	2	1.8		
								2	2.8			52	72.2	1	1.4		
												67	79.0	5	6.0		
								1	4.2			22	91.7				
												15	100.0				
								1	14.3			6	85.7				
1	33.3											3	75.0				
1	25.0											2	66.7				
												3	75.0				
15,425				9,350				12,902				18	100.0				
												14,990		12,024			
								2	1.3			141	94.8	9	6.0	TOTAL OTHER PAY SYSTEMS. THRU \$ 7,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$30,000-\$31,999 \$32,000-\$33,999 \$34,000-\$35,999 \$36,000-\$37,999 \$38,000-\$39,999 \$40,000-\$41,999 \$42,000 AND OVER AVERAGE SALARY	
												4	44.4	4	44.4		
												1	100.0				
												5	100.0				
												11	100.0				
												5	100.0				
												5	100.0				
												7	100.0				
								1	11.1			8	88.9	1	11.1		
												6	100.0				
												9	100.0				
												10	100.0				
								1	50.0			3	75.0	1	25.0		
												1	50.0				
												5	100.0				
												61	100.0	3	4.9		
								34,500				35,691		27,200			

DEPARTMENT OF DEFENSE (SUMMARY)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	901,212	261,201	29.0	164,284	18.2	51,093	5.7	109,034	12.1	39,256	4.4
TOTAL GEN SCHED & EQUIV	566,310	239,030	42.2	79,014	14.0	43,325	7.7	53,022	9.4	32,904	5.8
GS- 1	922	635	69.0	319	34.7	215	23.4	274	29.8	183	19.9
GS- 2	10,485	8,361	79.7	2,553	24.3	1,801	17.2	2,014	19.2	1,446	13.8
GS- 3	44,631	37,211	83.4	9,736	21.8	7,356	16.5	7,129	16.0	5,523	12.4
GS- 4	73,008	58,105	79.6	14,409	19.7	10,574	14.5	10,202	14.0	7,750	10.6
GS- 5	80,441	55,420	68.9	14,935	18.6	9,955	12.4	10,504	13.1	7,490	9.3
GS- 6	33,539	21,619	64.5	5,693	17.0	3,820	11.4	4,171	12.4	3,007	9.0
GS- 7	52,654	22,048	41.9	7,941	15.1	3,890	7.4	5,192	9.9	2,954	5.6
GS- 8	11,892	4,019	33.8	1,486	12.5	659	5.5	1,004	8.4	532	4.5
GS- 9	62,094	14,952	24.1	7,924	12.8	2,698	4.3	4,851	7.8	2,132	3.4
GS-10	6,257	641	10.2	549	8.8	81	1.3	295	4.7	61	1.0
GS-11	68,189	9,384	13.8	6,267	9.2	1,450	2.1	3,489	5.1	1,137	1.7
GS-12	65,433	4,731	7.5	4,365	6.9	619	1.0	2,343	3.7	528	.8
GS-13	37,053	1,510	4.1	2,033	5.5	166	.4	1,122	3.0	136	.4
GS-14	14,954	291	1.9	608	4.1	34	.2	325	2.2	21	.1
GS-15	5,975	90	1.5	172	2.9	6	.1	90	1.5	4	.1
GS-16	594	10	1.7	18	3.0	1	.2	15	2.5		
GS-17	143	2	1.4	3	2.1			1	.7		
GS-18	52	1	1.9	3	5.8			1	1.9		
AVERAGE GRADE	7.84	5.36		6.39		5.18		6.08		5.22	
TOTAL WAGE SYSTEMS	327,011	17,164	5.2	84,572	25.9	7,265	2.2	55,554	17.0	5,993	1.8
REGULAR NONSUPERVISORY	265,935	15,525	5.8	73,096	27.5	6,607	2.5	48,299	18.2	5,397	2.0
WG- 1	3,173	1,730	54.6	1,285	40.5	777	24.5	925	29.2	570	18.0
WG- 2	10,000	2,552	25.5	5,432	54.3	1,738	17.4	4,343	43.4	1,505	15.1
WG- 3	5,155	646	12.5	2,488	48.3	341	6.6	1,708	33.1	265	5.1
WG- 4	8,198	1,572	19.2	3,785	46.2	753	9.2	2,953	36.2	653	8.0
WG- 5	28,783	2,935	10.2	11,376	39.5	1,022	3.6	8,753	30.4	874	3.0
WG- 6	20,237	1,485	7.3	8,877	43.9	631	3.1	6,513	32.2	536	2.6
WG- 7	16,533	1,166	7.1	6,598	39.9	335	2.0	4,625	28.0	254	1.5
WG- 8	30,646	1,591	5.2	8,602	28.1	534	1.7	5,760	18.8	432	1.4
WG- 9	27,595	743	2.7	6,281	22.8	206	.7	3,443	12.5	127	.5
WG-10	77,798	923	1.2	14,100	18.1	234	.3	7,413	9.5	154	.2
WG-11	23,703	145	.6	2,960	12.5	28	.1	1,358	5.7	20	.1
WG-12	9,804	26	.3	959	9.8	6	.1	341	3.5	5	.1
WG-13	3,253	8	.2	284	8.7	2	.1	117	3.6	2	.1
WG-14	987	3	.3	68	6.9			36	3.6		
WG-15	70			1	1.4			1	1.4		
AVERAGE GRADE (WG)	8.12	4.99		6.92		4.30		6.50		4.22	
REGULAR LEADER	9,212	247	2.7	2,214	24.0	141	1.5	1,498	16.3	119	1.3
WL- 1	36	24	66.7	25	69.4	15	41.7	22	61.1	12	33.3
WL- 2	429	95	22.1	289	67.4	69	16.1	226	52.7	60	14.0
WL- 3	114	13	11.4	67	58.8	8	7.0	56	49.1	4	3.5
WL- 4	361	41	11.4	184	51.0	27	7.5	145	40.2	22	6.1
WL- 5	751	27	3.6	339	45.1	8	1.1	264	35.2	8	1.1
WL- 6	604	23	3.8	265	43.9	10	1.7	201	33.3	9	1.5
WL- 7	386	6	1.6	122	31.6			91	23.6		
WL- 8	946	9	1.0	292	30.9	3	.3	201	21.2	3	.3
WL- 9	1,463	6	.4	201	13.7	1	.1	108	7.4	1	.1
WL-10	2,905	1		329	11.3			144	5.0		
WL-11	951	2	.2	71	7.5			31	3.3		
WL-12	185			19	10.3			4	2.2		
WL-13	67			9	13.4			4	6.0		
WL-14	13			2	15.4			1	7.7		
WL-15	1										
AVERAGE GRADE (WL)	8.28	3.60		6.44		2.96		5.91		3.02	

DEPARTMENT OF DEFENSE (SUMMARY)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
41,378	4.6	8,156	.9	2,685	.3	657	.1	11,088	1.2	2,993	.3	738,928	81.8	210,108	23.3	TOTAL ALL PAY SYSTEMS
17,866	3.1	7,218	1.3	1,314	.2	567	.1	6,968	1.2	2,615	.5	487,296	86.1	195,705	34.6	TOTAL GEN SCHED & EQUIV
34	3.7	25	2.7	3	.3	2	.2	6	.7	4	.4	603	65.5	420	45.7	GS- 1
408	3.9	257	2.5	21	.2	13	.1	110	1.0	85	.8	7,932	75.7	6,560	62.6	GS- 2
1,984	4.4	1,335	3.0	97	.2	86	.2	516	1.2	402	.9	34,895	78.2	29,855	66.9	GS- 3
3,230	4.4	2,103	2.9	163	.2	123	.2	811	1.1	595	.8	58,599	80.3	47,531	65.1	GS- 4
3,370	4.2	1,768	2.2	174	.2	126	.2	886	1.1	570	.7	65,506	81.4	45,465	56.5	GS- 5
1,072	3.2	536	1.6	95	.3	52	.2	350	1.0	223	.7	27,840	83.0	17,799	53.1	GS- 6
1,855	3.7	572	1.1	184	.3	76	.1	612	1.2	285	.5	44,713	84.9	18,158	34.5	GS- 7
321	2.7	54	.5	27	.2	7	.1	133	1.1	66	.6	10,406	87.5	3,360	28.3	GS- 8
2,121	3.4	356	.6	154	.3	34	.1	786	1.3	175	.3	54,170	87.2	12,254	19.7	GS- 9
159	2.5	9	.1	18	.3	3	.3	76	1.2	8	.1	5,738	91.2	560	9.0	GS-10
1,502	2.2	146	.2	180	.3	34	.3	1,085	1.6	133	.2	61,922	90.8	7,934	11.6	GS-11
961	1.5	42	.1	121	.2	11	.1	940	1.5	38	.1	59,068	93.1	4,112	6.5	GS-12
394	1.1	12	.2	52	.1	1	.1	465	1.3	18	.1	35,020	94.5	1,344	3.6	GS-13
122	.8	2	.1	17	.1	1	.1	144	1.0	11	.1	14,346	95.9	257	1.7	GS-14
29	.5	1	.1	8	.1	1	.1	45	.8	2	.1	5,803	97.1	84	1.4	GS-15
3	.5	1	.2									576	97.0	9	1.5	GS-16
1	.7							1	.7			140	97.9	2	1.4	GS-17
								2	3.8			49	94.2	1	1.9	GS-18
6.53		4.86		7.63		5.56		8.14		5.53		8.08		5.40		AVERAGE GRADE
23,576	7.2	857	.3	1,382	.4	85		4,025	1.2	320	.7	242,439	74.2	9,899	3.0	TOTAL WAGE SYSTEMS
20,493	7.7	816	.3	1,133	.4	80		3,119	1.2	304	.1	192,839	72.5	8,918	3.4	REGULAR NONSUPERVISORY
187	5.9	69	2.2	13	.4	4	.1	157	5.0	133	4.2	1,888	59.6	953	30.1	WG- 1
845	8.5	158	1.6	34	.3	9	.1	209	2.1	65	.7	4,568	45.7	814	8.1	WG- 2
662	12.8	49	1.0	25	.5	1		91	1.8	25	.5	2,667	51.8	305	5.9	WG- 3
658	8.0	54	.8	29	.4	8	.1	120	1.6	26	.3	4,413	53.9	819	10.0	WG- 4
2,070	7.2	101	.4	121	.4	23	.1	423	1.5	21	.1	17,407	60.5	1,913	6.6	WG- 5
2,061	10.2	79	.4	91	.4	4		207	1.0	12	.1	11,360	56.1	854	4.2	WG- 6
1,746	10.6	64	.4	94	.6	11	.1	128	.8	4		9,935	60.1	831	5.0	WG- 7
2,380	7.8	82	.3	140	.5	8		317	1.0	12		22,044	71.9	1,057	3.4	WG- 8
2,551	9.2	75	.3	130	.5	4		155	.6			21,314	77.2	537	1.9	WG- 9
5,444	7.0	69	.1	335	.4	8		896	1.2	4		83,698	81.9	689	.9	WG-10
1,248	5.3	6		84	.4			268	1.1	2		20,743	87.5	117	.5	WG-11
503	5.1	1		27	.3			88	.9			8,845	90.2	20	.2	WG-12
114	3.5			9	.3			44	1.4			2,969	91.3	6	.2	WG-13
24	2.4			1	.1			7	.7			919	93.1	3	.3	WG-14
												69	98.6			WG-15
7.78		5.27		8.03		5.66		7.43		2.65		8.57		5.51		AVERAGE GRADE (WG)
568	6.2	14	.2	39	.4	3		107	1.2	5	.1	6,968	76.0	106	1.2	REGULAR LEADER
1	2.8	1	2.8					2	5.6	2	5.6	11	30.6	9	25.0	WL- 1
47	11.0	6	1.4	2	.5	2	.5	14	3.3	1	.2	140	32.6	26	6.1	WL- 2
8	7.0	4	3.5	2	1.6			1	.9			47	41.2	5	4.4	WL- 3
31	8.6	2	.6	1	.3	1	.3	7	1.9	2	.6	177	49.0	14	3.9	WL- 4
56	7.5			3	.4			16	2.1			412	54.9	19	2.5	WL- 5
50	8.3	1	.2	5	.8			8	1.3			339	56.2	13	2.2	WL- 6
27	7.0			1	.3			3	.8			264	68.4	6	1.6	WL- 7
80	8.5			4	.4			7	.7			654	69.1	6	.6	WL- 8
86	5.9			2	.1			5	.3			1,262	86.3	5	.3	WL- 9
133	4.6			16	.6			35	1.2			2,576	88.7	1		WL-10
29	3.0			2	.2			9	.9			880	92.5	2	.2	WL-11
14	7.6			1	.5							166	89.7			WL-12
5	7.5											58	86.6			WL-13
1	7.7											11	84.6			WL-14
												1	100.0			WL-15
7.61		2.79		7.95		2.67		7.10		2.40		8.86		4.45		AVERAGE GRADE (WL)

TABLE 1-023

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF DEFENSE (SUMMARY)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	28,796	308	1.1	4,658	16.9	179	.6	2,918	10.1	165	.6
WS- 1	255	61	23.9	174	68.2	45	17.6	132	51.8	37	14.5
WS- 2	262	52	19.8	162	61.8	38	14.5	134	51.1	36	13.7
WS- 3	488	28	5.7	205	42.0	18	3.7	155	31.8	16	3.3
WS- 4	800	30	3.8	297	37.1	12	1.5	227	28.4	12	1.5
WS- 5	1,339	21	1.6	481	35.9	11	.8	346	25.8	11	.8
WS- 6	1,731	26	1.5	542	31.3	10	.6	393	22.7	10	.6
WS- 7	2,212	16	.7	469	21.2	4	.2	289	13.1	4	.2
WS- 8	3,056	38	1.2	503	16.5	27	.9	324	10.6	27	.9
WS- 9	4,233	12	.3	527	12.5	2	.1	234	5.5	1	.1
WS-10	7,297	11	.2	883	12.1	4	.1	425	5.8	3	.1
WS-11	2,572	12	.5	271	10.5	7	.3	123	4.8	7	.3
WS-12	1,391			126	9.1			38	2.7		
WS-13	1,639			117	7.1			50	3.1		
WS-14	908			75	8.3			31	3.4		
WS-15	404	1	.2	25	6.2	1	.2	15	3.7	1	.2
WS-16	144			11	7.6			2	1.4		
WS-17	55										
WS-18	6										
WS-19	4										
AVERAGE GRADE (WS)	9.10	4.58		7.49		4.09		6.85		4.21	
NONSUPERV (PROD FAC)	6,014	38	.6	647	10.8	9	.1	351	5.8	8	.1
WD- 1	11	2	18.2	6	54.5	1	9.1	4	36.4	1	9.1
WD- 2	41	3	7.3	4	9.8	2	4.9	3	7.3	2	4.9
WD- 3	19			4	21.1			3	15.8		
WD- 4	126	1	.8	11	8.7			8	6.3		
WD- 5	436	8	1.8	53	12.2	2	.5	36	8.3	1	.2
WD- 6	1,084	3	.3	130	12.0	2	.2	69	6.4	2	.2
WD- 7	276	15	5.4	31	11.2	1	.4	14	5.1	1	.4
WD- 8	3,994	4	.1	406	10.2	1		213	5.3	1	
WD- 9	9			1	11.1						
WD-10	14			1	7.1			1	7.1		
WD-11	4										
AVERAGE GRADE (WD)	7.23	5.75		7.11		4.67		7.00		4.63	
SUPERVISORY (PROD FAC)	566	1	.2	42	7.4			15	2.7		
WN-3	1										
WN-4	56			3	5.4			2	3.6		
WN-5	4										
WN-6	34			6	17.6			3	8.8		
WN-7	449	1	.2	33	7.3			10	2.2		
WN-8	21										
WN-9	1										
AVERAGE GRADE (WN)	6.66	7.00		6.64				6.40			
OTHER WAGE SYSTEMS	16,488	1,047	6.4	3,705	22.5	329	2.0	2,473	15.0	304	1.8
THRU \$ 7,999	859	41	4.8	529	61.6	12	1.4	237	27.6	8	.9
\$ 8,000-\$ 9,999	2,226	172	7.7	597	26.8	88	4.0	456	20.5	82	3.7
\$10,000-\$11,999	3,085	247	8.0	751	24.3	66	2.1	537	17.4	64	2.1
\$12,000-\$13,999	3,505	268	7.6	699	19.9	72	2.1	475	13.6	67	1.9
\$14,000-\$15,999	3,086	202	6.5	636	20.6	62	2.0	453	14.7	58	1.9
\$16,000-\$17,999	1,546	87	5.6	253	16.4	21	1.4	173	11.2	18	1.2
\$18,000-\$19,999	920	18	2.0	124	13.5	6	.7	73	7.9	5	.5
\$20,000-\$21,999	590	11	1.9	62	10.5	2	.3	41	6.9	2	.3
\$22,000-\$23,999	289	1	.3	23	8.0			10	3.5		
\$24,000-\$25,999	53			6	11.3			4	7.5		
\$26,000-\$27,999	86			4	4.7			4	4.7		
\$28,000-\$29,999	28			3	10.7			1	3.6		
\$30,000-\$31,999	37			1	2.7						
\$32,000-\$33,999	28			1	3.6			1	3.6		
\$34,000-\$35,999	27			2	7.4						
\$36,000 AND OVER	123			14	11.4			8	6.5		
AVERAGE SALARY	13,698	12,470		12,155		12,147		12,307		12,178	

DEPARTMENT OF DEFENSE (SUMMARY)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,524	5.3	12		126	.4	1		299	1.0	1		23,926	83.1	129	.4	REGULAR SUPERVISORY
40	15.7	8	3.1					2	.8			81	31.8	16	6.3	WS- 1
24	9.2	2	.8					4	1.5			100	38.2	14	5.3	WS- 2
43	8.8	2	.4					7	1.4			283	58.0	10	2.0	WS- 3
60	7.5			2	.3			8	1.0			503	62.9	18	2.3	WS- 4
118	8.8			7	.5			10	.7			858	64.1	10	.7	WS- 5
119	6.9			6	.3			24	1.4			1,169	68.7	16	.9	WS- 6
160	7.2			9	.4			11	.5			1,743	78.8	12	.5	WS- 7
131	4.3			16	.5			32	1.0			2,553	83.5	11	.4	WS- 8
227	5.4			22	.5			43	1.0	1		3,706	87.6	10	.2	WS- 9
361	4.9			32	.4	1		65	.9			6,414	87.9	7	.1	WS-10
104	4.0			11	.4			33	1.3			2,301	89.5	5	.2	WS-11
54	3.9			10	.7			24	1.7			1,265	90.9			WS-12
45	2.7			5	.3			17	1.0			1,522	92.9			WS-13
24	2.6			5	.6			15	1.7			833	91.7			WS-14
6	1.5			1	.2			3	.7			379	93.8			WS-15
8	5.6							1	.7			133	92.4			WS-16
												55	100.0			WS-17
												6	100.0			WS-18
												4	100.0			WS-19
8.21		1.50		9.36		10.00		9.26		9.00		9.43		5.26		AVERAGE GRADE (WS)
183	3.0	1		12	.2			101	1.7			5,367	89.2	27	.4	NONSUPERV (PROD FAC)
2	18.2											5	45.5	1	9.1	WD- 1
1	2.4											37	90.2	1	2.4	WD- 2
1	5.3											15	78.9			WD- 3
1	.8							2	1.6			115	91.3	1	.8	WD- 4
12	2.8	1	.2					5	1.1			383	87.8	6	1.4	WD- 5
41	3.8			5	.3			17	1.6			954	88.0	1	.1	WD- 6
16	5.0							1	.4			245	88.8	14	5.1	WD- 7
108	2.7			9	.2			76	1.9			3,588	89.8	3	.1	WD- 8
1	11.1											8	88.9			WD- 9
												13	92.9			WD-10
												4	100.0			WD-11
7.11		5.00		7.50				7.43				7.25		6.11		AVERAGE GRADE (WD)
17	3.0							10	1.8			524	92.6	1	.2	SUPERVISORY (PROD FAC)
												1	100.0			WN-3
								1	1.8			53	94.6			WN-4
												4	100.0			WN-5
1	2.9							2	5.9			28	82.4			WN-6
16	3.6							7	1.5			416	92.7	1	.2	WN-7
												21	100.0			WN-8
												1	100.0			WN-9
6.94								6.50				6.66		7.00		AVERAGE GRADE (WN)
791	4.8	14	.1	52	.3	1		389	2.4	10	.1	12,783	77.5	718	4.4	OTHER WAGE SYSTEMS
281	32.7	4	.5	1	.1			10	1.2			330	38.4	29	3.4	THRU \$ 7,999
102	4.6	1		2	.1			37	1.7	5	.2	1,629	73.2	84	3.8	\$ 8,000-\$ 9,999
94	3.0			4	.1			116	3.8	2	.1	2,334	75.7	181	5.9	\$10,000-\$11,999
126	3.6	4	.1	4	.1	1		94	2.7			2,806	80.1	198	5.8	\$12,000-\$13,999
93	3.0	2	.1	9	.3			81	2.6	2	.1	2,450	79.4	140	4.5	\$14,000-\$15,999
40	2.6	2	.1	9	.6			31	2.0	1	.1	1,293	83.6	66	4.3	\$16,000-\$17,999
30	3.3	1	.1	14	1.5			7	.8			796	86.5	12	1.3	\$18,000-\$19,999
14	2.4			5	.8			2	.3			528	89.5	9	1.5	\$20,000-\$21,999
5	1.7			3	1.0			5	1.7			266	92.0	1	.3	\$22,000-\$23,999
2	3.8											47	88.7			\$24,000-\$25,999
												82	95.3			\$26,000-\$27,999
								2	7.1			25	89.3			\$28,000-\$29,999
1	2.7											36	97.3			\$30,000-\$31,999
												27	96.4			\$32,000-\$33,999
1	3.7							1	3.7			25	92.6			\$34,000-\$35,999
2	1.6			1	.8			3	2.4			109	88.6			\$36,000 AND OVER
10,904		11,829		17,040		13,600		13,078		11,530		14,146		12,618		AVERAGE SALARY

TABLE 1-023

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF DEFENSE (SUMMARY)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	7,891	5,007	63.5	698	8.8	503	6.4	458	5.8	359	4.5
THRU \$ 7,999	628	473	75.3	266	42.4	187	29.8	191	30.4	137	21.8
\$ 8,000-\$ 9,999	594	530	89.2	42	7.1	38	6.4	36	6.1	35	5.9
\$10,000-\$11,999	1,794	1,454	81.0	91	5.1	82	6.6	65	3.6	62	3.5
\$12,000-\$13,999	1,807	1,334	73.8	121	6.7	99	5.5	73	4.0	61	3.4
\$14,000-\$15,999	1,431	869	60.7	108	7.5	68	4.8	70	4.9	49	3.4
\$16,000-\$17,999	632	263	41.6	40	6.3	24	3.8	14	2.2	11	1.7
\$18,000-\$19,999	155	46	29.7	10	6.5	5	3.2	6	3.9	4	2.6
\$20,000-\$21,999	99	22	22.2	3	3.0			1	1.0		
\$22,000-\$23,999	67	8	11.9	5	7.5			1	1.5		
\$24,000-\$25,999	47	2	4.3	2	4.3						
\$26,000-\$27,999	91			3	3.3						
\$28,000-\$29,999	46	2	4.3	1	2.2						
\$30,000-\$31,999	30										
\$32,000-\$33,999	25										
\$34,000-\$35,999	15			1	6.7			1	6.7		
\$36,000-\$37,999	35										
\$38,000-\$39,999	58	1	1.7								
\$40,000-\$41,999	3										
\$42,000 AND OVER	334	3	.9	5	1.5						
AVERAGE SALARY	14,968	12,089		10,610		9,962		9,671		9,705	

DEPARTMENT OF DEFENSE (SUMMARY)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
136	1.7	81	1.0	9	.1	5	.1	95	1.2	58	.7	7,193	91.2	4,504	57.1	TOTAL OTHER PAY SYSTEMS
73	11.6	49	7.8	1	.2			1	.2	1	.2	362	57.8	286	45.5	THRU \$ 7,999
2	.3	1	.2					4	.7	2	.3	552	92.9	492	82.8	\$ 8,000-\$ 9,999
9	.5	7	.4	1	.1	1	.1	19	.9	12	.7	1,703	94.9	1,372	76.5	\$10,000-\$11,999
13	.7	8	.4	2	.1	2	.1	33	1.8	28	1.5	1,686	93.3	1,295	68.3	\$12,000-\$13,999
21	1.5	7	.5	2	.1	1	.1	15	1.0	11	.8	1,323	92.5	801	56.0	\$14,000-\$15,999
16	2.5	9	1.4					10	1.6	4	.6	592	93.7	239	37.8	\$16,000-\$17,999
				1	.6	1	.6	3	1.9			145	93.5	41	26.5	\$18,000-\$19,999
1	1.0							1	1.0			96	97.0	22	22.2	\$20,000-\$21,999
				1	1.5			3	4.5			62	92.5	8	11.9	\$22,000-\$23,999
								2	4.3			45	95.7	2	4.3	\$24,000-\$25,999
1	1.1							2	2.2			88	96.7			\$26,000-\$27,999
								1	2.2			45	97.8	2	4.3	\$28,000-\$29,999
												30	100.0			\$30,000-\$31,999
												25	100.0			\$32,000-\$33,999
												14	93.3			\$34,000-\$35,999
												35	100.0			\$36,000-\$37,999
												58	100.0	1	1.7	\$38,000-\$39,999
												3	100.0			\$40,000-\$41,999
				1	.3			4	1.2			329	98.5	3	.9	\$42,000 AND OVER
9,540		3,642		17,622		13,460		16,005		13,095		15,391		12,326		AVERAGE SALARY

TABLE 1-024

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF THE AIR FORCE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	230,267	68,800	28.9	40,360	16.9	11,221	4.7	16,820	7.9	6,596	2.8
TOTAL GEN SCHED & EQUIV	142,243	62,749	44.1	18,084	12.7	9,413	6.6	6,719	6.1	5,310	3.7
GS- 1	405	306	75.6	119	29.4	91	22.5	98	24.2	75	18.5
GS- 2	2,428	1,969	81.1	489	20.1	371	15.3	278	11.4	224	9.2
GS- 3	11,674	9,988	85.6	2,365	20.3	1,826	15.6	1,270	10.9	1,028	8.8
GS- 4	18,021	15,347	85.2	3,152	17.5	2,441	13.5	1,663	9.2	1,326	7.4
GS- 5	22,188	15,868	71.5	3,667	16.5	2,261	10.2	1,755	7.9	1,211	5.5
GS- 6	8,949	5,600	62.6	1,201	13.4	731	8.2	642	7.2	442	4.9
GS- 7	12,876	5,258	40.8	1,793	13.9	723	5.6	798	6.2	408	3.2
GS- 8	4,252	917	21.6	347	8.2	86	2.0	164	3.9	60	1.4
GS- 9	17,397	3,953	22.7	2,074	11.9	516	3.0	819	4.7	299	1.7
GS-10	1,431	162	11.3	112	7.8	14	1.0	44	3.1	8	.6
GS-11	15,860	7,069	44.6	1,290	8.1	226	1.4	514	3.2	135	.9
GS-12	13,820	974	7.0	904	6.5	98	.7	397	2.9	73	.5
GS-13	8,804	274	3.1	429	4.9	24	.3	207	2.4	19	.2
GS-14	3,047	51	1.7	106	3.5	5	.2	51	1.7	2	.1
GS-15	965	12	1.2	34	3.5			17	1.8		
GS-16	98	1	1.0	3	3.1			2	2.0		
GS-17	21										
GS-18	7										
AVERAGE GRADE	7.63	5.24		6.31		4.92		6.03		4.96	
TOTAL WAGE SYSTEMS	94,917	5,291	5.6	22,097	23.3	1,680	1.8	10,004	10.5	1,211	1.3
REGULAR NONSUPERVISORY	82,278	5,112	6.2	20,168	24.5	1,648	2.0	9,255	11.3	1,186	1.4
WG- 1	969	252	26.1	234	24.2	66	6.8	122	12.6	37	3.8
WG- 2	2,664	519	19.5	1,039	39.0	250	9.4	721	27.1	201	7.5
WG- 3	1,333	129	9.7	730	54.8	82	6.2	284	21.3	54	4.1
WG- 4	2,541	463	18.2	952	37.5	181	7.1	650	25.6	154	6.1
WG- 5	5,072	725	14.3	1,602	31.6	202	4.0	1,096	21.6	185	3.3
WG- 6	5,615	582	10.4	2,498	44.5	267	4.8	1,410	25.1	205	3.7
WG- 7	6,303	640	10.2	2,295	36.4	151	2.4	1,156	18.3	96	1.5
WG- 8	8,547	580	6.8	2,091	24.5	153	1.8	1,148	13.4	116	1.4
WG- 9	8,856	539	6.1	2,445	27.6	159	1.8	850	9.6	86	1.0
WG-10	26,647	614	2.3	4,766	17.9	127	.5	1,440	5.4	69	.3
WG-11	7,227	62	.9	927	12.8	10	.1	260	3.6	3	
WG-12	5,556	6	.1	510	9.2			103	1.9		
WG-13	720			71	9.9			13	1.8		
WG-14	227	1	.4	8	3.5			2	.9		
WG-15	1										
AVERAGE GRADE (WG)	8.47	6.17		7.49		5.61		6.76		5.37	
REGULAR LEADER	2,195	17	.8	329	15.0	6	.3	142	6.5	4	.2
WL- 1	2	1	50.0								
WL- 2	37	8	21.6	21	56.8	5	13.5	12	32.4	3	8.1
WL- 3	10			5	50.0			4	40.0		
WL- 4	99	3	3.0	27	27.3			11	11.1		
WL- 5	72	2	2.8	16	22.2			8	11.1		
WL- 6	67	1	1.5	25	37.3	1	1.5	18	26.9	1	1.5
WL- 7	49	1	2.0	18	36.7			9	18.4		
WL- 8	215	1	.5	48	22.3			22	10.2		
WL- 9	393			65	16.5			22	5.6		
WL-10	1,111			89	8.0			31	2.8		
WL-11	97			14	14.4			5	5.2		
WL-12	39			1	2.6						
WL-13	4										
AVERAGE GRADE (WL)	8.91	3.53		7.74		2.67		7.25		3.00	

DEPARTMENT OF THE AIR FORCE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
18,743	7.9	3,741	1.6	1,028	.4	268	.1	1,743	.7	607	.3	197,907	83.1	57,579	24.2	TOTAL ALL PAY SYSTEMS
7,725	5.4	3,322	2.3	481	.3	232	.2	1,153	.8	543	.4	124,159	87.3	53,336	37.5	TOTAL GEN SCHED & EQUIV
16	4.0	13	3.2					5	1.2	3	.7	286	70.6	215	53.1	GS- 1
177	7.3	119	4.9	7	.3	5	.2	28	1.1	23	.9	1,940	79.9	1,598	65.8	GS- 2
935	8.0	653	5.6	42	.4	39	.3	113	1.0	101	.9	9,309	79.8	8,162	69.9	GS- 3
1,297	7.2	949	5.3	55	.3	47	.3	136	.8	118	.7	14,869	82.5	12,906	71.6	GS- 4
1,681	7.6	866	3.9	65	.3	50	.2	168	.7	134	.6	18,521	83.5	13,607	61.3	GS- 5
464	5.2	228	2.5	35	.4	20	.2	60	.7	41	.5	7,748	86.6	4,869	54.4	GS- 6
849	6.6	234	1.8	49	.4	32	.2	97	.8	49	.4	11,083	86.1	4,535	35.2	GS- 7
148	3.5	14	.3	11	.3	3	.1	24	.6	9	.2	3,905	91.8	831	19.5	GS- 8
1,037	6.0	165	.9	80	.5	17	.1	138	.8	35	.2	15,323	88.1	3,437	19.8	GS- 9
61	4.3	3	.2	2	.1			5	.3	3	.2	1,319	92.2	148	10.3	GS-10
549	3.5	56	.4	65	.4	15	.1	162	1.0	20	.1	14,570	91.9	1,843	11.6	GS-11
348	2.5	19	.1	40	.3	4		119	.9	2		12,916	93.5	876	6.3	GS-12
122	1.4	2		23	.3			77	.9	3		8,375	95.1	250	2.8	GS-13
29	1.0	1		6	.2			20	.7	2	.1	2,941	96.5	46	1.5	GS-14
11	1.1			1	.1			5	.5			931	96.5	12	1.2	GS-15
1	1.0											95	96.9	1	1.0	GS-16
												21	100.0			GS-17
												7	100.0			GS-18
6.34		4.77		7.61		5.60		7.68		5.18		7.83		5.30		AVERAGE GRADE
10,977	11.8	394	.4	546	.6	34		550	.6	36		72,820	76.7	3,611	3.0	TOTAL WAGE SYSTEMS
9,944	12.1	389	.5	477	.6	33		433	.5	35		62,110	75.5	3,464	4.2	REGULAR NONSUPERVISORY
90	9.3	20	2.1	9	.9	1	.1	10	1.0	7	.7	735	76.1	186	19.3	WG- 1
281	10.5	34	1.3	20	.8	6	.2	17	.6	9	.3	1,625	61.0	269	10.1	WG- 2
419	31.5	22	1.7	11	.8	1	.1	14	1.1	4	.3	603	45.3	47	3.5	WG- 3
266	10.5	22	.9	14	.6	2	.1	18	.7	2	.1	1,589	62.6	282	11.1	WG- 4
445	8.8	28	.6	30	.6	4	.1	29	.6	4	.1	3,470	68.4	523	10.3	WG- 5
1,022	18.2	58	1.0	32	.6	1		32	.6	3	.1	3,117	55.5	315	5.6	WG- 6
1,063	16.9	48	.8	44	.7	5	.1	31	.5	1		4,008	63.6	469	7.8	WG- 7
871	10.2	31	.4	43	.5	4		28	.3	2		6,456	75.5	427	5.0	WG- 8
1,497	16.9	69	.8	74	.8	4		23	.3			6,411	72.4	380	4.3	WG- 9
3,024	11.3	51	.2	154	.6	5		145	.5	2		21,881	82.1	487	1.8	WG-10
582	8.2	6	.1	22	.3			53	.7	1		6,300	87.2	52	.7	WG-11
360	6.5			20	.4			27	.5			5,046	90.6	6	.1	WG-12
48	6.7			4	.6			6	.8			649	90.1			WG-13
6	2.6											219	96.5	1	.4	WG-14
												1	100.0			WG-15
8.11		6.46		8.12		6.15		8.26		3.91		8.79		6.43		AVERAGE GRADE (WG)
165	7.5	2	.1	6	.3			16	.7			1,866	85.0	11	.5	REGULAR LEADER
9	24.3	2	5.4									2	100.0	1	50.0	WL- 1
1	10.0											16	43.2	3	8.1	WL- 2
15	15.2											5	50.0			WL- 3
8	11.1							1	1.0			72	72.7	3	3.0	WL- 4
6	9.0			1	1.5							56	77.8	2	2.8	WL- 5
9	18.4											42	62.7			WL- 6
24	11.2											31	63.3	1	2.0	WL- 7
42	10.7			1	.3			2	.9			167	77.7	1	.5	WL- 8
45	4.1			4	.4			9	.8			328	83.5			WL- 9
5	5.2							4	4.1			1,022	92.0			WL-10
1	2.6											83	85.6			WL-11
												38	97.4			WL-12
												4	100.0			WL-13
7.92		2.00		9.17				9.63				9.12		4.00		AVERAGE GRADE (WL)

TABLE 1-024

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF THE AIR FORCE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	10,048	60	.6	1,534	15.3	18	.2	553	5.5	16	.2
WS- 1	68	9	13.2	47	69.1	3	4.4	24	35.3	2	2.9
WS- 2	45	3	6.7	20	44.4	1	2.2	11	24.4	1	2.2
WS- 3	152	5	3.3	46	30.3	2	1.3	30	19.7	2	1.3
WS- 4	230	5	2.2	74	32.2	1	.4	42	18.3	1	.4
WS- 5	424	4	.9	121	28.5	3	.7	58	13.7	3	.7
WS- 6	553	8	1.3	153	25.8	3	.5	87	14.7	3	.5
WS- 7	1,095	9	.8	208	19.0	2	.2	81	7.4	2	.2
WS- 8	953	4	.4	126	13.2	1	.1	48	5.0	1	.1
WS- 9	2,082	7	.3	250	12.0	1		74	3.6	1	
WS-10	2,100	4	.2	259	12.3	1		53	2.5		
WS-11	953	2	.2	103	10.8			25	2.6		
WS-12	564			52	9.2			9	1.6		
WS-13	345			36	10.4			5	1.4		
WS-14	253			23	9.1			2	.8		
WS-15	122			10	8.2			4	3.3		
WS-16	49			6	12.2						
WS-17	15										
WS-18	4										
WS-19	1										
AVERAGE GRADE (WS)	9.00	5.63		7.91		4.94		6.87		4.88	
NONSUPERV (PROD FAC)	7										
WD- 5	3										
WD- 7	1										
WD- 8	3										
AVERAGE GRADE (WD)	6.57										
OTHER WAGE SYSTEMS	389	102	26.2	66	17.0	8	2.1	54	13.9	5	1.3
THRU \$ 7,999	2			1	50.0			1	50.0		
\$ 8,000-\$ 9,999	16	10	62.5	1	6.3	1	6.3				
\$10,000-\$11,999	130	59	45.4	13	10.0	4	3.1	13	10.0	4	3.1
\$12,000-\$13,999	75	21	28.0	4	5.3			4	5.3		
\$14,000-\$15,999	55	7	12.7	14	25.5	2	3.6	8	14.5	1	1.8
\$16,000-\$17,999	53	3	5.7	22	41.5			22	41.5		
\$18,000-\$19,999	25	2	8.0	8	32.0	1	4.0	5	20.0		
\$20,000-\$21,999	10			1	10.0						
\$22,000-\$23,999	10			1	10.0						
\$24,000-\$25,999	1										
\$26,000-\$27,999	5										
\$28,000-\$29,999	3										
\$32,000-\$33,999	4			1	25.0			1	25.0		
AVERAGE SALARY	14,185	11,643		15,532		12,650		15,243		11,640	
TOTAL OTHER PAY SYSTEMS	1,107	760	68.7	179	16.2	128	11.6	97	8.8	75	6.8
THRU \$ 7,999	204	147	72.1	98	48.0	70	34.3	65	31.9	50	24.5
\$ 8,000-\$ 9,999	158	141	89.2	13	8.2	11	7.0	9	5.7	8	5.1
\$10,000-\$11,999	301	231	76.7	21	7.0	17	5.6	7	2.3	6	2.0
\$12,000-\$13,999	216	157	72.7	26	12.0	23	10.6	10	4.6	9	4.2
\$14,000-\$15,999	137	77	56.2	16	11.7	7	5.1	5	3.6	2	1.5
\$16,000-\$17,999	9	3	33.3	1	11.1						
\$18,000-\$19,999	4	3	75.0								
\$20,000-\$21,999	7			1	14.3			1	14.3		
\$24,000-\$25,999	2										
\$26,000-\$27,999	2										
\$28,000-\$29,999	1										
\$36,000-\$37,999	1										
\$40,000-\$41,999	2										
\$42,000 AND OVER	63	1	1.6	3	4.8						
AVERAGE SALARY	12,780	10,365		8,779		8,039		7,208		7,075	

CONTINUED

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DEPARTMENT OF THE AIR FORCE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
818	8.1	1		63	.6	1		99	1.0			8,514	84.7	42	.4	REGULAR SUPERVISORY
23	33.8	1	1.5									21	30.9	6	8.8	WS- 1
7	15.6							2	4.4			25	55.6	2	4.4	WS- 2
14	9.2							2	1.3			106	69.7	3	2.0	WS- 3
31	13.5							1	.4			156	67.8	4	1.7	WS- 4
56	13.2			5	1.2			2	.5			303	71.5	1	.2	WS- 5
56	9.4			4	.7			6	1.0			440	74.2	5	.8	WS- 6
113	10.3			7	.8			7	.6			887	81.0	7	.6	WS- 7
60	6.3			4	.4			14	1.5			827	86.8	3	.3	WS- 8
138	6.6			16	.8			21	1.0			1,832	88.0	6	.2	WS- 9
184	8.8			9	.4	1		13	.6			1,841	87.7	3	.1	WS-10
59	6.2			6	.6			13	1.4			850	89.2			WS-11
27	4.8			6	1.1			10	1.8			512	90.8	2	.2	WS-12
27	7.8			1	.3			3	.9			309	89.6			WS-13
14	5.5			4	1.6			3	1.2			230	90.9			WS-14
4	3.3			1	.8			1	.8			112	91.8			WS-15
5	10.2							1	2.0			43	67.8			WS-16
												15	100.0			WS-17
												4	100.0			WS-18
												1	100.0			WS-19
8.35		1.00		9.30		10.00		9.24				9.20		5.93		AVERAGE GRADE (WS)
												7	100.0			NONSUPERY (PROD FAC)
												3	100.0			WD- 5
												1	100.0			WD- 7
												3	100.0			WD- 8
												6.57				AVERAGE GRADE (WD)
10	2.6	2	.5					2	.5	1	.3	323	83.0	94	24.2	OTHER WAGE SYSTEMS
												1	50.0			THRU \$ 7,999
								1	6.3	1	6.3	15	93.8	9	26.3	\$ 8,000-\$ 9,999
												117	90.0	55	42.3	\$10,000-\$11,999
												71	94.7	21	28.0	\$12,000-\$13,999
5	9.1	1	1.8					1	1.8			41	74.5	5	9.1	\$14,000-\$15,999
												31	58.5	3	5.7	\$16,000-\$17,999
3	12.0	1	4.0									17	68.0	1	4.0	\$18,000-\$19,999
1	10.0											9	90.0			\$20,000-\$21,999
1	10.0											9	90.0			\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
												5	100.0			\$26,000-\$27,999
												3	100.0			\$28,000-\$29,999
												3	75.0			\$32,000-\$33,999
17,710		16,800						12,450		9,400		13,909		11,557		AVERAGE SALARY
41	3.7	25	2.3	1	.1			40	3.6	28	2.5	928	83.8	632	57.1	TOTAL OTHER PAY SYSTEMS
32	15.7	20	9.8	1	.5							106	52.0	77	37.7	THRU \$ 7,999
1	.6	1	.6					3	1.9	2	1.3	145	91.8	130	82.3	\$ 8,000-\$ 9,999
4	1.3	3	1.0					10	3.3	8	2.7	280	93.0	214	71.1	\$10,000-\$11,999
1	.5	1	.5					15	6.9	13	6.0	190	88.0	134	62.0	\$12,000-\$13,999
3	2.2							8	5.8	5	3.6	121	88.3	70	51.1	\$14,000-\$15,999
								1	11.1			8	88.9	3	33.3	\$16,000-\$17,999
												4	100.0	3	75.0	\$18,000-\$19,999
												6	85.7			\$20,000-\$21,999
												2	100.0			\$24,000-\$25,999
												2	100.0			\$26,000-\$27,999
												1	100.0			\$28,000-\$29,999
												1	100.0			\$36,000-\$37,999
												2	100.0			\$40,000-\$41,999
								3	4.8			60	95.2	1	1.6	\$42,000 AND OVER
6,480		6,132		4,800				15,045		12,325		13,652		10,836		AVERAGE SALARY

TABLE 1-025

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF THE ARMY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	320,506	101,690	31.7	54,125	16.9	19,950	6.2	36,988	11.5	15,753	4.9
TOTAL GEN SCHED & EQUIV	219,790	95,065	43.3	30,358	13.8	17,150	7.8	21,029	9.6	13,494	6.1
GS- 1	324	213	66.1	111	34.5	70	21.7	95	29.5	60	18.6
GS- 2	4,705	3,787	80.5	1,070	22.7	754	16.0	883	18.8	639	13.6
GS- 3	17,951	14,806	82.5	3,797	21.2	2,814	15.7	2,896	16.1	2,206	12.3
GS- 4	30,520	23,786	77.9	5,747	18.8	4,135	13.5	4,152	13.6	3,151	10.3
GS- 5	31,835	21,237	66.7	5,610	17.6	3,809	12.0	4,114	12.9	2,996	9.4
GS- 6	14,294	8,525	59.7	2,462	17.2	1,648	11.5	1,865	13.1	1,342	9.4
GS- 7	24,410	8,841	36.2	3,242	13.3	1,568	6.4	2,105	8.6	1,204	4.9
GS- 8	4,331	1,679	38.8	591	13.6	296	8.8	416	9.6	242	5.6
GS- 9	21,558	5,707	26.5	2,648	12.3	1,096	5.1	1,721	8.0	880	4.1
GS-10	2,514	265	10.5	224	8.9	40	1.6	138	5.5	32	1.3
GS-11	23,447	3,722	15.9	2,193	9.4	584	2.5	1,265	5.4	471	2.0
GS-12	22,742	1,804	7.9	1,593	7.0	239	1.1	868	3.8	210	.9
GS-13	13,805	575	4.2	780	5.7	71	.5	428	3.1	52	.4
GS-14	5,285	95	1.8	231	4.4	14	.3	111	2.1	8	.2
GS-15	1,681	22	1.2	54	2.9	2	.1	28	1.5	1	.1
GS-16	147			4	2.7			4	2.7		
GS-17	30	1	3.3								
GS-18	11			1	9.1						
AVERAGE GRADE	7.60	5.32		6.27		5.23		5.96		5.24	
TOTAL WAGE SYSTEMS	100,290	6,374	6.4	23,671	23.6	2,732	2.7	15,825	15.8	2,209	2.2
REGULAR NONSUPERVISORY	82,832	5,961	7.1	20,732	25.0	2,526	3.1	13,943	16.8	2,035	2.5
WG- 1	1,559	1,281	80.9	632	40.5	548	35.2	445	28.5	382	24.5
WG- 2	3,472	1,112	32.0	1,929	55.6	785	22.6	1,575	45.4	681	19.6
WG- 3	2,160	364	16.9	826	38.2	150	6.9	644	29.8	111	5.1
WG- 4	3,844	778	20.2	1,794	46.7	379	9.9	1,439	37.5	323	8.4
WG- 5	10,411	1,040	10.0	3,596	34.6	326	3.1	2,568	24.7	255	2.5
WG- 6	7,030	455	6.5	2,367	33.7	124	1.8	1,788	25.4	107	1.5
WG- 7	5,287	269	5.1	1,708	32.3	67	1.3	1,249	23.6	50	.9
WG- 8	10,149	356	3.5	2,518	24.8	98	1.0	1,573	15.5	88	.9
WG- 9	11,404	115	1.0	1,763	15.5	18	.2	1,025	9.0	14	.1
WG-10	15,974	106	.7	2,427	15.2	23	.1	1,136	7.1	16	.1
WG-11	8,473	35	.4	893	10.5	6	.1	393	4.6	6	.1
WG-12	2,089	5	.2	194	9.3	1		79	3.8	1	
WG-13	821	5	.6	78	9.5	1	.1	26	3.2	1	.1
WG-14	144			7	4.9			3	2.1		
WG-15	15										
AVERAGE GRADE (WG)	7.68	3.89		6.36		3.24		5.91		3.30	
REGULAR LEADER	4,723	165	3.5	1,024	21.7	68	1.9	699	14.8	75	1.6
WL- 1	20	15	75.0	12	60.0	7	35.0	10	50.0	5	25.0
WL- 2	249	83	25.3	155	62.2	43	17.3	122	49.0	39	15.7
WL- 3	62	9	14.5	35	56.5	5	8.1	28	45.2	3	4.8
WL- 4	208	31	14.9	125	60.1	23	11.1	104	50.0	19	9.1
WL- 5	291	20	6.9	126	43.3	6	2.1	99	34.0	6	2.1
WL- 6	281	12	4.3	102	36.4	3	1.1	80	28.6	2	.7
WL- 7	202	4	2.0	34	16.8			22	10.9		
WL- 8	511	4	.8	147	28.8			102	20.0		
WL- 9	921	5	.5	102	11.1	1	.1	60	6.5	1	.1
WL-10	1,087			122	11.2			47	4.3		
WL-11	730	2	.3	43	5.9			20	2.7		
WL-12	120			15	12.5			3	2.5		
WL-13	40			6	15.0			2	5.0		
WL-14	1										
AVERAGE GRADE (WL)	8.33	3.58		6.30		2.92		5.71		2.92	

DEPARTMENT OF THE ARMY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
12,758	4.0	2,737	.9	912	.3	218	.1	3,396	1.1	1,222	.4	266,381	83.1	81,740	25.5	TOTAL ALL PAY SYSTEMS
6,184	2.8	2,445	1.1	456	.2	188	.1	2,591	1.2	1,008	.5	189,432	86.2	77,915	35.5	TOTAL GEN SCHED & EQUIV
11	3.4	7	2.2	3	.9	2	.6					213	66.1	143	44.4	GS- 1
143	3.0	85	1.8	12	.3	7	.1	32	.7	23	.5	3,635	77.3	3,033	64.5	GS- 2
671	3.7	424	2.4	31	.2	25	.1	194	1.1	154	.9	14,154	78.9	11,992	66.8	GS- 3
1,246	4.1	724	2.4	68	.2	46	.2	279	.9	212	.7	24,773	81.2	19,651	64.4	GS- 4
1,117	3.5	566	1.8	66	.2	43	.1	312	1.0	203	.6	26,225	82.4	17,428	54.7	GS- 5
416	2.9	201	1.4	33	.2	13	.1	143	1.0	90	.6	11,832	82.8	6,877	48.1	GS- 6
758	3.1	213	.9	85	.3	27	.1	276	1.1	121	.5	21,168	86.8	7,273	29.8	GS- 7
112	2.6	25	.6	11	.3	4	.1	51	1.2	25	.6	3,743	86.4	1,383	31.9	GS- 8
589	2.7	120	.6	36	.2	10		300	1.4	85	.4	18,910	87.7	4,611	21.4	GS- 9
46	1.8	4	.2	9	.4	1		30	1.2	3	.1	2,290	91.1	225	9.0	GS-10
492	2.1	56	.2	43	.2	8		392	1.7	59	.3	21,254	90.7	3,128	13.3	GS-11
347	1.5	11		33	.1	2		345	1.5	16	.1	21,149	93.0	1,565	6.9	GS-12
172	1.2	9	.1	18	.1			162	1.2	10	.1	13,025	94.3	504	3.7	GS-13
54	1.0			5	.1			61	1.2	6	.1	5,054	95.6	81	1.5	GS-14
10	.5			3	.2			13	.7	1	.1	1,827	97.1	20	1.1	GS-15
												143	97.3			GS-16
								1	9.1			30	100.0	1	3.3	GS-17
												10	90.9			GS-18
48		4.93		7.09		5.32		8.18		5.78		7.81		5.34		AVERAGE GRADE
6,553	6.5	276	.3	455	.5	30		803	.8	212	.2	76,619	78.4	3,842	3.6	TOTAL WAGE SYSTEMS
5,756	7.0	254	.3	360	.4	28		640	.8	204	.2	82,100	75.0	3,375	4.1	REGULAR NONSUPERVISORY
63	4.0	44	2.8	4	.3	3	.2	120	7.7	119	7.6	927	59.5	713	45.7	WG- 1
295	8.5	73	2.1	7	.2	2	.1	51	1.5	28	.8	1,543	44.5	327	9.4	WG- 2
150	6.9	24	1.1	10	.5			22	1.0	15	.7	1,334	61.8	214	9.9	WG- 3
287	7.5	30	.8	11	.3	3	.1	55	1.4	22	.6	2,050	53.4	399	10.4	WG- 4
877	8.4	46	.4	63	.6	15	.1	81	.8	8	.1	6,815	65.5	714	6.9	WG- 5
483	6.9	9	.1	30	.4			63	.9	8	.1	4,663	66.4	331	4.7	WG- 6
397	7.5	9	.2	34	.6	4	.1	24	.5	3	.1	3,579	67.7	202	3.8	WG- 7
825	8.1	9	.1	58	.6	1		58	.6			7,631	75.2	258	2.5	WG- 8
665	5.8	4		32	.3			40	.4			9,641	84.5	97	.9	WG- 9
1,151	7.2	6		74	.5			57	.4	1		13,547	84.9	83	.5	WG-10
417	4.9			31	.4			50	.6			7,590	89.5	29	.3	WG-11
102	4.9			5	.2			8	.4			1,895	90.7	4	.2	WG-12
41	5.0			1	.1			10	1.2			743	90.5	4	.5	WG-13
3	2.1							1	.7			137	95.1			WG-14
												15	100.0			WG-15
7.43		3.53		7.59		4.64		5.69		2.09		8.12		4.37		AVERAGE GRADE (WG)
263	5.6	7	.1	23	.5	2		37	.8	4	.1	3,699	78.4	77	1.6	REGULAR LEADER
								2	10.0	2	10.0	8	40.0	8	40.0	WL- 1
31	12.4	3	1.2	1	.4	1	.4	1	.4			94	37.8	20	8.0	WL- 2
5	8.1	2	3.2	1	1.6			1	1.6			27	43.5	4	6.5	WL- 3
15	7.2	1	.5	1	.5	1	.5	5	2.4	2	1.0	83	39.9	8	3.8	WL- 4
23	7.9			2	.7			2	.7			165	56.7	14	4.8	WL- 5
14	5.0	1	.4	3	1.1			4	1.4			179	63.9	9	3.2	WL- 6
12	5.9											168	83.2	4	2.0	WL- 7
40	7.8			3	.6			2	.4			364	71.2	4	.8	WL- 8
37	4.0			1	.1			4	.4			819	88.9	4	.4	WL- 9
53	4.9			8	.7			13	1.2			965	88.9			WL-10
18	2.5			2	.3			3	.4			687	94.1	2	.3	WL-11
11	9.2			1	.8							105	87.5			WL-12
4	10.0											34	85.0			WL-13
												1	100.0			WL-14
7.55		3.14		8.00		3.00		7.46		2.50		8.89		4.34		AVERAGE GRADE (WL)

TABLE 1-025

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF THE ARMY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	8,892	142	1.6	1,388	15.6	81	.9	832	9.4	70	.8
WS- 1	141	41	29.1	88	62.4	32	22.7	69	48.9	25	17.7
WS- 2	138	36	26.1	87	63.0	27	19.6	69	50.0	25	18.1
WS- 3	245	17	6.9	111	45.3	11	4.5	80	32.7	10	4.1
WS- 4	344	13	3.8	114	33.1	3	.9	95	27.6	3	.9
WS- 5	485	11	2.3	143	29.5	3	.6	110	22.7	3	.6
WS- 6	492	6	1.2	125	25.4			80	16.3		
WS- 7	710	4	.6	117	16.5	1	.1	80	11.3	1	.1
WS- 8	1,519	7	.5	157	10.3	1	.1	86	5.7	1	.1
WS- 9	1,407	4	.3	139	9.5	1	.1	57	4.1		
WS-10	1,479	1	.1	177	12.0	1	.1	62	4.2	1	.1
WS-11	818	2	.2	73	8.9	1	.1	27	3.3	1	.1
WS-12	378			21	5.6			4	1.1		
WS-13	330			21	6.4			5	1.5		
WS-14	216			12	5.6			5	2.3		
WS-15	101			6	5.9			2	2.0		
WS-16	53			3	5.7			1	1.9		
WS-17	31										
WS-18	2										
WS-19	3										
AVERAGE GRADE (WS)	8.58	3.23		6.62		2.36		5.73		2.40	
NONSUPERV (PROD FAC)	657	21	3.2	66	10.0	2	.3	19	2.9	1	.2
WD- 2	19			1	5.3						
WD- 3	3										
WD- 4	1										
WD- 5	37	6	16.2	5	13.5	1	2.7	1	2.7		
WD- 6	139			12	8.6			2	1.4		
WD- 7	87	15	17.2	16	18.4	1	1.1	5	5.7	1	1.1
WD- 8	371			32	8.6			11	3.0		
AVERAGE GRADE (WD)	7.07	6.43		7.08		6.00		7.37		7.00	
SUPERVISORY (PROD FAC)	72			9	12.5			4	5.6		
WN-3	1										
WN-4	4										
WN-6	30			5	16.7			3	10.0		
WN-7	35			4	11.4			1	2.9		
WN-8	1										
WN-9	1										
AVERAGE GRADE (WN)	6.40			6.44				6.25			
OTHER WAGE SYSTEMS	3,114	145	4.7	452	14.5	35	1.1	323	10.5	28	.9
THRU \$ 7,999	53	39	73.6	15	28.3	11	20.8	9	17.0	7	13.2
\$ 8,000-\$ 9,999	132	14	10.6	31	23.5	4	3.0	27	20.5	1	.8
\$10,000-\$11,999	343	21	6.1	65	19.0			44	12.8		
\$12,000-\$13,999	460	9	2.0	96	20.9	3	.7	76	16.5	3	.7
\$14,000-\$15,999	574	40	7.0	129	22.5	11	1.9	113	19.7	11	1.9
\$16,000-\$17,999	461	16	3.5	37	8.0	4	.9	25	5.4	4	.9
\$18,000-\$19,999	480	5	1.0	39	8.1	2	.4	14	2.9	2	.4
\$20,000-\$21,999	349	1	.3	26	7.4			12	3.4		
\$22,000-\$23,999	141			7	5.0			3	2.1		
\$24,000-\$25,999	21			4	19.0			3	14.3		
\$26,000-\$27,999	48			2	4.2			2	4.2		
\$28,000-\$29,999	8			1	12.5						
\$30,000-\$31,999	21										
\$32,000-\$33,999	15										
\$36,000 AND OVER	8										
AVERAGE SALARY	16,349	11,482		14,356		11,549		13,959		12,700	
TOTAL OTHER PAY SYSTEMS	426	251	58.9	98	22.5	68	16.0	72	16.9	50	11.7
THRU \$ 7,999	189	127	67.2	88	46.6	61	32.3	66	34.9	44	23.3
\$ 8,000-\$ 9,999	99	88	88.9	5	5.1	5	5.1	5	5.1	5	5.1
\$10,000-\$11,999	38	28	73.7	2	5.3	2	5.3	1	2.6	1	2.6
\$12,000-\$13,999	7	2	28.6								
\$14,000-\$15,999	2										
\$16,000-\$17,999	1										
\$18,000-\$19,999	1										
\$20,000-\$21,999	7	4	57.1								
\$24,000-\$25,999	4	2	50.0								
\$38,000-\$39,999	5										
\$40,000-\$41,999	1										
\$42,000 AND OVER	72			1	1.4						
AVERAGE SALARY	14,677	7,504		5,624		5,291		5,232		5,362	

DEPARTMENT OF THE ARMY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
412	4.6	10	.1	35	.4			109	1.2	1		7,504	84.4	61	.7	REGULAR SUPERVISORY
17	12.1	7	5.0					2	1.4			53	37.6	9	6.4	WS- 1
16	11.6	2	1.4					2	1.4			51	37.0	9	6.5	WS- 2
27	11.0	1	.4					4	1.6			134	54.7	6	2.4	WS- 3
16	4.7			1	.3			2	.6			230	66.9	10	2.9	WS- 4
31	6.4			1	.2			1	.2			342	70.5	8	1.6	WS- 5
34	6.9			1	.2			10	2.0			327	74.6	6	1.2	WS- 6
31	4.4			2	.3			4	.6			593	83.5	3	.4	WS- 7
51	3.4			12	.8			8	.5			1,362	89.7	6	.4	WS- 8
56	4.0			3	.2			17	1.2	1	.1	1,274	90.5	3	.2	WS- 9
84	5.7			8	.5			23	1.6			1,302	88.0			WS-10
28	3.4			1	.1			17	2.1			745	91.1	1	.1	WS-11
10	2.6			3	.8			4	1.1			357	94.4			WS-12
5	1.5			2	.6			9	2.7			309	93.6			WS-13
2	.9			1	.5			4	1.9			204	94.4			WS-14
2	2.0							2	2.0			95	94.1			WS-15
2	3.8											50	94.3			WS-16
												31	100.0			WS-17
												2	100.0			WS-18
												3	100.0			WS-19
7.54		1.40		9.11				9.21		9.00		8.94		4.39		AVERAGE GRADE (WS)
39	5.9	1	.2	2	.3			6	.9			591	90.0	19	2.9	NONSUPERV (PROD FAC)
1	5.3											18	94.7			WD- 2
												3	100.0			WD- 3
												1	100.0			WD- 4
3	8.1	1	2.7					1	2.7			32	86.5	5	13.5	WD- 5
10	7.2											127	91.4			WD- 6
11	12.6											71	81.6	14	16.1	WD- 7
14	3.8			2	.5			5	1.3			339	91.4			WD- 8
6.82		5.00		8.00				7.50				7.07		6.47		AVERAGE GRADE (WD)
4	5.6							1	1.4			63	87.5			SUPERVISORY (PROD FAC)
												1	100.0			WN-3
												4	100.0			WN-4
1	3.3							1	3.3			25	83.3			WN-6
3	8.6											31	88.6			WN-7
												1	100.0			WN-8
												1	100.0			WN-9
6.75								6.00				6.40				AVERAGE GRADE (WN)
79	2.5	4	.1	35	1.1			10	.3	3	.1	2,662	65.5	110	3.5	OTHER WAGE SYSTEMS
6	11.3	4	7.5									38	71.7	28	52.8	THRU \$ 7,999
1	.8							3	2.3	3	2.3	101	76.5	10	7.6	\$ 8,000-\$ 9,999
18	5.2			2	.6			1	.3			278	81.0	21	6.1	\$10,000-\$11,999
16	3.5			2	.4			2	.4			364	79.1	6	1.3	\$12,000-\$13,999
10	1.7			6	1.0							445	77.5	29	5.1	\$14,000-\$15,999
2	.4			7	1.5			3	.7			424	92.0	12	2.6	\$16,000-\$17,999
13	2.7			12	2.5							441	91.9	3	.6	\$18,000-\$19,999
10	2.9			4	1.1							323	92.6	1	.3	\$20,000-\$21,999
2	1.4			2	1.4							134	95.0			\$22,000-\$23,999
1	4.8											17	81.0			\$24,000-\$25,999
												46	95.8			\$26,000-\$27,999
								1	12.5			7	87.5			\$28,000-\$29,999
												21	100.0			\$30,000-\$31,999
												15	100.0			\$32,000-\$33,999
												8	100.0			\$36,000 AND OVER
14,577		5,100		17,509				14,580		9,400		16,687		11,461		AVERAGE SALARY
21	4.9	16	3.8	1	.2			2	.5	2	.5	330	77.5	163	43.0	TOTAL OTHER PAY SYSTEMS
21	11.1	16	8.5					1	.5	1	.5	101	53.4	66	34.9	THRU \$ 7,999
												94	94.9	83	83.8	\$ 8,000-\$ 9,999
								1	2.6	1	2.6	36	94.7	26	68.4	\$10,000-\$11,999
												7	100.0	2	28.6	\$12,000-\$13,999
												2	100.0			\$14,000-\$15,999
												1	100.0			\$16,000-\$17,999
												1	100.0			\$18,000-\$19,999
												7	100.0	4	57.1	\$20,000-\$21,999
												4	100.0	2	50.0	\$24,000-\$25,999
												5	100.0			\$28,000-\$29,999
												1	100.0			\$40,000-\$41,999
				1	1.4							71	98.6			\$42,000 AND OVER
4,800		4,800		47,500				7,450		7,450		17,311		8,326		AVERAGE SALARY

TABLE 1-026

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF THE NAVY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	272,162	64,163	23.6	55,108	20.2	13,720	5.0	40,889	15.0	11,348	4.2
TOTAL GEN SCHED & EQUIV	149,876	59,167	39.5	21,049	14.0	11,367	7.6	15,218	10.2	9,263	6.2
GS- 1	149	94	63.1	67	45.0	41	27.5	59	39.6	35	23.5
GS- 2	2,544	1,915	75.3	764	30.0	496	19.5	646	25.4	422	16.6
GS- 3	12,251	10,050	82.0	2,797	22.8	2,073	16.9	2,261	18.5	1,710	14.0
GS- 4	18,361	14,283	75.7	3,963	21.0	2,797	14.8	3,029	16.1	2,219	11.8
GS- 5	19,871	13,204	66.4	3,948	19.9	2,603	13.1	3,096	15.6	2,120	10.7
GS- 6	7,692	5,392	70.1	1,421	18.5	988	12.8	1,142	14.8	829	10.8
GS- 7	11,164	5,586	50.0	1,851	16.6	998	8.9	1,382	12.4	788	7.1
GS- 8	2,665	1,019	38.2	417	15.6	210	7.9	307	11.5	171	6.4
GS- 9	15,281	3,318	21.7	1,857	12.2	577	3.8	1,207	7.9	482	3.2
GS-10	2,083	145	7.0	186	8.9	18	.9	89	4.3	13	.6
GS-11	19,024	2,273	11.9	1,681	8.8	345	1.8	907	4.8	284	1.5
GS-12	20,015	1,331	6.7	1,278	6.4	173	.9	659	3.3	150	.7
GS-13	11,109	422	3.8	578	5.2	37	.3	299	2.7	32	.3
GS-14	4,958	101	2.0	184	3.7	10	.2	107	2.2	8	.2
GS-15	1,992	29	1.5	51	2.6	1	.1	24	1.2		
GS-16	186	5	2.7	5	2.7			4	2.2		
GS-17	27			1	3.7						
GS-18	4										
AVERAGE GRADE	8.12	5.35		6.35		5.10		5.92		5.10	
TOTAL WAGE SYSTEMS	120,968	4,465	3.7	33,933	28.1	2,273	1.9	25,579	21.1	2,017	1.7
REGULAR NONSUPERVISORY	92,230	3,752	4.1	28,153	30.5	2,044	2.2	21,695	23.5	1,909	2.0
WG- 1	620	203	32.7	404	65.2	153	24.7	343	55.3	141	22.7
WG- 2	3,441	890	25.9	2,257	65.6	681	19.8	1,867	54.3	601	17.5
WG- 3	1,488	143	9.6	852	57.3	104	7.0	713	47.9	95	6.4
WG- 4	1,206	197	16.3	602	49.9	95	7.9	460	38.1	80	6.6
WG- 5	10,661	808	7.6	4,870	45.7	339	3.2	3,969	37.2	309	2.9
WG- 6	4,996	277	5.5	2,745	54.9	154	3.1	2,308	46.2	146	2.9
WG- 7	4,295	234	5.4	2,269	52.7	108	2.5	1,942	45.2	100	2.3
WG- 8	11,613	648	5.6	3,861	33.2	280	2.4	2,930	25.2	226	1.9
WG- 9	7,031	83	1.2	1,983	28.2	28	.4	1,489	21.3	26	.4
WG-10	34,620	203	.6	6,772	19.6	84	.2	4,718	13.6	69	.2
WG-11	7,796	47	.6	1,111	14.3	12	.2	685	8.8	11	.1
WG-12	2,085	14	.7	244	11.7	5	.2	151	7.2	4	.2
WG-13	1,708	3	.2	135	7.9	1	.1	78	4.6	1	.1
WG-14	616	2	.3	53	8.6			31	5.0		
WG-15	54			1	1.9			1	1.9		
AVERAGE GRADE (WG)	8.40	5.13		7.13		4.46		6.93		4.41	
REGULAR LEADER	1,948	50	2.6	713	36.6	39	2.0	524	26.9	32	1.6
WL- 1	13	7	53.8	12	92.3	7	53.8	11	84.6	6	46.2
WL- 2	129	23	17.8	102	79.1	20	15.5	81	62.8	17	13.2
WL- 3	39	4	10.3	24	61.5	3	7.7	21	53.8	1	2.6
WL- 4	49	5	10.2	28	57.1	2	4.1	26	53.1	1	2.0
WL- 5	275	1	.4	148	53.8	1	.4	112	40.7	1	.4
WL- 6	151	6	4.0	82	54.3	4	2.6	57	37.7	4	2.6
WL- 7	112			60	53.6			50	44.6		
WL- 8	212	2	.9	92	43.4	2	.9	73	34.4	2	.9
WL- 9	135	1	.7	30	22.2			22	16.3		
WL-10	658	1	.2	114	17.3			62	9.4		
WL-11	113			13	11.5			5	4.4		
WL-12	26			3	11.5			1	3.8		
WL-13	23			3	13.0			2	8.7		
WL-14	12			2	16.7			1	8.3		
WL-15	1										
AVERAGE GRADE (WL)	7.79	3.22		6.23		2.79		5.92		2.88	

DEPARTMENT OF THE NAVY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
8,350	3.1	1,316	.5	584	.2	114		5,285	1.9	942	.3	217,054	79.8	50,443	18.5	TOTAL ALL PAY SYSTEMS
2,904	1.9	1,138	.8	252	.2	95	.1	2,675	1.8	871	.6	128,827	86.0	47,800	31.9	TOTAL GEN SCHED & EQUIV
7	4.7	5	3.4					1	.7	1	.7	82	55.0	53	35.6	GS- 1
74	2.9	42	1.7	2	.1	1		42	1.7	31	1.2	1,780	70.0	1,419	55.8	GS- 2
320	2.6	210	1.7	21	.2	19	.2	195	1.8	134	1.1	9,454	77.2	7,977	65.1	GS- 3
564	3.0	335	1.8	28	.1	19	.1	342	1.8	224	1.2	14,898	79.0	11,486	80.9	GS- 4
478	2.4	272	1.4	29	.1	21	.1	345	1.7	190	1.9	15,923	80.1	10,601	53.3	GS- 5
147	1.9	79	1.0	18	.2	12	.2	114	1.5	68	.9	6,271	81.5	4,404	57.3	GS- 6
253	2.3	102	.9	19	.2	10	.1	197	1.8	98	.9	9,313	83.4	4,588	41.1	GS- 7
54	2.0	10	.4	4	.2			52	2.0	29	1.1	2,248	84.4	809	30.4	GS- 8
345	2.3	48	.3	28	.2	4		277	1.8	43	.3	13,424	87.8	2,741	17.9	GS- 9
49	2.4	1		7	.3	2	.1	41	2.0	2	.1	1,897	91.1	127	6.1	GS-10
312	1.6	27	.1	49	.3	4		413	2.2	30	.2	17,343	91.2	1,928	10.1	GS-11
196	1.0	5		31	.2	3		392	2.0	15	.1	18,737	93.6	1,158	5.8	GS-12
74	.7	1		8	.1			197	1.8	4		10,531	94.8	385	3.5	GS-13
28	.6	1		4	.1			45	.9	1		4,774	96.3	91	1.8	GS-14
2	.1			4	.2			21	1.1	1	.1	1,941	97.4	28	1.4	GS-15
1	.5							1	3.7			181	97.3	5	2.7	GS-16
												26	96.3			GS-17
												4	100.0			GS-18
6.76		4.84		8.13		5.45		8.19		5.32		8.41		5.41		AVERAGE GRADE
5,425	4.5	167	.1	335	.3	18		2,599	2.1	71	.1	87,035	71.9	2,192	1.8	TOTAL WAGE SYSTEMS
4,204	4.6	154	.2	268	.3	16		1,985	2.2	65	.1	64,077	69.5	1,708	1.9	REGULAR NONSUPERVISORY
36	5.5	5	.8					27	4.4	7	1.1	216	34.8	50	8.1	WG- 1
244	7.1	51	1.5	6	.2	1		140	4.1	28	.8	1,184	34.4	209	6.1	WG- 2
82	5.5	3	.2	9	.2			54	3.6	6	.4	635	42.7	39	2.6	WG- 3
83	6.9	10	.8	4	.3		.2	55	4.8	2	.2	604	50.1	102	8.5	WG- 4
564	5.5	18	.2	21	.2	3		296	2.8	9	.1	5,791	54.3	469	4.4	WG- 5
327	6.5	6	.1	11	.4	1		89	1.8	1		2,251	45.1	123	2.5	WG- 6
244	5.7	6	.1	14	.3	2		63	1.5			2,022	47.3	126	2.9	WG- 7
665	5.7	41	.4	38	.3	3		228	2.0	10	.1	7,752	66.8	368	3.2	WG- 8
370	5.3	2		22	.3			92	1.3			5,048	71.8	55	.8	WG- 9
1,259	3.6	11		104	.3	3		691	2.0	1		27,848	80.4	119	.3	WG-10
233	3.0			29	.4			164	2.1	1		6,685	85.7	35	.4	WG-11
39	1.9	1		2	.1			52	2.5			1,841	88.3	9	.4	WG-12
25	1.5			4	.2			28	1.6			1,573	92.1	2	.1	WG-13
15	2.4			1	.2			6	1.0			563	91.4	2	.3	WG-14
												53	98.1			WG-15
7.73		5.14		8.61		6.44		7.85		3.71		8.96		5.93		AVERAGE GRADE (WG)
127	6.5	5	.3	10	.5	1	.1	52	2.7	1	.1	1,235	63.4	11	.8	REGULAR LEADER
1	7.7	1	7.7					1	7.7			1	7.7			WL- 1
7	5.4	1	.8	1	.8	1	.8	13	10.1	1	.8	27	20.9	3	2.3	WL- 2
2	5.1	2	5.1	1	2.6			15	38.5			15	38.5	1	2.6	WL- 3
1	2.0	1	2.0					1	2.0			21	42.9	3	6.1	WL- 4
21	7.6			1	.4			14	5.1			127	46.2			WL- 5
22	14.6			1	.7			2	1.3			69	45.7	2	1.3	WL- 6
6	5.4			1	.9			3	2.7			52	46.4			WL- 7
15	7.1			1	.5			3	1.4			120	56.6			WL- 8
7	5.2							1	.7			105	77.8	1	.7	WL- 9
35	5.3			4	.6			13	2.0			544	82.7	1	.2	WL-10
6	5.3							2	1.8			100	88.5			WL-11
2	7.7											23	88.5			WL-12
1	4.3											20	87.0			WL-13
1	8.3											10	83.3			WL-14
												1	100.0			WL-15
7.51		2.60		7.10		2.00		6.12		2.00		8.69		4.73		AVERAGE GRADE (WL)

DEPARTMENT OF THE NAVY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	8,944	51	.8	1,806	18.0	35	.4	1,250	14.0	35	.4
WS- 1	40	10	25.0	34	85.0	9	22.5	34	85.0	9	22.5
WS- 2	72	13	18.1	50	69.4	10	13.9	49	68.1	10	13.9
WS- 3	67	3	4.5	35	52.2	3	4.5	34	50.7	3	4.5
WS- 4	150	7	4.7	67	44.7	5	3.3	54	36.0	5	3.3
WS- 5	246	3	1.2	129	52.4	3	1.2	105	42.7	3	1.2
WS- 6	443	5	1.1	183	41.3	2	.5	163	36.8	2	.5
WS- 7	334	2	.6	121	36.2			109	32.6		
WS- 8	496	1	.2	179	36.1	1	.2	150	30.2	1	.2
WS- 9	667			132	19.8			96	14.7		
WS-10	3,632	6	.2	432	11.9	2	.1	298	8.2	2	.1
WS-11	758	1	.1	83	10.9			60	7.9		
WS-12	431			53	12.3			25	5.8		
WS-13	948			59	6.2			39	4.1		
WS-14	435			40	9.2			24	5.5		
WS-15	175			7	4.0			7	4.0		
WS-16	41			2	4.9			1	2.4		
WS-17	9										
AVERAGE GRADE (WS)	9.94	4.14		8.13		3.23		7.76		3.23	
NONSUPERV (PROD FAC)	5,341	15	.3	561	10.9	7	.1	332	6.2	7	.1
WD- 1	11	2	18.2	6	54.5	1	9.1	4	36.4	1	9.1
WD- 2	22	3	13.6	3	13.6	2	9.1	3	13.6	2	9.1
WD- 3	16			4	25.0			3	18.8		
WD- 4	125	1	.8	11	8.8			8	6.4		
WD- 5	396	2	.5	48	12.1	1	.3	35	8.8	1	.3
WD- 6	944	3	.3	118	12.5	2	.2	67	7.1	2	.2
WD- 7	187			15	8.0			9	4.8		
WD- 8	3,613	4	.1	374	10.4	1		202	5.6	1	
WD- 9	9			1	11.1						
WD-10	14			1	7.1			1	7.1		
WD-11	4										
AVERAGE GRADE (WD)	7.25	4.80		7.11		4.29		6.98		4.29	
SUPERVISORY (PROD FAC)	494	1	.2	33	6.7			11	2.2		
WN-4	52			3	5.8			2	3.8		
WN-5	4										
WN-6	4			1	25.0						
WN-7	414	1	.2	29	7.0			9	2.2		
WN-8	20										
AVERAGE GRADE (WN)	6.70	7.00		6.70				6.45			
OTHER WAGE SYSTEMS	12,011	596	5.0	2,847	23.7	148	1.2	1,767	14.7	134	1.1
THRU \$ 7,999	803	1	.1	512	63.8			226	28.1		
\$ 8,000-\$ 9,999	1,959	75	3.8	461	23.5	18	.9	328	16.7	17	.9
\$10,000-\$11,999	2,526	116	4.6	604	23.9	18	.7	412	16.3	16	.6
\$12,000-\$13,999	2,907	211	7.3	567	19.5	53	1.8	363	12.5	48	1.7
\$14,000-\$15,999	2,341	141	6.0	453	19.4	43	1.8	298	12.7	40	1.7
\$16,000-\$17,999	872	50	5.7	156	17.9	15	1.7	89	10.2	12	1.4
\$18,000-\$19,999	179	2	1.1	48	26.8	1	.6	29	16.2	1	.6
\$20,000-\$21,999	106			15	14.2			9	8.5		
\$22,000-\$23,999	90			11	12.2			4	4.4		
\$24,000-\$25,999	21			2	9.5			1	4.8		
\$26,000-\$27,999	26										
\$28,000-\$29,999	17			2	11.8			1	5.9		
\$30,000-\$31,999	14			1	7.1						
\$32,000-\$33,999	9										
\$34,000-\$35,999	27			2	7.4						
\$36,000 AND OVER	114			13	11.4			7	6.1		
AVERAGE SALARY	12,762	12,831		11,568		13,239		11,712		13,181	

DEPARTMENT OF THE NAVY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
246	2.8			26	.3			84	.9			7,333	82.0	16	.2	REGULAR SUPERVISORY	
1	1.4							1	1.5			6	15.0	1	2.5	WS- 1	
9	6.0			1	.7			3	2.0			22	30.6	3	4.2	WS- 2	
20	9.1							4	1.6			32	47.8			WS- 3	
14	3.2							6	1.4			83	55.3	2	1.3	WS- 4	
12	3.6											117	47.6			WS- 5	
19	3.8							10	2.0			260	58.7	3	.7	WS- 6	
26	3.9			3	.4			5	.7			213	63.8	2	.6	WS- 7	
90	2.5			15	.4			29	.8			317	63.9			WS- 8	
16	2.1			4	.5			3	.4			535	80.2			WS- 9	
17	3.9			1	.2			10	2.3			3,200	88.1	4	.1	WS-10	
13	1.4			2	.2			5	.5			675	89.1	1	.1	WS-11	
8	1.8							8	1.8			378	87.7			WS-12	
1	2.4											889	93.8			WS-13	
9.22				10.12				9.71				395	90.8			WS-14	
144	2.7			10	.2			95	1.8			168	96.0			WS-15	
2	18.2											39	95.1			WS-16	
1	6.3											9	100.0			WS-17	
1	.8											10.33		6.13		AVERAGE GRADE (WS)	
9	2.3											4,760	89.1	8	.1	NONSUPERV (PROD FAC)	
31	3.3			3	.3			2	1.6			5	45.5	1	9.1	WD- 1	
5	2.7							4	1.0			19	86.4	1	4.5	WD- 2	
94	2.6			7	.2			17	1.8			12	75.0			WD- 3	
1	11.1							1	.5			114	91.2	1	.8	WD- 4	
7.19				7.40				71	2.0			348	87.9	1	.3	WD- 5	
13	2.6											826	87.5	1	.1	WD- 6	
13	3.1											172	92.0			WD- 7	
7.00												3,239	89.6	3	.1	WD- 8	
691	5.8	8	.1	15	.1	1						8	88.9			WD- 9	
275	34.2											13	92.9			WD-10	
99	5.1	1	.1									4	100.0			WD-11	
75	3.0											7.27		5.25		AVERAGE GRADE (WD)	
110	3.8	4	.1									461	93.3	1	.2	SUPERVISORY (PROD FAC)	
74	3.2	1										49	94.2			WN-4	
37	4.2	2	.2									4	100.0			WN-5	
11	6.1											3	75.0			WN-6	
3	2.8											7	93.0	1	.2	WN-7	
2	2.2											20	100.0			WN-8	
1	4.8											6.70		7.00		AVERAGE GRADE (WN)	
1	7.1											9,164	76.3	448	3.7	O'HER WAGE SYSTEMS	
1	3.7											291	36.2	1	.1	THRU \$ 7,999	
2	1.8											1,498	76.5	57	2.9	\$ 8,000-\$ 9,999	
10,321		13,950		15,400		13,600		13,040		13,600		1,922	76.1	98	3.9	\$10,000-\$11,999	
												2,340	80.5	158	5.4	\$12,000-\$13,999	
												1,888	80.6	98	4.2	\$14,000-\$15,999	
												716	82.1	35	4.0	\$16,000-\$17,999	
												131	73.2	1	.6	\$18,000-\$19,999	
												91	85.8			\$20,000-\$21,999	
												79	87.8			\$22,000-\$23,999	
												19	93.5			\$24,000-\$25,999	
												26	100.0			\$26,000-\$27,999	
												15	88.2			\$28,000-\$29,999	
												13	92.9			\$30,000-\$31,999	
												9	100.0			\$32,000-\$33,999	
												25	92.6			\$34,000-\$35,999	
												101	88.6			\$36,000 AND OVER	
												13,133		12,697			AVERAGE SALARY

DEPARTMENT OF THE NAVY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	1,318	531	40.3	126	9.6	80	6.1	92	7.0	68	5.2
THRU \$ 7,999	140	107	76.4	67	47.9	43	30.7	50	35.7	33	23.6
\$ 8,000-\$ 9,999	41	39	95.1	12	29.3	12	29.3	12	29.3	12	29.3
\$10,000-\$11,999	153	131	85.6	5	3.3	5	3.3	5	3.3	5	3.3
\$12,000-\$13,999	123	96	79.7	10	8.1	8	6.5	8	6.5	7	5.7
\$14,000-\$15,999	107	74	69.2	9	8.4	7	6.5	9	8.4	7	6.5
\$16,000-\$17,999	91	36	39.6	3	3.3	3	3.3	2	2.2	2	2.2
\$18,000-\$19,999	66	16	24.2	6	9.1	2	3.0	4	6.1	2	3.0
\$20,000-\$21,999	82	18	22.0	2	2.4						
\$22,000-\$23,999	67	8	11.9	5	7.5			1	1.5		
\$24,000-\$25,999	41			2	4.9						
\$26,000-\$27,999	89			3	3.4						
\$28,000-\$29,999	45	2	4.4	1	2.2						
\$30,000-\$31,999	30										
\$32,000-\$33,999	25										
\$34,000-\$35,999	15			1	6.7			1	6.7		
\$36,000-\$37,999	33										
\$38,000-\$39,999	47	1	2.1								
\$42,000 AND OVER	123	1	.8								
AVERAGE SALARY	21,208	12,067		10,176		8,525		8,965		8,891	

DEPARTMENT OF THE NAVY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
21	1.8	11	.8	2	.2	1	.1	11	.8			1,192	90.4	451	34.2	TOTAL OTHER PAY SYSTEMS
17	12.1	10	7.1									73	52.1	64	45.7	THRU \$ 7,999
												29	70.7	27	65.9	\$ 8,000-\$ 9,999
												148	96.7	126	82.4	\$10,000-\$11,999
1	.8			1	.8	1	.8					113	91.9	90	73.2	\$12,000-\$13,999
												98	91.6	67	62.6	\$14,000-\$15,999
1	1.1	1	1.1									88	96.7	33	36.3	\$16,000-\$17,999
								2	3.0			60	90.9	14	21.2	\$18,000-\$19,999
1	1.2			1	1.5			1	1.2			80	97.6	18	22.0	\$20,000-\$21,999
								3	4.5			62	92.5	8	11.9	\$22,000-\$23,999
								2	4.0			39	95.1			\$24,000-\$25,999
1	1.1							2	2.2			86	96.6			\$26,000-\$27,999
								1	2.2			44	97.8	2	4.4	\$28,000-\$29,999
												30	100.0			\$30,000-\$31,999
												25	100.0			\$32,000-\$33,999
												14	93.3			\$34,000-\$35,999
												33	100.1			\$36,000-\$37,999
												47	100.0	1	2.1	\$38,000-\$39,999
												123	100.0	1	.8	\$42,000 AND OVER
7,619		5,945		17,550		12,000		23,845				22,374		12,696		AVERAGE SALARY

TABLE 1-027

Minority Group Study of Full-Time Employment: November 30, 1977

OFFICE OF THE SECRETARY OF DEFENSE & OTHER DOD ACTIVITIES

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	24,856	9,744	39.5	2,939	11.9	1,203	4.9	2,285	9.3	1,001	4.1
TOTAL GEN SCHED & EQUIV	18,295	6,217	34.0	2,220	12.1	965	5.3	1,718	9.4	824	4.5
GS- 1	10	6	60.0	6	60.0	3	30.0	6	60.0	3	30.0
GS- 2	74	66	89.2	25	33.8	20	27.0	23	31.1	18	24.3
GS- 3	449	389	86.6	78	17.4	64	14.3	66	14.7	52	11.6
GS- 4	1,057	946	89.5	182	17.2	153	14.5	160	15.1	139	13.2
GS- 5	1,546	1,175	76.0	282	18.2	186	12.0	244	15.8	156	10.1
GS- 6	1,097	947	86.3	206	18.8	150	13.7	179	16.3	132	12.0
GS- 7	1,404	892	63.5	223	15.9	114	8.1	177	12.6	97	6.9
GS- 8	346	236	68.2	56	16.2	25	7.2	49	14.2	21	6.1
GS- 9	1,957	590	30.1	316	16.1	88	5.0	255	13.0	85	4.3
GS-10	145	50	34.5	14	9.7	4	2.8	12	8.3	3	2.1
GS-11	3,501	453	12.8	424	12.1	86	2.5	288	8.2	67	1.9
GS-12	2,847	278	9.8	227	8.0	39	1.4	146	5.1	32	1.1
GS-13	1,711	131	7.7	97	5.7	14	.8	66	3.9	13	.8
GS-14	1,052	32	3.0	57	5.4	5	.5	32	3.0	3	.3
GS-15	861	20	2.3	21	2.4	3	.3	12	1.4	3	.3
GS-16	151	4	2.6	3	2.0	1	.7	2	1.3		
GS-17	58	1	1.7	1	1.7						
GS-18	29	1	3.4	2	6.9						
AVERAGE GRADE	9.74	6.67		8.34		6.55		7.97		6.48	
TOTAL WAGE SYSTEMS	1,325	66	5.0	426	32.2	15	1.1	373	28.2	14	1.1
REGULAR NONSUPERVISORY	529	15	2.8	259	49.0	8	1.5	219	41.4	7	1.3
WG- 1	6	3	50.0	5	83.3	2	33.3	5	83.3	2	33.3
WG- 2	71	4	5.6	52	73.2	4	5.6	49	69.0	4	5.6
WG- 3	38	1	2.6	14	36.8	1	2.6	8	21.1	1	2.6
WG- 4	22			5	22.7			5	22.7		
WG- 5	83	3	3.6	43	51.8			32	38.6		
WG- 6	106			79	74.5			75	70.8		
WG- 7	25	2	8.0	17	68.0	1	4.0	11	44.0		
WG- 8	20			10	50.0			8	40.0		
WG- 9	30	1	3.3	12	40.0			6	20.0		
WG-10	66			12	18.2			12	18.2		
WG-11	26			6	23.1			5	19.2		
WG-12	32	1	3.1	4	12.5			3	9.4		
WG-13	4										
AVERAGE GRADE (WG)	6.40	4.27		5.41		2.50		5.31		1.86	
REGULAR LEADER	35	1	2.9	16	45.7	1	2.9	16	45.7	1	2.9
WL- 2	8	1	12.5	8	100.0	1	12.5	8	100.0	1	12.5
WL- 3	2			2	100.0			2	100.0		
WL- 5	5			2	40.0			2	40.0		
WL- 6	6			3	50.0			3	50.0		
WL- 9	2										
WL-10	6			1	16.7			1	16.7		
WL-11	6										
AVERAGE GRADE (WL)	6.49	2.00		3.75		2.00		3.75		2.00	
REGULAR SUPERVISORY	55	2	3.6	19	34.5			17	30.9		
WS- 1	4			3	75.0			3	75.0		
WS- 2	2			2	100.0			2	100.0		
WS- 3	2			2	100.0			2	100.0		
WS- 4	5	1	20.0								
WS- 5	6			6	100.0			6	100.0		
WS- 6	8	1	12.5	2	25.0			1	12.5		
WS- 7	1			1	100.0			1	100.0		
WS- 8	3			1	33.3			1	33.3		
WS- 9	6			2	33.3			1	16.7		
WS-10	6										
WS-11	3										
WS-12	6										
WS-13	1										
WS-14	1										
WS-15	1										
AVERAGE GRADE (WS)	7.35	5.00		4.63				4.29			
NONSUPERV (PROD FAC)	3										
WD- 8	3										
AVERAGE GRADE (WD)	8.00										

OFFICE OF THE SECRETARY OF DEFENSE & OTHER DOD ACTIVITIES

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
354	1.4	98	.4	18	.1	9		282	1.1	95	.4	21,717	88.1	8,541	34.6	TOTAL ALL PAY SYSTEMS
253	1.4	69	.4	10	.1	5		239	1.3	67	.4	16,075	87.9	5,252	28.7	TOTAL GEN SCHED & EQUIV
2	2.7	2	2.7									4	40.0	3	30.0	GS- 1
7	1.6	7	1.6					5	1.1	5	1.1	49	66.2	46	62.2	GS- 2
17	1.6	10	.9	1	.1	1	.1	4	.4	3	.3	371	82.6	325	72.4	GS- 3
23	1.5	16	1.0					15	1.0	14	.9	875	82.8	793	75.0	GS- 4
13	1.2	8	.7	1	.1	1	.1	13	1.2	9	.8	1,264	81.8	989	64.0	GS- 5
26	1.9	8	.6	2	.1	2	.1	18	1.3	7	.5	891	81.2	797	72.7	GS- 6
3	.9	3	.9	1	.3			18	1.3	7	.5	1,181	84.1	778	55.4	GS- 7
40	2.0	7	.4					3	.9	1	.3	290	83.8	211	61.0	GS- 8
2	1.4	1	.7					21	1.1	6	.3	1,641	83.9	492	25.1	GS- 9
69	2.0	4	.1	1								131	90.3	46	31.7	GS-10
28	1.0	2	.1					66	1.9	15	.4	3,077	87.9	367	10.5	GS-11
10	.6			1		1		52	1.8	4	.1	2,620	92.0	239	8.5	GS-12
8	.8			2	.2			20	1.2	1	.1	1,614	94.3	117	6.8	GS-13
3	.3							15	1.4	2	.2	995	94.6	27	2.6	GS-14
1	.7	1	.7					6	.7			840	97.6	17	2.0	GS-15
1	1.7											148	98.0	3	2.0	GS-16
6.04		6.23		9.60		7.20		1	3.4			57	98.3	1	1.7	GS-17
49	3.7	1	.1	3	.2							27	93.1	1	3.4	GS-18
38	7.2	1	.2	1	.2			1	.1			9.93		6.65		AVERAGE GRADE
3	4.2							1	.1			899	67.8	51	3.8	TOTAL WAGE SYSTEMS
5	13.2	1	2.6					1	.2			270	51.0	7	1.3	REGULAR NONSUPERVISORY
10	12.0											1	16.7	1	16.7	WG- 1
4	3.8											19	26.8			WG- 2
6	24.0	1	4.0									24	63.2			WG- 3
2	10.0							1	1.2			17	77.3			WG- 4
6	20.0											40	46.2	3	3.6	WG- 5
1	3.8											27	25.5			WG- 6
1	3.1											8	32.0	1	4.0	WG- 7
6.05		7.00		3.00								10	50.0			WG- 8
												18	60.0	1	3.3	WG- 9
												54	81.8			WG-10
												20	76.9			WG-11
												28	87.5	1	3.1	WG-12
												4	100.0			WG-13
												7.36		6.29		AVERAGE GRADE (WG)
												19	54.3			REGULAR LEADER
																WL- 2
																WL- 3
												3	60.0			WL- 5
												3	50.0			WL- 6
												2	100.0			WL- 9
												5	83.3			WL-10
												6	100.0			WL-11
												8.79				AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
												36	65.5	2	3.6	WS- 1
												1	25.0			WS- 2
																WS- 3
												5	100.0	1	20.0	WS- 4
																WS- 5
												6	75.0	1	12.5	WS- 6
																WS- 7
												2	66.7			WS- 8
												4	66.7			WS- 9
												6	100.0			WS-10
												3	100.0			WS-11
												6	100.0			WS-12
												1	100.0			WS-13
												1	100.0			WS-14
												1	100.0			WS-15
												8.78		5.00		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												3	100.0			WD- 8
												8.00				AVERAGE GRADE (WD)

OFFICE OF THE SECRETARY OF DEFENSE & OTHER DOD ACTIVITIES

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	703	48	6.8	132	18.8	6	.9	121	17.2	6	.9
\$ 8,000-\$ 9,999	10			10	100.0			10	100.0		
\$10,000-\$11,999	15	2	13.3	10	66.7			9	60.0		
\$12,000-\$13,999	26	2	7.7	12	46.2	1	3.8	12	46.2	1	3.8
\$14,000-\$15,999	94	8	8.5	25	26.6			21	22.3		
\$16,000-\$17,999	146	16	11.0	28	19.2	1	.7	27	18.5	1	.7
\$18,000-\$19,999	225	9	4.0	23	10.2	2	.9	19	8.4	2	.9
\$20,000-\$21,999	120	10	8.3	17	14.2	2	1.7	17	14.2	2	1.7
\$22,000-\$23,999	47	1	2.1	4	8.5			3	6.4		
\$24,000-\$25,999	10										
\$26,000-\$27,999	7			2	28.6			2	28.6		
\$30,000-\$31,999	2										
\$36,000 AND OVER	1			1	100.0			1	100.0		
AVERAGE SALARY	18,378	17,783		16,583		18,250		16,543		18,250	
TOTAL OTHER PAY SYSTEMS	5,036	3,461	68.7	293	5.8	223	4.4	194	3.9	163	3.2
THRU \$ 7,999	91	88	96.7	9	9.9	9	9.9	7	7.7	7	7.7
\$ 8,000-\$ 9,999	296	262	88.5	12	4.1	10	3.4	10	3.4	10	3.4
\$10,000-\$11,999	1,302	1,064	81.7	63	4.8	58	4.5	52	4.0	50	3.8
\$12,000-\$13,999	1,461	1,077	73.7	85	5.8	68	4.7	55	3.8	45	3.1
\$14,000-\$15,999	1,185	718	60.6	83	7.0	54	4.6	56	4.7	40	3.4
\$16,000-\$17,999	531	224	42.2	36	6.8	21	4.0	12	2.3	9	1.7
\$18,000-\$19,999	84	27	32.1	4	4.8	3	3.6	2	2.4	2	2.4
\$20,000-\$21,999	3										
\$26,000-\$37,999	1										
\$38,000-\$39,999	6										
\$42,000 AND OVER	76	1	1.3	1	1.3						
AVERAGE SALARY	13,849	12,812		13,629		13,096		12,960		12,677	

OFFICE OF THE SECRETARY OF DEFENSE & OTHER DOD ACTIVITIES

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
9	1.3			2	.3							571	81.2	42	6.0	OTHER WAGE SYSTEMS
1	6.7											5	33.3	2	13.3	\$ 8,000-\$ 9,999
												14	53.8	1	3.8	\$10,000-\$11,999
4	4.3											69	73.4	8	8.5	\$12,000-\$13,999
1	.7											118	80.8	15	10.3	\$14,000-\$15,999
3	1.3			1	.4							202	89.8	7	3.1	\$16,000-\$17,999
												103	85.8	8	6.7	\$18,000-\$19,999
				1	2.1							43	91.5	1	2.1	\$20,000-\$21,999
												10	100.0			\$22,000-\$23,999
												5	71.4			\$24,000-\$25,999
												2	100.0			\$26,000-\$27,999
																\$30,000-\$31,999
16,100				21,150								18,793		17,717		\$36,000 AND OVER
																AVERAGE SALARY
52	1.0	28	.6	5	.1	4	.1	42	.8	28	.6	4,743	94.2	3,238	64.3	TOTAL OTHER PAY SYSTEMS
2	2.2	2	2.2									82	90.1	79	86.8	THRU \$ 7,999
1	.3							1	.3			284	95.9	252	85.1	\$ 8,000-\$ 9,999
5	.4	4	.3	1	.1	1	.1	5	.4	3	.2	1,239	95.2	1,006	77.3	\$10,000-\$11,999
11	.8	7	.5	1	.1	1	.1	18	1.2	15	1.0	1,376	94.2	1,009	69.1	\$12,000-\$13,999
18	1.5	7	.6	2	.2	1	.1	7	.6	6	.5	1,102	93.0	664	56.0	\$14,000-\$15,999
15	2.8	8	1.5					9	1.7	4	.8	495	93.2	203	38.2	\$16,000-\$17,999
				1	1.2	1	1.2	1	1.2			80	95.2	24	28.6	\$18,000-\$19,999
												3	100.0			\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												6	100.0			\$24,000-\$25,999
								1	1.3			75	98.7	1	1.3	\$26,000-\$27,999
14,735		14,275		14,240		13,825		15,274		14,268		13,862		12,792		\$38,000-\$39,999
																\$42,000 AND OVER
																AVERAGE SALARY

DEFENSE SUPPLY AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	45,621	16,804	36.8	11,752	25.8	4,999	11.0	10,054	22.0	4,558	10.0
TOTAL GEN SCHED & EQUIV	36,106	15,832	43.8	7,303	20.2	4,430	12.3	6,278	17.4	4,013	11.1
GS- 1	34	16	47.1	16	47.1	10	29.4	16	47.1	10	29.4
GS- 2	734	624	85.0	206	28.1	160	21.8	184	25.1	143	19.5
GS- 3	2,306	1,978	85.8	699	30.3	579	25.1	636	27.6	527	22.9
GS- 4	4,549	3,743	82.3	1,365	30.0	1,048	23.0	1,198	26.3	915	20.1
GS- 5	5,001	3,936	78.7	1,428	28.6	1,096	21.9	1,295	25.9	1,007	20.1
GS- 6	1,501	1,155	76.9	403	26.8	303	20.2	343	22.9	262	17.5
GS- 7	2,800	1,471	52.5	832	29.7	487	17.4	730	26.1	457	16.3
GS- 8	298	168	56.4	75	25.2	42	14.1	68	22.8	38	12.8
GS-9	5,901	1,384	23.5	1,029	17.4	411	7.0	849	14.4	386	6.5
GS-10	84	19	22.6	13	15.5	5	6.0	12	14.3	5	6.0
GS-11	6,357	867	13.6	679	10.7	199	3.1	515	8.1	180	2.8
GS-12	4,009	344	8.6	363	9.1	70	1.7	273	6.8	63	1.6
GS-13	1,624	108	6.7	149	9.2	20	1.2	122	7.5	20	1.2
GS-14	612	12	2.0	30	4.9			24	3.9		
GS-15	276	7	2.5	12	4.3			9	3.3		
GS-16	12			3	25.0			3	25.0		
GS-17	7			1	14.3			1	14.3		
GS-18	1										
AVERAGE GRADE	8.00	5.58		6.54		5.49		6.39		5.52	
TOTAL WAGE SYSTEMS	9,511	968	10.2	4,445	46.7	565	5.9	3,773	39.7	542	5.7
REGULAR NONSUPERVISORY	8,066	745	9.2	3,784	46.9	381	4.7	3,187	39.5	360	4.5
WG- 1	19	11	57.9	10	52.6	8	42.1	10	52.6	8	42.1
WG- 2	352	27	7.7	155	44.0	18	5.1	131	37.2	18	5.1
WG- 3	136	9	6.6	66	48.5	4	2.9	59	43.4	4	2.9
WG- 4	585	134	22.9	432	73.8	98	16.8	409	69.9	96	16.4
WG- 5	2,556	359	14.0	1,265	49.5	155	6.1	1,088	42.6	145	5.7
WG- 6	2,490	171	6.9	1,188	47.7	86	3.5	932	37.4	78	3.1
WG- 7	623	21	3.4	315	50.6	8	1.3	267	42.9	8	1.3
WG- 8	317	7	2.2	122	38.5	3	.9	101	31.9	2	.6
WG- 9	274	5	1.8	78	28.5	1	.4	63	23.0	1	.4
WG-10	491			123	25.1			107	21.8		
WG-11	181	1	.6	23	12.7			15	8.3		
WG-12	42			7	16.7			5	11.9		
AVERAGE GRADE (WG)	5.95	4.98		5.59		4.80		5.54		4.76	
REGULAR LEADER	311	14	4.5	132	42.4	7	2.3	117	37.6	7	2.3
WL- 1	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
WL- 2	6			3	50.0	3	50.0	3	50.0		
WL- 3	1			1	100.0			1	100.0		
WL- 4	5	2	40.0	4	80.0	2	40.0	4	80.0	2	40.0
WL- 5	108	4	3.7	47	43.5	1	.9	43	39.8	1	.9
WL- 6	99	4	4.0	53	53.5	2	2.0	43	43.4	2	2.0
WL- 7	23	1	4.3	10	43.5			10	43.5		
WL- 8	8	2	25.0	5	62.5	1	12.5	4	50.0	1	12.5
WL- 9	12			4	33.3			4	33.3		
WL-10	43			3	7.0			3	7.0		
WL-11	5			1	20.0			1	20.0		
AVERAGE GRADE (WL)	6.39	5.43		5.80		4.86		5.79		4.86	
REGULAR SUPERVISORY	857	53	6.2	321	37.5	45	5.3	266	31.0	44	5.1
WS- 1	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
WS- 2	5			3	60.0			3	60.0		
WS- 3	22	3	13.6	11	50.0	2	9.1	9	40.9	1	4.5
WS- 4	71	4	5.6	42	59.2	3	4.2	36	50.7	3	4.2
WS- 5	178	3	1.7	82	46.1	2	1.1	67	37.6	2	1.1
WS- 6	195	6	3.1	79	40.5	5	2.6	62	31.8	5	2.6
WS- 7	72	1	1.4	22	30.6	1	1.4	18	25.0	1	1.4
WS- 8	85	26	30.6	40	47.1	24	28.2	39	45.9	24	28.2
WS- 9	71	1	1.4	10	14.1			4	5.6		
WS-10	80			15	18.8			12	15.0		
WS-11	40	7	17.5	12	30.0	6	15.0	11	27.5	6	15.0
WS-12	12										
WS-13	15			1	6.7			1	6.7		
WS-14	3										
WS-15	5	1	20.0	2	40.0	1	20.0	2	40.0	1	20.0
WS-16	1										
AVERAGE GRADE (WS)	6.95	7.42		6.17		7.53		6.18		7.64	

DEFENSE SUPPLY AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,173	2.6	264	.6	143	.3	50	.1	382	.8	127	.3	33,869	74.2	11,805	25.9	TOTAL ALL PAY SYSTEMS
600	1.7	244	.7	115	.3	47	.1	310	.9	126	.3	28,803	79.8	11,402	31.6	TOTAL GEN SCHED & EQUIV
12	1.6	9	1.2					10	1.4	8	1.1	528	71.9	464	63.2	GS- 1
51	2.2	41	1.8	3	.1	3	.1	9	.4	8	.3	1,607	69.7	1,399	60.7	GS- 2
106	2.3	85	1.9	11	.2	10	.2	50	1.1	38	.8	3,184	70.0	2,695	59.2	GS- 3
71	1.4	48	1.0	14	.3	12	.2	48	1.0	29	.6	3,573	71.4	2,840	56.8	GS- 4
32	2.1	20	1.3	8	.5	6	.4	20	1.3	15	1.0	1,098	73.2	852	56.8	GS- 5
69	2.5	15	.5	9	.3	5	.2	24	.9	10	.4	1,968	70.3	984	35.1	GS- 6
4	1.3	2	.7					3	1.0	2	.7	223	74.8	126	42.3	GS- 7
110	1.9	16	.3	20	.3	3	.1	50	.8	6	.1	4,872	82.6	973	16.5	GS- 8
1	1.2											71	84.5	14	16.7	GS- 9
80	1.3	3		32	.5	7	.1	52	.8	9	.1	5,678	89.3	668	10.5	GS-10
42	1.0	5	.1	16	.4	1		32	.8	1		3,646	90.9	274	6.8	GS-11
16	1.0			2	.1			9	.6			1,475	90.8	88	5.4	GS-12
3	.5							3	.5			582	95.1	12	2.0	GS-13
3	1.1											264	95.7	7	2.5	GS-14
												9	75.0			GS-15
												6	85.7			GS-16
												1	100.0			GS-17
																GS-18
7.24		4.91		8.56		6.30		7.63		5.38		8.37		5.62		AVERAGE GRADE
572	6.0	19	.2	28	.3	3		72	.8	1		5,066	53.3	403	4.2	TOTAL WAGE SYSTEMS
511	6.3	18	.2	26	.3	3		60	.7			4,282	53.1	364	4.5	REGULAR NONSUPERVISORY
												9	47.4	3	15.8	WG- 1
22	6.3			1	.3			1	.3			197	56.0	9	2.6	WG- 2
8	4.4							1	.7			70	51.5	5	3.7	WG- 3
22	3.8	2	.3					1	.2			153	26.2	30	6.2	WG- 4
154	6.0	9	.4	7	.3	1		16	.6			1,291	50.5	204	8.0	WG- 5
225	9.0	6	.2	8	.3	2	.1	23	.9			1,302	52.3	85	3.4	WG- 6
36	5.8			2	.3			10	1.6			308	49.4	13	2.1	WG- 7
17	5.4	1	.3	1	.3			3	.9			195	61.5	4	1.3	WG- 8
13	4.7			2	.7							196	71.5	4	1.5	WG- 9
10	2.0			3	.6			3	.6			368	74.9			WG-10
5	2.8			2	1.1			1	.6			158	87.3	1	.6	WG-11
1	2.4							1	2.4			35	83.3			WG-12
5.76		5.39		6.81		5.67		6.23				6.26		5.16		AVERAGE GRADE (WG)
13	4.2							2	.8			179	57.6	7	2.3	REGULAR LEADER
												3	50.0			WL- 1
												1	20.0			WL- 2
												61	56.5	3	2.8	WL- 3
4	3.7											46	46.5	2	2.0	WL- 4
8	8.1							2	2.0			13	56.5	1	4.3	WL- 5
												3	37.5	1	12.5	WL- 6
												8	66.7			WL- 7
												40	93.0			WL- 8
												4	80.0			WL- 9
																WL-10
																WL-11
5.85								6.00				6.83		6.00		AVERAGE GRADE (WL)
46	5.4	1	.1	2	.2			7	.8			536	62.5	8	.9	REGULAR SUPERVISORY
												2	40.0			WS- 1
2	9.1	1	4.5									11	50.0	1	4.5	WS- 2
4	5.6							2	2.8			29	40.8	1	1.4	WS- 3
11	6.2			1	.6			3	1.7			96	53.9	1	.6	WS- 4
14	7.2			1	.5			2	1.0			116	59.5	1	.5	WS- 5
4	5.6											50	69.4			WS- 6
1	1.2											45	52.9	2	2.4	WS- 7
6	8.5											61	85.9	1	1.4	WS- 8
3	3.3											65	81.3			WS- 9
1	2.5											28	70.0	1	2.5	WS-10
												12	100.0			WS-11
												14	93.3			WS-12
												3	100.0			WS-13
												3	60.0			WS-14
												1	100.0			WS-15
6.35		3.00		5.50				5.00				7.42		6.75		AVERAGE GRADE (WS)

DEFENSE SUPPLY AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	6										
WD- 6	1										
WD- 7	1										
WD- 8	4										
AVERAGE GRADE (WD)	7.50										
OTHER WAGE SYSTEMS	271	156	57.6	208	76.8	132	48.7	203	74.9	131	48.3
THRU \$ 7,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$ 8,000-\$ 9,999	109	73	67.0	94	86.2	65	59.6	91	83.5	64	58.7
\$10,000-\$11,999	71	49	69.0	59	83.1	44	62.0	59	83.1	44	62.0
\$12,000-\$13,999	37	25	67.6	20	54.1	15	40.5	20	54.1	15	40.5
\$14,000-\$15,999	22	6	27.3	15	68.2	6	27.3	13	59.1	6	27.3
\$16,000-\$17,999	14	2	14.3	10	71.4	1	7.1	10	71.4	1	7.1
\$18,000-\$19,999	11			6	54.5			6	54.5		
\$20,000-\$21,999	5			3	60.0			3	60.0		
\$22,000-\$23,999	1										
AVERAGE SALARY	11,908	10,912		11,520		10,774		11,514		10,782	
TOTAL OTHER PAY SYSTEMS	4	4	100.0	4	100.0	4	100.0	3	75.0	3	75.0
THRU \$ 7,999	4	4	100.0	4	100.0	4	100.0	3	75.0	3	75.0
AVERAGE SALARY	4,800	4,800		4,800		4,800		4,800		4,800	

DEFENSE SUPPLY AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
												6	100.0			NONSUPERY (PROD FAC) WD- 6 WD- 7 WD- 8 AVERAGE GRADE (WD)	
												1	100.0				
												1	100.0				
												4	100.0				
												7.50					
2	.7							3	1.1	1	.4	63	23.2	24	8.9		OTHER WAGE SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 AVERAGE SALARY
2	1.8							1	.9	1	.9	15	13.8	8	7.3		
												12	16.9	5	7.0		
												17	45.9	10	27.0		
								2	9.1			7	31.8				
												4	28.6	1	7.1		
												5	45.5				
												2	40.0				
												1	100.0				
9,600								13,200		9,700		13,189		11,671		TOTAL OTHER PAY SYSTEMS THRU \$ 7,999 AVERAGE SALARY	
1	25.0	1	25.0														
1	25.0	1	25.0														
4,800		4,800															

TABLE 1-029

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF ENERGY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	17,657	5,399	30.6	2,121	12.0	990	5.6	1,151	6.5	716	4.0
TOTAL GEN SCHED & EQUIV	15,647	5,378	34.4	1,959	12.5	986	6.3	1,076	6.9	707	4.5
GS- 1	6	5	83.3	5	83.3	5	83.3	3	50.0	3	50.0
GS- 2	70	56	80.0	16	22.9	12	17.1	12	17.1	9	12.9
GS- 3	296	228	77.0	74	25.0	45	15.2	45	15.2	30	10.1
GS- 4	671	560	83.5	152	22.7	119	17.7	101	15.1	83	12.4
GS- 5	1,235	898	72.7	277	22.4	173	14.0	132	10.7	112	9.1
GS- 6	1,267	955	75.4	346	27.3	217	17.1	173	13.7	156	12.3
GS- 7	1,478	922	62.4	266	18.0	163	11.0	165	11.2	130	8.8
GS- 8	413	289	70.0	52	12.6	42	10.2	41	9.9	35	8.5
GS- 9	1,249	492	39.4	154	12.3	74	5.9	94	7.5	55	4.4
GS-10	108	34	31.5	10	9.3	4	3.7	5	4.6	3	2.8
GS-11	1,566	387	24.7	150	9.6	58	3.7	71	4.5	34	2.2
GS-12	1,738	220	12.7	150	8.6	32	1.8	84	4.8	27	1.6
GS-13	2,074	186	9.0	138	6.7	26	1.3	58	2.8	17	.8
GS-14	1,775	100	5.6	100	5.6	11	.6	54	3.0	9	.5
GS-15	1,536	45	2.9	63	4.1	5	.3	35	2.3	4	.3
GS-16	102	1	1.0	3	2.9			2	2.0		
GS-17	42			2	4.8			1	2.4		
GS-18	21			1	4.8						
AVERAGE GRADE	10.17	7.10		8.06		6.67		7.91		6.73	
TOTAL WAGE SYSTEMS	1,565	15	1.0	150	9.6	3	.2	67	4.3	2	.1
REGULAR NONSUPERVISORY	208	1	.5	52	25.0			26	12.5		
WG- 2	19			14	73.7			2	10.5		
WG- 3	3										
WG- 4	1			1	100.0						
WG- 5	24	1	4.2	10	41.7			10	41.7		
WG- 6	10			5	50.0			5	50.0		
WG- 7	7			3	42.9			3	42.9		
WG- 8	28			6	21.4			2	7.1		
WG- 9	7			3	42.9						
WG-10	84			8	9.5			4	4.8		
WG-11	14			1	7.1						
WG-12	6			1	16.7						
WG-13	1										
WG-14	4										
AVERAGE GRADE (WG)	8.18	5.00		5.98				6.19			
REGULAR LEADER	14			4	28.6			2	14.3		
WL- 2	3			3	100.0			1	33.3		
WL- 4	1										
WL-10	8			1	12.5			1	12.5		
WL-11	1										
WL-12	1										
AVERAGE GRADE (WL)	8.07			4.00				6.00			
REGULAR SUPERVISORY	26			8	30.8			4	15.4		
WS- 1	2			1	50.0						
WS- 2	1			1	100.0						
WS- 3	1			1	100.0						
WS- 4	2			1	50.0			1	50.0		
WS- 5	1			1	100.0			1	100.0		
WS- 7	2										
WS- 8	2			2	100.0						
WS- 9	5			1	20.0			1	20.0		
WS-10	6										
WS-11	4										
AVERAGE GRADE (WS)	7.65			5.00				5.25			

DEPARTMENT OF ENERGY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
634	3.6	177	1.0	129	.7	31	.2	207	1.2	72	.4	15,536	88.0	4,409	25.0	TOTAL ALL PAY SYSTEMS
596	3.8	177	1.1	84	.5	30	.2	203	1.3	72	.5	13,688	87.5	4,382	28.1	TOTAL GEN SCHED & EQUIV
2	33.3	2	33.3									1	16.7			GS- 1
2	2.9	2	2.9	1	1.4			1	1.4	1	1.4	54	77.1	44	62.9	GS- 2
19	6.4	10	3.4	3	1.0	1	.3	7	2.4	4	1.4	222	75.0	183	61.8	GS- 3
37	5.5	25	3.7	8	1.2	7	1.0	6	.9	4	.6	519	77.3	441	65.7	GS- 4
116	9.4	45	3.6	12	1.0	5	.4	17	1.4	11	.9	958	77.6	725	58.7	GS- 5
146	11.5	42	3.3	13	1.0	7	.6	14	1.1	12	.9	921	72.7	738	58.2	GS- 6
72	4.9	16	1.1	8	.5	3	.2	21	1.4	14	.9	1,212	82.0	759	51.4	GS- 7
7	1.7	4	1.0	2	.5	2	.5	2	.5	1	.2	361	87.4	247	59.8	GS- 8
32	2.6	10	.8	7	.6	1	.1	21	1.7	8	.6	1,095	87.7	418	33.5	GS- 9
3	2.8	1	.9					2	1.9			98	90.7	30	27.8	GS-10
40	2.6	11	.7	8	.5	3	.2	31	2.0	10	.6	1,416	90.4	329	21.0	GS-11
33	1.9	2	.1	8	.5	1	.1	25	1.4	2	.1	1,588	91.4	188	10.8	GS-12
46	2.2	6	.3	4	.2			30	1.4	3	.1	1,936	93.3	160	7.7	GS-13
24	1.4	1	.1	8	.5			14	.8	1	.1	1,675	94.4	89	5.0	GS-14
16	1.0			1	.1			11	.7	1	.1	1,473	95.9	40	2.6	GS-15
1	1.0											99	97.1	1	1.0	GS-16
								1	2.4			40	95.2			GS-17
				1	4.8							20	95.2			GS-18
7.67		6.18		8.30		6.30		9.84		7.46		10.47		7.20		AVERAGE GRADE
36	2.3			44	2.8	1	.1	3	.2			1,415	90.4	12	.8	TOTAL WAGE SYSTEMS
20	9.6			6	2.9							156	75.0	1	.5	REGULAR NONSUPERVISORY
8	42.1			4	21.1							5	26.3			WG- 2
												3	100.0			WG- 3
1	100.0															WG- 4
												14	58.3	1	4.2	WG- 5
4	14.3											5	50.0			WG- 6
3	42.9											4	57.1			WG- 7
3	3.6											22	78.6			WG- 8
				1	1.2							4	57.1			WG- 9
1	16.7			1	7.1							76	90.5			WG-10
												13	92.9			WG-11
												5	83.3			WG-12
												1	100.0			WG-13
												4	100.0			WG-14
6.05				4.83								8.92		5.00		AVERAGE GRADE (WG)
2	14.3											10	71.4			REGULAR LEADER
2	66.7											1	100.0			WL- 2
												7	87.5			WL- 4
												1	100.0			WL-10
												1	100.0			WL-11
												1	100.0			WL-12
2.00												9.70				AVERAGE GRADE (WL)
4	15.4											18	69.2			REGULAR SUPERVISORY
1	50.0											1	50.0			WS- 1
1	100.0															WS- 2
																WS- 3
												1	50.0			WS- 4
																WS- 5
												2	100.0			WS- 7
												4	80.0			WS- 8
												6	100.0			WS- 9
												4	100.0			WS-10
4.75												8.83				AVERAGE GRADE (WS)

TABLE 1-029

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF ENERGY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	1,317	14	1.1	86	6.5	3	.2	35	2.7	2	.2
\$ 8,000-\$ 9,999	3	2	66.7	1	33.3	1	33.3				
\$10,000-\$11,999	40	4	10.0	3	7.5	1	2.5	2	5.0	1	2.5
\$12,000-\$13,999	65	1	1.5	7	10.8			6	9.2		
\$14,000-\$15,999	171	3	1.8	24	14.0	1	.6	12	7.0	1	.6
\$16,000-\$17,999	103	2	1.9	8	7.8			1	1.0		
\$18,000-\$19,999	517	2	.4	29	5.6			9	1.7		
\$20,000-\$21,999	168			7	4.2			2	1.2		
\$22,000-\$23,999	206			6	2.9			2	1.0		
\$24,000-\$25,999	27			1	3.7			1	3.7		
\$26,000-\$27,999	11										
\$28,000-\$29,999	1										
\$32,000-\$33,999	2										
\$36,000 AND OVER	3										
AVERAGE SALARY	18,882	13,564		17,324		11,733		16,563		12,900	
TOTAL OTHER PAY SYSTEMS	445	6	1.3	12	2.7	1	.2	8	1.9	1	.2
THRU \$ 7,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$14,000-\$15,999	1										
\$16,000-\$17,999	1										
\$18,000-\$19,999	1			1	100.0			1	100.0		
\$36,000-\$37,999	3										
\$38,000-\$39,999	12										
\$40,000-\$41,999	12										
\$42,000 AND OVER	413	5	1.2	9	2.2			5	1.2		
AVERAGE SALARY	45,813	39,450		37,083		4,800		32,688		4,800	

DEPARTMENT OF ENERGY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
10	.8			38	2.9	1	.1	3	.2			1,231	93.5	11	.8	OTHER WAGE SYSTEMS
				1	33.3	1	33.3					2	66.7	1	33.3	\$ 8,000-\$ 9,999
				1	1.5			1	2.5			37	92.5	3	7.5	\$10,000-\$11,999
3	1.8			8	4.7			1	.6			58	89.2	1	1.5	\$12,000-\$13,999
1	1.0			6	5.8							147	86.0	2	1.2	\$14,000-\$15,999
4	.8			15	2.9			1	.2			95	92.2	2	1.9	\$16,000-\$17,999
1	.6			4	2.4							488	94.4	2	.4	\$18,000-\$19,999
1	.5			3	1.5							161	95.8			\$20,000-\$21,999
												200	97.1			\$22,000-\$23,999
												26	96.3			\$24,000-\$25,999
												11	100.0			\$26,000-\$27,999
												1	100.0			\$28,000-\$29,999
												2	100.0			\$32,000-\$33,999
												3	100.0			\$36,000 AND OVER
18,090				18,013		9,400		14,933				18,991		14,064		AVERAGE SALARY
2	.4			1	.2			1	.2			433	97.3	5	1.1	TOTAL OTHER PAY SYSTEMS
												1	100.0			THRU \$ 7,999
												1	100.0			\$14,000-\$15,999
												3	100.0			\$16,000-\$17,999
												12	100.0			\$18,000-\$19,999
												12	100.0			\$36,000-\$37,999
												12	100.0			\$38,000-\$39,999
2	.5			1	.2			1	.2			404	97.8	5	1.2	\$40,000-\$41,999
45,550				44,900				47,500				46,055		46,380		AVERAGE SALARY

TABLE 1-030

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	138,507	86,280	62.5	43,707	31.6	31,383	22.7	32,593	23.6	23,982	17.4
TOTAL GEN SCHED & EQUIV	131,330	84,267	64.3	39,219	29.9	29,800	22.7	29,458	22.5	22,855	17.5
GS- 1	257	188	73.2	138	53.7	102	39.7	106	41.2	78	30.4
GS- 2	2,030	1,652	81.9	902	44.7	724	35.9	576	28.6	457	22.7
GS- 3	8,300	6,822	83.0	4,518	54.9	3,752	45.6	3,186	38.7	2,578	31.4
GS- 4	19,799	17,364	88.0	8,519	43.2	7,402	37.5	6,447	32.7	5,575	28.2
GS- 5	15,148	12,188	80.6	5,663	37.4	4,694	31.0	4,371	28.9	3,638	24.1
GS- 6	8,635	7,289	84.5	3,160	36.6	2,602	30.2	2,598	30.1	2,173	25.2
GS- 7	16,997	12,869	75.8	4,239	25.0	3,281	19.3	3,183	18.7	2,531	14.9
GS- 8	4,365	3,210	73.6	1,381	31.6	1,100	25.2	1,227	28.1	993	22.8
GS- 9	9,651	6,163	63.9	2,604	27.0	1,844	19.1	1,911	19.8	1,429	14.8
GS-10	10,986	6,152	56.0	2,178	19.8	1,608	14.6	1,531	13.9	1,237	11.3
GS-11	9,171	4,420	48.2	2,113	23.0	1,298	14.2	1,588	17.3	1,055	11.5
GS-12	10,099	3,297	32.7	1,830	18.1	877	8.7	1,333	13.2	720	7.1
GS-13	7,662	1,585	20.7	1,033	13.5	326	4.3	733	9.6	267	3.5
GS-14	4,823	720	14.9	595	12.3	134	2.8	421	8.7	106	2.2
GS-15	3,019	317	10.5	307	10.2	53	1.8	220	7.3	45	1.5
GS-16	281	24	8.5	30	10.7	3	1.1	21	7.5	3	1.1
GS-17	63	6	7.2	9	10.8			6	7.2		
GS-18	24	1	4.2								
AVERAGE GRADE	7.82	6.59		6.50		5.96		6.49		6.08	
TOTAL WAGE SYSTEMS	6,201	1,761	29.0	4,354	71.7	1,532	25.2	3,054	50.3	1,064	17.5
REGULAR NONSUPERVISORY	5,116	1,497	30.0	3,604	73.8	1,318	25.4	2,527	50.6	904	18.1
WG- 1	98	48	53.9	78	87.6	42	47.2	33	37.1	8	9.0
WG- 2	668	250	39.2	549	86.1	221	34.6	325	50.9	130	20.4
WG- 3	1,082	489	45.8	935	87.6	444	41.6	747	70.0	344	32.2
WG- 4	715	442	62.9	583	82.9	380	54.1	507	72.1	339	48.2
WG- 5	802	129	16.5	621	79.4	110	14.1	318	40.7	37	4.7
WG- 6	244	18	7.5	174	72.8	14	5.9	146	61.1	6	2.5
WG- 7	201	20	10.2	157	80.1	15	7.7	108	55.1	12	6.1
WG- 8	354	87	25.7	268	79.3	80	23.7	145	42.9	17	5.0
WG- 9	252	7	2.8	123	49.6	5	2.0	73	29.4	5	2.0
WG-10	511	7	1.4	163	32.2	7	1.4	96	19.0	6	1.2
WG-11	156			31	19.9			27	17.3		
WG-12	21			2	9.5			2	9.5		
WG-13	4										
WG-14	5										
WG-15	3										
AVERAGE GRADE (WG)	5.23	3.68		4.56		3.66		4.46		3.54	
REGULAR LEADER	367	123	33.7	246	67.4	97	26.6	206	56.4	85	23.3
WL- 1	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
WL- 2	24	9	37.5	19	79.2	9	37.5	17	70.8	7	29.2
WL- 3	86	33	38.4	67	77.9	24	27.9	61	70.9	24	27.9
WL- 4	97	65	67.0	73	75.3	49	50.5	72	74.2	48	49.5
WL- 5	26	2	7.7	15	57.7	1	3.8	12	46.2	1	3.8
WL- 6	17			16	100.0			13	81.3		
WL- 7	9	3	33.3	8	88.9	3	33.3	7	77.8	2	22.2
WL- 8	25	9	36.0	24	96.0	9	36.0	8	32.0	2	8.0
WL- 9	21	1	5.0	9	45.0	1	5.0	4	20.0		
WL-10	39			8	20.5			5	12.8		
WL-11	22			6	27.3			6	27.3		
AVERAGE GRADE (WL)	5.48	3.98		4.79		4.06		4.41		3.69	
REGULAR SUPERVISORY	559	124	22.5	334	60.7	103	18.7	232	42.2	61	11.1
WS- 1	39	18	51.4	33	94.3	15	42.9	9	25.7	2	5.7
WS- 2	53	16	30.2	40	75.5	11	20.8	34	64.2	11	20.8
WS- 3	54	24	44.4	36	66.7	18	33.3	34	63.0	16	29.6
WS- 4	96	28	29.2	72	75.0	26	27.1	67	69.8	26	27.1
WS- 5	43	10	23.3	29	67.4	7	16.3	22	51.2	4	9.3
WS- 6	34	6	17.6	21	61.8	4	11.8	11	32.4		
WS- 7	72	18	26.1	53	76.8	18	26.1	24	34.8	1	1.4
WS- 8	45	4	9.1	20	45.5	4	9.1	13	29.5	1	2.3
WS- 9	54			20	37.7			8	15.1		
WS-10	24			1	4.2			1	4.2		
WS-11	26			5	19.2			5	19.2		
WS-12	10			2	20.0			2	20.0		
WS-13	4			1	25.0			1	25.0		
WS-14	4			1	25.0			1	25.0		
WS-15	1							1	25.0		
AVERAGE GRADE (WS)	5.78	3.85		4.81		4.00		4.67		3.46	

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3,875	2.8	2,436	1.8	5,504	4.0	3,886	2.8	1,400	1.0	835	.6	94,800	68.6	54,906	39.7	TOTAL ALL PAY SYSTEMS
3,798	2.9	2,427	1.9	4,423	3.4	3,494	2.7	1,337	1.0	815	.6	92,111	70.2	54,467	41.5	TOTAL GEN SCHED & EQUIV
24	9.3	16	6.2	6	2.3	6	2.3	2	.8	2	.8	119	46.3	88	33.5	GS- 1
89	4.4	65	3.2	206	10.2	176	8.7	17	.8	13	.6	1,128	56.0	928	46.0	GS- 2
243	3.0	199	2.4	953	11.6	863	10.5	59	.7	38	.5	3,782	46.0	3,070	37.3	GS- 3
783	4.0	677	3.4	1,108	5.6	1,002	5.1	120	.6	94	.5	11,280	57.1	9,962	50.5	GS- 4
365	2.4	296	2.0	783	5.0	636	4.2	141	.9	104	.7	9,485	62.7	7,494	46.5	GS- 5
230	2.7	179	2.1	245	2.8	177	2.1	82	1.0	69	.8	5,475	63.4	4,687	54.3	GS- 6
474	2.8	326	1.9	382	2.2	267	1.6	187	1.1	147	.9	12,758	75.1	9,588	56.5	GS- 7
54	1.2	35	.8	60	1.4	43	1.0	39	.9	28	.6	2,984	68.4	2,110	48.4	GS- 8
290	3.0	155	1.6	258	2.7	163	1.7	140	1.5	95	1.0	7,047	73.1	4,319	44.8	GS- 9
481	4.4	266	2.4	60	.5	43	.4	106	1.0	62	.6	8,808	80.2	4,544	41.4	GS-10
248	2.7	108	1.2	157	1.7	64	.7	119	1.3	70	.8	7,058	77.0	3,122	34.0	GS-11
254	2.5	69	.7	115	1.1	35	.3	127	1.3	53	.5	8,269	81.9	2,420	24.0	GS-12
142	1.9	23	.3	63	.8	12	.2	95	1.2	24	.3	6,629	86.5	1,259	16.4	GS-13
77	1.6	12	.2	30	.6	5	.1	67	1.4	11	.2	4,228	87.7	586	12.2	GS-14
37	1.2	1	.1	16	.5	2	.1	32	1.1	5	.2	2,712	69.9	264	8.8	GS-15
5	1.8			1	.4			3	1.1			251	89.3	21	7.5	GS-16
2	2.4							1	1.2			74	89.2	6	7.2	GS-17
												24	100.0	1	4.2	GS-18
7.32		6.23		5.35		4.78		8.51		7.52		8.39		6.93		AVERAGE GRADE
66	1.1	7	.1	1,077	17.7	391	6.4	25	.4	5	.1	1,847	30.4	229	3.8	TOTAL WAGE SYSTEMS
58	1.2	5	.1	953	19.1	346	6.9	25	.5	5	.1	1,432	28.7	179	3.6	REGULAR NONSUPERVISORY
11	1.7	2	.3	35	39.3	25	28.1	1	1.1	1	1.1	20	22.5	6	6.7	WG- 1
11	1.0			173	27.1	70	11.0	10	1.6			119	18.7	29	4.5	WG- 2
6	.9	3	.4	158	14.8	84	7.9	4	.4	3	.3	147	13.8	45	4.2	WG- 3
12	1.5			55	7.8	31	4.4	3	.4	1	.1	132	18.8	62	8.8	WG- 4
2	.8			268	34.3	68	8.7	3	.4			181	23.1	19	2.4	WG- 5
4	1.2			20	8.4	7	2.9	1	.4			70	29.3	4	1.7	WG- 6
4	1.6			43	21.9	3	1.5	1	.5			44	22.4	5	2.6	WG- 7
5	1.0			102	30.2	57	16.9	1	.3			86	25.4	7	2.1	WG- 8
3	1.9			42	16.9							129	52.0	2	.8	WG- 9
				56	11.1	1	.2	1	.2			348	68.8			WG-10
				1	.6							125	80.1			WG-11
												19	90.5			WG-12
												4	100.0			WG-13
												5	100.0			WG-14
												3	100.0			WG-15
5.21		3.20		4.83		4.08		3.64		2.80		6.95		3.77		AVERAGE GRADE (WG)
2	.5	1	.3	36	9.9	11	3.0					121	33.2	26	7.1	REGULAR LEADER
				2	8.3	2	8.3					5	20.8			WL- 1
				6	7.0							19	22.1	9	10.5	WL- 2
				1	1.0	1	1.0					24	24.7	16	16.5	WL- 3
				3	11.5							11	42.3	1	3.8	WL- 4
				2	12.5							1	6.3			WL- 5
				1	11.1	1	11.1					1	11.1			WL- 6
				16	64.0	7	28.0					1	4.0			WL- 7
1	5.0	1	5.0	3	15.0							12	60.0			WL- 8
1	2.6			2	5.1							31	79.5			WL- 9
												16	72.7			WL-10
9.50		9.00		6.53		6.45						6.88		3.69		AVERAGE GRADE (WL)
5	.9	1	.2	88	16.0	34	6.2					225	40.9	21	3.8	REGULAR SUPERVISORY
				20	57.1	9	25.7					6	17.1	3	8.6	WS- 1
				6	11.3							13	24.5	5	9.4	WS- 2
				2	3.7	2	3.7					18	33.3	6	11.1	WS- 3
1	1.0			4	4.2							24	25.0	2	2.1	WS- 4
1	2.3	1	2.3	6	14.0	2	4.7					14	32.6	3	7.0	WS- 5
				10	29.4	4	11.8					13	38.2	2	5.9	WS- 6
				26	37.7	15	21.7					19	27.5			WS- 7
1	2.3			5	11.4	2	4.5					25	56.8			WS- 8
2	3.8			9	17.0							34	64.2			WS- 9
												23	95.8			WS-10
												21	80.8			WS-11
												8	80.0			WS-12
												3	75.0			WS-13
												3	75.0			WS-14
												1	100.0			WS-15
7.00		5.00		5.08		5.00						7.21		3.14		AVERAGE GRADE (WS)

TABLE 1-030

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	27			2	7.4			2	7.4		
WD- 5	6			1	16.7			1	16.7		
WD- 6	1										
WD- 7	1										
WD- 8	19			1	5.3			1	5.3		
AVERAGE GRADE (WD)	7.22			6.50				6.50			
SUPERVISORY (PROD FAC)	1			1	100.0			1	100.0		
WN-7	1			1	100.0			1	100.0		
AVERAGE GRADE (WN)	7.00			7.00				7.00			
OTHER WAGE SYSTEMS	131	17	13.0	87	66.4	14	10.7	86	65.6	14	10.7
\$ 8,000-\$ 9,999	5	1	20.0	3	60.0			3	60.0		
\$10,000-\$11,999	9	3	33.3	5	55.6	2	22.2	5	55.6	2	22.2
\$12,000-\$13,999	17	3	17.6	10	58.8	2	11.8	10	58.8	2	11.8
\$14,000-\$15,999	47	8	17.0	36	76.6	8	17.0	36	76.6	8	17.0
\$16,000-\$17,999	32	2	6.3	22	68.8	2	6.3	21	65.6	2	6.3
\$18,000-\$19,999	12			6	50.0			6	50.0		
\$20,000-\$21,999	8			5	62.5			5	62.5		
\$22,000-\$23,999	1										
AVERAGE SALARY	15,472	13,694		15,397		14,293		15,386		14,293	
TOTAL OTHER PAY SYSTEMS	976	261	26.7	134	13.7	51	5.2	81	8.3	33	3.4
THRU \$ 7,999	34	21	61.8	20	58.8	13	38.2	18	52.9	12	35.3
\$ 8,000-\$ 9,999	29	13	44.8	4	13.8	2	6.9	4	13.8	2	6.9
\$10,000-\$11,999	6	1	16.7								
\$12,000-\$13,999	38	9	23.7	14	36.8	2	5.3	13	34.2	1	2.6
\$14,000-\$15,999	22	9	40.9	8	36.4	4	18.2	7	31.8	3	13.6
\$16,000-\$17,999	98	31	31.6	11	11.2	9	9.2	7	7.1	6	6.1
\$18,000-\$19,999	102	30	29.4	10	9.8	2	2.0	4	3.9	1	1.0
\$20,000-\$21,999	107	31	29.0	12	11.2	6	5.6	3	2.8	1	.9
\$22,000-\$23,999	78	23	29.5	10	12.8	4	5.1	2	2.6	1	1.3
\$24,000-\$25,999	65	8	12.3	3	4.6			1	1.5		
\$26,000-\$27,999	55	24	43.6	6	10.9	2	3.6	3	5.5		
\$28,000-\$29,999	24	3	12.5	3	12.5	1	4.2	1	4.2	1	4.2
\$30,000-\$31,999	31	7	22.6	7	22.6	1	3.2	2	6.5	1	3.2
\$32,000-\$33,999	27	6	22.2	6	22.2			4	14.8		
\$34,000-\$35,999	8	2	25.0								
\$36,000-\$37,999	24	7	29.2	3	12.5	2	8.3	3	12.5	2	8.3
\$38,000-\$39,999	18	3	16.7	2	11.1	1	5.6	1	5.6	1	5.6
\$40,000-\$41,999	27	11	40.7	2	7.4			1	3.7		
\$42,000 AND OVER	183	22	12.0	13	7.1	2	1.1	7	3.8	1	.5
AVERAGE SALARY	26,712	23,067		21,686		17,604		19,101		15,748	

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												25	92.6			NONSUPERV (PROD FAC)
												5	83.3			WD- 5
												1	100.0			WD- 6
												1	100.0			WD- 7
												18	94.7			WD- 8
												7.28				AVERAGE GRADE (WD)
																SUPERVISORY (PROD FAC)
																WN-7
																AVERAGE GRADE (WN)
1	.8											44	33.6	3	2.3	OTHER WAGE SYSTEMS
												2	40.0	1	20.0	\$ 8,000-\$ 9,999
												4	44.4	1	11.1	\$10,000-\$11,999
												7	41.2	1	5.9	\$12,000-\$13,999
												11	23.4			\$14,000-\$15,999
1	3.1											10	31.3			\$16,000-\$17,999
												6	50.0			\$18,000-\$19,999
												3	37.5			\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
16,300												15,620		10,900		AVERAGE SALARY
11	1.1	2	.2	4	.4	1	.1	38	3.9	15	1.5	842	86.3	210	21.5	TOTAL OTHER PAY SYSTEMS
2	5.9	1	2.9									14	41.2	8	23.5	THRU \$ 7,999
												25	86.2	11	37.9	\$ 8,000-\$ 9,999
												6	100.0	1	16.7	\$10,000-\$11,999
												24	63.2	7	18.4	\$12,000-\$13,999
												1	4.5	5	22.7	\$14,000-\$15,999
												4	4.1	3	3.1	\$16,000-\$17,999
												87	88.8	22	22.4	\$18,000-\$19,999
												6	5.9	1	1.0	\$20,000-\$21,999
1	.9	1	.9									92	90.2	28	27.5	\$22,000-\$23,999
												8	7.5	4	3.7	\$24,000-\$25,999
												8	10.3	3	3.8	\$26,000-\$27,999
												2	3.1			\$28,000-\$29,999
												2	3.6	2	3.6	\$30,000-\$31,999
1	1.8											2	8.3			\$32,000-\$33,999
												1	3.2			\$34,000-\$35,999
4	12.9											2	7.4			\$36,000-\$37,999
																\$38,000-\$39,999
																\$40,000-\$41,999
																\$42,000 AND OVER
1	3.7			1	5.6							8	100.0	2	25.0	AVERAGE SALARY
2	1.1											21	87.5	5	20.8	
												16	88.9	2	11.1	
												25	92.6	11	40.7	
28,236		12,400		45,775		48,000		22,763		20,353		170	92.9	20	10.9	

TABLE 1-031

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	16,822	7,575	45.0	4,522	28.9	2,909	17.3	3,802	22.6	2,537	15.1
TOTAL GEN SCHED & EQUIV	16,731	7,562	45.2	4,465	26.7	2,900	17.3	3,750	22.4	2,532	15.1
GS- 1	12	6	50.0	6	50.0	4	33.3	6	50.0	4	33.3
GS- 2	193	164	85.0	89	46.1	72	37.3	70	36.3	58	30.1
GS- 3	690	595	86.2	284	41.2	233	33.8	235	34.1	192	27.8
GS- 4	1,662	1,409	84.8	569	34.2	476	28.6	457	27.5	388	23.3
GS- 5	1,770	1,452	82.0	610	34.5	509	28.8	521	29.4	442	25.0
GS- 6	1,095	961	87.8	471	43.0	427	39.0	441	40.3	398	36.3
GS- 7	1,219	893	73.3	520	42.7	418	34.3	474	38.9	383	31.4
GS- 8	246	195	79.3	133	54.1	113	45.9	123	50.0	106	43.1
GS- 9	942	504	53.5	303	32.2	202	21.4	258	27.4	176	18.7
GS-10	40	27	67.5	15	37.5	12	30.0	15	37.5	12	30.0
GS-11	2,569	558	21.7	519	20.2	199	7.7	413	16.1	173	6.7
GS-12	2,601	394	15.1	447	17.2	136	5.2	337	13.0	115	4.4
GS-13	1,865	245	13.1	265	14.2	60	3.2	204	10.9	49	2.6
GS-14	1,103	107	9.7	144	13.1	25	2.3	118	10.7	23	2.1
GS-15	601	42	7.0	74	12.3	12	2.0	65	10.8	12	2.0
GS-16	86	5	5.8	9	10.5	1	1.2	7	8.1		
GS-17	30	4	13.3	7	23.3	1	3.3	6	20.0	1	3.3
GS-18	7	1	14.3								
AVERAGE GRADE	9.21	6.58		7.77		6.48		7.68		6.52	
TOTAL WAGE SYSTEMS	68	1	1.5	47	69.1	1	1.5	47	69.1	1	1.5
REGULAR NONSUPERVISORY	40	1	2.5	24	60.0	1	2.5	24	60.0	1	2.5
WG- 2	10	1	10.0	8	80.0	1	10.0	8	80.0	1	10.0
WG- 3	2			2	100.0			2	100.0		
WG- 4	2			2	100.0			2	100.0		
WG- 5	2			1	50.0			1	50.0		
WG- 6	10			9	90.0			9	90.0		
WG- 7	11			2	18.2			2	18.2		
WG- 8	1										
WG- 9	1										
WG-10	1										
AVERAGE GRADE (WG)	5.20	2.00		4.29		2.00		4.29		2.00	
REGULAR LEADER	2			2	100.0			2	100.0		
WL- 3	1			1	100.0			1	100.0		
WL- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	4.50			4.50				4.50			
REGULAR SUPERVISORY	3			2	66.7			2	66.7		
WS- 3	1			1	100.0			1	100.0		
WS- 4	1			1	100.0			1	100.0		
WS- 8	1										
AVERAGE GRADE (WS)	5.00			3.50				3.50			
OTHER WAGE SYSTEMS	23			19	82.6			19	82.6		
\$10,000-\$11,999	1			1	100.0			1	100.0		
\$12,000-\$13,999	7			6	85.7			6	85.7		
\$14,000-\$15,999	7			6	85.7			6	85.7		
\$16,000-\$17,999	2			2	100.0			2	100.0		
\$18,000-\$19,999	5			4	80.0			4	80.0		
\$20,000-\$21,999	1										
AVERAGE SALARY	15,409			15,026				15,026			
TOTAL OTHER PAY SYSTEMS	23	12	52.2	10	43.5	8	34.8	5	21.7	4	17.4
THRU \$ 7,999	5	4	80.0	5	100.0	4	80.0	3	60.0	2	40.0
\$16,000-\$17,999	1	1	100.0								
\$20,000-\$21,999	2	2	100.0	1	50.0	1	50.0				
\$28,000-\$29,999	1	1	100.0	1	100.0	1	100.0				
\$36,000-\$37,999	3	1	33.3								
\$38,000-\$39,999	3										
\$40,000-\$41,999	1			1	100.0						
\$42,000 AND OVER	7	3	42.9	2	28.6	2	28.6	2	28.6	2	28.6
AVERAGE SALARY	31,478	25,358		22,650		22,675		25,440		30,600	

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
458	2.7	229	1.4	71	.4	39	.2	191	1.1	104	.6	12,300	73.1	4,666	27.7	TOTAL ALL PAY SYSTEMS	
454	2.7	225	1.3	71	.4	39	.2	190	1.1	104	.6	12,266	73.3	4,662	27.9	TOTAL GEN SCHED & EQUIV	
18	9.3	14	7.3					1	.5			104	53.9	92	16.7	GS- 1	
35	5.1	29	4.2	5	.7	5	.7	9	1.3	7	1.0	406	58.8	362	52.5	GS- 2	
74	4.5	59	3.5	10	.6	8	.5	28	1.7	21	1.3	1,093	65.8	933	56.1	GS- 3	
57	3.2	41	2.3	9	.5	8	.5	23	1.3	18	1.0	1,160	65.5	943	53.3	GS- 4	
17	1.6	16	1.5	6	.5	6	.5	7	.6	7	.6	624	57.0	534	48.8	GS- 5	
25	2.1	19	1.6	4	.3	4	.3	17	1.4	12	1.0	699	57.3	475	39.0	GS- 6	
4	1.6	3	1.2					6	2.4	4	1.6	113	45.9	82	33.3	GS- 7	
24	2.5	9	1.0	6	.6	4	.4	15	1.6	13	1.4	639	67.8	302	32.1	GS- 8	
												25	62.5	15	37.5	GS- 9	
73	2.8	15	.6	7	.3	2	.1	26	1.0	9	.4	2,050	79.8	359	14.0	GS-10	
65	2.5	10	.4	13	.5	2	.1	32	1.2	9	.3	2,154	82.8	258	9.9	GS-11	
36	1.9	7	.4	6	.3			19	1.0	4	.2	1,600	85.8	185	9.9	GS-12	
17	1.5	2	.2	2	.2			7	.6			959	86.9	82	7.4	GS-13	
6	1.0			3	.5							527	87.7	30	5.0	GS-14	
2	2.3	1	1.2									77	89.5	4	4.7	GS-15	
1	3.3											23	76.7	3	10.0	GS-16	
												7	100.0	1	14.3	GS-17	
8.09		5.82		8.48		5.97		8.50		7.01		9.74		6.64		GS-18	
																AVERAGE GRADE	
													21	30.9		TOTAL WAGE SYSTEMS	
													16	40.0		REGULAR NONSUPERVISORY	
													2	20.0		WG- 2	
																WG- 3	
																WG- 4	
													1	50.0		WG- 5	
													1	10.0		WG- 6	
													9	81.8		WG- 7	
													1	100.0		WG- 8	
													1	100.0		WG- 9	
													1	100.0		WG-10	
													6.56			AVERAGE GRADE (WG)	
																REGULAR LEADER	
																WL- 3	
																WL- 6	
																AVERAGE GRADE (WL)	
													1	33.3		REGULAR SUPERVISORY	
																WS- 3	
																WS- 4	
													1	100.0		WS- 8	
													8.00			AVERAGE GRADE (WS)	
													4	17.4		OTHER WAGE SYSTEMS	
													1	14.3		\$10,000-\$11,999	
													1	14.3		\$12,000-\$13,999	
													1	14.3		\$14,000-\$15,999	
																\$16,000-\$17,999	
													1	20.0		\$18,000-\$19,999	
													1	100.0		\$20,000-\$21,999	
													17,225			AVERAGE SALARY	
4	17.4	4	17.4					1	4.3				13	56.5	4	17.4	TOTAL OTHER PAY SYSTEMS
2	40.0	2	40.0														THRU \$ 7,999
													1	100.0	1	100.0	\$16,000-\$17,999
													1	50.0	1	50.0	\$20,000-\$21,999
																	\$28,000-\$29,999
													3	100.0	1	33.3	\$36,000-\$37,999
													3	100.0			\$38,000-\$39,999
																	\$40,000-\$41,999
													5	71.4	1	14.3	\$42,000 AND OVER
14,750		14,750						40,300					38,269		30,725		AVERAGE SALARY

TABLE 1-032

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF INTERIOR

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	69,524	19,967	28.8	19,475	28.1	8,281	11.9	3,372	4.9	1,242	1.8
TOTAL GEN SCHED & EQUIV	57,700	19,117	33.2	14,469	25.1	7,649	13.3	2,194	3.8	1,171	2.0
GS- 1	152	101	67.8	112	75.2	76	51.0	8	5.4	6	4.0
GS- 2	955	509	55.1	474	51.4	262	28.4	43	4.7	23	2.5
GS- 3	4,224	2,677	64.0	2,274	54.4	1,502	35.9	156	3.7	97	2.3
GS- 4	7,397	4,709	64.0	3,816	51.8	2,580	35.0	290	3.9	181	2.5
GS- 5	6,428	3,520	54.9	1,782	27.8	1,057	16.5	332	5.2	212	3.3
GS- 6	2,994	1,801	60.3	800	26.8	490	16.4	259	8.7	192	6.4
GS- 7	4,681	1,853	39.7	1,081	23.1	523	11.2	300	6.4	186	4.0
GS- 8	742	252	34.0	133	17.9	53	7.1	52	7.0	31	4.2
GS- 9	7,545	2,131	28.3	1,652	21.9	725	9.6	326	4.3	152	2.0
GS-10	316	47	14.9	41	13.0	9	2.9	14	4.4	3	1.0
GS-11	7,292	848	11.6	1,027	14.1	243	3.3	171	2.3	45	.6
GS-12	7,198	384	5.3	694	9.6	78	1.1	144	2.0	28	.4
GS-13	4,175	182	4.4	336	8.0	40	1.0	63	1.5	13	.3
GS-14	2,222	62	2.8	164	7.4	7	.3	22	1.0	2	.1
GS-15	1,154	37	3.2	72	6.2	4	.3	11	1.0		
GS-16	171	3	1.8	7	4.1			3	1.8		
GS-17	45	1	2.2	4	8.9						
GS-18	9										
AVERAGE GRADE	8.27	5.69		6.10		5.05		7.05		6.20	
TOTAL WAGE SYSTEMS	11,044	810	7.4	4,866	44.3	614	5.6	1,073	9.8	63	.6
REGULAR NONSUPERVISORY	7,610	667	8.8	3,861	51.1	513	6.8	814	10.8	40	.5
WG- 1	224	62	29.7	143	68.4	35	16.7	7	3.3	5	2.4
WG- 2	1,109	230	20.9	727	66.2	179	16.3	92	8.4	15	1.4
WG- 3	1,005	86	8.6	457	45.5	42	4.2	188	18.7	14	1.4
WG- 4	123	8	6.6	61	50.4	5	4.1	21	17.4		
WG- 5	886	119	13.5	436	49.6	102	11.6	141	16.0	6	.7
WG- 6	528	4	.8	231	44.1	1	.2	96	18.3		
WG- 7	969	16	1.7	624	64.8	14	1.5	132	13.7		
WG- 8	870	139	16.0	449	51.8	135	15.6	43	5.0		
WG- 9	702	3	.4	271	38.9			33	4.7		
WG-10	1,056			433	41.2			56	5.3		
WG-11	118			29	25.0			5	4.3		
WG-12	10										
WG-13	5										
WG-14	4										
WG-15	1										
AVERAGE GRADE (WG)	6.01	4.02		5.65		4.35		5.28		2.68	
REGULAR LEADER	354	37	10.5	179	50.6	32	9.0	52	14.7	4	1.1
WL- 2	46	15	32.6	39	84.8	15	32.6	7	15.2	4	8.7
WL- 3	36	5	13.9	12	33.3	2	5.6	3	8.3		
WL- 4	3			2	66.7						
WL- 5	35	2	5.7	14	40.0			9	25.7		
WL- 6	30			18	60.0			15	50.0		
WL- 7	41			25	61.0			12	29.3		
WL- 8	55	15	27.3	34	61.8	15	27.3	1	1.8		
WL- 9	44			13	29.5						
WL-10	51			17	33.3			5	9.8		
WL-11	12			5	41.7						
WL-12	1										
AVERAGE GRADE (WL)	6.62	4.73		6.08		4.68		5.77		2.00	
REGULAR SUPERVISORY	838	48	5.7	340	40.7	43	5.1	84	10.1	2	.2
WS- 1	10	1	10.0	5	50.0	1	10.0				
WS- 2	7	2	28.6	3	42.9			1	14.3		
WS- 3	17	2	11.8	8	47.1	1	5.9	7	41.2	1	5.9
WS- 4	49	1	2.1	32	66.7	1	2.1	25	52.1	1	2.1
WS- 5	43	1	2.3	22	51.2	1	2.3	16	37.2		
WS- 6	61	1	1.6	20	32.8	1	1.6	7	11.5		
WS- 7	135	34	25.2	83	61.5	32	23.7	9	6.7		
WS- 8	173	6	3.5	62	35.8	6	3.5	11	6.4		
WS- 9	178			60	33.9			6	3.4		
WS-10	104			23	22.3						
WS-11	25			7	28.0						
WS-12	27			12	44.4			2	7.4		
WS-13	3			1	33.3						
WS-14	3										
WS-16	3			2	66.7						
AVERAGE GRADE (WS)	7.82	6.50		7.37		6.77		5.64		3.50	

DEPARTMENT OF INTERIOR

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,622	2.3	411	.6	13,785	19.9	6,367	9.2	471	.7	155	.2	50,049	72.2	11,686	16.9	TOTAL ALL PAY SYSTEMS
1,217	2.1	399	.7	10,445	18.2	5,823	10.1	450	.8	155	.3	43,231	75.1	11,469	16.9	TOTAL GEN SCHED & EQUIV
6	4.0	6	4.0	95	63.8	61	40.9					40	26.8	25	19.9	GS- 1
30	3.3	8	.9	367	39.8	211	22.9	2	.2	1	.1	481	52.1	247	26.8	GS- 2
90	2.2	47	1.1	1,968	47.1	1,318	31.5	16	.4	9	.2	1,950	46.7	1,175	28.1	GS- 3
169	2.3	83	1.1	3,289	44.7	2,274	30.9	34	.5	23	.3	3,581	48.6	2,129	28.4	GS- 4
198	3.1	111	1.7	1,187	18.5	688	10.7	47	.7	32	.5	4,646	72.5	2,463	38.4	GS- 5
91	3.0	44	1.5	411	13.8	219	7.3	34	1.1	31	1.0	2,194	73.4	1,311	43.9	GS- 6
119	2.5	39	.8	620	13.3	277	5.9	34	.7	17	.4	3,600	77.0	1,330	28.5	GS- 7
21	2.8	5	.7	51	6.9	14	1.9	9	1.2	3	.4	609	82.1	199	26.8	GS- 8
170	2.3	30	.4	1,093	14.5	519	6.9	51	.7	19	.3	5,893	78.2	1,406	18.7	GS- 9
5	1.6	1	.3	14	4.4	5	1.6	7	2.2			275	87.3	38	12.1	GS- 10
138	1.9	21	.3	642	8.8	161	2.2	72	1.0	14	.2	6,265	86.0	605	8.3	GS-11
115	1.6	3		366	5.1	45	.6	69	1.0	2		6,504	90.4	306	4.3	GS-12
43	1.0			183	4.4	23	.6	46	1.1	4	.1	3,839	92.0	142	3.4	GS-13
12	.5	1		116	5.2	4	.2	13	.6			2,058	92.7	55	2.5	GS-14
8	.7			38	3.3	4	.3	15	1.3			1,082	93.8	33	2.9	GS-15
1	.6			2	1.2			1	.6			164	95.9	3	1.8	GS-16
1	2.2			3	6.7							41	91.1	1	2.2	GS-17
												9	100.0			GS-18
7.32		5.48		5.66		4.77		9.13		6.52		8.99		6.12		AVERAGE GRADE
392	3.6	11	.1	3,321	30.2	535	4.9	18	.2			6,178	56.3	196	1.8	TOTAL WAGE SYSTEMS
263	3.5	10	.1	2,713	35.9	459	6.1	12	.2			3,749	49.6	154	2.0	REGULAR NONSUPERVISORY
5	2.4	1	.5	116	55.5	29	13.9					61	38.8	27	12.9	WG- 1
21	1.9	5	.5	604	55.0	157	14.3					382	34.8	51	4.6	WG- 2
31	3.1	2	.2	234	23.3	25	2.5	3	.3			548	54.6	44	4.4	WG- 3
5	4.1	1	.8	33	27.3	4	3.3					62	51.2	3	2.5	WG- 4
31	3.5	1	.1	252	28.7	93	10.6	5	.6			450	51.2	17	1.9	WG- 5
31	5.9			99	18.9	1	.2	1	.2			297	56.7	3	.6	WG- 6
33	3.4			453	47.0	14	1.5					345	35.8	2	.2	WG- 7
37	4.3			364	42.0	135	15.6	2	.2			421	48.6	4	.5	WG- 8
22	3.2			211	30.3							431	61.8	3	.4	WG- 9
41	3.9			331	31.5			1	.1			623	59.2			WG-10
6	5.2			16	13.8							89	76.7			WG-11
												10	100.0			WG-12
												5	100.0			WG-13
												4	100.0			WG-14
												1	100.0			WG-15
6.47		2.60		5.71		4.55		5.50				6.37		2.92		AVERAGE GRADE (WG)
8	2.3			116	32.8	28	7.9	3	.8			175	49.4	5	1.4	REGULAR LEADER
				32	69.6	11	23.9					7	15.2			WL- 2
2	5.6			7	19.4	2	5.6					24	66.7	3	8.3	WL- 3
1	33.3			1	33.3							1	33.3			WL- 4
				5	14.3							21	60.0	2	5.7	WL- 5
2	6.7			1	3.3							12	40.0			WL- 6
1	2.4			12	29.3							16	39.0			WL- 7
				33	60.0	15	27.3					21	38.2			WL- 8
				13	29.5							31	70.5			WL- 9
2	3.9			10	19.6							34	66.7			WL-10
				2	16.7			3	25.0			7	58.3			WL-11
												1	100.0			WL-12
6.13				6.09		5.29		11.00				7.17		3.80		AVERAGE GRADE (WL)
28	3.4			225	26.9	41	4.9					498	59.6	5	.6	REGULAR SUPERVISORY
1	10.0			4	40.0	1	10.0					5	50.0			WS- 1
				2	28.6							4	57.1	2	28.6	WS- 2
				1	5.9							9	52.9	1	5.9	WS- 3
1	2.1			5	10.4							17	35.4			WS- 4
2	4.7			4	9.3	1	2.3					21	48.8			WS- 5
1	1.6			12	19.7	1	1.6					41	67.2			WS- 6
6	4.4			68	50.4	32	23.7					52	38.5	2	1.5	WS- 7
7	4.0			44	25.4	6	3.5					111	64.2			WS- 8
6	3.4			47	26.6							118	66.7			WS- 9
1	1.0			21	20.4							81	78.6			WS-10
1	4.0			6	24.0							18	72.0			WS-11
2	7.4			8	29.6							15	55.6			WS-12
				1	33.3							2	66.7			WS-13
												3	100.0			WS-14
												1	33.3			WS-16
7.79				7.96		6.93						8.12		4.20		AVERAGE GRADE (WS)

TABLE 1-032

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF INTERIOR

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	2,242	58	2.6	486	21.7	26	1.2	123	5.5	17	.8
THRU \$ 7,999	34	6	17.6	22	64.7	4	11.8				
\$ 8,000-\$ 9,999	67			38	56.7			3	4.5		
\$10,000-\$11,999	180	5	2.8	74	41.1			6	3.3		
\$12,000-\$13,999	374	25	6.7	108	28.9	9	2.4	27	7.2	7	1.9
\$14,000-\$15,999	353	12	3.4	84	23.8	6	1.7	19	5.4	5	1.4
\$16,000-\$17,999	381	7	1.8	52	13.6	5	1.3	22	5.8	5	1.3
\$18,000-\$19,999	409	2	.5	49	12.0	1	.2	22	5.4		
\$20,000-\$21,999	283	1	.4	35	12.4	1	.4	11	3.9		
\$22,000-\$23,999	99			17	17.2			9	9.1		
\$24,000-\$25,999	22			2	9.1			2	9.1		
\$26,000-\$27,999	16			3	18.8			1	6.3		
\$28,000-\$29,999	17			1	5.9			1	5.9		
\$30,000-\$31,999	1										
\$36,000 AND OVER	6			1	16.7						
AVERAGE SALARY	16,533	13,243		14,572		13,515		16,798		14,741	
TOTAL OTHER PAY SYSTEMS	780	40	5.1	140	17.9	18	2.3	105	13.5	8	1.0
THRU \$ 7,999	36	17	47.2	21	58.3	11	30.6	4	11.1	3	8.3
\$ 8,000-\$ 9,999	58	3	5.2	4	6.9	1	1.7				
\$10,000-\$11,999	68	2	2.9	4	5.9						
\$12,000-\$13,999	84	2	2.4	10	11.9	1	1.2	5	6.0		
\$14,000-\$15,999	191	14	7.3	30	15.7	4	2.1	27	14.1	4	2.1
\$16,000-\$17,999	132	2	1.5	36	27.3	1	.8	36	27.3	1	.8
\$18,000-\$19,999	81			18	22.2			17	21.0		
\$20,000-\$21,999	63			11	17.5			11	17.5		
\$22,000-\$23,999	25			3	12.0			2	8.0		
\$24,000-\$25,999	10			1	10.0			1	10.0		
\$26,000-\$27,999	9			1	11.1			1	11.1		
\$28,000-\$29,999	7										
\$30,000-\$31,999	5										
\$34,000-\$35,999	2			1	50.0			1	50.0		
\$38,000-\$39,999	1										
\$42,000 AND OVER	8										
AVERAGE SALARY	16,023	10,113		15,179		8,511		17,265		11,563	

DEPARTMENT OF INTERIOR

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
93	4.1	1		267	11.9	8	.4	3	.1			1,756	78.3	32	1.4	OTHER WAGE SYSTEMS THRU \$ 7,999	
1	1.5			22	64.7	4	11.8					12	35.3	2	5.9		\$ 8,000-\$ 9,999
11	6.1			34	50.7			1	.6			29	43.3				\$10,000-\$11,999
29	7.8			56	31.1							106	58.9	5	2.8		\$12,000-\$13,999
22	6.2			52	13.9	2	.5					266	71.1	16	4.3		\$14,000-\$15,999
7	1.8			42	11.9	1	.3	1	.3			269	76.2	6	1.7		\$16,000-\$17,999
13	3.2	1	.2	23	6.0							329	86.4	2	.5		\$18,000-\$19,999
10	3.5			14	3.4							360	88.0	1	.2		\$20,000-\$23,999
				13	4.6	1	.4	1	.4			248	87.6				\$22,000-\$23,999
				8	8.1							82	82.8				\$24,000-\$25,999
												20	90.9				\$26,000-\$27,999
				2	12.5							13	81.3				\$28,000-\$29,999
												16	94.1				\$30,000-\$31,999
				1	16.7							5	83.3				\$36,000 AND OVER
15,139		18,800		13,331		10,250		16,233				17,076		13,022			AVERAGE SALARY
13	1.7	1	.1	19	2.4	9	1.2	3	.4			640	82.1	22	2.8		TOTAL OTHER PAY SYSTEMS
1	2.8			15	41.7	8	22.2	1	2.8			15	41.7	6	16.7		THRU \$ 7,999
3	5.2			1	1.7	1	1.7					54	93.1	2	3.4		\$ 8,000-\$ 9,999
2	2.9			2	2.9							64	94.1	2	2.9		\$10,000-\$11,999
3	3.6	1	1.2	1	1.2			1	1.2			74	88.1	1	1.2		\$12,000-\$13,999
2	1.0							1	.5			161	84.3	10	5.2		\$14,000-\$15,999
												96	72.7	1	.8		\$16,000-\$17,999
1	1.2											63	77.8				\$18,000-\$19,999
												52	82.5				\$20,000-\$21,999
1	4.0											22	88.0				\$22,000-\$23,999
												9	90.0			\$24,000-\$25,999	
												8	88.9			\$26,000-\$27,999	
												7	100.0			\$28,000-\$29,999	
												5	100.0			\$30,000-\$31,999	
												1	50.0			\$34,000-\$35,999	
												1	100.0			\$38,000-\$39,999	
												8	100.0			\$42,000 AND OVER	
12,815		13,800		6,026		5,211		10,400				16,208		11,423		AVERAGE SALARY	

DEPARTMENT OF JUSTICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	51,505	17,050	33.1	9,035	17.5	4,764	9.2	6,514	12.6	4,006	7.8
TOTAL GEN SCHED & EQUIV	48,057	16,820	35.0	8,601	17.9	4,731	9.8	6,218	12.9	3,982	8.3
GS- 1	15	10	66.7	12	80.0	7	46.7	10	66.7	6	40.0
GS- 2	298	201	67.4	151	50.7	119	39.9	133	44.5	104	34.9
GS- 3	2,718	1,795	66.0	1,142	42.0	863	31.8	992	36.5	774	28.5
GS- 4	3,700	2,879	77.8	1,183	32.0	950	25.7	946	25.6	777	21.0
GS- 5	5,452	3,933	72.1	1,399	25.7	1,079	19.8	1,125	20.6	898	16.5
GS- 6	4,225	2,820	66.7	1,088	25.8	655	15.5	819	19.4	560	13.3
GS- 7	5,149	2,353	45.7	1,184	23.0	581	11.3	863	16.9	492	9.6
GS- 8	2,177	672	30.9	401	18.4	113	5.2	215	9.9	89	4.1
GS- 9	4,944	823	16.6	758	15.3	161	3.3	388	7.8	116	2.3
GS-10	1,080	156	14.4	105	9.7	14	1.3	53	4.9	10	.9
GS-11	3,755	528	14.1	405	10.8	105	2.8	246	6.6	89	2.4
GS-12	5,250	344	6.6	417	7.9	53	1.0	212	4.0	40	.8
GS-13	5,388	167	3.1	191	3.5	23	.4	113	2.1	20	.4
GS-14	2,323	99	4.2	101	4.3	5	.2	58	2.5	5	.2
GS-15	1,204	34	2.8	53	4.4	3	.2	31	2.6	2	.2
GS-16	224	2	.9	9	4.0			8	3.6		
GS-17	107	1	.9	2	1.9			1	.9		
GS-18	38	3	7.9								
AVERAGE GRADE	8.66	5.88		6.48		5.23		6.04		5.18	
TOTAL WAGE SYSTEMS	1,898	35	1.8	334	17.6	10	.5	222	11.7	10	.5
REGULAR NONSUPERVISORY	413	20	4.8	127	30.8	9	2.2	83	20.1	9	2.2
WG- 1	3	1	33.3								
WG- 2	27	9	33.3	14	51.9	3	11.1	13	48.1	3	11.1
WG- 3	36	4	11.1	11	30.6	3	8.3	9	25.0	3	8.3
WG- 4	20			13	65.0			8	40.0		
WG- 5	61	4	6.6	25	41.0	3	4.9	22	36.1	3	4.9
WG- 6	32	1	3.1	15	46.9			14	43.8		
WG- 7	37			9	24.3			8	21.6		
WG- 8	42			10	23.8			2	4.8		
WG- 9	38	1	2.6	5	13.2			4	10.5		
WG-10	96			22	22.9			2	2.1		
WG-11	16			2	12.5			1	6.3		
WG-12	4			1	25.0						
WG-13	1										
AVERAGE GRADE (WG)	6.96	3.30		6.06		3.33		5.04		3.33	
REGULAR LEADER	19	1	5.3	6	31.6	1	5.3	6	31.6	1	5.3
WL- 2	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
WL- 3	4			1	25.0			1	25.0		
WL- 4	1			1	100.0			1	100.0		
WL-10	12			2	16.7			2	16.7		
AVERAGE GRADE (WL)	7.37	2.00		5.17		2.00		5.17		2.00	
REGULAR SUPERVISORY	1,401	13	.9	172	12.3			106	7.6		
WS- 1	1			1	100.0			1	100.0		
WS- 3	3			1	33.3			1	33.3		
WS- 4	4			1	25.0			1	25.0		
WS- 5	24			5	20.8			4	16.7		
WS- 6	24			4	16.7			4	16.7		
WS- 7	34	1	2.9	7	20.6			3	8.8		
WS- 8	368	8	2.2	83	22.6			59	16.0		
WS- 9	354	4	1.1	37	10.5			17	4.8		
WS-10	395			26	6.6			12	3.0		
WS-11	110			5	4.5			3	2.7		
WS-12	29			1	3.4						
WS-13	23			1	4.3			1	4.3		
WS-14	27										
WS-15	5										
AVERAGE GRADE (WS)	9.22	8.23		8.39				8.15			

DEPARTMENT OF JUSTICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,127	4.1	600	1.2	95	.2	25		299	.6	133	.3	42,470	82.5	12,286	23.9	TOTAL ALL PAY SYSTEMS
2,013	4.2	591	1.2	85	.2	25	.1	285	.6	133	.3	39,456	82.1	12,089	25.2	TOTAL GEN SCHED & EQUIV
2	13.3	1	6.7									3	20.0	3	20.0	GS- 1
16	5.4	13	4.4					2	.7	2	.7	147	49.3	92	27.5	GS- 2
125	4.6	75	2.8	6	.2	5	.2	19	.7	9	.3	1,576	58.0	932	34.3	GS- 3
197	5.3	145	3.9	2	.1	1		38	1.0	27	.7	2,517	68.0	1,929	52.1	GS- 4
231	4.2	149	2.7	9	.2	6	.1	34	.6	26	.5	4,053	74.3	2,854	52.3	GS- 5
232	5.5	69	1.6	6	.1	3	.1	31	.7	23	.5	3,137	74.2	2,165	51.2	GS- 6
271	5.3	69	1.3	14	.3	6	.1	31	.6	14	.3	3,965	77.0	1,772	34.4	GS- 7
169	7.8	16	.7	6	.3			11	.5	8	.4	1,776	81.6	559	25.7	GS- 8
333	6.7	28	.8	5	.1	2		32	.6	15	.3	4,186	84.7	662	13.4	GS- 9
33	3.1	1	.1	3	.3	1	.1	16	1.5	2	.2	975	90.3	142	13.1	GS-10
130	3.5	11	.3	7	.2			22	.6	5	.1	3,350	89.2	423	11.3	GS-11
165	3.1	11	.2	13	.2	1		27	.5	1		4,833	92.1	291	5.5	GS-12
57	1.1	2		8	.1			13	.2	1		5,197	96.5	144	2.7	GS-13
37	1.6			1				5	.2			2,232	95.7	94	4.0	GS-14
14	1.2	1	.1	5	.4			3	.2			1,151	95.8	31	2.6	GS-15
1	.9							1	.4			215	96.0	2	.9	GS-16
												105	98.1	1	.9	GS-17
												38	100.0	3	7.9	GS-18
7.56		5.34		8.87		5.96		7.68		6.05		9.13		6.13		AVERAGE GRADE
95	5.0			8	.4			9	.5			1,564	82.4	25	1.3	TOTAL WAGE SYSTEMS
41	9.9							3	.7			286	69.2	11	2.7	REGULAR NONSUPERVISORY
								1	3.7			3	100.0	1	33.3	WG- 1
2	5.6											13	48.1	6	22.2	WG- 2
5	25.0											25	69.4	1	2.8	WG- 3
3	4.9											7	35.0			WG- 4
1	3.1											36	59.0	1	1.6	WG- 5
1	2.7											17	53.1	1	3.1	WG- 6
8	19.0											28	75.7			WG- 7
1	2.6											32	76.2			WG- 8
18	18.8							2	2.1			33	86.8	1	2.6	WG- 9
1	6.3											74	77.1			WG-10
1	25.0											14	87.5			WG-11
												3	75.0			WG-12
												1	100.0			WG-13
8.05								7.33				7.36		3.27		AVERAGE GRADE (WG)
												13	68.4			REGULAR LEADER
												3	75.0			WL- 2
												10	83.3			WL- 3
												8.38				WL- 4
																WL-10
																AVERAGE GRADE (WL)
53	3.8			8	.6			5	.4			1,229	87.7	13	.9	REGULAR SUPERVISORY
												2	66.7			WS- 1
												3	75.0			WS- 3
												19	79.2			WS- 4
1	4.2											20	83.3			WS- 5
2	5.9			2	5.9							27	79.4	1	2.9	WS- 6
20	5.4			2	.5			2	.5			285	77.4	8	2.2	WS- 7
16	4.5			2	.6			2	.6			317	89.5	4	1.1	WS- 8
12	3.0			1	.3			1	.3			369	93.4			WS- 9
2	1.8			1	3.4							105	95.5			WS-10
												28	96.6			WS-11
												22	95.7			WS-12
												27	100.0			WS-13
												5	100.0			WS-14
8.77				8.75				8.80				9.34		8.23		AVERAGE GRADE (WS)

TABLE 1-033

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF JUSTICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	65	1	1.5	29	44.6			27	41.5		
\$10,000-\$11,999	4			3	75.0			3	75.0		
\$12,000-\$13,999	2			1	50.0			1	50.0		
\$14,000-\$15,999	21			14	66.7			13	61.9		
\$16,000-\$17,999	12			7	58.3			6	50.0		
\$18,000-\$19,999	13	1	7.7	3	23.1			3	23.1		
\$20,000-\$21,999	7										
\$22,000-\$23,999	4			1	25.0			1	25.0		
\$24,000-\$25,999	2										
AVERAGE SALARY	17,362	19,300		15,790				15,833			
TOTAL OTHER PAY SYSTEMS	1,550	195	12.6	100	6.5	23	1.5	74	4.8	14	.9
THRU \$ 7,999	15	10	66.7	11	73.3	7	46.7	3	20.0		
\$14,000-\$15,999	9	5	55.6								
\$16,000-\$17,999	44	18	40.9	3	6.8	2	4.5	2	4.5	1	2.3
\$18,000-\$19,999	40	5	12.5	3	7.5	1	2.5	2	5.0	1	2.5
\$20,000-\$21,999	149	31	20.8	10	6.7	3	2.0	9	6.0	3	2.0
\$22,000-\$23,999	118	27	22.9	11	9.3	4	3.4	8	6.8	3	2.5
\$24,000-\$25,999	151	20	13.2	11	7.3	2	1.3	11	7.3	2	1.3
\$26,000-\$27,999	193	28	14.5	8	4.1	1	.5	7	3.6	1	.5
\$28,000-\$29,999	201	14	7.0	5	2.5	1	.5	4	2.0	1	.5
\$30,000-\$31,999	171	17	9.9	7	4.1	1	.6	6	3.5	1	.6
\$32,000-\$33,999	134	6	4.5	6	4.5	1	.7	5	3.7	1	.7
\$34,000-\$35,999	95	6	6.3	7	7.4			3	3.2		
\$36,000-\$37,999	63	2	3.2	5	7.9			3	4.8		
\$38,000-\$39,999	57	3	5.3	4	7.0			4	7.0		
\$40,000-\$41,999	37			2	5.4			2	5.4		
\$42,000 AND OVER	73	3	4.1	7	9.6			5	6.8		
AVERAGE SALARY	28,813	24,094		26,481		17,874		27,799		24,036	

DEPARTMENT OF JUSTICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	1.5							1	1.5			36	55.4	1	1.5	OTHER WAGE SYSTEMS
												1	25.0			\$10,000-\$11,999
												1	50.0			\$12,000-\$13,999
1	4.8											7	33.3			\$14,000-\$15,999
								1	8.3			5	41.7			\$16,000-\$17,999
												10	76.9	1	7.7	\$18,000-\$19,999
												7	100.0			\$20,000-\$21,999
												3	75.0			\$22,000-\$23,999
												2	100.0			\$24,000-\$25,999
14,200								16,200				16,628		19,300		AVERAGE SALARY
19	1.2	9	.6	2	.1			5	.3			1,450	93.5	172	11.1	TOTAL OTHER PAY SYSTEMS
8	53.3	7	46.7									4	26.7	3	20.0	THRU \$ 7,999
												9	100.0	5	55.6	\$14,000-\$15,999
1	2.3	1	2.3									41	93.2	16	36.4	\$16,000-\$17,999
1	2.5											37	92.5	4	10.0	\$18,000-\$19,999
1	.7											139	93.3	28	18.8	\$20,000-\$21,999
2	1.7	1	.8									107	90.7	23	19.5	\$22,000-\$23,999
												140	92.7	18	11.9	\$24,000-\$25,999
								1	.5			185	95.9	27	14.0	\$26,000-\$27,999
1	.5											196	97.5	13	6.5	\$28,000-\$29,999
								1	.6			164	95.9	16	9.4	\$30,000-\$31,999
1	.7											128	95.5	5	3.7	\$32,000-\$33,999
2	2.1			1	1.1			1	1.1			88	92.6	6	6.3	\$34,000-\$35,999
				1	1.6			1	1.6			58	92.1	2	3.2	\$36,000-\$37,999
												53	93.0	3	5.3	\$38,000-\$39,999
												35	94.6			\$40,000-\$41,999
2	2.7											66	90.4	3	4.1	\$42,000 AND OVER
19,332		8,289		35,450				30,560				28,974		24,926		AVERAGE SALARY

TABLE 1-034

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF LABOR

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,980	6,714	44.8	4,394	29.3	2,952	19.7	3,797	25.3	2,689	16.0
TOTAL GEN SCHED & EQUIV	14,922	6,699	44.9	4,357	29.2	2,943	19.7	3,760	25.2	2,680	18.0
GS- 1	20	15	75.0	16	80.0	11	55.0	15	75.0	10	50.0
GS- 2	178	149	83.7	142	79.8	120	67.4	135	75.8	113	63.5
GS- 3	862	699	81.1	457	53.0	376	43.6	410	47.6	339	39.3
GS- 4	1,039	871	83.8	511	49.2	436	42.0	460	44.3	395	38.0
GS- 5	1,725	1,358	78.7	740	42.9	636	36.9	665	38.6	581	33.7
GS- 6	857	808	94.3	420	49.0	388	45.3	397	46.3	367	42.8
GS- 7	1,106	686	62.0	379	34.3	297	26.9	346	31.3	282	25.5
GS- 8	122	119	92.6	66	54.1	62	50.8	60	49.2	56	45.0
GS- 9	1,039	442	42.5	249	24.0	143	13.8	204	19.6	124	11.9
GS-10	21	18	85.7	9	42.9	9	42.9	8	38.1	8	38.1
GS-11	1,576	533	33.8	312	19.8	181	11.5	255	16.2	157	10.0
GS-12	2,621	512	19.5	520	19.8	167	6.4	389	14.8	145	5.5
GS-13	1,938	314	16.2	300	15.5	79	4.1	233	12.0	69	3.6
GS-14	1,037	127	12.2	141	13.6	27	2.6	108	10.4	24	2.3
GS-15	644	41	6.4	79	12.3	9	1.4	63	9.8	8	1.2
GS-16	93	10	10.8	14	15.1	1	1.1	10	10.8	1	1.1
GS-17	35	2	5.7	1	2.9	1	2.9	1	2.9	1	2.9
GS-18	9	1	11.1	1	11.1			1	11.1		
AVERAGE GRADE	9.35	6.88		7.44		6.17		7.19		6.12	
TOTAL WAGE SYSTEMS	37	8	21.6	32	86.5	7	18.9	32	86.5	7	18.9
REGULAR NONSUPERVISORY	20	1	5.0	17	85.0	1	5.0	17	85.0	1	5.0
WG- 2	2			1	50.0			1	50.0		
WG- 3	3	1	33.3	2	66.7	1	33.3	2	66.7	1	33.3
WG- 4	1			1	100.0			1	100.0		
WG- 5	9			8	88.9			8	88.9		
WG- 6	2			2	100.0			2	100.0		
WG- 7	3			3	100.0			3	100.0		
AVERAGE GRADE (WG)	4.75	3.00		5.00		3.00		5.00		3.00	
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 4	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	4.00			4.00				4.00			
OTHER WAGE SYSTEMS	16	7	43.8	14	87.5	6	37.5	14	87.5	6	37.5
\$ 8,000-\$ 9,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$10,000-\$11,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$12,000-\$13,999	4	2	50.0	4	100.0	2	50.0	4	100.0	2	50.0
\$14,000-\$15,999	3	1	33.3	3	100.0	1	33.3	3	100.0	1	33.3
\$16,000-\$17,999	4	1	25.0	2	50.0			2	50.0		
\$18,000-\$19,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
AVERAGE SALARY	14,400	13,814		13,943		15,183		13,943		13,183	
TOTAL OTHER PAY SYSTEMS	21	7	33.3	5	23.8	2	9.5	5	23.8	2	9.5
THRU \$ 7,999	3	2	66.7	2	66.7	1	33.3	2	66.7	1	33.3
\$22,000-\$23,999	2	1	50.0								
\$24,000-\$25,999	1	1	100.0								
\$26,000-\$27,999	2	1	50.0								
\$30,000-\$31,999	1			1	100.0			1	100.0		
\$32,000-\$33,999	2										
\$36,000-\$37,999	1										
\$42,000 AND OVER	9	2	22.2	2	22.2	1	11.1	2	22.2	1	11.1
AVERAGE SALARY	33,857	25,071		26,980		25,550		26,980		25,550	

DEPARTMENT OF LABOR

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
388	2.6	169	1.1	53	.4	19	.1	156	1.0	75	.5	10,586	70.7	3,762	25.1	TOTAL ALL PAY SYSTEMS
388	2.6	169	1.1	53	.4	19	.1	156	1.0	75	.5	10,565	70.8	3,756	25.2	TOTAL GEN SCHED & EQUIV
1	5.0	1	5.0									4	20.0	4	20.0	GS- 1
6	3.4	6	3.4					1	.6	1	.6	36	20.2	29	16.3	GS- 2
35	4.1	28	3.2	1	.1	1	.1	11	1.3	8	.9	405	47.0	323	37.5	GS- 3
41	3.9	33	3.2	3	.3	3	.3	7	.7	5	.5	528	50.8	435	41.8	GS- 4
49	2.8	38	2.2	4	.2	4	.2	22	1.3	13	.8	985	57.1	722	41.9	GS- 5
14	1.6	13	1.5	2	.2	2	.2	7	.8	6	.7	437	51.0	420	49.0	GS- 6
14	1.3	5	.5	3	.3	1	.1	16	1.4	9	.8	727	65.7	389	35.2	GS- 7
3	2.5	3	2.5					3	2.5	3	2.5	56	45.9	51	41.8	GS- 8
26	2.5	10	1.0	1	.1			18	1.7	9	.8	790	76.0	289	28.8	GS- 9
1	4.8	1	4.8									12	57.1	9	42.9	GS-10
37	2.3	15	1.0	4	.3	3	.2	16	1.0	6	.4	1,264	80.2	352	22.3	GS-11
87	3.3	10	.4	17	.6	3	.1	27	1.0	9	.3	2,101	80.2	345	13.2	GS-12
35	1.8	5	.3	11	.6	1	.1	21	1.1	4	.2	1,638	84.5	235	12.1	GS-13
22	2.1			4	.4	1	.1	7	.7	2	.2	896	86.4	100	9.6	GS-14
16	2.5	1	.2									565	87.7	32	5.0	GS-15
1	1.1			3	3.2							79	84.9	9	9.7	GS-16
												34	97.1	1	2.9	GS-17
												8	88.9	1	11.1	GS-18
888		6.04		10.79		7.88		8.87		7.59		10.14		7.44		AVERAGE GRADE
												5	13.5	1	2.7	TOTAL WAGE SYSTEMS
												3	15.0			REGULAR NONSUPERVISORY
												1	50.0			WG- 2
												1	33.3			WG- 3
																WG- 4
												1	11.1			WG- 5
																WG- 6
																WG- 7
												3.33				AVERAGE GRADE (WG)
																REGULAR SUPERVISORY
																WS- 4
																AVERAGE GRADE (WS)
												2	12.5	1	6.3	OTHER WAGE SYSTEMS
																\$ 8,000-\$ 9,999
																\$10,000-\$11,999
																\$12,000-\$13,999
																\$14,000-\$15,999
												2	50.0	1	25.0	\$16,000-\$17,999
																\$18,000-\$19,999
												17,600		17,600		AVERAGE SALARY
												16	76.2	5	23.8	TOTAL OTHER PAY SYSTEMS
												1	33.3	1	33.3	THRU \$ 7,999
												2	100.0	1	50.0	\$22,000-\$23,999
												1	100.0	1	100.0	\$24,000-\$25,999
												2	100.0	1	50.0	\$26,000-\$27,999
																\$30,000-\$31,999
												2	100.0			\$32,000-\$33,999
												1	100.0			\$36,000-\$37,999
												7	77.8	1	11.1	\$42,000 AND OVER
												36,006		24,880		AVERAGE SALARY

DEPARTMENT OF STATE (INCLUDING AID)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,905	5,794	36.4	2,953	18.6	1,640	10.3	2,421	15.2	1,497	9.4
TOTAL GEN SCHED & EQUIV	15,465	5,733	37.1	2,727	17.6	1,609	10.4	2,292	14.8	1,466	9.5
GS- 1	3	1	33.3	2	66.7			2	66.7		
GS- 2	85	51	60.0	59	69.4	37	43.5	54	63.5	35	41.2
GS- 3	179	130	72.6	80	44.7	52	29.1	69	38.5	51	28.5
GS- 4	385	302	78.4	118	30.6	87	22.6	99	25.7	77	20.0
GS- 5	771	593	76.9	354	45.9	272	35.3	326	42.3	259	33.6
GS- 6	1,060	837	79.0	393	37.1	304	28.7	357	33.7	282	26.6
GS- 7	1,390	860	61.9	384	27.6	279	20.1	353	25.4	261	18.8
GS- 8	908	651	71.7	195	21.5	152	16.7	160	17.6	126	13.9
GS- 9	1,785	783	43.9	333	18.7	180	10.1	286	16.0	158	8.9
GS-10	82	57	69.5	24	29.3	12	14.6	18	22.0	10	12.2
GS-11	1,660	574	34.6	254	15.3	117	7.0	206	12.4	102	6.1
GS-12	1,816	430	23.7	239	13.2	85	4.7	177	9.7	76	4.3
GS-13	2,055	261	12.7	146	7.1	19	.9	99	4.8	16	.8
GS-14	1,761	136	7.7	84	4.8	11	.6	45	2.6	10	.6
GS-15	276	29	10.5	20	7.2	1	.4	13	4.7		
GS-16	804	25	3.1	30	3.7	1	.1	20	2.5	1	.1
GS-17	441	12	2.7	12	2.7			8	1.8		
GS-18	4	1	25.0								
AVERAGE GRADE	10.50	8.09		8.13		7.09		7.83		7.02	
TOTAL WAGE SYSTEMS	259	30	11.6	216	83.4	29	11.2	122	47.1	29	11.2
REGULAR NONSUPERVISORY	155	1	.6	127	81.9			38	24.5		
WG- 2	3			3	100.0						
WG- 3	16			14	87.5			1	6.3		
WG- 4	5	1	20.0	4	80.0			2	40.0		
WG- 5	23			21	75.0			14	50.0		
WG- 6	23			18	78.3			14	60.9		
WG- 7	25			23	92.0			6	24.0		
WG- 8	11			10	90.9			1	9.1		
WG- 9	7			5	71.4						
WG-10	31			25	80.6						
WG-11	6			4	66.7						
AVERAGE GRADE (WG)	6.80	4.00		6.75				5.66			
REGULAR LEADER	3			3	100.0						
WL-10	3			3	100.0						
AVERAGE GRADE (WL)	10.00			10.00							
REGULAR SUPERVISORY	12			2	16.7						
WS- 6	1										
WS- 7	1			1	100.0						
WS- 8	1										
WS- 9	5			1	20.0						
WS-10	3										
WS-13	1										
AVERAGE GRADE (WS)	9.08			8.00							
OTHER WAGE SYSTEMS	89	29	32.6	84	94.4	29	32.6	84	94.4	29	32.6
\$ 8,000-\$ 9,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$10,000-\$11,999	3			2	66.7			2	66.7		
\$12,000-\$13,999	16	8	50.0	14	87.5	8	50.0	14	87.5	8	50.0
\$14,000-\$15,999	37	9	24.3	35	94.6	9	24.3	35	94.6	9	24.3
\$16,000-\$17,999	27	11	40.7	27	100.0	11	40.7	27	100.0	11	40.7
\$18,000-\$19,999	5			5	100.0			5	100.0		
AVERAGE SALARY	15,299	14,883		15,415		14,883		15,415		14,883	

DEPARTMENT OF STATE (INCLUDING AID)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
380	2.4	76	.5	19	.1	13	.1	133	.8	54	.3	12,952	81.4	4,154	26.1	TOTAL ALL PAY SYSTEMS
283	1.8	76	.5	19	.1	13	.1	133	.9	54	.3	12,738	82.4	4,124	26.7	TOTAL GEN SCHED & EQUIV
3	3.5			1	1.2	1	1.2	1	1.2	1	1.2	1	33.3	1	33.3	GS- 1
11	6.1	1	.6									99	55.3	78	43.6	GS- 2
14	3.6	5	1.3	1	.3	1	.3	4	1.0	4	1.0	267	69.4	215	55.8	GS- 3
19	2.5	7	.9	1	.1	1	.1	8	1.0	5	.6	417	54.1	321	41.6	GS- 4
26	2.5	14	1.3	1	.1	1	.1	9	.8	7	.7	667	62.9	533	50.3	GS- 5
19	1.4	9	.6	3	.2	3	.2	9	.6	6	.4	1,006	72.4	581	41.8	GS- 6
25	2.8	17	1.9	3	.3	3	.3	7	.8	6	.7	713	78.5	499	55.0	GS- 7
33	1.8	13	.7	3	.2	1	.1	11	.6	8	.4	1,452	81.3	603	33.8	GS- 8
2	2.4							4	4.9	2	2.4	58	70.7	45	54.9	GS- 9
27	1.6	7	.4	1	.1	1	.1	20	1.2	7	.4	1,406	84.7	457	27.5	GS-10
42	2.3	3	.2					20	1.1	4	.2	1,577	86.8	345	19.0	GS-11
27	1.3			3	.1	1		17	.8	2	.1	1,909	92.9	242	11.8	GS-12
21	1.2			1	.1			17	1.0	1	.1	1,677	95.2	125	7.1	GS-13
3	1.1			1	.1			4	1.4	1	.4	256	92.8	28	10.1	GS-14
7	.9			1	.1			2	.2			774	96.3	24	3.0	GS-15
4	.9											429	97.3	12	2.7	GS-16
												4	100.0	1	25.0	GS-17
9.42		7.51		8.89		7.31		10.38		8.28		11.00		8.48		GS-18
																AVERAGE GRADE
94	36.3											43	16.6	1	.4	TOTAL WAGE SYSTEMS
89	57.4											28	18.1	1	.6	REGULAR NONSUPERVISORY
3	100.0											2	12.5			WG- 2
13	81.3											1	20.0	1	20.0	WG- 3
2	40.0											7	25.0			WG- 4
7	25.0											5	21.7			WG- 5
4	17.4											2	8.0			WG- 6
17	68.0											1	9.1			WG- 7
9	81.8											2	28.6			WG- 8
5	71.4											6	19.4			WG- 9
25	80.6											2	33.3			WG-10
4	66.7											2	33.3			WG-11
7.21												7.04		4.00		AVERAGE GRADE (WG)
3	100.0															REGULAR LEADER
3	100.0															WL-10
10.00																AVERAGE GRADE (WL)
2	16.7											10	83.3			REGULAR SUPERVISORY
1	100.0											1	100.0			WS- 6
												1	100.0			WS- 7
												4	80.0			WS- 8
												3	100.0			WS- 9
												1	100.0			WS-10
												1	100.0			WS-13
8.00												9.30				AVERAGE GRADE (WS)
												5	5.6			OTHER WAGE SYSTEMS
												1	33.3			\$ 8,000-\$ 9,999
												2	12.5			\$10,000-\$11,999
												2	5.4			\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
																AVERAGE SALARY
												13,340				

TABLE 1-035

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF STATE (INCLUDING AID)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	181	31	17.1	10	5.5	2	1.1	7	3.9	2	1.1
THRU \$ 7,999	1			1	100.0						
\$ 8,000-\$ 9,999	1										
\$10,000-\$11,999	2	1	50.0								
\$12,000-\$13,999	1	1	100.0								
\$14,000-\$15,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$16,000-\$17,999	3	2	66.7								
\$18,000-\$19,999	3	3	100.0								
\$20,000-\$21,999	2	2	100.0								
\$22,000-\$23,999	1										
\$24,000-\$25,999	3	3	100.0								
\$26,000-\$27,999	2										
\$28,000-\$29,999	5	1	20.0								
\$32,000-\$33,999	1										
\$34,000-\$35,999	1										
\$36,000-\$37,999	12	5	41.7								
\$38,000-\$39,999	5	1	20.0	1	20.0	1	20.0	1	20.0	1	20.0
\$40,000-\$41,999	3										
\$42,000 AND OVER	133	10	7.5	7	5.3			5	3.8		
AVERAGE SALARY	43,545	31,874		39,240		26,850		41,443		26,850	

DEPARTMENT OF STATE (INCLUDING AID)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	1.7											171	94.5	29	16.0	TOTAL OTHER PAY SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$32,000-\$33,999 \$34,000-\$35,999 \$36,000-\$37,999 \$38,000-\$39,999 \$40,000-\$41,999 \$42,000 AND OVER AVERAGE SALARY
1	100.0															
												1	100.0			
												2	100.0	1	50.0	
												1	100.0	1	100.0	
												1	50.0	1	50.0	
												3	100.0	2	66.7	
												3	100.0	3	100.0	
												2	100.0	2	100.0	
												1	100.0			
												3	100.0	3	100.0	
												2	100.0			
												5	100.0	1	20.0	
												1	100.0			
												1	100.0			
												12	100.0	5	41.7	
												4	80.0			
												3	100.0			
2	1.5											126	94.7	10	7.5	
34,100												43,797		32,221		

AGENCY FOR INTERNATIONAL DEVELOPMENT

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,854	1,406	36.5	884	22.9	567	14.7	765	19.8	529	13.7
TOTAL GEN SCHED & EQUIV	3,743	1,379	36.8	866	23.1	564	15.1	747	20.0	526	14.1
GS- 2	2	2	100.0	2	100.0	2	100.0	2	100.0	2	100.0
GS- 3	20	13	65.0	6	30.0	5	25.0	6	30.0	5	25.0
GS- 4	78	58	74.4	37	47.4	29	37.2	33	42.3	26	33.3
GS- 5	207	183	88.4	115	55.6	102	49.3	110	53.1	99	47.8
GS- 6	235	219	93.2	157	66.8	141	60.0	150	63.8	134	57.0
GS- 7	271	249	91.9	123	45.4	103	38.0	116	42.8	96	35.4
GS- 8	148	136	91.9	53	35.8	45	30.4	47	31.8	39	26.4
GS- 9	203	144	70.9	77	37.9	46	22.7	69	34.0	41	20.2
GS-10	14	11	78.6	6	42.9	4	28.6	5	35.7	3	21.4
GS-11	200	111	55.5	48	24.0	34	17.0	43	21.5	32	16.0
GS-12	400	108	27.0	88	22.0	36	9.0	68	17.0	34	8.5
GS-13	696	90	12.9	77	11.1	10	1.4	54	7.8	8	1.1
GS-14	735	40	5.4	47	6.4	7	1.0	23	3.1	7	1.0
GS-15	148	8	5.4	6	4.1			3	2.0		
GS-16	293	5	1.7	17	5.8			12	4.1		
GS-17	92	2	2.2	7	7.6			6	6.5		
GS-18	1										
AVERAGE GRADE	11.41	8.14		8.60		7.20		8.19		7.16	
TOTAL WAGE SYSTEMS	17	1	5.9	15	88.2	1	5.9	15	88.2	1	5.9
REGULAR NONSUPERVISORY	10			9	90.0			9	90.0		
WG- 5	9			8	88.9			8	88.9		
WG- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	5.10			5.11				5.11			
OTHER WAGE SYSTEMS	7	1	14.3	6	85.7	1	14.3	6	85.7	1	14.3
\$14,000-\$15,999	7	1	14.3	6	85.7	1	14.3	6	85.7	1	14.3
AVERAGE SALARY	14,986	14,700		15,033		14,700		15,033		14,700	
TOTAL OTHER PAY SYSTEMS	94	26	27.7	3	3.2	2	2.1	3	3.2	2	2.1
\$ 8,000-\$ 9,999	1										
\$10,000-\$11,999	2	1	50.0								
\$12,000-\$13,999	1	1	100.0								
\$14,000-\$15,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$16,000-\$17,999	3	2	66.7								
\$18,000-\$19,999	3	3	100.0								
\$20,000-\$21,999	2	2	100.0								
\$22,000-\$23,999	1										
\$24,000-\$25,999	3	3	100.0								
\$26,000-\$27,999	2										
\$28,000-\$29,999	5	1	20.0								
\$32,000-\$33,999	1										
\$34,000-\$35,999	1										
\$36,000-\$37,999	7	4	57.1								
\$38,000-\$39,999	5	1	20.0	1	20.0	1	20.0	1	20.0	1	20.0
\$40,000-\$41,999	3										
\$42,000 AND OVER	52	6	11.5	1	1.9			1	1.9		
AVERAGE SALARY	38,319	29,119		32,533		26,850		32,533		26,850	

AGENCY FOR INTERNATIONAL DEVELOPMENT

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
63	1.6	14	.4	9	.2	4	.1	47	1.2	20	.5	2,970	77.1	639	21.8	TOTAL ALL PAY SYSTEMS
63	1.7	14	.4	9	.2	4	.1	47	1.3	20	.5	2,877	76.9	815	21.8	TOTAL GEN SCHED & EQUIV
												14	70.0	8	40.0	GS- 2
1	1.3			1	1.3	1	1.3	2	2.6	2	2.6	41	52.6	29	37.2	GS- 3
				1	.5	1	.5	4	1.9	2	1.0	92	44.4	81	39.1	GS- 4
5	2.1	5	2.1					2	.9	2	.9	78	33.2	78	33.2	GS- 5
3	1.1	3	1.1					4	1.5	4	1.5	148	54.6	146	53.9	GS- 6
3	2.0	3	2.0	1	.7	1	.7	2	1.4	2	1.4	95	64.2	91	61.5	GS- 7
3	1.5	1	.5	1	.5			4	2.0	4	2.0	126	62.1	98	48.3	GS- 8
								1	7.1	1	7.1	8	57.1	7	50.0	GS- 9
3	1.5	1	.5					2	1.0	1	.5	152	76.0	77	38.5	GS-10
11	2.8	1	.3					9	2.3	1	.3	312	78.0	72	18.0	GS-11
13	1.9			3	.4	1	.1	7	1.0	1	.1	619	88.9	80	11.5	GS-12
14	1.9			1	.1			9	1.2			688	93.6	33	4.5	GS-13
2	1.4							1	.7			142	95.9	8	5.4	GS-14
4	1.4			1	.3							276	94.2	5	1.7	GS-15
1	1.1											85	92.4	2	2.2	GS-16
												1	100.0			GS-17
11.86		7.64		10.56		7.50		10.47		7.80		12.25		8.79		GS-18
																AVERAGE GRADE
												2	11.8			TOTAL WAGE SYSTEMS
												1	10.0			REGULAR NONSUPERVISORY
												1	11.1			WG- 5
																WG- 6
												5.00				AVERAGE GRADE (WG)
												1	14.3			OTHER WAGE SYSTEMS
												1	14.3			\$14,000-\$15,999
												14,700				AVERAGE SALARY
												91	96.8	24	25.5	TOTAL OTHER PAY SYSTEMS
												1	100.0			\$ 8,000-\$ 9,999
												2	100.0	1	50.0	\$10,000-\$11,999
												1	100.0	1	100.0	\$12,000-\$13,999
												1	50.0	1	50.0	\$14,000-\$15,999
												3	100.0	2	66.7	\$16,000-\$17,999
												3	100.0	3	100.0	\$18,000-\$19,999
												2	100.0	2	100.0	\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												3	100.0	3	100.0	\$24,000-\$25,999
												2	100.0			\$26,000-\$27,999
												5	100.0	1	20.0	\$28,000-\$29,999
												1	100.0			\$32,000-\$33,999
												1	100.0			\$34,000-\$35,999
												7	100.0	4	57.1	\$36,000-\$37,999
												4	80.0			\$38,000-\$39,999
												3	100.0			\$40,000-\$41,999
												51	98.1	6	11.5	\$42,000 AND OVER
												38,510		29,308		AVERAGE SALARY

TABLE 1-037

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF STATE (EXCLUDING AID)

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,051	4,388	36.4	2,069	17.2	1,073	8.9	1,656	13.7	968	8.0
TOTAL GEN SCHED & EQUIV	11,722	4,354	37.1	1,861	15.9	1,045	8.9	1,545	13.2	940	8.0
GS- 1	3	1	33.3	2	66.7			2	66.7		
GS- 2	83	49	59.0	57	68.7	35	42.2	52	62.7	33	39.8
GS- 3	159	117	73.6	74	46.5	47	29.6	63	39.6	46	28.9
GS- 4	307	244	79.5	81	26.4	58	18.9	66	21.5	51	16.6
GS- 5	564	410	72.7	239	42.4	170	30.1	216	38.3	160	28.4
GS- 6	825	618	74.9	236	28.6	163	19.8	207	25.1	148	17.9
GS- 7	1,119	611	54.6	261	23.3	176	15.7	237	21.2	165	14.7
GS- 8	760	515	67.8	142	18.7	107	14.1	113	14.9	87	11.4
GS- 9	1,582	639	40.4	256	16.2	134	8.5	217	13.7	117	7.4
GS-10	68	46	67.6	18	26.5	8	11.8	13	19.1	7	10.3
GS-11	1,460	463	31.7	206	14.1	83	5.7	163	11.2	70	4.8
GS-12	1,416	322	22.7	151	10.7	49	3.5	109	7.7	44	3.1
GS-13	1,359	171	12.6	69	5.1	9	.7	45	3.3	8	.6
GS-14	1,026	96	9.4	37	3.6	4	.4	22	2.1	3	.3
GS-15	128	21	16.4	14	10.9	1	.8	10	7.8		
GS-16	511	20	3.9	13	2.5	1	.2	8	1.6	1	.2
GS-17	349	10	2.9	5	1.4			2	.6		
GS-18	3	1	33.3								
AVERAGE GRADE	10.21	8.07		7.91		7.03		7.66		6.95	
TOTAL WAGE SYSTEMS	242	29	12.0	201	83.1	28	11.6	107	44.2	28	11.6
REGULAR NONSUPERVISORY	145	1	.7	118	81.4			29	20.0		
WG- 2	3			3	100.0						
WG- 3	16			14	87.5			1	6.3		
WG- 4	5	1	20.0	4	80.0			2	40.0		
WG- 5	19			13	68.4			6	31.6		
WG- 6	22			17	77.3			13	59.1		
WG- 7	25			23	92.0			6	24.0		
WG- 8	11			10	90.9			1	9.1		
WG- 9	7			5	71.4						
WG-10	31			25	80.6						
WG-11	6			4	66.7						
AVERAGE GRADE (WG)	6.92	4.00		6.87				5.83			
REGULAR LEADER	3			3	100.0						
WL-10	3			3	100.0						
AVERAGE GRADE (WL)	10.00			10.00							
REGULAR SUPERVISORY	12			2	16.7						
WS- 6	1										
WS- 7	1			1	100.0						
WS- 8	1										
WS- 9	5			1	20.0						
WS-10	3										
WS-13	1										
AVERAGE GRADE (WS)	9.08			8.30							
OTHER WAGE SYSTEMS	82	28	34.1	78	95.1	28	34.1	78	95.1	28	34.1
\$ 8,000-\$ 9,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$10,000-\$11,999	3			2	66.7			2	66.7		
\$12,000-\$13,999	16	8	50.0	14	87.5	8	50.0	14	87.5	8	50.0
\$14,000-\$15,999	30	9	26.7	29	96.7	8	26.7	29	96.7	8	26.7
\$16,000-\$17,999	27	11	40.7	27	100.0	11	40.7	27	100.0	11	40.7
\$18,000-\$19,999	5			5	100.0			5	100.0		
AVERAGE SALARY	15,326	14,889		15,445		14,889		15,445		14,889	
TOTAL OTHER PAY SYSTEMS	87	5	5.7	7	6.0			4	4.6		
THRU \$ 7,999	1			1	100.0						
\$36,000-\$37,999	5	1	20.0								
\$42,000 AND OVER	81	4	4.9	6	7.4			4	4.9		
AVERAGE SALARY	49,192	46,200		42,114				48,125			

DEPARTMENT OF STATE (EXCLUDING AID)

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
317	2.6	62	.5	10	.1	9	.1	86	.7	34	.3	9,982	82.8	3,315	27.5	TOTAL ALL PAY SYSTEMS-
220	1.9	62	.5	10	.1	9	.1	86	.7	34	.3	9,861	84.1	3,309	28.2	TOTAL GEN SCHED & EQUIV
3	3.6			1	1.2	1	1.2	1	1.2	1	1.2	1	33.3	1	33.3	GS- 1
11	6.8	1	.6					2	.7	2	.7	26	31.3	14	16.9	GS- 2
13	4.2	5	1.6					4	.7	3	.5	85	53.5	70	44.0	GS- 3
19	3.4	7	1.2					7	.8	5	.6	225	73.6	186	60.6	GS- 4
21	2.5	9	1.1	1	.1	1	.1	7	.8	5	.6	325	57.6	240	42.6	GS- 5
16	1.4	6	.5	3	.3	3	.3	5	.4	2	.2	589	71.4	455	55.2	GS- 6
22	2.9	14	1.8	2	.3	2	.3	5	.7	4	.5	858	76.7	435	38.9	GS- 7
30	1.9	12	.8	2	.1	1	.1	7	.4	4	.3	618	61.3	408	53.7	GS- 8
2	2.9							3	4.4	1	1.5	1,326	83.8	505	31.9	GS- 9
24	1.6	6	.4	1	.1	1	.1	3	4.4	1	1.5	50	73.5	38	55.9	GS-10
31	2.2	2	.1					18	1.2	6	.4	1,254	85.9	380	26.0	GS-11
14	1.0							11	.8	3	.2	1,265	89.3	273	19.3	GS-12
7	.7							10	.7	1	.1	1,290	94.9	162	11.9	GS-13
1	.8							8	.8	1	.1	989	66.4	92	9.0	GS-14
3	.6							3	2.3	1	.8	114	89.1	20	15.6	GS-15
3	.9							2	.4			498	97.5	19	3.7	GS-16
												344	98.6	10	2.9	GS-17
												3	100.0	1	33.3	GS-18
8.73		7.48		7.40		7.22		10.34		8.56		10.64		8.40		AVERAGE GRADE
94	38.8											41	16.9	1	.4	TOTAL WAGE SYSTEMS
89	61.4											27	18.6	1	.7	REGULAR NONSUPERVISORY
3	100.0															WG- 2
13	81.3											2	12.5			WG- 3
2	40.0											1	20.0	1	20.0	WG- 4
7	36.8											6	31.6			WG- 5
4	18.2											5	22.7			WG- 6
17	68.0											2	8.0			WG- 7
9	81.8											1	9.1			WG- 8
5	71.4											2	28.6			WG- 9
25	80.6											6	19.4			WG-10
4	66.7											2	33.3			WG-11
7.21												7.11		4.00		AVERAGE GRADE (WG)
3	100.0															REGULAR LEADER
3	100.0															WL-10
10.00																AVERAGE GRADE (WL)
2	16.7											10	93.3			REGULAR SUPERVISORY
1	100.0											1	100.0			WS- 6
												1	100.0			WS- 7
1	20.0											4	80.0			WS- 8
												3	100.0			WS- 9
												1	100.0			WS-10
												1	100.0			WS-13
8.00												9.30				AVERAGE GRADE (WS)
												4	4.9			OTHER WAGE SYSTEMS
																\$ 8,000-\$ 9,999
												1	33.3			\$10,000-\$11,999
												2	12.5			\$12,000-\$13,999
												1	3.3			\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
												13,000				AVERAGE SALARY
3	3.4											80	92.0	5	5.7	TOTAL OTHER PAY SYSTEMS
1	100.0															THRU \$ 7,999
												5	100.0	1	20.0	\$36,000-\$37,999
2	2.5											75	92.6	4	4.9	\$42,000 AND OVER
34,100												49,811		46,200		AVERAGE SALARY

TABLE 1-038

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF TRANSPORTATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	68,193	11,258	16.5	8,547	12.7	2,931	4.3	6,078	8.9	2,499	3.7
TOTAL GEN SCHED & EQUIV	82,410	11,074	17.3	7,422	11.9	2,883	4.6	5,186	8.3	2,459	3.9
GS- 1	24	16	69.6	14	60.9	10	43.5	11	47.8	9	39.1
GS- 2	138	99	71.7	67	48.6	47	34.1	45	32.6	38	27.5
GS- 3	704	544	77.4	273	38.8	214	30.4	230	32.7	185	26.3
GS- 4	2,150	1,832	85.4	658	30.7	535	24.9	548	25.5	448	20.9
GS- 5	3,591	2,721	75.8	926	25.8	678	18.9	747	20.8	569	15.9
GS- 6	1,767	1,510	85.5	448	25.4	378	21.4	378	21.4	325	18.4
GS- 7	3,406	1,493	43.9	707	20.8	396	11.6	556	16.4	355	10.4
GS- 8	460	256	55.7	103	22.4	74	16.1	95	20.7	70	15.2
GS- 9	4,056	939	23.2	687	17.0	223	5.5	468	11.6	184	4.5
GS-10	2,355	156	6.6	170	7.2	23	1.0	99	4.2	18	.8
GS-11	9,540	678	7.1	1,072	11.2	153	1.6	657	6.9	127	1.3
GS-12	12,311	495	4.0	1,073	8.7	99	.8	622	5.1	86	.7
GS-13	11,400	214	1.9	664	5.8	34	.3	381	3.3	30	.3
GS-14	7,875	93	1.2	426	5.4	16	.2	260	3.3	13	.2
GS-15	2,362	23	1.0	115	4.9	3	.1	72	3.0	2	.1
GS-16	177	4	2.3	15	8.5			13	7.3		
GS-17	82	1	1.2	4	4.9			4	4.9		
GS-18	12										
AVERAGE GRADE	10.87	6.52		8.87		6.15		8.38		6.16	
TOTAL WAGE SYSTEMS	5,500	79	1.5	1,209	22.2	25	.5	864	15.9	23	.4
REGULAR NONSUPERVISORY	4,368	70	1.6	1,040	24.1	21	.5	742	17.2	19	.4
WG- 1	30	11	36.7	22	73.3	6	20.0	21	70.0	6	20.0
WG- 2	124	17	13.8	79	64.2	9	7.3	72	58.5	9	7.3
WG- 3	108	1	1.0	40	39.2			21	20.6		
WG- 4	45	2	4.4	16	35.6	1	2.2	15	33.3	1	2.2
WG- 5	360	7	2.0	161	45.7	2	.6	118	33.5	1	.3
WG- 6	234	7	3.0	101	43.3	2	.9	88	37.8	1	.4
WG- 7	175	3	1.7	61	35.5			53	30.8		
WG- 8	469	3	.6	141	30.2			109	23.3		
WG- 9	414	6	1.5	101	24.7			71	17.4		
WG-10	1,356	4	.3	211	15.7			132	9.8		
WG-11	971	9	.9	103	10.7	1	.1	39	4.1	1	.1
WG-12	63			3	4.8			2	3.2		
WG-13	7			1	14.3			1	14.3		
WG-14	12										
AVERAGE GRADE (WG)	8.69	5.30		7.24		2.90		6.84		2.63	
REGULAR LEADER	302	1	.3	33	11.0			24	8.0		
WL- 2	3			2	66.7			2	66.7		
WL- 4	2										
WL- 5	13			4	30.8			3	23.1		
WL- 6	14			6	42.9			6	42.9		
WL- 7	9			3	33.3			3	33.3		
WL- 8	8			3	37.5			1	12.5		
WL- 9	35			2	5.7			2	5.7		
WL-10	142	1	.7	10	7.1			6	4.3		
WL-11	70			3	4.3			1	1.4		
WL-12	3										
WL-14	3										
AVERAGE GRADE (WL)	9.51	10.00		7.76				7.21			

DEPARTMENT OF TRANSPORTATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,409	2.1	215	.3	606	.9	108	.2	473	.7	94	.1	59,526	87.4	8,327	12.2	TOTAL ALL PAY SYSTEMS
1,290	2.1	213	.3	454	.7	104	.2	444	.7	93	.1	54,988	88.2	8,191	13.1	TOTAL GEN SCHED & EQUIV
17	12.3	5	3.6	4	8.7	1	4.3	1	.7	1	.7	10	43.5	6	26.1	GS- 1
25	3.6	15	2.1	14	2.9	3	2.2	3	.4	2	.3	71	51.4	52	37.7	GS- 2
63	2.9	48	2.2	29	1.4	22	1.0	14	.7	13	.6	431	61.3	330	46.9	GS- 3
106	3.0	57	1.6	32	.9	24	.7	38	1.1	25	.7	1,492	69.5	1,297	60.4	GS- 4
42	2.4	28	1.6	13	.7	12	.7	14	.8	12	.7	2,665	74.3	2,043	56.9	GS- 5
98	2.9	21	.6	26	.8	9	.3	21	.6	10	.3	1,319	74.7	1,132	64.1	GS- 6
7	1.5	3	.7					1	.2	1	.2	2,699	79.4	1,097	32.3	GS- 7
121	3.0	15	.4	43	1.1	10	.2	43	1.1	10	.2	357	77.6	182	39.6	GS- 8
52	2.2	4	.2	9	.4			6	.3	1		3,369	83.3	716	17.7	GS- 9
239	2.5	14	.1	81	.9	5	.1	84	.9	7	.1	2,185	92.9	133	5.7	GS-10
239	1.9			87	.7	5		122	1.0	8	.1	8,468	88.9	525	5.5	GS-11
174	1.5	1		57	.5	1		50	.4	2		11,238	91.3	396	3.2	GS-12
84	1.1	1		46	.6	1		36	.5	1		10,736	94.2	180	1.6	GS-13
23	1.0	1		10	.4			10	.4			7,449	94.6	77	1.0	GS-14
				1	.6			1	.6			2,247	95.1	20	.8	GS-15
												162	91.5	4	2.3	GS-16
												78	95.1	1	1.2	GS-17
												12	100.0			GS-18
9.90		5.83		10.02		5.91		10.48		6.97		11.13		6.66		AVERAGE GRADE
117	2.1			149	2.7	2		27	.5			4,291	78.8	54	1.0	TOTAL WAGE SYSTEMS
104	2.4			126	2.9	2		22	.5			3,328	77.0	49	1.1	REGULAR NONSUPERVISORY
1	3.3							2	1.6			8	26.7	5	16.7	WG- 1
3	2.4			1	.8			1	1.0			45	36.6	8	6.5	WG- 2
4	3.9			8	7.8			1	1.0			68	66.7	1	1.0	WG- 3
1	2.2							29	64.4			29	64.4	1	2.2	WG- 4
16	4.5			17	4.8	1	.3	199	56.5			199	56.5	5	1.4	WG- 5
4	1.7			7	3.0	1	.4	1	.4			133	57.1	5	2.1	WG- 6
1	.6			4	2.3							114	66.3	3	1.7	WG- 7
13	2.8			13	2.8			4	.9			328	70.2	3	.6	WG- 8
12	2.9			10	2.4			3	.7			313	76.5	6	1.5	WG- 9
27	2.0			35	2.6			6	.4			1,145	85.1	4	.3	WG-10
21	2.2			31	3.2			3	.3			868	90.2	8	.8	WG-11
1	1.6											60	95.2			WG-12
												6	85.7			WG-13
												12	100.0			WG-14
8.26				8.46		5.50		7.95				9.14		6.33		AVERAGE GRADE (WG)
4	1.3			3	1.0			1	.3			269	89.4	1	.3	REGULAR LEADER
												1	33.3			WL- 2
												2	100.0			WL- 4
												9	69.2			WL- 5
												8	57.1			WL- 6
												6	66.7			WL- 7
												5	62.5			WL- 8
												33	94.3			WL- 9
												132	93.6	1	.7	WL-10
												67	95.7			WL-11
												3	100.0			WL-12
												3	100.0			WL-14
8.25				9.67				11.00				9.73		10.00		AVERAGE GRADE (WL)

TABLE 1-038

Minority Group Study of Full-Time Employment: November 30, 1977

DEPARTMENT OF TRANSPORTATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	466	2	.4	68	14.8	1	.2	43	9.3	1	.2
WS- 1	37	1	2.9	17	48.6	1	2.9	9	25.7	1	2.9
WS- 2	1										
WS- 3	9	1	11.1	1	11.1			1	11.1		
WS- 4	5			2	40.0			1	20.0		
WS- 5	16			1	6.3			1	6.3		
WS- 6	29			5	17.9			3	10.7		
WS- 7	13			4	30.8			4	30.8		
WS- 8	54			8	14.8			6	11.1		
WS- 9	75			10	13.5			5	6.8		
WS-10	120			14	10.9			10	7.8		
WS-11	32			4	12.9			1	3.2		
WS-12	15										
WS-13	19			1	5.3			1	5.3		
WS-14	23			1	4.3			1	4.3		
WS-15	5										
WS-16	1										
WS-17	4										
AVERAGE GRADE (WS)	8.75	2.00		6.71		1.00		6.93		1.00	
NONSUPERV (PROD FAC)	32			1	3.1						
WD- 4	13			1	7.7						
WD- 5	5										
WD- 7	3										
WD- 8	10										
WD-10	1										
AVERAGE GRADE (WD)	5.88			4.00							
OTHER WAGE SYSTEMS	332	6	1.8	67	20.2	3	.9	55	16.6	3	.9
\$ 8,000-\$ 9,999	7			1	14.3			1	14.3		
\$10,000-\$11,999	16	3	18.8	4	25.0	1	6.3	3	18.8	1	6.3
\$12,000-\$13,999	137			13	9.5			9	6.6		
\$14,000-\$15,999	85	1	1.2	25	29.4	1	1.2	22	25.9	1	1.2
\$16,000-\$17,999	36	2	5.6	19	52.8	1	2.8	17	47.2	1	2.8
\$18,000-\$19,999	17			1	5.9						
\$20,000-\$21,999	18			3	16.7			2	11.1		
\$22,000-\$23,999	15			1	6.7			1	6.7		
\$24,000-\$25,999	1										
AVERAGE SALARY	15,036	13,583		15,270		14,067		15,282		14,067	
TOTAL OTHER PAY SYSTEMS	283	105	37.2	36	12.8	23	8.2	28	9.9	17	6.0
THRU \$ 7,999	50	36	72.0	26	52.0	19	38.0	24	48.0	17	34.0
\$12,000-\$13,999	1	1	100.0								
\$14,000-\$15,999	3	1	33.3								
\$16,000-\$17,999	1										
\$18,000-\$19,999	7	5	71.4	1	14.3	1	14.3				
\$20,000-\$21,999	9	3	33.3								
\$22,000-\$23,999	46	29	63.0	2	4.3	1	2.2	1	2.2		
\$24,000-\$25,999	33	16	48.5	2	6.1			1	3.0		
\$26,000-\$27,999	20	4	21.1	3	15.8	2	10.5	1	5.3		
\$28,000-\$29,999	13	4	30.8								
\$30,000-\$31,999	11	2	18.2								
\$32,000-\$33,999	18	2	11.1								
\$34,000-\$35,999	7										
\$36,000-\$37,999	29	1	3.4								
\$38,000-\$39,999	12										
\$40,000-\$41,999	3										
\$42,000 AND OVER	20	1	5.0	2	10.0			1	5.0		
AVERAGE SALARY	25,714	17,813		11,302		7,368		8,479		4,800	

DEPARTMENT OF TRANSPORTATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	.7			15	3.3			2	.4			398	86.3	1	.2	REGULAR SUPERVISORY
1	2.9			5	14.3							20	57.1			WS- 1
												1	100.0			WS- 2
												8	88.9	1	11.1	WS- 3
				1	20.0							3	60.0			WS- 4
												15	93.8			WS- 5
				1	3.6							24	85.7			WS- 6
												9	69.2			WS- 7
1	1.9			1	1.9							46	65.2			WS- 8
				4	5.4							65	87.9			WS- 9
1	.8			1	.8			2	1.6			114	89.1			WS-10
				2	6.5							28	90.3			WS-11
												15	100.0			WS-12
												18	94.7			WS-13
												22	95.7			WS-14
												5	100.0			WS-15
												1	100.0			WS-16
												4	100.0			WS-17
6.33				6.07				10.00				9.10		3.00		AVERAGE GRADE (WS)
1	3.1											31	96.9			NONSUPERV (PROD FAC)
1	7.7											12	92.3			WD- 4
												5	100.0			WD- 5
												3	100.0			WD- 7
												10	100.0			WD- 8
												1	100.0			WD-10
4.00												5.94				AVERAGE GRADE (WD)
5	1.5			5	1.5			2	.6			265	79.8	3	.9	OTHER WAGE SYSTEMS
												6	85.7			\$ 8,000-\$ 9,999
												12	75.0	2	12.5	\$10,000-\$11,999
												124	90.5			\$12,000-\$13,999
2	2.4							1	1.2			60	70.6			\$14,000-\$15,999
2	5.6			4	2.9							17	47.2	1	2.8	\$16,000-\$17,999
												16	94.1			\$18,000-\$19,999
1	5.6							1	5.9			15	83.3			\$20,000-\$21,999
												14	93.3			\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
17,160				12,580				16,950				14,977		13,100		AVERAGE SALARY
2	.7	2	.7	3	1.1	2	.7	2	.7	1	.4	247	87.6	82	29.1	TOTAL OTHER PAY SYSTEMS
1	2.0	1	2.0					1	2.0	1	2.0	24	48.0	17	34.0	THRU \$ 7,999
												1	100.0	1	100.0	\$12,000-\$13,999
												3	100.0	1	33.3	\$14,000-\$15,999
												1	100.0			\$16,000-\$17,999
												6	85.7	4	57.1	\$18,000-\$19,999
												9	100.0	3	33.3	\$20,000-\$21,999
												44	95.7	28	60.9	\$22,000-\$23,999
												31	93.9	16	48.5	\$24,000-\$25,999
												17	89.5	2	10.5	\$26,000-\$27,999
												13	100.0	4	30.8	\$28,000-\$29,999
												11	100.0	2	18.2	\$30,000-\$31,999
												18	100.0	2	11.1	\$32,000-\$33,999
												7	100.0			\$34,000-\$35,999
												29	100.0	1	3.4	\$36,000-\$37,999
												12	100.0			\$38,000-\$39,999
												3	100.0			\$40,000-\$41,999
												18	90.0	1	5.0	\$42,000 AND OVER
12,000		12,000		38,250		23,900		14,950		4,800		27,756		20,616		AVERAGE SALARY

DEPARTMENT OF THE TREASURY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	115,433	54,706	47.4	22,642	19.6	14,394	12.5	17,617	15.3	12,071	10.5
TOTAL GEN SCHED & EQUIV	110,531	53,755	48.6	19,774	17.9	13,541	12.3	15,045	13.6	11,236	10.2
GS- 1	57	35	61.4	29	50.9	20	35.1	21	36.8	14	24.6
GS- 2	2,005	1,841	81.8	769	38.4	621	31.0	587	29.3	478	23.8
GS- 3	9,227	8,044	87.2	2,645	28.7	2,222	24.1	2,131	23.1	1,821	19.7
GS- 4	13,545	11,847	87.5	3,757	27.7	3,244	23.9	2,955	21.8	2,627	19.4
GS- 5	13,016	9,376	72.0	3,218	24.7	2,435	18.7	2,531	19.4	2,032	15.6
GS- 6	8,652	7,107	82.1	1,899	21.9	1,537	17.8	1,533	17.7	1,310	15.1
GS- 7	9,574	6,240	65.2	2,052	21.4	1,487	15.5	1,611	16.8	1,269	13.3
GS- 8	1,412	880	62.3	301	21.3	207	14.7	253	17.9	186	13.2
GS- 9	12,503	4,256	34.0	1,882	15.1	935	7.5	1,330	10.6	798	6.4
GS-10	611	289	47.3	105	17.2	67	11.0	85	13.9	62	10.1
GS-11	13,461	2,275	16.9	1,412	10.5	482	3.6	930	6.9	404	3.0
GS-12	11,799	1,085	9.2	892	7.6	195	1.7	572	4.8	160	1.4
GS-13	9,395	488	5.2	561	6.0	57	.7	331	3.5	57	.6
GS-14	3,438	135	3.9	175	5.1	14	.4	121	3.5	12	.3
GS-15	1,428	46	3.2	59	4.1	6	.4	39	2.7	5	.4
GS-16	258	7	2.7	14	5.4			11	4.3		
GS-17	99			2	2.0			2	2.0		
GS-18	53	4	7.5	2	3.8			2	3.8		
AVERAGE GRADE	8.03	5.64		6.27		5.34		6.07		5.38	
TOTAL WAGE SYSTEMS	4,837	941	19.5	2,847	58.9	844	17.4	2,556	52.8	830	17.2
REGULAR NONSUPERVISORY	2,135	140	6.6	1,020	47.8	107	5.0	766	35.9	96	4.5
WG- 1	52	32	61.5	42	80.8	29	55.8	39	75.0	29	55.8
WG- 2	186	50	26.9	113	60.8	40	21.5	88	47.3	32	17.2
WG- 3	124	11	8.9	81	65.3	9	7.3	70	56.5	9	7.3
WG- 4	84	6	7.1	37	44.0	4	4.8	30	35.7	4	4.8
WG- 5	704	16	2.3	380	54.0	12	1.7	258	36.6	10	1.4
WG- 6	135	11	8.1	65	48.1	10	7.4	61	45.2	9	6.7
WG- 7	215	9	4.2	93	43.3	2	.9	78	36.3	2	.9
WG- 8	187	4	2.1	90	48.1	1	.5	56	29.9	1	.5
WG- 9	101	1	1.0	36	35.6			29	28.7		
WG-10	233			57	24.5			38	16.3		
WG-11	93			24	25.8			18	19.4		
WG-12	3										
WG-13	18			2	11.1			1	5.6		
AVERAGE GRADE (WG)	6.09	3.14		5.40		2.75		5.28		2.73	
REGULAR LEADER	119	13	10.9	81	68.1	9	7.6	70	58.8	8	6.7
WL- 1	4	1	25.0	2	50.0			2	50.0		
WL- 2	20	3	15.0	18	90.0	3	15.0	16	80.0	2	10.0
WL- 3	5			4	80.0			4	80.0		
WL- 4	2										
WL- 5	41	1	2.4	31	75.6	1	2.4	24	58.5	1	2.4
WL- 6	10			7	70.0			7	70.0		
WL- 7	18	7	38.9	10	55.6	4	22.2	8	44.4	4	22.2
WL- 8	3			2	66.7			2	66.7		
WL- 9	6	1	16.7	4	66.7	1	16.7	4	66.7	1	16.7
WL-10	7			3	42.9			3	42.9		
WL-11	3										
AVERAGE GRADE (WL)	5.37	5.38		4.93		5.33		4.94		5.75	
REGULAR SUPERVISORY	324	57	17.6	177	54.6	52	16.0	160	49.4	52	16.0
WS- 1	14	7	50.0	12	85.7	6	42.9	12	85.7	6	42.9
WS- 2	16	3	18.8	15	93.8	3	18.8	14	87.5	3	18.8
WS- 3	24	3	12.5	17	70.8	3	12.5	14	58.3	3	12.5
WS- 4	41			25	61.0			23	56.1		
WS- 5	33	11	33.3	20	60.6	10	30.3	20	60.6	10	30.3
WS- 6	40	10	25.0	26	65.0	9	22.5	23	57.5	9	22.5
WS- 7	50	14	28.0	33	66.0	13	26.0	29	58.0	13	26.0
WS- 8	34	7	20.6	13	38.2	6	17.6	11	32.4	6	17.6
WS- 9	33	2	6.1	9	27.3	2	6.1	8	24.2	2	6.1
WS-10	25			5	20.0			5	20.0		
WS-11	7			1	14.3			1	14.3		
WS-12	2										
WS-13	4			1	25.0						
WS-14	1										
AVERAGE GRADE (WS)	6.24	5.42		5.31		5.42		5.23		5.42	

DEPARTMENT OF THE TREASURY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3,631	3.1	1,731	1.5	182	.2	85	.1	1,210	1.0	506	.4	92,791	80.4	40,312	34.9	TOTAL ALL PAY SYSTEMS
3,410	3.1	1,719	1.6	178	.2	85	.1	1,139	1.0	500	.5	90,757	82.1	40,214	36.4	TOTAL GEN SCHED & EQUIV
7	12.3	5	8.8					1	1.8	1	1.8	28	49.1	15	26.3	GS- 1
161	8.0	129	6.4					21	1.0	14	.7	1,236	61.6	1,020	50.9	GS- 2
442	4.8	349	3.8	18	.2	17	.2	54	.6	35	.4	6,582	71.3	5,822	63.1	GS- 3
657	4.9	506	3.7	26	.2	21	.2	119	.9	90	.7	9,788	72.3	8,503	63.5	GS- 4
493	3.8	278	2.1	30	.2	23	.2	163	1.3	101	.8	9,798	75.3	6,941	53.3	GS- 5
262	3.0	157	1.8	7	.1	6	.1	97	1.1	64	.7	6,753	78.1	5,570	64.4	GS- 6
306	3.2	134	1.4	20	.2	8	.1	115	1.2	76	.8	7,522	78.6	4,753	49.6	GS- 7
34	2.4	14	1.0					14	1.0	7	.5	1,111	78.7	673	47.7	GS- 8
406	3.2	90	.7	29	.2	6	.2	122	1.0	41	.3	10,621	85.0	3,321	26.6	GS- 9
13	2.1	3	.5	3	.5	2	.3	4	.7			506	82.8	222	36.3	GS-10
296	2.2	34	.3	22	.2	2		164	1.2	43	.3	12,049	89.5	1,792	13.3	GS-11
178	1.5	13	.1	14	.1			128	1.1	22	.2	10,907	92.4	890	7.5	GS-12
114	1.2	6	.1	13	.1			103	1.1	4		8,834	94.0	421	4.5	GS-13
27	.8			1				26	.8	2	.1	3,261	94.9	121	3.5	GS-14
13	.9	1	.1					7	.5			1,369	95.9	40	2.8	GS-15
1	.4			1	.4			1	.4			244	94.6	7	2.7	GS-16
												97	98.0			GS-17
												51	96.2	3	5.7	GS-18
6.45		4.76		7.51		5.15		8.16		6.31		8.42		5.75		AVERAGE GRADE
216	4.5	8	.2	4	.1			71	1.5	6	.1	1,990	41.1	97	2.0	TOTAL WAGE SYSTEMS
191	8.9	7	.3	2	.1			61	2.9	4	.2	1,115	52.2	33	1.5	REGULAR NONSUPERVISORY
2	3.8							1	1.9			10	19.2	3	5.8	WG- 1
20	10.8	5	2.7					5	2.7	3	1.6	73	39.2	10	5.4	WG- 2
10	8.1							1	.8			43	34.7	2	1.6	WG- 3
6	7.1							1	1.2			47	56.0	2	2.4	WG- 4
86	12.2	2	.3	1	.1			35	5.0			324	46.0	4	.8	WG- 5
2	1.5							2	1.5	1	.7	70	51.9	1	.7	WG- 6
13	6.0							2	.9			122	56.7	7	3.3	WG- 7
29	15.5							5	2.7			97	51.9	3	1.6	WG- 8
4	4.0			1	1.0			2	2.0			65	64.4	1	1.0	WG- 9
16	6.9							3	1.3			176	75.5			WG-10
2	2.2							4	4.3			69	74.2			WG-11
												3	100.0			WG-12
												16	88.9			WG-13
1	5.6															AVERAGE GRADE (WG)
5.72		2.86		7.00				5.75		3.00		6.72		4.39		
5	4.2							6	5.0	1	.8	38	31.9	4	3.4	REGULAR LEADER
												2	50.0	1	25.0	WL- 1
								2	10.0	1	5.0	2	10.0			WL- 2
												1	20.0			WL- 3
												2	100.0			WL- 4
4	9.8							3	7.3			10	24.4			WL- 5
												3	30.0			WL- 6
1	5.6							1	5.6			8	44.4	3	16.7	WL- 7
												1	33.3			WL- 8
												2	33.3			WL- 9
												4	57.1			WL-10
												3	100.0			WL-11
5.40								4.33		2.00		6.32		5.50		AVERAGE GRADE (WL)
14	4.3							3	.9			147	45.4	5	1.5	REGULAR SUPERVISORY
												2	14.3	1	7.1	WS- 1
1	6.3											1	6.3			WS- 2
2	8.3							1	4.2			7	29.2			WS- 3
2	4.9											16	39.0			WS- 4
												13	39.4	1	3.0	WS- 5
3	7.5											14	35.0	1	2.5	WS- 6
2	4.0							2	4.0			17	34.0	1	2.0	WS- 7
2	5.9											21	61.8	1	2.9	WS- 8
1	3.0											24	72.7			WS- 9
												20	80.0			WS-10
												6	85.7			WS-11
												2	100.0			WS-12
1	25.0											3	75.0			WS-13
												1	100.0			WS-14
6.14								5.67				7.37		5.40		AVERAGE GRADE (WS)

DEPARTMENT OF THE TREASURY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	2										
WD- 8	2										
AVERAGE GRADE (WD)	8.00										
OTHER WAGE SYSTEMS	2,257	731	32.4	1,569	69.5	676	30.0	1,560	69.1	674	29.9
THRU \$ 7,999	1			1	100.0			1	100.0		
\$ 8,000-\$ 9,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$10,000-\$11,999	134	89	66.4	110	82.1	73	54.5	110	82.1	73	54.5
\$12,000-\$13,999	317	39	12.3	285	89.9	36	11.4	285	89.9	36	11.4
\$14,000-\$15,999	952	500	52.5	887	93.2	471	49.5	885	93.0	469	49.3
\$16,000-\$17,999	181	96	53.0	169	93.4	90	49.7	169	93.4	90	49.7
\$18,000-\$19,999	4			1	25.0			1	25.0		
\$20,000-\$21,999	49			3	6.1			3	6.1		
\$22,000-\$23,999	303	1	.3	48	15.8	1	.3	46	15.2	1	.3
\$24,000-\$25,999	57			6	10.5			6	10.5		
\$26,000-\$27,999	44			6	13.6			2	4.5		
\$28,000-\$29,999	141	1	.7	36	25.5	1	.7	36	25.5	1	.7
\$30,000-\$31,999	35	3	8.6	5	14.3	2	5.7	4	11.4	2	5.7
\$32,000-\$33,999	1										
\$34,000-\$35,999	4										
\$36,000 AND OVER	32	1	3.1	10	31.3	1	3.1	10	31.3	1	3.1
AVERAGE SALARY	17,811	14,832		15,466		14,877		15,417		14,877	
TOTAL OTHER PAY SYSTEMS	65	10	15.4	21	32.3	9	13.8	16	24.6	5	7.7
THRU \$ 7,999	13	9	69.2	13	100.0	9	69.2	9	69.2	5	38.5
\$10,000-\$11,999	3			1	33.3			1	33.3		
\$12,000-\$13,999	2			1	50.0						
\$14,000-\$15,999	18			4	22.2			4	22.2		
\$16,000-\$17,999	21			2	9.5			2	9.5		
\$18,000-\$19,999	1										
\$26,000-\$27,999	1										
\$32,000-\$33,999	1										
\$34,000-\$35,999	1										
\$36,000-\$37,999	3	1	33.3								
\$42,000 AND OVER	1										
AVERAGE SALARY	15,640	7,940		8,580		4,800		9,244		4,800	

DEPARTMENT OF THE TREASURY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												2	100.0			NONSUPERV (PROD FAC)
												2	100.0			WD- 8
												8.00				AVERAGE GRADE (WD)
6	.3	1		2	.1			1		1		688	30.5	55	2.4	OTHER WAGE SYSTEMS
																THRU \$ 7,999
												24	17.9	16	11.9	\$ 8,000-\$ 9,999
												32	10.1	3	.9	\$10,000-\$11,999
1	.1	1	.1					1	.1	1	.1	65	6.8	29	3.0	\$12,000-\$13,999
												12	6.6	6	3.3	\$14,000-\$15,999
												3	75.0			\$16,000-\$17,999
												46	93.9			\$18,000-\$19,999
1	.3			1	.3							255	84.2			\$20,000-\$21,999
												51	89.5			\$22,000-\$23,999
3	6.8			1	2.3							38	86.4			\$24,000-\$25,999
												105	74.5			\$26,000-\$27,999
1	2.9											30	85.7	1	2.9	\$28,000-\$29,999
												1	100.0			\$30,000-\$31,999
												4	100.0			\$32,000-\$33,999
												22	68.8			\$34,000-\$35,999
25,150		15,200		25,050				14,600		14,600		23,159		14,276		\$36,000 AND OVER
																AVERAGE SALARY
												44	67.7	1	1.5	TOTAL OTHER PAY SYSTEMS
5	7.7	4	6.2													THRU \$ 7,999
4	30.8	4	30.8									2	66.7			\$10,000-\$11,999
												1	50.0			\$12,000-\$13,999
												14	77.8			\$14,000-\$15,999
												19	90.5			\$16,000-\$17,999
												1	100.0			\$18,000-\$19,999
												1	100.0			\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
												1	100.0			\$26,000-\$27,999
												3	100.0	1	33.3	\$30,000-\$33,999
												1	100.0			\$34,000-\$35,999
												3	100.0			\$36,000-\$37,999
6,500		4,800										19,005		36,200		\$42,000 AND OVER
																AVERAGE SALARY

TABLE 1-040

Minority Group Study of Full-Time Employment: November 30, 1977

ACTION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,479	778	52.6	421	28.5	275	18.6	365	24.7	252	17.0
TOTAL GEN SCHED & EQUIV	1,467	771	52.6	417	28.4	273	18.6	361	24.6	250	17.0
GS- 2	6	4	66.7	2	33.3	1	16.7	2	33.3	1	16.7
GS- 3	22	18	81.8	13	59.1	11	50.0	11	50.0	10	45.5
GS- 4	104	85	81.7	44	42.3	37	35.6	42	40.4	35	33.7
GS- 5	154	131	85.1	60	39.0	48	31.2	55	35.7	44	28.6
GS- 6	71	57	80.3	31	43.7	24	33.8	28	39.4	22	31.0
GS- 7	245	159	64.9	69	28.2	56	22.9	59	24.1	49	20.0
GS- 8	14	13	92.9	8	57.1	7	50.0	8	57.1	7	50.0
GS- 9	118	75	63.6	33	28.0	28	23.7	31	26.3	26	22.0
GS-10	5	5	100.0	3	60.0	3	60.0	3	60.0	3	60.0
GS-11	175	86	49.1	42	24.0	29	13.1	38	21.7	20	11.4
GS-12	233	79	33.9	47	20.2	22	9.4	37	15.9	21	9.0
GS-13	184	40	21.7	37	20.1	6	3.3	27	14.7	6	3.3
GS-14	80	10	12.5	14	17.5	4	5.0	10	12.5	3	3.8
GS-15	31	4	12.9	8	25.8	2	6.5	6	19.4	2	6.5
GS-16	16	3	18.8	3	18.8	1	6.3	2	12.5	1	6.3
GS-17	8	2	25.0	2	25.0	1	100.0	1	100.0	1	100.0
GS-18	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
AVERAGE GRADE	9.36	7.83		8.40		7.30		8.16		7.30	
TOTAL OTHER PAY SYSTEMS	12	7	58.3	4	33.3	2	16.7	4	33.3	2	16.7
THRU \$ 7,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$ 8,000-\$ 9,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$18,000-\$19,999	1	1	100.0								
\$26,000-\$27,999	3	1	33.3								
\$28,000-\$29,999	2	2	100.0								
\$30,000-\$31,999	1			1	100.0			1	100.0		
\$32,000-\$33,999	1										
\$42,000 AND OVER	1	1	100.0								
AVERAGE SALARY	23,692	22,843		12,975		6,650		12,975		6,650	

ACTION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
39	2.6	15	1.0	6	.4	1	.1	11	.7	7	.5	1,058	71.5	503	34.0	TOTAL ALL PAY SYSTEMS
39	2.7	15	1.0	6	.4	1	.1	11	.7	7	.5	1,050	71.6	498	33.9	TOTAL GEN SCHED & EQUIV
2	9.1	1	4.5									4	66.7	3	50.0	GS- 2
1	1.0	1	1.0					1	1.0	1	1.0	9	40.9	7	31.8	GS- 3
4	2.6	3	1.9					1	.6	1	.6	60	57.7	48	46.2	GS- 4
								3	4.2	2	2.8	94	61.0	83	53.9	GS- 5
8	3.3	6	2.4					2	.8	1	.4	40	56.3	33	46.5	GS- 6
												176	71.8	103	42.0	GS- 7
1	.8	1	.8	1	.8	1	.8					6	42.9	6	42.9	GS- 8
												85	72.0	47	39.8	GS- 9
2	1.1	1	.6					2	1.1	2	1.1	2	40.0	2	40.0	GS-10
8	3.4	1	.4	1	.4			1	.4			133	76.0	63	36.0	GS-11
6	3.3			4	2.2							186	79.8	57	24.5	GS-12
4	5.0	1	1.3									147	79.9	34	18.5	GS-13
1	3.2							1	3.2			66	82.5	6	7.5	GS-14
1	6.3											23	74.2	2	6.5	GS-15
1	12.5											13	81.3	2	12.5	GS-16
												6	75.0	2	25.0	GS-17
																GS-18
10.13		7.33		12.17		9.00		8.18		7.14		9.75		8.12		AVERAGE GRADE
												8	66.7	5	41.7	TOTAL OTHER PAY SYSTEMS
																THRU \$ 7,999
																\$ 8,000-\$ 9,999
												1	100.0	1	100.0	\$18,000-\$19,999
												3	100.0	1	33.3	\$26,000-\$27,999
												2	100.0	2	100.0	\$28,000-\$29,999
																\$30,000-\$31,999
												1	100.0			\$32,000-\$33,999
												1	100.0	1	100.0	\$42,000 AND OVER
												29,050		29,320		AVERAGE SALARY

ADMINISTRATIVE CONFERENCE OF THE US

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	11	5	45.5	5	45.5	4	36.4	5	45.5	4	36.4
TOTAL GEN SCHED & EQUIV	11	5	45.5	5	45.5	4	36.4	5	45.5	4	36.4
GS- 2	1			1	100.0			1	100.0		
GS- 7	2	2	100.0	2	100.0	2	100.0	2	100.0	2	100.0
GS- 8	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-10	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-12	1	1	100.0								
GS-13	1										
GS-14	1										
GS-15	1										
GS-17	1										
GS-18	1										
AVERAGE GRADE	11.18	8.80		6.80		8.00		6.80		8.00	

ADMINISTRATIVE CONFERENCE OF THE US

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												6	54.5	1	9.1	TOTAL ALL PAY SYSTEMS
												6	54.5	1	9.1	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 2
												1	100.0			GS- 7
												1	100.0			GS- 8
												1	100.0			GS-10
												1	100.0			GS-12
												1	100.0			GS-13
												1	100.0			GS-14
												1	100.0			GS-15
												1	100.0			GS-17
												1	100.0			GS-18
												14.83		12.00		AVERAGE GRADE

ADVISORY COMMITTEE ON FEDERAL PAY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
TOTAL GEN SCHED & EQUIV	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 6	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-11	1	1	100.0								
AVERAGE GRADE	8.50	8.50		6.00		6.00		6.00		6.00	

ADVISORY COMMITTEE ON FEDERAL PAY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												1	50.0	1	50.0	TOTAL ALL PAY SYSTEMS
												1	50.0	1	50.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 6
												11.00		11.00		GS-11
																AVERAGE GRADE

ADVISORY COUNCIL ON HISTORIC PRESERVATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	26	12	46.2								
TOTAL GEN SCHED & EQUIV	25	11	44.0								
GS- 4	3	3	100.0								
GS- 6	2	1	50.0								
GS- 7	2	1	50.0								
GS- 8	1	1	100.0								
GS- 9	2	2	100.0								
GS-11	6	2	33.3								
GS-12	4	1	25.0								
GS-13	2										
GS-14	3										
AVERAGE GRADE	9.84	7.73									
TOTAL OTHER PAY SYSTEMS	1	1	100.0								
\$12,000-\$13,999	1	1	100.0								
AVERAGE SALARY	12,300	12,300									

ADVISORY COUNCIL ON HISTORIC PRESERVATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												26	100.0	12	46.2	TOTAL ALL PAY SYSTEMS
												25	100.0	11	44.0	TOTAL GEN SCHED & EQUIV
												3	100.0	3	100.0	GS- 4
												2	100.0	1	50.0	GS- 6
												2	100.0	1	50.0	GS- 7
												1	100.0	1	100.0	GS- 8
												2	100.0	2	100.0	GS- 9
												6	100.0	2	33.3	GS-11
												4	100.0	1	25.0	GS-12
												2	100.0			GS-13
												3	100.0			GS-14
												9.84		7.73		AVERAGE GRADE
												1	100.0	1	100.0	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$12,000-\$13,999
												12,300		12,300		AVERAGE SALARY

AMERICAN BATTLE MONUMENTS COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	41	7	17.1	2	4.9			1	2.4		
TOTAL GEN SCHED & EQUIV	41	7	17.1	2	4.9			1	2.4		
GS- 2	2	2	100.0								
GS- 4	1			1	100.0			1	100.0		
GS- 5	1	1	100.0								
GS- 6	2										
GS- 7	9	1	11.1								
GS- 8	11	1	9.1	1	9.1						
GS- 9	8	1	12.5								
GS-10	4										
GS-11	2	1	50.0								
GS-12	1										
AVERAGE GRADE	7.85	6.29		6.00				4.00			

AMERICAN BATTLE MONUMENTS COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
																TOTAL ALL PAY SYSTEMS
1	2.4											39	95.1	7	17.1	TOTAL GEN SCHED & EQUIV
1	2.4											39	95.1	7	17.1	GS- 2
												2	100.0	2	100.0	GS- 4
												1	100.0	1	100.0	GS- 5
												2	100.0			GS- 6
												9	100.0	1	11.1	GS- 7
												10	90.9	1	9.1	GS- 8
												8	100.0	1	12.5	GS- 9
												4	100.0			GS-10
												2	100.0	1	50.0	GS-11
												1	100.0			GS-12
8.00												7.85		6.29		AVERAGE GRADE

APPALACHIAN REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6	3	50.0	1	16.7	1	16.7	1	16.7	1	16.7
TOTAL GEN SCHED & EQUIV	6	3	50.0	1	16.7	1	16.7	1	16.7	1	16.7
GS- 7	1	1	100.0								
GS- 8	1	1	100.0								
GS-10	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-15	2										
GS-16	1										
AVERAGE GRADE	11.83	8.33		10.00		10.00		10.00		10.00	

APPALACHIAN REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												5	83.3	2	33.3	TOTAL ALL PAY SYSTEMS
												5	83.3	2	33.3	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 7
												1	100.0	1	100.0	GS- 8
												2	100.0			GS-10
												1	100.0			GS-15
												12.20		7.50		GS-16
																AVERAGE GRADE

ARMS CONTROL AND DISARMAMENT AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	160	83	51.9	34	21.3	25	15.6	26	16.3	19	11.9
TOTAL GEN SCHED & EQUIV	150	82	54.7	34	22.7	25	16.7	26	17.3	19	12.7
GS- 2	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 4	10	8	80.0	3	30.0	1	10.0	3	30.0	1	10.0
GS- 5	12	11	91.7	5	41.7	4	33.3	5	41.7	4	33.3
GS- 6	13	13	100.0	7	53.8	7	53.8	4	30.8	4	30.8
GS- 7	16	12	75.0	8	50.0	6	37.5	7	43.8	5	31.3
GS- 8	7	6	85.7	2	28.6	1	14.3	2	28.6	1	14.3
GS- 9	14	14	100.0	2	14.3	2	14.3	2	14.3	2	14.3
GS-10	4	4	100.0	2	50.0	2	50.0	1	25.0	1	25.0
GS-11	11	5	45.5	1	9.1						
GS-12	10	4	40.0	2	20.0	1	10.0	1	10.0		
GS-13	7										
GS-14	11	1	9.1								
GS-15	23	1	4.3								
GS-16	5	2	40.0								
GS-17	4										
GS-18	2										
AVERAGE GRADE	10.19	7.67		7.18		6.72		6.46		6.37	
TOTAL OTHER PAY SYSTEMS	10	1	10.0								
\$42,000 AND OVER	10	1	10.0								
AVERAGE SALARY	47,500	47,500									

ARMS CONTROL AND DISARMAMENT AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	1.3	1	.6	4	2.5	4	2.5	2	1.3	1	.6	126	78.8	58	36.3	TOTAL ALL PAY SYSTEMS
2	1.3	1	.7	4	2.7	4	2.7	2	1.3	1	.7	116	77.3	57	38.0	TOTAL GEN SCHED & EQUIV
				3	23.1	3	23.1					7	70.0	7	70.0	GS- 2
				1	6.3	1	6.3					7	58.3	7	58.3	GS- 4
												6	46.2	6	46.2	GS- 5
												8	50.0	6	37.5	GS- 6
												5	71.4	5	71.4	GS- 7
												12	85.7	12	85.7	GS- 8
1	25.0	1	25.0									2	50.0	2	50.0	GS- 9
								1	9.1			10	90.9	5	45.5	GS-10
								1	10.0	1	10.0	8	80.0	3	30.0	GS-11
												7	100.0			GS-12
												11	100.0	1	9.1	GS-13
												23	100.0	1	4.3	GS-14
												5	100.0	2	40.0	GS-15
												4	100.0			GS-16
1	50.0											1	50.0			GS-17
14.00		10.00		6.25		6.25		11.50		12.00		11.08		8.09		GS-18
																AVERAGE GRADE
												10	100.0	1	10.0	TOTAL OTHER PAY SYSTEMS
												10	100.0	1	10.0	\$42,000 AND OVER
												47,500		47,500		AVERAGE SALARY

BOARD FOR INTERNATIONAL BROADCASTING

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8	4	50.0	1	12.5	1	12.5	1	12.5	1	12.5
TOTAL GEN SCHED & EQUIV	8	4	50.0	1	12.5	1	12.5	1	12.5	1	12.5
GS- 8	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 9	1	1	100.0								
GS-10	1	1	100.0								
GS-12	1	1	100.0								
GS-15	3										
GS-17	1										
AVERAGE GRADE	12.63	9.75		8.00		8.00		8.00		8.00	

BOARD FOR INTERNATIONAL BROADCASTING

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												7	87.5	3	37.5	TOTAL ALL PAY SYSTEMS
												7	87.5	3	37.5	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 8
												1	100.0	1	100.0	GS- 9
												1	100.0	1	100.0	GS-10
												3	100.0			GS-12
												1	100.0			GS-15
												13.29		10.33		GS-17
																AVERAGE GRADE

TABLE 1-048

Minority Group Study of Full-Time Employment: November 30, 1977

BOARD OF GOVERNORS-FEDERAL RESERVE SYSTEM

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,475	651	44.1	435	29.5	228	15.5	398	27.0	211	14.3
TOTAL GEN SCHED & EQUIV	1,247	614	49.2	335	26.9	203	16.3	299	24.0	186	14.9
GS- 1	13	7	53.8	11	84.6	6	46.2	11	84.6	6	46.2
GS- 2	19	9	47.4	14	73.7	7	36.8	13	68.4	7	36.8
GS- 3	29	22	75.9	20	69.0	15	51.7	20	69.0	15	51.7
GS- 4	64	36	56.3	46	71.9	23	35.9	42	65.6	21	32.8
GS- 5	92	46	50.0	49	53.3	22	23.9	48	52.2	21	22.8
GS- 6	105	90	85.7	54	51.4	50	47.6	52	49.5	48	45.7
GS- 7	117	75	64.1	43	36.8	27	23.1	39	33.3	26	22.2
GS- 8	81	71	87.7	28	34.6	22	27.2	27	33.3	21	25.9
GS- 9	110	79	71.8	21	19.1	14	12.7	14	12.7	10	9.1
GS-10	15	8	53.3								
GS-11	106	58	54.7	12	11.3	6	5.7	8	7.5	4	3.8
GS-12	137	52	38.0	11	8.0	4	2.9	8	5.8	2	1.5
GS-13	168	35	20.8	17	10.1	5	3.0	11	6.5	4	2.4
GS-14	128	22	17.2	9	7.0	2	1.6	6	4.7	1	.8
GS-15	63	4	6.3								
AVERAGE GRADE	9.48	8.10		6.50		6.23		6.16		6.00	
TOTAL WAGE SYSTEMS	140	35	25.0	100	71.4	25	17.9	99	70.7	25	17.9
REGULAR NONSUPERVISORY	90	34	37.8	64	71.1	25	27.8	63	70.0	25	27.8
WG- 1	17	12	70.6	10	58.8	6	35.3	10	58.8	6	35.3
WG- 2	29	14	48.3	28	96.6	13	44.8	28	96.6	13	44.8
WG- 3	8	6	75.0	8	100.0	6	75.0	8	100.0	6	75.0
WG- 4	6	1	16.7	5	83.3			5	83.3		
WG- 5	1			1	100.0			1	100.0		
WG- 6	2			2	100.0			2	100.0		
WG- 7	11	1	9.1	6	54.5			5	45.5		
WG- 8	2			2	100.0			2	100.0		
WG- 9	1										
WG-10	5			1	20.0			1	20.0		
WG-11	8			1	12.5			1	12.5		
AVERAGE GRADE (WG)	4.22	2.03		3.22		2.00		3.16		2.00	
REGULAR LEADER	12	1	8.3	7	58.3			7	58.3		
WL- 2	2			2	100.0			2	100.0		
WL- 3	3			3	100.0			3	100.0		
WL- 6	1	1	100.0								
WL- 7	1			1	100.0			1	100.0		
WL- 9	1										
WL-10	3			1	33.3			1	33.3		
WL-11	1										
AVERAGE GRADE (WL)	6.33	6.00		4.29				4.29			
REGULAR SUPERVISORY	8			2	25.0			2	25.0		
WS- 2	1										
WS- 3	1			1	100.0			1	100.0		
WS- 9	1										
WS-13	2			1	50.0			1	50.0		
WS-15	2										
WS-17	1										
AVERAGE GRADE (WS)	10.88			8.00				8.00			
OTHER WAGE SYSTEMS	30			27	90.0			27	90.0		
\$12,000-\$13,999	10			8	80.0			8	80.0		
\$14,000-\$15,999	7			7	100.0			7	100.0		
\$16,000-\$17,999	6			6	100.0			6	100.0		
\$18,000-\$19,999	5			5	100.0			5	100.0		
\$20,000-\$21,999	2			1	50.0			1	50.0		
AVERAGE SALARY	15,800			15,815				15,815			
TOTAL OTHER PAY SYSTEMS	88	2	2.3								
\$34,000-\$35,999	2										
\$36,000-\$37,999	2										
\$38,000-\$39,999	4										
\$40,000-\$41,999	4										
\$42,000 AND OVER	76	2	2.6								
AVERAGE SALARY	49,318	51,000									

BOARD OF GOVERNORS-FEDERAL RESERVE SYSTEM

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
22	1.5	11	.7					15	1.0	6	.4	1,040	70.5	423	28.7	TOTAL ALL PAY SYSTEMS
21	1.7	11	.9					15	1.2	6	.5	912	73.1	411	33.0	TOTAL GEN SCHED & EQUIV
1	5.3											2	15.4	1	7.7	GS- 1
												5	26.3	2	10.5	GS- 2
												9	31.0	7	24.1	GS- 3
4	6.3	2	3.1									18	28.1	13	20.3	GS- 4
1	1.1	1	1.1									43	46.7	24	26.1	GS- 5
								2	1.9	2	1.9	51	48.6	40	38.1	GS- 6
2	1.7	1	.9					2	1.7			74	63.2	48	41.0	GS- 7
1	1.2	1	1.2									53	65.4	49	60.5	GS- 8
4	3.6	2	1.8					3	2.7	2	1.8	89	80.9	65	59.1	GS- 9
												15	100.0	8	53.3	GS-10
2	1.9	1	.9					2	1.9	1	.9	94	88.7	52	49.1	GS-11
3	2.2	2	1.5									126	92.0	48	35.0	GS-12
2	1.2							4	2.4	1	.6	151	89.9	30	17.9	GS-13
1	.8	1	.8					2	1.6			119	93.0	20	15.6	GS-14
												63	100.0	4	6.3	GS-15
8.52		8.64						10.33		9.00		10.58		9.02		AVERAGE GRADE
1	.7											40	28.6	10	7.1	TOTAL WAGE SYSTEMS
1	1.1											26	28.9	9	10.0	REGULAR NONSUPERVISORY
												7	41.2	6	35.3	WG- 1
												1	3.4	1	3.4	WG- 2
																WG- 3
												1	16.7	1	16.7	WG- 4
																WG- 5
																WG- 6
1	9.1											5	45.5	1	9.1	WG- 7
												1	100.0			WG- 8
												4	80.0			WG- 9
												7	87.5			WG-10
7.00												6.69		2.11		AVERAGE GRADE (WG)
												5	41.7	1	8.3	REGULAR LEADER
																WL- 2
																WL- 3
												1	100.0	1	100.0	WL- 6
																WL- 7
												1	100.0			WL- 9
												2	66.7			WL-10
												1	100.0			WL-11
												9.20		6.00		AVERAGE GRADE (WL)
												6	75.0			REGULAR SUPERVISORY
												1	100.0			WS- 2
																WS- 3
												1	100.0			WS- 9
												1	50.0			WS-13
												2	100.0			WS-15
												1	100.0			WS-17
												11.83				AVERAGE GRADE (WS)
												3	10.0			OTHER WAGE SYSTEMS
												2	20.0			\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
												1	50.0			\$20,000-\$21,999
												15,667				AVERAGE SALARY
												88	100.0	2	2.3	TOTAL OTHER PAY SYSTEMS
												2	100.0			\$34,000-\$35,999
												2	100.0			\$36,000-\$37,999
												4	100.0			\$38,000-\$39,999
												4	100.0			\$40,000-\$41,999
												76	100.0	2	2.6	\$42,000 AND OVER
												49,318		51,000		AVERAGE SALARY

TABLE 1-049

Minority Group Study of Full-Time Employment: November 30, 1977

CANAL ZONE GOVERNMENT

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,399	664	47.5	214	15.3	101	7.2	51	3.6	25	1.8
TOTAL GEN SCHED & EQUIV	632	370	58.5	129	20.4	74	11.7	27	4.3	16	2.5
GS- 1	1										
GS- 3	8	8	100.0	4	50.0	4	50.0	1	12.5	1	12.5
GS- 4	46	38	82.6	15	32.6	10	21.7	4	8.7	3	6.5
GS- 5	52	45	85.5	10	19.2	5	9.6	2	3.8		
GS- 6	40	26	65.0	7	17.5	5	12.5	1	2.5		
GS- 7	120	100	83.3	25	20.8	21	17.5	7	5.8	6	5.0
GS- 8	32	4	12.5	5	15.6						
GS- 9	127	95	74.8	29	22.8	21	16.5	4	3.1	4	3.1
GS-10	28	12	42.9	5	17.9	1	3.6				
GS-11	67	31	46.3	11	16.4	7	10.4			2	3.0
GS-12	35	5	14.3	5	14.3			2	5.7		
GS-13	31	3	9.7	5	16.1			1	3.2		
GS-14	36	2	5.6	8	22.2			3	8.3		
GS-15	9	1	11.1								
AVERAGE GRADE	8.59	7.42		8.12		7.16		8.19		7.19	
TOTAL WAGE SYSTEMS	3			1	33.3						
OTHER WAGE SYSTEMS	3			1	33.3						
THRU \$ 7,999	2			1	50.0						
\$14,000-\$15,999	1										
AVERAGE SALARY	8,333			5,200							
TOTAL OTHER PAY SYSTEMS	764	294	38.5	84	11.0	27	3.5	24	3.1	9	1.2
\$10,000-\$11,999	1										
\$12,000-\$13,999	15	1	6.7	6	40.0			1	6.7		
\$14,000-\$15,999	62	14	22.6	19	30.6	3	4.8	6	9.7	1	1.6
\$16,000-\$17,999	73	22	30.1	13	17.8	2	2.7	3	4.1		
\$18,000-\$19,999	113	27	23.9	12	10.6	1	.9	4	3.5		
\$20,000-\$21,999	71	28	39.4	7	9.9	2	2.8	3	4.2	1	1.4
\$22,000-\$23,999	65	37	56.9	4	6.2	2	3.1				
\$24,000-\$25,999	63	40	63.5	5	7.9	5	7.9	2	3.2	2	3.2
\$26,000-\$27,999	96	51	53.1	7	7.3	4	4.2	3	3.1	3	3.1
\$28,000-\$29,999	118	50	42.4	8	6.8	6	5.1	2	1.7	2	1.7
\$30,000-\$31,999	76	23	30.3	3	3.9	2	2.6				
\$32,000-\$33,999	10	1	10.0								
\$42,000 AND OVER	1										
AVERAGE SALARY	23,475	24,338		20,195		24,333		19,988		24,778	

CANAL ZONE GOVERNMENT

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
146	10.4	63	4.5	3	.2	3	.2	14	1.0	10	.7	1,185	84.7	563	40.2	TOTAL ALL PAY SYSTEMS
88	13.9	40	7.3	3	.5	3	.5	11	1.7	9	1.4	503	79.6	296	46.0	TOTAL GEN SCHED & EQUIV
3	37.3	3	37.5									1	100.0			GS- 1
10	21.7	6	13.0					1	2.2	1	2.2	4	50.0	4	50.0	GS- 3
8	15.4	5	9.6									31	67.4	28	60.9	GS- 4
5	12.5	4	10.0					1	2.5	1	2.5	42	80.8	40	76.9	GS- 5
14	11.7	11	9.2	2	1.7	2	1.7	2	1.7	2	1.7	33	82.5	21	52.5	GS- 6
5	15.6											95	79.2	79	65.8	GS- 7
21	16.5	14	11.0	1	.8	1	.8	2	1.7	2	1.7	27	84.4	4	12.5	GS- 8
5	17.9	1	3.6					3	2.4	2	1.6	98	77.2	74	58.3	GS- 9
6	9.0	2	3.0					3	4.5	3	4.5	23	82.1	11	39.3	GS-10
3	8.6											56	83.6	24	35.8	GS-11
4	12.9											30	85.7	5	14.3	GS-12
4	11.1							1	2.8			26	83.9	3	9.7	GS-13
												28	77.8	2	5.6	GS-14
												9	100.0	1	11.1	GS-15
8.02		6.89		7.67		7.67		8.91		8.33		8.71		7.49		AVERAGE GRADE
1	33.3											2	66.7			TOTAL WAGE SYSTEMS
1	33.3											2	66.7			OTHER WAGE SYSTEMS
1	50.0											1	50.0			THRU \$ 7,999
												1	100.0			\$14,000-\$15,999
5,200												9,900				AVERAGE SALARY
57	7.5	17	2.2					3	.4	1	.1	680	89.0	267	34.9	TOTAL OTHER PAY SYSTEMS
5	33.3											1	100.0			\$10,000-\$11,999
12	19.4	1	1.6					1	1.6	1	1.6	9	60.0	1	6.7	\$12,000-\$13,999
9	12.3	2	2.7					1	1.4			43	69.4	11	17.7	\$14,000-\$15,999
7	6.2	1	.9					1	.9			60	82.2	20	27.4	\$16,000-\$17,999
4	5.6	1	1.4									101	89.4	26	23.0	\$18,000-\$19,999
4	6.2	2	3.1									64	90.1	26	36.6	\$20,000-\$21,999
3	4.8	3	4.8									61	93.8	35	53.8	\$22,000-\$23,999
4	4.2	1	1.0									58	92.1	35	55.6	\$24,000-\$25,999
6	5.1	4	3.4									89	92.7	47	49.0	\$26,000-\$27,999
3	3.9	2	2.6									110	93.2	44	37.3	\$28,000-\$29,999
												73	96.1	21	27.6	\$30,000-\$31,999
												10	100.0	1	10.0	\$32,000-\$33,999
												1	100.0			\$42,000 AND OVER
20,430		24,635						17,400		15,200		23,880		24,339		AVERAGE SALARY

TABLE 1-050

Minority Group Study of Full-Time Employment: November 30, 1977

CIVIL AERONAUTICS BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	752	328	43.6	156	20.7	87	12.9	147	19.5	94	12.5
TOTAL GEN SCHED & EQUIV	723	329	44.3	139	19.2	96	13.3	131	18.1	93	12.9
GS- 2	6	3	50.0	3	50.0	1	16.7	3	50.0	1	16.7
GS- 3	16	14	87.5	9	56.3	7	43.8	9	56.3	7	43.8
GS- 4	37	29	78.4	13	35.1	10	27.0	13	35.1	10	27.0
GS- 5	50	38	76.0	18	36.0	14	28.0	16	32.0	12	24.0
GS- 6	61	55	90.2	27	44.3	21	34.4	27	44.3	21	34.4
GS- 7	68	45	66.2	21	30.9	18	26.5	20	29.4	18	26.5
GS- 8	21	18	85.7	9	42.9	7	33.3	9	42.9	7	33.3
GS- 9	68	36	52.9	13	19.1	9	13.2	13	19.1	9	13.2
GS-10	1	1	100.0	1	100.0	1	100.0				
GS-11	78	32	41.0	12	15.4	4	5.1	10	12.8	4	5.1
GS-12	61	21	34.4	8	13.1	3	4.9	8	13.1	3	4.9
GS-13	85	17	20.0	4	4.7	1	1.2	2	2.4	1	1.2
GS-14	77	6	7.8	1	1.3			1	1.3		
GS-15	60	2	3.3								
GS-16	33	3	9.1								
GS-18	1										
AVERAGE GRADE	10.11	7.70		7.03		6.51		6.89		6.51	
TOTAL WAGE SYSTEMS	17	1	5.9	16	94.1	1	5.9	16	94.1	1	5.9
REGULAR NONSUPERVISORY	4			4	100.0			4	100.0		
WG- 2	1			1	100.0			1	100.0		
WG- 3	1			1	100.0			1	100.0		
WG- 5	1			1	100.0			1	100.0		
WG- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.00			4.00				4.00			
OTHER WAGE SYSTEMS	13	1	7.7	12	92.3	1	7.7	12	92.3	1	7.7
\$10,000-\$11,999	2			2	100.0			2	100.0		
\$12,000-\$13,999	3			3	100.0			3	100.0		
\$14,000-\$15,999	3	1	33.3	3	100.0	1	33.3	3	100.0	1	33.3
\$16,000-\$17,999	3			2	66.7			2	66.7		
\$18,000-\$19,999	2			2	100.0			2	100.0		
AVERAGE SALARY	15,000	15,100		14,858		15,100		14,858		15,100	
TOTAL OTHER PAY SYSTEMS	12	7	58.3	1	8.3						
\$16,000-\$17,999	1			1	100.0						
\$20,000-\$21,999	4										
\$22,000-\$23,999	1			1	100.0						
\$36,000-\$37,999	1										
\$38,000-\$39,999	1	1	100.0								
\$40,000-\$41,999	3			1	33.3						
\$42,000 AND OVER	1										
AVERAGE SALARY	30,492	22,771		41,000							

CIVIL AERONAUTICS BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
7	.9	1	.1					2	.3	2	.3	596	79.3	231	30.7	TOTAL ALL PAY SYSTEMS
6	.8	1	.1					2	.3	2	.3	584	80.8	224	31.0	TOTAL GEN SCHED & EQUIV
												3	50.0	2	33.3	GS- 2
												7	43.8	7	43.8	GS- 3
												24	64.9	19	51.4	GS- 4
1	2.0	1	2.0					1	2.0	1	2.0	32	64.0	24	48.0	GS- 5
												34	55.7	34	55.7	GS- 6
1	1.5											47	69.1	27	39.7	GS- 7
												12	57.1	11	52.4	GS- 8
												55	80.9	27	39.7	GS- 9
																GS-10
2	2.6							1	100.0	1	100.0	66	84.6	28	35.9	GS-11
												53	86.9	18	29.5	GS-12
2	2.4											81	95.3	16	18.8	GS-13
												76	98.7	6	7.8	GS-14
												60	100.0	2	3.3	GS-15
												33	100.0	3	9.1	GS-16
												1	100.0			GS-18
10.00		5.00						7.50		7.50		10.84		8.21		AVERAGE GRADE
												1	5.9			TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 2
																WG- 3
																WG- 5
																WG- 6
																AVERAGE GRADE (WG)
												1	7.7			OTHER WAGE SYSTEMS
																\$10,000-\$11,999
																\$12,000-\$13,999
																\$14,000-\$15,999
												1	33.3			\$16,000-\$17,999
																\$18,000-\$19,999
												16,700				AVERAGE SALARY
1	8.3											11	91.7	7	58.3	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$16,000-\$17,999
												4	100.0	4	100.0	\$20,000-\$21,999
												1	100.0	1	100.0	\$22,000-\$23,999
												1	100.0			\$36,000-\$37,999
												1	100.0	1	100.0	\$38,000-\$39,999
												2	66.7			\$40,000-\$41,999
												1	100.0			\$42,000 AND OVER
41,000												29,536		22,771		AVERAGE SALARY

TABLE 1-051

Minority Group Study of Full-Time Employment: November 30, 1977

CIVIL SERVICE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,665	3,693	55.4	1,987	29.8	1,455	21.8	1,685	25.3	1,282	19.2
TOTAL GEN SCHED & EQUIV	6,604	3,684	55.8	1,945	29.5	1,447	21.9	1,644	24.9	1,275	19.3
GS- 1	10	7	70.0	6	60.0	3	30.0	6	60.0	3	30.0
GS- 2	238	196	82.4	81	34.0	69	29.0	66	27.7	56	23.5
GS- 3	664	554	83.4	309	46.5	252	38.0	258	38.9	216	32.5
GS- 4	985	832	84.5	415	42.1	366	37.2	371	37.7	329	33.4
GS- 5	917	721	78.6	366	39.9	304	33.2	326	35.6	273	29.8
GS- 6	286	243	85.0	126	44.1	111	38.8	113	39.5	99	34.6
GS- 7	428	297	69.4	163	38.1	130	30.4	146	34.1	122	28.5
GS- 8	33	28	84.8	10	30.3	9	27.3	9	27.3	9	27.3
GS- 9	358	193	53.9	89	24.9	62	17.3	72	20.1	52	14.5
GS-10	5	3	60.0	2	40.0	1	20.0	2	40.0	1	20.0
GS-11	789	245	31.1	133	16.9	68	8.6	96	12.2	55	7.0
GS-12	700	168	24.0	122	17.4	41	5.9	90	12.9	33	4.7
GS-13	612	136	22.2	69	11.3	21	3.4	53	8.7	18	2.9
GS-14	316	35	11.1	32	10.1	7	2.2	21	6.6	6	1.9
GS-15	193	22	11.4	15	7.8	1	.5	11	5.7	1	.5
GS-16	40	2	5.0	6	15.0	1	2.5	3	7.5	1	2.5
GS-17	14	1	7.1								
GS-18	16	1	6.3	1	6.3	1	6.3	1	6.3	1	6.3
AVERAGE GRADE	7.99	5.94		6.17		5.36		5.97		5.34	
TOTAL WAGE SYSTEMS	60	9	15.0	42	70.0	8	13.3	41	68.3	7	11.7
REGULAR NONSUPERVISORY	33	1	3.0	19	57.6	1	3.0	18	54.5		
WG- 1	5										
WG- 2	1										
WG- 3	2			1	50.0			1	50.0		
WG- 4	5			5	100.0			5	100.0		
WG- 5	12			11	91.7			11	91.7		
WG- 6	2			1	50.0			1	50.0		
WG- 7	5	1	20.0	1	20.0						
WG-11	1					1	20.0				
AVERAGE GRADE (WG)	4.58	7.00		4.79		7.00		4.67			
REGULAR LEADER	2			1	50.0			1	50.0		
WL- 6	1			1	100.0			1	100.0		
WL- 7	1										
AVERAGE GRADE (WL)	6.50			6.00				6.00			
REGULAR SUPERVISORY	2			2	100.0			2	100.0		
WS- 3	1			1	100.0			1	100.0		
WS-10	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	6.50			6.50				6.50			
OTHER WAGE SYSTEMS	23	8	34.8	20	87.0	7	30.4	20	87.0	7	30.4
\$10,000-\$11,999	1										
\$12,000-\$13,999	8	1	12.5	8	100.0	1	12.5	8	100.0	1	12.5
\$14,000-\$15,999	9	5	55.6	7	77.8	4	44.4	7	77.8	4	44.4
\$16,000-\$17,999	3	1	33.3	3	100.0	1	33.3	3	100.0	1	33.3
\$18,000-\$19,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
AVERAGE SALARY	14,674	15,613		14,795		15,600		14,795		15,600	
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

CIVIL SERVICE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
215	3.2	118	1.8	19	.3	12	.2	68	1.0	43	.6	4,678	70.2	2,238	33.6	TOTAL ALL PAY SYSTEMS
214	3.2	117	1.8	19	.3	12	.2	68	1.0	43	.7	4,659	70.5	2,237	33.9	TOTAL GEN SCHED & EQUIV
13	5.5	11	4.6	1	.4	1	.4	1	.4	1	.4	157	66.0	127	53.4	GS- 1
40	6.0	30	4.5	4	.6	2	.3	7	1.1	4	.6	355	53.5	302	45.5	GS- 2
31	3.1	24	2.4	3	.3	3	.3	10	1.0	10	1.0	570	57.9	466	47.3	GS- 3
27	2.9	19	2.1					13	1.4	12	1.3	551	60.1	417	45.5	GS- 4
10	3.5	9	3.1	1	.3	1	.3	2	.7	2	.7	160	55.9	132	46.2	GS- 5
10	2.3	4	.9	1	.2	1	.2	6	1.4	3	.7	265	61.9	167	39.0	GS- 6
								1	3.0			23	69.7	19	57.6	GS- 7
14	3.9	8	2.2					3	.8	2	.6	269	75.1	131	36.6	GS- 8
												3	60.0	2	40.0	GS- 9
26	3.3	7	.9	2	.3	2	.3	9	1.1	4	.5	656	83.1	177	22.4	GS-10
19	2.7	2	.3	5	.7	2	.3	8	1.1	4	.6	578	82.6	127	18.1	GS-11
11	1.8	3	.5	1	.2			4	.7			543	80.7	115	18.8	GS-12
8	2.5							3	.9	1	.3	284	89.9	28	8.9	GS-13
3	1.6			1	.5							178	92.2	21	10.9	GS-14
2	5.0							1	2.5			34	85.0	1	2.5	GS-15
												14	100.0	1	7.1	GS-16
												15	93.8			GS-17
												8.75		6.32		GS-18
7.04		5.10		7.84		6.58		7.68		6.30						AVERAGE GRADE
1	1.7	1	1.7									18	30.0	1	1.7	TOTAL WAGE SYSTEMS
1	3.0	1	3.0									14	42.4			REGULAR NONSUPERVISORY
												5	100.0			WG- 1
												1	100.0			WG- 2
												1	50.0			WG- 3
																WG- 4
												1	8.3			WG- 5
												1	50.0			WG- 6
												4	80.0			WG- 7
1	20.0	1	20.0									1	100.0			WG-11
7.00		7.00										4.29				AVERAGE GRADE (WG)
												1	50.0			REGULAR LEADER
												1	100.0			WL- 6
												7.00				WL- 7
																AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
																WS- 3
																WS-10
																AVERAGE GRADE (WS)
												3	13.0	1	4.3	OTHER WAGE SYSTEMS
												1	100.0			\$10,000-\$11,999
																\$12,000-\$13,999
												2	22.2	1	11.1	\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
																AVERAGE SALARY
												13,867		15,700		
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

COASTAL PLAINS REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8	3	37.5	1	12.5	1	12.5	1	12.5	1	12.5
TOTAL GEN SCHED & EQUIV	7	3	42.9	1	14.3	1	14.3	1	14.3	1	14.3
GS- 6	1	1	100.0								
GS- 8	1	1	100.0								
GS-11	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-14	2										
GS-15	2										
AVERAGE GRADE	11.86	8.33		11.00		11.00		11.00		11.00	
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	43,900										

COASTAL PLAINS REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												7	87.5	2	25.0	TOTAL ALL PAY SYSTEMS
												6	85.7	2	28.6	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 6
												1	100.0	1	100.0	GS- 8
												2	100.0			GS-11
												2	100.0			GS-14
												12.00		7.00		GS-15
																AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												43,900				AVERAGE SALARY

COMMISSION OF FINE ARTS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7	3	42.9								
TOTAL GEN SCHED & EQUIV	7	3	42.9								
GS- 4	1	1	100.0								
GS- 9	2	2	100.0								
GS-11	2										
GS-14	1										
GS-15	1										
AVERAGE GRADE	10.43	7.33									

COMMISSION OF FINE ARTS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												7	100.0	3	42.9	TOTAL ALL PAY SYSTEMS
												7	100.0	3	42.9	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 4
												2	100.0	2	100.0	GS- 9
												2	100.0			GS-11
												1	100.0			GS-14
												1	100.0			GS-15
												10.43		7.33		AVERAGE GRADE

TABLE 1-054

Minority Group Study of Full-Time Employment: November 30, 1977

COMMISSION ON CIVIL RIGHTS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	281	181	64.4	169	67.3	132	47.0	142	50.5	102	36.3
TOTAL GEN SCHED & EQUIV	278	180	64.7	186	66.9	131	47.1	140	50.4	102	36.7
GS- 3	4	3	75.0	3	75.0	2	50.0	2	50.0	1	25.0
GS- 4	9	5	55.6	7	77.8	5	55.6	6	66.7	4	44.4
GS- 5	29	26	89.7	24	82.8	22	75.0	18	62.1	18	62.1
GS- 6	27	25	92.6	26	96.3	24	88.9	22	81.5	20	74.1
GS- 7	30	27	90.0	24	80.0	22	73.3	22	73.3	20	66.7
GS- 8	4	4	100.0	4	100.0	4	100.0	3	75.0	3	75.0
GS- 9	20	14	70.0	16	80.0	12	60.0	15	75.0	12	60.0
GS-11	28	19	67.9	17	60.7	11	39.3	11	39.3	6	21.4
GS-12	34	20	58.8	18	52.9	9	26.5	11	32.4	6	17.6
GS-13	41	22	53.7	24	58.5	14	34.1	17	41.5	9	22.0
GS-14	25	7	28.0	9	36.0	2	8.0	5	20.0	1	4.0
GS-15	18	6	33.3	9	50.0	4	22.2	5	27.8	2	11.1
GS-16	6	2	33.3	2	33.3			2	33.3		
GS-17	1			1	100.0			1	100.0		
GS-18	2			2	100.0						
AVERAGE GRADE	10.05	8.95		9.24		8.19		8.81		7.84	
TOTAL WAGE SYSTEMS	2			2	100.0			2	100.0		
REGULAR NONSUPERVISORY	2			2	100.0			2	100.0		
WG- 4	1			1	100.0			1	100.0		
WG- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.50			4.50				4.50			
TOTAL OTHER PAY SYSTEMS	1	1	100.0	1	100.0	1	100.0				
\$26,000-\$27,999	1	1	100.0	1	100.0	1	100.0				
AVERAGE SALARY	26,000	26,000		26,000		26,000					

COMMISSION ON CIVIL RIGHTS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
39	13.9	24	8.5	1	.4	1	.4	7	2.5	5	1.8	92	32.7	49	17.4	TOTAL ALL PAY SYSTEMS
39	14.0	24	8.6	1	.4	1	.4	6	2.2	4	1.4	92	33.1	49	17.6	TOTAL GEN SCHED & EQUIV
1	25.0	1	25.0									1	25.0	1	25.0	GS- 3
1	11.1	1	11.1									2	22.2			GS- 4
6	20.7	4	13.8									5	1.2	4	13.8	GS- 5
4	14.8	4	14.8									1	3.7	1	3.7	GS- 6
2	6.7	2	6.7									6	20.0	5	16.7	GS- 7
1	25.0	1	25.0													GS- 8
1	5.0											4	20.0	2	10.0	GS- 9
5	17.9	4	14.3					1	3.6	1	3.6	11	39.3	8	28.6	GS-11
7	20.6	3	8.8									16	47.1	11	32.4	GS-12
5	12.2	3	7.3					2	4.9	2	4.9	17	41.5	8	19.5	GS-13
2	8.0	1	4.0					2	8.0			16	64.0	5	20.0	GS-14
2	11.1			1	5.6	1	5.6	1	5.6	1	5.6	9	50.0	2	11.1	GS-15
												4	66.7	2	33.3	GS-16
																GS-17
																GS-18
2	100.0															AVERAGE GRADE
10.00		8.58		15.00		15.00		13.33		13.00		11.71		10.98		TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 4
																WG- 5
																AVERAGE GRADE (WG)
								1	100.0	1	100.0					TOTAL OTHER PAY SYSTEMS
								1	100.0	1	100.0					\$26,000-\$27,999
								26,000		26,000						AVERAGE SALARY

TABLE 1-055

Minority Group Study of Full-Time Employment: November 30, 1977

COMMISSION ON FEDERAL PAPERWORK

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	35	17	48.6	9	25.7	7	20.0	8	22.9	7	20.0
TOTAL OTHER PAY SYSTEMS	35	17	48.6	9	25.7	7	20.0	8	22.9	7	20.0
\$12,000-\$13,999	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
\$14,000-\$15,999	5	5	100.0	1	20.0	1	20.0	1	20.0	1	20.0
\$16,000-\$17,999	4	2	50.0	2	50.0	1	25.0	2	50.0	1	25.0
\$18,000-\$19,999	5	2	40.0	1	20.0	1	20.0	1	20.0	1	20.0
\$20,000-\$21,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$26,000-\$27,999	3	1	33.3								
\$28,000-\$29,999	1	1	100.0								
\$30,000-\$31,999	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
\$36,000-\$37,999	2										
\$38,000-\$39,999	3			1	33.3						
\$42,000 AND OVER	5										
AVERAGE SALARY	25,831	18,265		20,167		17,943		17,713		17,943	

COMMISSION ON FEDERAL PAPERWORK

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	2.9											26	74.3	10	28.6	TOTAL ALL PAY SYSTEMS
1	2.9											26	74.3	10	28.6	TOTAL OTHER PAY SYSTEMS
												1	33.3	1	33.3	\$12,000-\$13,999
												4	80.0	4	80.0	\$14,000-\$15,999
												2	50.0	1	25.0	\$16,000-\$17,999
												4	80.0	1	20.0	\$18,000-\$19,999
												1	50.0	1	50.0	\$20,000-\$21,999
												3	100.0	1	33.3	\$26,000-\$27,999
												1	100.0	1	100.0	\$28,000-\$29,999
												1	50.0			\$30,000-\$31,999
												2	100.0			\$36,000-\$37,999
												2	66.7			\$38,000-\$39,999
												5	100.0			\$42,000 AND OVER
39,800	33.3											27,792		18,660		AVERAGE SALARY

TABLE 1-056

Minority Group Study of Full-Time Employment: November 30, 1977

COMMISSION ON INTERGOVERNMENTAL RELATIONS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	41	15	36.6	8	19.5	5	12.2	6	14.6	4	9.8
TOTAL OTHER PAY SYSTEMS	41	15	36.6	8	19.5	5	12.2	6	14.6	4	9.8
\$ 8,000-\$ 9,999	3	3	100.0	1	33.3	1	33.3				
\$10,000-\$11,999	7	4	57.1	3	42.9	2	28.6	3	42.9	2	28.6
\$12,000-\$13,999	4	3	75.0	3	75.0	2	50.0	3	75.0	2	50.0
\$14,000-\$15,999	5	1	20.0								
\$16,000-\$17,999	3	1	33.3								
\$18,000-\$19,999	1	1	100.0								
\$20,000-\$21,999	1			1	100.0						
\$22,000-\$23,999	1	1	100.0								
\$24,000-\$25,999	2										
\$26,000-\$27,999	3	1	33.3								
\$28,000-\$29,999	2										
\$30,000-\$31,999	2										
\$32,000-\$33,999	1										
\$36,000-\$37,999	1										
\$38,000-\$39,999	5										
AVERAGE SALARY	21,000	14,080		12,625		10,980		11,700		11,275	

COMMISSION ON INTERGOVERNMENTAL RELATIONS

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								2	4.9	1	2.4	33	80.5	10	24.4	TOTAL ALL PAY SYSTEMS
								2	4.9	1	2.4	33	80.5	10	24.4	TOTAL OTHER PAY SYSTEMS
								1	33.3	1	33.3	2	66.7	2	66.7	\$ 8,000-\$ 9,999
												4	57.1	2	28.6	\$10,000-\$11,999
												1	25.0	1	25.0	\$12,000-\$13,999
												5	100.0	1	20.0	\$14,000-\$15,999
												3	100.0	1	33.3	\$16,000-\$17,999
												1	100.0	1	100.0	\$18,000-\$19,999
								1	100.0							\$20,000-\$21,999
												1	100.0	1	100.0	\$22,000-\$23,999
												2	100.0			\$24,000-\$25,999
												3	100.0	1	33.3	\$26,000-\$27,999
												2	100.0			\$28,000-\$29,999
												2	100.0			\$30,000-\$31,999
												1	100.0			\$32,000-\$33,999
												1	100.0			\$36,000-\$37,999
												5	100.0			\$38,000-\$39,999
								15,400		9,800		23,030		15,630		AVERAGE SALARY

COMMISSION FOR PURCHASE OF PRODUCTS & SERVICES OF HANDICAPPED

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9	5	55.6								
TOTAL GEN SCHED & EQUIV	9	5	55.6								
GS- 4	1	1	100.0								
GS- 7	2	2	100.0								
GS- 9	1	1	100.0								
GS-11	1	1	100.0								
GS-12	1										
GS-13	1										
GS-14	1										
GS-15	1										
AVERAGE GRADE	10.22	7.60									

COMMISSION FOR PURCHASE OF PRODUCTS & SERVICES OF HANDICAPPED

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												9	100.0	5	55.8	TOTAL ALL PAY SYSTEMS
												9	100.0	5	55.8	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 4
												2	100.0	2	100.0	GS- 7
												1	100.0	1	100.0	GS- 9
												1	100.0	1	100.0	GS-11
												1	100.0			GS-12
												1	100.0			GS-13
												1	100.0			GS-14
												1	100.0			GS-15
												10.22		7.60		AVERAGE GRADE

COMMODITY FUTURES TRADING COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	245	120	49.0	46	18.8	36	14.7	44	18.0	36	14.7
TOTAL GEN SCHED & EQUIV	236	119	50.4	43	18.2	36	15.3	41	17.4	36	15.3
GS- 2	3	3	100.0	3	100.0	3	100.0	3	100.0	3	100.0
GS- 3	18	15	83.3	9	50.0	8	44.4	8	44.4	8	44.4
GS- 4	34	32	94.1	12	35.3	12	35.3	12	35.3	12	35.3
GS- 5	27	24	88.9	7	25.9	6	22.2	7	25.9	6	22.2
GS- 6	7	7	100.0	1	14.3	1	14.3	1	14.3	1	14.3
GS- 7	22	7	31.8	2	9.1	2	9.1	2	9.1	2	9.1
GS- 8	3	3	100.0	1	33.3	1	33.3	1	33.3	1	33.3
GS- 9	13	6	46.2	2	15.4	1	7.7	1	7.7	1	7.7
GS-11	31	8	25.8	2	6.5	1	3.2	2	6.5	1	3.2
GS-12	19	4	21.1	3	15.8	3	15.8	3	15.8	3	15.8
GS-13	27	8	29.6	1	3.7	1	3.7	1	3.7	1	3.7
GS-14	12	1	8.3								
GS-15	12	1	8.3								
GS-16	7										
GS-17	1										
AVERAGE GRADE	8.75	6.19		5.42		4.69		5.39		4.69	
TOTAL WAGE SYSTEMS	4			2	50.0			2	50.0		
REGULAR NONSUPERVISORY	3			2	66.7			2	66.7		
WG- 3	1										
WG- 5	1			1	100.0			1	100.0		
WG- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.67			5.50				5.50			
OTHER WAGE SYSTEMS	1										
\$12,000-\$13,999	1										
AVERAGE SALARY	13,200										
TOTAL OTHER PAY SYSTEMS	5	1	20.0	1	20.0			1	20.0		
\$30,000-\$31,999	1										
\$32,000-\$33,999	1	1	100.0								
\$36,000-\$37,999	1										
\$42,000 AND OVER	2			1	50.0			1	50.0		
AVERAGE SALARY	39,140	33,800		47,500				47,500			

COMMODITY FUTURES TRADING COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								2	.8			199	81.2	84	34.3	TOTAL ALL PAY SYSTEMS
								2	.8			193	81.8	83	35.2	TOTAL GEN SCHED & EQUIV
								1	5.6			9	50.0	7	38.9	GS- 2
												22	64.7	20	58.8	GS- 3
												20	74.1	18	66.7	GS- 4
												5	85.7	6	85.7	GS- 5
												20	90.9	5	22.7	GS- 6
												2	66.7	2	66.7	GS- 7
								1	7.7			11	84.6	5	38.5	GS- 8
												29	93.5	7	22.6	GS- 9
												16	84.2	4	21.1	GS-11
												26	96.3	7	25.9	GS-12
												12	100.0	1	8.3	GS-13
												12	100.0	1	8.3	GS-14
												7	100.0			GS-15
												1	100.0			GS-16
								6.00				9.49		6.84		GS-17
																AVERAGE GRADE
												2	50.0			TOTAL WAGE SYSTEMS
												1	33.3			REGULAR NONSUPERVISORY
												1	100.0			WG- 3
																WG- 5
																WG- 6
												3.00				AVERAGE GRADE (WG)
												1	100.0			OTHER WAGE SYSTEMS
												1	100.0			\$12,000-\$13,999
												13,200				AVERAGE SALARY
												4	80.0	1	20.0	TOTAL OTHER PAY SYSTEMS
												1	100.0			\$30,000-\$31,999
												1	100.0	1	100.0	\$32,000-\$33,999
												1	100.0			\$36,000-\$37,999
												1	50.0			\$42,000 AND OVER
												37,050		33,800		AVERAGE SALARY

TABLE 1-059

Minority Group Study of Full-Time Employment: November 30, 1977

COMMUNITY SERVICES ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	955	471	49.3	496	51.9	306	32.0	438	45.9	280	29.3
TOTAL GEN SCHED & EQUIV	949	469	49.4	490	51.6	304	32.0	434	45.7	280	29.5
GS- 1	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 2	11	10	90.9	10	90.9	10	90.9	9	81.8	9	81.8
GS- 3	40	33	82.5	29	72.5	26	65.0	27	67.5	24	60.0
GS- 4	46	37	80.4	32	69.6	26	56.5	30	65.2	24	52.2
GS- 5	86	77	89.5	57	66.3	51	59.3	53	61.6	47	54.7
GS- 6	51	43	84.3	30	58.8	24	47.1	28	54.9	22	43.1
GS- 7	54	39	72.2	40	74.1	29	53.7	35	64.8	26	48.1
GS- 8	13	13	100.0	9	69.2	9	69.2	9	69.2	9	69.2
GS- 9	71	49	69.0	48	67.6	35	49.3	46	64.8	34	47.9
GS-11	67	40	59.7	31	46.3	21	31.3	28	41.8	19	28.4
GS-12	146	73	50.0	73	50.0	44	30.1	66	45.2	43	29.5
GS-13	151	32	21.2	62	41.1	18	11.9	46	30.5	14	9.3
GS-14	131	16	12.2	39	29.8	7	5.3	34	26.0	6	4.6
GS-15	69	5	7.2	22	31.9	3	4.3	16	23.2	2	2.9
GS-16	9			6	66.7			5	55.6		
GS-18	2			1	50.0			1	50.0		
AVERAGE GRADE	10.21	8.02		9.18		7.66		8.98		7.63	
TOTAL WAGE SYSTEMS	3			3	100.0			3	100.0		
REGULAR NONSUPERVISORY	1			1	100.0			1	100.0		
WG- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	6.00			6.00				6.00			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	5.00			5.00				5.00			
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	5.00			5.00				5.00			
TOTAL OTHER PAY SYSTEMS	3	2	66.7	3	100.0	2	66.7	1	33.3		
THRU \$ 7,999	1			1	100.0			1	100.0		
\$22,000-\$29,999	1	1	100.0	1	100.0	1	100.0				
\$42,000 AND OVER	1	1	100.0	1	100.0	1	100.0				
AVERAGE SALARY	28,400	40,200		28,400		40,200		4,800			

COMMUNITY SERVICES ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
44	4.6	21	2.2	5	.5	1	.1	9	.9	4	.4	459	48.1	165	17.3	TOTAL ALL PAY SYSTEMS
42	4.4	19	2.0	5	.5	1	.1	9	.9	4	.4	459	48.4	165	17.4	TOTAL GEN SCHED & EQUIV
1	9.1	1	9.1									1	9.1			GS- 1
2	5.0	2	5.0									11	27.5	7	17.5	GS- 2
1	2.2	1	2.2					1	2.2	1	2.2	14	30.4	11	23.9	GS- 3
3	3.5	3	3.5					1	1.2	1	1.2	29	33.7	26	30.2	GS- 4
2	3.9	2	3.9									21	41.2	19	37.3	GS- 5
3	5.5	2	3.7					2	3.7	1	1.9	14	25.9	10	18.5	GS- 6
												4	30.8	4	30.8	GS- 7
2	2.8	1	1.4									23	32.4	14	19.7	GS- 8
2	3.0	1	1.5	1	1.5	1	1.5					36	53.7	19	28.4	GS- 9
4	2.7	1	.7	2	1.4			1	.7			73	50.0	29	19.9	GS-10
13	8.5	3	2.0	1	.7			2	1.3	1	.7	89	58.9	14	9.3	GS-11
4	3.1	1	.8	1	.8							92	70.2	9	6.9	GS-12
5	7.2	1	1.4					1	1.4			47	68.1	2	2.9	GS-13
								1	11.1			3	33.3			GS-14
												1	50.0			GS-15
10.67		8.05		12.40		11.00		10.22		7.25		11.30		8.68		GS-16
																GS-18
																AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 6
																AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 5
																AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
																WS- 5
																AVERAGE GRADE (WS)
2	66.7	2	66.7													TOTAL OTHER PAY SYSTEMS
1	100.0	1	100.0													THRU \$ 7,999
1	100.0	1	100.0													\$22,000-\$29,999
40,200		40,200														\$42,000 AND OVER
																AVERAGE SALARY

TABLE 1-060

Minority Group Study of Full-Time Employment: November 30, 1977

CONSUMER PRODUCT SAFETY COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	853	392	46.0	158	18.5	97	11.4	130	15.2	83	9.7
TOTAL GEN SCHED & EQUIV	842	387	46.0	154	18.3	97	11.5	126	15.0	83	9.9
GS- 2	3	2	66.7	2	66.7	1	33.3	2	66.7	1	33.3
GS- 3	24	21	87.5	10	41.7	9	37.5	10	41.7	9	37.5
GS- 4	44	34	77.3	11	25.0	9	20.5	7	15.9	6	13.6
GS- 5	81	69	85.2	17	21.0	17	21.0	13	16.0	13	16.0
GS- 6	50	44	88.0	20	40.0	15	30.0	18	36.0	15	30.0
GS- 7	75	60	80.0	28	37.3	23	30.7	27	36.0	22	29.3
GS- 8	5	5	100.0								
GS- 9	64	42	65.6	12	18.8	9	14.1	8	12.5	6	9.4
GS-10	2	2	100.0								
GS-11	109	44	40.4	7	6.4	3	2.8	3	2.8	1	.9
GS-12	85	18	21.2	12	14.1	4	4.7	10	11.8	4	4.7
GS-13	106	20	18.9	17	16.0	3	2.8	12	11.3	2	1.9
GS-14	86	10	11.6	7	8.1	1	1.2	7	8.1	1	1.2
GS-15	98	14	14.3	11	11.2	3	3.1	9	9.2	3	3.1
GS-16	9	2	22.2								
GS-18	1										
AVERAGE GRADE	10.16	7.78		8.39		6.81		8.24		6.75	
TOTAL WAGE SYSTEMS	2			2	100.0			2	100.0		
REGULAR NONSUPERVISORY	2			2	100.0			2	100.0		
WG- 4	1			1	100.0			1	100.0		
WG- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.50			4.50				4.50			
TOTAL OTHER PAY SYSTEMS	9	5	55.6	2	22.2			2	22.2		
\$16,000-\$17,999	3	2	66.7	1	33.3			1	33.3		
\$24,000-\$25,999	1	1	100.0								
\$26,000-\$27,999	1										
\$28,000-\$29,999	2	2	100.0								
\$36,000-\$37,999	1			1	100.0			1	100.0		
\$40,000-\$41,999	1										
AVERAGE SALARY	26,467	23,400		26,650				26,650			

CONTINUED

2 OF 7

DELAWARE RIVER BASIN COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2	1	50.0								
TOTAL GEN SCHED & EQUIV	1	1	100.0								
GS-12	1	1	100.0								
AVERAGE GRADE	12.00	12.00									
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

DELAWARE RIVER BASIN COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM		
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN			
														2	100.0	1	50.0	TOTAL ALL PAY SYSTEMS
														1	100.0	1	100.0	TOTAL GEN SCHED & EQUIV
														1	100.0	1	100.0	GS-12
														12.00		12.00		AVERAGE GRADE
														1	100.0			TOTAL OTHER PAY SYSTEMS
														1	100.0			\$42,000 AND OVER
														47,500				AVERAGE SALARY

TABLE 1-062

Minority Group Study of Full-Time Employment: November 30, 1977

ENVIRONMENTAL PROTECTION AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	10,693	3,796	35.5	1,692	15.8	1,077	10.1	1,367	12.8	959	9.0
TOTAL GEN SCHED & EQUIV	10,159	3,776	37.2	1,628	16.0	1,065	10.5	1,311	12.9	947	9.3
GS- 1	16	13	81.3	7	43.8	5	31.3	6	37.5	4	25.0
GS- 2	66	52	78.8	23	34.8	18	27.3	23	34.8	18	27.3
GS- 3	403	330	81.9	144	35.7	121	30.0	130	32.3	111	27.5
GS- 4	784	613	78.2	279	35.6	232	29.6	244	31.1	208	26.5
GS- 5	1,055	801	75.9	283	26.8	240	22.7	248	23.5	214	20.3
GS- 6	547	464	84.8	180	32.9	161	29.4	164	30.0	149	27.2
GS- 7	899	488	54.3	168	18.7	123	13.7	136	15.1	107	11.9
GS- 8	157	100	63.7	43	27.4	33	21.0	38	24.2	29	18.5
GS- 9	897	309	34.4	123	13.7	63	7.0	91	10.1	54	6.0
GS-10	48	6	12.5	1	2.1	1	2.1	1	2.1	1	2.1
GS-11	1,039	231	22.2	102	9.8	30	2.9	68	6.5	24	2.3
GS-12	1,426	197	13.8	121	8.5	24	1.7	73	5.1	19	1.3
GS-13	1,327	103	7.8	97	7.3	11	.8	58	4.4	7	.5
GS-14	890	44	4.9	42	4.7	2	.2	23	2.6	1	.1
GS-15	465	19	4.1	13	2.8	2	.4	7	1.5	2	.4
GS-16	100	4	4.0	1	1.0						
GS-17	35	2	5.7	1	2.9			1	2.9		
GS-18	5										
AVERAGE GRADE	9.52	6.53		6.99		5.64		6.52		5.56	
TOTAL WAGE SYSTEMS	178	10	5.6	47	26.4	5	2.8	46	25.8	5	2.8
REGULAR NONSUPERVISORY	147	6	4.1	33	22.4	1	.7	32	21.8	1	.7
WG- 1	3										
WG- 2	3			1	33.3			1	33.3		
WG- 3	4	1	25.0	3	75.0	1	25.0	3	75.0	1	25.0
WG- 4	4			1	25.0			1	25.0		
WG- 5	37	1	2.7	16	43.2			16	43.2		
WG- 6	11			6	54.5			6	54.5		
WG- 7	6	2	33.3	1	16.7			1	16.7		
WG- 8	24	2	8.3	2	8.3			2	8.3		
WG- 9	11										
WG-10	19			1	5.3			1	5.3		
WG-11	21			2	9.5			1	4.8		
WG-12	3										
WG-13	1										
AVERAGE GRADE (WG)	7.42	6.33		5.64		3.00		5.47		3.00	
REGULAR LEADER	9			1	11.1			1	11.1		
WL- 6	1			1	100.0			1	100.0		
WL- 8	4										
WL- 9	2										
WL-10	1										
WL-12	1										
AVERAGE GRADE (WL)	8.67			6.00				6.00			
REGULAR SUPERVISORY	9			2	22.2			2	22.2		
WS- 5	1			1	100.0			1	100.0		
WS- 6	1			1	100.0			1	100.0		
WS- 7	1										
WS- 8	1										
WS- 9	2										
WS-11	2										
WS-12	1										
AVERAGE GRADE (WS)	8.67			5.50				5.50			
OTHER WAGE SYSTEMS	13	4	30.8	11	84.6	4	30.8	11	84.6	4	30.8
THRU \$ 7,999	1										
\$12,000-\$13,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$14,000-\$15,999	4	3	75.0	4	100.0	3	75.0	4	100.0	3	75.0
\$16,000-\$17,999	4			4	100.0			4	100.0		
\$18,000-\$19,999	1			1	100.0			1	100.0		
\$20,000-\$21,999	1			1	100.0			1	100.0		
\$22,000-\$23,999	1										
AVERAGE SALARY	16,177	14,375		16,291		14,375		16,291		14,375	

ENVIRONMENTAL PROTECTION AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
151	1.4	68	.6	14	.1	3		160	1.5	47	.4	9,001	84.2	2,719	25.4	TOTAL ALL PAY SYSTEMS
149	1.5	68	.7	14	.1	3		154	1.5	47	.5	8,531	84.0	2,711	26.7	TOTAL GEN SCHED & EQUIV
1	6.3	1	6.3									9	56.3	8	50.0	GS- 1
												43	65.2	34	51.5	GS- 2
9	2.2	7	1.7	1	.2			4	1.0	3	.7	259	64.3	209	51.9	GS- 3
20	2.6	16	2.0	2	.3	1	.1	13	1.7	7	.9	505	64.4	381	48.6	GS- 4
26	2.5	19	1.8					9	.9	7	.7	772	73.2	561	53.2	GS- 5
14	2.6	10	1.8					2	.4	2	.4	367	67.1	303	55.4	GS- 6
13	1.4	8	.9	1	.1	1	.1	18	2.0	7	.8	731	81.3	365	40.6	GS- 7
2	1.3	2	1.3	2	1.3	1	.6	1	.6	1	.6	114	72.6	67	42.7	GS- 8
13	1.4							19	2.1	9	1.0	774	86.3	246	27.4	GS- 9
												47	97.9	6	12.5	GS-10
13	1.3	1	.1	3	.3			18	1.7	5	.5	937	90.2	201	19.3	GS-11
15	1.1	3	.2	1	.1			32	2.2	2	.1	1,305	91.5	173	12.1	GS-12
12	.9	1	.1	1	.1			26	2.0	3	.2	1,230	92.7	92	6.9	GS-13
8	.9							11	1.2	1	.1	848	95.3	42	4.7	GS-14
3	.6			2	.4			1	.2			452	97.2	17	3.7	GS-15
				1	1.0							99	99.0	4	4.0	GS-16
												34	97.1	2	5.7	GS-17
												5	100.0			GS-18
7.93		5.49		9.86		6.33		9.84		7.53		10.00		6.88		AVERAGE GRADE
1	.6											131	73.6	5	2.8	TOTAL WAGE SYSTEMS
1	.7											114	77.6	5	3.4	REGULAR NONSUPERVISORY
												3	100.0			WG- 1
												2	66.7			WG- 2
												1	25.0			WG- 3
												3	75.0			WG- 4
												21	56.8	1	2.7	WG- 5
												5	45.5			WG- 6
												5	83.3	2	33.3	WG- 7
												22	91.7	2	3.3	WG- 8
												11	100.0			WG- 9
												18	94.7			WG-10
												19	90.5			WG-11
												3	100.0			WG-12
												1	100.0			WG-13
11.00												7.94		7.00		AVERAGE GRADE (WG)
												8	88.9			REGULAR LEADER
												4	100.0			WL- 6
												2	100.0			WL- 8
												1	100.0			WL- 9
												1	100.0			WL-10
												1	100.0			WL-12
												9.00				AVERAGE GRADE (WL)
												7	77.8			REGULAR SUPERVISORY
												1	100.0			WS- 5
												1	100.0			WS- 6
												2	100.0			WS- 7
												2	100.0			WS- 8
												2	100.0			WS- 9
												1	100.0			WS-11
												1	100.0			WS-12
												9.57				AVERAGE GRADE (WS)
												2	15.4			OTHER WAGE SYSTEMS
												1	100.0			THRU \$ 7,999
																\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
																\$20,000-\$21,999
																\$22,000-\$23,999
												1	100.0			AVERAGE SALARY
												15,550				

ENVIRONMENTAL PROTECTION AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL OTHER PAY SYSTEMS	356	10	2.8	17	4.8	7	2.0	10	2.8	7	2.0
THRU \$ 7,999	8	2	100.0	7	87.5	7	87.5	7	87.5	7	87.5
\$ 8,000-\$ 9,999	5			1	20.0						
\$10,000-\$11,999	9			2	22.2						
\$12,000-\$13,999	55			1	1.8						
\$14,000-\$15,999	70			1	1.4						
\$16,000-\$17,999	67			3	4.5			2	3.0		
\$18,000-\$19,999	29	1	3.4								
\$20,000-\$21,999	32			1	3.1			1	3.1		
\$22,000-\$23,999	28										
\$24,000-\$25,999	20	1	5.0								
\$26,000-\$27,999	16										
\$28,000-\$29,999	4			1	25.0						
\$30,000-\$31,999	4										
\$34,000-\$35,999	1										
\$36,000-\$37,999	1										
\$38,000-\$39,999	1										
\$40,000-\$41,999	1										
\$42,000 AND OVER	5										
AVERAGE SALARY	18,188	8,200		11,600		4,800		9,010		4,800	

ENVIRONMENTAL PROTECTION AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	.3							6	1.7			339	95.2	3	.8	TOTAL OTHER PAY SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$30,000-\$31,999 \$34,000-\$35,999 \$36,000-\$37,999 \$38,000-\$39,999 \$40,000-\$41,999 \$42,000 AND OVER AVERAGE SALARY
1	11.1							1	20.0			1	12.5	1	12.5	
								1	11.1			4	80.0			
								1	1.8			7	77.8			
								1	1.4			54	98.2			
								1	1.5			69	98.6			
												64	95.5			
												29	100.0	1	3.4	
												31	96.9			
												28	100.0			
												20	100.0	1	5.0	
								1	25.0			16	100.0			
												3	75.0			
												4	100.0			
												1	100.0			
												1	100.0			
												1	100.0			
												1	100.0			
												5	100.0			
11,900								15,667				18,519		16,133		

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,245	1,260	56.1	1,420	63.3	819	36.5	1,138	50.7	694	30.9
TOTAL GEN SCHED & EQUIV	2,234	1,260	56.4	1,409	63.1	819	36.7	1,127	50.4	694	31.1
GS- 2	7	4	57.1	7	100.0	4	57.1	6	85.7	3	42.9
GS- 3	53	43	81.1	33	62.3	26	49.1	26	49.1	21	39.6
GS- 4	181	165	91.2	105	58.0	95	52.5	86	47.5	79	43.6
GS- 5	278	246	88.5	183	65.8	166	59.7	147	52.9	135	48.6
GS- 6	136	129	94.9	99	72.8	93	68.4	86	63.2	83	61.0
GS- 7	203	128	63.1	127	62.6	89	43.8	114	56.2	81	39.9
GS- 8	11	10	90.9	10	90.9	9	81.8	9	81.8	8	72.7
GS- 9	221	125	56.6	157	71.0	95	43.0	131	59.3	81	36.7
GS-10	1										
GS-11	349	173	49.6	227	65.0	114	32.7	163	46.7	94	28.9
GS-12	266	98	36.8	177	66.5	63	23.7	135	50.8	53	19.9
GS-13	294	85	28.9	155	52.7	37	12.6	121	41.2	30	10.2
GS-14	115	29	25.2	66	57.4	16	13.9	43	41.7	14	12.2
GS-15	90	17	18.9	46	51.1	8	8.9	42	46.7	8	8.9
GS-16	22	6	27.3	11	50.0	2	9.1	8	36.4	2	9.1
GS-17	7	2	28.6	6	85.7	2	28.6	5	71.4	2	28.6
AVERAGE GRADE	9.35	7.84		9.19		7.70		9.08		7.72	
TOTAL WAGE SYSTEMS	10			10	100.0			10	100.0		
REGULAR NONSUPERVISORY	6			6	100.0			6	100.0		
WG- 5	5			5	100.0			5	100.0		
WG- 9	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	5.67			5.67				5.67			
OTHER WAGE SYSTEMS	4			4	100.0			4	100.0		
\$14,000-\$16,999	3			3	100.0			3	100.0		
\$16,000-\$17,999	1			1	100.0			1	100.0		
AVERAGE SALARY	16,025			16,025				16,025			
TOTAL OTHER PAY SYSTEMS	1			1	100.0			1	100.0		
THRU \$ 7,999	1			1	100.0			1	100.0		
AVERAGE SALARY	4,800			4,800				4,800			

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
245	10.9	108	4.9	13	.6	6	.3	24	1.1	10	.4	825	36.7	441	19.6	TOTAL ALL PAY SYSTEMS
245	11.0	109	4.9	13	.6	6	.3	24	1.1	10	.4	825	36.9	441	19.7	TOTAL GEN SCHED & EQUIV
1	14.3	1	14.3													GS- 2
6	11.3	4	7.5					1	1.9	1	1.9	20	37.7	17	32.1	GS- 3
18	9.9	15	8.3					1	.6	1	.6	76	42.0	70	38.7	GS- 4
34	12.2	29	10.4	2	.7	2	.7					95	34.2	80	28.8	GS- 5
13	9.6	10	7.4									37	27.2	36	26.5	GS- 6
11	5.4	7	3.4					2	1.0	1	.5	76	37.4	39	19.2	GS- 7
1	9.1	1	9.1									1	9.1	1	9.1	GS- 8
19	8.6	9	4.1	2	.9	1	.5	5	2.3	4	1.8	64	29.0	30	13.6	GS- 9
												1	100.0			GS-10
54	15.5	17	4.9	6	1.7	3	.9	4	1.1			122	35.0	59	16.9	GS-11
36	13.5	8	3.0	1	.4			5	1.9	2	.8	89	33.5	35	13.2	GS-12
28	9.5	6	2.0	1	.3			5	1.7	1	.3	139	47.3	48	16.3	GS-13
16	13.9	2	1.7	1	.9			1	.9			49	42.6	13	11.3	GS-14
4	4.4											44	48.9	9	10.0	GS-15
3	13.6											11	50.0	4	18.2	GS-16
1	14.3											1	14.3			GS-17
9.53		7.39		10.23		8.67		10.38		8.70		9.63		8.10		AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 5
																WG- 9
																AVERAGE GRADE (WG)
																OTHER WAGE SYSTEMS
																\$14,000-\$15,999
																\$16,000-\$17,999
																AVERAGE SALARY
																TOTAL OTHER PAY SYSTEMS
																THRU \$ 7,999
																AVERAGE SALARY

EXPORT-IMPORT BANK OF THE US

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	368	166	45.1	85	23.1	48	13.0	78	21.2	45	12.2
TOTAL GEN SCHED & EQUIV	358	165	46.1	76	21.2	47	13.1	69	19.3	44	12.3
GS- 2	2	1	50.0	1	50.0	1	50.0	1	50.0		
GS- 3	10	7	70.0	6	60.0	3	30.0	6	60.0	3	30.0
GS- 4	15	7	46.7	10	66.7	4	26.7	9	60.0	3	20.0
GS- 5	36	28	77.8	15	41.7	11	30.5	14	38.9	10	27.8
GS- 6	46	43	93.5	13	28.3	12	26.1	13	28.3	12	26.1
GS- 7	27	21	77.8	6	22.2	4	14.8	6	22.2	4	14.8
GS- 8	17	16	94.1	8	47.1	8	47.1	8	47.1	8	47.1
GS- 9	25	12	48.0	4	16.0	2	8.0	4	16.0	2	8.0
GS-10	13	10	76.9	2	15.4	1	7.7	1	7.7		
GS-11	23	4	17.4	5	21.7			3	13.0		
GS-12	32	5	15.6	1	3.1			1	3.1		
GS-13	31	8	25.8	4	12.9	2	6.5	3	9.7	2	6.5
GS-14	26										
GS-15	42	3	7.1	1	2.4						
GS-16	9										
GS-17	3										
GS-18	1										
AVERAGE GRADE	9.71	7.18		6.70		6.34		6.38		6.34	
TOTAL WAGE SYSTEMS	9	1	11.1	9	100.0	1	11.1	9	100.0	1	11.1
REGULAR NONSUPERVISORY	5	1	20.0	5	100.0	1	20.0	5	100.0	1	20.0
WG- 3	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
WG- 4	1			1	100.0			1	100.0		
WG- 6	1			1	100.0			1	100.0		
WG- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.60	3.00		4.60		3.00		4.60		3.00	
OTHER WAGE SYSTEMS	4			4	100.0			4	100.0		
\$10,000-\$11,999	1			1	100.0			1	100.0		
\$14,000-\$15,999	3			3	100.0			3	100.0		
AVERAGE SALARY	13,975			13,975				13,975			
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	42,400										

EXPORT-IMPORT BANK OF THE US

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4	1.1	2	.5					3	.8	1	.3	283	76.9	118	32.1	TOTAL ALL PAY SYSTEMS
4	1.1	2	.6					3	.8	1	.3	282	78.8	118	33.0	TOTAL GEN SCHED & EQUIV
												1	50.0	1	50.0	GS- 2
												4	40.0	4	40.0	GS- 3
												5	33.3	3	20.0	GS- 4
1	6.7	1	6.7					1	2.8	1	2.8	21	58.3	17	47.2	GS- 5
												33	71.7	31	67.4	GS- 6
												21	77.8	17	63.0	GS- 7
												9	52.9	8	47.1	GS- 8
												21	84.0	10	40.0	GS- 9
1	7.7	1	7.7									11	84.6	9	69.2	GS-10
1	4.3							1	4.3			18	78.3	4	17.4	GS-11
												31	96.9	5	15.6	GS-12
1	3.2											27	87.1	6	19.4	GS-13
								1	2.4			26	100.0			GS-14
												41	97.6	3	7.1	GS-15
												9	100.0			GS-16
												3	100.0			GS-17
												1	100.0			GS-18
9.50		7.00						10.33		5.00		10.52		7.52		AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 3
																WG- 4
																WG- 6
																WG- 7
																AVERAGE GRADE (WG)
																OTHER WAGE SYSTEMS
																\$10,000-\$11,999
																\$14,000-\$15,999
																AVERAGE SALARY
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												42,400				AVERAGE SALARY

FARM CREDIT ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	224	73	32.6	27	12.1	18	8.0	22	9.8	14	6.3
TOTAL GEN SCHED & EQUIV	217	72	33.2	24	11.1	17	7.8	19	8.8	13	6.0
GS- 2	3	3	100.0								
GS- 3	2	2	100.0	2	100.0	2	100.0	1	50.0	1	50.0
GS- 4	8	5	62.5	1	12.5	1	12.5	1	12.5	1	12.5
GS- 5	13	11	84.6	3	23.1	2	15.4	3	23.1	2	15.4
GS- 6	20	17	85.0	6	30.0	4	20.0	5	25.0	3	15.0
GS- 7	24	15	62.5	8	25.0	5	20.8	5	20.8	4	16.7
GS- 8	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 9	14	4	28.6	1	7.1	1	7.1				
GS-10	1	1	100.0								
GS-11	26	7	26.9	1	3.8						
GS-12	24	5	20.8	2	8.3	1	4.2	2	8.3	1	4.2
GS-13	34	1	2.9	1	2.9			1	2.9		
GS-14	27										
GS-15	17										
GS-16	3										
AVERAGE GRADE	10.31	6.92		7.00		6.35		6.95		6.38	
TOTAL WAGE SYSTEMS	3	1	33.3	3	100.0	1	33.3	3	100.0	1	33.3
REGULAR NONSUPERVISORY	1			1	100.0			1	100.0		
WG- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	5.00			5.00				5.00			
OTHER WAGE SYSTEMS	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$12,000-\$13,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$14,000-\$15,999	1			1	100.0			1	100.0		
AVERAGE SALARY	13,450	12,200		13,450		12,200		13,450		12,200	
TOTAL OTHER PAY SYSTEMS	4										
\$42,000 AND OVER	4										
AVERAGE SALARY	47,500										

FARM CREDIT ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	.9	1	.4	2	.9	2	.9	1	.4	1	.4	197	87.9	55	24.6	TOTAL ALL PAY SYSTEMS
2	.9	1	.5	2	.9	2	.9	1	.5	1	.5	193	88.9	55	25.3	TOTAL GEN SCHED & EQUIV
				1	50.0	1	50.0					3	100.0	3	100.0	GS- 2
												7	87.5	4	50.0	GS- 3
												10	76.9	9	69.2	GS- 4
1	5.0	1	5.0									14	70.0	13	65.0	GS- 5
				1	4.2	1	4.2					18	75.0	10	41.7	GS- 6
																GS- 7
								1	7.1	1	7.1	13	92.9	3	21.4	GS- 8
												1	100.0	1	100.0	GS- 9
1	3.8											25	96.2	7	26.9	GS-10
												22	91.7	4	16.7	GS-11
												33	97.1	1	2.9	GS-12
												27	100.0			GS-13
												17	100.0			GS-14
												3	100.0			GS-15
8.50		6.00		5.00		5.00		9.00		9.00		10.73		7.09		GS-16
																AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 5
																AVERAGE GRADE (WG)
																OTHER WAGE SYSTEMS
																\$12,000-\$13,999
																\$14,000-\$15,999
																AVERAGE SALARY
												4	100.0			TOTAL OTHER PAY SYSTEMS
												4	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

FEDERAL COMMUNICATIONS COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,966	830	42.2	527	26.8	354	18.0	488	24.8	339	17.2
TOTAL GEN SCHED & EQUIV	1,915	827	43.2	488	25.5	351	18.3	452	23.6	336	17.5
GS- 1	7	3	42.9	6	85.7	2	28.6	6	85.7	2	28.6
GS- 2	51	46	90.2	21	41.2	19	37.3	20	39.2	18	35.3
GS- 3	80	73	91.3	41	51.3	35	43.8	41	51.3	35	43.8
GS- 4	151	126	83.4	68	45.0	57	37.7	68	45.0	57	37.7
GS- 5	169	136	79.8	92	52.0	76	42.9	87	49.2	73	41.2
GS- 6	169	152	89.9	81	47.9	77	45.6	77	45.6	73	43.2
GS- 7	156	113	72.4	57	36.5	45	23.8	50	32.1	40	25.8
GS- 8	39	29	74.4	14	35.9	10	25.6	13	33.3	10	25.8
GS- 9	129	47	36.4	18	14.0	12	9.3	16	12.4	11	8.5
GS-10	17	3	17.6	4	23.5	1	5.9	3	17.6	1	5.9
GS-11	155	38	24.5	20	12.9	6	3.9	13	8.4	5	3.2
GS-12	198	27	13.6	21	10.6	7	3.5	18	9.1	7	3.5
GS-13	232	15	6.5	21	9.1	2	.9	18	7.8	2	.9
GS-14	169	11	6.5	16	9.5	2	1.2	15	8.9	2	1.2
GS-15	136	6	4.4	7	5.1			6	4.4		
GS-16	35	1	2.9	1	2.9			1	2.9		
GS-17	12	1	8.3								
GS-18	2										
AVERAGE GRADE	9.34	6.17		6.54		5.50		6.36		5.48	
TOTAL WAGE SYSTEMS	49	3	6.1	39	79.6	3	6.1	36	73.5	3	6.1
REGULAR NONSUPERVISORY	27			18	66.7			15	55.6		
WG- 1	1			1	100.0						
WG- 2	8			7	87.5			7	87.5		
WG- 3	1			1	100.0			1	100.0		
WG- 4	2			2	100.0			2	100.0		
WG- 5	5			3	60.0			3	60.0		
WG- 6	3			1	33.3			1	33.3		
WG- 7	2			1	50.0						
WG- 8	3			2	66.7			1	33.3		
WG- 9	1										
WG-10	1										
AVERAGE GRADE (WG)	4.74			3.89				3.60			
REGULAR LEADER	2			2	100.0			2	100.0		
WL- 3	1			1	100.0			1	100.0		
WL- 6	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	4.50			4.50				4.50			
OTHER WAGE SYSTEMS	20	3	15.0	19	95.0	3	15.0	19	95.0	3	15.0
THRU \$ 7,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$ 8,000-\$ 9,999	1			1	100.0			1	100.0		
\$12,000-\$13,999	5	2	40.0	4	80.0	2	40.0	4	80.0	2	40.0
\$14,000-\$15,999	6			6	100.0			6	100.0		
\$16,000-\$17,999	3			3	100.0			3	100.0		
\$18,000-\$19,999	3			3	100.0			3	100.0		
\$20,000-\$21,999	1			1	100.0			1	100.0		
AVERAGE SALARY	15,025	11,100		15,095		11,100		15,095		11,100	
TOTAL OTHER PAY SYSTEMS	2										
\$38,000-\$39,999	2										
AVERAGE SALARY	38,950										

FEDERAL COMMUNICATIONS COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
20	1.0	10	.5	3	.2			16	.8	5	.3	1,439	73.2	476	24.2	TOTAL ALL PAY SYSTEMS
18	.9	10	.5	2	.1			16	.8	5	.3	1,427	74.5	476	24.9	TOTAL GEN SCHED & EQUIV
1	2.0	1	2.0									1	14.3	1	14.3	GS- 1
												30	58.8	27	52.9	GS- 2
												39	48.8	38	47.5	GS- 3
												89	55.0	69	45.7	GS- 4
3	1.7	2	1.1					2	1.1	1	.6	85	48.0	60	33.9	GS- 5
2	1.2	2	1.2					2	1.2	2	1.2	88	52.1	75	44.4	GS- 6
4	2.6	4	2.6					2	1.9	1	.6	89	63.5	68	43.6	GS- 7
1	2.6											25	64.1	19	48.7	GS- 8
2	1.6	1	.8									111	86.0	35	27.1	GS- 9
				1	5.9							13	76.5	2	11.8	GS-10
4	2.6							3	1.9	1	.6	135	87.1	32	20.6	GS-11
1	.5							2	1.0			177	89.4	20	10.1	GS-12
								3	1.5			211	90.9	13	5.6	GS-13
				1	.6							153	90.5	9	5.3	GS-14
								1	.5			129	94.9	6	4.4	GS-15
												34	97.1	1	2.9	GS-16
												12	100.0	1	8.3	GS-17
												2	100.0			GS-18
7.72		6.10		12.00				9.63		7.00		10.30		6.66		AVERAGE GRADE
2	4.1			1	2.0							10	20.4			TOTAL WAGE SYSTEMS
2	7.4			1	3.7							9	33.3			REGULAR NONSUPERVISORY
				1	100.0							1	12.5			WG- 1
																WG- 2
																WG- 3
																WG- 4
												2	40.0			WG- 5
												2	66.7			WG- 6
1	50.0											1	50.0			WG- 7
1	33.3											1	33.3			WG- 8
												1	100.0			WG- 9
												1	100.0			WG-10
7.50				1.00								6.44				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 3
																WL- 6
																AVERAGE GRADE (WL)
												1	5.0			OTHER WAGE SYSTEMS
																THRU \$ 7,999
																\$ 8,000-\$ 9,999
																\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
																\$20,000-\$21,999
																AVERAGE SALARY
												13,700				
												2	100.0			TOTAL OTHER PAY SYSTEMS
												2	100.0			\$38,000-\$39,999
												38,950				AVERAGE SALARY

FEDERAL DEPOSIT INSURANCE CORPORATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,340	1,013	30.3	409	12.2	218	6.5	322	9.6	173	5.2
TOTAL GEN SCHED & EQUIV	3,073	854	27.8	354	11.5	192	6.2	282	9.2	159	5.2
GS- 2	20	17	85.0	7	35.0	4	20.0	5	25.0	2	10.0
GS- 3	168	108	64.3	56	33.3	35	20.8	50	29.8	32	19.0
GS- 4	206	147	71.4	68	33.0	42	20.4	53	25.7	33	16.0
GS- 5	414	173	41.8	68	16.4	45	10.9	56	13.5	38	9.2
GS- 6	81	76	93.8	24	29.6	22	27.2	22	27.2	20	24.7
GS- 7	288	114	39.6	38	13.2	13	4.5	27	9.4	10	3.5
GS- 8	28	23	82.1	7	25.0	5	21.4	7	25.0	6	21.4
GS- 9	425	83	19.5	34	8.0	8	1.9	27	6.4	7	1.6
GS-10	6	4	66.7	1	16.7			1	16.7		
GS-11	242	46	19.0	20	8.3	9	3.7	16	6.6	7	2.9
GS-12	596	38	6.4	18	3.0	6	1.0	11	1.8	4	.7
GS-13	303	19	6.3	10	3.3	2	.7	5	1.7		
GS-14	181	4	2.2	2	1.1			2	1.1		
GS-15	81	1	1.2	1	1.2						
GS-16	24										
GS-17	10	1	10.0								
AVERAGE GRADE	9.15	6.24		6.17		5.45		5.97		5.33	
TOTAL WAGE SYSTEMS	26	1	3.8	20	76.9			20	76.9		
REGULAR NONSUPERVISORY	10			8	80.0			8	80.0		
WG- 1	4			3	75.0			3	75.0		
WG- 5	4			3	75.0			3	75.0		
WG- 6	2			2	100.0			2	100.0		
AVERAGE GRADE (WG)	3.60			3.75				3.75			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 1	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	1.00			1.00				1.00			
OTHER WAGE SYSTEMS	15	1	6.7	11	73.3			11	73.3		
\$ 8,000-\$ 9,999	1										
\$10,000-\$11,999	1	1	100.0								
\$12,000-\$13,999	4			4	100.0			4	100.0		
\$14,000-\$15,999	6			5	83.3			5	83.3		
\$16,000-\$17,999	2			2	100.0			2	100.0		
\$18,000-\$19,999	1										
AVERAGE SALARY	13,847	10,100		14,136				14,136			
TOTAL OTHER PAY SYSTEMS	241	158	65.6	35	14.5	26	10.8	20	8.3	14	5.8
THRU \$ 7,999	70	64	91.4	12	17.1	10	14.3	7	10.0	6	8.6
\$ 8,000-\$ 9,999	74	64	86.5	11	14.9	9	12.2	3	4.1	3	4.1
\$10,000-\$11,999	38	22	57.9	7	18.4	5	13.2	7	18.4	5	13.2
\$12,000-\$13,999	29	7	24.1	4	13.8	2	6.9	2	6.9		
\$14,000-\$15,999	6	1	16.7								
\$16,000-\$17,999	6			1	16.7			1	16.7		
\$18,000-\$19,999	3										
\$24,000-\$25,999	1										
\$26,000-\$27,999	1										
\$28,000-\$29,999	2										
\$30,000-\$39,999	1										
\$42,000 AND OVER	10										
AVERAGE SALARY	11,722	8,720		9,274		8,869		9,555		8,714	

FEDERAL DEPOSIT INSURANCE CORPORATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
50	1.5	21	.6	5	.1	2	.1	32	1.0	22	.7	2,931	87.8	795	23.8	TOTAL ALL PAY SYSTEMS
38	1.2	11	.4	5	.2	2	.1	29	.9	20	.7	2,719	88.5	662	21.5	TOTAL GEN SCHED & EQUIV
2	10.0	2	10.0									13	65.0	13	65.0	GS- 2
3	1.8			1	.6	1	.6	2	1.2	2	1.2	112	66.7	73	43.5	GS- 3
9	4.4	3	1.5					6	2.9	6	2.9	138	67.0	105	51.0	GS- 4
3	.7	2	.5	1	.2			8	1.9	5	1.2	346	83.6	128	30.9	GS- 5
				1	1.2	1	1.2	1	1.2	1	1.2	57	70.4	54	66.7	GS- 6
6	2.1	1	.3	1	.3			4	1.4	2	.7	250	86.8	101	35.1	GS- 7
												21	75.0	17	60.7	GS- 8
4	.9							3	.7	1	.2	391	92.0	75	17.6	GS- 9
												5	83.3	4	66.7	GS-10
2	.8	2	.8	1	.4			1	.4			222	91.7	37	15.3	GS-11
4	.7							3	.5	2	.3	578	97.0	32	5.4	GS-12
4	1.3	1	.3					1	.3	1	.3	293	96.7	17	5.6	GS-13
												179	98.9	4	2.2	GS-14
1	1.2											80	98.8	1	1.2	GS-15
												24	100.0			GS-16
												10	100.0	1	10.0	GS-17
7.34		6.18		6.40		4.50		6.59		6.05		9.53		6.48		AVERAGE GRADE
												6	23.1	1	3.8	TOTAL WAGE SYSTEMS
												2	20.0			REGULAR NONSUPERVISORY
												1	25.0			WG- 1
												1	25.0			WG- 5
																WG- 6
												3.00				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 1
																AVERAGE GRADE (WL)
												4	26.7	1	6.7	OTHER WAGE SYSTEMS
												1	100.0			\$ 8,000-\$ 9,999
												1	100.0	1	100.0	\$10,000-\$11,999
																\$12,000-\$13,999
												1	16.7			\$14,000-\$15,999
												1	100.0			\$16,000-\$17,999
												1	100.0			\$18,000-\$19,999
												13,050		10,100		AVERAGE SALARY
12	5.0	10	4.1					3	1.2	2	.8	206	85.5	132	54.8	TOTAL OTHER PAY SYSTEMS
4	5.7	3	4.3					1	1.4	1	1.4	58	82.9	54	77.1	THRU \$ 7,999
7	9.5	6	8.1					1	1.4			63	85.1	55	74.3	\$ 8,000-\$ 9,999
												31	81.6	17	44.7	\$10,000-\$11,999
1	3.4	1	3.4					1	3.4	1	3.4	25	86.2	5	17.2	\$12,000-\$13,999
												6	100.0	1	16.7	\$14,000-\$15,999
												5	83.3			\$16,000-\$17,999
												3	100.0			\$18,000-\$19,999
												1	100.0			\$24,000-\$25,999
												1	100.0			\$26,000-\$27,999
												2	100.0			\$28,000-\$29,999
												1	100.0			\$38,000-\$39,999
												10	100.0			\$42,000 AND OVER
8,817		8,950						9,233		9,550		12,137		8,691		AVERAGE SALARY

TABLE 1-068

Minority Group Study of Full-Time Employment: November 30, 1977

FEDERAL ELECTION COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	156	78	50.0	25	16.0	15	9.6	22	14.1	14	9.0
TOTAL GEN SCHED & EQUIV	148	75	50.7	25	16.9	15	10.1	22	14.9	14	9.5
GS- 4	6	4	66.7	4	66.7	2	33.3	4	66.7	2	33.3
GS- 5	24	14	58.3	6	25.0	5	20.8	5	20.8	5	20.8
GS- 6	7	6	85.7	1	14.3	1	14.3	1	14.3	1	14.3
GS- 7	38	22	57.9	5	13.2	3	7.9	4	10.5	2	5.3
GS- 9	25	17	68.0	3	12.0	3	12.0	3	12.0	3	12.0
GS-11	10	4	40.0	2	20.0	1	10.0	1	10.0	1	10.0
GS-12	15	5	33.3	2	13.3			2	13.3		
GS-13	7	1	14.3	1	14.3			1	14.3		
GS-14	4										
GS-15	11	2	18.2	1	9.1			1	9.1		
GS-16	1										
AVERAGE GRADE	8.75	7.68		7.52		6.53		7.50		6.50	
TOTAL OTHER PAY SYSTEMS	8	3	37.5								
\$ 8,000-\$ 9,999	1	1	100.0								
\$10,000-\$11,999	2										
\$16,000-\$17,999	1	1	100.0								
\$20,000-\$21,999	1	1	100.0								
\$30,000-\$31,999	2										
\$42,000 AND OVER	1										
AVERAGE SALARY	21,713	14,767									

FEDERAL ELECTION COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	.6			1	.5			1	.6	1	.6	131	84.0	63	40.4	TOTAL ALL PAY SYSTEMS
1	.7			1	.7			1	.7	1	.7	123	83.1	60	40.5	TOTAL GEN SCHED & EQUIV
1	4.2							1	2.6	1	2.6	2	33.3	2	33.3	GS- 4
												18	75.0	9	37.5	GS- 5
												6	85.7	5	71.4	GS- 6
												33	86.8	19	50.0	GS- 7
												22	88.0	14	56.0	GS- 9
				1	10.0							8	80.0	3	30.0	GS-11
												13	85.7	5	33.3	GS-12
												6	85.7	1	14.3	GS-13
												4	100.0			GS-14
												10	90.9	2	18.2	GS-15
												1	100.0			GS-16
5.00				11.00				7.00		7.00		9.00		7.97		AVERAGE GRADE
												8	100.0	3	37.5	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$ 8,000-\$ 9,999
												2	100.0			\$10,000-\$11,999
												1	100.0	1	100.0	\$16,000-\$17,999
												1	100.0	1	100.0	\$20,000-\$21,999
												2	100.0			\$30,000-\$31,999
												1	100.0			\$42,000 AND OVER
												21,713		14,767		AVERAGE SALARY

FEDERAL HOME LOAN BANK BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,393	420	30.2	201	14.4	117	8.4	168	12.1	111	8.0
TOTAL GEN SCHED & EQUIV	1,371	416	30.3	185	13.5	114	8.3	152	11.1	108	7.9
GS- 2	3	3	100.0	3	100.0	3	100.0	3	100.0	3	100.0
GS- 3	28	24	85.7	11	39.3	10	35.7	10	35.7	10	35.7
GS- 4	66	55	80.9	22	32.4	15	22.1	22	32.4	15	22.1
GS- 5	145	88	60.7	41	28.3	27	18.6	33	22.8	25	17.2
GS- 6	65	61	93.6	25	38.5	23	35.4	23	35.4	21	32.3
GS- 7	130	81	62.3	29	22.3	24	18.5	26	20.0	23	17.7
GS- 8	12	11	91.7	2	16.7	1	8.3	2	16.7	1	8.3
GS- 9	89	26	29.2	12	13.5	3	3.4	11	12.4	3	3.4
GS-10	6	4	66.7								
GS-11	188	25	13.3	19	10.1	5	2.7	9	4.8	4	2.1
GS-12	257	21	8.2	8	3.1	1	.4	5	1.9	1	.4
GS-13	204	12	5.9	6	2.9	1	.5	3	1.5	1	.5
GS-14	113	4	3.5	6	5.3	1	.9	5	4.4	1	.9
GS-15	55	1	1.8								
GS-16	4										
GS-17	3			1	33.3						
GS-18	1										
AVERAGE GRADE	9.98	6.70		6.99		5.84		6.53		5.80	
TOTAL WAGE SYSTEMS	22	4	18.2	16	72.7	3	13.6	16	72.7	3	13.6
REGULAR NONSUPERVISORY	8			8	100.0			8	100.0		
WG- 3	2			2	100.0			2	100.0		
WG- 5	6			6	100.0			6	100.0		
AVERAGE GRADE (WG)	4.50			4.50				4.50			
OTHER WAGE SYSTEMS	14	4	28.6	8	57.1	3	21.4	8	57.1	3	21.4
\$10,000-\$11,999	5	1	20.0	3	60.0	1	20.0	3	60.0	1	20.0
\$12,000-\$13,999	3	2	66.7	2	66.7	2	66.7	2	66.7	2	66.7
\$14,000-\$15,999	1			1	100.0			1	100.0		
\$16,000-\$17,999	4	1	25.0	1	25.0			1	25.0		
\$18,000-\$19,999	1			1	100.0			1	100.0		
AVERAGE SALARY	14,271	13,450		14,075		12,533		14,075		12,533	

FEDERAL HOME LOAN BANK BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
15	1.1	1	.1					18	1.3	5	.4	1,192	85.6	303	21.8	TOTAL ALL PAY SYSTEMS
15	1.1	1	.1					18	1.3	5	.4	1,186	86.5	302	22.0	TOTAL GEN SCHED & EQUIV
								1	3.6			17	60.7	14	50.0	GS- 2
												46	67.6	40	58.8	GS- 3
								2	1.4	1	.7	104	71.7	61	42.1	GS- 4
6	4.1	1	.7					2	3.1	2	3.1	40	61.5	38	58.5	GS- 5
								3	2.3	1	.8	101	77.7	57	43.8	GS- 6
												10	83.3	10	83.3	GS- 7
								1	1.1			77	86.5	23	25.8	GS- 8
												6	100.0	4	66.7	GS- 9
6	3.2							4	2.1	1	.5	169	89.9	20	10.6	GS-10
2	.8							1	.4			249	96.9	20	7.8	GS-11
								3	1.5			198	97.1	11	5.4	GS-12
1	.9											107	94.7	3	2.7	GS-13
												55	100.0	1	1.8	GS-14
								1	33.3			4	100.0			GS-15
												2	66.7			GS-16
												1	100.0			GS-17
8.93		5.00						9.28		7.00		10.45		7.02		GS-18
																AVERAGE GRADE
												6	27.3	1	4.5	TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 3
																WG- 5
																AVERAGE GRADE (WG)
												6	42.9	1	7.1	OTHER WAGE SYSTEMS
												2	40.0			\$10,000-\$11,999
												1	33.3			\$12,000-\$13,999
																\$14,000-\$15,999
												3	75.0	1	25.0	\$16,000-\$17,999
																\$18,000-\$19,999
												14,533		16,200		AVERAGE SALARY

TABLE 1-070

Minority Group Study of Full-Time Employment: November 30, 1977

FEDERAL MARITIME COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	285	112	39.3	57	20.0	36	12.6	54	18.9	36	12.6
TOTAL GEN SCHED & EQUIV	281	112	39.9	53	18.9	36	12.8	50	17.8	36	12.8
GS- 2	5	4	80.0	3	60.0	3	60.0	3	60.0	3	60.0
GS- 3	7	6	85.7	3	42.9	3	42.9	3	42.9	3	42.9
GS- 4	10	7	70.0	1	10.0	1	10.0	1	10.0	1	10.0
GS- 5	21	18	85.7	8	38.1	7	33.3	8	38.1	7	33.3
GS- 6	17	16	94.1	9	52.9	8	47.1	9	52.9	8	47.1
GS- 7	29	23	79.3	11	37.9	8	27.6	11	37.9	8	27.6
GS- 8	9	9	100.0	1	11.1	1	11.1	1	11.1	1	11.1
GS- 9	34	12	35.3	7	20.6	2	5.9	5	14.7	2	5.9
GS-10	4	4	100.0								
GS-11	22	7	31.8	4	18.2	2	9.1	4	18.2	2	9.1
GS-12	31	2	6.5	2	6.5	1	3.2	2	6.5	1	3.2
GS-13	33	3	9.1	3	9.1			2	6.1		
GS-14	22	1	4.5								
GS-15	17										
GS-16	15			1	6.7			1	6.7		
GS-17	3										
GS-18	2										
AVERAGE GRADE	10.08	6.92		7.25		6.06		7.06		6.06	
TOTAL WAGE SYSTEMS	4			4	100.0			4	100.0		
REGULAR NONSUPERVISORY	1			1	100.0			1	100.0		
WG- 8	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	8.00			8.00				8.00			
OTHER WAGE SYSTEMS	3			3	100.0			3	100.0		
\$12,000-\$13,999	2			2	100.0			2	100.0		
\$16,000-\$17,999	1			1	100.0			1	100.0		
AVERAGE SALARY	14,800			14,800				14,800			

FEDERAL MARITIME COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	1.1											228	80.0	76	26.7	TOTAL ALL PAY SYSTEMS
3	1.1											228	81.1	76	27.0	TOTAL GEN SCHED & EQUIV
												2	40.0	1	20.0	GS- 2
												4	57.1	3	42.9	GS- 3
												9	90.0	6	60.0	GS- 4
												13	61.9	11	52.4	GS- 5
												8	47.1	8	47.1	GS- 6
												18	62.1	15	51.7	GS- 7
												8	88.9	8	88.9	GS- 8
2	5.9											27	79.4	10	29.4	GS- 9
												4	100.0	4	100.0	GS-10
												18	81.8	5	22.7	GS-11
												29	93.5	1	3.2	GS-12
												30	90.9	3	9.1	GS-13
1	3.0											22	100.0	1	4.5	GS-14
												17	100.0			GS-15
												14	93.3			GS-16
												3	100.0			GS-17
												2	100.0			GS-18
10.33												10.74		7.33		AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 8
																AVERAGE GRADE (WG)
																OTHER WAGE SYSTEMS
																\$12,000-\$13,999
																\$16,000-\$17,999
																AVERAGE SALARY

FEDERAL MEDIATION AND CONCILIATION SERVICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	535	173	32.3	74	13.8	40	7.5	55	10.3	31	5.8
TOTAL GEN SCHED & EQUIV	535	173	32.3	74	13.8	40	7.5	55	10.3	31	5.8
GS- 2	1										
GS- 3	7	4	57.1	2	28.6	1	14.3	2	28.6	1	14.3
GS- 4	20	18	90.0	7	35.0	7	35.0	5	25.0	5	25.0
GS- 5	40	35	87.5	14	35.0	11	27.5	8	20.0	7	17.5
GS- 6	53	49	92.5	8	15.1	7	13.2	7	13.2	6	11.3
GS- 7	18	14	77.8	5	27.8	4	22.2	4	22.2	3	16.7
GS- 8	13	13	100.0	2	15.4	2	15.4	2	15.4	2	15.4
GS- 9	14	12	85.7	4	28.6	3	21.4	4	28.6	3	21.4
GS-10	1	1	100.0								
GS-11	13	9	69.2	3	23.1	3	23.1	2	15.4	2	15.4
GS-12	50	4	8.0	9	18.0	1	2.0	6	12.0	1	2.0
GS-13	65	8	12.1	4	6.1	1	1.5	3	4.5	1	1.5
GS-14	191	4	2.1	13	6.8			10	5.2		
GS-15	34	2	5.9	1	2.9			1	2.9		
GS-16	12			2	16.7			1	8.3		
GS-17	2										
AVERAGE GRADE	11.21	6.99		8.93		6.43		8.95		6.61	

FEDERAL MEDIATION AND CONCILIATION SERVICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
9	1.7	4	.7	3	.6	1	.2	7	1.3	4	.7	461	86.2	133	24.9	TOTAL ALL PAY SYSTEMS
9	1.7	4	.7	3	.6	1	.2	7	1.3	4	.7	461	86.2	133	24.9	TOTAL GEN SCHED & EQUIV
								2	10.0	2	10.0	13	65.0	11	55.0	GS- 2
								3	7.5	1	2.5	26	65.0	24	60.0	GS- 3
3	7.5	3	7.5									45	84.9	42	79.2	GS- 4
1	1.9	1	1.9					1	5.6	1	5.6	13	72.2	10	55.6	GS- 5
												11	84.6	11	84.6	GS- 6
												10	71.4	9	64.3	GS- 7
												1	100.0	1	100.0	GS- 8
				1	7.7	1	7.7					10	76.9	6	46.2	GS- 9
2	4.0							1	2.0			41	82.0	3	6.0	GS-10
1	1.5											62	93.9	7	10.6	GS-11
2	1.0			1	.5							178	93.2	4	2.1	GS-12
				1	8.3							33	97.1	2	5.9	GS-13
												10	83.3			GS-14
												2	100.0			GS-15
9.56		5.25		13.67		11.00		6.00		5.00		11.58		7.17		GS-16
																GS-17
																AVERAGE GRADE

FEDERAL TRADE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,455	625	43.0	446	30.7	289	19.9	392	25.9	267	18.4
TOTAL GEN SCHED & EQUIV	1,431	622	43.5	430	30.0	286	20.0	376	26.3	264	18.4
GS- 2	18	7	38.9	15	83.3	6	33.3	15	83.3	6	33.3
GS- 3	28	23	82.1	20	71.4	16	57.1	20	71.4	16	57.1
GS- 4	49	38	77.6	29	59.2	23	46.9	28	57.1	22	44.9
GS- 5	176	151	85.8	87	49.4	73	41.5	82	46.6	70	39.8
GS- 6	112	99	88.4	64	57.1	57	50.9	61	54.5	55	49.1
GS- 7	114	87	76.3	53	46.5	49	43.0	46	40.4	45	39.5
GS- 8	31	24	77.4	13	41.9	9	29.0	13	41.9	9	29.0
GS- 9	57	37	64.9	18	31.6	13	22.8	13	22.8	10	17.5
GS-10	8	6	75.0	2	25.0	2	25.0	2	25.0	2	25.0
GS-11	131	51	38.9	28	21.4	12	9.2	14	10.7	5	3.8
GS-12	157	38	24.2	26	16.6	7	4.5	19	12.1	6	3.8
GS-13	168	36	21.4	32	19.0	8	4.8	27	16.1	7	4.2
GS-14	172	18	10.5	25	14.5	8	4.7	23	13.4	8	4.7
GS-15	185	6	3.2	16	8.6	2	1.1	12	6.5	2	1.1
GS-16	21			1	4.8						
GS-17	3	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3
GS-18	1										
AVERAGE GRADE	10.21	7.43		7.77		6.61		7.43		6.45	
TOTAL WAGE SYSTEMS	22	3	13.6	16	72.7	3	13.6	16	72.7	3	13.6
REGULAR NONSUPERVISORY	8	1	12.5	7	87.5	1	12.5	7	87.5	1	12.5
WG- 2	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
WG- 5	6			5	83.3			5	83.3		
WG- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.88	2.00		4.86		2.00		4.86		2.00	
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	7.00			7.00				7.00			
OTHER WAGE SYSTEMS	13	2	15.4	8	61.5	2	15.4	8	61.5	2	15.4
\$12,000-\$13,999	3	1	33.3	2	66.7	1	33.3	2	66.7	1	33.3
\$14,000-\$15,999	8	1	12.5	6	75.0	1	12.5	6	75.0	1	12.5
\$16,000-\$17,999	1										
\$18,000-\$19,999	1										
AVERAGE SALARY	15,108	14,050		14,650		14,050		14,650		14,050	
TOTAL OTHER PAY SYSTEMS	2										
\$26,000-\$27,999	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	35,000										

FEDERAL TRADE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
20	1.4	8	.5	2	.1	2	.1	32	2.2	12	.8	1,009	69.3	336	23.1	TOTAL ALL PAY SYSTEMS
20	1.4	8	.6	2	.1	2	.1	32	2.2	12	.8	1,001	70.0	336	23.5	TOTAL GEN SCHED & EQUIV
												3	16.7	1	5.6	GS- 2
												8	28.6	7	25.0	GS- 3
								1	2.0	1	2.0	20	40.8	15	30.6	GS- 4
3	1.7	2	1.1					2	1.1	1	.6	89	50.6	78	44.3	GS- 5
1	.9	1	.9					2	1.8	1	.9	48	42.9	42	37.5	GS- 6
2	1.8	1	.9					5	4.4	3	2.6	61	53.5	38	33.3	GS- 7
												18	58.1	15	48.4	GS- 8
2	3.5	1	1.8	2	3.5	2	3.5	1	1.8			39	68.4	24	42.1	GS- 9
												6	75.0	4	50.0	GS-10
8	6.1	3	2.3					6	4.6	4	3.1	103	78.6	39	29.8	GS-11
4	2.5							3	1.9	1	.6	131	83.4	31	19.7	GS-12
								5	3.0	1	.6	136	81.0	28	16.7	GS-13
								2	1.2			147	85.5	10	5.8	GS-14
								4	2.2			169	91.4	4	2.2	GS-15
								1	4.8			20	95.2			GS-16
												2	66.7			GS-17
												1	100.0			GS-18
9.45		8.13		9.00		9.00		10.66		8.75		11.25		8.13		AVERAGE GRADE
												6	27.3			TOTAL WAGE SYSTEMS
												1	12.5			REGULAR NONSUPERVISORY
												1	16.7			WG- 2
																WG- 5
																WG- 7
												5.00				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 7
																AVERAGE GRADE (WL)
												5	38.5			OTHER WAGE SYSTEMS
												1	33.3			\$12,000-\$13,999
												2	25.0			\$14,000-\$15,999
												1	100.0			\$16,000-\$17,999
												1	100.0			\$18,000-\$19,999
												15,840				AVERAGE SALARY
												2	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$26,000-\$27,999
												1	100.0			\$42,000 AND OVER
												35,000				AVERAGE SALARY

FOREIGN CLAIMS SETTLEMENT COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12	5	41.7	4	33.3	2	16.7	4	33.3	2	16.7
TOTAL GEN SCHED & EQUIV	12	5	41.7	4	33.3	2	16.7	4	33.3	2	16.7
GS- 5	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
GS- 7	1	1	100.0								
GS- 9	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-11	3	2	66.7								
GS-13	1										
GS-14	1										
GS-15	3			1	33.3			1	33.3		
AVERAGE GRADE	10.92	8.60		8.50		7.00		8.50		7.00	

FOREIGN CLAIMS SETTLEMENT COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
																TOTAL ALL PAY SYSTEMS
												8	66.7	3	25.0	TOTAL GEN SCHED & EQUIV
												8	66.7	3	25.0	GS- 5
												1	100.0	1	100.0	GS- 7
												3	100.0	2	66.7	GS- 9
												1	100.0			GS-11
												1	100.0			GS-13
												2	66.7			GS-14
												12.13		9.67		AVERAGE GRADE

FOUR CORNERS REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5	4	80.0								
TOTAL GEN SCHED & EQUIV	5	4	80.0								
GS- 7	1	1	100.0								
GS- 9	1	1	100.0								
GS-12	1	1	100.0								
GS-13	1	1	100.0								
GS-15	1	1	100.0								
AVERAGE GRADE	11.20	10.25									

FOUR CORNERS REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												5	100.0	4	80.0	TOTAL ALL PAY SYSTEMS
												5	100.0	4	80.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 7
												1	100.0	1	100.0	GS- 9
												1	100.0	1	100.0	GS-12
												1	100.0	1	100.0	GS-13
												1	100.0			GS-15
												11.20		10.25		AVERAGE GRADE

TABLE 1-075

Minority Group Study of Full-Time Employment: November 30, 1977

GENERAL SERVICES ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	34,829	11,522	33.1	13,708	39.4	5,352	15.4	12,114	34.8	4,947	14.2
TOTAL GEN SCHED & EQUIV	20,886	8,905	42.6	6,226	29.8	3,064	14.7	5,434	26.0	2,704	12.9
GS- 1	32	16	50.0	10	31.3	4	12.5	9	28.1	3	9.4
GS- 2	201	152	75.6	93	46.3	64	31.8	86	42.8	59	29.4
GS- 3	1,177	911	77.5	441	37.5	311	26.4	379	32.2	268	22.8
GS- 4	2,524	1,860	73.7	946	37.5	704	27.9	848	33.6	636	25.2
GS- 5	4,808	2,086	43.4	2,170	45.1	780	16.2	1,971	41.0	676	14.1
GS- 6	1,331	908	68.2	481	36.1	342	25.7	422	31.7	303	22.8
GS- 7	1,806	982	54.4	627	34.7	343	19.0	548	30.3	297	16.4
GS- 8	290	139	47.9	97	33.4	49	16.9	86	29.7	45	15.5
GS- 9	1,590	835	39.9	438	27.5	158	11.8	375	23.6	173	10.9
GS-10	42	12	28.6	10	23.8	4	9.5	8	19.0	4	9.5
GS-11	2,173	597	27.5	388	17.9	160	7.4	318	14.6	143	6.6
GS-12	2,142	375	17.5	295	13.8	83	3.9	213	9.9	72	3.4
GS-13	1,528	166	10.9	146	9.6	26	1.7	107	7.0	20	1.3
GS-14	783	48	6.1	60	7.7	4	.5	43	5.5	3	.4
GS-15	386	14	3.6	21	5.4	1	.3	18	4.7	1	.3
GS-16	41	2	4.9								
GS-17	26	1	3.8	2	7.7			2	7.7		
GS-18	6	1	16.7	1	16.7	1	16.7	1	16.7	1	16.7
AVERAGE GRADE	7.81	6.11		6.29		5.72		6.15		5.72	
TOTAL WAGE SYSTEMS	13,907	2,598	18.7	7,470	53.7	2,281	16.4	6,672	48.0	2,238	16.1
REGULAR NONSUPERVISORY	11,525	2,369	20.6	6,408	55.6	2,079	18.0	5,714	49.6	2,041	17.7
WG- 1	2,719	1,337	49.2	2,049	75.4	1,202	44.2	1,886	69.4	1,188	43.7
WG- 2	2,105	812	38.6	1,531	72.8	735	34.9	1,421	67.5	731	34.7
WG- 3	478	49	10.3	334	70.0	43	9.0	291	61.0	39	8.2
WG- 4	257	24	9.3	137	53.3	14	5.4	118	45.9	14	5.4
WG- 5	1,141	87	7.6	588	51.5	53	4.6	486	42.6	40	3.5
WG- 6	623	20	3.2	302	48.5	10	1.6	267	42.9	9	1.4
WG- 7	321	17	5.3	158	49.2	7	2.2	129	40.2	6	1.9
WG- 8	532	11	2.1	260	48.9	8	1.5	222	41.7	8	1.5
WG- 9	894	3	.3	318	35.6	2	.2	262	29.3	1	.1
WG-10	1,759	7	.4	569	32.3	5	.3	499	28.4	5	.3
WG-11	610	2	.3	146	23.9			119	19.5		
WG-12	85			16	18.8			14	16.5		
WG-13	1										
AVERAGE GRADE (WG)	5.09	1.72		3.89		1.62		3.78		1.59	
REGULAR LEADER	554	22	4.0	234	42.2	18	3.2	197	35.6	18	3.2
WL- 1	2										
WL- 2	188	20	10.6	124	66.0	17	9.0	107	56.9	17	9.0
WL- 3	9			8	88.9			5	55.6		
WL- 4	8			5	62.5			3	37.5		
WL- 5	38	2	5.3	23	60.5	1	2.6	16	42.1	1	2.6
WL- 6	31			11	35.5			11	35.5		
WL- 7	7			1	14.3			1	14.3		
WL- 8	12			9	75.0			9	75.0		
WL- 9	60			18	30.0			16	26.7		
WL-10	163			31	19.0			26	16.0		
WL-11	29			2	6.9			1	3.4		
WL-12	7			2	28.6			2	28.6		
AVERAGE GRADE (WL)	6.37	2.27		4.57		2.17		4.59		2.17	
REGULAR SUPERVISORY	1,597	131	8.2	706	44.2	128	8.0	651	40.8	127	8.0
WS- 1	172	17	9.9	123	71.5	17	9.9	115	65.9	17	9.9
WS- 2	312	95	30.4	264	84.6	93	29.8	258	82.7	93	29.8
WS- 3	79	4	5.1	50	63.3	3	3.8	47	59.5	3	3.8
WS- 4	86			42	48.8			34	39.5		
WS- 5	75	5	6.7	44	58.7	5	6.7	38	50.7	5	6.7
WS- 6	71	7	9.9	39	54.9	7	9.9	37	52.1	7	9.9
WS- 7	100			31	31.0			29	29.0		
WS- 8	171	1	.6	37	21.6	1	.6	29	17.0	1	.6
WS- 9	256	1	.4	40	15.6	1	.4	29	11.3		
WS-10	152			22	14.5			21	13.8		
WS-11	64	1	1.6	8	12.5	1	1.6	8	12.5	1	1.6
WS-12	38			5	13.2			5	13.2		
WS-13	12			1	8.3			1	8.3		
WS-14	7										
WS-15	2										
AVERAGE GRADE (WS)	5.96	2.40		3.79		2.40		3.67		2.35	

GENERAL SERVICES ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,070	3.1	234	.7	125	.4	39	.1	395	1.1	130	.4	21,121	60.6	6,170	17.7	TOTAL ALL PAY SYSTEMS
477	2.3	210	1.0	67	.3	31	.1	247	1.2	118	.6	14,660	70.2	5,841	28.0	TOTAL GEN SCHED & EQUIV
4	2.0	2	1.0	1	.5	1	.5	1	3.1	1	3.1	22	68.8	12	37.5	GS- 1
45	3.8	32	2.7	3	.3	3	.3	2	1.0	2	1.0	108	53.7	88	43.8	GS- 2
70	2.8	45	1.8	6	.2	5	.2	13	1.1	7	.6	736	62.6	600	51.0	GS- 3
130	2.7	60	1.2	17	.4	13	.3	22	.9	18	.7	1,578	62.5	1,158	45.8	GS- 4
34	2.6	18	1.4	5	.4	3	.2	52	1.1	31	.6	2,638	54.9	1,306	27.2	GS- 5
44	2.4	25	1.4	8	.4	3	.2	20	1.5	18	1.4	850	63.9	566	42.5	GS- 6
4	1.4	1	.3	2	.7	1	.3	27	1.5	18	1.0	1,179	65.3	639	35.4	GS- 7
35	2.2	9	.6	6	.4	1	.1	5	1.7	2	.7	193	66.6	90	31.0	GS- 8
2	4.8	7	.3	4	.2	1	.1	22	1.4	5	.3	1,152	72.5	447	28.1	GS- 9
39	1.8	7	.3	7	.3	1	.1	27	1.2	10	.5	32	76.2	8	19.0	GS-10
39	1.8	5	.2	4	.3	1	.1	36	1.7	5	.2	1,785	82.1	437	20.1	GS-11
17	1.1	5	.3	5	.3			17	1.1	1	.1	1,847	86.2	292	13.8	GS-12
12	1.5	1	.1	3	.4			2	.3			1,382	90.4	140	9.2	GS-13
2	.5							2	.3			723	92.3	44	5.6	GS-14
								1	.3			365	94.6	13	3.4	GS-15
												41	100.0	2	4.9	GS-16
												24	92.3	1	3.8	GS-17
												5	83.3			GS-18
6.85		5.56		7.63		5.29		7.82		6.19		8.46		6.30		AVERAGE GRADE
590	4.2	22	.2	58	.4	8	.1	147	1.1	12	.1	6,437	46.3	317	2.3	TOTAL WAGE SYSTEMS
515	4.5	20	.2	56	.5	8	.1	120	1.0	9	.1	5,117	44.4	290	2.5	REGULAR NONSUPERVISORY
105	3.9	9	.3	12	.4	4	.1	45	1.7	1		670	24.7	135	5.0	WG- 1
80	3.8	1		7	.3	1		22	1.0	2	.1	574	27.3	77	3.7	WG- 2
36	7.5	1	.2	3	.6	2	.4	3	.6			144	30.2	6	1.3	WG- 3
18	7.0							1	.4			120	46.7	10	3.9	WG- 4
82	7.2	7	.6	4	.4	1	.1	16	1.4	5	.4	553	48.5	34	3.0	WG- 5
28	4.5	1	.2	1	.2			6	1.0			321	51.5	10	1.6	WG- 6
23	7.2			3	.9			3	.9	1	.3	163	50.8	10	3.1	WG- 7
26	4.9			7	1.3			5	.9			272	51.1	3	.6	WG- 8
44	4.9	1	.1	8	.9			4	.4			576	64.4	1	.1	WG- 9
53	3.0			6	.3			11	.6			1,190	67.7	2	.1	WG-10
18	3.0			5	.8			4	.7			464	76.1	2	.3	WG-11
2	2.4											69	81.2			WG-12
												1	100.0			WG-13
4.93		3.20		5.80		2.13		3.91		4.11		6.60		2.49		AVERAGE GRADE (WG)
27	4.9			1	.2			9	1.6			320	57.8	4	.7	REGULAR LEADER
12	6.4							5	2.7			2	100.0			WL- 1
2	22.2							1	11.1			64	34.0	3	1.6	WL- 2
								2	25.0			1	11.1			WL- 3
6	15.8							1	2.6			3	37.5			WL- 4
												15	39.5	1	2.6	WL- 5
												20	64.5			WL- 6
												6	85.7			WL- 7
												3	25.0			WL- 8
2	3.3											42	70.0			WL- 9
4	2.5			1	.6							132	81.0			WL-10
1	3.4											27	93.1			WL-11
												5	71.4			WL-12
4.78				10.00				2.89				7.69		2.75		AVERAGE GRADE (WL)
44	2.8	1	.1	1	.1			10	.6			891	55.8	3	.2	REGULAR SUPERVISORY
7	4.1							1	.6			49	28.5			WS- 1
5	1.6							1	.3			48	15.4	2	.6	WS- 2
1	1.3							2	2.5			29	36.7	1	1.3	WS- 3
6	7.0							2	2.3			44	51.2			WS- 4
4	5.3							2	2.7			31	41.3			WS- 5
2	2.8											32	45.1			WS- 6
2	2.0											69	69.0			WS- 7
7	4.1			1	.6							134	78.4			WS- 8
10	3.9	1	.4					1	.4			216	84.4			WS- 9
								1	.7			130	85.5			WS-10
												56	87.5			WS-11
												33	86.8			WS-12
												11	91.7			WS-13
												7	100.0			WS-14
												2	100.0			WS-15
5.36		9.00		8.00				4.60				7.67		2.33		AVERAGE GRADE (WS)

GENERAL SERVICES ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	8			1	12.5			1	12.5		
WD- 8	8			1	12.5			1	12.5		
AVERAGE GRADE (WD)	8.00			8.00				8.00			
OTHER WAGE SYSTEMS	223	76	34.1	121	54.3	56	25.1	109	48.9	52	23.3
\$10,000-\$11,999	1	1	100.0	1	100.0	1	100.0				
\$12,000-\$13,999	49	27	55.1	36	73.5	22	44.9	33	67.3	21	42.9
\$14,000-\$15,999	75	35	46.7	48	64.0	24	32.0	41	54.7	22	29.3
\$16,000-\$17,999	35	11	31.4	22	62.9	8	22.9	21	60.0	8	22.9
\$18,000-\$19,999	16	2	12.5	12	75.0	1	6.3	12	75.0	1	6.3
\$20,000-\$21,999	4			2	50.0			2	50.0		
\$22,000-\$23,999	2										
\$24,000-\$25,999	10										
\$26,000-\$27,999	26										
\$30,000-\$31,999	4										
\$32,000-\$33,999	1										
AVERAGE SALARY	17,674	14,700		15,240		14,564		15,336		14,631	
TOTAL OTHER PAY SYSTEMS	36	19	52.8	12	33.3	7	19.4	8	22.2	5	13.9
THRU \$ 7,999	16	9	56.3	11	68.8	7	43.8	7	43.8	5	31.3
\$10,000-\$11,999	5	5	100.0								
\$12,000-\$13,999	3	2	66.7								
\$14,000-\$15,999	1	1	100.0								
\$16,000-\$17,999	1										
\$20,000-\$21,999	1	1	100.0								
\$22,000-\$23,999	1										
\$26,000-\$27,999	1	1	100.0								
\$36,000-\$37,999	1										
\$42,000 AND OVER	6			1	16.7			1	16.7		
AVERAGE SALARY	15,583	9,521		7,975		4,800		9,563		4,800	

GENERAL SERVICES ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
0												7	87.5			NONSUPERV (PROD FAC) WD- 8 AVERAGE GRADE (RD)
1	100.0	1	100.0					8	3.6	3	1.3	7	87.5			
3	4.0							3	6.1	1	2.0	8.00				OTHER WAGE SYSTEMS
1								4	5.3	2	2.7	13	26.5	5	10.2	
								1	2.9			27	36.0	11	14.7	\$12,000-\$13,999
												13	37.1	3	8.6	\$14,000-\$15,999
												4	25.0	1	6.3	\$16,000-\$17,999
												2	50.0			\$18,000-\$19,999
												2	100.0			\$20,000-\$21,999
												10	100.0			\$22,000-\$23,999
												26	100.0			\$24,000-\$25,999
												4	100.0			\$26,000-\$27,999
												1	100.0			\$30,000-\$31,999
13,925		11,000						14,600		14,600		20,562		15,080		\$32,000-\$33,999
3	8.3	2	5.6					1	2.8			24	66.7	12	33.3	AVERAGE SALARY
3	18.8	2	12.5					1	6.3			5	31.3	2	12.5	TOTAL OTHER PAY SYSTEMS
												5	100.0	5	100.0	THRU \$ 7,999
												3	100.0	2	66.7	\$10,000-\$11,999
												1	100.0	1	100.0	\$12,000-\$13,999
												1	100.0			\$14,000-\$15,999
												1	100.0	1	100.0	\$16,000-\$17,999
												1	100.0			\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												1	100.0	1	100.0	\$26,000-\$27,999
												1	100.0			\$36,000-\$37,999
4,800		4,800						4,800				5	83.3	12,275		\$42,000 AND OVER
												19,388				AVERAGE SALARY

HARRY S TRUMAN SCHOLARSHIP FOUNDATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3	1	33.3								
TOTAL GEN SCHED & EQUIV	2	1	50.0								
GS-9	1	1	100.0								
GS-15	1										
AVERAGE GRADE	12.00	9.00									
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

HARRY S TRUMAN SCHOLARSHIP FOUNDATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICANS				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												3	100.0	1	33.3	TOTAL ALL PAY SYSTEMS
												2	100.0	1	50.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 9
												1	100.0			GS-15
												12.00		9.00		AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

TABLE 1-077

Minority Group Study of Full-Time Employment: November 30, 1977

INDIAN CLAIMS COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	35	16	45.7	7	20.0	5	14.3	2	5.7	1	2.9
TOTAL GEN SCHED & EQUIV	35	16	45.7	7	20.0	5	14.3	2	5.7	1	2.9
GS-7	3	2	66.7	1	33.3						
GS-9	2	2	100.0								
GS-10	6	5	83.3	1	16.7	1	16.7				
GS-11	4	4	100.0	3	75.0	3	75.0				
GS-12	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-13	2										
GS-14	4			1	25.0			1	25.0		
GS-15	11	1	9.1								
GS-16	1										
AVERAGE GRADE	12.29	10.31		10.86		11.00		13.00		12.00	

INDIAN CLAIMS COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	2.9	1	2.9	4	11.4	3	8.6					28	80.0	11	31.4	TOTAL ALL PAY SYSTEMS
1	2.9	1	2.9	4	11.4	3	8.6					28	80.0	11	31.4	TOTAL GEN SCHED & EQUIV
				1	33.3							2	66.7	2	66.7	GS- 7
				1	16.7	1	16.7					2	100.0	2	100.0	GS- 9
1	25.0	1	25.0	2	50.0	2	50.0					5	83.3	4	66.7	GS-10
												1	25.0	1	25.0	GS-11
												1	50.0	1	50.0	GS-12
												2	100.0			GS-13
												3	75.0			GS-14
												11	100.0	1	9.1	GS-15
												1	100.0			GS-16
11.00		11.00		9.75		10.67						12.84		10.00		AVERAGE GRADE

INFORMATION AGENCY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,931	1,337	34.0	848	21.6	464	11.8	661	16.8	416	10.6
TOTAL GEN SCHED & EQUIV	3,690	1,325	35.9	794	21.5	457	12.4	612	16.6	409	11.1
GS- 1	5	1	20.0	3	60.0	1	20.0	3	60.0	1	20.0
GS- 2	23	20	87.0	13	56.5	12	52.2	13	56.5	12	52.2
GS- 3	36	26	72.2	21	58.3	14	38.9	20	55.6	13	36.1
GS- 4	91	69	75.8	55	60.4	39	42.9	51	56.0	35	38.5
GS- 5	180	134	74.4	85	47.2	62	34.4	81	45.0	58	32.2
GS- 6	175	137	78.3	103	58.9	79	45.1	101	57.7	77	44.0
GS- 7	216	171	79.2	98	45.4	83	38.4	93	43.1	80	37.0
GS- 8	72	66	91.7	30	41.7	25	34.7	29	40.3	24	33.3
GS- 9	255	178	69.8	74	29.0	55	21.6	63	24.7	47	18.4
GS-10	80	6	7.5	6	7.5	1	1.3	4	5.0	1	1.3
GS-11	410	179	43.7	95	23.2	43	10.5	64	15.6	38	9.3
GS-12	601	162	27.0	97	16.1	26	4.3	32	5.3	14	2.3
GS-13	641	125	19.7	63	9.8	12	1.9	25	3.9	7	1.1
GS-14	603	39	6.5	35	5.8	3	.5	23	3.8	2	.3
GS-15	23	2	8.7								
GS-16	216	6	2.8	12	5.6			8	3.7		
GS-17	62	3	4.8	4	6.5	2	3.2	2	3.2		
GS-18	1										
AVERAGE GRADE	11.12	8.72		8.55		7.24		7.67		6.96	
TOTAL WAGE SYSTEMS	238	12	5.0	54	22.7	7	2.9	49	20.6	7	2.9
REGULAR NONSUPERVISORY	60	2	3.3	31	51.7	2	3.3	29	48.3	2	3.3
WG- 2	1			1	100.0			1	100.0		
WG- 3	5	1	20.0	4	80.0	1	20.0	4	80.0	1	20.0
WG- 4	6			3	50.0			3	50.0		
WG- 5	10	1	10.0	8	80.0	1	10.0	6	60.0	1	10.0
WG- 6	16			10	62.5			10	62.5		
WG- 7	7			2	28.6			2	28.6		
WG- 8	6			2	33.3			2	33.3		
WG- 9	2			1	50.0			1	50.0		
WG-11	4										
WG-14	3										
AVERAGE GRADE (WG)	6.47	4.00		5.32		4.00		5.34		4.00	
REGULAR LEADER	5			2	40.0			2	40.0		
WL- 4	1										
WL- 5	1			1	100.0			1	100.0		
WL-10	2			1	50.0			1	50.0		
WL-11	1										
AVERAGE GRADE (WL)	8.20			8.00				8.00			
REGULAR SUPERVISORY	7			2	28.6			2	28.6		
WS- 5	5			2	40.0			2	40.0		
WS- 8	1										
WS-10	1										
AVERAGE GRADE (WS)	6.14			5.00				5.00			
OTHER WAGE SYSTEMS	166	10	6.0	19	11.4	5	3.0	16	9.6	5	3.0
\$12,000-\$13,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$14,000-\$15,999	7	2	28.6	7	100.0	2	28.6	7	100.0	2	28.6
\$16,000-\$17,999	13	2	15.4	4	30.8	2	15.4	4	30.8	2	15.4
\$18,000-\$19,999	5			1	20.0			1	20.0		
\$20,000-\$21,999	9										
\$22,000-\$23,999	11			1	9.1			1	9.1		
\$24,000-\$25,999	107	5	4.7	5	4.7			2	1.9		
\$26,000-\$27,999	2										
\$28,000-\$29,999	11										
AVERAGE SALARY	23,933	20,450		18,821		15,400		17,569		15,400	
TOTAL OTHER PAY SYSTEMS	3										
\$36,000-\$37,999	3										
AVERAGE SALARY	36,600										

INFORMATION AGENCY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
88	2.2	27	.7	1				98	2.5	21	.5	3,083	78.4	873	22.2	TOTAL ALL PAY SYSTEMS	
84	2.3	27	.7					98	2.7	21	.6	2,896	78.5	868	23.5	TOTAL GEN SCHED & EQUIV	
												10	43.5	8	34.8	GS- 1	
												2	40.0			GS- 2	
												15	41.7	12	33.3	GS- 3	
1	2.8	1	2.8									36	39.6	30	33.0	GS- 4	
4	4.4	4	4.4									95	52.8	72	40.0	GS- 5	
4	2.2	4	2.2									72	41.1	58	33.1	GS- 6	
1	.6	1	.6					1	.6	1	.6	118	54.6	88	40.7	GS- 7	
3	1.4	1	.5					2	.9	2	.9	42	58.3	41	56.9	GS- 8	
1	1.4	1	1.4									181	71.0	123	48.2	GS- 9	
9	3.5	7	2.7					2	.8	1	.4	74	92.5	5	6.3	GS-10	
6	1.5							2	2.5			315	76.8	136	33.2	GS-11	
26	4.3	4	.7					25	6.1	5	1.2	504	83.9	136	22.6	GS-12	
20	3.1	3	.5					39	6.5	8	1.3	578	90.2	114	17.8	GS-13	
5	.8							18	2.8	2	.3	568	94.2	36	6.0	GS-14	
								7	1.2	1	.2	23	100.0	2	8.7	GS-15	
3	1.4							1	.5			204	94.4	6	2.8	GS-16	
1	1.6	1	1.6					1	1.6	1	1.6	58	93.5	1	1.6	GS-17	
												1	100.0			GS-18	
11.05		8.41						11.90		11.29		11.82		9.49		AVERAGE GRADE	
4	1.7			1	.4							184	77.3	5	2.1	TOTAL WAGE SYSTEMS	
2	3.3											29	48.3			REGULAR NONSUPERVISORY	
												1	20.0			WG- 2	
												3	50.0			WG- 3	
2	20.0											2	20.0			WG- 4	
												6	37.5			WG- 5	
												5	71.4			WG- 6	
												4	66.7			WG- 7	
												1	50.0			WG- 8	
												4	100.0			WG- 9	
												3	100.0			WG-11	
5.00												7.69				WG-14	
																AVERAGE GRADE (WG)	
												3	60.0			REGULAR LEADER	
												1	100.0			WL- 4	
																WL- 6	
												1	50.0			WL-10	
												1	100.0			WL-11	
												8.33				AVERAGE GRADE (WL)	
												5	71.4			REGULAR SUPERVISORY	
												3	60.0			WS- 5	
												1	100.0			WS- 8	
												1	100.0			WS-10	
												6.60				AVERAGE GRADE (WS)	
2	1.2			1	.6							147	88.6	5	3.0	OTHER WAGE SYSTEMS	
																\$12,000-\$13,999	
												9	69.2			\$14,000-\$15,999	
												4	80.0			\$16,000-\$17,999	
												9	100.0			\$18,000-\$19,999	
												10	90.9			\$20,000-\$21,999	
												102	95.3	5	4.7	\$22,000-\$23,999	
2	1.9			1	.9							2	100.0			\$24,000-\$25,999	
												11	100.0			\$26,000-\$27,999	
25,500				25,500								24,594		25,500			\$28,000-\$29,999
																	AVERAGE SALARY
												3	100.0			TOTAL OTHER PAY SYSTEMS	
												3	100.0			\$36,000-\$37,999	
												36,600				AVERAGE SALARY	

INTER-AMERICAN FOUNDATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	44	20	45.5	11	25.0	7	15.9	4	9.1	3	6.8
TOTAL GEN SCHED & EQUIV	44	20	45.5	11	25.0	7	15.9	4	9.1	3	6.8
GS- 3	2	2	100.0	1	50.0	1	50.0				
GS- 4	1	1	100.0	1	100.0	1	100.0				
GS- 5	3	3	100.0	1	33.3	1	33.3	1	33.3	1	33.3
GS- 6	1	1	100.0								
GS- 7	1			1	100.0			1	100.0		
GS- 9	3	5	100.0	2	40.0	2	40.0	1	20.0	1	20.0
GS-11	5	4	80.0	1	20.0	1	20.0				
GS-12	2	1	50.0	2	100.0	1	50.0	1	50.0	1	50.0
GS-13	6	1	16.7								
GS-14	10	2	20.0	1	10.0						
GS-15	7			1	14.3						
GS-16	1										
AVERAGE GRADE	11.39	8.65		9.18		7.57		8.25		8.67	

INTER-AMERICAN FOUNDATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
7	15.9	4	9.1									33	75.0	13	29.5	TOTAL ALL PAY SYSTEMS
7	15.9	4	9.1									33	75.0	13	29.5	TOTAL GEN SCHED & EQUIV
1	50.0	1	50.0									1	50.0	1	50.0	GS- 3
1	100.0	1	100.0													GS- 4
												2	66.7	2	66.7	GS- 5
												1	100.0	1	100.0	GS- 6
																GS- 7
1	20.0	1	20.0									3	60.0	3	60.0	GS- 9
1	20.0	1	20.0									4	80.0	3	60.0	GS-11
1	50.0															GS-12
1	10.0											6	100.0	1	16.7	GS-13
1	14.3											9	90.0	2	20.0	GS-14
												6	85.7			GS-15
												1	100.0			GS-16
9.71		6.75										12.12		9.23		AVERAGE GRADE

TABLE 1-080

Minority Group Study of Full-Time Employment: November 30, 1977

INTERNATIONAL TRADE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	318	126	39.6	61	19.2	40	12.6	57	17.9	39	12.3
TOTAL GEN SCHED & EQUIV	314	126	40.1	57	18.2	40	12.7	53	16.9	39	12.4
GS- 2	1	1	100.0								
GS- 3	6	5	83.3	6	100.0	5	83.3	6	100.0	5	83.3
GS- 4	13	10	76.9	5	38.5	4	30.8	5	38.5	4	30.8
GS- 5	23	18	69.6	8	34.8	5	21.7	7	30.4	5	21.7
GS- 6	27	23	85.2	15	55.6	13	48.1	15	55.6	13	48.1
GS- 7	30	22	73.3	9	30.0	8	26.7	7	23.3	7	23.3
GS- 8	11	9	81.8	3	27.3	2	18.2	3	27.3	2	18.2
GS- 9	21	15	71.4	2	9.5	2	9.5	2	9.5	2	9.5
GS-11	37	10	27.0	4	10.8	1	2.7	3	8.1	1	2.7
GS-12	33	8	24.2	3	9.1			3	9.1		
GS-13	44	6	13.6								
GS-14	43	1	2.3	1	2.3			1	2.3		
GS-15	20			1	5.0			1	5.0		
GS-16	2										
GS-17	3										
AVERAGE GRADE	10.18	7.41		6.70		5.88		6.64		5.85	
TOTAL WAGE SYSTEMS	4			4	100.0			4	100.0		
OTHER WAGE SYSTEMS	4			4	100.0			4	100.0		
\$14,000-\$15,999	1			1	100.0			1	100.0		
\$16,000-\$17,999	3			3	100.0			3	100.0		
AVERAGE SALARY	16,050			16,050				16,050			

INTERNATIONAL TRADE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	.6							2	.6	1	.3	257	80.8	86	27.0	TOTAL ALL PAY SYSTEMS
2	.6							2	.6	1	.3	257	81.8	86	27.4	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 2
												8	61.5	6	46.2	GS- 3
								1	4.3			15	65.2	11	47.8	GS- 4
												12	44.4	10	37.0	GS- 5
1	3.3							1	3.3	1	3.3	21	70.0	14	46.7	GS- 6
												8	72.7	7	63.6	GS- 7
												19	90.5	13	61.9	GS- 8
												33	89.2	9	24.3	GS- 9
1	2.7											30	90.9	8	24.2	GS-10
												44	100.0	6	13.6	GS-11
												42	97.7	1	2.3	GS-12
												19	95.0			GS-13
												2	100.0			GS-14
												3	100.0			GS-15
9.00								6.00		7.00		10.95		8.13		GS-16
																GS-17
																AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																OTHER WAGE SYSTEMS
																\$14,000-\$15,999
																\$16,000-\$17,999
																AVERAGE SALARY

TABLE 1-081

Minority Group Study of Full-Time Employment: November 30, 1977

INTERSTATE COMMERCE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,516	600	39.8	415	27.4	273	18.0	338	22.3	244	16.1
TOTAL GEN SCHED & EQUIV	1,487	594	39.9	391	26.3	267	18.0	315	21.2	238	16.0
GS- 1	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 2	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 3	26	22	84.6	22	84.6	20	76.9	22	84.6	20	76.9
GS- 4	92	64	69.6	64	69.6	42	45.7	60	65.2	40	43.5
GS- 5	214	190	88.8	102	47.7	89	41.6	88	41.1	75	35.0
GS- 6	118	105	89.0	68	57.6	59	50.0	63	53.4	54	45.8
GS- 7	85	67	78.8	37	43.5	29	34.1	32	37.6	25	29.4
GS- 8	31	27	87.1	9	29.0	7	22.6	6	19.4	5	16.1
GS- 9	76	36	47.4	12	15.8	6	7.9	9	11.8	6	7.9
GS-10	41	4	9.8	4	9.8	1	2.4	2	4.9	1	2.4
GS-11	134	33	24.6	14	10.4	5	3.7	10	7.5	5	3.7
GS-12	260	19	7.3	32	12.3	4	1.5	14	5.4	4	1.5
GS-13	140	13	9.3	9	6.4	1	.7	6	4.3	1	.7
GS-14	81	3	3.7	9	11.1	1	1.2	1	1.2		
GS-15	102	5	4.9	5	4.9	1	1.0				
GS-16	74	3	4.1	2	2.7						
GS-17	9	1	11.1								
GS-18	1										
AVERAGE GRADE	9.82	6.56		6.68		5.61		5.94		5.53	
TOTAL WAGE SYSTEMS	29	6	20.7	24	82.8	6	20.7	23	79.3	6	20.7
REGULAR NONSUPERVISORY	9	1	11.1	7	77.8	1	11.1	7	77.8	1	11.1
WG- 2	3			3	100.0			3	100.0		
WG- 5	1			1	100.0			1	100.0		
WG- 6	1			1	100.0			1	100.0		
WG- 7	1			1	100.0			1	100.0		
WG- 8	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
WG-10	1										
WG-11	1										
AVERAGE GRADE (WG)	5.89	8.00		4.57		8.00		4.57		8.00	
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	5.00			5.00				5.00			
OTHER WAGE SYSTEMS	19	5	26.3	16	84.2	5	26.3	15	78.9	5	26.3
\$12,000-\$13,999	2			2	100.0			2	100.0		
\$14,000-\$15,999	9	4	44.4	7	77.8	4	44.4	6	66.7	4	44.4
\$16,000-\$17,999	3	1	33.3	3	100.0	1	33.3	3	100.0	1	33.3
\$18,000-\$19,999	5			4	80.0			4	80.0		
AVERAGE SALARY	15,868	15,000		15,813		15,000		15,813		15,000	

INTERSTATE COMMERCE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
23	1.5	11	.7	11	.7	5	.3	43	2.8	13	.9	1,101	72.6	327	21.8	TOTAL ALL PAY SYSTEMS
22	1.5	11	.7	11	.7	5	.3	43	2.9	13	.9	1,096	73.7	327	22.0	TOTAL GEN SCHED & EQUIV
												1	50.0			GS- 1
												4	15.4	2	7.7	GS- 2
												28	30.4	22	23.9	GS- 3
2	2.2	2	2.2					2	2.2			112	52.3	101	47.2	GS- 4
5	2.3	5	2.3	4	1.9	4	1.9	5	2.3	5	2.3	50	42.4	46	39.0	GS- 5
1	.8	1	.8	1	.8	1	.8	3	2.5	3	2.5	48	56.5	38	44.7	GS- 6
2	2.4	1	1.2					3	7.5	3	3.5	22	71.0	20	64.5	GS- 7
1	3.2	1	3.2					2	6.5	1	3.2	64	84.2	30	39.5	GS- 8
2	2.6							1	1.3			37	90.2	3	7.3	GS- 9
1	2.4							1	2.4			120	89.6	28	20.9	GS-10
				1	.7			3	2.2			228	87.7	15	5.8	GS-11
5	1.9			3	1.2			10	3.8			131	93.6	12	8.6	GS-12
				1	.7			2	1.4			72	88.9	2	2.5	GS-13
				1	1.2			7	8.6	1	1.2	97	95.1	4	3.9	GS-14
1	1.0	1	1.0					4	3.9			72	97.3	3	4.1	GS-15
2	2.7											9	100.0	1	11.1	GS-16
												1	100.0			GS-17
												10.94		7.33		GS-18
8.91		6.27		9.09		5.20		10.33		6.62						AVERAGE GRADE
1	3.4											5	17.2			TOTAL WAGE SYSTEMS
												2	22.2			REGULAR NONSUPERVISORY
																WG- 2
																WG- 5
																WG- 6
																WG- 7
																WG- 8
												1	100.0			WG-10
												1	100.0			WG-11
												10.50				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 5
																AVERAGE GRADE (WL)
1	5.3											3	15.8			OTHER WAGE SYSTEMS
1	11.1											2	22.2			\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																\$18,000-\$19,999
15,800												1	20.0			AVERAGE SALARY
												16,167				

JAPAN-US FRIENDSHIP COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3	1	33.3								
TOTAL GEN SCHED & EQUIV	2	1	50.0								
GS- 9	1	1	100.0								
GS-12	1										
AVERAGE GRADE	10.50	9.00									
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

JAPAN-US FRIENDSHIP COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												3	100.0	1	33.3	TOTAL ALL PAY SYSTEMS
												2	100.0	1	50.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 9
												1	100.0			GS-12
												10.50		9.00		AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

JOINT FEDERAL STATE LAND USE PLANNING COMMISSION-ALASKA

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	16	9	60.0	4	26.7	2	13.3				
TOTAL GEN SCHED & EQUIV	2	2	100.0	1	50.0	1	50.0				
GS- 5	1	1	100.0								
GS- 7	1	1	100.0	1	100.0	1	100.0				
AVERAGE GRADE	6.00	6.00		7.00		7.00					
TOTAL OTHER PAY SYSTEMS	14	7	53.8	3	23.1	1	7.7				
THRU \$ 7,999	3	3	100.0								
\$ 8,000-\$ 9,999	2	1	50.0								
\$12,000-\$13,999	1	1	100.0	1	100.0	1	100.0				
\$16,000-\$19,999	4	1	33.3	2	66.7						
\$22,000-\$23,999	1										
\$28,000-\$29,999	2	1	50.0								
\$32,000-\$33,999	1										
AVERAGE SALARY	17,415	13,214		16,000		12,300					

JOINT FEDERAL STATE LAND USE PLANNING COMMISSION-ALASKA

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
				3	20.0	2	13.3					12	80.0	7	46.7	TOTAL ALL PAY SYSTEMS
				1	50.0	1	50.0					1	50.0	1	50.0	TOTAL GEN SCHED & EQUIV
				1	100.0	1	100.0					1	100.0	1	100.0	GS- 5
				7.00		7.00						5.00		5.00		GS- 7
				2	15.4	1	7.7					11	84.6	6	45.2	TOTAL OTHER PAY SYSTEMS
				1	100.0	1	100.0					3	100.0	3	100.0	THRU \$ 7,999
				1	33.3							2	100.0	1	50.0	\$ 8,000-\$ 9,999
												1	100.0			\$12,000-\$13,999
												2	66.7	1	33.3	\$18,000-\$19,999
												1	100.0			\$22,000-\$23,999
												2	100.0	1	50.0	\$28,000-\$29,999
												1	100.0			\$32,000-\$33,999
				12,300		12,300						17,673		13,367		AVERAGE SALARY

MARINE MAMMAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9	5	55.6								
TOTAL GEN SCHED & EQUIV	8	5	62.5								
GS- 5	2	1	50.0								
GS- 6	1	1	100.0								
GS- 9	1	1	100.0								
GS-11	2	2	100.0								
GS-15	2										
AVERAGE GRADE	9.63	8.40									
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

MARINE MAMMAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												9	100.0	5	55.6	TOTAL ALL PAY SYSTEMS
												8	100.0	5	62.5	TOTAL GEN SCHED & EQUIV
												2	100.0	1	50.0	GS- 5
												1	100.0	1	100.0	GS- 6
												1	100.0	1	100.0	GS- 9
												2	100.0	2	100.0	GS-11
												2	100.0			GS-15
												9.63		8.40		AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

TABLE 1-085

Minority Group Study of Full-Time Employment: November 30, 1977

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23,996	4,543	18.9	2,035	8.5	755	3.1	1,338	5.6	603	2.5
TOTAL GEN SCHED & EQUIV	22,116	4,514	20.4	1,818	8.2	745	3.4	1,181	5.3	594	2.7
GS- 1	32	20	62.5	18	56.3	15	46.9	16	50.0	13	40.6
GS- 2	152	135	88.8	71	46.7	63	41.4	62	40.8	57	37.5
GS- 3	506	379	74.9	169	33.4	130	25.7	138	27.3	110	21.7
GS- 4	796	591	74.2	175	22.0	122	15.3	140	17.6	100	12.6
GS- 5	1,266	1,074	84.8	174	13.7	124	9.8	122	9.6	82	6.5
GS- 6	721	602	83.5	90	12.5	52	7.2	79	11.0	42	5.8
GS- 7	974	543	55.7	190	19.5	88	9.0	131	13.4	71	7.3
GS- 8	319	127	39.8	41	12.9	27	8.5	35	11.0	24	7.5
GS- 9	1,493	344	23.0	175	11.7	47	3.1	102	6.8	32	2.1
GS-10	399	17	4.3	10	2.5	1	.3	5	1.3	1	.3
GS-11	2,040	283	13.9	159	7.8	37	1.8	95	4.7	26	1.3
GS-12	3,191	220	6.9	186	5.8	26	.8	113	3.5	25	.8
GS-13	5,415	134	2.5	222	4.1	9	.2	89	1.6	8	.1
GS-14	3,011	34	1.1	106	3.5	4	.1	41	1.4	3	.1
GS-15	1,746	11	.6	32	1.8			13	.7		
GS-16	55										
AVERAGE GRADE	10.98	6.42		8.22		5.51		7.36		5.45	
TOTAL WAGE SYSTEMS	1,489	23	1.5	205	13.8	9	.6	149	10.0	8	.5
REGULAR NONSUPERVISORY	1,203	21	1.7	174	14.5	7	.6	127	10.6	6	.5
WG- 1	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
WG- 2	6	1	16.7	3	50.0	1	16.7	3	50.0	1	16.7
WG- 3	13	1	7.7	9	69.2	1	7.7	7	53.8	1	7.7
WG- 4	9	5	55.6	5	55.6	2	22.2	4	44.4	2	22.2
WG- 5	33	1	3.0	19	57.6			12	36.4		
WG- 6	13	3	23.1	2	15.4			2	15.4		
WG- 7	21	3	14.3	12	57.1	2	9.5	11	52.4	1	4.8
WG- 8	27	1	3.7	11	40.7			9	33.3		
WG- 9	49	2	4.1	14	28.6			12	24.5		
WG-10	133	1	.8	29	21.8			24	18.0		
WG-11	211	1	.5	32	15.2			23	10.9		
WG-12	337			22	6.5			13	3.9		
WG-13	251			8	3.2			6	2.4		
WG-14	84			6	7.1						
WG-15	14			1	7.1						
AVERAGE GRADE (WG)	11.21	5.62		9.01		4.00		8.66		3.50	
REGULAR LEADER	83			7	8.4			6	7.2		
WL- 3	1										
WL- 9	8			3	37.5			3	37.5		
WL-10	16			1	6.3			1	6.3		
WL-11	15			2	13.3			1	6.7		
WL-12	25			1	4.0			1	4.0		
WL-13	11										
WL-14	7										
AVERAGE GRADE (WL)	11.34			10.14				10.00			
REGULAR SUPERVISORY	145			8	5.5			4	2.8		
WS- 5	1										
WS- 7	3			1	33.3			1	33.3		
WS- 8	1										
WS- 9	6			1	16.7						
WS-10	12										
WS-11	17			1	5.9			1	5.9		
WS-12	66			3	4.5			2	3.0		
WS-13	7			1	14.3						
WS-14	23			1	4.3						
WS-15	9										
AVERAGE GRADE (WS)	11.97			11.25				10.50			
NONSUPERV (PROD FAC)	17										
WD- 4	2										
WD- 5	9										
WD- 8	6										
AVERAGE GRADE (WD)	5.94										

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
400	1.7	85	.4	47	.2	18	.1	250	1.0	49	.2	21,961	91.5	3,788	15.8	TOTAL ALL PAY SYSTEMS
353	1.6	85	.4	47	.2	18	.1	237	1.1	48	.2	20,298	91.8	3,769	17.0	TOTAL GEN SCHED & EQUIV
2	6.3	2	6.3									14	43.8	5	15.6	GS- 1
9	5.9	6	3.9									81	53.3	72	47.4	GS- 2
24	4.7	15	3.0	2	.4	1	.2	5	1.0	4	.8	337	66.6	249	49.2	GS- 3
23	2.9	14	1.8	3	.4	2	.3	9	1.1	6	.8	621	78.0	469	58.9	GS- 4
29	2.3	22	1.7	7	.6	7	.6	16	1.3	13	1.0	1,092	86.3	950	75.0	GS- 5
8	1.1	7	1.0					3	.4	3	.4	631	87.5	550	76.3	GS- 6
44	4.5	8	.8	4	.4	3	.3	11	1.1	6	.6	784	80.5	455	46.7	GS- 7
2	.6	1	.3	1	.3			3	.9	2	.6	278	87.1	100	31.3	GS- 8
33	2.2	5	.3	6	.4	4	.3	34	2.3	6	.4	1,318	88.3	297	19.9	GS- 9
								5	1.3			389	97.5	16	4.0	GS-10
35	1.7	4	.2	5	.2	1		24	1.2	6	.3	1,881	92.2	246	12.1	GS-11
42	1.3	1		5	.2			26	.8			3,005	94.2	194	6.1	GS-12
63	1.2			10	.2			60	1.1	1		5,193	95.9	125	2.3	GS-13
31	1.0			3	.1			31	1.0	1		2,905	96.5	30	1.0	GS-14
8	.5			1	.1			10	.6			1,714	98.2	11	.6	GS-15
												55	100.0			GS-16
9.24		5.08		9.47		6.33		10.74		6.75		11.23		6.60		AVERAGE GRADE
44	3.0							12	.8	1	.1	1,284	86.2	14	.9	TOTAL WAGE SYSTEMS
37	3.1							10	.8	1	.1	1,029	85.5	14	1.2	REGULAR NONSUPERVISORY
												1	50.0	1	50.0	WG- 1
												3	50.0			WG- 2
												4	30.8			WG- 3
1	11.1							2	15.4			4	44.4	3	33.3	WG- 4
5	15.2							2	6.1			14	42.4	1	3.0	WG- 5
												11	84.6	3	23.1	WG- 6
								1	4.8	1	4.8	9	42.9	1	4.8	WG- 7
2	7.4											16	59.3	1	3.7	WG- 8
2	4.1											35	71.4	2	4.1	WG- 9
4	3.0							1	.8			104	78.2	1	.8	WG-10
9	4.3											179	84.8	1	.5	WG-11
6	1.8							3	.9			315	93.5			WG-12
1	.4							1	.4			243	96.8			WG-13
6	7.1											78	92.9			WG-14
1	7.1											13	92.9			WG-15
10.43								8.20		7.00		11.58		6.43		AVERAGE GRADE (WG)
								1	1.2			76	91.6			REGULAR LEADER
												1	100.0			WL- 3
												5	62.5			WL- 9
												15	93.8			WL-10
								1	6.7			13	86.7			WL-11
												24	95.0			WL-12
												11	100.0			WL-13
												7	100.0			WL-14
								11.00				11.45				AVERAGE GRADE (WL)
3	2.1							1	.7			137	94.5			REGULAR SUPERVISORY
												1	100.0			WS- 5
												2	66.7			WS- 7
												1	100.0			WS- 8
												5	83.3			WS- 9
								1	16.7			12	100.0			WS-10
												16	94.1			WS-11
1	1.5											63	95.5			WS-12
1	14.3											6	85.7			WS-13
1	4.3											22	95.7			WS-14
												9	100.0			WS-15
13.00								9.00				12.01				AVERAGE GRADE (WS)
												17	100.0			NONSUPERV (PROD FAC)
												2	100.0			WD- 4
												9	100.0			WD- 5
												6	100.0			WD- 8
												5.94				AVERAGE GRADE (WD)

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	41	2	4.9	16	39.0	2	4.9	12	29.3	2	4.9
\$ 8,000-\$ 9,999	1			1	100.0			1	100.0		
\$10,000-\$11,999	20			6	30.0			5	25.0		
\$12,000-\$13,999	11	2	18.2	7	63.6	2	18.2	5	45.5	2	18.2
\$14,000-\$15,999	9			2	22.2			1	11.1		
AVERAGE SALARY	12,707	12,700		12,513		12,700		12,192		12,700	
TOTAL OTHER PAY SYSTEMS	391	6	1.5	12	3.1	1	.3	8	2.0	1	.3
THRU \$ 7,999	1										
\$24,000-\$25,999	1										
\$34,000-\$35,999	2			1	50.0			1	50.0		
\$36,000-\$37,999	4			1	25.0			1	25.0		
\$38,000-\$39,999	2										
\$40,000-\$41,999	9	1	11.1	1	11.1						
\$42,000 AND OVER	372	5	1.3	9	2.4	1	.3	6	1.6	1	.3
AVERAGE SALARY	46,442	44,700		44,025		47,500		43,438		47,500	

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4	9.8											25	61.0			OTHER WAGE SYSTEMS \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 AVERAGE SALARY
1	5.0											14	70.0			
2	18.2											4	36.4			
1	11.1											7	77.8			
13,475												12,832				
2	.8							1	.3			379	96.9	5	1.3	
												1	100.0			
												1	100.0			
												1	50.0			
												3	75.0			
												2	100.0			
								1	11.1			8	88.9	1	11.1	
3	.8											363	97.6	4	1.1	
46,467								41,400				46,519		44,140		

NATIONAL CAPITAL PLANNING COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	54	21	38.9	13	24.1	9	16.7	11	20.4	8	14.8
TOTAL GEN SCHED & EQUIV	54	21	38.9	13	24.1	9	16.7	11	20.4	8	14.8
GS- 4	3	3	100.0	1	33.3	1	33.3				
GS- 5	4	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0
GS- 6	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
GS- 7	5	5	100.0	4	80.0	4	80.0	4	80.0	4	80.0
GS- 8	1										
GS- 9	3	2	66.7								
GS-11	7	1	14.3	2	28.6			1	14.3		
GS-12	3	1	33.3	2	66.7	1	33.3	2	66.7	1	33.3
GS-13	8	2	25.0	1	12.5			1	12.5		
GS-14	4										
GS-15	10										
GS-16	2										
GS-18	1										
AVERAGE GRADE	10.98	7.24		8.31		6.78		8.45		7.13	

NATIONAL CAPITAL PLANNING COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								2	3.7	1	1.9	41	75.9	12	22.2	TOTAL ALL PAY SYSTEMS
								2	3.7	1	1.9	41	75.9	12	22.2	TOTAL GEN SCHED & EQUIV
								1	33.3	1	33.3	2	66.7	2	66.7	GS- 4
												3	75.0	3	75.0	GS- 5
												1	33.3	1	33.3	GS- 6
												1	20.0	1	20.0	GS- 7
												1	100.0			GS- 8
												3	100.0	2	66.7	GS- 9
								1	14.3			5	71.4	1	14.3	GS-11
												1	33.3			GS-12
												7	87.5	2	25.0	GS-13
												4	100.0			GS-14
												10	100.0			GS-15
												2	100.0			GS-16
												1	100.0			GS-18
								7.50		4.00		11.83		7.58		AVERAGE GRADE

NATIONAL CENTER FOR PRODUCTIVITY & QUALITY OF WORKING LIFE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	27	13	48.1	5	18.5	5	18.5	5	18.5	5	18.5
TOTAL GEN SCHED & EQUIV	25	13	52.0	5	20.0	5	20.0	5	20.0	5	20.0
GS- 4	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 6	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 7	6	5	83.3	1	16.7	1	16.7	1	16.7	1	16.7
GS- 8	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-12	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-13	2	1	50.0								
GS-14	1										
GS-15	9	1	11.1								
AVERAGE GRADE	10.84	8.69		7.40		7.40		7.40		7.40	
TOTAL OTHER PAY SYSTEMS	2										
\$42,000 AND OVER	2										
AVERAGE SALARY	45,450										

NATIONAL CENTER FOR PRODUCTIVITY & QUALITY OF WORKING LIFE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												22	81.5	8	29.6	TOTAL ALL PAY SYSTEMS
												20	80.0	8	32.0	TOTAL GEN SCHED & EQUIV
												1	50.0			GS- 4
												5	83.3	4	66.7	GS- 6
												1	50.0	1	50.0	GS- 7
												1	50.0	1	50.0	GS- 8
												2	100.0	1	50.0	GS-12
												1	100.0			GS-13
												9	100.0	1	11.1	GS-14
												11.70		9.50		GS-15
																AVERAGE GRADE
												2	100.0			TOTAL OTHER PAY SYSTEMS
												2	100.0			\$42,000 AND OVER
												45,450				AVERAGE SALARY

NATIONAL COMMISSION FOR MANPOWER POLICY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4	3	75.0	2	50.0	2	50.0	2	50.0	2	50.0
TOTAL GEN SCHED & EQUIV	4	3	75.0	2	50.0	2	50.0	2	50.0	2	50.0
GS- 3	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-13	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS-14	1										
GS-18	1	1	100.0								
AVERAGE GRADE	12.00	11.33		8.00		8.00		8.00		8.00	

NATIONAL COMMISSION FOR MANPOWER POLICY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
																TOTAL ALL PAY SYSTEMS	
													2	50.0	1	25.0	TOTAL GEN SCHED & EQUIV
													2	50.0	1	25.0	GS-3
													1	100.0			GS-13
													1	100.0	1	100.0	GS-14
													16.00		18.00		GS-18
																	AVERAGE GRADE

NATIONAL COMMISSION ON ELECTRONIC FUND TRANSFER

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7	6	85.7	1	14.3	1	14.3	1	14.3	1	14.3
TOTAL OTHER PAY SYSTEMS	7	6	85.7	1	14.3	1	14.3	1	14.3	1	14.3
\$12,000-\$13,999	2	2	100.0								
\$14,000-\$15,999	1	1	100.0								
\$16,000-\$17,999	1	1	100.0								
\$20,000-\$21,999	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
\$24,000-\$25,999	1										
\$42,000 AND OVER	1	1	100.0								
AVERAGE SALARY	20,843	20,300		21,900		21,900		21,900		21,900	

NATIONAL COMMISSION ON ELECTRONIC FUND TRANSFER

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												6	85.7	5	71.4	TOTAL ALL PAY SYSTEMS
												6	85.7	5	71.4	TOTAL OTHER PAY SYSTEMS
												2	100.0	2	100.0	\$12,000-\$13,999
												1	100.0	1	100.0	\$14,000-\$15,999
												1	100.0	1	100.0	\$16,000-\$17,999
												1	100.0			\$20,000-\$21,999
												1	100.0			\$24,000-\$25,999
												1	100.0	1	100.0	\$42,000 AND OVER
												20,667		19,980		AVERAGE SALARY

NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8	4	50.0								
TOTAL GEN SCHED & EQUIV	5	3	60.0								
GS-11	1	1	100.0								
GS-12	1	1	100.0								
GS-14	1	1	100.0								
GS-15	1										
GS-16	1										
AVERAGE GRADE	13.60	12.33									
TOTAL OTHER PAY SYSTEMS	3	1	33.3								
\$12,000-\$13,999	1										
\$20,000-\$21,999	1										
\$24,000-\$25,999	1	1	100.0								
AVERAGE SALARY	19,867	25,500									

NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												8	100.0	4	50.0	TOTAL ALL PAY SYSTEMS
												5	100.0	3	60.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS-11
												1	100.0	1	100.0	GS-12
												1	100.0	1	100.0	GS-14
												1	100.0			GS-15
												1	100.0			GS-16
												13.60		12.33		AVERAGE GRADE
												3	100.0	1	33.3	TOTAL OTHER PAY SYSTEMS
												1	100.0			\$12,000-\$13,999
												1	100.0			\$20,000-\$21,999
												1	100.0			\$24,000-\$25,999
												19,867		25,500		AVERAGE SALARY

TABLE 1-091

Minority Group Study of Full-Time Employment: November 30, 1977

NATIONAL CREDIT UNION ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	563	144	25.6	71	12.6	41	7.3	56	9.9	36	6.4
TOTAL GEN SCHED & EQUIV	563	144	25.6	71	12.6	41	7.3	56	9.9	36	6.4
GS- 3	8	6	75.0	2	25.0	2	25.0	2	25.0	2	25.0
GS- 4	33	29	87.9	11	33.3	10	30.3	7	21.2	7	21.2
GS- 5	28	24	85.7	11	39.3	9	32.1	9	32.1	7	25.0
GS- 6	28	22	78.6	13	46.4	9	32.1	13	46.4	9	32.1
GS- 7	49	23	46.9	9	18.4	6	12.2	9	18.4	6	12.2
GS- 8	10	10	100.0	3	30.0	3	30.0	3	30.0	3	30.0
GS- 9	32	13	40.6	3	9.4	2	6.3	3	9.4	2	6.3
GS-10	2										
GS-11	168	7	4.2	11	6.5			6	3.6		
GS-12	100	4	4.0	5	5.0			3	3.0		
GS-13	61	2	3.3	2	3.3			1	1.6		
GS-14	25	2	8.0								
GS-15	12	1	8.3								
GS-16	6			1	16.7						
GS-17	1	1	100.0								
AVERAGE GRADE	10.09	6.63		7.32		5.59		6.89		5.75	

NATIONAL CREDIT UNION ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
10	1.8	3	.5	4	.7	1	.2	1	.2	1	.2	492	87.4	103	18.3	TOTAL ALL PAY SYSTEMS
10	1.8	3	.5	4	.7	1	.2	1	.2	1	.2	492	87.4	103	18.3	TOTAL GEN SCHED & EQUIV
2	6.1	1	3.0	1	3.0	1	3.0	1	3.0	1	3.0	22	66.7	19	57.6	GS- 3
2	7.1	2	7.1									17	60.7	15	53.6	GS- 4
												15	53.6	13	45.4	GS- 5
												40	81.6	17	34.7	GS- 6
												7	70.0	7	70.0	GS- 7
												29	90.6	11	34.4	GS- 8
												2	100.0			GS- 9
4	2.4			1	.6							157	93.5	7	4.2	GS-10
1	1.0			1	1.0							95	95.0	4	4.0	GS-11
				1	1.6							59	96.7	2	3.3	GS-12
												25	100.0	2	8.0	GS-13
												12	100.0	1	8.3	GS-14
1	16.7											5	83.3			GS-15
												1	100.0	1	100.0	GS-16
9.00		4.67		10.00		4.00		4.00		4.00		10.49		7.05		AVERAGE GRADE

NATIONAL FOUNDATION ON ARTS AND HUMANITIES

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	397	245	61.7	82	20.7	64	16.1	73	18.4	57	14.4
TOTAL GEN SCHED & EQUIV	397	245	61.7	82	20.7	64	16.1	73	18.4	57	14.4
GS- 3	5	3	60.0	4	80.0	2	40.0	3	60.0	1	20.0
GS- 4	25	20	80.0	5	20.0	4	16.0	5	20.0	4	16.0
GS- 5	47	38	80.9	9	19.1	7	14.9	9	19.1	7	14.9
GS- 6	16	16	100.0	9	56.3	9	56.3	8	50.0	8	50.0
GS- 7	59	51	86.4	22	37.3	20	33.9	20	33.9	18	30.5
GS- 8	8	8	100.0	5	62.5	5	62.5	5	62.5	5	62.5
GS- 9	52	36	69.2	6	11.5	6	11.5	6	11.5	6	11.5
GS-10	2	2	100.0								
GS-11	40	24	60.0	7	17.5	7	17.5	6	15.0	6	15.0
GS-12	34	19	55.9	3	8.8	2	5.9	2	5.9	2	5.9
GS-13	36	11	30.6	3	8.3	1	2.8	2	5.6		
GS-14	30	10	33.3	5	16.7	1	3.3	4	13.3		
GS-15	35	7	20.0	4	11.4			3	8.6		
GS-16	5										
GS-17	1										
GS-18	2										
AVERAGE GRADE	9.58	8.24		8.06		7.39		7.85		7.23	

NATIONAL FOUNDATION ON ARTS AND HUMANITIES

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5	1.3	5	1.3	1	.3			3	.8	2	.5	315	79.3	181	45.6	TOTAL ALL PAY SYSTEMS
5	1.3	5	1.3	1	.3			3	.8	2	.5	315	79.3	181	45.6	TOTAL GEN SCHED & EQUIV
1	20.0	1	20.0									1	20.0	1	20.0	GS- 3
												20	80.0	16	64.0	GS- 4
												38	80.9	31	66.0	GS- 5
1	6.3	1	6.3									7	43.8	7	43.8	GS- 6
2	3.4	2	3.4									37	62.7	31	52.5	GS- 7
												3	37.5	3	37.5	GS- 8
												46	88.5	30	57.7	GS- 9
												2	100.0	2	100.0	GS-10
								1	2.5	1	2.5	33	82.5	17	42.5	GS-11
								1	2.9			31	91.2	17	50.0	GS-12
1	2.8	1	2.8									33	91.7	10	27.8	GS-13
								1	3.3	1	3.3	25	83.3	9	30.0	GS-14
				1	2.9							31	88.6	7	20.0	GS-15
												5	100.0			GS-16
												1	100.0			GS-17
												2	100.0			GS-18
7.20		7.20		15.00				12.33		12.50		9.98		8.55		AVERAGE GRADE

TABLE 1-093

Minority Group Study of Full-Time Employment: November 30, 1977

NATIONAL LABOR RELATIONS BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,445	1,183	48.4	585	23.9	402	16.4	485	19.8	342	14.0
TOTAL GEN SCHED & EQUIV	2,422	1,177	48.6	565	23.3	396	16.4	465	19.2	336	13.9
GS- 1	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 2	13	9	69.2	4	30.8	1	7.7	4	30.8	1	7.7
GS- 3	78	67	85.9	45	57.7	37	47.4	41	52.6	33	42.3
GS- 4	176	167	94.9	98	38.6	64	36.4	57	32.4	54	30.7
GS- 5	330	309	93.6	113	34.2	103	31.2	94	28.5	85	25.8
GS- 6	160	145	90.6	65	40.6	56	35.0	54	33.8	46	28.8
GS- 7	171	116	67.8	66	38.6	47	27.5	59	34.5	44	25.7
GS- 8	32	31	96.9	12	37.5	10	31.3	10	31.3	10	31.3
GS- 9	194	80	41.2	47	24.2	23	11.9	35	18.0	19	9.8
GS-10	18	18	100.0	5	27.8	5	27.8	4	22.2	4	22.2
GS-11	167	85	38.9	38	22.8	16	9.6	27	16.2	12	7.2
GS-12	180	64	35.6	40	22.2	14	7.8	29	16.1	12	6.7
GS-13	394	68	17.3	36	9.1	13	3.3	26	6.6	11	2.8
GS-14	265	19	7.2	14	5.3	3	1.1	13	4.9	3	1.1
GS-15	107	7	6.5	4	3.7	4	3.7	4	3.7	3	1.1
GS-16	126	10	7.9	6	4.8	1	.8	6	4.8	1	.8
GS-17	8			1	12.5			1	12.5		
GS-18	1										
AVERAGE GRADE	9.73	6.93		7.32		6.25		7.18		6.24	
TOTAL WAGE SYSTEMS	22	6	27.3	20	90.9	6	27.3	20	90.9	6	27.3
REGULAR NONSUPERVISORY	5			5	100.0			5	100.0		
WG- 1	1			1	100.0			1	100.0		
WG- 4	1			1	100.0			1	100.0		
WG- 5	3			3	100.0			3	100.0		
AVERAGE GRADE (WG)	4.00			4.00				4.00			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	5.00			5.00				5.00			
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 3	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	3.00			3.00				3.00			
OTHER WAGE SYSTEMS	15	6	40.0	13	86.7	6	40.0	13	66.7	6	40.0
\$ 8,000-\$ 9,999	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
\$10,000-\$11,999	4	3	75.0	4	100.0	3	75.0	4	100.0	3	75.0
\$12,000-\$13,999	6	2	33.3	4	66.7	2	33.3	4	66.7	2	33.3
\$14,000-\$15,999	2			2	100.0			2	100.0		
\$16,000-\$17,999	1			1	100.0			1	100.0		
AVERAGE SALARY	12,347	10,983		12,277		10,983		12,277		10,983	
TOTAL OTHER PAY SYSTEMS	1										
THRU \$ 7,999	1										
AVERAGE SALARY	4,800										

NATIONAL LABOR RELATIONS BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
66	2.7	35	1.4	5	.2	5	.2	29	1.2	20	.8	1,860	76.1	781	31.9	TOTAL ALL PAY SYSTEMS
66	2.7	35	1.4	5	.2	5	.2	29	1.2	20	.8	1,857	76.7	781	32.2	TOTAL GEN SCHED & EQUIV
												1	50.0	1	50.0	GS- 1
												9	69.2	8	61.5	GS- 2
4	5.1	4	5.1									33	42.3	30	38.5	GS- 3
7	4.0	6	3.4	2	1.1	2	1.1	2	1.1	2	1.1	108	61.4	103	58.5	GS- 4
9	2.7	9	2.7	2	.6	2	.6	8	2.4	7	2.1	217	65.8	206	62.4	GS- 5
7	4.4	6	3.8	1	.6	1	.6	3	1.9	3	1.9	95	59.4	89	55.6	GS- 6
6	3.5	2	1.2					1	.6	1	.6	105	61.4	69	40.4	GS- 7
								2	6.3	2	6.3	20	62.5	19	59.4	GS- 8
7	3.6	3	1.5					5	2.6	1	.5	147	75.8	57	29.4	GS- 9
								1	5.6	1	5.6	13	72.2	13	72.2	GS-10
8	4.8	3	1.8					3	1.8	1	.6	129	77.2	49	29.3	GS-11
8	4.4	1	.6					3	1.7	1	.6	140	77.8	50	27.8	GS-12
9	2.3	1	.3					1	.3	1	.3	358	90.9	55	14.0	GS-13
1	.4											251	94.7	16	6.0	GS-14
												103	96.3	7	6.5	GS-15
												120	95.2	9	7.1	GS-16
												7	87.5			GS-17
												1	100.0			GS-18
8.29		6.17		4.80		4.80		7.79		6.95		10.46		7.28		AVERAGE GRADE
												2	9.1			TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 1
																WG- 4
																WG- 5
																AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 5
																AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
																WS- 3
																AVERAGE GRADE (WS)
														2	13.3	OTHER WAGE SYSTEMS
																\$ 8,000-\$ 9,999
																\$10,000-\$11,999
																\$12,000-\$13,999
																\$14,000-\$15,999
																\$16,000-\$17,999
																AVERAGE SALARY
																TOTAL OTHER PAY SYSTEMS
																THRU \$ 7,999
																AVERAGE SALARY
														1	100.0	
														1	100.0	
														4,800		

NATIONAL MEDIATION BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	61	29	47.5	4	6.6	3	4.9	4	6.6	3	4.9
TOTAL GEN SCHED & EQUIV	61	29	47.5	4	6.6	3	4.9	4	6.6	3	4.9
GS- 4	2	1	50.0								
GS- 5	15	15	93.8	3	18.8	2	12.5	3	18.8	2	12.5
GS- 6	1	1	100.0								
GS- 7	4	3	75.0	1	25.0	1	25.0	1	25.0	1	25.0
GS- 8	3	3	100.0								
GS- 9	5	5	100.0								
GS-10	2										
GS-12	3	1	33.3								
GS-13	6										
GS-14	9										
GS-15	9										
GS-17	1										
AVERAGE GRADE	9.89	6.45		5.50		5.67		5.50		5.67	

NATIONAL MEDIATION BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												57	93.4	26	42.6	TOTAL ALL PAY SYSTEMS
												57	93.4	26	42.6	TOTAL GEN SCHED & EQUIV
												2	100.0	1	50.0	GS- 4
												13	81.3	13	81.3	GS- 5
												1	100.0	1	100.0	GS- 6
												3	75.0	2	50.0	GS- 7
												3	100.0	3	100.0	GS- 8
												5	100.0	5	100.0	GS- 9
												2	100.0			GS-10
												3	100.0	1	33.3	GS-12
												6	100.0			GS-13
												9	100.0			GS-14
												9	100.0			GS-15
												1	100.0			GS-17
												10.19		6.54		AVERAGE GRADE

TABLE 1-095

Minority Group Study of Full-Time Employment: November 30, 1977

NATIONAL SCIENCE FOUNDATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,211	625	51.6	273	22.5	206	17.0	253	20.9	199	16.4
TOTAL GEN SCHED & EQUIV	1,208	624	51.7	271	22.4	206	17.1	251	20.8	199	16.5
GS- 1	1	1	100.0								
GS- 2	4	4	100.0	2	50.0	2	50.0	2	50.0	2	50.0
GS- 3	11	9	81.8	6	54.5	5	45.5	6	54.5	5	45.5
GS- 4	46	38	82.6	20	43.5	15	32.6	20	43.5	15	32.6
GS- 5	119	104	87.4	45	37.8	38	31.9	44	37.0	37	31.1
GS- 6	137	130	94.9	63	46.0	61	44.5	63	46.0	61	44.5
GS- 7	110	101	91.8	39	35.5	35	31.8	38	34.5	34	30.9
GS- 8	45	44	97.8	20	44.4	19	42.2	20	44.4	19	42.2
GS- 9	78	57	73.1	19	24.4	11	14.1	18	23.1	11	14.1
GS-10	9	8	88.9								
GS-11	49	34	69.4	11	22.4	7	14.3	10	20.4	6	12.2
GS-12	41	21	51.2	6	14.6	4	9.8	5	12.2	3	7.3
GS-13	76	25	32.9	6	7.9	3	3.9	3	3.9	2	2.6
GS-14	139	29	20.9	14	10.1	3	2.2	11	7.9	2	1.4
GS-15	218	14	6.4	16	7.3	3	1.4	9	4.1	2	.9
GS-16	75	3	4.0	4	5.3			2	2.7		
GS-17	33	2	6.1								
GS-18	17										
AVERAGE GRADE	10.65	7.67		7.68		6.71		7.24		6.56	
TOTAL WAGE SYSTEMS	3	1	33.3	2	66.7			2	66.7		
REGULAR NONSUPERVISORY	2			2	100.0			2	100.0		
WG- 4	1			1	100.0			1	100.0		
WG- 5	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	4.50			4.50				4.50			
OTHER WAGE SYSTEMS	1	1	100.0								
\$10,000-\$11,999	1	1	100.0								
AVERAGE SALARY	11,900	11,900									

NATIONAL SCIENCE FOUNDATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
9	.7	4	.3	1	.1			10	.8	3	.2	938	77.5	419	34.6	TOTAL ALL PAY SYSTEMS
9	.7	4	.3	1	.1			10	.8	3	.2	937	77.6	418	34.6	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 1
												2	50.0	2	50.0	GS- 2
												5	45.5	4	36.4	GS- 3
												26	56.5	23	50.0	GS- 4
								1	.8	1	.8	74	62.2	66	55.5	GS- 5
												74	54.0	69	50.4	GS- 6
1	.9	1	.9									71	64.5	66	60.0	GS- 7
1	1.3											25	55.6	25	55.6	GS- 8
												59	75.6	46	59.0	GS- 9
												9	100.0	8	88.9	GS-10
1	2.0	1	2.0									38	77.6	27	55.1	GS-11
1	2.4	1	2.4									35	85.4	17	41.5	GS-12
1	1.3			1	1.3			1	1.3	1	1.3	70	92.1	22	28.9	GS-13
2	1.4							1	.7	1	.7	125	89.9	26	18.7	GS-14
2	.9	1	.5					5	2.3			202	92.7	11	5.0	GS-15
								2	2.7			71	94.7	3	4.0	GS-16
												33	100.0	2	6.1	GS-17
												17	100.0			GS-18
12.22		11.25		13.00				13.90		10.67		11.51		8.15		AVERAGE GRADE
												1	33.3	1	33.3	TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 4
																WG- 5
																AVERAGE GRADE (WG)
												1	100.0	1	100.0	OTHER WAGE SYSTEMS
												1	100.0	1	100.0	\$10,000-\$11,999
												11,900		11,900		AVERAGE SALARY

NATIONAL TRANSPORTATION POLICY STUDY COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	34	16	47.1	4	11.8	2	5.9	4	11.8	2	5.9
TOTAL OTHER PAY SYSTEMS	34	16	47.1	4	11.8	2	5.9	4	11.8	2	5.9
THRU \$ 7,999	1			1	100.0			1	100.0		
\$10,000-\$11,999	4	2	50.0	1	25.0	1	25.0	1	25.0	1	25.0
\$12,000-\$13,999	4	4	100.0								
\$14,000-\$15,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$16,000-\$17,999	2	2	100.0								
\$18,000-\$19,999	2	2	100.0								
\$20,000-\$21,999	3	2	66.7								
\$26,000-\$27,999	3			1	33.3			1	33.3		
\$28,000-\$29,999	1										
\$30,000-\$31,999	2	1	50.0								
\$34,000-\$35,999	2										
\$38,000-\$39,999	1										
\$42,000 AND OVER	7	1	14.3								
AVERAGE SALARY	25,712	18,463		15,350		13,300		15,350		13,300	

NATIONAL TRANSPORTATION POLICY STUDY COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												30	88.2	14	41.2	TOTAL ALL PAY SYSTEMS
												30	88.2	14	41.2	TOTAL OTHER PAY SYSTEMS
												3	75.0	1	25.0	THRU \$ 7,999
												4	100.0	4	100.0	\$10,000-\$11,999
												1	50.0	1	50.0	\$12,000-\$13,999
												2	100.0	2	100.0	\$14,000-\$15,999
												2	100.0	2	100.0	\$16,000-\$17,999
												2	100.0	2	100.0	\$18,000-\$19,999
												3	100.0	2	66.7	\$20,000-\$21,999
												2	66.7			\$22,000-\$23,999
												1	100.0			\$24,000-\$25,999
												2	100.0	1	50.0	\$26,000-\$27,999
												2	100.0			\$28,000-\$29,999
												1	100.0			\$30,000-\$31,999
												1	100.0			\$32,000-\$33,999
												7	100.0	1	14.3	\$34,000-\$35,999
												27,093		19,200		\$36,000-\$37,999
																\$38,000-\$39,999
																\$40,000-\$41,999
																\$42,000 AND OVER
																AVERAGE SALARY

NATIONAL TRANSPORTATION SAFETY BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	348	112	32.2	66	19.0	47	13.5	59	17.0	44	12.6
TOTAL GEN SCHED & EQUIV	347	112	32.3	66	19.0	47	13.5	59	17.0	44	12.7
GS- 1	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
GS- 2	2	2	100.0	2	100.0	2	100.0	2	100.0	2	100.0
GS- 3	4	4	100.0	2	50.0	2	50.0	2	50.0	2	50.0
GS- 4	7	5	71.4	3	42.9	2	28.6	3	42.9	2	28.6
GS- 5	33	31	93.9	15	45.5	13	39.4	14	42.4	12	36.4
GS- 6	33	32	97.0	17	51.5	16	48.5	16	48.5	16	48.5
GS- 7	16	7	43.8	6	37.5	4	25.0	5	31.3	3	18.8
GS- 8	9	9	100.0	3	33.3	3	33.3	3	33.3	3	33.3
GS- 9	9	6	66.7	1	11.1	1	11.1	1	11.1	1	11.1
GS-10	4	4	100.0								
GS-11	14	5	35.7	3	21.4	2	14.3	2	14.3	1	7.1
GS-12	24			3	12.5			2	8.3		
GS-13	89	2	2.2	4	4.5			4	4.5		
GS-14	55	1	1.8	4	7.3			2	3.6		
GS-15	33	1	3.0								
GS-16	7			1	14.3			1	14.3		
GS-17	5										
AVERAGE GRADE	10.88	6.35		7.11		5.62		6.78		5.48	
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,000										

NATIONAL TRANSPORTATION SAFETY BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5	1.4	2	.6					2	.6	1	.3	282	81.0	65	18.7	TOTAL ALL PAY SYSTEMS
5	1.4	2	.6					2	.6	1	.3	281	81.0	65	18.7	TOTAL GEN SCHED & EQUIV
												1	33.3	1	33.3	GS- 1
												2	50.0	2	50.0	GS- 2
												4	57.1	3	42.9	GS- 3
												18	54.5	18	54.5	GS- 4
1	3.0	1	3.0									16	48.5	16	48.5	GS- 5
1	3.0											10	62.5	3	18.8	GS- 6
								1	6.3	1	6.3	6	66.7	6	66.7	GS- 7
												8	88.9	5	55.6	GS- 8
												4	100.0	4	100.0	GS- 9
												11	78.6	3	21.4	GS-10
1	7.1	1	7.1									21	87.5			GS-11
1	4.2											85	95.5	2	2.2	GS-12
												51	92.7	1	1.8	GS-13
1	1.8							1	1.8			33	100.0	1	3.0	GS-14
												6	85.7			GS-15
												5	100.0			GS-16
9.60		8.00						10.50		7.00		11.77		6.88		GS-17
																AVERAGE GRADE
												1	100.0			TOTAL OTHER PAY SYSTEMS
												1	100.0			\$42,000 AND OVER
												47,000				AVERAGE SALARY

NEW ENGLAND REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5	3	60.0								
TOTAL GEN SCHED & EQUIV	5	3	60.0								
GS- 7	1	1	100.0								
GS- 9	1	1	100.0								
GS-13	1										
GS-14	1	1	100.0								
GS-17	1										
AVERAGE GRADE	12.00	10.00									

NEW ENGLAND REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												5	100.0	3	60.0	TOTAL ALL PAY SYSTEMS
												5	100.0	3	60.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 7
												1	100.0	1	100.0	GS- 9
												1	100.0			GS-13
												1	100.0	1	100.0	GS-14
												1	100.0			GS-17
												12.00		10.00		AVERAGE GRADE

NUCLEAR REGULATORY COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,651	828	31.2	343	12.9	186	7.0	261	9.8	170	6.4
TOTAL GEN SCHED & EQUIV	2,608	822	31.5	326	12.5	180	6.9	244	9.4	164	6.3
GS- 1	8	7	87.5	6	75.0	5	62.5	6	75.0	5	62.5
GS- 2	36	29	80.8	13	36.1	10	27.8	13	36.1	10	27.8
GS- 3	45	36	80.0	14	31.1	8	17.8	14	31.1	8	17.8
GS- 4	73	58	79.5	29	39.7	24	32.9	25	34.2	21	28.8
GS- 5	130	99	76.2	32	24.6	26	20.0	28	21.5	22	16.9
GS- 6	183	166	90.7	34	18.6	28	15.3	31	16.9	26	14.2
GS- 7	180	151	83.9	41	22.8	32	17.8	34	18.9	29	16.1
GS- 8	53	49	92.5	15	28.3	13	24.5	14	26.4	12	22.6
GS- 9	125	77	61.6	22	17.6	13	10.4	17	13.6	11	8.8
GS-10	8	6	75.0	1	12.5	1	12.5	1	12.5	1	12.5
GS-11	120	54	45.0	17	14.2	9	7.5	11	9.2	9	7.5
GS-12	173	47	27.2	16	9.2	7	4.0	13	7.5	6	3.5
GS-13	286	22	7.7	25	8.7	4	1.4	18	6.3	4	1.4
GS-14	551	14	2.5	42	7.6	11	2.0	4	.9		
GS-15	452	5	1.1	13	2.9	2	1.0	1	1.0	2	3.6
GS-16	105	2	1.9	2	1.9	1	100.0	1	100.0	1	100.0
GS-17	55			3	5.5			2	3.6		
GS-18	25			1	4.0			1	4.0		
AVERAGE GRADE	11.43	7.11		8.46		6.29		7.40		6.28	
TOTAL WAGE SYSTEMS	26			8	30.8			8	30.8		
REGULAR LEADER	1										
WL- 6	1										
AVERAGE GRADE (WL)	6.00										
OTHER WAGE SYSTEMS	25			8	32.0			8	32.0		
\$ 8,000-\$ 9,999	6			1	16.7			1	16.7		
\$10,000-\$11,999	4			2	50.0			2	50.0		
\$12,000-\$13,999	5										
\$14,000-\$15,999	4										
\$16,000-\$17,999	4			3	75.0			3	75.0		
\$18,000-\$19,999	1			1	100.0			1	100.0		
\$20,000-\$21,999	1			1	100.0			1	100.0		
AVERAGE SALARY	13,228			15,075				15,075			
TOTAL OTHER PAY SYSTEMS	17	6	35.3	9	52.9	6	35.3	9	52.9	6	35.3
THRU \$ 7,999	9	6	66.7	9	100.0	6	66.7	9	100.0	6	66.7
\$30,000-\$31,999	1										
\$40,000-\$41,999	1										
\$42,000 AND OVER	6										
AVERAGE SALARY	22,929	4,800		4,800		4,800		4,800		4,800	

NUCLEAR REGULATORY COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
21	.8	8	.3	1		1		60	2.3	7	.3	2,308	87.1	642	24.2	TOTAL ALL PAY SYSTEMS
21	.8	8	.3	1		1		60	2.3	7	.3	2,282	87.5	642	24.6	TOTAL GEN SCHED & EQUIV
												2	25.0	2	25.0	GS- 1
												23	83.9	19	52.8	GS- 2
												31	88.9	28	62.2	GS- 3
												44	60.3	34	46.6	GS- 4
2	2.7	1	1.4	1	1.4	1	1.4	1	1.4	1	1.4	98	75.4	73	56.2	GS- 5
2	1.5	2	1.5					2	1.5	2	1.5	149	81.4	138	75.4	GS- 6
2	1.1	2	1.1					1	5			139	77.2	119	66.1	GS- 7
3	1.7	1	.6					4	2.2	2	1.1	38	71.7	36	57.9	GS- 8
1	1.9	1	1.9									103	82.4	64	51.2	GS- 9
2	1.6	1	.8					3	2.4	1	.8	7	87.5	5	62.5	GS-10
												103	85.8	45	37.5	GS-11
3	2.5							3	2.5			157	90.8	40	23.1	GS-12
1	.6							2	1.2	1	.6	261	91.3	18	6.3	GS-13
								7	2.4			509	92.4	14	2.5	GS-14
3	.5							28	5.1			439	97.1	5	1.1	GS-15
2	.4							7	1.5			103	88.1	2	1.9	GS-16
								1	1.0			52	94.5			GS-17
								1	1.8			24	96.0			GS-18
9.24		6.25		4.00		4.00		12.55		7.00		11.86		7.34		AVERAGE GRADE
												18	65.2			TOTAL WAGE SYSTEMS
												1	100.0			REGULAR LEADER
												1	100.0			WL- 6
												6.00				AVERAGE GRADE (WL)
												17	68.0			OTHER WAGE SYSTEMS
												5	83.3			\$ 8,000-\$ 9,999
												2	50.0			\$10,000-\$11,999
												5	100.0			\$12,000-\$13,999
												4	100.0			\$14,000-\$15,999
												1	25.0			\$16,000-\$17,999
																\$18,000-\$19,999
																\$20,000-\$21,999
												12,359				AVERAGE SALARY
												8	47.1			TOTAL OTHER PAY SYSTEMS
																THRU \$ 7,999
												1	100.0			\$30,000-\$31,999
												1	100.0			\$40,000-\$41,999
												6	100.0			\$42,000 AND OVER
												43,325				AVERAGE SALARY

OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	157	82	52.2	26	16.6	23	14.6	26	16.6	23	14.6
TOTAL GEN SCHED & EQUIV	156	82	52.6	26	16.7	23	14.7	26	16.7	23	14.7
GS- 3	1			1	100.0			1	100.0		
GS- 4	3	2	66.7	2	66.7	2	66.7	2	66.7	2	66.7
GS- 5	18	17	94.4	5	27.8	5	27.8	5	27.8	5	27.8
GS- 6	22	22	100.0	3	13.6	3	13.6	3	13.6	3	13.6
GS- 7	10	10	100.0	3	30.0	3	30.0	3	30.0	3	30.0
GS- 8	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
GS- 9	15	11	73.3	4	26.7	4	26.7	4	26.7	4	26.7
GS-10	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-11	8	3	37.5	2	25.0	1	12.5	2	25.0	1	12.5
GS-12	7	4	57.1								
GS-13	12	5	41.7	1	8.3	1	8.3	1	8.3	1	8.3
GS-14	7	2	28.6								
GS-15	5										
GS-16	41			1	2.4			1	2.4		
GS-17	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
AVERAGE GRADE	10.75	7.67		7.88		7.61		7.88		7.61	
TOTAL WAGE SYSTEMS	1										
OTHER WAGE SYSTEMS	1										
\$16,000-\$17,999	1										
AVERAGE SALARY	16,000										

OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												131	83.4	59	37.6	TOTAL ALL PAY SYSTEMS
												130	83.3	59	37.8	TOTAL GEN SCHED & EQUIV
												1	33.3			GS- 3
												13	72.2	12	66.7	GS- 4
												19	86.4	19	86.4	GS- 5
												7	70.0	7	70.0	GS- 6
												1	33.3	1	33.3	GS- 7
												11	73.3	7	46.7	GS- 8
												1	50.0	1	50.0	GS- 9
												6	75.0	2	25.0	GS-10
												7	100.0	4	57.1	GS-11
												11	91.7	4	33.3	GS-12
												7	100.0	2	28.6	GS-13
												5	100.0			GS-14
												40	97.6			GS-15
												1	50.0			GS-16
												11.32		7.69		GS-17
												i	100.0			AVERAGE GRADE
												1	100.0			TOTAL WAGE SYSTEMS
												1	100.0			OTHER WAGE SYSTEMS
												1	100.0			\$16,000-\$17,999
												16,000				AVERAGE SALARY

TABLE 1-101

Minority Group Study of Full-Time Employment: November 30, 1977

OLD WEST REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6	2	33.3								
TOTAL GEN SCHED & EQUIV	6	2	33.3								
GS- 8	1	1	100.0								
GS- 9	1	1	100.0								
GS-13	1										
GS-14	1										
GS-15	2										
AVERAGE GRADE	12.33	8.50									

OLD WEST REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												6	100.0	2	33.3	TOTAL ALL PAY SYSTEMS
												6	100.0	2	33.3	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 8
												1	100.0	1	100.0	GS- 9
												1	100.0			GS-13
												1	100.0			GS-14
												2	100.0			GS-15
												12.33		8.50		AVERAGE GRADE

TABLE 1-102

Minority Group Study of Full-Time Employment: November 30, 1977

OVERSEAS PRIVATE INVESTMENT CORPORATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	107	57	53.3	34	31.8	26	24.3	29	27.1	23	21.5
TOTAL GEN SCHED & EQUIV	93	55	59.1	32	34.4	26	28.0	28	30.1	23	24.7
GS- 5	2	1	50.0	1	50.0			1	50.0		
GS- 6	11	10	90.9	9	81.8	8	72.7	9	81.8	8	72.7
GS- 7	23	23	100.0	13	56.5	13	56.5	10	43.5	10	43.5
GS- 8	8	8	100.0	3	37.5	3	37.5	3	37.5	3	37.5
GS- 9	5	4	80.0	1	20.0			1	20.0		
GS-10	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-11	1	1	100.0								
GS-12	3	1	33.3								
GS-13	10	3	30.0	2	20.0			1	10.0		
GS-14	13	1	7.7	1	7.7			1	7.7		
GS-15	15	2	13.3	1	6.7	1	6.7	1	6.7	1	6.7
AVERAGE GRADE	10.22	7.96		7.75		7.23		7.64		7.26	
TOTAL WAGE SYSTEMS	2			2	100.0			1	50.0		
REGULAR NONSUPERVISORY	2			2	100.0			1	50.0		
WG- 5	2			2	100.0			1	50.0		
AVERAGE GRADE (WG)	5.00			5.00				5.00			
TOTAL OTHER PAY SYSTEMS	12	2	16.7								
\$20,000-\$21,999	1	1	100.0								
\$22,000-\$23,999	1										
\$30,000-\$31,999	1										
\$32,000-\$33,999	3										
\$34,000-\$35,999	1										
\$38,000-\$39,999	1										
\$42,000 AND OVER	4	1	25.0								
AVERAGE SALARY	36,117	34,100									

OVERSEAS PRIVATE INVESTMENT CORPORATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4	3.7	2	1.9					1	.9	1	.9	73	68.2	31	29.0	TOTAL ALL PAY SYSTEMS
3	3.2	2	2.2					1	1.1	1	1.1	61	65.6	29	31.2	TOTAL GEN SCHED & EQUIV
												1	50.0	1	50.0	GS- 5
												2	18.2	2	18.2	GS- 6
2	8.7	2	8.7					1	4.3	1	4.3	10	43.5	10	43.5	GS- 7
												5	62.5	5	62.5	GS- 8
												4	80.0	4	80.0	GS- 9
												1	50.0	1	50.0	GS-10
												1	100.0	1	100.0	GS-11
1	10.0											3	100.0	1	33.3	GS-12
												8	80.0	3	30.0	GS-13
												12	92.3			GS-14
												14	93.3	1	6.7	GS-15
9.00		7.00						7.00		7.00		11.51		8.62		AVERAGE GRADE
1	50.0															TOTAL WAGE SYSTEMS
1	50.0															REGULAR NONSUPERVISORY
1	50.0															WG- 5
5.00																AVERAGE GRADE (WG)
												12	100.0	2	16.7	TOTAL OTHER PAY SYSTEMS
												1	100.0	1	100.0	\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
												1	100.0			\$30,000-\$31,999
												3	100.0			\$32,000-\$33,999
												1	100.0			\$34,000-\$35,999
												1	100.0			\$38,000-\$39,999
												4	100.0			\$42,000 AND OVER
												36,117		34,100		AVERAGE SALARY

OZARKS REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4	2	50.0								
TOTAL GEN SCHED & EQUIV	4	2	50.0								
GS- 6	1	1	100.0								
GS-11	1	1	100.0								
GS-16	2										
AVERAGE GRADE	12.25	8.50									

OZARKS REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												4	100.0	2	50.0	TOTAL ALL PAY SYSTEMS
												4	100.0	2	50.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 6
												1	100.0	1	100.0	GS-11
												2	100.0			GS-16
												12.25		8.50		AVERAGE GRADE

PACIFIC NORTHWEST REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4	1	25.0								
TOTAL GEN SCHED & EQUIV	4	1	25.0								
GS-7	1	1	100.0								
GS-12	1										
GS-15	2										
AVERAGE GRADE	12.25	7.00									

PACIFIC NORTHWEST REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												4	100.0	1	25.0	TOTAL ALL PAY SYSTEMS
												4	100.0	1	25.0	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 7
												1	100.0			GS-12
												2	100.0			GS-15
												12.25		7.00		AVERAGE GRADE

TABLE 1-105

Minority Group Study of Full-Time Employment: November 30, 1977

PANAMA CANAL COMPANY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,949	269	13.8	254	13.0	63	3.2	44	2.3	5	.3
TOTAL GEN SCHED & EQUIV	993	265	26.7	185	18.6	63	6.3	33	3.3	5	.5
GS- 1	1										
GS- 2	1										
GS- 3	14	9	64.3	5	35.7	1	7.1	3	21.4		
GS- 4	128	46	35.9	56	43.8	18	14.1	19	14.8	3	2.3
GS- 5	52	28	53.8	10	19.2	6	11.5	1	1.9		
GS- 6	63	41	65.1	14	22.2	10	15.9				
GS- 7	80	43	53.8	19	23.8	8	10.0	3	3.8		
GS- 8	36	15	41.7	8	22.2	4	11.1				
GS- 9	112	34	30.4	13	11.6	6	5.4	2	1.8	1	.9
GS-10	82	6	7.3	11	13.4						
GS-11	162	27	16.7	25	15.4	8	4.9	3	1.9	1	.6
GS-12	148	14	9.5	12	8.1	1	.7	2	1.4		
GS-13	62	2	3.2	9	14.5	1	1.6				
GS-14	36			3	8.3						
GS-15	16										
AVERAGE GRADE	9.04	7.08		7.43		6.67		5.64		6.40	
TOTAL WAGE SYSTEMS	743	4	.5	66	8.9			11	1.5		
OTHER WAGE SYSTEMS	743	4	.5	66	8.9			11	1.5		
THRU \$ 7,999	47	1	2.1	16	34.0			5	10.6		
\$ 8,000-\$ 9,999	2			1	50.0						
\$10,000-\$11,999	14			4	28.6						
\$12,000-\$13,999	33	3	9.1	2	6.1						
\$14,000-\$15,999	147			17	11.6			3	2.0		
\$16,000-\$17,999	155			13	8.4						
\$18,000-\$19,999	58			3	5.2			2	3.4		
\$20,000-\$21,999	92			3	3.3						
\$22,000-\$23,999	88			4	4.5						
\$24,000-\$25,999	57			2	3.5			1	1.8		
\$26,000-\$27,999	29										
\$28,000-\$29,999	16										
\$30,000-\$31,999	5			1	20.0						
AVERAGE SALARY	18,253	11,350		14,218				12,573			
TOTAL OTHER PAY SYSTEMS	213			3	1.4						
\$24,000-\$25,999	12										
\$26,000-\$27,999	15										
\$28,000-\$29,999	6										
\$30,000-\$31,999	43			1	2.3						
\$32,000-\$33,999	5										
\$34,000-\$35,999	4										
\$36,000-\$37,999	105			2	1.9						
\$38,000-\$39,999	13										
\$40,000-\$41,999	4										
\$42,000 AND OVER	6										
AVERAGE SALARY	34,834			35,367							

PANAMA CANAL COMPANY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
194	10.0	55	2.8	3	.2			13	.7	3	.2	1,695	87.0	206	10.6	TOTAL ALL PAY SYSTEMS
144	14.5	55	5.5	1	.1			7	.7	3	.3	808	81.4	202	20.3	TOTAL GEN SCHED & EQUIV
2	14.3	1	7.1									1	100.0			GS- 1
36	28.1	14	16.9					1	.8	1	.8	9	64.3	8	57.1	GS- 2
8	15.4	5	9.6					1	1.9	1	1.9	72	56.3	28	21.9	GS- 3
13	22.2	10	15.9									42	80.8	22	42.3	GS- 4
16	20.0	8	10.0									49	77.8	31	48.2	GS- 5
8	22.2	4	11.1									61	76.3	35	43.8	GS- 6
11	9.8	5	4.5									28	77.8	11	30.6	GS- 7
11	13.4											99	88.4	28	25.0	GS- 8
19	11.7	6	3.7	1	.6			2	1.2	1	.6	71	86.6	6	7.3	GS- 9
7	4.7	1	.7					3	2.0			137	84.6	19	11.7	GS-10
9	14.5	1	1.6									136	91.9	13	8.8	GS-11
3	8.3											53	85.5	1	1.6	GS-12
												33	91.7			GS-13
												16	100.0			GS-14
																GS-15
7.72		6.69		11.00				9.57		6.67		9.41		7.20		AVERAGE GRADE
49	6.6			2	.3			4	.5			677	91.1	4	.5	TOTAL WAGE SYSTEMS
49	6.6			2	.3			4	.5			677	91.1	4	.5	OTHER WAGE SYSTEMS
10	21.3							1	2.1			31	66.0	1	2.1	THRU \$ 7,999
								1	50.0			1	50.0			\$ 8,000-\$ 9,999
4	28.6											10	71.4			\$10,000-\$11,999
2	6.1											31	93.9	3	9.1	\$12,000-\$13,999
14	9.5											130	88.4			\$14,000-\$15,999
10	6.5			2	1.3			1	.6			142	91.6			\$16,000-\$17,999
1	1.7											55	94.8			\$18,000-\$19,999
3	3.3											89	96.7			\$20,000-\$21,999
3	3.4							1	1.1			84	95.5			\$22,000-\$23,999
1	1.8											55	96.5			\$24,000-\$25,999
												29	100.0			\$26,000-\$27,999
												16	100.0			\$28,000-\$29,999
1	20.0											4	80.0			\$30,000-\$31,999
14,508				16,450				14,075				18,646		11,350		AVERAGE SALARY
1	.5							2	.9			210	98.6			TOTAL OTHER PAY SYSTEMS
												12	100.0			\$24,000-\$25,999
												15	100.0			\$26,000-\$27,999
												6	100.0			\$28,000-\$29,999
								1	2.3			42	97.7			\$30,000-\$31,999
												5	100.0			\$32,000-\$33,999
												4	100.0			\$34,000-\$35,999
1	1.0							1	1.0			103	98.1			\$36,000-\$37,999
												13	100.0			\$38,000-\$39,999
												4	100.0			\$40,000-\$41,999
37,900								34,100				6	100.0			\$42,000 AND OVER
												34,826				AVERAGE SALARY

TABLE 1-106

Minority Group Study of Full-Time Employment: November 30, 1977

PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	26	13	50.0	5	19.2	2	7.7	4	15.4	2	7.7
TOTAL GEN SCHED & EQUIV	23	13	56.5	5	21.7	2	8.7	4	17.4	2	8.7
GS- 4	2	2	100.0								
GS- 5	1	1	100.0								
GS- 7	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS- 9	4	3	75.0	1	25.0	1	25.0	1	25.0	1	25.0
GS-11	3	2	66.7								
GS-12	3	1	33.3	1	33.3			1	33.3		
GS-13	6	2	33.3	1	16.7						
GS-14	1			1	100.0			1	100.0		
GS-15	1										
AVERAGE GRADE	10.39	8.77		11.00		8.00		10.50		8.00	
TOTAL OTHER PAY SYSTEMS	3										
\$42,000 AND OVER	3										
AVERAGE SALARY	44,167										

CONTINUED

3 OF 7

PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								1	3.8			21	80.8	11	42.3	TOTAL ALL PAY SYSTEMS
								1	4.3			18	78.3	11	47.8	TOTAL GEN SCHED & EQUIV
												2	100.0	2	100.0	GS- 4
												1	100.0	1	100.0	GS- 5
												1	50.0	1	50.0	GS- 7
												3	75.0	2	50.0	GS- 9
												3	100.0	2	66.7	GS-11
												2	66.7	1	33.3	GS-12
								1	16.7			5	83.3	2	33.3	GS-13
																GS-14
																GS-15
								13.00				1	100.0			AVERAGE GRADE
												10.22		8.91		
												3	100.0			TOTAL OTHER PAY SYSTEMS
												3	100.0			\$42,000 AND OVER
												44,167				AVERAGE SALARY

PENSION BENEFITS GUARANTY CORPORATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	298	135	45.3	84	28.2	61	20.5	83	27.9	60	20.1
TOTAL GEN SCHED & EQUIV	298	135	45.3	84	28.2	61	20.5	83	27.9	60	20.1
GS- 2	5	5	100.0	3	60.0	3	60.0	3	60.0	3	60.0
GS- 3	18	11	61.1	13	72.2	8	44.4	13	72.2	8	44.4
GS- 4	39	36	92.3	23	59.0	21	53.8	23	59.0	21	53.8
GS- 5	32	22	68.8	14	43.8	12	37.5	13	40.6	11	34.4
GS- 6	13	13	100.0	5	38.5	5	38.5	5	38.5	5	38.5
GS- 7	36	11	30.6	8	22.2	5	13.9	8	22.2	5	13.9
GS- 8	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 9	27	8	29.6	3	11.1	3	11.1	3	11.1	3	11.1
GS-11	24	6	25.0	5	20.8	4	16.7	5	20.8	4	16.7
GS-12	41	9	22.0	5	12.2	2	4.9	5	12.2	2	4.9
GS-13	30	10	33.3	4	13.3			4	13.3		
GS-14	19	3	15.8								
GS-15	9										
GS-16	2										
GS-17	2										
AVERAGE GRADE	8.64	6.50		5.89		5.16		5.90		5.17	

PENSION BENEFITS GUARANTY CORPORATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
								1	.3	1	.3	214	71.8	74	24.8	TOTAL ALL PAY SYSTEMS
								1	.3	1	.3	214	71.8	74	24.8	TOTAL GEN SCHED & EQUIV
												2	40.0	2	40.0	GS- 2
												5	27.8	3	16.7	GS- 3
												16	41.0	15	38.5	GS- 4
								1	3.1	1	3.1	18	56.3	10	31.3	GS- 5
												8	61.5	8	61.5	GS- 6
												28	77.8	6	16.7	GS- 7
																GS- 8
												24	88.9	8	29.6	GS- 9
												19	79.2	2	8.3	GS-11
												36	87.8	7	17.1	GS-12
												26	86.7	10	33.3	GS-13
												19	100.0	3	15.8	GS-14
												9	100.0			GS-15
												2	100.0			GS-16
												2	100.0			GS-17
								5.00		5.00		9.71		7.61		AVERAGE GRADE

POSTAL RATE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	75	28	37.3	17	22.7	9	12.0	11	14.7	9	12.0
TOTAL OTHER PAY SYSTEMS	3			2	66.7						
\$42,000 AND OVER	3			2	66.7						
AVERAGE SALARY	51,000			51,000							
TOTAL POSTAL SERVICE	72	28	38.9	15	20.8	9	12.5	11	15.3	9	12.5
POSTAL HEADQUARTERS	72	28	38.9	15	20.8	9	12.5	11	15.3	9	12.5
LEVEL- 1	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
LEVEL- 8	5	4	80.0	3	60.0	2	40.0	3	60.0	2	40.0
LEVEL-11	3	3	100.0	1	33.3	1	33.3	1	33.3	1	33.3
LEVEL-13	9	7	77.8	2	22.2	1	11.1	2	22.2	1	11.1
LEVEL-14	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
LEVEL-16	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
LEVEL-17	8	8	100.0	2	25.0	2	25.0	2	25.0	2	25.0
LEVEL-20	4	1	25.0	2	50.0						
LEVEL-22	2										
LEVEL-25	7			1	14.3						
LEVEL-27	11	1	9.1	1	9.1						
LEVEL-30	2										
LEVEL-33	7										
LEVEL-34	1										
LEVEL-35	2										
AVERAGE SALARY	26,506	16,114		17,733		15,044		14,864		15,044	

POSTAL RATE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	4.0							3	4.0			58	77.3	19	25.3	TOTAL ALL PAY SYSTEMS
1	33.3							1	33.3			1	33.3			TOTAL OTHER PAY SYSTEMS
1	33.3							1	33.3			1	33.3			\$42,000 AND OVER
51,000								51,000				51,000				AVERAGE SALARY
2	2.8							2	2.8			57	79.2	19	26.4	TOTAL POSTAL SERVICE
2	2.8							2	2.8			57	79.2	19	26.4	POSTAL HEADQUARTERS
												1	50.0	1	50.0	LEVEL- 1
												2	40.0	2	40.0	LEVEL- 8
												2	66.7	2	66.7	LEVEL-11
												7	77.8	6	66.7	LEVEL-13
																LEVEL-14
												1	50.0			LEVEL-16
												6	75.0	6	75.0	LEVEL-17
												2	50.0	1	25.0	LEVEL-20
												2	100.0			LEVEL-22
												6	85.7			LEVEL-25
												10	90.9	1	9.1	LEVEL-27
												8	100.0			LEVEL-30
												7	100.0			LEVEL-33
												1	100.0			LEVEL-34
												2	100.0			LEVEL-35
26,600								24,650				28,814		16,621		AVERAGE SALARY

PRESIDENT'S COMMISSION ON MENTAL HEALTH

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8	5	62.5								
TOTAL GEN SCHED & EQUIV	8	5	62.5								
GS- 6	1										
GS- 7	2	2	100.0								
GS-11	1	1	100.0								
GS-12	3	2	66.7								
GS-15	1										
AVERAGE GRADE	10.25	9.80									

PRESIDENT'S COMMISSION ON MENTAL HEALTH

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												8	100.0	5	62.5	TOTAL ALL PAY SYSTEMS
												8	100.0	5	62.5	TOTAL GEN SCHED & EQUIV
												1	100.0			GS- 6
												2	100.0	2	100.0	GS- 7
												1	100.0	1	100.0	GS-11
												3	100.0	2	66.7	GS-12
												1	100.0			GS-15
												10.25		9.80		AVERAGE GRADE

TABLE 1-110

Minority Group Study of Full-Time Employment: November 30, 1977

RAILROAD RETIREMENT BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,769	1,054	59.6	570	32.2	460	26.0	528	29.8	431	24.4
TOTAL GEN SCHED & EQUIV	1,743	1,054	60.5	560	32.1	460	26.4	518	29.7	431	24.7
GS- 1	1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0
GS- 2	77	46	59.7	59	76.6	38	49.4	57	74.0	36	46.8
GS- 3	127	107	84.3	89	70.1	80	63.0	84	66.1	75	59.1
GS- 4	191	179	93.7	101	52.9	95	49.7	94	49.2	89	46.6
GS- 5	206	165	80.1	85	41.3	76	36.9	79	38.3	71	34.5
GS- 6	60	53	88.3	24	40.0	21	35.0	20	33.3	18	30.0
GS- 7	164	101	61.6	51	31.1	43	26.2	46	28.0	40	24.4
GS- 8	157	111	70.7	35	22.3	31	19.7	32	20.4	29	18.5
GS- 9	147	86	58.5	37	25.2	28	19.0	35	23.8	27	18.4
GS-10	202	96	47.5	36	17.8	26	12.9	31	15.3	24	11.9
GS-11	142	62	43.7	19	13.4	13	9.2	17	12.0	13	9.2
GS-12	167	40	24.0	17	10.2	8	4.8	17	10.2	8	4.8
GS-13	43	4	9.3	4	9.3			3	7.0		
GS-14	27	3	11.1								
GS-15	24			2	8.3			2	8.3		
GS-16	3										
GS-17	4										
GS-18	1										
AVERAGE GRADE	7.71	6.51		5.69		5.44		5.64		5.45	
TOTAL WAGE SYSTEMS	26			10	38.5			10	38.5		
REGULAR NONSUPERVISORY	24			8	33.3			8	33.3		
WG- 2	1			1	100.0			1	100.0		
WG- 3	1										
WG- 4	5			1	20.0			1	20.0		
WG- 5	4			1	25.0			1	25.0		
WG- 6	1										
WG- 7	4			2	50.0			2	50.0		
WG- 9	2			1	50.0			1	50.0		
WG-10	1										
WG-11	4			2	50.0			2	50.0		
WG-12	1										
AVERAGE GRADE (WG)	6.79			7.00				7.00			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 4	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	4.00			4.00				4.00			
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 8	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	8.00			8.00				8.00			

RAILROAD RETIREMENT BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
25	1.4	18	1.0	2	.1			15	.8	11	.6	1,199	67.8	594	33.6	TOTAL ALL PAY SYSTEMS
25	1.4	18	1.0	2	.1			15	.9	11	.6	1,183	67.9	594	34.1	TOTAL GEN SCHED & EQUIV
2	2.6	2	2.6									18	23.4	8	10.4	GS- 1
4	3.1	4	3.1					1	.8	1	.8	38	29.9	27	21.3	GS- 2
7	3.7	6	3.1									90	47.1	84	44.0	GS- 3
4	1.9	3	1.5					2	1.0	2	1.0	121	58.7	89	43.2	GS- 4
1	1.7							3	5.0	3	5.0	36	60.0	32	53.3	GS- 5
2	1.2	1	.6					3	1.8	2	1.2	113	68.9	56	35.4	GS- 6
2	1.3	2	1.3	1	.6							122	77.7	80	51.0	GS- 7
1	.7							1	.7	1	.7	110	74.8	58	39.5	GS- 8
1	.5			1	.5			3	1.5	2	1.0	166	82.2	70	34.7	GS- 9
1	.7							1	.7			123	86.6	49	34.5	GS-10
												150	89.8	32	19.2	GS-11
								1	2.3			39	90.7	4	9.3	GS-12
												27	100.0	3	11.1	GS-13
												22	91.7			GS-14
												3	100.0			GS-15
												4	100.0			GS-16
												1	100.0			GS-17
												1	100.0			GS-18
5.20		4.33		9.00				7.67		6.73		8.66		7.33		AVERAGE GRADE
												16	61.5			TOTAL WAGE SYSTEMS
												16	66.7			REGULAR NONSUPERVISORY
												1	100.0			WG- 2
												4	80.0			WG- 3
												3	75.0			WG- 4
												1	100.0			WG- 5
												2	50.0			WG- 6
												1	50.0			WG- 7
												1	100.0			WG- 8
												2	50.0			WG- 9
												1	100.0			WG-10
												1	100.0			WG-11
												1	100.0			WG-12
												6.69				AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 4
																AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
																WS- 8
																AVERAGE GRADE (WS)

TABLE 1-111

Minority Group Study of Full-Time Employment: November 30, 1977

RENEGOTIATION BOARD

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	142	47	33.1	34	23.9	27	19.0	32	22.5	25	17.6
TOTAL GEN SCHED & EQUIV	142	47	33.1	34	23.9	27	19.0	32	22.5	25	17.6
GS- 4	7	6	85.7	5	71.4	5	71.4	4	57.1	4	57.1
GS- 5	9	8	88.9	9	100.0	8	88.9	9	100.0	8	88.9
GS- 6	14	11	78.6	10	71.4	8	57.1	10	71.4	8	57.1
GS- 7	9	9	100.0	2	22.2	2	22.2	1	11.1	1	11.1
GS- 8	5	5	100.0	2	40.0	2	40.0	2	40.0	2	40.0
GS- 9	4	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0
GS-11	4	3	75.0	1	25.0	1	25.0	1	25.0	1	25.0
GS-12	3			2	66.7			2	66.7		
GS-13	4										
GS-14	57			2	3.5			2	3.5		
GS-15	20	1	5.0								
GS-16	6										
AVERAGE GRADE	11.42	6.74		6.68		5.85		6.75		5.88	

RENEGOTIATION BOARD

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	1.4	2	1.4									108	76.1	20	14.1	TOTAL ALL PAY SYSTEMS
2	1.4	2	1.4									108	76.1	20	14.1	TOTAL GEN SCHED & EQUIV
1	14.3	1	14.3									2	28.6	1	14.3	GS- 4
												4	28.6	3	21.4	GS- 5
1	11.1	1	11.1									7	77.8	7	77.8	GS- 6
												3	60.0	3	60.0	GS- 7
												3	75.0	3	75.0	GS- 8
												3	75.0	2	50.0	GS- 9
												1	33.3			GS-11
												4	100.0			GS-12
												55	96.5			GS-13
												20	100.0	1	5.0	GS-14
												6	100.0			GS-15
5.50		5.50										12.92		7.95		GS-16
																AVERAGE GRADE

SECURITIES AND EXCHANGE COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1,815	684	37.7	428	23.6	259	14.3	389	21.4	245	13.5
TOTAL GEN SCHED & EQUIV	1,795	680	37.9	412	23.0	257	14.3	373	20.8	243	13.5
GS- 1	1										
GS- 2	11	9	81.0	5	45.5	4	36.4	5	45.5	4	36.4
GS- 3	78	56	71.8	52	66.7	35	44.9	49	62.8	33	42.3
GS- 4	113	93	82.3	61	54.0	44	38.9	57	50.4	42	37.2
GS- 5	171	137	80.1	76	44.4	55	32.2	71	41.5	51	29.8
GS- 6	130	115	88.5	56	43.1	45	34.6	55	42.3	44	33.8
GS- 7	111	89	80.2	47	42.3	35	31.5	43	38.7	33	29.7
GS- 8	21	18	85.7	8	38.1	7	33.3	7	33.3	6	28.6
GS- 9	57	21	36.8	14	24.6	5	8.8	12	21.1	4	7.0
GS-10	6	4	66.7	3	50.0	2	33.3	3	50.0	2	33.3
GS-11	146	44	30.1	23	15.8	12	8.2	23	15.8	12	8.2
GS-12	254	45	17.7	30	11.8	8	3.1	22	8.7	7	2.8
GS-13	354	28	7.9	21	5.9	4	1.1	16	4.5	4	1.1
GS-14	188	15	8.0	9	4.8	1	.5	4	2.1	1	.5
GS-15	116	4	3.4	7	6.0			6	5.2		
GS-16	25	1	4.0								
GS-17	8	1	12.5								
GS-18	5										
AVERAGE GRADE	10.09	6.79		6.76		5.81		6.53		5.81	
TOTAL WAGE SYSTEMS	20	4	20.0	16	80.0	2	10.0	16	80.0	2	10.0
REGULAR NONSUPERVISORY	8	1	12.5	8	100.0	1	12.5	8	100.0	1	12.5
WG- 5	7	1	14.3	7	100.0	1	14.3	7	100.0	1	14.3
WG- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WG)	5.25	5.00		5.25		5.00		5.25		5.00	
OTHER WAGE SYSTEMS	12	3	25.0	8	66.7	1	8.3	8	66.7	1	8.3
\$12,000-\$13,999	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
\$14,000-\$15,999	5	1	20.0	4	80.0			4	80.0		
\$16,000-\$17,999	5			3	60.0			3	60.0		
AVERAGE SALARY	15,400	13,000		15,450		12,700		15,450		12,700	

SECURITIES AND EXCHANGE COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
20	1.1	6	.3	2	.1	1	.1	17	.9	7	.4	1,387	76.4	425	23.4	TOTAL ALL PAY SYSTEMS
20	1.1	6	.3	2	.1	1	.1	17	.9	7	.4	1,383	77.0	423	23.8	TOTAL GEN SCHED & EQUIV
												1	100.0			GS- 1
												6	54.5	5	45.5	GS- 2
3	3.8	2	2.6					4	3.5	2	1.8	26	33.3	21	26.9	GS- 3
3	1.8	2	1.2					2	1.2	2	1.2	52	46.0	49	43.4	GS- 4
1	.9			1	.9	1	.9	1	.8	1	.8	74	56.9	70	53.8	GS- 5
1	4.8	1	4.8					2	1.8	1	.9	64	57.7	54	48.6	GS- 6
1	1.8	1	1.8					1	1.8			13	61.9	11	52.4	GS- 7
												43	75.4	16	28.1	GS- 8
												3	50.0	2	33.3	GS- 9
												123	84.2	32	21.9	GS-10
4	1.6							4	1.6	1	.4	224	89.2	37	14.6	GS-11
4	1.1							1	.3			333	94.1	24	6.8	GS-12
3	1.8							2	1.1			179	95.2	14	7.4	GS-13
				1	.9							109	94.0	1	3.4	GS-14
												25	100.0		4.0	GS-15
												5	100.0	1	12.5	GS-16
												5	100.0			GS-17
9.50		5.50		11.00		7.00		8.47		6.14		11.08		7.39		GS-18
												4	20.0	2	10.0	AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 5
																WG- 7
																AVERAGE GRADE (WG)
												4	33.3	2	16.7	OTHER WAGE SYSTEMS
												1	50.0	1	50.0	\$12,000-\$13,999
												1	20.0	1	20.0	\$14,000-\$15,999
												2	40.0			\$16,000-\$17,999
												15,300		13,150		AVERAGE SALARY

SELECTIVE SERVICE SYSTEM

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	66	38	57.6	14	21.2	10	15.2	13	19.7	9	13.6
TOTAL GEN SCHED & EQUIV	65	38	58.5	14	21.5	10	15.4	13	23.0	9	13.8
GS- 3	1	1	100.0								
GS- 4	1										
GS- 5	12	11	91.7	6	50.0	5	41.7	5	41.7	4	33.3
GS- 6	7	6	85.7	5	71.4	4	57.1	5	71.4	4	57.1
GS- 7	3	2	66.7	1	33.3			1	33.3		
GS- 8	4	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0
GS- 9	7	7	100.0								
GS-10	3	2	66.7	1	33.3			1	33.3		
GS-11	9	3	33.3								
GS-12	4	2	50.0								
GS-13	3										
GS-14	6										
GS-15	3										
GS-16	2										
AVERAGE GRADE	9.26	7.37		6.07		5.70		6.15		5.78	
TOTAL WAGE SYSTEMS	1										
REGULAR NONSUPERVISORY	1										
WG- 5	1										
AVERAGE GRADE (WG)	5.00										

SELECTIVE SERVICE SYSTEM

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	1.5	1	1.5									52	78.8	28	42.4	TOTAL ALL PAY SYSTEMS
1	1.5	1	1.5									51	78.5	28	43.1	TOTAL GEN SCHED & EQUIV
												1	100.0	1	100.0	GS- 3
												1	100.0			GS- 4
												6	50.0	6	50.0	GS- 5
												2	28.6	2	28.6	GS- 6
												2	66.7	2	66.7	GS- 7
												3	75.0	3	75.0	GS- 8
												7	100.0	7	100.0	GS- 9
												2	66.7	2	66.7	GS-10
												9	100.0	3	33.3	GS-11
												4	100.0	2	50.0	GS-12
												3	100.0			GS-13
												6	100.0			GS-14
												3	100.0			GS-15
												2	100.0			GS-16
5.00		5.00										10.14		7.96		AVERAGE GRADE
												1	100.0			TOTAL WAGE SYSTEMS
												1	100.0			REGULAR NONSUPERVISORY
												1	100.0			WG- 5
												5.00				AVERAGE GRADE (WG)

TABLE 1-114

Minority Group Study of Full-Time Employment: November 30, 1977

SMALL BUSINESS ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4,928	2,264	46.0	1,068	21.7	645	13.1	813	16.5	521	10.6
TOTAL GEN SCHED & EQUIV	4,906	2,261	46.1	1,047	21.3	643	13.1	794	16.2	521	10.6
GS- 1	3	3	100.0								
GS- 2	89	81	91.0	42	47.2	37	41.6	40	44.9	35	39.3
GS- 3	305	260	85.2	102	33.4	78	25.6	88	28.9	64	21.0
GS- 4	557	494	88.7	166	29.8	138	24.8	118	21.2	100	18.0
GS- 5	586	474	80.9	136	23.2	110	18.8	102	17.4	79	13.5
GS- 6	284	269	94.7	85	29.9	80	28.2	73	25.7	68	23.9
GS- 7	359	271	75.5	97	27.0	74	20.6	81	22.6	64	17.8
GS- 8	37	34	91.9	16	43.2	14	37.8	14	37.8	12	32.4
GS- 9	231	97	42.0	51	22.1	31	13.4	41	17.7	28	12.1
GS-10	6	6	100.0	1	16.7	1	16.7	1	16.7	1	16.7
GS-11	430	103	24.0	80	18.6	26	6.0	59	13.7	24	5.6
GS-12	1,054	107	10.2	173	16.4	59	3.7	111	10.5	34	3.2
GS-13	528	34	6.4	50	9.5	11	2.1	35	6.6	8	1.5
GS-14	218	17	7.8	31	14.2	3	1.4	22	10.1	3	1.4
GS-15	185	9	4.9	10	5.4			4	2.2		
GS-16	25	2	8.0	5	20.0	1	4.0	4	16.0	1	4.0
GS-17	5			2	40.0			1	20.0		
GS-18	4										
AVERAGE GRADE	8.87	5.87		7.47		5.85		7.19		5.96	
TOTAL WAGE SYSTEMS	19			19	100.0			19	100.0		
REGULAR NONSUPERVISORY	11			11	100.0			11	100.0		
WG- 4	2			2	100.0			2	100.0		
WG- 5	5			5	100.0			5	100.0		
WG- 6	2			2	100.0			2	100.0		
WG- 7	2			2	100.0			2	100.0		
AVERAGE GRADE (WG)	5.38			5.36				5.36			
REGULAR LEADER	1			1	100.0			1	100.0		
WL- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WL)	7.00			7.00				7.00			
REGULAR SUPERVISORY	1			1	100.0			1	100.0		
WS- 7	1			1	100.0			1	100.0		
AVERAGE GRADE (WS)	7.00			7.00				7.00			
OTHER WAGE SYSTEMS	6			6	100.0			6	100.0		
\$14,000-\$15,999	2			2	100.0			2	100.0		
\$16,000-\$17,999	4			4	100.0			4	100.0		
AVERAGE SALARY	16,133			16,133				16,133			
TOTAL OTHER PAY SYSTEMS	3	3	100.0	2	66.7	2	66.7				
THRU \$ 7,999	3	3	100.0	2	66.7	2	66.7				
AVERAGE SALARY	4,800	4,800		4,800		4,800					

SMALL BUSINESS ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
194	3.9	97	2.0	19	.4	7	.1	41	.8	20	.4	3,860	78.3	1,619	32.9	TOTAL ALL PAY SYSTEMS
192	3.9	95	1.9	19	.4	7	.1	41	.8	20	.4	3,819	78.7	1,618	33.0	TOTAL GEN SCHED & EQUIV
2	2.2	2	2.2									3	100.0	3	100.0	GS- 1
12	3.9	12	3.9					2	.7	2	.7	47	52.8	44	49.4	GS- 2
38	6.8	30	5.4	4	.7	4	.7	0	1.1	4	.7	203	66.6	182	59.7	GS- 3
26	4.4	23	3.9	2	.3	2	.3	6	1.0	6	1.0	391	70.2	356	63.9	GS- 4
3	2.8	8	2.8					4	1.4	4	1.4	450	76.8	364	62.1	GS- 5
12	3.3	7	1.9	1	.3	1	.3	3	.8	2	.6	199	70.1	189	66.5	GS- 6
2	5.4	2	5.4									262	73.0	197	54.9	GS- 7
7	3.0	2	.9					3	1.3	1	.4	21	56.8	20	54.1	GS- 8
												180	77.9	66	28.6	GS- 9
												5	83.3	5	83.3	GS-10
18	4.2	2	.5	2	.5			1	.2			350	81.4	77	17.9	GS-11
46	4.4	4	.4	5	.5			10	.9	1	.1	881	83.7	68	6.5	GS-12
12	2.3	3	.6	1	.2			2	.4			478	90.5	23	4.4	GS-13
3	1.4			2	.9			4	1.8			187	85.8	14	6.4	GS-14
4	2.2			2	1.1							175	94.6	9	4.9	GS-15
1	4.0											20	80.0	1	4.0	GS-16
1	20.0											3	60.0			GS-17
												4	100.0			GS-18
8.20		5.42		9.79		4.71		8.41		5.55		9.25		5.88		AVERAGE GRADE
																TOTAL WAGE SYSTEMS
																REGULAR NONSUPERVISORY
																WG- 4
																WG- 5
																WG- 6
																WG- 7
																AVERAGE GRADE (WG)
																REGULAR LEADER
																WL- 7
																AVERAGE GRADE (WL)
																REGULAR SUPERVISORY
																WS- 7
																AVERAGE GRADE (WS)
																OTHER WAGE SYSTEMS
																\$14,000-\$15,999
																\$16,000-\$17,999
																AVERAGE SALARY
2	66.7	2	66.7									1	33.3	1	33.3	TOTAL OTHER PAY SYSTEMS
2	66.7	2	66.7									1	33.3	1	33.3	THRU \$ 7,999
4,800		4,800										4,800		4,800		AVERAGE SALARY

TABLE 1-115

Minority Group Study of Full-Time Employment: November 30, 1977

SMITHSONIAN INSTITUTION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,100	941	30.4	1,245	40.2	326	10.5	1,205	38.9	312	10.1
TOTAL GEN SCHED & EQUIV	2,279	826	36.2	762	33.4	234	10.3	730	32.0	221	9.7
GS- 2	8	4	50.0	4	50.0	1	12.5	4	50.0	1	12.5
GS- 3	112	26	23.2	88	78.6	17	15.2	88	78.6	17	15.2
GS- 4	279	70	25.1	210	75.3	36	12.9	207	74.2	36	12.9
GS- 5	294	138	46.9	143	48.6	51	17.3	141	48.0	50	17.0
GS- 6	171	99	57.9	87	50.9	42	24.6	85	49.7	41	24.0
GS- 7	252	132	52.4	71	28.2	24	9.5	68	27.0	21	8.3
GS- 8	44	40	90.9	13	29.5	13	29.5	12	27.3	12	27.3
GS- 9	299	132	44.1	63	21.1	24	8.0	57	19.1	22	7.4
GS-10	13	8	61.5	2	15.4	1	7.7	1	7.7		
GS-11	198	67	33.8	36	18.2	14	7.1	29	14.6	12	6.1
GS-12	191	59	30.9	27	14.1	7	3.7	24	12.6	7	3.7
GS-13	145	33	22.8	10	6.9	3	2.1	9	6.2	2	1.4
GS-14	122	11	9.0	1	.8	1	.8				
GS-15	110	6	5.5	6	5.5			4	3.6		
GS-16	25	1	4.0								
GS-17	10										
GS-18	6			1	16.7			1	16.7		
AVERAGE GRADE	8.47	7.62		5.92		6.38		5.77		6.23	
TOTAL WAGE SYSTEMS	798	114	14.3	477	59.8	91	11.4	469	58.8	90	11.3
REGULAR NONSUPERVISORY	646	95	14.7	328	61.3	74	11.5	389	60.2	73	11.3
WG- 1	73	15	20.5	67	91.8	13	17.8	67	91.8	13	17.8
WG- 2	92	56	60.9	85	92.4	52	56.5	84	91.3	51	55.4
WG- 3	60	5	8.3	52	86.7	5	8.3	51	85.0	5	8.3
WG- 4	9	2	22.2	5	55.6			4	44.4		
WG- 5	46	5	10.9	33	71.7	2	4.3	33	71.7	2	4.3
WG- 6	26	2	7.7	20	76.9	2	7.7	20	76.9	2	7.7
WG- 7	40	2	5.0	21	52.5			19	47.5		
WG- 8	43	1	2.3	20	46.5			20	46.5		
WG- 9	83	7	8.4	40	48.2			40	48.2		
WG-10	142			50	35.2			48	33.8		
WG-11	28			3	10.7			3	10.7		
WG-12	3										
WG-13	1										
AVERAGE GRADE (WG)	6.20	2.86		4.79		2.08		4.77		2.08	
REGULAR LEADER	51	11	21.6	36	70.6	11	21.6	35	68.6	11	21.6
WL- 2	20	11	55.0	20	100.0	11	55.0	20	100.0	11	55.0
WL- 3	6			6	100.0			6	100.0		
WL- 4	1			1	100.0			1	100.0		
WL- 6	1			1	100.0			1	100.0		
WL- 8	1			1	100.0			1	100.0		
WL- 9	2			1	50.0			1	50.0		
WL-10	16			6	37.5			5	31.3		
WL-11	4										
AVERAGE GRADE (WL)	5.84	2.00		4.03		2.00		3.86		2.00	
REGULAR SUPERVISORY	91	7	7.7	45	49.5	6	6.6	45	49.5	6	6.6
WS- 1	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
WS- 2	14	5	35.7	12	85.7	4	28.6	12	85.7	4	28.6
WS- 3	8			7	87.5			7	87.5		
WS- 4	1			1	100.0			1	100.0		
WS- 5	3	1	33.3	2	66.7	1	33.3	2	66.7	1	33.3
WS- 6	3			3	100.0			3	100.0		
WS- 7	5			3	60.0			3	60.0		
WS- 8	7			2	28.6			2	28.6		
WS- 9	31			11	35.5			11	35.5		
WS-10	10			2	20.0			2	20.0		
WS-11	5										
WS-12	1										
WS-13	1										
AVERAGE GRADE (WS)	7.04	2.29		5.22		2.33		5.22		2.33	
NONSUPERV (PROD FAC)	7										
WD- 8	7										
AVERAGE GRADE (WD)	8.00										
SUPERVISORY (PROD FAC)	1										
WN-7	1										
AVERAGE GRADE (WN)	7.00										

SMITHSONIAN INSTITUTION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
19	.6	6	.2	6	.2	4	.1	15	.5	4	.1	1,855	59.8	615	19.8	TOTAL ALL PAY SYSTEMS
13	.6	5	.2	6	.3	4	.2	13	.6	4	.2	1,517	66.6	592	26.0	TOTAL GEN SCHED & EQUIV
												4	50.0	3	37.5	GS- 2
												24	21.4	11	8.0	GS- 3
2	.7			1	.4							69	24.7	34	12.2	GS- 4
1	.3	1	.3					1	.3			151	51.4	87	29.6	GS- 5
				1	.6	1	.6	1	.6			84	49.1	57	33.3	GS- 6
1	.4	1	.4	1	.4	1	.4	1	.4	1	.4	181	71.8	108	42.9	GS- 7
1	2.3	1	2.3									31	70.5	27	61.4	GS- 8
1	.3			1	.3	1	.3	4	1.3	1	.3	236	78.9	108	36.1	GS- 9
								1	7.7	1	7.7	11	64.6	7	53.8	GS-10
2	1.0			2	1.0	1	.5	3	1.5	1	.5	162	81.8	53	26.8	GS-11
2	1.0							1	.5			164	85.9	52	27.2	GS-12
1	.7	1	.7									135	93.1	30	20.7	GS-13
1	.8	1	.8									121	99.2	10	8.2	GS-14
1	.9							1	.9			104	94.5	6	5.5	GS-15
												25	100.0	1	4.0	GS-16
												10	100.0			GS-17
												5	83.3			GS-18
9.62		9.40		8.00		8.25		9.54		9.25		9.74		8.11		AVERAGE GRADE
6	.8	1	.1					2	.3			321	40.2	23	2.9	TOTAL WAGE SYSTEMS
5	.8	1	.2					2	.3			250	38.7	21	3.3	REGULAR NONSUPERVISORY
1	1.1	1	1.1									6	8.2	2	2.7	WG- 1
1	1.7											7	7.6	4	4.3	WG- 2
1	11.1											8	13.3			WG- 3
												4	44.4	2	22.2	WG- 4
												13	28.3	3	6.5	WG- 5
												6	23.1			WG- 6
2	5.0											19	47.5	2	5.0	WG- 7
												23	53.5	1	2.3	WG- 8
								2	1.4			43	51.8	7	8.4	WG- 9
												92	64.8			WG-10
												25	89.3			WG-11
												3	100.0			WG-12
												1	100.0			WG-13
4.60		2.00						10.00				8.44		5.62		AVERAGE GRADE (WG)
1	2.0											15	29.4			REGULAR LEADER
																WL- 2
																WL- 3
																WL- 4
																WL- 6
																WL- 8
																WL- 9
																WL-10
																WL-11
1	6.3											1	50.0			AVERAGE GRADE (WL)
												10	62.5			
												4	100.0			
10.00												10.20				
												46	50.5	1	1.1	REGULAR SUPERVISORY
												2	14.3	1	7.1	WS- 1
												1	12.5			WS- 2
																WS- 3
												1	33.3			WS- 4
																WS- 5
												2	40.0			WS- 6
												5	71.4			WS- 7
												20	64.5			WS- 8
												8	80.0			WS- 9
												5	100.0			WS-10
												1	100.0			WS-11
												1	100.0			WS-12
												1	100.0			WS-13
												8.83		2.00		AVERAGE GRADE (WS)
												7	100.0			NONSUPERV (PROD FAC)
												7	100.0			WD- 8
												8.00				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												1	100.0			WN-7
												7.00				AVERAGE GRADE (WN)

SMITHSONIAN INSTITUTION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OTHER WAGE SYSTEMS	2	1	50.0								
THRU \$ 7,999	1	1	100.0								
\$ 8,000-\$ 9,999	1										
AVERAGE SALARY	8,150	7,600									
TOTAL OTHER PAY SYSTEMS	23	1	4.3	6	26.1	1	4.3	6	26.1	1	4.3
\$10,000-\$11,999	1										
\$12,000-\$13,999	5	1	20.0	4	80.0	1	20.0	4	80.0	1	20.0
\$14,000-\$15,999	16			2	12.5			2	12.5		
\$16,000-\$17,999	1										
AVERAGE SALARY	14,196	12,300		13,400		12,300		13,400		12,300	

SMITHSONIAN INSTITUTION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												2	100.0	1	50.0	OTHER WAGE SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 AVERAGE SALARY
												1	100.0	1	100.0	
												1	100.0			TOTAL OTHER PAY SYSTEMS \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 AVERAGE SALARY
												8,150		7,600		
												17	73.9			
												1	100.0			
												1	20.0			
												14	87.5			
												1	100.0			
												14,476				

TABLE 1-116

Minority Group Study of Full-Time Employment: November 30, 1977

SOLDIERS' AND AIRMEN'S HOME

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	829	344	41.5	506	61.0	249	30.0	496	59.8	242	29.2
TOTAL GEN SCHED & EQUIV	362	226	62.4	228	63.0	136	37.6	220	60.8	129	35.6
GS- 1	1	1	100.0								
GS- 3	102	79	77.5	93	91.2	72	70.6	93	91.2	72	70.6
GS- 4	65	31	47.7	53	81.5	23	35.4	53	81.5	23	35.4
GS- 5	49	21	42.9	26	53.1	4	8.2	26	53.1	4	8.2
GS- 6	35	14	40.0	21	60.0	5	14.3	20	57.1	5	14.3
GS- 7	12	7	58.3	3	25.0	1	8.3	3	25.0	1	8.3
GS- 8	39	37	94.9	21	53.8	21	53.8	17	43.6	17	43.6
GS- 9	28	21	75.0	7	25.0	7	25.0	6	21.4	6	21.4
GS-10	11	9	81.8	2	18.2	2	18.2				
GS-11	11	4	36.4	1	9.1	1	9.1	1	9.1	1	9.1
GS-12	5	1	20.0								
GS-12	2	1	50.0								
GS-14	2			1	50.0			1	50.0		
AVERAGE GRADE	5.57	5.50		4.58		4.61		4.44		4.39	
TOTAL WAGE SYSTEMS	354	116	32.8	266	75.1	113	31.9	266	75.1	113	31.9
REGULAR NONSUPERVISORY	308	109	35.4	241	78.2	107	34.7	241	78.2	107	34.7
WG- 1	17	10	58.8	17	100.0	10	58.8	17	100.0	10	58.8
WG- 2	89	55	61.8	88	98.9	55	61.8	88	98.9	55	61.8
WG- 3	49	29	59.2	42	85.7	28	57.1	42	85.7	28	57.1
WG- 4	8	4	50.0	8	100.0	4	50.0	8	100.0	4	50.0
WG- 5	40	1	2.5	30	75.0			30	75.0		
WG- 6	17			13	76.5			13	76.5		
WG- 7	11			8	72.7			8	72.7		
WG- 8	31	10	32.3	27	87.1	10	32.3	27	87.1	10	32.3
WG- 9	20			3	15.0			3	15.0		
WG-10	19			4	21.1			4	21.1		
WG-11	7			1	14.3			1	14.3		
AVERAGE GRADE (WG)	4.70	2.83		3.85		2.80		3.85		2.80	
REGULAR LEADER	15	3	20.0	10	66.7	3	20.0	10	66.7	3	20.0
WL- 2	3	3	100.0	3	100.0	3	100.0	3	100.0	3	100.0
WL- 4	2			1	50.0			1	50.0		
WL- 5	2			2	100.0			2	100.0		
WL- 6	1			1	100.0			1	100.0		
WL- 8	2			1	50.0			1	50.0		
WL- 9	3			2	66.7			2	66.7		
WL-10	2										
AVERAGE GRADE (WL)	6.20	2.00		5.20		2.00		5.20		2.00	
REGULAR SUPERVISORY	31	4	12.9	15	48.4	3	9.7	15	48.4	3	9.7
WS- 2	7	2	28.6	6	85.7	2	28.6	6	85.7	2	28.6
WS- 3	2	1	50.0	2	100.0	1	50.0	2	100.0	1	50.0
WS- 5	1										
WS- 7	6	1	16.7	4	66.7			4	66.7		
WS- 8	1			1	100.0			1	100.0		
WS- 9	10			2	20.0			2	20.0		
WS-10	2										
WS-11	1										
WS-12	1										
AVERAGE GRADE (WS)	6.71	3.50		4.80		2.33		4.80		2.33	
TOTAL OTHER PAY SYSTEMS	113	2	1.8	12	10.6			10	8.8		
THRU \$ 7,999	106	2	1.9	12	11.3			10	9.4		
\$ 8,000-\$ 9,999	2										
\$22,000-\$23,999	1										
\$32,000-\$33,999	1										
\$38,000-\$37,999	1										
\$42,000 AND OVER	2										
AVERAGE SALARY	7,105	5,050		5,675				5,580			

SOLDIERS' AND AIRMEN'S HOME

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
3	.4							7	.8	7	.8	323	39.0	95	11.5	TOTAL ALL PAY SYSTEMS	
1	.3							7	1.9	7	1.9	134	37.0	90	24.9	TOTAL GEN SCHED & EQUIV	
												1	100.0	1	100.0	GS- 1	
												9	8.8	7	6.9	GS- 3	
												12	18.5	8	12.3	GS- 4	
												23	46.9	17	34.7	GS- 5	
												14	40.0	9	25.7	GS- 6	
												9	75.0	6	50.0	GS- 7	
								4	10.3	4	10.3	18	46.2	16	41.0	GS- 8	
								1	3.6	1	3.6	21	75.0	14	50.0	GS- 9	
								2	18.2	2	18.2	9	81.8	7	63.6	GS-10	
												10	90.9	3	27.3	GS-11	
												5	100.0	1	20.0	GS-12	
												2	100.0	1	50.0	GS-13	
												1	50.0			GS-14	
																AVERAGE GRADE	
6.00								8.71		8.71		7.25		6.86			
												88	24.9	3	.8	TOTAL WAGE SYSTEMS	
												67	21.8	2	.6	REGULAR NONSUPERVISORY	
												1	1.1			WG- 1	
												7	14.3	1	2.0	WG- 2	
																WG- 3	
												10	25.0	1	2.5	WG- 4	
												4	23.5			WG- 5	
												3	27.3			WG- 6	
												4	12.9			WG- 7	
												17	85.0			WG- 8	
												15	78.9			WG- 9	
												6	85.7			WG-10	
												7.75		4.00		WG-11	
																AVERAGE GRADE (WG)	
												5	33.3			REGULAR LEADER	
												1	50.0			WL- 2	
																WL- 4	
																WL- 5	
																WL- 6	
												1	50.0			WL- 8	
												1	33.3			WL- 9	
												2	100.0			WL-10	
												8.20				AVERAGE GRADE (WL)	
												16	51.6	1	3.2	REGULAR SUPERVISORY	
												1	14.3			WS- 2	
																WS- 3	
												1	100.0			WS- 5	
												2	33.3	1	16.7	WS- 7	
																WS- 8	
												8	80.0			WS- 9	
												2	100.0			WS-10	
												1	100.0			WS-11	
												1	100.0			WS-12	
												8.50		7.00		AVERAGE GRADE (WS)	
												101	89.4	2	1.8	TOTAL OTHER PAY SYSTEMS	
												94	88.7	2	1.9	THRU \$ 7,999	
												2	100.0			\$ 8,000-\$ 9,999	
												1	100.0			\$22,000-\$23,999	
												1	100.0			\$32,000-\$33,999	
												1	100.0			\$36,000-\$37,999	
												2	100.0			\$42,000 AND OVER	
6,150												7,275		5,050		AVERAGE SALARY	

SOUTHWEST BORDER REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2	1	50.0								
TOTAL GEN SCHED & EQUIV	2	1	50.0								
GS-11	2	1	50.0								
AVERAGE GRADE	11.00	11.00									

SOUTHWEST BORDER REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												2	100.0	1	50.0	TOTAL ALL PAY SYSTEMS
												2	100.0	1	50.0	TOTAL GEN SCHED & EQUIV
												2	100.0	1	50.0	GS-11
												11.00		11.00		AVERAGE GRADE

SUSQUEHANNA RIVER BASIN COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2										
TOTAL GEN SCHED & EQUIV	1										
GS-12	1										
AVERAGE GRADE	12.00										
TOTAL OTHER PAY SYSTEMS	1										
\$42,000 AND OVER	1										
AVERAGE SALARY	47,500										

SUSQUEHANNA RIVER BASIN COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM	
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN		
																TOTAL ALL PAY SYSTEMS	
													2	100.0			TOTAL GEN SCHED & EQUIV
													1	100.0			GS-12
													1	100.0			AVERAGE GRADE
													12.00				
													1	100.0			TOTAL OTHER PAY SYSTEMS
													1	100.0			\$42,000 AND OVER
													47,500				AVERAGE SALARY

TABLE 1-119

Minority Group Study of Full-Time Employment: November 30, 1977

TENNESSEE VALLEY AUTHORITY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	39,445	3,526	8.9	3,150	8.0	406	1.0	3,019	7.7	393	1.0
TOTAL GEN SCHED & EQUIV	13,817	3,329	24.1	1,076	7.8	352	2.5	988	7.2	339	2.5
GS- 2	222	115	51.8	41	18.5	24	10.8	41	18.5	24	10.8
GS- 3	1,289	669	51.9	187	14.5	103	8.0	184	14.3	102	7.9
GS- 4	2,214	1,244	56.2	248	11.2	125	5.6	242	10.9	120	5.4
GS- 5	1,981	558	28.2	213	10.8	44	2.2	207	10.4	44	2.2
GS- 7	1,586	370	23.3	129	8.1	29	1.8	118	7.4	26	1.6
GS- 9	1,509	188	12.5	70	4.6	11	.7	66	4.4	11	.7
GS-11	1,852	132	7.1	110	5.9	12	.6	84	4.5	10	.5
GS-12	1,568	36	2.3	58	3.7	2	.1	35	2.2	1	.1
GS-13	965	13	1.3	18	1.9	2	.2	9	.9	1	.1
GS-14	348	4	1.1	1	.3			1	.3		
GS-15	189										
GS-16	54			1	1.9			1	1.9		
GS-17	35										
GS-18	5										
AVERAGE GRADE	7.87	4.92		5.95		4.43		5.62		4.34	
TOTAL WAGE SYSTEMS	25,272	165	.7	1,851	7.3	30	.1	1,809	7.2	30	.1
OTHER WAGE SYSTEMS	25,272	165	.7	1,851	7.3	30	.1	1,809	7.2	30	.1
\$10,000-\$11,999	4,980	93	1.9	986	19.8	21	.4	972	19.5	21	.4
\$12,000-\$13,999	3,302	52	1.6	341	10.3	8	.2	336	10.2	8	.2
\$14,000-\$15,999	3,001	4	.1	134	4.5			130	4.3		
\$16,000-\$17,999	4,186	6	.1	166	4.0			158	3.8		
\$18,000-\$19,999	5,762	8	.1	153	2.7	1		146	2.5	1	
\$20,000-\$21,999	3,698	2	.1	64	1.7			60	1.6		
\$22,000-\$23,999	343			7	2.0			7	2.0		
AVERAGE SALARY	16,081	12,399		13,242		11,850		13,202		11,850	
TOTAL OTHER PAY SYSTEMS	356	32	9.0	223	62.6	24	6.7	222	62.4	24	6.7
\$ 8,000-\$ 9,999	62	6	9.7	25	40.3	3	4.8	25	40.3	3	4.8
\$10,000-\$11,999	280	24	8.6	186	66.4	19	6.8	185	66.1	19	6.8
\$12,000-\$13,999	13	2	15.4	12	92.3	2	15.4	12	92.3	2	15.4
\$42,000 AND OVER	1										
AVERAGE SALARY	10,665	10,531		10,701		10,721		10,702		10,721	

TENNESSEE VALLEY AUTHORITY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
37	.1	4		33	.1	1		61	.2	8		36,295	92.0	3,120	7.9	TOTAL ALL PAY SYSTEMS
24	.2	4		7	.1	1		57	.4	8	.1	12,741	92.2	2,977	21.5	TOTAL GEN SCHED & EQUIV
1	.1	1	.1	1	.1			1	.1			181	81.5	91	41.0	GS- 2
2	.1	1						4	.2	4	.2	1,102	85.5	566	43.9	GS- 3
2	.1			1	.1			3	.2			1,966	88.8	1,119	50.5	GS- 4
6	.4	1	.1	2	.1	1	.1	3	.2	1	.1	1,768	89.2	514	25.9	GS- 5
1	.1			1	.1			2	.1			1,457	91.9	341	21.5	GS- 7
5	.3			1	.1			20	1.1	2	.1	1,439	95.4	177	11.7	GS- 9
4	.3			1	.1			18	1.1	1	.1	1,742	94.1	120	6.5	GS-11
3	.3	1	.1					6	.6			1,510	96.3	34	2.2	GS-12
												947	98.1	11	1.1	GS-13
												347	99.7	4	1.1	GS-14
												189	100.0			GS-15
												53	98.1			GS-16
												35	100.0			GS-17
												5	100.0			GS-18
8.92		6.75		7.71		7.00		10.30		7.13		8.03		4.98		AVERAGE GRADE
12				26	.1			4				23,421	92.7	135	.5	TOTAL WAGE SYSTEMS
12				26	.1			4				23,421	92.7	135	.5	OTHER WAGE SYSTEMS
4	.1			9	.2			1				3,994	60.2	72	1.4	\$10,000-\$11,999
2	.1			1				2	.1			2,961	89.7	44	1.3	\$12,000-\$13,999
2	.1			2	.1							2,867	95.5	4	.1	\$14,000-\$15,999
1				7	.2							4,020	96.0	6	.1	\$16,000-\$17,999
1				5	.1			1				5,609	97.3	7	.1	\$18,000-\$19,999
2	.1			2	.1							3,634	98.3	2	.1	\$20,000-\$21,999
14,600				15,277				14,200				336	98.0			\$22,000-\$23,999
												16,306		12,521		AVERAGE SALARY
1	.3											133	37.4	8	2.2	TOTAL OTHER PAY SYSTEMS
1	.4											37	59.7	3	4.8	\$ 8,000-\$ 9,999
												94	33.6	5	1.8	\$10,000-\$11,999
												1	7.7			\$12,000-\$13,999
												1	100.0			\$42,000 AND OVER
10,600												10,604		9,963		AVERAGE SALARY

TABLE 1-120

Minority Group Study of Full-Time Employment: November 30, 1977

US POSTAL SERVICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	514,192	81,491	15.8	129,479	25.2	34,823	6.8	107,793	21.0	32,191	6.3
TOTAL POSTAL SERVICE	514,192	81,491	15.8	129,479	25.2	34,823	6.8	107,793	21.0	32,191	6.3
POSTAL HEADQUARTERS	816	244	29.9	197	24.1	90	11.0	181	22.2	83	10.2
LEVEL- 1	21	19	90.5	20	95.2	18	85.7	20	95.2	18	85.7
LEVEL- 2	16	6	37.5	16	100.0	6	37.5	16	100.0	6	37.5
LEVEL- 3	2	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
LEVEL- 4	5	2	40.0	4	80.0	1	20.0	4	80.0	1	20.0
LEVEL- 5	6	3	50.0	2	33.3	2	33.3	1	16.7	1	16.7
LEVEL- 6	21	1	4.8	12	57.1			12	57.1		
LEVEL- 7	18	6	33.3	12	66.7	5	27.8	11	61.1	4	22.2
LEVEL- 8	12	7	58.3	9	75.0	6	50.0	8	66.7	5	41.7
LEVEL- 9	28	12	42.9	14	50.0	4	14.3	12	42.9	3	10.7
LEVEL-10	3	2	66.7	1	33.3	1	33.3	1	33.3	1	33.3
LEVEL-11	39	35	89.7	17	43.6	13	33.3	17	43.6	13	33.3
LEVEL-12	9	3	33.3	3	33.3	2	22.2	2	22.2	2	22.2
LEVEL-13	14	10	71.4	5	35.7	2	14.3	5	35.7	2	14.3
LEVEL-14	40	35	87.5	15	37.5	13	32.5	13	32.5	11	27.5
LEVEL-15	39	34	87.2	8	20.5	6	15.4	7	17.9	6	15.4
LEVEL-16	24	18	75.0	3	12.5	3	12.5	2	8.3	2	8.3
LEVEL-17	23	15	65.2	6	26.1	5	21.7	5	21.7	5	21.7
LEVEL-18	26	8	30.8	4	15.4	1	3.8	4	15.4	1	3.8
LEVEL-19	18	7	38.9	4	22.2			4	22.2		
LEVEL-20	28	5	17.9	5	17.9			5	17.9		
LEVEL-21	25	3	12.0	4	16.0			4	16.0		
LEVEL-22	39	3	7.7	6	15.4	1	2.6	6	15.4	1	2.6
LEVEL-23	59	4	6.8	8	13.6			8	13.6		
LEVEL-24	79	2	2.5	4	5.1			3	3.8		
LEVEL-25	93	2	2.2	6	6.5			6	6.5		
LEVEL-26	33			2	6.1			2	6.1		
LEVEL-27	27	1	3.7	1	3.7						
LEVEL-28	10			2	20.0			1	10.0		
LEVEL-29	8										
LEVEL-30	14			1	7.1						
LEVEL-31	6			1	16.7			1	16.7		
LEVEL-32	4										
LEVEL-33	10										
LEVEL-34	3										
LEVEL-35	4										
LEVEL-36	3										
LEVEL-37	2										
LEVEL-38	3			1	33.3						
LEVEL-39	1										
LEVEL-42	1										
AVERAGE SALARY	24,736	16,905		17,672		14,663		17,243		14,669	

US POSTAL SERVICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16,478	3.2	1,709	.3	881	.2	226		4,319	.8	681	.1	384,713	74.8	46,668	9.1	TOTAL ALL PAY SYSTEMS
16,478	3.2	1,709	.3	881	.2	226		4,319	.8	681	.1	384,713	74.8	46,668	9.1	TOTAL POSTAL SERVICE
7	.9	3	.4					9	1.1	4	.5	619	75.9	154	18.9	POSTAL HEADQUARTERS
												1	4.8	1	4.8	LEVEL- 1
												1	50.0			LEVEL- 2
												1	20.0	1	20.0	LEVEL- 3
												4	66.7	1	16.7	LEVEL- 4
1	16.7	1	16.7									9	42.9	1	4.8	LEVEL- 5
1	5.6	1	5.6									6	33.3	1	5.6	LEVEL- 6
								1	8.3	1	8.3	3	25.0	1	8.3	LEVEL- 7
1	3.6							1	3.6	1	3.6	14	50.0	8	28.6	LEVEL- 8
												2	66.7	1	33.3	LEVEL- 9
												22	56.4	22	56.4	LEVEL-10
												6	66.7	1	11.1	LEVEL-11
												9	64.3	8	57.1	LEVEL-12
												2	5.0	2	5.0	LEVEL-13
												25	62.5	22	55.0	LEVEL-14
1	2.6											31	79.5	28	71.8	LEVEL-15
1	4.2	1	4.2									21	87.5	15	62.5	LEVEL-16
								1	4.3			17	73.9	10	43.5	LEVEL-17
												22	84.6	7	26.9	LEVEL-18
												14	77.8	7	38.9	LEVEL-19
												23	82.1	5	17.9	LEVEL-20
												21	84.0	3	12.0	LEVEL-21
												33	84.6	2	5.1	LEVEL-22
												51	86.4	4	6.8	LEVEL-23
								1	1.3			75	94.9	2	2.5	LEVEL-24
												87	93.5	2	2.2	LEVEL-25
												31	93.9			LEVEL-26
1	3.7											26	96.3	1	3.7	LEVEL-27
								1	10.0			8	80.0			LEVEL-28
1	7.1											8	100.0			LEVEL-29
												13	92.9			LEVEL-30
												5	83.3			LEVEL-31
												4	100.0			LEVEL-32
												10	100.0			LEVEL-33
												3	100.0			LEVEL-34
												4	100.0			LEVEL-35
												3	100.0			LEVEL-36
												2	100.0			LEVEL-37
												2	66.7			LEVEL-38
												1	100.0			LEVEL-39
												1	100.0			LEVEL-42
21,871		14,233						23,033		14,875		26,984		18,216		AVERAGE SALARY

TABLE 1-120

Minority Group Study of Full-Time Employment: November 30, 1977

US POSTAL SERVICE

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
POSTAL FIELD	513,376	81,247	15.8	129,282	25.2	34,733	6.8	107,612	21.0	32,108	6.3
LEVELS 1 THRU 42	483,455	79,050	16.4	128,770	26.6	34,625	7.2	107,371	22.2	32,051	6.6
LEVEL- 1	338	63	18.6	157	46.4	39	11.5	136	40.2	37	10.9
LEVEL- 2	2,377	466	19.6	1,282	53.9	367	15.4	1,125	47.3	353	14.9
LEVEL- 3	8,018	736	9.2	3,596	44.9	558	7.0	3,143	39.2	532	6.6
LEVEL- 4	33,975	2,932	8.6	16,726	49.2	2,336	6.9	15,003	44.4	2,298	6.8
LEVEL- 5	299,854	46,709	15.6	73,301	24.4	21,501	7.2	59,980	20.0	19,893	6.6
LEVEL- 6	64,106	14,648	22.9	22,406	35.0	7,804	12.2	18,916	29.5	7,289	11.4
LEVEL- 7	3,566	300	8.4	985	27.6	55	1.5	841	23.6	40	1.1
LEVEL- 8	546	69	12.6	98	17.9	25	4.6	75	13.7	24	4.4
LEVEL- 9	1,848	530	28.7	412	22.3	95	5.1	306	16.6	64	3.5
LEVEL-10	389	212	54.6	123	31.7	56	14.4	90	23.2	43	11.1
LEVEL-11	1,582	783	49.5	547	34.6	260	16.4	474	30.0	216	13.7
LEVEL-12	6,356	3,947	60.7	265	4.2	157	2.5	114	1.8	66	1.0
LEVEL-13	1,550	486	31.4	309	19.9	137	8.8	246	15.9	123	7.9
LEVEL-14	3,022	636	21.0	803	26.6	200	6.6	677	22.4	172	5.7
LEVEL-15	24,149	4,143	17.2	4,049	16.8	634	2.6	3,326	13.8	546	2.3
LEVEL-16	6,141	435	7.1	1,087	17.7	179	2.9	862	14.0	161	2.6
LEVEL-17	8,317	1,436	17.3	804	9.7	92	1.1	631	7.6	77	.9
LEVEL-18	6,352	314	4.9	565	8.9	52	.8	397	6.3	45	.7
LEVEL-19	1,722	88	5.1	319	18.5	30	1.7	257	14.9	28	1.6
LEVEL-20	3,627	114	3.1	285	7.9	20	.6	206	5.7	18	.5
LEVEL-21	1,848	44	2.4	246	13.3	12	.6	184	10.0	12	.6
LEVEL-22	1,089	33	3.0	120	11.0	8	.7	91	8.4	8	.7
LEVEL-23	1,103	12	1.1	130	11.8	4	.4	99	9.0	3	.3
LEVEL-24	682	5	.7	68	10.0	1	.1	45	6.6	1	.1
LEVEL-25	221	2	.9	25	11.3	2	.9	20	9.0	2	.9
LEVEL-26	346	5	1.4	35	10.1	1	.3	25	7.2		
LEVEL-27	138	1	.7	13	9.4			10	7.2		
LEVEL-28	37	1	2.7								
LEVEL-29	76			8	10.5			7	9.2		
LEVEL-30	40			4	10.0			4	10.0		
LEVEL-31	9			1	11.1						
LEVEL-32	1			1	100.0			1	100.0		
LEVEL-33	22										
LEVEL-34	5										
LEVEL-37	3										
AVERAGE SALARY	16,129	15,671		15,793		15,643		15,791		15,658	
RURAL CARRIERS	29,921	2,197	7.3	512	1.7	108	.4	241	.8	57	.2
AVERAGE SALARY	17,973	17,266		17,919		17,267		17,789		17,151	

US POSTAL SERVICE

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16,469	3.2	1,706	.3	861	.2	226		4,310	.8	677	.1	384,094	74.8	46,514	9.1	POSTAL FIELD
16,354	3.4	1,685	.3	829	.2	214		4,186	.9	659	.1	354,685	73.4	44,425	9.2	LEVELS 1 THRU 42
20	5.9	1	.3					1	.3	1	.3	181	53.6	24	7.1	LEVEL- 1
107	4.5	8	.3	4	.2			46	1.9	6	.3	1,095	46.1	99	4.2	LEVEL- 2
343	4.3	19	.2	15	.2			94	1.2	7	.1	4,422	55.2	178	2.2	LEVEL- 3
1,397	4.1	25	.1	32	.1	2		213	.6	11		17,249	50.8	596	1.8	LEVEL- 4
10,324	3.4	1,087	.4	461	.2	107		2,528	.8	409	.1	226,553	75.6	25,208	8.4	LEVEL- 5
2,615	4.1	354	.6	118	.2	23		756	1.2	138	.2	41,700	65.0	6,844	10.7	LEVEL- 6
90	2.5	9	.3	8	.2	2	.1	45	1.3	9	.1	2,581	72.4	245	6.9	LEVEL- 7
16	2.9			2	.4	1	.2	5	.9			448	82.1	44	8.1	LEVEL- 8
72	3.9	19	1.0	2	.1			32	1.7	12	.6	1,436	77.7	435	23.5	LEVEL- 9
16	4.1	5	1.3	3	.8	1	.3	13	3.4	7	1.8	266	68.6	156	40.2	LEVEL-10
50	3.2	30	1.9	4	.3	3	.2	19	1.2	11	.7	1,035	65.4	523	33.1	LEVEL-11
69	1.1	37	.6	58	.9	40	.6	10	.2	7	.1	6,091	96.0	3,690	58.2	LEVEL-12
39	2.5	7	.5	2	.1	2	.1	22	1.4	5	.3	1,241	80.1	349	22.5	LEVEL-13
78	2.6	13	.4	5	.2	1		43	1.4	14	.5	2,219	73.4	436	14.4	LEVEL-14
537	2.2	48	.2	45	.2	23	.1	139	.6	15	.1	20,100	83.2	3,509	14.5	LEVEL-15
158	2.6	11	.2	9	.1	2		58	.9	5	.1	5,054	82.3	256	4.2	LEVEL-16
100	1.2	8	.1	24	.3	5	.1	49	.6	2		7,513	90.3	1,344	16.2	LEVEL-17
116	1.8	1		20	.3	2		31	.5	3		5,787	91.1	262	4.1	LEVEL-18
47	2.7	1	.1					15	.9	1	.1	1,403	81.5	58	3.4	LEVEL-19
59	1.6			4	.1			16	.4	1		3,342	92.1	94	2.6	LEVEL-20
43	2.3			4	.2			15	.8			1,602	86.7	32	1.7	LEVEL-21
20	1.8			1	.1			8	.7			969	89.0	25	2.3	LEVEL-22
16	1.5							15	1.4	1	.1	973	88.2	8	.7	LEVEL-23
12	1.8			5	.7			6	.9			614	90.0	4	.6	LEVEL-24
2	.9			1	.5			2	.9			196	98.7			LEVEL-25
5	1.4	1	.3	2	.6			3	.9			311	89.9	4	1.2	LEVEL-26
2	1.4							1	.7			125	90.6	1	.7	LEVEL-27
												37	100.0	1	2.7	LEVEL-28
								1	1.3			68	89.5			LEVEL-29
												36	90.0			LEVEL-30
												8	88.9			LEVEL-31
												22	100.0			LEVEL-32
												5	100.0			LEVEL-33
												3	100.0			LEVEL-34
																LEVEL-37
15,773		15,409		16,131		15,613		15,871		15,517		16,250		15,693		AVERAGE SALARY
115	.4	21	.1	32	.1	12		124	.4	18	.1	29,409	98.3	2,089	7.0	RURAL CARRIERS
18,403		17,633		17,422		17,900		17,850		16,783		17,974		17,266		AVERAGE SALARY

UPPER GREAT LAKES REGIONAL COMMISSION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	1	1	100.0								
TOTAL GEN SCHED & EQUIV	1	1	100.0								
GS- 8	1	1	100.0								
AVERAGE GRADE	8.00	8.00									

UPPER GREAT LAKES REGIONAL COMMISSION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM		
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN			
														1	100.0	1	100.0	TOTAL ALL PAY SYSTEMS
														1	100.0	1	100.0	TOTAL GEN SCHED & EQUIV
														1	100.0	1	100.0	GS- 8
														8.00		8.00		AVERAGE GRADE

TABLE 1-122

Minority Group Study of Full-Time Employment: November 30, 1977

VETERANS ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	192,531	100,045	52.0	53,860	28.0	28,225	14.7	46,344	24.1	25,102	13.0
TOTAL GEN SCHED & EQUIV	153,222	88,578	57.8	37,453	24.4	22,150	14.5	31,836	20.8	19,410	12.7
GS- 1	196	102	52.0	113	57.7	60	30.6	100	51.0	56	28.6
GS- 2	2,457	1,250	50.9	909	37.0	404	16.4	814	33.1	370	15.1
GS- 3	11,912	7,210	60.5	4,147	34.8	2,363	19.8	3,671	30.8	2,160	18.1
GS- 4	31,125	21,476	69.0	9,748	31.3	6,298	20.2	8,785	28.2	5,785	18.6
GS- 5	27,626	17,258	62.5	9,176	33.2	5,325	19.3	8,307	30.1	4,922	17.8
GS- 6	10,742	6,227	58.0	3,590	33.4	1,993	18.6	3,157	29.4	1,800	16.8
GS- 7	8,785	4,573	52.1	1,730	19.7	843	9.6	1,352	15.4	669	7.6
GS- 8	5,587	3,736	66.9	880	15.8	580	10.4	733	13.1	506	9.1
GS- 9	24,456	17,229	70.4	3,757	15.4	2,731	11.2	2,708	11.1	1,974	8.1
GS-10	1,811	502	27.7	262	14.5	68	3.8	197	10.9	53	2.9
GS-11	11,342	5,969	52.6	1,612	14.2	1,058	9.3	1,235	10.9	840	7.4
GS-12	6,224	1,826	29.3	596	9.6	251	4.0	451	7.2	209	3.4
GS-13	3,938	559	14.2	257	6.5	57	1.4	177	4.5	39	1.0
GS-14	2,120	231	10.9	182	8.6	43	2.0	58	2.7	11	.5
GS-15	4,813	429	8.9	469	10.2	76	1.6	86	1.8	16	.3
GS-16	70	1	1.4	4	5.7			4	5.7		
GS-17	13			1	7.7			1	7.7		
GS-18	5										
AVERAGE GRADE	6.96	6.33		5.73		5.63		5.45		5.44	
TOTAL WAGE SYSTEMS	36,271	9,615	26.5	15,896	43.8	5,687	15.7	14,178	39.1	5,429	15.0
REGULAR NONSUPERVISORY	30,447	7,836	25.7	13,487	44.3	4,794	15.7	12,017	39.5	4,599	15.1
WG- 1	2,726	548	20.1	1,335	49.0	281	10.3	1,156	42.4	263	9.6
WG- 2	9,850	3,636	36.9	4,980	50.6	2,176	22.1	4,519	45.9	2,094	21.3
WG- 3	4,867	2,072	42.6	2,815	57.8	1,353	27.8	2,554	52.5	1,298	26.7
WG- 4	2,223	1,131	50.9	1,319	59.3	777	35.0	1,215	54.7	747	33.6
WG- 5	2,231	311	13.9	997	44.7	150	6.7	857	38.4	143	6.4
WG- 6	1,171	20	1.7	484	41.3	4	.3	422	36.0	4	.3
WG- 7	534	5	.9	162	30.3			139	26.0		
WG- 8	1,435	111	7.7	647	45.1	53	3.7	562	39.2	50	3.5
WG- 9	1,585	2	.1	293	18.5			240	15.1		
WG-10	2,803			367	12.6			279	9.6		
WG-11	859			85	9.9			72	8.4		
WG-12	50			3	6.0			2	4.0		
WG-13	4										
WG-14	8										
WG-15	1										
AVERAGE GRADE (WG)	4.36	2.70		3.45		2.71		3.39		2.71	
REGULAR LEADER	896	228	25.4	432	48.2	163	18.2	384	42.9	158	17.6
WL- 1	13	8	61.5	7	53.8	6	46.2	7	53.8	6	46.2
WL- 2	348	132	37.9	232	66.7	93	26.7	212	60.9	92	26.4
WL- 3	144	74	51.4	101	70.1	56	38.9	90	62.5	52	36.1
WL- 4	30	8	26.7	14	46.7	5	16.7	13	43.3	5	16.7
WL- 5	82	4	4.9	40	48.8	2	2.4	35	42.7	2	2.4
WL- 6	39	2	5.1	8	20.5	1	2.6	8	20.5	1	2.6
WL- 7	9			3	33.3			1	11.1		
WL- 8	32			16	50.0			11	34.4		
WL- 9	74			2	2.7			2	2.7		
WL-10	104			5	4.8			3	2.9		
WL-11	18			4	22.2			2	11.1		
WL-12	1										
WL-13	1										
WL-14	1										
AVERAGE GRADE (WL)	4.65	2.45		3.10		2.43		2.97		2.42	

VETERANS ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4,996	2.6	1,714	.9	372	.2	174	.1	2,148	1.1	1,235	.6	138,671	72.0	71,820	37.3	TOTAL ALL PAY SYSTEMS
3,437	2.2	1,432	.9	293	.2	154	.1	1,887	1.2	1,154	.8	115,769	75.6	66,428	43.4	TOTAL GEN SCHED & EQUIV
9	4.6	2	1.0	1	.5			3	1.5	2	1.0	83	42.3	42	21.4	GS- 1
81	3.3	28	1.1	1				13	.5	6	.2	1,548	63.0	846	34.4	GS- 2
380	3.2	156	1.3	31	.3	20	.2	65	.5	27	.2	7,765	65.2	4,847	40.7	GS- 3
754	2.4	378	1.2	54	.2	33	.1	155	.5	102	.3	21,377	68.7	15,178	48.8	GS- 4
652	2.4	266	1.0	65	.2	42	.2	152	.6	95	.3	18,450	66.8	11,933	43.2	GS- 5
304	2.8	112	1.0	31	.3	16	.1	98	.9	65	.6	7,152	66.6	4,234	39.4	GS- 6
234	2.7	88	1.0	17	.2	6	.1	127	1.4	80	.9	7,055	80.3	3,730	42.5	GS- 7
87	1.6	38	.7	8	.1	6	.1	52	.9	30	.5	4,707	84.2	3,156	56.5	GS- 8
442	1.8	252	1.0	39	.2	22	.1	568	2.3	483	2.0	20,699	84.6	14,498	59.3	GS- 9
42	2.3	3	.2	2	.1			21	1.2	12	.7	1,549	85.5	434	24.0	GS-10
158	1.4	69	.6	21	.2	7	.1	198	1.7	142	1.3	9,730	85.8	4,911	43.3	GS-11
68	1.1	13	.2	10	.2	1		67	1.1	28	.4	5,628	90.4	1,575	25.3	GS-12
23	.6	3	.1	8	.2	1		49	1.2	14	.4	3,681	93.5	502	12.7	GS-13
43	2.0	10	.5	1				80	3.8	22	1.0	1,938	91.4	188	6.9	GS-14
160	3.3	14	.3	4	.1			239	5.0	46	1.0	4,324	89.8	353	7.3	GS-15
												66	94.3	1	1.4	GS-16
												12	92.3			GS-17
												5	100.0			GS-18
6.40		5.98		6.51		5.77		9.08		8.42		7.36		6.56		AVERAGE GRADE
1,473	4.1	221	.6	76	.2	18		169	.5	19	.1	20,375	56.2	3,928	10.8	TOTAL WAGE SYSTEMS
1,259	4.1	164	.5	62	.2	16	.1	149	.5	15		16,960	55.7	3,042	10.0	REGULAR NONSUPERVISORY
152	5.6	14	.5	8	.3	4	.1	19	.7			1,391	51.0	267	9.8	WG- 1
386	3.9	66	.7	18	.2	7	.1	57	.6			4,870	49.4	1,480	14.8	WG- 2
231	4.7	47	1.0	5	.1	2		25	.5	6	.1	2,052	42.2	719	14.8	WG- 3
99	4.5	29	1.3	1		1		4	.2			904	40.7	354	15.9	WG- 4
118	5.3	6	.3	5	.2	1		17	.8			1,234	55.3	161	7.2	WG- 5
56	4.8			3	.3			3	.3			687	58.7	16	1.4	WG- 6
18	3.4			2	.4			3	.6			372	69.7	5	.9	WG- 7
70	4.9	2	.1	6	.4	1	.1	9	.6			788	54.9	58	4.0	WG- 8
49	3.1			1	.1			3	.2			1,292	81.5	2	.1	WG- 9
70	2.4			11	.4			7	.2			2,536	87.4			WG-10
9	1.0			2	.2			2	.2			774	90.1			WG-11
1	2.0											47	94.0			WG-12
												4	100.0			WG-13
												8	100.0			WG-14
												1	100.0			WG-15
3.87		2.74		4.98		2.56		3.62		2.40		5.09		2.69		AVERAGE GRADE (WG)
40	4.5	5	.6	5	.6			3	.3			464	51.8	65	7.3	REGULAR LEADER
												6	46.2	2	15.4	WL- 1
20	5.7	1	.3									116	33.3	39	11.2	WL- 2
9	6.3	4	2.8	1	.7			1	.7			43	29.9	18	12.5	WL- 3
1	3.3											16	53.3	3	10.0	WL- 4
4	4.9							1	1.2			42	51.2	2	2.4	WL- 5
												31	79.5	1	2.6	WL- 6
				2	22.2							6	66.7			WL- 7
3	9.4			2	6.3							16	50.0			WL- 8
												72	97.3			WL- 9
1	1.0							1	1.0			99	95.2			WL-10
2	11.1											14	77.8			WL-11
												1	100.0			WL-12
												1	100.0			WL-13
												1	100.0			WL-14
3.68		2.80		6.60				6.00				6.09		2.49		AVERAGE GRADE (WL)

TABLE 1-122

Minority Group Study of Full-Time Employment: November 30, 1977

VETERANS ADMINISTRATION

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
REGULAR SUPERVISORY	3,551	530	14.9	1,458	41.1	331	9.3	1,323	37.3	318	9.0
WS- 1	533	154	28.9	318	59.7	90	16.9	277	52.0	85	15.9
WS- 2	598	163	27.3	365	61.0	104	17.4	339	56.7	96	16.1
WS- 3	378	131	34.7	233	61.6	84	22.2	222	58.7	84	22.2
WS- 4	267	49	18.4	125	46.8	34	12.7	117	43.8	34	12.7
WS- 5	229	14	6.1	88	38.4	10	4.1	78	34.1	10	4.4
WS- 6	195	8	4.1	89	45.6	4	2.1	81	41.5	4	2.1
WS- 7	216	6	2.8	84	38.9	2	.9	77	35.6	2	.9
WS- 8	289	3	1.0	57	19.7	1	.3	45	15.6	1	.3
WS- 9	389			33	8.5			27	6.9		
WS-10	211			34	16.1			31	14.7		
WS-11	103	2	1.9	20	19.4	2	1.9	18	17.5	2	1.9
WS-12	91			9	9.9			9	9.9		
WS-13	43			3	7.0			2	4.7		
WS-14	7										
WS-15	2										
AVERAGE GRADE (WS)	5.24	2.41		3.61		2.43		3.59		2.46	
NONSUPERV (PROD FAC)	133			6	4.5			2	1.5		
WD- 1	1										
WD- 4	3										
WD- 5	24			1	4.2						
WD- 6	13										
WD- 7	92			5	5.4			2	2.2		
AVERAGE GRADE (WD)	6.43			6.67				7.00			
OTHER WAGE SYSTEMS	1,244	1,021	82.1	513	41.2	399	32.1	452	36.3	354	28.5
THRU \$ 7,999	1,057	877	83.0	424	40.1	335	31.7	372	35.2	296	28.0
\$ 8,000-\$ 9,999	142	127	89.4	64	45.1	55	38.7	57	40.1	49	34.5
\$10,000-\$11,999	13	12	92.3	6	46.2	5	38.5	6	46.2	5	38.5
\$12,000-\$13,999	3	2	66.7	2	66.7	1	33.3	2	66.7	1	33.3
\$14,000-\$15,999	8	2	25.0	5	62.5	2	25.0	5	62.5	2	25.0
\$16,000-\$17,999	9			5	55.6			4	44.4		
\$18,000-\$19,999	8	1	12.5	5	62.5	1	12.5	4	50.0	1	12.5
\$20,000-\$21,999	2			1	50.0			1	50.0		
\$22,000-\$23,999	1										
\$24,000-\$25,999	1			1	100.0			1	100.0		
AVERAGE SALARY	6,866	6,684		7,107		6,889		7,150		6,935	
TOTAL OTHER PAY SYSTEMS	3,028	1,852	61.0	511	16.8	388	12.8	330	10.9	263	8.7
THRU \$ 7,999	1,030	910	88.3	217	21.1	181	17.6	172	16.7	144	14.0
\$ 8,000-\$ 9,999	192	128	66.7	28	14.6	16	8.3	19	9.9	11	5.7
\$10,000-\$11,999	312	189	60.6	47	15.1	27	8.7	29	9.3	18	5.8
\$12,000-\$13,999	315	234	74.3	50	15.9	44	14.0	37	11.7	35	11.1
\$14,000-\$15,999	310	259	83.5	92	29.7	87	28.1	52	16.8	48	15.5
\$16,000-\$17,999	72	27	37.5	10	13.9	5	6.9	2	2.8		
\$18,000-\$19,999	99	52	52.5	14	14.1	14	14.1	6	6.1	6	6.1
\$20,000-\$21,999	58	10	17.2	4	6.9	2	3.4	2	3.4		
\$22,000-\$23,999	32	1	3.1								
\$24,000-\$25,999	35										
\$26,000-\$27,999	63	3	4.8	3	4.8	2	3.2				
\$28,000-\$29,999	6										
\$30,000-\$31,999	10	3	30.0	1	10.0			1	10.0		
\$32,000-\$33,999	22	2	9.1	2	9.1						
\$34,000-\$35,999	31	4	12.9	2	6.5	1	3.2				
\$36,000-\$37,999	41	4	9.8	3	7.3	1	2.4				
\$38,000-\$39,999	36	4	11.1	3	8.3	1	2.8	1	2.8		
\$40,000-\$41,999	31	4	12.9	5	16.1	2	6.5				
\$42,000 AND OVER	343	18	5.2	30	8.7	5	1.5	9	2.6	1	.3
AVERAGE SALARY	16,499	10,324		13,096		11,096		10,554		9,593	

VETERANS ADMINISTRATION

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
117	3.3	12	.3	7	.2	1		11	.3			2,093	58.9	199	5.6	REGULAR SUPERVISORY
36	6.8	5	.9	1	.2			4	.8			215	40.3	64	12.0	WS- 1
22	3.7	7	1.2	3	.5	1	.2	1	.2			233	39.0	59	9.9	WS- 2
10	2.6							1	.3			145	38.4	47	12.4	WS- 3
8	3.0											142	53.2	15	5.6	WS- 4
6	2.6			1	.4			3	1.3			141	61.6	4	1.7	WS- 5
6	3.1			1	.5			1	.5			106	54.4	4	2.1	WS- 6
7	3.2											132	61.1	4	1.9	WS- 7
10	3.5			1	.3			1	.3			232	80.3	2	.7	WS- 8
6	1.5											356	91.5			WS- 9
3	1.4											177	83.9			WS-10
2	1.9											83	80.6			WS-11
												82	90.1			WS-12
1	2.3											40	93.0			WS-13
												7	100.0			WS-14
												2	100.0			WS-15
3.90		1.58		3.71		2.00		3.45				6.37		2.37		AVERAGE GRADE (WS)
3	2.3							1	.8			127	95.5			NONSUPERV (PROD FAC)
												1	100.0			WD- 1
								1	4.2			3	100.0			WD- 4
												23	95.8			WD- 5
3	3.3											13	100.0			WD- 6
7.00								5.00				87	94.6			WD- 7
												6.42				AVERAGE GRADE (WD)
54	4.3	40	3.2	2	.2	1	.1	5	.4	4	.3	731	58.8	622	50.0	OTHER WAGE SYSTEMS
47	4.4	35	3.3	1	.1	1	.1	4	.4	3	.3	633	59.9	542	51.3	THRU \$ 7,999
6	4.2	5	3.5					1	.7	1	.7	78	54.9	72	50.7	\$ 8,000-\$ 9,999
												7	53.8	7	53.8	\$10,000-\$11,999
												1	33.3	1	33.3	\$12,000-\$13,999
												3	37.5			\$14,000-\$15,999
												4	44.4			\$16,000-\$17,999
												3	37.5			\$18,000-\$19,999
												1	50.0			\$20,000-\$21,999
												1	100.0			\$22,000-\$23,999
																\$24,000-\$25,999
																AVERAGE SALARY
6,570		6,488		12,950		7,200		6,740		6,775		6,697		6,552		
86	2.8	61	2.0	3	.1	2	.1	92	3.0	62	2.0	2,527	83.2	1,464	48.2	TOTAL OTHER PAY SYSTEMS
40	3.9	33	3.2	1	.1	1	.1	4	.4	3	.3	813	78.9	729	70.8	THRU \$ 7,999
4	2.1	3	1.6					5	2.6	2	1.0	164	85.4	112	58.3	\$ 8,000-\$ 9,999
12	3.8	5	1.6					6	1.9	4	1.3	265	84.9	182	51.9	\$10,000-\$11,999
5	1.6	3	1.0					8	2.5	6	1.9	265	84.1	190	60.3	\$12,000-\$13,999
11	3.5	11	3.5	1	.3	1	.3	28	9.0	27	8.7	218	70.3	172	55.5	\$14,000-\$15,999
3	4.2	2	2.8					5	6.9	3	4.2	62	86.1	22	30.6	\$16,000-\$17,999
								8	8.1	8	8.1	85	85.9	38	38.4	\$18,000-\$19,999
								2	3.4	2	3.4	54	93.1	8	13.8	\$20,000-\$21,999
												32	100.0	1	3.1	\$22,000-\$23,999
												35	100.0			\$24,000-\$25,999
								3	4.8	2	3.2	60	95.2	1	1.6	\$26,000-\$27,999
												6	100.0			\$28,000-\$29,999
												9	90.0	3	30.0	\$30,000-\$31,999
1	4.5							1	4.5			20	90.9	2	8.1	\$32,000-\$33,999
								2	6.5	1	3.2	29	93.5	3	9.7	\$34,000-\$35,999
1	2.4	1	2.4					2	4.9			38	92.7	3	7.3	\$36,000-\$37,999
2	5.6	1	2.8									33	91.7	3	8.3	\$38,000-\$39,999
								5	16.1	2	6.5	26	83.9	2	6.5	\$40,000-\$41,999
7	2.0	2	.6	1	.3			13	3.8	2	.6	313	91.3	13	3.8	\$42,000 AND OVER
13,407		11,233		21,333		10,300		21,659		17,365		17,187		10,119		AVERAGE SALARY

TABLE 1-123

Minority Group Study of Full-Time Employment: November 30, 1977

WATER RESOURCES COUNCIL

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	45	22	48.9	13	28.9	12	26.7	13	28.9	12	26.7
TOTAL GEN SCHED & EQUIV	41	22	53.7	13	31.7	12	29.3	13	31.7	12	29.3
GS- 2	1			1	100.0			1	100.0		
GS- 5	7	7	100.0	4	57.1	4	57.1	4	57.1	4	57.1
GS- 6	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
GS- 7	4	3	75.0	2	50.0	2	50.0	2	50.0	2	50.0
GS- 8	3	3	100.0	2	66.7	2	66.7	2	66.7	2	66.7
GS- 9	2	2	100.0	1	50.0	1	50.0	1	50.0	1	50.0
GS-11	3	2	65.7	1	33.3	1	33.3	1	33.3	1	33.3
GS-12	3	2	66.7								
GS-13	1										
GS-14	8										
GS-15	2										
GS-16	1										
GS-17	2										
GS-18	1										
AVERAGE GRADE	10.17	7.36		6.46		6.83		6.46		6.83	
TOTAL OTHER PAY SYSTEMS	4										
\$42,000 AND OVER	4										
AVERAGE SALARY	47,500										

WATER RESOURCES COUNCIL

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												32	71.1	10	22.2	TOTAL ALL PAY SYSTEMS
												28	68.3	10	24.4	TOTAL GEN SCHED & EQUIV
												3	42.9	3	42.9	GS- 2
												1	33.3	1	33.3	GS- 5
												2	50.0	1	25.0	GS- 6
												1	33.3	1	33.3	GS- 7
												1	50.0	1	50.0	GS- 8
												2	66.7	1	33.3	GS- 9
												3	100.0	2	66.7	GS-11
												1	100.0			GS-12
												8	100.0			GS-13
												2	100.0			GS-14
												1	100.0			GS-15
												2	100.0			GS-16
												1	100.0			GS-17
																GS-18
												11.89		8.00		AVERAGE GRADE
												4	100.0			TOTAL OTHER PAY SYSTEMS
												4	100.0			\$42,000 AND OVER
												47,500				AVERAGE SALARY

APPENDIX II

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TERRITORIES AND FOREIGN COUNTRIES SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	40,318	19,621	48.7	5,487	13.6	2,774	6.9	2,540	6.3	1,608	4.0
TOTAL GEN SCHED & EQUIV	29,429	13,600	46.2	3,870	13.2	1,894	6.4	1,652	5.6	1,024	3.5
AVERAGE GRADE	8.62	5.49		7.92		5.37		6.96		5.07	
TOTAL WAGE SYSTEMS	3,815	1,577	41.3	1,053	27.6	581	14.7	545	14.3	377	9.9
REGULAR NONSUPERVISORY	2,286	1,495	65.4	697	30.5	539	23.6	484	21.2	365	16.0
AVERAGE GRADE (WG)	3.00	1.60		2.33		1.31		2.35		1.32	
REGULAR LEADER	78	22	28.2	26	33.3	6	7.7	11	14.1	4	5.1
AVERAGE GRADE (WL)	6.83	1.77		6.58		1.50		3.55		1.75	
REGULAR SUPERVISORY	447	3	.7	196	43.8	1	.2	14	3.1	1	.2
AVERAGE GRADE (WS)	10.18	2.67		9.93		3.00		6.29		3.00	
NONSUPERV (PROD FAC)	39			9	23.1						
AVERAGE GRADE (WD)	7.56			7.56							
SUPERVISORY (PROD FAC)	4			1	25.0						
AVERAGE GRADE (WN)	6.75			6.00							
OTHER WAGE SYSTEMS	961	57	5.9	124	12.9	15	1.6	36	3.7	7	.7
AVERAGE SALARY	17,290	6,846		13,369		6,880		11,089		5,100	
TOTAL OTHER PAY SYSTEMS	6,962	4,427	63.6	454	6.5	302	4.3	244	3.5	190	2.7
AVERAGE SALARY	15,353	13,372		15,091		13,912		14,007		13,168	
TOTAL POSTAL SERVICE	112	17	15.2	110	98.2	17	15.2	99	88.4	17	15.2
POSTAL FIELD	112	17	15.2	110	98.2	17	15.2	99	88.4	17	15.2
LEVELS 1 THRU 42	112	17	15.2	110	98.2	17	15.2	99	88.4	17	15.2
AVERAGE SALARY	16,069	15,882		16,093		15,882		16,137		15,882	

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,289	3.2	543	1.3	48	.1	22	.1	1,610	4.0	601	1.5	34,831	86.4	16,847	41.8	TOTAL ALL PAY SYSTEMS
990	3.4	447	1.5	35	.1	15	.1	1,193	4.1	408	1.4	25,559	86.8	11,706	39.8	TOTAL GEN SCHED & EQUIV
8.23		5.58		8.23		5.60		8.97		5.88		8.72		5.51		AVERAGE GRADE
167	4.4	48	1.2	8	.2	3	.1	333	8.7	135	3.5	2,762	72.4	1,016	26.6	TOTAL WAGE SYSTEMS
86	2.9	41	1.8	5	.2	3	.1	142	6.2	130	5.7	1,589	69.5	956	41.8	REGULAR NONSUPERVISORY
3.29		1.44		4.00		2.00		1.75		1.24		3.29		1.77		AVERAGE GRADE (WG)
1	1.3							14	17.9	2	2.6	52	66.7	16	20.5	REGULAR LEADER
11.00								8.64		1.00		6.96		1.88		AVERAGE GRADE (WL)
23	5.1			1	.2			158	35.3			251	56.2	2	.4	REGULAR SUPERVISORY
10.30				12.00				10.18				10.38		2.50		AVERAGE GRADE (WS)
2	5.1							7	17.9			30	76.9			NONSUPERV (PROD FAC)
8.00								7.43				7.57				AVERAGE GRADE (WD)
								1	25.0			3	75.0			SUPERVISORY (PROD FAC)
								6.00				7.00				AVERAGE GRADE (WN)
75	7.8	5	.5	2	.2			11	1.1	3	.3	837	87.1	42	4.4	OTHER WAGE SYSTEMS
14,308		7,860		16,450				13,873		9,400		17,870		6,833		AVERAGE SALARY
121	1.7	50	.7	5	.1	4	.1	84	1.2	58	.8	6,508	93.5	4,125	59.3	TOTAL OTHER PAY SYSTEMS
17,988		17,484		14,240		13,825		14,119		13,274		15,371		13,332		AVERAGE SALARY
11	9.8											2	1.8			TOTAL POSTAL SERVICE
11	9.8											2	1.8			POSTAL FIELD
11	9.8											2	1.8			LEVELS 1 THRU 42
15,691												14,750				AVERAGE SALARY

ALL-REGION AND STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,074,361	597,204	28.8	424,991	20.5	157,093	7.6	299,093	14.4	120,880	5.8
TOTAL GEN SCHED & EQUIV	1,150,589	488,456	42.5	191,085	16.6	110,160	9.6	124,957	10.9	79,209	6.9
AVERAGE GRADE	7.94	5.68		6.35		5.40		6.10		5.43	
TOTAL WAGE SYSTEMS	414,525	27,577	6.7	110,857	26.8	14,010	3.4	73,049	17.6	11,592	2.8
REGULAR NONSUPERVISORY	314,863	23,863	7.6	93,074	29.8	12,327	3.9	61,673	19.6	10,157	3.2
AVERAGE GRADE (WG)	7.65	4.27		6.26		3.63		5.77		3.43	
REGULAR LEADER	11,114	516	4.6	2,979	26.8	350	3.2	1,954	17.6	283	2.5
AVERAGE GRADE (WL)	7.86	3.34		5.80		3.08		5.21		2.73	
REGULAR SUPERVISORY	35,586	976	2.7	7,005	19.7	617	1.7	4,529	12.7	508	1.4
AVERAGE GRADE (WS)	8.55	3.48		6.39		3.35		5.67		3.00	
NONSUPERV (PROD FAC)	6,008	35	.6	628	10.5	9	.1	337	5.6	8	.1
AVERAGE GRADE (WD)	7.20	5.71		7.09		4.67		6.99		4.63	
SUPERVISORY (PROD FAC)	547	1	.2	40	7.3			14	2.6		
AVERAGE GRADE (WN)	6.68	7.00		6.68				6.43			
OTHER WAGE SYSTEMS	46,407	2,186	4.7	6,331	13.6	707	1.5	4,542	9.8	636	1.4
AVERAGE SALARY	15,007	9,761		12,025		9,105		11,900		9,079	
TOTAL OTHER PAY SYSTEMS	8,711	3,373	38.7	1,355	15.6	757	8.7	955	11.0	523	6.0
AVERAGE SALARY	19,511	11,076		11,910		9,437		10,842		8,702	
TOTAL POSTAL SERVICE	500,536	77,798	15.5	121,694	24.3	32,166	6.4	100,132	20.0	29,556	5.9
POSTAL HEADQUARTERS	2	1	50.0								
AVERAGE SALARY	23,500	11,900									
POSTAL FIELD	500,534	77,797	15.5	121,694	24.3	32,166	6.4	100,132	20.0	29,556	5.9
LEVELS 1 THRU 42	470,724	75,611	16.1	121,186	25.7	32,059	6.8	99,895	21.2	29,500	6.3
AVERAGE SALARY	16,135	15,682		15,797		15,658		15,795		15,675	
RURAL CARRIERS	29,810	2,186	7.3	508	1.7	107	.4	237	.8	56	.2
AVERAGE SALARY	17,972	17,264		17,916		17,263		17,781		17,141	

ALL-REGION AND STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
79,742	3.8	17,818	.9	24,612	1.2	11,617	.6	20,690	1.0	6,359	.3	1,649,370	79.5	440,111	21.2	TOTAL ALL PAY SYSTEMS
36,016	3.1	14,899	1.3	17,563	1.5	10,337	.9	12,062	1.0	5,394	.5	959,504	83.4	378,296	32.9	TOTAL GEN SCHED & EQUIV
6.84		5.23		5.89		4.81		8.27		6.51		8.25		5.77		AVERAGE GRADE
27,094	6.5	1,071	.3	6,161	1.5	1,038	.3	4,218	1.0	228	.1	303,668	73.3	13,567	3.3	TOTAL WAGE SYSTEMS
23,440	7.5	981	.3	5,079	1.6	908	.3	3,378	1.1	207	.1	220,989	70.3	11,536	3.7	REGULAR NONSUPERVISORY
7.42		4.92		6.14		4.42		7.32		3.61		8.24		4.97		AVERAGE GRADE (WG)
688	6.2	21	.2	209	1.9	42	.4	116	1.0	4		8,135	73.3	166	1.5	REGULAR LEADER
7.05		3.10		6.63		5.40		6.59		3.00		8.61		3.89		AVERAGE GRADE (WL)
1,814	5.1	24	.1	471	1.3	77	.2	172	.5	1		28,581	80.4	359	1.0	REGULAR SUPERVISORY
7.77		1.54		7.65		6.05		7.71		9.00		9.08		3.71		AVERAGE GRADE (WS)
184	3.1	1		12	.2			95	1.6			5,380	89.5	26	.4	NONSUPERV (PROD FAC)
7.10		5.00		7.50				7.40				7.21		6.08		AVERAGE GRADE (WD)
17	3.1							9	1.6			507	92.7	1	.2	SUPERVISORY (PROD FAC)
6.94								6.56				6.68		7.00		AVERAGE GRADE (WN)
951	2.0	44	.1	390	.8	11		448	1.0	16		40,076	86.4	1,479	3.2	OTHER WAGE SYSTEMS
11,208		8,270		14,316		10,200		13,036		11,656		15,478		10,075		AVERAGE SALARY
226	2.6	146	1.7	37	.4	18	.2	135	1.6	69	.8	7,356	84.5	2,616	30.0	TOTAL OTHER PAY SYSTEMS
10,362		8,410		14,597		11,082		21,187		16,513		20,909		11,549		AVERAGE SALARY
16,406	3.3	1,702	.3	851	.2	224		4,275	.9	668	.1	378,842	75.7	45,632	9.1	TOTAL POSTAL SERVICE
												2	100.0	1	50.0	POSTAL HEADQUARTERS
												23,500		11,900		AVERAGE SALARY
16,406	3.3	1,702	.3	851	.2	224		4,275	.9	668	.1	378,840	75.7	45,631	9.1	POSTAL FIELD
16,291	3.5	1,681	.4	819	.2	212		4,151	.9	650	.1	349,538	74.3	43,552	9.3	LEVELS 1 THRU 42
15,773		15,409		16,126		15,610		15,874		15,535		16,252		15,700		AVERAGE SALARY
115	.4	21	.1	32	.1	12		124	.4	18	.1	29,302	98.3	2,079	7.0	RURAL CARRIERS
18,403		17,633		17,422		17,900		17,850		16,783		17,973		17,264		AVERAGE SALARY

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				ALEUT			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	13,378	4,489	33.6	2,422	18.1	1,131	8.5	189	1.4	72	.5
TOTAL GEN SCHED & EQUIV	8,272	3,786	45.8	1,380	16.7	891	10.8	83	1.0	52	.8
GS- 1	22	17	77.3	17	77.3	12	54.5	2	9.1	1	4.5
GS- 2	222	167	75.2	98	44.1	72	32.4	1	.5	1	.5
GS- 3	747	652	87.3	284	38.0	250	33.5	17	2.3	16	2.1
GS- 4	909	766	84.3	256	28.2	206	22.7	13	1.4	12	1.3
GS- 5	898	689	76.7	166	18.5	138	15.4	15	1.7	15	1.7
GS- 6	425	292	68.7	54	12.7	40	9.4	2	.5		
GS- 7	803	473	58.9	130	16.2	71	8.8	10	1.2	3	.4
GS- 8	144	87	60.4	18	12.5	9	6.3	2	1.4		
GS- 9	1,013	343	33.9	129	12.7	51	5.0	9	.9	3	.3
GS-10	176	34	19.3	21	11.9	7	4.0	2	1.1		
GS-11	1,028	181	17.6	98	9.5	25	2.4	4	.4	1	.1
GS-12	1,054	60	5.7	66	6.3	8	.8	4	.4		
GS-13	560	18	3.2	28	5.0	2	.4	1	.2		
GS-14	196	5	2.6	8	4.1			1	.5		
GS-15	85	2	3.1	7	10.8						
GS-16	8										
GS-17	2										
AVERAGE GRADE	.98	1.10		5.88		4.66		6.02		4.48	
TOTAL WAGE SYSTEMS	4,182	332	7.9	861	20.6	168	4.0	96	2.3	14	.3
REGULAR NONSUPERVISORY	3,300	306	9.3	748	22.6	153	4.6	80	2.4	12	.4
WG- 1	121	47	38.8	53	43.8	16	13.2	2	1.7		
WG- 2	188	68	36.2	96	51.1	51	27.1	5	2.7	3	1.6
WG- 3	210	29	13.8	47	22.4	22	10.5	10	4.8	4	1.9
WG- 4	127	45	35.4	48	37.8	22	17.3	5	3.9	2	1.6
WG- 5	315	55	17.5	105	33.3	23	7.3	14	4.4	2	.6
WG- 6	198	13	6.6	52	26.5	4	2.0	13	6.6		
WG- 7	176	22	12.5	43	24.4	5	2.8	5	2.8	1	.6
WG- 8	325	19	5.8	79	24.3	10	3.1	8	2.5		
WG- 9	397	7	2.1	59	17.5			4	1.2		
WG-10	878	1	.1	114	13.0			12	1.4		
WG-11	341			45	13.2			2	.6		
WG-12	70			5	7.1						
WG-13	14										
WG-14	2										
AVERAGE GRADE (WG)	1.39	1.72		6.13		3.44		6.09		3.58	
REGULAR LEADER	224	9	4.0	32	14.3	2	.9	10	4.5		
WL- 1	1	1	100.0								
WL- 2	6	2	33.3	3	50.0	1	16.7				
WL- 3	14			2	14.3						
WL- 4	5	1	20.0								
WL- 5	17	3	17.6	2	11.8						
WL- 6	10	2	20.0	5	50.0	1	10.0	1	10.0		
WL- 7	7			1	14.3						
WL- 8	15	5	33.3	5	33.3			3	20.0		
WL- 9	45	5	11.1	5	11.1			2	4.4		
WL-10	81	8	9.9	8	9.9			4	4.9		
WL-11	23	1	4.3	1	4.3						
AVERAGE GRADE (WL)	1.05	.89		7.34		4.00		8.80			
REGULAR SUPERVISORY	473	17	3.6	70	14.8	13	2.7	6	1.3	2	.4
WS- 1	33	8	24.2	14	42.4	7	21.2	1	3.0	1	3.0
WS- 2	3			1	33.3						
WS- 3	11	3	27.3	1	9.1	1	9.1				
WS- 4	11	1	9.1	3	27.3						
WS- 5	17	1	5.9	3	17.6	1	5.9				
WS- 6	39	1	2.6	6	15.4	1	2.6	2	5.1		
WS- 7	32	2	6.3	9	28.1	2	6.3				
WS- 8	57	1	1.8	7	12.3	1	1.8	1	1.8	1	1.8
WS- 9	85			8	9.4			1	1.2		
WS-10	89			6	6.7						
WS-11	50			7	14.0			1	2.0		
WS-12	20			2	10.0						
WS-13	13			1	7.7						
WS-14	9			2	22.2						
WS-15	4										
AVERAGE GRADE (WS)	1.00	2.53		6.75		3.31		6.83		4.50	

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

ESKIMO				OTHER MINORITY EMPLOYEES				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
665	5.0	347	2.6	1,568	11.7	712	5.3	10,954	81.9	3,358	25.1	TOTAL ALL PAY SYSTEMS
404	4.9	269	3.3	893	10.8	570	6.9	6,892	83.3	2,895	35.0	TOTAL GEN SCHED & EQUIV
5	22.7	4	18.2	10	45.5	7	31.8	5	22.7	5	22.7	GS- 1
47	21.2	32	14.4	50	22.5	39	17.6	124	55.9	95	42.8	GS- 2
117	15.7	101	13.5	150	20.1	133	17.8	463	62.0	402	53.8	GS- 3
89	9.8	68	7.5	154	16.9	126	13.9	653	71.8	560	61.6	GS- 4
32	3.6	25	2.8	119	13.3	98	10.9	732	81.5	551	61.4	GS- 5
15	3.5	11	2.6	37	8.7	29	6.8	371	87.3	252	59.3	GS- 6
41	5.1	16	2.0	79	9.8	52	6.5	673	83.8	402	50.1	GS- 7
4	2.9	1	.7	12	8.3	8	5.6	126	87.5	78	54.2	GS- 8
31	3.1	9	.9	89	8.8	39	3.8	884	87.3	292	28.8	GS- 9
5	2.8			14	8.0	7	4.0	155	88.1	27	15.3	GS-10
13	1.3	2	.2	81	7.9	22	2.1	930	90.5	156	15.2	GS-11
1	.1			61	5.8	8	.8	988	93.7	52	4.9	GS-12
2	.4			25	4.5	2	.4	532	95.0	16	2.9	GS-13
				7	3.6			188	95.9	5	2.6	GS-14
2	3.1			5	7.7			58	89.2	2	3.1	GS-15
								8	100.0			GS-16
								2	100.0			GS-17
4.74		3.93		6.39		5.03		8.42		5.83		AVERAGE GRADE
239	5.7	67	1.6	526	12.6	87	2.1	3,321	79.4	164	3.9	TOTAL WAGE SYSTEMS
224	6.8	62	1.9	442	13.4	79	2.4	2,554	77.4	153	4.8	REGULAR NONSUPERVISORY
26	21.5	9	7.4	25	20.7	7	5.8	68	56.2	31	25.6	WG- 1
39	20.7	19	10.1	52	27.7	29	15.4	92	48.9	17	9.0	WG- 2
16	7.6	12	5.7	21	10.0	6	2.9	163	77.6	7	3.3	WG- 3
15	11.8	6	4.7	28	22.0	14	11.0	79	62.2	23	18.1	WG- 4
36	11.4	8	2.5	55	17.5	13	4.1	210	66.7	32	10.2	WG- 5
9	4.6	1	.5	30	15.3	3	1.5	144	73.5	9	4.6	WG- 6
15	8.5	1	.6	23	13.1	3	1.7	133	75.6	17	9.7	WG- 7
23	7.1	6	1.8	48	14.8	4	1.2	246	75.7	9	2.8	WG- 8
14	4.2			41	12.2			278	82.5	7	2.1	WG- 9
20	2.3			82	9.3			764	87.0	1	.1	WG-10
11	3.2			32	9.4			296	86.8			WG-11
				5	7.1			65	92.9			WG-12
								14	100.0			WG-13
								2	100.0			WG-14
5.28		3.35		6.57		3.48		7.93		4.29		AVERAGE GRADE (WG)
2	.9			20	8.9	2	.9	192	85.7	7	3.1	REGULAR LEADER
				3	50.0	1	16.7	1	100.0	1	100.0	WL- 1
				2	14.3			3	50.0	1	16.7	WL- 2
				2	11.8			12	85.7			WL- 3
				1	14.3			5	100.0	1	20.0	WL- 4
1	10.0			3	30.0	1	10.0	15	88.2	3	17.6	WL- 5
				1	13.3			5	50.0	1	10.0	WL- 6
				2	4.4			6	85.7			WL- 7
1	2.2			4	4.9			10	66.7			WL- 8
				1	4.3			40	88.9			WL- 9
								73	90.1			WL-10
7.50				6.60		4.00		22	95.7			WL-11
								8.45		4.00		AVERAGE GRADE (WL)
13	2.7	5	1.1	51	10.8	6	1.3	403	85.2	4	.8	REGULAR SUPERVISORY
5	15.2	3	9.1	8	24.2	3	9.1	19	57.6	1	3.0	WS- 1
				1	33.3			2	66.7			WS- 2
				1	9.1	1	9.1	10	90.9	2	18.2	WS- 3
1	9.1			2	18.2			8	72.7	1	9.1	WS- 4
				3	17.6	1	5.9	14	82.4			WS- 5
				4	10.3	1	2.6	33	84.6			WS- 6
3	9.4	2	6.3	6	18.8			23	71.9			WS- 7
				6	10.5			50	87.7			WS- 8
3	3.5			4	4.7			77	90.6			WS- 9
1	1.1			5	5.6			83	93.3			WS-10
				6	12.0			43	86.0			WS-11
				2	10.0			18	90.0			WS-12
				1	7.7			12	92.3			WS-13
				2	22.2			7	77.8			WS-14
								4	100.0			WS-15
5.15		3.40		7.20		2.83		8.54		2.75		AVERAGE GRADE (WS)

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				ALEUT			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
NONSUPERV (PROD FAC)	32			1	3.1						
WD- 4	1			1	100.0						
WD- 5	6										
WD- 7	5										
WD- 8	20										
AVERAGE GRADE (WD)	.13			4.00							
SUPERVISORY (PROD FAC)	1										
WN-6	1										
AVERAGE GRADE (WN)											
OTHER WAGE SYSTEMS	152			12	7.9						
\$10,000-\$11,999	3			1	33.3						
\$12,000-\$13,999	84			4	4.8						
\$14,000-\$15,999	30			1	3.3						
\$16,000-\$17,999	7										
\$18,000-\$19,999	1										
\$20,000-\$21,999	7			2	28.6						
\$22,000-\$23,999	16			3	18.8						
\$24,000-\$25,999	1										
\$26,000-\$27,999	1			1	100.0						
\$32,000-\$33,999	1										
\$36,000 AND OVER	1										
AVERAGE SALARY	15,627			18,117							
TOTAL OTHER PAY SYSTEMS	186	74	39.8	11	5.9	7	3.8	1	.5	1	.5
THRU \$ 7,999	11	8	72.7	4	36.4	3	27.3				
\$ 8,000-\$ 9,999	2	1	50.0								
\$10,000-\$11,999	1										
\$12,000-\$13,999	1	1	100.0	1	100.0	1	100.0				
\$16,000-\$19,999	7	5	71.4	2	28.6	1	14.3				
\$20,000-\$21,999	4	2	50.0								
\$22,000-\$23,999	44	29	65.9	2	4.5	1	2.3				
\$24,000-\$25,999	24	16	66.7								
\$26,000-\$27,999	15	3	20.0	2	13.3	1	6.7	1	6.7	1	6.7
\$28,000-\$29,999	11	4	36.4								
\$30,000-\$31,999	6	2	33.3								
\$32,000-\$33,999	16	2	12.5								
\$34,000-\$35,999	9										
\$36,000-\$37,999	19	1	5.3								
\$38,000-\$39,999	10										
\$40,000-\$41,999	3										
\$42,000 AND OVER	3										
AVERAGE SALARY	27,196	22,319		15,755		14,014		27,800		27,800	

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

ESKIMO				OTHER MINORITY EMPLOYEES				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
				1	3.1			31	96.9			NONSUPERV (PROD FAC) WD- 4 WD- 5 WD- 7 WD- 8 AVERAGE GRADE (WD)
				1	100.0			6	100.0			
								5	100.0			
								20	100.0			
				4.00				7.26				
								1	100.0			
								1	100.0			
								6.00				
				12	7.9			140	92.1			SUPERVISORY (PROD FAC) WN-6 AVERAGE GRADE (WN)
				1	33.3			2	66.7			
				4	4.8			80	95.2			
				1	3.3			29	96.7			
								7	100.0			
								1	100.0			
				2	28.6			5	71.4			
				3	18.8			13	81.3			
								1	100.0			
				1	100.0			1	100.0			
								1	100.0			
				18,117				15,414				OTHER WAGE SYSTEMS \$10,000-\$11,999 \$12,000-\$13,999 \$14,000-\$15,999 \$16,000-\$17,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$32,000-\$33,999 \$35,000 AND OVER AVERAGE SALARY
				9	4.8	6	3.2	175	94.1	67	36.0	
				4	36.4	3	27.3	7	63.6	5	45.5	
								2	100.0	1	50.0	
								1	100.0			
				1	100.0	1	100.0	5	71.4	4	57.1	
				1	14.3	1	14.3	4	100.0	2	50.0	
								42	95.5	28	63.6	
				2	4.5	1	2.3	24	100.0	16	66.7	
								13	86.7	2	13.3	
				1	6.7			11	100.0	4	36.4	
								6	100.0	2	33.3	
								16	100.0	2	12.5	
								9	100.0			
								19	100.0	1	5.3	
								10	100.0			
								3	100.0			
								3	100.0			
19,700				13,978		11,717		27,915		23,187		TOTAL OTHER PAY SYSTEMS THRU \$ 7,999 \$ 8,000-\$ 9,999 \$10,000-\$11,999 \$12,000-\$13,999 \$18,000-\$19,999 \$20,000-\$21,999 \$22,000-\$23,999 \$24,000-\$25,999 \$26,000-\$27,999 \$28,000-\$29,999 \$30,000-\$31,999 \$34,000-\$35,999 \$36,000-\$37,999 \$38,000-\$39,999 \$40,000-\$41,999 \$42,000 AND OVER AVERAGE SALARY

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				ALEUT			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL POSTAL SERVICE	736	297	40.4	170	23.1	65	8.8	9	1.2	5	.7
POSTAL FIELD	736	297	40.4	170	23.1	65	8.8	9	1.2	5	.7
LEVELS 1 THRU 42	731	296	40.5	170	23.3	65	8.9	9	1.2	5	.7
LEVEL- 3	22	4	18.2	8	36.4						
LEVEL- 4	28	2	7.1	12	42.9						
LEVEL- 5	415	174	41.9	88	21.2	35	8.4	2	.5	1	.2
LEVEL- 6	91	32	35.2	19	20.9	10	11.0				
LEVEL- 7	3	1	33.3	1	33.3	1	33.3				
LEVEL- 8	4										
LEVEL- 9	4	3	75.0	1	25.0	1	25.0				
LEVEL-10	2	1	50.0	1	50.0			1	50.0		
LEVEL-11	2	1	50.0								
LEVEL-12	51	29	56.9	24	47.1	12	23.5	5	9.8	3	5.9
LEVEL-13	5	3	60.0								
LEVEL-14	14	9	64.3	1	7.1						
LEVEL-15	38	18	47.4	6	15.8	4	10.5				
LEVEL-16	8	3	37.5	1	12.5						
LEVEL-17	13	9	69.2	1	7.7						
LEVEL-18	9	3	33.3	2	22.2	2	22.2	1	11.1	1	11.1
LEVEL-19	2			1	50.0						
LEVEL-20	7	3	42.9	2	28.6						
LEVEL-21	3	1	33.3								
LEVEL-22	2										
LEVEL-23	2			1	50.0						
LEVEL-24	2			1	50.0						
LEVEL-25	1										
LEVEL-26	1										
LEVEL-28	2										
AVERAGE SALARY	15,201	15,196		15,024		15,117		15,944		16,600	
RURAL CARRIERS	5	1	20.0								
AVERAGE SALARY	18,060	19,800									

SUMMARY OF ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

ESKIMO				OTHER MINORITY EMPLOYEES				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
21	2.9	11	1.5	140	19.0	49	6.7	566	76.9	232	31.5	TOTAL POSTAL SERVICE
21	2.9	11	1.5	140	19.0	49	6.7	566	76.9	232	31.5	POSTAL FIELD
21	2.9	11	1.5	140	19.2	49	6.7	561	76.7	231	31.6	LEVELS 1 THRU 42
1	4.5			7	31.8			14	63.6	4	18.2	LEVEL- 3
1	3.6			11	39.3			16	57.1	2	7.1	LEVEL- 4
6	1.4	4	1.0	80	19.3	30	7.2	327	78.8	139	33.5	LEVEL- 5
1	1.1			18	19.8	10	11.0	72	79.1	22	24.2	LEVEL- 6
1	33.3	1	33.3					2	66.7			LEVEL- 7
								4	100.0			LEVEL- 8
				1	25.0	1	25.0	3	75.0	2	50.0	LEVEL- 9
								1	50.0	1	50.0	LEVEL-10
								2	100.0	1	50.0	LEVEL-11
9	17.6	4	7.8	10	19.6	5	9.8	27	52.9	17	33.3	LEVEL-12
				1	7.1			5	100.0	3	60.0	LEVEL-13
2	5.3	2	5.3	4	10.5	2	5.3	13	92.9	9	64.3	LEVEL-14
				1	12.5			32	84.2	14	38.8	LEVEL-15
				1	7.7			7	87.5	3	37.5	LEVEL-16
				1	11.1	1	11.1	12	92.3	9	69.2	LEVEL-17
				1	50.0			7	77.8	1	11.1	LEVEL-18
				2	28.6			1	50.0			LEVEL-19
								5	71.4	3	42.9	LEVEL-20
								3	100.0	1	33.3	LEVEL-21
								2	100.0			LEVEL-22
				1	50.0			1	50.0			LEVEL-23
				1	50.0			1	50.0			LEVEL-24
								1	100.0			LEVEL-25
								1	100.0			LEVEL-26
								2	100.0			LEVEL-28
15,133		15,255		14,949		14,935		15,254		15,218		AVERAGE SALARY
								5	100.0	1	20.0	RURAL CARRIERS
								13,060		19,800		AVERAGE SALARY

ATLANTA CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	368,856	100,490	27.2	58,478	15.9	18,753	5.1	54,204	14.7	17,426	4.7
TOTAL GEN SCHED & EQUIV	204,873	86,725	42.3	23,769	11.6	13,299	6.5	20,921	10.2	12,106	5.9
AVERAGE GRADE	7.83	5.62		5.97		5.22		5.72		5.17	
TOTAL WAGE SYSTEMS	99,119	5,291	5.3	21,821	22.0	2,991	3.0	21,084	21.3	2,947	3.0
REGULAR NONSUPERVISORY	61,129	4,508	7.4	18,122	29.6	2,703	4.4	17,532	28.7	2,653	4.4
AVERAGE GRADE (WG)	7.73	4.50		5.68		3.62		5.62		3.60	
REGULAR LEADER	1,928	82	4.3	441	22.9	49	2.5	422	21.9	48	2.5
AVERAGE GRADE (WL)	8.02	3.13		5.41		2.53		5.34		2.54	
REGULAR SUPERVISORY	6,810	142	2.1	949	13.9	88	1.3	902	13.2	87	1.3
AVERAGE GRADE (WS)	8.64	3.25		5.37		2.55		5.23		2.49	
NONSUPERV (PROD FAC)	1,208	10	.8	61	5.0	1	.1	49	4.1	1	.1
AVERAGE GRADE (WD)	7.26	5.80		6.82		1.00		6.73		1.00	
SUPERVISORY (PROD FAC)	125	1	.8	3	2.4			3	2.4		
AVERAGE GRADE (WN)	6.71	7.00		6.00				6.00			
OTHER WAGE SYSTEMS	27,919	548	2.0	2,245	8.0	150	.5	2,176	7.8	148	.5
AVERAGE SALARY	15,776	10,260		12,792		8,503		12,742		8,476	
TOTAL OTHER PAY SYSTEMS	2,014	837	41.6	440	21.8	175	8.7	415	20.6	161	8.0
AVERAGE SALARY	17,036	10,578		10,622		8,971		10,210		8,692	
TOTAL POSTAL SERVICE	62,850	7,637	12.2	12,448	19.8	2,288	3.6	11,784	18.7	2,212	3.5
POSTAL FIELD	62,850	7,637	12.2	12,448	19.8	2,288	3.6	11,784	18.7	2,212	3.5
LEVELS 1 THRU 42	55,815	7,165	12.8	12,377	22.2	2,273	4.1	11,726	21.0	2,199	3.9
AVERAGE SALARY	16,247	15,707		15,633		15,487		15,617		15,500	
RURAL CARRIERS	7,035	472	6.7	71	1.0	15	.2	58	.8	13	.2
AVERAGE SALARY	18,041	17,219		17,785		17,240		17,879		17,238	

ATLANTA CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,828	.8	775	.2	779	.2	308	.1	667	.2	244	.1	310,378	84.1	81,737	22.2	TOTAL ALL PAY SYSTEMS
1,775	.9	687	.3	536	.3	277	.1	537	.3	229	.1	181,104	88.4	73,426	35.8	TOTAL GEN SCHED & EQUIV
		5.78		6.65		4.86		8.67		6.29		8.07		5.69		AVERAGE GRADE
458	.5	21		197	.2	18		82	.1	5		77,298	78.0	2,300	2.3	TOTAL WAGE SYSTEMS
378	.6	19		147	.2	17		65	.1	4		43,007	70.4	1,805	3.0	REGULAR NONSUPERVISORY
		4.37		7.34		5.94		6.83		4.75		8.59		5.81		AVERAGE GRADE (WG)
14	.7	1	.1	5	.3							1,487	77.1	33	1.7	REGULAR LEADER
		2.00		4.80								8.80		4.03		AVERAGE GRADE (WL)
30	.4			13	.2	1		4	.1			5,861	86.1	54	.8	REGULAR SUPERVISORY
				7.92		7.00		5.75				9.17		4.41		AVERAGE GRADE (WS)
10	.8			2	.2							1,147	95.0	9	.7	NONSUPERV (PROD FAC)
				7.00								7.29		6.33		AVERAGE GRADE (WD)
												122	97.6	1	.8	SUPERVISORY (PROD FAC)
												6.73		7.00		AVERAGE GRADE (WN)
26	.1	1		30	.1			13		1		25,674	92.0	398	1.4	OTHER WAGE SYSTEMS
13,888		6,500		15,643				12,408		14,600		16,037		10,922		AVERAGE SALARY
17	.8	10	.5	1		1		7	.3	3	.1	1,574	78.2	682	32.9	TOTAL OTHER PAY SYSTEMS
14,771		9,610		12,000		12,000		24,800		20,833		18,828		11,002		AVERAGE SALARY
578	.9	57	.1	45	.1	12		41	.1	7		50,402	80.2	5,349	8.5	TOTAL POSTAL SERVICE
678	.9	57	.1	45	.1	12		41	.1	7		50,402	80.2	5,349	8.5	POSTAL FIELD
574	1.0	56	.1	43	.1	11		34	.1	7		43,438	77.8	4,892	8.8	LEVELS 1 THRU 42
15,685		15,061		16,760		15,182		15,565		15,229		16,422		15,810		AVERAGE SALARY
4	.1	1		2		1		7	.1			6,964	99.0	457	6.5	RURAL CARRIERS
17,375		16,600		16,150		17,900		17,700				18,044		17,218		AVERAGE SALARY

ALABAMA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	55,956	14,335	25.6	7,295	13.0	2,366	4.2	7,060	12.6	2,296	4.1
TOTAL GEN SCHED & EQUIV	33,688	13,127	39.0	3,733	11.1	2,017	6.0	3,536	10.5	1,949	5.8
AVERAGE GRADE	8.22	5.75		6.03		5.74		5.88		5.74	
TOTAL WAGE SYSTEMS	16,465	470	2.9	2,371	14.4	190	1.2	2,341	14.2	190	1.2
REGULAR NONSUPERVISORY	7,387	389	5.3	1,616	21.9	164	2.2	1,596	21.6	164	2.2
AVERAGE GRADE (WG)	8.04	5.07		5.65		3.33		5.63		3.33	
REGULAR LEADER	401	16	4.0	49	12.2	8	2.0	48	12.0	8	2.0
AVERAGE GRADE (W/L)	8.54	3.31		5.51		3.00		5.48		3.00	
REGULAR SUPERVISORY	701	8	1.1	77	11.0	2	.3	75	10.7	2	.3
AVERAGE GRADE (WS)	8.57	4.75		5.25		4.00		5.11		4.00	
NONSUPERV (PROD FAC)	23	2	8.7								
AVERAGE GRADE (WD)	7.13	7.00									
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	6.50										
OTHER WAGE SYSTEMS	7,951	55	.7	629	7.9	16	.2	622	7.8	16	.2
AVERAGE SALARY	15,981	10,676		12,942		8,069		12,913		8,069	
TOTAL OTHER PAY SYSTEMS	370	119	32.2	125	33.6	41	11.1	123	33.2	39	10.5
AVERAGE SALARY	18,019	9,818		9,697		8,100		9,482		7,341	
TOTAL POSTAL SERVICE	5,433	619	11.4	1,066	19.6	118	2.2	1,060	19.5	118	2.2
POSTAL FIELD	5,433	619	11.4	1,066	19.6	118	2.2	1,060	19.5	118	2.2
LEVELS 1 THRU 42	4,519	538	11.9	1,065	23.6	118	2.6	1,059	23.4	118	2.6
AVERAGE SALARY	16,336	16,055		15,759		15,632		15,756		15,632	
RURAL CARRIERS	914	81	8.9	1	.1			1	.1		
AVERAGE SALARY	18,138	17,456		19,800				19,800			

ALABAMA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
130	.2	28	.1	38	.1	17		67	.1	25		48,661	87.0	11,969	21.4	TOTAL ALL PAY SYSTEMS
107	.3	27	.1	29	.1	17	.1	81	.2	24	.1	29,955	88.9	11,110	33.0	TOTAL GEN SCHED & EQUIV
8.91		5.52		7.48		5.47		9.28		5.79		8.49		5.75		AVERAGE GRADE
18	.1			7				5				14,094	85.6	280	1.7	TOTAL WAGE SYSTEMS
12	.2			5	.1			3				5,771	78.1	225	3.0	REGULAR NONSUPERVISORY
7.58				8.40				5.33				8.71		6.35		AVERAGE GRADE (WG)
1	.2											352	87.8	8	2.0	REGULAR LEADER
7.00												8.96		3.63		AVERAGE GRADE (WL)
2	.3											624	89.0	6	.9	REGULAR SUPERVISORY
10.50												8.99		5.00		AVERAGE GRADE (WS)
												23	100.0	2	8.7	NONSUPERV (PROD FAC)
												7.13		7.00		AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												6.50				AVERAGE GRADE (WN)
3				2				2				7,322	92.1	39	.5	OTHER WAGE SYSTEMS
16,100				18,000				12,350				16,242		11,746		AVERAGE SALARY
1	.3	1	.3					1	.3	1	.3	245	68.2	78	21.1	TOTAL OTHER PAY SYSTEMS
4,800		4,800						41,000		41,000		22,266		10,722		AVERAGE SALARY
4	.1			2								4,367	80.4	501	9.2	TOTAL POSTAL SERVICE
4	.1			2								4,367	80.4	501	9.2	POSTAL FIELD
4	.1			2								3,454	76.4	420	9.3	LEVELS 1 THRU 42
16,500				15,700								16,514		16,174		AVERAGE SALARY
												913	99.9	81	8.9	RURAL CARRIERS
												18,136		17,456		AVERAGE SALARY

TABLE 2-006

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,507	3,383	45.1	1,903	25.3	946	12.6	1,874	25.0	932	12.4
TOTAL GEN SCHED & EQUIV	5,204	3,108	59.7	1,133	21.8	838	16.1	1,107	21.3	824	15.8
AVERAGE GRADE	7.44	6.17		5.97		5.71		5.93		5.71	
TOTAL WAGE SYSTEMS	448	16	3.6	129	28.8	11	2.5	127	28.3	11	2.5
REGULAR NONSUPERVISORY	373	8	2.1	113	30.3	6	1.6	111	29.8	6	1.6
AVERAGE GRADE (WG)	7.89	2.25		4.26		2.50		4.17		2.50	
REGULAR LEADER	13										
AVERAGE GRADE (WL)	10.00										
REGULAR SUPERVISORY	52			11	21.2			11	21.2		
AVERAGE GRADE (WS)	7.46			2.91				2.91			
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	9	8	88.9	5	55.6	5	55.6	5	55.6	5	55.6
AVERAGE SALARY	7,533	5,963		6,100		6,100		6,100		6,100	
TOTAL OTHER PAY SYSTEMS	42	18	42.9	7	16.7	6	14.3	7	16.7	6	14.3
AVERAGE SALARY	20,912	13,483		9,157		9,850		9,157		9,850	
TOTAL POSTAL SERVICE	1,813	241	13.3	634	35.0	91	5.0	633	34.9	91	5.0
POSTAL FIELD	1,813	241	13.3	634	35.0	91	5.0	633	34.9	91	5.0
LEVELS 1 THRU 42	1,686	215	12.8	634	37.6	91	5.4	633	37.5	91	5.4
AVERAGE SALARY	16,215	15,825		15,774		15,615		15,774		15,615	
RURAL CARRIERS	127	26	20.5								
AVERAGE SALARY	18,216	17,465									

**STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
15	.2	7	.1	6	.1	4	.1	8	.1	3		5,604	74.7	2,437	32.5	TOTAL ALL PAY SYSTEMS
12	.2	7	.1	6	.1	4	.1	8	.2	3		4,071	78.2	2,270	43.6	TOTAL GEN SCHED & EQUIV
6.83		6.00		6.17		5.50		9.00		6.00		7.85		5.34		AVERAGE GRADE
2	.4											319	71.2	5	1.1	TOTAL WAGE SYSTEMS
2	.5											260	69.7	2	.5	REGULAR NONSUPERVISORY
9.00												9.47		1.50		AVERAGE GRADE (WG)
												13	100.0			REGULAR LEADER
												10.00				AVERAGE GRADE (WL)
												41	78.8			REGULAR SUPERVISORY
												8.68				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												4	44.4	3	33.3	OTHER WAGE SYSTEMS
												9,325		5,733		AVERAGE SALARY
												35	83.3	12	28.6	TOTAL OTHER PAY SYSTEMS
												23,263		15,300		AVERAGE SALARY
1	.1											1,179	65.0	150	8.3	TOTAL POSTAL SERVICE
1	.1											1,179	65.0	150	8.3	POSTAL FIELD
1	.1											1,052	62.4	124	7.4	LEVELS 1 THRU 42
15,900												16,480		15,978		AVERAGE SALARY
												127	100.0	26	20.5	RURAL CARRIERS
												18,216		17,465		AVERAGE SALARY

TABLE 2-007

Minority Group Study of Full-Time Employment: November 30, 1977
**STANDARD METROPOLITAN STATISTICAL AREA
 HUNTSVILLE, ALABAMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,248	3,808	26.7	857	6.0	346	2.4	767	5.4	328	2.3
TOTAL GEN SCHED & EQUIV	12,865	3,743	29.1	691	5.4	330	2.6	607	4.7	313	2.4
AVERAGE GRADE	9.65	5.92		6.69		5.36		6.29		5.38	
TOTAL WAGE SYSTEMS	883	16	1.8	122	13.8	1	.1	117	13.3	1	.1
REGULAR NONSUPERVISORY	700	15	2.1	108	15.4	1	.1	105	15.0	1	.1
AVERAGE GRADE (WG)	9.02	6.53		6.78		2.00		6.72		2.00	
REGULAR LEADER	61			7	11.5			7	11.5		
AVERAGE GRADE (WL)	9.13			8.57				8.57			
REGULAR SUPERVISORY	72			4	5.6			3	4.2		
AVERAGE GRADE (WS)	9.69			9.25				8.67			
OTHER WAGE SYSTEMS	50	1	2.0	3	6.0			2	4.0		
AVERAGE SALARY	14,036	8,300		12,933				11,100			
TOTAL OTHER PAY SYSTEMS	99	20	20.2	27	27.3	15	15.2	26	26.3	14	14.1
AVERAGE SALARY	29,764	4,800		5,207		4,800		5,223		4,800	
TOTAL POSTAL SERVICE	401	29	7.2	17	4.2			17	4.2		
POSTAL FIELD	401	29	7.2	17	4.2			17	4.2		
LEVELS 1 THRU 42	347	24	6.9	17	4.9			17	4.9		
AVERAGE SALARY	16,328	15,275		16,147				16,147			
RURAL CARRIERS	54	5	9.3								
AVERAGE SALARY	18,537	17,740									

**STANDARD METROPOLITAN STATISTICAL AREA
HUNTSVILLE, ALABAMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
54	.4	4		11	.1	5		25	.2	9	.1	13,391	94.0	3,462	24.3	TOTAL ALL PAY SYSTEMS
49	.4	3		11	.1	5		24	.2	9	.1	12,174	94.6	3,413	26.5	TOTAL GEN SCHED & EQUIV
10.10		3.67		8.73		5.80		8.88		5.11		9.82		5.97		AVERAGE GRADE
4	.5							1	.1			761	86.2	15	1.7	TOTAL WAGE SYSTEMS
2	.3							1	.1			592	84.6	14	2.0	REGULAR NONSUPERVISORY
10.00								8.00				9.43		6.86		AVERAGE GRADE (WG)
												54	88.5			REGULAR LEADER
												9.20				AVERAGE GRADE (WL)
1	1.4											68	94.4			REGULAR SUPERVISORY
11.00												9.72				AVERAGE GRADE (WS)
1	2.0											47	94.0	1	2.0	OTHER WAGE SYSTEMS
16,600												14,106		8,300		AVERAGE SALARY
1	1.0	1	1.0									72	72.7	5	5.1	TOTAL OTHER PAY SYSTEMS
4,800		4,800										38,972		4,800		AVERAGE SALARY
												384	95.8	29	7.2	TOTAL POSTAL SERVICE
												384	95.8	29	7.2	POSTAL FIELD
												330	95.1	24	6.9	LEVELS 1 THRU 42
												16,338		15,275		AVERAGE SALARY
												54	100.0	5	9.3	RURAL CARRIERS
												18,537		17,740		AVERAGE SALARY

TABLE 2-008

Minority Group Study of Full-Time Employment: November 30, 1977
**STANDARD METROPOLITAN STATISTICAL AREA
 MOBILE, ALABAMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,183	583	26.7	338	15.5	52	2.4	324	14.8	45	2.1
TOTAL GEN SCHED & EQUIV	1,462	496	33.9	80	5.5	36	2.5	70	4.8	29	2.0
AVERAGE GRADE	8.75	5.80		6.39		5.31		6.24		5.28	
TOTAL WAGE SYSTEMS	119	4	3.4	41	34.5	1	.8	39	32.8	1	.8
REGULAR NONSUPERVISORY	100	4	4.0	39	39.0	1	1.0	37	37.0	1	1.0
AVERAGE GRADE (WG)	7.19	4.25		4.51		2.00		4.41		2.00	
REGULAR LEADER	10										
AVERAGE GRADE (WL)	9.70										
REGULAR SUPERVISORY	9			2	22.2			2	22.2		
AVERAGE GRADE (WS)	7.44			1.50				1.50			
TOTAL OTHER PAY SYSTEMS	9	4	44.4	1	11.1	1	11.1	1	11.1	1	11.1
AVERAGE SALARY	20,178	8,175		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	593	79	13.3	216	36.4	14	2.4	214	36.1	14	2.4
POSTAL FIELD	593	79	13.3	216	36.4	14	2.4	214	36.1	14	2.4
LEVELS 1 THRU 42	552	69	12.5	216	39.1	14	2.5	214	38.8	14	2.5
AVERAGE SALARY	16,231	16,212		15,947		15,829		15,936		15,829	
RURAL CARRIERS	41	10	24.4								
AVERAGE SALARY	18,673	18,070									

**STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
8	.4	4	.2	5	.2	2	.1	1		1		1,845	84.5	531	24.3	TOTAL ALL PAY SYSTEMS
6	.4	4	.3	3	.2	2	.1	1	.1	1	.1	1,382	94.5	460	31.5	TOTAL GEN SCHED & EQUIV
8.17		6.50		7.00		4.00		4.00		4.00		8.88		5.84		AVERAGE GRADE
				2	1.7							78	65.5	3	2.5	TOTAL WAGE SYSTEMS
				2	2.0							61	61.0	3	3.0	REGULAR NONSUPERVISORY
				6.50								8.90		5.00		AVERAGE GRADE (WG)
												10	100.0			REGULAR LEADER
												9.70				AVERAGE GRADE (WL)
												7	77.8			REGULAR SUPERVISORY
												9.14				AVERAGE GRADE (WS)
												8	88.9	3	33.3	TOTAL OTHER PAY SYSTEMS
												22,100		9,300		AVERAGE SALARY
2	.3											377	63.6	65	11.0	TOTAL POSTAL SERVICE
2	.3											377	63.6	65	11.0	POSTAL FIELD
2	.4											336	60.9	55	10.0	LEVELS 1 THRU 42
17,100												16,414		16,308		AVERAGE SALARY
												41	100.0	10	24.4	RURAL CARRIERS
												18,673		18,070		AVERAGE SALARY

TABLE 2-009

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,522	1,876	34.0	768	13.9	185	3.4	743	13.5	176	3.2
TOTAL GEN SCHED & EQUIV	3,719	1,724	46.4	324	8.7	136	3.7	303	8.1	127	3.4
AVERAGE GRADE	7.55	5.57		5.75		5.61		5.53		5.49	
TOTAL WAGE SYSTEMS	1,158	51	4.4	315	27.2	36	3.1	313	27.0	36	3.1
REGULAR NONSUPERVISORY	985	45	4.7	291	30.2	33	3.4	289	29.9	33	3.4
AVERAGE GRADE (WG)	8.01	3.56		5.14		2.61		5.12		2.61	
REGULAR LEADER	49	1	2.0	4	8.2	1	2.0	4	8.2	1	2.0
AVERAGE GRADE (WL)	9.92	2.00		7.25		2.00		7.25		2.00	
REGULAR SUPERVISORY	142	3	2.1	18	12.7			18	12.7		
AVERAGE GRADE (WS)	8.17	2.00		4.50				4.50			
OTHER WAGE SYSTEMS	2	2	100.0	2	100.0	2	100.0	2	100.0	2	100.0
AVERAGE SALARY	6,500	6,500		6,500		6,500		6,500		6,500	
TOTAL OTHER PAY SYSTEMS	76	47	61.8	8	10.5	4	5.3	8	10.5	4	5.3
AVERAGE SALARY	14,547	11,113		11,313		9,200		11,313		9,200	
TOTAL POSTAL SERVICE	569	54	9.5	121	21.3	9	1.6	119	20.9	9	1.6
POSTAL FIELD	569	54	9.5	121	21.3	9	1.6	119	20.9	9	1.6
LEVELS 1 THRU 42	524	49	9.4	121	23.1	9	1.7	119	22.7	9	1.7
AVERAGE SALARY	16,125	15,986		15,460		15,400		15,455		15,400	
RURAL CARRIERS	45	5	11.1								
AVERAGE SALARY	18,504	17,740									

**STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
10	.2	3	.1	5	.1	2		10	.2	4	.1	4,754	86.1	1,691	30.6	TOTAL ALL PAY SYSTEMS
9	.2	3	.1	3	.1	2	.1	9	.2	4	.1	3,395	91.3	1,588	42.7	TOTAL GEN SCHED & EQUIV
8.78		8.67		7.33		7.00		9.44		6.50		7.72		5.56		AVERAGE GRADE
				1	.1			1	.1			843	72.8	15	1.3	TOTAL WAGE SYSTEMS
				1	.1			1	.1			674	69.8	12	1.2	REGULAR NONSUPERVISORY
				10.00				6.00				9.24		6.17		AVERAGE GRADE (WG)
												45	91.8			REGULAR LEADER
												10.16				AVERAGE GRADE (WL)
												124	87.3	3	2.1	REGULAR SUPERVISORY
												8.70		2.00		AVERAGE GRADE (WS)
																OTHER WAGE SYSTEMS
																AVERAGE SALARY
												68	89.5	43	56.6	TOTAL OTHER PAY SYSTEMS
												14,928		11,291		AVERAGE SALARY
1	.2			1	.2							448	78.7	45	7.9	TOTAL POSTAL SERVICE
1	.2			1	.2							448	78.7	45	7.9	POSTAL FIELD
1	.2			1	.2							403	76.8	40	7.6	LEVELS 1 THRU 42
15,900				15,500								16,325		16,118		AVERAGE SALARY
												45	100.0	5	11.1	RURAL CARRIERS
												18,504		17,740		AVERAGE SALARY

FLORIDA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	70,479	18,557	26.3	10,019	14.2	3,122	4.4	7,758	11.0	2,441	3.5
TOTAL GEN SCHED & EQUIV	38,405	15,219	39.6	3,979	10.4	2,000	5.2	2,594	6.8	1,395	3.6
AVERAGE GRADE	8.17	5.70		6.45		5.31		5.81		5.06	
TOTAL WAGE SYSTEMS	14,285	846	5.9	3,162	22.1	534	3.7	2,832	19.8	521	3.6
REGULAR NONSUPERVISORY	11,650	736	6.3	2,788	23.9	491	4.2	2,518	21.6	478	4.1
AVERAGE GRADE (WG)	7.80	3.48		5.50		2.80		5.28		2.77	
REGULAR LEADER	300	7	2.3	52	17.3	5	1.7	43	14.3	5	1.7
AVERAGE GRADE (WL)	8.10	2.29		5.85		2.00		5.26		2.00	
REGULAR SUPERVISORY	1,278	25	2.0	164	12.8	19	1.5	140	11.0	19	1.5
AVERAGE GRADE (WS)	8.69	3.36		5.81		2.79		5.29		2.79	
NONSUPERV (PROD FAC)	403			27	6.7			17	4.2		
AVERAGE GRADE (WD)	7.40			7.26				7.41			
SUPERVISORY (PROD FAC)	45										
AVERAGE GRADE (WN)	6.78										
OTHER WAGE SYSTEMS	609	78	12.8	131	21.5	19	3.1	114	18.7	19	3.1
AVERAGE SALARY	13,683	8,749		11,366		7,232		11,238		7,232	
TOTAL OTHER PAY SYSTEMS	233	83	35.6	41	17.6	31	13.3	30	12.9	25	10.7
AVERAGE SALARY	23,909	10,565		10,090		8,006		7,350		7,420	
TOTAL POSTAL SERVICE	17,556	2,409	13.7	2,837	16.2	557	3.2	2,302	13.1	500	2.8
POSTAL FIELD	17,556	2,409	13.7	2,837	16.2	557	3.2	2,302	13.1	500	2.8
LEVELS 1 THRU 42	16,933	2,318	13.7	2,822	16.7	551	3.3	2,289	13.5	495	2.9
AVERAGE SALARY	15,844	15,278		15,322		14,936		15,222		14,944	
RURAL CARRIERS	623	91	14.6	15	2.4	6	1.0	13	2.1	5	.8
AVERAGE SALARY	18,123	16,952		16,987		16,617		16,938		16,620	

FLORIDA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,915	2.7	564	.8	166	.2	47	.1	180	.3	70	.1	60,460	85.8	15,435	21.9	TOTAL ALL PAY SYSTEMS
1,159	3.0	500	1.3	101	.3	42	.1	125	.3	63	.2	34,428	89.6	13,219	34.4	TOTAL GEN SCHED & EQUIV
7.64		5.94		7.85		5.21		7.76		5.92		8.37		5.76		AVERAGE GRADE
242	1.7	9	.1	51	.4	2		37	.3	2		11,123	77.9	312	2.2	TOTAL WAGE SYSTEMS
199	1.7	9	.1	41	.4	2		30	.3	2		8,862	78.1	245	2.1	REGULAR NONSUPERVISORY
7.35		3.67		9.15		6.00		6.43		4.50		8.52		4.84		AVERAGE GRADE (WG)
8	2.7			1	.3							248	82.7	2	.7	REGULAR LEADER
8.63				9.00								8.58		3.00		AVERAGE GRADE (WL)
18	1.4			6	.5							1,114	87.2	8	.5	REGULAR SUPERVISORY
9.00				8.50								9.11		5.17		AVERAGE GRADE (WS)
8	2.0			2	.5							376	93.3			NONSUPERV (PROD FAC)
7.00				7.00								7.41				AVERAGE GRADE (WD)
												45	100.0			SUPERVISORY (PROD FAC)
												6.78				AVERAGE GRADE (WN)
9	1.5			1	.2			7	1.1			478	78.5	59	9.7	OTHER WAGE SYSTEMS
11,900				21,000				11,386				14,318		9,237		AVERAGE SALARY
11	4.7	6	2.6									192	82.4	52	22.3	TOTAL OTHER PAY SYSTEMS
17,584		10,450										26,860		12,090		AVERAGE SALARY
503	2.9	49	.3	14	.1	3		10	.1	5		14,719	83.8	1,852	10.5	TOTAL POSTAL SERVICE
503	2.9	49	.3	14	.1	3		18	.1	5		14,719	83.8	1,852	10.5	POSTAL FIELD
501	3.0	48	.3	14	.1	3		18	.1	5		14,111	83.3	1,767	10.4	LEVELS 1 THRU 42
15,777		14,854		15,843		14,900		15,033		14,940		15,948		15,385		AVERAGE SALARY
2	.3	1	.2									608	97.6	85	13.6	RURAL CARRIERS
17,306		16,800										18,151		16,975		AVERAGE SALARY

TABLE 2-011

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,220	2,688	22.0	1,949	15.9	430	3.5	1,777	14.5	394	3.2
TOTAL GEN SCHED & EQUIV	6,147	2,334	38.0	521	8.5	250	4.1	426	6.9	218	3.5
AVERAGE GRADE	7.85	5.17		6.08		4.81		5.81		4.81	
TOTAL WAGE SYSTEMS	4,110	127	3.1	793	19.3	86	2.1	727	17.7	84	2.0
REGULAR NONSUPERVISORY	3,257	120	3.7	663	20.4	85	2.6	614	18.9	83	2.5
AVERAGE GRADE (WG)	8.38	4.63		6.01		3.84		5.80		3.76	
REGULAR LEADER	52	1	1.9	12	23.1	1	1.9	10	19.2	1	1.9
AVERAGE GRADE (WL)	8.02	2.00		5.83		2.00		5.70		2.00	
REGULAR SUPERVISORY	273			31	11.4			26	9.5		
AVERAGE GRADE (WS)	9.70			7.74				7.35			
NONSUPERV (PROD FAC)	211			13	6.2			10	4.7		
AVERAGE GRADE (WD)	7.55			7.08				7.20			
SUPERVISORY (PROD FAC)	21										
AVERAGE GRADE (WN)	7.05										
OTHER WAGE SYSTEMS	296	6	2.0	74	25.0			67	22.6		
AVERAGE SALARY	14,668	12,767		12,564				12,458			
TOTAL OTHER PAY SYSTEMS	13	1	7.7								
AVERAGE SALARY	28,754	15,300									
TOTAL POSTAL SERVICE	1,950	226	11.6	635	32.6	94	4.8	624	32.0	94	4.8
POSTAL FIELD	1,950	226	11.6	635	32.6	94	4.8	624	32.0	94	4.8
LEVELS 1 THRU 42	1,906	218	11.4	634	33.3	93	4.9	523	32.7	93	4.9
AVERAGE SALARY	16,000	15,276		15,453		15,312		15,452		15,312	
RURAL CARRIERS	44	8	18.2	1	2.3	1	2.3	1	2.3	1	2.3
AVERAGE SALARY	18,584	16,000		14,400		14,400		14,400		14,400	

**STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
109	.9	21	.2	26	.2	1		37	.3	14	.1	10,271	84.1	2,258	18.5	TOTAL ALL PAY SYSTEMS
61	1.0	20	.3	9	.1			25	.4	14	.2	5,626	91.5	2,084	33.9	TOTAL GEN SCHED & EQUIV
7.38		5.30		10.89				5.92		4.07		8.01		5.22		AVERAGE GRADE
41	1.0	1		15	.4	1		10	.2			3,317	80.7	41	1.0	TOTAL WAGE SYSTEMS
28	.9	1		13	.4	1		8	.2			2,594	79.6	35	1.1	REGULAR NONSUPERVISORY
8.82		10.00		9.23		4.00		6.63				8.98		6.54		AVERAGE GRADE (WG)
2	3.8											40	76.9			REGULAR LEADER
6.50												8.68				AVERAGE GRADE (WL)
4	1.5			1	.4							242	88.6			REGULAR SUPERVISORY
10.00				9.00								9.95				AVERAGE GRADE (WS)
2	.9			1	.5							198	93.8			NONSUPERV (PROD FAC)
7.00				6.00								7.58				AVERAGE GRADE (WD)
												21	100.0			SUPERVISORY (PROD FAC)
												7.05				AVERAGE GRADE (WN)
5	1.7							2	.7			222	75.0	6	2.0	OTHER WAGE SYSTEMS
13,660								13,350				15,369		12,767		AVERAGE SALARY
												13	100.0	1	7.7	TOTAL OTHER PAY SYSTEMS
												28,754		15,300		AVERAGE SALARY
7	.4			2	.1			2	.1			1,315	67.4	132	6.8	TOTAL POSTAL SERVICE
7	.4			2	.1			2	.1			1,315	67.4	132	6.8	POSTAL FIELD
7	.4			2	.1			2	.1			1,272	66.7	125	6.6	LEVELS 1 THRU 42
14,966				18,000				14,700				16,273		15,249		AVERAGE SALARY
												43	97.7	7	15.9	RURAL CARRIERS
												18,681		16,686		AVERAGE SALARY

TABLE 2-012

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,035	3,826	31.8	2,966	24.8	1,250	10.4	1,993	16.6	862	7.2
TOTAL GEN SCHED & EQUIV	6,902	2,834	41.1	1,389	20.1	761	11.0	700	10.1	418	6.1
AVERAGE GRADE	8.46	5.99		6.70		5.52		5.88		5.18	
TOTAL WAGE SYSTEMS	1,160	209	18.0	440	37.9	170	14.7	374	32.2	166	14.3
REGULAR NONSUPERVISORY	913	178	19.5	371	40.6	151	16.5	321	35.2	147	16.1
AVERAGE GRADE (WG)	6.65	2.31		4.28		2.26		3.78		2.27	
REGULAR LEADER	48	4	8.3	10	20.8	3	6.3	8	16.7	3	6.3
AVERAGE GRADE (WL)	8.00	2.00		6.00		2.00		5.25		2.00	
REGULAR SUPERVISORY	118	9	7.6	32	27.1	9	7.6	27	22.9	9	7.6
AVERAGE GRADE (WS)	8.10	3.11		4.94		3.11		4.11		3.11	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	80	18	22.5	27	33.8	7	8.8	18	22.5	7	8.8
AVERAGE SALARY	10,998	6,522		8,163		6,157		7,144		6,157	
TOTAL OTHER PAY SYSTEMS	67	35	52.2	18	26.9	15	22.4	12	17.9	11	16.4
AVERAGE SALARY	20,440	13,600		9,600		9,433		8,992		9,055	
TOTAL POSTAL SERVICE	3,906	748	19.2	1,139	29.2	304	7.8	907	23.2	267	6.8
POSTAL FIELD	3,906	748	19.2	1,139	29.2	304	7.8	907	23.2	267	6.8
LEVELS 1 THRU 42	3,899	746	19.1	1,139	29.2	304	7.8	907	23.3	267	6.8
AVERAGE SALARY	15,712	15,343		15,206		14,903		15,170		14,899	
RURAL CARRIERS	7	2	28.6								
AVERAGE SALARY	17,657	17,300									

**STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
935	7.8	370	3.1	14	.1	4		44	.4	14	.1	9,049	75.2	2,576	21.4	TOTAL ALL PAY SYSTEMS
653	9.5	330	4.8	11	.2	3		25	.4	10	.1	5,513	79.9	2,073	30.0	TOTAL GEN SCHED & EQUIV
7.44		5.91		10.91		8.67		8.48		5.80		8.91		6.16		AVERAGE GRADE
55	4.7	3	.3	2	.2			9	.8	1	.1	720	62.1	39	3.4	TOTAL WAGE SYSTEMS
44	4.8	3	.3	2	.2			4	.4	1	.1	542	59.4	27	3.0	REGULAR NONSUPERVISORY
7.23		1.67		9.50				9.25		4.00		8.28		2.59		AVERAGE GRADE (WG)
2	4.2											38	79.2	1	2.1	REGULAR LEADER
9.00												8.53		2.00		AVERAGE GRADE (WL)
5	4.2											86	72.9			REGULAR SUPERVISORY
9.40												9.28				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
4	5.0							5	6.3			53	66.3	11	13.8	OTHER WAGE SYSTEMS
9,700								10,600				12,442		6,755		AVERAGE SALARY
6	9.0	4	6.0									49	73.1	20	29.9	TOTAL OTHER PAY SYSTEMS
10,817		10,475										24,422		16,725		AVERAGE SALARY
221	5.7	33	.8	1		1		10	.3	3	.1	2,767	70.8	444	11.4	TOTAL POSTAL SERVICE
221	5.7	33	.8	1		1		10	.3	3	.1	2,767	70.8	444	11.4	POSTAL FIELD
221	5.7	33	.8	1		1		10	.3	3	.1	2,760	70.8	442	11.3	LEVELS 1 THRU 42
15,353		14,924		14,500		14,500		15,300		15,200		15,921		15,646		AVERAGE SALARY
												7	100.0	2	28.6	RURAL CARRIERS
												17,657		17,300		AVERAGE SALARY

TABLE 2-013

Minority Group Study of Full-Time Employment: November 30, 1977
**STANDARD METROPOLITAN STATISTICAL AREA
 PENSACOLA, FLORIDA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,578	1,819	21.2	1,169	13.6	206	2.4	1,073	12.5	192	2.2
TOTAL GEN SCHED & EQUIV	4,107	1,856	40.3	324	7.9	159	3.9	276	6.7	145	3.5
AVERAGE GRADE	7.15	5.19		5.40		4.72		5.20		4.65	
TOTAL WAGE SYSTEMS	4,023	127	3.2	788	19.6	40	1.0	743	18.5	40	1.0
REGULAR NONSUPERVISORY	3,364	106	3.2	716	21.3	38	1.1	677	20.1	38	1.1
AVERAGE GRADE (WG)	8.24	6.04		6.45		3.63		6.37		3.63	
REGULAR LEADER	63	1	1.6	15	23.8			14	22.2		
AVERAGE GRADE (WL)	7.90	4.00		5.13				4.86			
REGULAR SUPERVISORY	257	1	.4	32	12.5			31	12.1		
AVERAGE GRADE (WS)	9.82	11.00		6.84				6.77			
NONSUPERV (PROD FAC)	167			10	6.0			7	4.2		
AVERAGE GRADE (WD)	7.24			7.60				7.71			
SUPERVISORY (PROD FAC)	20										
AVERAGE GRADE (WN)	6.75										
OTHER WAGE SYSTEMS	152	19	12.5	15	9.9	2	1.3	14	9.2	2	1.3
AVERAGE SALARY	14,559	13,732		14,953		14,600		14,521		14,600	
TOTAL OTHER PAY SYSTEMS	13	4	30.8	5	38.5	4	30.8	5	38.5	4	30.8
AVERAGE SALARY	15,815	4,800		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	435	32	7.4	52	12.0	3	.7	49	11.3	3	.7
POSTAL FIELD	435	32	7.4	52	12.0	3	.7	49	11.3	3	.7
LEVELS 1 THRU 42	405	27	6.7	51	12.6	3	.7	48	11.9	3	.7
AVERAGE SALARY	16,174	15,511		15,494		14,267		15,558		14,267	
RURAL CARRIERS	30	5	16.7	1	3.3			1	3.3		
AVERAGE SALARY	19,007	17,580		16,800				16,800			

**STANDARD METROPOLITAN STATISTICAL AREA
PENSACOLA, FLORIDA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
55	.6	6	.1	18	.2	3		23	.3	5	.1	7,409	86.4	1,613	18.8	TOTAL ALL PAY SYSTEMS
29	.7	6	.1	9	.2	3	.1	10	.2	5	.1	3,783	92.1	1,497	36.4	TOTAL GEN SCHED & EQUIV
7.45		6.00		5.89		4.67		4.60		5.40		7.30		5.24		AVERAGE GRADE
25	.6			9	.2			11	.3			3,235	80.4	87	2.2	TOTAL WAGE SYSTEMS
21	.6			7	.2			11	.3			2,648	78.7	68	2.0	REGULAR NONSUPERVISORY
8.52				9.43				5.73				8.73		7.38		AVERAGE GRADE (WG)
1	1.8											48	76.2	1	1.6	REGULAR LEADER
9.00												8.77		4.00		AVERAGE GRADE (WL)
1	.4											225	87.5	1	.4	REGULAR SUPERVISORY
9.00												10.25		11.00		AVERAGE GRADE (WG)
2	1.2			1	.6							157	94.0			NONSUPERV (PROD FAC)
7.00				8.00								7.22				AVERAGE GRADE (WD)
												20	100.0			SUPERVISORY (PROD FAC)
												6.75				AVERAGE GRADE (WN)
				1	.7							137	90.1	17	11.2	OTHER WAGE SYSTEMS
				21,000								14,515		13,629		AVERAGE SALARY
												8	61.5			TOTAL OTHER PAY SYSTEMS
												22,700				AVERAGE SALARY
1	.2							2	.5			383	88.0	29	6.7	TOTAL POSTAL SERVICE
1	.2							2	.5			383	88.0	29	6.7	POSTAL FIELD
1	.2							2	.5			354	87.4	24	5.9	LEVELS 1 THRU 42
14,500								14,450				16,272		15,667		AVERAGE SALARY
												99	95.7	5	16.7	RURAL CARRIERS
												19,083		17,580		AVERAGE SALARY

TABLE 2-014

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST PETERSBURG, FLORIDA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,384	3,247	34.6	1,209	12.9	428	4.6	777	8.3	340	3.6
TOTAL GEN SCHED & EQUIV	5,342	2,647	49.6	516	9.7	254	4.8	342	6.4	184	3.4
AVERAGE GRADE	7.57	6.16		6.63		5.81		5.81		5.44	
TOTAL WAGE SYSTEMS	989	217	21.9	298	30.1	131	13.2	268	27.1	129	13.0
REGULAR NONSUPERVISORY	843	185	21.9	277	32.9	124	14.7	250	29.7	122	14.5
AVERAGE GRADE (WG)	5.19	2.45		3.24		2.41		3.06		2.40	
REGULAR LEADER	15			2	13.3						
AVERAGE GRADE (WL)	7.73			10.00							
REGULAR SUPERVISORY	107	9	8.4	17	15.9	5	4.7	16	15.0	5	4.7
AVERAGE GRADE (WS)	6.27	3.11		3.24		2.00		2.88		2.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	5.00										
OTHER WAGE SYSTEMS	23	23	100.0	2	8.7	2	8.7	2	8.7	2	8.7
AVERAGE SALARY	6,187	6,187		5,900		5,900		5,900		5,900	
TOTAL OTHER PAY SYSTEMS	47	23	48.9	9	19.1	6	12.8	5	10.6	4	8.5
AVERAGE SALARY	18,411	8,543		13,167		8,067		6,480		6,900	
TOTAL POSTAL SERVICE	3,006	360	12.0	386	12.8	37	1.2	162	5.4	23	.8
POSTAL FIELD	3,006	360	12.0	386	12.8	37	1.2	162	5.4	23	.8
LEVELS 1 THRU 42	2,918	342	11.7	385	13.2	37	1.3	162	5.6	23	.8
AVERAGE SALARY	15,857	15,063		15,779		14,843		15,134		15,035	
RURAL CARRIERS	88	18	20.5	1	1.1						
AVERAGE SALARY	18,027	17,283		18,000							

**STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST PETERSBURG, FLORIDA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
408	4.3	77	.8	8	.1	3		16	.2	8	.1	8,175	87.1	2,819	30.0	TOTAL ALL PAY SYSTEMS
156	2.9	62	1.2	5	.1	2		13	.2	6	.1	4,826	90.3	2,393	44.8	TOTAL GEN SCHED & EQUIV
	8.04	6.74		10.40		6.50		9.77		7.50		7.67		6.20		AVERAGE GRADE
29	2.9	2	.2					1	.1			691	69.9	86	8.7	TOTAL WAGE SYSTEMS
26	3.1	2	.2					1	.1			566	67.1	61	7.2	REGULAR NONSUPERVISORY
	4.96	3.00						4.00				6.14		2.54		AVERAGE GRADE (WG)
2	13.3											13	86.7			REGULAR LEADER
10.00												7.38				AVERAGE GRADE (WL)
1	.9											90	84.1	4	3.7	REGULAR SUPERVISORY
9.00												6.84		4.50		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												5.00				AVERAGE GRADE (WD)
												21	91.3	21	91.3	OTHER WAGE SYSTEMS
												6,214		6,214		AVERAGE SALARY
4	8.5	2	4.3									38	80.9	17	36.2	TOTAL OTHER PAY SYSTEMS
21,525		10,400										19,653		8,712		AVERAGE SALARY
219	7.3	11	.4	3	.1	1		2	.1	2	.1	2,620	87.2	323	10.7	TOTAL POSTAL SERVICE
219	7.3	11	.4	3	.1	1		2	.1	2	.1	2,620	87.2	323	10.7	POSTAL FIELD
218	7.5	11	.4	3	.1	1		2	.1	2	.1	2,533	86.8	305	10.5	LEVELS 1 THRU 42
16,269		14,418		15,833		15,700		14,550		14,550		15,868		15,090		AVERAGE SALARY
1	1.1											87	98.9	18	20.5	RURAL CARRIERS
18,000												18,028		17,283		AVERAGE SALARY

GEORGIA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	69,537	23,905	34.4	14,144	20.3	5,175	7.4	13,667	19.7	5,052	7.3
TOTAL GEN SCHED & EQUIV	43,039	20,487	47.6	5,558	12.9	3,309	7.7	5,210	12.1	3,197	7.4
AVERAGE GRADE	7.90	5.78		6.34		5.43		6.15		5.39	
TOTAL WAGE SYSTEMS	16,098	1,717	10.7	4,960	30.8	893	5.5	4,865	30.2	888	5.5
REGULAR NONSUPERVISORY	13,880	1,547	11.2	4,564	32.9	830	6.0	4,477	32.3	826	6.0
AVERAGE GRADE (WG)	7.95	5.86		6.18		4.64		6.13		4.63	
REGULAR LEADER	350	23	6.6	92	26.3	14	4.0	91	26.0	14	4.0
AVERAGE GRADE (WL)	8.11	3.48		5.52		2.50		5.49		2.50	
REGULAR SUPERVISORY	1,429	29	2.0	223	15.8	20	1.4	218	15.3	20	1.4
AVERAGE GRADE (WS)	5.72	3.45		5.66		2.85		5.64		2.85	
NONSUPERV (PROD FAC)	83	5	6.0	7	8.4	1	1.2	6	7.2	1	1.2
AVERAGE GRADE (WD)	6.78	4.20		4.43		1.00		3.83		1.00	
SUPERVISORY (PROD FAC)	10			1	10.0			1	10.0		
AVERAGE GRADE (WN)	5.80			4.00				4.00			
OTHER WAGE SYSTEMS	386	113	30.9	73	19.9	28	7.7	72	19.7	27	7.4
AVERAGE SALARY	12,390	10,665		11,595		9,546		11,553		9,359	
TOTAL OTHER PAY SYSTEMS	247	121	49.0	19	7.7	13	5.3	17	6.9	12	4.9
AVERAGE SALARY	16,719	11,058		9,642		8,854		9,324		9,058	
TOTAL POSTAL SERVICE	10,153	1,580	15.6	3,609	35.5	960	9.5	3,575	35.2	955	9.4
POSTAL FIELD	10,153	1,580	15.6	3,609	35.5	960	9.5	3,575	35.2	955	9.4
LEVELS 1 THRU 42	9,135	1,520	16.6	3,595	39.4	957	10.5	3,563	39.0	952	10.4
AVERAGE SALARY	16,322	15,876		15,785		15,844		15,774		15,837	
RURAL CARRIERS	1,018	60	5.9	14	1.4	3	.3	12	1.2	3	.3
AVERAGE SALARY	18,057	17,373		17,714		18,067		17,758		18,067	

GEORGIA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
320	.5	69	.1	49	.1	12		108	.2	42	.1	55,393	79.7	18,730	26.9	TOTAL ALL PAY SYSTEMS
208	.5	60	.1	41	.1	12		97	.2	40	.1	37,483	87.1	17,176	39.9	TOTAL GEN SCHED & EQUIV
9.10		5.97		9.46		6.92		9.32		7.15		8.13		5.84		AVERAGE GRADE
84	.5	4		4				7		1		11,138	69.2	824	5.1	TOTAL WAGE SYSTEMS
78	.6	4		4				5				9,296	67.1	717	5.2	REGULAR NONSUPERVISORY
8.59		6.00		8.75				7.40				8.82		7.28		AVERAGE GRADE (WG)
1	.3											258	73.7	9	2.6	REGULAR LEADER
8.00												9.03		5.00		AVERAGE GRADE (WL)
4	.3							1	.1			1,206	84.4	9	.6	REGULAR SUPERVISORY
7.50								4.00				9.29		4.78		AVERAGE GRADE (WS)
1	1.2											76	91.6	4	4.8	NONSUPERV (PROD FAC)
8.00												7.00		5.00		AVERAGE GRADE (WD)
												9	90.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
								1	.3	1	.3	293	80.1	85	23.2	OTHER WAGE SYSTEMS
								14,600		14,600		12,588		11,033		AVERAGE SALARY
1	.4	1	.4					1	.4			228	92.3	108	43.7	TOTAL OTHER PAY SYSTEMS
6,400		6,400						18,300				17,308		11,323		AVERAGE SALARY
27	.3	4		4				3		1		6,544	64.5	620	6.1	TOTAL POSTAL SERVICE
27	.3	4		4				3		1		6,544	64.5	620	6.1	POSTAL FIELD
25	.3	4		4				3		1		5,540	60.6	563	6.2	LEVELS 1 THRU 42
16,316		17,475		20,425				18,200		16,700		16,670		15,929		AVERAGE SALARY
2	.2											1,004	98.6	57	5.6	RURAL CARRIERS
17,450												18,062		17,337		AVERAGE SALARY

TABLE 2-016

Minority Group Study of Full-Time Employment: November 30, 1977
**STANDARD METROPOLITAN STATISTICAL AREA
 ATLANTA, GEORGIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	28,397	11,425	40.2	7,050	24.8	3,156	11.1	6,837	24.1	3,098	10.9
TOTAL GEN SCHED & EQUIV	20,555	10,046	48.9	3,370	16.4	2,126	10.3	3,181	15.5	2,074	10.1
AVERAGE GRADE	8.53	6.14		6.82		5.60		6.62		5.56	
TOTAL WAGE SYSTEMS	1,930	135	7.0	664	34.4	108	5.6	657	34.0	106	5.5
REGULAR NONSUPERVISORY	1,476	99	6.7	550	37.3	81	5.5	545	36.9	80	5.4
AVERAGE GRADE (WG)	7.27	3.30		5.21		3.19		5.18		3.14	
REGULAR LEADER	71	4	5.6	22	31.0	4	5.6	22	31.0	4	5.6
AVERAGE GRADE (WL)	7.93	3.00		5.50		3.00		5.50		3.00	
REGULAR SUPERVISORY	282	6	2.1	48	17.0	4	1.4	47	16.7	4	1.4
AVERAGE GRADE (WS)	8.39	3.50		5.42		2.25		5.38		2.25	
NONSUPERV (PROD FAC)	11										
AVERAGE GRADE (WD)	7.27										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	89	26	29.2	44	49.4	19	21.3	43	48.3	18	20.2
AVERAGE SALARY	13,581	10,358		12,252		10,037		12,198		9,783	
TOTAL OTHER PAY SYSTEMS	93	21	22.6	5	5.4	3	3.2	4	4.3	3	3.2
AVERAGE SALARY	20,148	13,138		8,260		6,067		5,750		6,067	
TOTAL POSTAL SERVICE	5,819	1,223	21.0	3,011	51.7	919	15.8	2,995	51.5	915	15.7
POSTAL FIELD	5,819	1,223	21.0	3,011	51.7	919	15.8	2,995	51.5	915	15.7
LEVELS 1 THRU 42	5,630	1,205	21.4	3,009	53.4	919	16.3	2,993	53.2	915	16.3
AVERAGE SALARY	16,239	15,825		15,818		15,862		15,808		15,855	
RURAL CARRIERS	189	18	9.5	2	1.1			2	1.1		
AVERAGE SALARY	18,366	17,489		17,150				17,150			

**STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
136	.5	36	.1	28	.1	8		49	.2	14		21,347	75.2	8,269	29.1	TOTAL ALL PAY SYSTEMS
117	.6	31	.2	25	.1	8		47	.2	13	.1	17,185	83.6	7,920	38.5	TOTAL GEN SCHED & EQUIV
10.12		8.55		10.08		7.75		10.51		7.54		8.86		6.29		AVERAGE GRADE
5	.3	1	.1	1	.1			1	.1	1	.1	1,266	65.6	27	1.4	TOTAL WAGE SYSTEMS
4	.3	1	.1	1	.1							926	62.7	18	1.2	REGULAR NONSUPERVISORY
8.00		7.00		12.00								8.50		3.83		AVERAGE GRADE (WG)
												49	69.0			REGULAR LEADER
												9.02				AVERAGE GRADE (WL)
1	.4											234	83.0	2	.7	REGULAR SUPERVISORY
7.00												9.00	6.00			AVERAGE GRADE (WS)
												11	100.0			NONSUPERV (PROD FAC)
												7.27				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
								1	1.1	1	1.1	45	50.6	7	7.9	OTHER WAGE SYSTEMS
								14,600		14,600		14,880		11,229		AVERAGE SALARY
								1	1.1			88	94.6	18	19.4	TOTAL OTHER PAY SYSTEMS
								18,300				20,824		14,317		AVERAGE SALARY
14	.2	4	.1	2								2,808	48.3	304	5.2	TOTAL POSTAL SERVICE
14	.2	4	.1	2								2,808	48.3	304	5.2	POSTAL FIELD
14	.2	4	.1	2								2,621	46.6	286	5.1	LEVELS 1 THRU 42
16,821		17,475		24,900								16,722		15,708		AVERAGE SALARY
												187	98.9	18	9.5	RURAL CARRIERS
												18,379		17,489		AVERAGE SALARY

TABLE 2-017

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA, GEORGIA-SOUTH CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,023	2,557	42.5	1,366	22.7	542	9.0	1,318	21.9	520	8.6
TOTAL GEN SCHED & EQUIV	4,249	2,292	53.9	683	16.1	359	8.4	648	15.3	338	8.0
AVERAGE GRADE	6.82	5.49		5.51		5.44		5.40		5.39	
TOTAL WAGE SYSTEMS	1,322	216	16.3	607	45.9	178	13.5	599	45.3	177	13.4
REGULAR NONSUPERVISORY	1,134	191	16.8	553	48.8	162	14.3	545	48.1	161	14.2
AVERAGE GRADE (WG)	6.77	3.48		4.72		3.12		4.68		3.13	
REGULAR LEADER	55	10	18.2	14	25.5	6	10.9	14	25.5	6	10.9
AVERAGE GRADE (WL)	7.51	2.60		3.36		1.83		3.36		1.83	
REGULAR SUPERVISORY	113	7	6.2	36	31.9	6	5.3	35	31.8	6	5.3
AVERAGE GRADE (WS)	7.51	2.86		4.58		2.67		4.58		2.67	
NONSUPERV (PROD FAC)	7	1	14.3								
AVERAGE GRADE (WD)	7.00	7.00									
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	12	7	58.3	4	33.3	4	33.3	4	33.3	4	33.3
AVERAGE SALARY	8,208	6,757		6,500		6,500		6,500		6,500	
TOTAL OTHER PAY SYSTEMS	29	11	37.9	1	3.4	1	3.4	1	3.4	1	3.4
AVERAGE SALARY	21,162	8,591		6,000		6,000		6,000		6,000	
TOTAL POSTAL SERVICE	423	38	9.0	75	17.7	4	.9	70	16.5	4	.9
POSTAL FIELD	423	38	9.0	75	17.7	4	.9	70	16.5	4	.9
LEVELS 1 THRU 42	394	35	8.9	73	18.5	4	1.0	69	17.5	4	1.0
AVERAGE SALARY	16,309	16,089		15,318		15,325		15,309		15,325	
RURAL CARRIERS	29	3	10.3	2	6.9			1	3.4		
AVERAGE SALARY	18,017	15,867		14,600				14,100			

**STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA, GEORGIA-SOUTH CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
24	.4	6	.1	3		2		21	.3	14	.2	4,657	77.3	2,015	33.5	TOTAL ALL PAY SYSTEMS
14	.3	5	.1	3	.1	2		18	.4	14	.3	3,566	83.9	1,933	45.5	TOTAL GEN SCHED & EQUIV
7.50		4.80		6.67		4.00		8.00		7.07		7.07		5.50		AVERAGE GRADE
6	.5	1	.1					2	.2			715	54.1	38	2.9	TOTAL WAGE SYSTEMS
8	.5	1	.1					2	.2			581	51.2	29	2.6	REGULAR NONSUPERVISORY
7.67		2.00						6.50				8.72		5.45		AVERAGE GRADE (WG)
												41	74.5	4	7.3	REGULAR LEADER
												8.93		3.75		AVERAGE GRADE (WL)
												77	68.1	1	.9	REGULAR SUPERVISORY
												8.88		4.00		AVERAGE GRADE (WS)
												7	100.0	1	14.3	NONSUPERV (PROD FAC)
												7.00		7.00		AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												8	66.7	3	25.0	OTHER WAGE SYSTEMS
												9,063		7,100		AVERAGE SALARY
												28	96.6	10	34.5	TOTAL OTHER PAY SYSTEMS
												21,704		8,850		AVERAGE SALARY
4	.9							1	.2			348	82.3	34	8.0	TOTAL POSTAL SERVICE
4	.9							1	.2			348	82.3	34	8.0	POSTAL FIELD
3	.8							1	.3			321	81.5	31	7.9	LEVELS 1 THRU 42
15,067								16,700				16,534		16,187		AVERAGE SALARY
1	3.4											27	93.1	3	10.3	RURAL CARRIERS
15,100												18,270		15,867		AVERAGE SALARY

TABLE 2-018

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4,817	1,854	38.5	1,218	25.3	416	8.6	1,158	24.0	402	8.3
TOTAL GEN SCHED & EQUIV	2,729	1,673	61.3	448	16.4	295	10.8	418	15.3	281	10.3
AVERAGE GRADE	5.82	4.95		4.81		4.88		4.77		4.88	
TOTAL WAGE SYSTEMS	1,705	156	9.1	709	41.6	118	6.9	682	40.0	118	6.9
REGULAR NONSUPERVISORY	1,437	142	9.9	641	44.6	109	7.6	617	42.9	109	7.6
AVERAGE GRADE (WG)	7.47	4.21		6.32		3.79		6.27		3.79	
REGULAR LEADER	119	7	5.9	37	31.1	3	2.5	36	30.3	3	2.5
AVERAGE GRADE (WL)	8.23	4.71		6.68		3.33		6.64		3.33	
REGULAR SUPERVISORY	129	6	4.7	27	20.9	6	4.7	25	19.4	6	4.7
AVERAGE GRADE (WS)	8.29	1.17		5.96		1.17		5.96		1.17	
NONSUPERV (PROD FAC)	11	1	9.1	1	9.1			1	9.1		
AVERAGE GRADE (WD)	7.34	5.00		8.00				8.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	8			3	37.5			3	37.5		
AVERAGE SALARY	9,838			10,300				10,300			
TOTAL POSTAL SERVICE	383	25	6.5	61	15.9	3	.8	58	15.1	3	.8
POSTAL FIELD	383	25	6.5	61	15.9	3	.8	58	15.1	3	.8
LEVELS 1 THRU 42	369	24	6.5	61	16.5	3	.8	58	15.7	3	.8
AVERAGE SALARY	16,103	15,421		15,446		15,433		15,488		15,433	
RURAL CARRIERS	14	1	7.1								
AVERAGE SALARY	17,814	15,000									

**STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
51	1.1	10	.2	3	.1	1		6	.1	3	.1	3,599	74.7	1,438	29.9	TOTAL ALL PAY SYSTEMS
23	.8	10	.4	2	.1	1		5	.2	3	.1	2,281	83.6	1,378	50.5	TOTAL GEN SCHED & EQUIV
5.48		4.70		3.50		5.00		5.40		6.00		6.01		4.96		AVERAGE GRADE
25	1.5			1	.1			1	.1			996	58.4	38	2.2	TOTAL WAGE SYSTEMS
22	1.5			1	.1			1	.1			796	55.4	33	2.3	REGULAR NONSUPERVISORY
7.68				6.00				8.00				8.39		5.61		AVERAGE GRADE (WG)
1	.8											82	68.9	4	3.4	REGULAR LEADER
8.00												8.93		5.75		AVERAGE GRADE (WL)
2	1.6											102	79.1			REGULAR SUPERVISORY
6.00												8.90				AVERAGE GRADE (WS)
												10	90.9	1	9.1	NONSUPERV (PROD FAC)
												7.60		5.00		AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												5	62.5			OTHER WAGE SYSTEMS
												9,560				AVERAGE SALARY
3	.8											322	84.1	22	5.7	TOTAL POSTAL SERVICE
3	.8											322	84.1	22	5.7	POSTAL FIELD
3	.8											308	83.5	21	5.7	LEVELS 1 THRU 42
14,633												16,233		15,419		AVERAGE SALARY
												14	100.0	1	7.1	RURAL CARRIERS
												17,814		15,000		AVERAGE SALARY

TABLE 2-019

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	16,256	4,548	28.0	2,891	16.8	696	4.3	2,617	16.1	683	4.2
TOTAL GEN SCHED & EQUIV	7,749	3,367	43.5	473	6.1	261	3.4	439	5.7	250	3.2
AVERAGE GRADE	8.00	5.65		5.74		4.70		5.57		4.69	
TOTAL WAGE SYSTEMS	7,944	1,061	13.4	2,058	25.9	415	5.2	2,019	25.4	414	5.2
REGULAR NONSUPERVISORY	7,113	977	13.7	1,962	27.6	408	5.7	1,924	27.0	407	5.7
AVERAGE GRADE (WG)	8.59	7.13		6.97		5.98		6.92		5.97	
REGULAR LEADER	28	2	7.1	6	21.4	1	3.6	6	21.4	1	3.6
AVERAGE GRADE (WL)	8.46	4.50		4.50		2.00		4.50		2.00	
REGULAR SUPERVISORY	606	6	1.0	74	12.2	2	.3	73	12.0	2	.3
AVERAGE GRADE (WS)	9.55	6.33		7.03		7.50		6.97		7.50	
OTHER WAGE SYSTEMS	197	76	38.6	16	8.1	4	2.0	16	8.1	4	2.0
AVERAGE SALARY	11,374	11,261		11,231		10,700		11,231		10,700	
TOTAL OTHER PAY SYSTEMS	104	83	79.8	12	11.5	9	8.7	11	10.6	8	7.7
AVERAGE SALARY	12,575	10,929		9,642		10,100		9,936		10,563	
TOTAL POSTAL SERVICE	459	37	8.1	148	32.2	11	2.4	148	32.2	11	2.4
POSTAL FIELD	459	37	8.1	148	32.2	11	2.4	148	32.2	11	2.4
LEVELS 1 THRU 42	432	31	7.2	147	34.0	11	2.5	147	34.0	11	2.5
AVERAGE SALARY	16,261	16,055		15,652		15,700		15,652		15,700	
RURAL CARRIERS	27	6	22.2	1	3.7			1	3.7		
AVERAGE SALARY	18,089	16,783		19,200				19,200			

**STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
56	.3	8		7		1		11	.1	4		13,565	83.4	3,852	23.7	TOTAL ALL PAY SYSTEMS
19	.2	6	.1	6	.1	1		9	.1	4	.1	7,276	93.9	3,106	40.1	TOTAL GEN SCHED & EQUIV
		5.50		9.17		5.00		6.89		4.00		8.15		5.73		AVERAGE GRADE
36	.5	1		1				2				5,886	74.1	646	8.1	TOTAL WAGE SYSTEMS
35	.5	1		1				2				5,151	72.4	569	8.0	REGULAR NONSUPERVISORY
		10.00		9.00				8.00				9.20		7.95		AVERAGE GRADE (WG)
												22	78.6	1	3.6	REGULAR LEADER
												9.55		7.00		AVERAGE GRADE (WL)
1	.2											532	87.8	4	.7	REGULAR SUPERVISORY
												9.90		5.75		AVERAGE GRADE (WS)
												181	91.9	72	36.5	OTHER WAGE SYSTEMS
												11,387		11,292		AVERAGE SALARY
1	1.0	1	1.0									92	88.5	74	71.2	TOTAL OTHER PAY SYSTEMS
		6,400										12,958		11,030		AVERAGE SALARY
												311	67.8	26	5.7	TOTAL POSTAL SERVICE
												311	67.8	26	5.7	POSTAL FIELD
												285	66.0	20	4.6	LEVELS 1 THRU 42
												16,575		16,250		AVERAGE SALARY
												26	96.3	6	22.2	RURAL CARRIERS
												18,046		16,783		AVERAGE SALARY

KENTUCKY STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	30,216	9,221	30.5	3,142	10.4	1,291	4.3	2,994	9.9	1,235	4.1
TOTAL GEN SCHED & EQUIV	16,532	8,167	49.4	1,586	9.6	1,044	6.3	1,493	9.0	994	6.0
AVERAGE GRADE	7.10	5.37		5.73		5.20		5.65		5.19	
TOTAL WAGE SYSTEMS	8,558	401	4.7	997	11.6	169	2.0	964	11.3	168	2.0
REGULAR NONSUPERVISORY	5,417	338	6.2	783	14.5	149	2.8	758	14.0	148	2.7
AVERAGE GRADE (WG)	7.64	3.46		5.40		2.69		5.32		2.68	
REGULAR LEADER	186	10	5.4	28	15.1	4	2.2	25	13.4	4	2.2
AVERAGE GRADE (WL)	7.69	2.60		5.36		2.50		5.16		2.50	
REGULAR SUPERVISORY	657	17	2.6	66	10.0	8	1.2	64	9.7	8	1.2
AVERAGE GRADE (WS)	8.31	3.00		4.94		2.38		4.84		2.38	
NONSUPERV (PROD FAC)	126			3	2.4			3	2.4		
AVERAGE GRADE (WD)	7.28			7.00				7.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.65										
OTHER WAGE SYSTEMS	2,155	36	1.7	117	5.4	8	.4	114	5.3	8	.4
AVERAGE SALARY	15,079	9,733		12,225		11,088		12,217		11,088	
TOTAL OTHER PAY SYSTEMS	85	19	22.4	16	18.8	3	3.5	14	16.5	2	2.4
AVERAGE SALARY	18,464	7,995		14,488		8,533		12,379		5,250	
TOTAL POSTAL SERVICE	5,041	634	12.6	543	10.8	75	1.5	523	10.4	71	1.4
POSTAL FIELD	5,041	634	12.6	543	10.8	75	1.5	523	10.4	71	1.4
LEVELS 1 THRU 42	4,224	583	13.8	529	12.5	74	1.8	516	12.2	70	1.7
AVERAGE SALARY	16,365	15,817		15,982		15,707		15,993		15,729	
RURAL CARRIERS	817	51	6.2	14	1.7	1	.1	7	.9	1	.1
AVERAGE SALARY	17,757	17,196		18,086		16,800		18,471		16,800	

KENTUCKY STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
86	.3	26	.1	17	.1	7		45	.1	23	.1	27,074	89.6	7,930	26.2	TOTAL ALL PAY SYSTEMS
53	.3	23	.1	9	.1	5		31	.2	22	.1	14,946	90.4	7,123	43.1	TOTAL GEN SCHED & EQUIV
		5.35		7.22		4.20		6.29		5.45		7.25		5.39		AVERAGE GRADE
27	.3	1		4				2				7,561	88.4	232	2.7	TOTAL WAGE SYSTEMS
21	.4	1		2				2				4,634	85.5	189	3.5	REGULAR NONSUPERVISORY
		4.00		8.50				8.00				8.02		4.06		AVERAGE GRADE (WG)
3	1.6											158	84.9	6	3.2	REGULAR LEADER
												8.11		2.67		AVERAGE GRADE (WL)
2	.3											591	90.0	9	1.4	REGULAR SUPERVISORY
												8.69		3.56		AVERAGE GRADE (WS)
												123	97.6			NONSUPERV (PROD FAC)
												7.28				AVERAGE GRADE (WD)
												17	100.0			SUPERVISORY (PROD FAC)
												6.65				AVERAGE GRADE (WN)
1				2	.1							2,038	94.6	28	1.3	OTHER WAGE SYSTEMS
12,000				12,800								15,242		9,346		AVERAGE SALARY
								2	2.4	1	1.2	69	81.2	16	18.8	TOTAL OTHER PAY SYSTEMS
								29,250		15,100		19,386		7,894		AVERAGE SALARY
6	.1	2		4	.1	2		10	.2			4,498	89.2	559	11.1	TOTAL POSTAL SERVICE
6	.1	2		4	.1	2		10	.2			4,498	89.2	559	11.1	POSTAL FIELD
6	.1	2		4	.1	2		3	.1			3,695	87.5	509	12.1	LEVELS 1 THRU 42
15,333		15,350		15,250		15,300		16,367				16,420		15,833		AVERAGE SALARY
								7	.9			803	98.3	50	6.1	RURAL CARRIERS
								17,700				17,751		17,204		AVERAGE SALARY

TABLE 2-021

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE, KENTUCKY-INDIANA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,336	3,156	33.8	1,281	13.7	538	5.8	1,247	13.4	526	5.8
TOTAL GEN SCHED & EQUIV	5,217	2,697	51.7	570	10.9	399	7.6	546	10.5	388	7.4
AVERAGE GRADE	7.14	5.02		5.59		4.95		5.50		4.93	
TOTAL WAGE SYSTEMS	2,249	166	7.4	317	14.1	74	3.3	315	14.0	74	3.3
REGULAR NONSUPERVISORY	1,805	139	7.7	274	15.2	65	3.8	272	15.1	65	3.8
AVERAGE GRADE (WG)	8.24	3.75		5.50		2.94		5.47		2.94	
REGULAR LEADER	25	1	4.0	5	20.0			5	20.0		
AVERAGE GRADE (WL)	7.68	6.00		4.60				4.60			
REGULAR SUPERVISORY	192	4	2.1	20	10.4	1	.5	20	10.4	1	.5
AVERAGE GRADE (WS)	9.19	3.25		4.70		2.00		4.70		2.00	
NONSUPERV (PROD FAC)	101			3	3.0			3	3.0		
AVERAGE GRADE (WD)	7.38			7.00				7.00			
SUPERVISORY (PROD FAC)	11										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	115	22	19.1	15	13.0	8	7.0	15	13.0	8	7.0
AVERAGE SALARY	12,741	11,605		12,359		11,088		12,359		11,088	
TOTAL OTHER PAY SYSTEMS	28	7	25.0	2	7.1	1	3.6	1	3.6	1	3.6
AVERAGE SALARY	22,496	7,771		24,100		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	1,842	286	15.5	392	21.3	64	3.5	385	20.9	63	3.4
POSTAL FIELD	1,842	286	15.5	392	21.3	64	3.5	385	20.9	63	3.4
LEVELS 1 THRU 42	1,777	263	14.8	389	21.9	62	3.5	382	21.5	61	3.4
AVERAGE SALARY	16,341	15,880		16,115		15,694		16,124		15,710	
RURAL CARRIERS	65	23	35.4	3	4.6	2	3.1	3	4.6	2	3.1
AVERAGE SALARY	18,334	17,578		18,300		17,550		18,300		17,550	

**STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE, KENTUCKY-INDIANA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
20	.2	6	.1	4		2		10	.1	4		8,055	86.3	2,618	28.0	TOTAL ALL PAY SYSTEMS
14	.3	5	.1	4	.1	2		6	.1	4	.1	4,647	89.1	2,298	44.0	TOTAL GEN SCHED & EQUIV
8.00		6.00		7.25		4.00		7.50		6.75		7.33		5.03		AVERAGE GRADE
2	.1											1,932	85.9	92	4.1	TOTAL WAGE SYSTEMS
2	.1											1,531	84.8	74	4.1	REGULAR NONSUPERVISORY
10.00												8.73		4.46		AVERAGE GRADE (WG)
												20	80.0	1	4.0	REGULAR LEADER
												8.45		6.00		AVERAGE GRADE (WL)
												172	89.6	3	1.6	REGULAR SUPERVISORY
												9.71		3.67		AVERAGE GRADE (WS)
												98	97.0			NONSUPERV (PROD FAC)
												7.39				AVERAGE GRADE (WD)
												11	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												100	87.0	14	12.2	OTHER WAGE SYSTEMS
												12,789		11,900		AVERAGE SALARY
								1	3.6			26	92.9	6	21.4	TOTAL OTHER PAY SYSTEMS
								43,400				22,373		8,267		AVERAGE SALARY
4	.2	1	.1					3	.2			1,450	78.7	222	12.1	TOTAL POSTAL SERVICE
4	.2	1	.1					3	.2			1,450	78.7	222	12.1	POSTAL FIELD
4	.2	1	.1					3	.2			1,368	78.1	201	11.3	LEVELS 1 THRU 42
15,200		14,700						16,167				16,405		15,938		AVERAGE SALARY
												62	95.4	21	32.3	RURAL CARRIERS
												18,335		17,581		AVERAGE SALARY

MISSISSIPPI STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	21,352	5,536	25.9	3,315	15.5	920	4.3	3,011	14.1	787	3.7
TOTAL GEN S' M.D & EQUIV	13,321	4,906	36.8	1,361	10.2	673	5.1	1,118	8.4	554	4.2
AVERAGE GRADE	7.74	5.42		5.08		4.84		5.49		4.93	
TOTAL WAGE SYSTEMS	4,911	290	5.9	1,619	33.0	197	4.0	1,563	31.8	184	3.7
REGULAR NONSUPERVISORY	4,105	257	6.3	1,479	36.0	177	4.3	1,430	34.8	165	4.0
AVERAGE GRADE (WG)	6.93	3.48		4.73		3.19		4.65		2.96	
REGULAR LEADER	140			39	27.9			37	26.4		
AVERAGE GRADE (WL)	8.08			4.95				4.95			
REGULAR SUPERVISORY	558	16	2.9	76	13.6	8	1.4	75	13.4	7	1.3
AVERAGE GRADE (WS)	8.14	2.63		3.84		2.38		3.80		1.71	
NONSUPERV (PROD FAC)	12										
AVERAGE GRADE (WD)	6.58										
OTHER WAGE SYSTEMS	96	17	17.7	25	26.0	12	12.5	21	21.9	12	12.5
AVERAGE SALARY	13,031	5,982		9,300		6,000		7,910		6,000	
TOTAL OTHER PAY SYSTEMS	65	28	43.1	10	15.4	8	12.3	9	13.8	8	12.3
AVERAGE SALARY	19,291	7,554		7,730		8,463		8,056		8,463	
TOTAL POSTAL SERVICE	3,055	312	10.2	325	10.6	42	1.4	321	10.5	41	1.3
POSTAL FIELD	3,055	312	10.2	325	10.6	42	1.4	321	10.5	41	1.3
LEVELS 1 THRU 42	2,329	278	11.9	316	13.6	40	1.7	313	13.4	40	1.7
AVERAGE SALARY	16,538	16,170		15,534		16,045		15,515		16,045	
RURAL CARRIERS	726	34	4.7	9	1.2	2	.3	8	1.1	1	.1
AVERAGE SALARY	17,968	17,194		18,478		17,200		18,550		16,500	

MISSISSIPPI STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
71	.3	15	.1	200	.9	109	.5	33	.2	9		18,037	84.5	4,616	21.6	TOTAL ALL PAY SYSTEMS
54	.4	14	.1	158	1.2	96	.7	31	.2	9	.1	11,960	89.8	4,233	31.8	TOTAL GEN SCHED & EQUIV
8.26		4.86		5.31		4.13		10.00		7.00		7.97		5.52		AVERAGE GRADE
15	.3	1		40	.8	12	.2	1				3,292	67.0	93	1.9	TOTAL WAGE SYSTEMS
14	.3	1		34	.8	11	.3	1				2,626	64.0	80	1.9	REGULAR NONSUPERVISORY
8.43		5.00		6.35		6.45		8.00				8.16		4.14		AVERAGE GRADE (WG)
				2	1.4							101	72.1			REGULAR LEADER
				5.00								9.29				AVERAGE GRADE (WL)
				1	.2	1	.2					482	86.4	8	1.4	REGULAR SUPERVISORY
				7.00		7.00						8.82		2.88		AVERAGE GRADE (WS)
												12	100.0			NONSUPERV (PROD FAC)
												6.58				AVERAGE GRADE (WD)
1	1.0			3	3.1							71	74.0	5	5.2	OTHER WAGE SYSTEMS
32,800				11,200								14,345		5,940		AVERAGE SALARY
								1	1.5			55	84.6	20	30.8	TOTAL OTHER PAY SYSTEMS
								4,800				21,393		7,190		AVERAGE SALARY
2	.1			2	.1	1						2,730	89.4	270	8.8	TOTAL POSTAL SERVICE
2	.1			2	.1	1						2,730	89.4	270	8.8	POSTAL FIELD
2	.1			1								2,013	85.4	238	10.2	LEVELS 1 THRU 42
17,900				16,700								16,696		16,191		AVERAGE SALARY
				1	.1	1	.1					717	98.8	32	4.4	RURAL CARRIERS
				17,900		17,900						17,962		17,194		AVERAGE SALARY

TABLE 2-023

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT, MISSISSIPPI**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,548	2,015	30.8	890	13.6	337	5.1	834	12.7	322	4.9
TOTAL GEN SCHED & EQUIV	4,291	1,767	41.2	342	8.0	190	4.4	301	7.0	176	4.1
AVERAGE GRADE	7.52	5.30		5.89		4.63		5.50		4.56	
TOTAL WAGE SYSTEMS	1,993	228	11.4	532	26.7	145	7.3	518	26.0	144	7.2
REGULAR NONSUPERVISORY	1,678	207	12.3	477	28.4	137	8.2	463	27.6	136	8.1
AVERAGE GRADE (WG)	7.05	3.27		4.73		2.96		4.63		2.94	
REGULAR LEADER	30			6	20.0			6	20.0		
AVERAGE GRADE (WL)	8.17			4.83				4.83			
REGULAR SUPERVISORY	271	13	4.8	46	17.0	5	1.8	46	17.0	5	1.8
AVERAGE GRADE (WS)	7.31	2.15		3.54		1.00		3.54		1.00	
NONSUPERV (PROD FAC)	6										
AVERAGE GRADE (WD)	6.33										
OTHER WAGE SYSTEMS	8	8	100.0	3	37.5	3	37.5	3	37.5	3	37.5
AVERAGE SALARY	5,950	5,950		5,967		5,967		5,967		5,967	
TOTAL OTHER PAY SYSTEMS	18	8	44.4								
AVERAGE SALARY	18,683	8,475									
TOTAL POSTAL SERVICE	246	12	4.9	16	6.5	2	.8	15	6.1	2	.8
POSTAL FIELD	246	12	4.9	16	6.5	2	.8	15	6.1	2	.8
LEVELS 1 THRU 42	214	10	4.7	16	7.5	2	.9	15	7.0	2	.9
AVERAGE SALARY	16,291	15,880		15,300		15,250		15,227		15,250	
RURAL CARRIERS	32	2	6.3								
AVERAGE SALARY	18,053	18,000									

**STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT, MISSISSIPPI**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
38	.6	9	.1	4	.1	1		14	.2	5	.1	5,658	86.4	1,678	25.6	TOTAL ALL PAY SYSTEMS
26	.8	8	.2	2		1		13	.3	5	.1	3,949	92.0	1,577	36.8	TOTAL GEN SCHED & EQUIV
		4.63		9.00		7.00		9.85		6.60		7.66		5.38		AVERAGE GRADE
11	.6	1	.1	2	.1			1	.1			1,481	73.3	83	4.2	TOTAL WAGE SYSTEMS
11	.7	1	.1	2	.1			1	.1			1,201	71.6	70	4.2	REGULAR NONSUPERVISORY
		5.00		7.50				8.00				7.97		3.67		AVERAGE GRADE (WG)
												24	80.0			REGULAR LEADER
												9.00				AVERAGE GRADE (WL)
												225	83.0	8	3.0	REGULAR SUPERVISORY
												8.08		2.88		AVERAGE GRADE (WS)
												6	100.0			NONSUPERV (PROD F&C)
												6.33				AVERAGE GRADE (WD)
												5	62.5	5	62.5	OTHER WAGE SYSTEMS
												5,940		5,940		AVERAGE SALARY
												18	100.0	8	44.4	TOTAL OTHER PAY SYSTEMS
												18,683		6,475		AVERAGE SALARY
1	.4											230	93.5	10	4.1	TOTAL POSTAL SERVICE
1	.4											230	93.5	10	4.1	POSTAL FIELD
1	.5											198	92.5	8	3.7	LEVELS 1 THRU 42
16,400												16,371		16,038		AVERAGE SALARY
												32	100.0	2	6.3	RURAL CARRIERS
												18,053		18,000		AVERAGE SALARY

TABLE 2-024

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,765	1,277	33.9	761	20.2	297	7.9	737	19.6	288	7.6
TOTAL GEN SCHED & EQUIV	2,692	1,161	43.1	435	16.2	235	8.7	412	15.3	226	8.4
AVERAGE GRADE	7.88	5.93		5.60		5.24		5.42		5.24	
TOTAL WAGE SYSTEMS	329	27	8.2	144	43.8	26	7.9	144	43.8	26	7.9
REGULAR NONSUPERVISORY	278	17	6.1	124	44.6	16	5.8	124	44.6	16	5.8
AVERAGE GRADE (WG)	6.50	3.29		3.02		3.13		3.02		3.13	
REGULAR LEADER	7										
AVERAGE GRADE (WL)	9.43										
REGULAR SUPERVISORY	34	1	2.9	10	29.4	1	2.9	10	29.4	1	2.9
AVERAGE GRADE (WS)	7.62	3.00		3.70		3.00		3.70		3.00	
OTHER WAGE SYSTEMS	10	9	90.0	10	100.0	9	90.0	10	100.0	9	90.0
AVERAGE SALARY	6,030	6,011		6,030		6,011		6,030		6,011	
TOTAL OTHER PAY SYSTEMS	28	13	46.4	5	17.9	5	17.9	5	17.9	5	17.9
AVERAGE SALARY	19,675	9,385		10,660		10,660		10,660		10,660	
TOTAL POSTAL SERVICE	716	76	10.6	177	24.7	31	4.3	176	24.6	31	4.3
POSTAL FIELD	716	76	10.6	177	24.7	31	4.3	176	24.6	31	4.3
LEVELS 1 THRU 42	685	71	10.4	176	25.7	31	4.5	175	25.5	31	4.5
AVERAGE SALARY	16,279	15,818		15,509		16,135		15,502		16,135	
RURAL CARRIERS	31	5	16.1	1	3.2			1	3.2		
AVERAGE SALARY	17,945	18,060		19,800				19,800			

CONTINUED

4 OF 7

**STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	.1	1		15	.4	5	.1	6	.2	3	.1	3,004	79.8	980	26.0	TOTAL ALL PAY SYSTEMS
3	.1	1		14	.5	5	.2	6	.2	3	.1	2,257	83.8	926	34.4	TOTAL GEN SCHED & EQUIV
7.67		4.00		7.71		3.40		11.83		9.00		8.32		6.11		AVERAGE GRADE
												185	56.2	1	.3	TOTAL WAGE SYSTEMS
												154	55.4	1	.4	REGULAR NONSUPERVISORY
												9.29		6.00		AVERAGE GRADE (WG)
												7	100.0			REGULAR LEADER
												9.43				AVERAGE GRADE (WL)
												24	70.6			REGULAR SUPERVISORY
												9.25				AVERAGE GRADE (WS)
																OTHER WAGE SYSTEMS
																AVERAGE SALARY
												23	82.1	8	28.6	TOTAL OTHER PAY SYSTEMS
												21,635		8,588		AVERAGE SALARY
				1	.1							539	75.3	45	6.3	TOTAL POSTAL SERVICE
				1	.1							539	75.3	45	6.3	POSTAL FIELD
				1	.1							509	74.3	40	5.8	LEVELS 1 THRU 42
				16,700								16,546		15,573		AVERAGE SALARY
												30	96.8	5	16.1	RURAL CARRIERS
												17,883		18,060		AVERAGE SALARY

NORTH CAROLINA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	35,313	9,696	27.5	6,319	17.9	1,860	5.3	5,922	16.8	1,715	4.9
TOTAL GEN SCHED & EQUIV	18,238	8,035	44.1	2,320	12.7	1,241	6.8	2,062	11.3	1,110	6.1
AVERAGE GRADE	7.50	5.68		5.80		5.22		5.68		5.26	
TOTAL WAGE SYSTEMS	7,991	611	7.6	2,494	31.2	409	5.1	2,389	29.9	401	5.0
REGULAR NONSUPERVISORY	6,616	533	8.1	2,250	34.0	368	5.6	2,159	32.6	361	5.5
AVERAGE GRADE (WG)	7.56	3.96		5.76		3.40		5.73		3.39	
REGULAR LEADER	246	14	5.6	75	30.2	11	4.4	72	29.0	10	4.0
AVERAGE GRADE (WL)	7.56	2.50		5.25		2.09		5.38		2.10	
REGULAR SUPERVISORY	745	20	2.7	122	16.4	12	1.6	114	15.3	12	1.6
AVERAGE GRADE (WS)	8.57	3.75		5.34		2.08		5.20		2.08	
NONSUPERV (PROD FAC)	146	2	1.4	3	2.1			3	2.1		
AVERAGE GRADE (WD)	7.12	8.00		7.33				7.33			
SUPERVISORY (PROD FAC)	17	1	5.9								
AVERAGE GRADE (WN)	6.71	7.00									
OTHER WAGE SYSTEMS	219	41	18.7	44	20.1	18	8.2	41	18.7	18	8.2
AVERAGE SALARY	12,013	8,515		9,009		6,839		8,900		6,839	
TOTAL OTHER PAY SYSTEMS	480	281	58.5	51	10.6	38	7.9	47	9.8	36	7.5
AVERAGE SALARY	14,842	11,377		13,345		10,845		12,611		10,631	
TOTAL POSTAL SERVICE	8,604	769	8.9	1,454	16.9	172	2.0	1,424	16.6	168	2.0
POSTAL FIELD	8,604	769	8.9	1,454	16.9	172	2.0	1,424	16.6	168	2.0
LEVELS 1 THRU 42	7,395	711	9.6	1,443	19.5	171	2.3	1,414	19.1	167	2.3
AVERAGE SALARY	16,321	15,984		15,549		15,644		15,547		15,657	
RURAL CARRIERS	1,209	58	4.8	11	.9	1	.1	10	.8	1	.1
AVERAGE SALARY	18,208	17,478		17,527		17,600		17,840		17,600	

NORTH CAROLINA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
100	.3	26	.1	236	.7	97	.3	61	.2	22	.1	28,994	82.1	7,836	22.2	TOTAL ALL PAY SYSTEMS
55	.3	21	.1	125	.8	89	.5	48	.3	21	.1	15,918	87.3	6,794	37.3	TOTAL GEN SCHED & EQUIV
7.76		4.62		5.7		4.79		8.88		5.90		7.74		5.76		AVERAGE GRADE
27	.3	3		69	.9	4	.1	9	.1	1		5,497	68.8	202	2.5	TOTAL WAGE SYSTEMS
24	.4	2		59	.9	4	.1	8	.1	1		4,366	66.0	165	2.5	REGULAR NONSUPERVISORY
7.21		3.00		6.44		4.50		6.13		5.00		8.49		5.19		AVERAGE GRADE (WG)
1	.4	1	.4	2	.8							173	69.8	3	1.2	REGULAR LEADER
2.00		2.00		2.50								8.59		4.00		AVERAGE GRADE (WL)
1	.1			6	.8			1	.1			623	83.6	8	1.1	REGULAR SUPERVISORY
10.00				7.50				3.00				9.20		6.25		AVERAGE GRADE (WS)
												143	97.9	2	1.4	NONSUPERV (PROD FAC)
												7.12		8.00		AVERAGE GRADE (WD)
												17	100.0	1	5.9	SUPERVISORY (PROD FAC)
												6.71		7.00		AVERAGE GRADE (WN)
1	.5			2	.9							175	79.9	23	10.5	OTHER WAGE SYSTEMS
9,500				11,000								12,769		9,826		AVERAGE SALARY
2	.4	1	.2	1	.2	1	.2	1	.2			429	89.4	243	50.6	TOTAL OTHER PAY SYSTEMS
15,650		17,400		12,000		12,000		44,600				15,020		11,460		AVERAGE SALARY
16	.2	1		11	.1	3		3				7,150	83.1	597	6.9	TOTAL POSTAL SERVICE
16	.2	1		11	.1	3		3				7,150	83.1	597	6.9	POSTAL FIELD
16	.2	1		10	.1	3		3				5,952	80.5	540	7.3	LEVELS 1 THRU 42
15,494		14,600		16,030		15,233		15,100				16,508		16,091		AVERAGE SALARY
				1	.1							1,198	99.1	57	4.7	RURAL CARRIERS
				14,400								16,214		17,475		AVERAGE SALARY

**STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,553	849	23.9	698	19.6	153	4.3	688	19.4	151	4.2
TOTAL GEN SCHED & EQUIV	1,574	672	42.7	143	9.1	87	5.5	137	8.7	85	5.4
AVERAGE GRADE	8.26	5.59		6.58		5.48		6.36		5.39	
TOTAL WAGE SYSTEMS	37	1	2.7	12	32.4	1	2.7	12	32.4	1	2.7
REGULAR NONSUPERVISORY	30	1	3.3	10	33.3	1	3.3	10	33.3	1	3.3
AVERAGE GRADE (WG)	8.20	2.00		6.40		2.00		6.40		2.00	
REGULAR LEADER	2										
AVERAGE GRADE (WL)	9.00										
REGULAR SUPERVISORY	5			2	40.0			2	40.0		
AVERAGE GRADE (WS)	7.00			5.50				5.50			
TOTAL OTHER PAY SYSTEMS	7	1	14.3	3	42.9			3	42.9		
AVERAGE SALARY	28,929	27,400		25,700				25,700			
TOTAL POSTAL SERVICE	1,935	175	9.0	540	27.9	65	3.4	536	27.7	65	3.4
POSTAL FIELD	1,935	175	9.0	540	27.9	65	3.4	536	27.7	65	3.4
LEVELS 1 THRU 42	1,809	168	9.3	540	29.9	65	3.6	536	29.6	65	3.6
AVERAGE SALARY	16,223	15,673		15,519		15,637		15,513		15,637	
RURAL CARRIERS	128	7	5.6								
AVERAGE SALARY	18,644	18,414									

**STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
9	.3	1		1		1						2,855	80.4	096	19.6	TOTAL ALL PAY SYSTEMS
5	.3	1	.1	1	.1	1	.1					1,431	90.9	585	37.2	TOTAL GEN SCHED & EQUIV
12.00		9.00		10.00		10.00						8.42		5.60		AVERAGE GRADE
												25	67.6			TOTAL WAGE SYSTEMS
												20	66.7			REGULAR NONSUPERVISORY
												9.10				AVERAGE GRADE (WG)
												2	100.0			REGULAR LEADER
												9.00				AVERAGE GRADE (WL)
												3	60.0			REGULAR SUPERVISORY
												8.00				AVERAGE GRADE (WS)
												4	57.1	1	14.3	TOTAL OTHER PAY SYSTEMS
												31,350		27,400		AVERAGE SALARY
4	.2											1,395	72.1	110	5.7	TOTAL POSTAL SERVICE
4	.2											1,395	72.1	110	5.7	POSTAL FIELD
4	.2											1,269	70.1	103	5.7	LEVELS 1 THRU 42
16,350												16,522		15,695		AVERAGE SALARY
												126	100.0	7	5.6	RURAL CARRIERS
												18,644		18,414		AVERAGE SALARY

TABLE 2-027

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH-DURHAM, NORTH CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,257	1,680	32.0	967	18.4	338	6.4	946	18.0	335	6.4
TOTAL GEN SCHED & EQUIV	3,658	1,547	42.3	534	14.6	270	7.4	516	14.1	268	7.3
AVERAGE GRADE	8.54	6.33		6.12		5.64		5.93		5.62	
TOTAL WAGE SYSTEMS	394	54	13.7	191	48.5	47	11.9	191	48.5	47	11.9
REGULAR NONSUPERVISORY	326	44	13.5	164	50.3	40	12.3	164	50.3	40	12.3
AVERAGE GRADE (WG)	6.31	2.55		3.81		2.60		3.81		2.60	
REGULAR LEADER	15	1	6.7	3	20.0			3	20.0		
AVERAGE GRADE (WL)	8.53	5.00		3.23				3.33			
REGULAR SUPERVISORY	41			15	36.6			15	36.6		
AVERAGE GRADE (WS)	6.73			2.40				2.40			
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	11	9	81.8	9	81.8	7	63.6	9	81.8	7	63.6
AVERAGE SALARY	5,964	5,800		6,133		5,971		6,133		5,971	
TOTAL OTHER PAY SYSTEMS	141	14	9.9	3	2.1			2	1.4		
AVERAGE SALARY	20,235	14,136		27,800				19,400			
TOTAL POSTAL SERVICE	1,064	65	6.1	239	22.5	21	2.0	237	22.3	20	1.9
POSTAL FIELD	1,064	65	6.1	239	22.5	21	2.0	237	22.3	20	1.9
LEVELS 1 THRU 42	1,007	61	6.1	238	23.6	21	2.1	236	23.4	20	2.0
AVERAGE SALARY	16,126	15,744		15,491		15,343		15,499		15,415	
RURAL CARRIERS	57	4	7.0	1	1.8			1	1.8		
AVERAGE SALARY	18,305	17,700		17,200				17,200			

**STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH-DURHAM, NORTH CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5	.1			4	.1	1		12	.2	2		4,290	81.6	1,342	25.5	TOTAL ALL PAY SYSTEMS
5	.1			2	.1			11	.3	2	.1	3,124	85.4	1,277	34.9	TOTAL GEN SCHED & EQUIV
11.80				10.00				11.73		8.00		8.96		6.48		AVERAGE GRADE
												203	51.5	7	1.8	TOTAL WAGE SYSTEMS
												162	48.7	4	1.2	REGULAR NONSUPERVISORY
												8.84		2.00		AVERAGE GRADE (WG)
												12	80.0	1	6.7	REGULAR LEADER
												9.83		5.00		AVERAGE GRADE (WL)
												26	63.4			REGULAR SUPERVISORY
												9.23				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												-2	19.2	2	18.2	OTHER WAGE SYSTEMS
												5,200		5,200		AVERAGE SALARY
								1	.7			138	97.9	14	0.9	TOTAL OTHER PAY SYSTEMS
								44,600				20,071		14,136		AVERAGE SALARY
				2	.2	1	.1					825	77.5	44	4.1	TOTAL POSTAL SERVICE
				2	.2	1	.1					825	77.5	44	4.1	POSTAL FIELD
				2	.2	1	.1					769	76.4	40	4.0	LEVELS 1 THRU 42
				14,550		13,960						16,322		15,955		AVERAGE SALARY
												56	98.2	4	7.0	RURAL CARRIERS
												18,325		17,700		AVERAGE SALARY

SOUTH CAROLINA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	27,882	6,904	24.8	5,032	18.0	1,328	4.8	4,822	17.3	1,255	4.5
TOTAL GEN SCHED & EQUIV	13,185	5,895	45.5	1,648	12.5	944	7.2	1,506	11.4	879	6.7
AVERAGE GRADE	7.29	5.32		5.36		4.83		5.18		4.75	
TOTAL WAGE SYSTEMS	10,550	434	4.1	2,797	26.5	319	3.0	2,745	26.0	315	3.0
REGULAR NONSUPERVISORY	7,921	354	4.5	2,527	31.9	284	3.6	2,485	31.4	281	3.5
AVERAGE GRADE (WG)	8.39	3.15		6.20		2.77		6.18		2.74	
REGULAR LEADER	156	7	4.5	48	30.8	6	3.8	48	30.8	6	3.8
AVERAGE GRADE (WL)	8.04	3.00		5.21		2.67		5.21		2.67	
REGULAR SUPERVISORY	939	20	2.1	126	13.1	18	1.9	123	12.8	18	1.9
AVERAGE GRADE (WS)	9.37	2.55		5.73		2.11		5.71		2.11	
NONSUPERV (PROD FAC)	399	1	.3	20	5.0			19	4.8		
AVERAGE GRADE (WD)	7.31	7.00		7.05				7.00			
SUPERVISORY (PROD FAC)	32			2	6.3			2	6.3		
AVERAGE GRADE (WN)	7.03			7.00				7.00			
OTHER WAGE SYSTEMS	1,083	52	4.8	74	6.8	11	1.0	68	6.3	10	.9
AVERAGE SALARY	12,892	11,115		11,599		7,209		11,409		7,280	
TOTAL OTHER PAY SYSTEMS	159	109	68.6	17	10.7	13	8.2	16	10.1	12	7.5
AVERAGE SALARY	14,834	10,924		8,065		7,869		8,269		8,125	
TOTAL POSTAL SERVICE	3,988	366	9.2	570	14.3	52	1.3	555	13.9	49	1.2
POSTAL FIELD	3,988	366	9.2	570	14.3	52	1.3	555	13.9	49	1.2
LEVELS 1 THRU 42	3,358	322	9.6	567	16.9	51	1.5	552	16.4	48	1.4
AVERAGE SALARY	16,356	16,207		15,467		15,518		15,466		15,529	
RURAL CARRIERS	630	44	7.0	3	.5	1	.2	3	.5	1	.2
AVERAGE SALARY	18,229	16,977		18,767		17,800		18,767		17,800	

SOUTH CAROLINA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
101	.4	28	.1	21	.1	8		88	.3	37	.1	22,850	82.0	5,576	20.0	TOTAL ALL PAY SYSTEMS
62	.5	24	.2	13	.1	6		67	.5	35	.3	11,537	87.5	5,051	38.3	TOTAL GEN SCHED & EQUIV
6.47		4.58		8.23		7.33		7.84		6.69		7.56		5.41		AVERAGE GRADE
30	.3	3		4				18	.2	1		7,753	73.5	115	1.1	TOTAL WAGE SYSTEMS
25	.3	2		2				15	.2	1		5,394	68.1	70	.9	REGULAR NONSUPERVISORY
7.48		5.50		7.00				7.60		5.00		9.42		4.69		AVERAGE GRADE (WG)
												108	69.2	1	.6	REGULAR LEADER
												9.30		5.00		AVERAGE GRADE (WL)
1	.1							2	.2			333	86.9	2	.2	REGULAR SUPERVISORY
4.00								8.00				9.92		6.50		AVERAGE GRADE (WS)
1	.3											379	95.0	1	.3	NONSUPERV (PROD FAC)
8.00												7.32		7.00		AVERAGE GRADE (WD)
												30	93.8			SUPERVISORY (PROD FAC)
												7.03				AVERAGE GRADE (WN)
3	.3	1	.1	2	.2			1	.1			1,009	93.2	41	3.8	OTHER WAGE SYSTEMS
12,167		6,500		17,900				10,200				12,987		12,163		AVERAGE SALARY
1	.6	1	.6									142	89.3	96	60.4	TOTAL OTHER PAY SYSTEMS
4,800		4,800										15,644		11,338		AVERAGE SALARY
8	.2			4	.1	2	.1	3	.1	1		3,418	65.7	314	7.9	TOTAL POSTAL SERVICE
8	.2			4	.1	2	.1	3	.1	1		3,418	85.7	314	7.9	POSTAL FIELD
8	.2			4	.1	2	.1	3	.1	1		2,791	83.1	271	8.1	LEVELS 1 THRU 42
14,675				17,300		15,400		15,167		15,260		16,536		16,336		AVERAGE SALARY
												627	99.5	43	6.8	RURAL CARRIERS
												18,227		16,958		AVERAGE SALARY

TABLE 2-029

Minority Group Study of Full-Time Employment November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,760	3,033	20.5	2,647	17.9	551	3.7	2,555	17.3	523	3.5
TOTAL GEN SCHED & EQUIV	6,163	2,744	44.5	715	11.6	424	6.9	658	10.7	397	6.4
AVERAGE GRADE	7.38	5.16		5.25		4.79		5.09		4.69	
TOTAL WAGE SYSTEMS	8,044	188	2.3	1,795	22.3	111	1.4	1,702	21.9	110	1.4
REGULAR NONSUPERVISORY	5,806	134	2.3	1,620	27.9	96	1.7	1,593	27.4	95	1.6
AVERAGE GRADE (WG)	8.79	3.17		6.70		2.50		6.88		2.46	
REGULAR LEADER	64			10	15.6			10	15.6		
AVERAGE GRADE (WL)	8.77			6.60				6.60			
REGULAR SUPERVISORY	712	7	1.0	76	10.7	7	1.0	76	10.7	7	1.0
AVERAGE GRADE (WS)	9.95	2.43		6.72		2.43		6.72		2.43	
NONSUPERV (PROD FAC)	380			20	5.3			19	5.0		
AVERAGE GRADE (WD)	7.29			7.05				7.00			
SUPERVISORY (PROD FAC)	30			1	3.3			1	3.3		
AVERAGE GRADE (WN)	7.03			7.00				7.00			
OTHER WAGE SYSTEMS	1,052	47	4.5	68	6.5	8	.8	63	6.0	8	.8
AVERAGE SALARY	12,912	11,602		11,885		7,363		11,622		7,363	
TOTAL OTHER PAY SYSTEMS	21	12	57.1	5	23.8	4	19.0	5	23.8	4	18.0
AVERAGE SALARY	16,429	8,642		7,120		5,825		7,120		5,825	
TOTAL POSTAL SERVICE	532	89	16.7	132	24.8	12	2.3	130	24.4	12	2.3
POSTAL FIELD	532	89	16.7	132	24.8	12	2.3	130	24.4	12	2.3
LEVELS 1 THRU 42	473	67	14.2	131	27.7	11	2.3	129	27.3	11	2.3
AVERAGE SALARY	16,205	16,096		15,602		15,745		15,609		15,745	
RURAL CARRIERS	59	22	37.3	1	1.7	1	1.7	1	1.7	1	1.7
AVERAGE SALARY	17,788	17,027		17,800		17,800		17,800		17,800	

**STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
45	.3	9	.1	7		1		40	.3	18	.1	12,113	82.1	2,482	16.8	TOTAL ALL PAY SYSTEMS
27	.4	8	.1	4	.1	1		26	.4	18	.3	5,448	88.4	2,320	37.6	TOTAL GEN SCHED & EQUIV
6.93		4.38		7.00		3.00		7.23		7.44		7.66		5.22		AVERAGE GRADE
18	.2	1		3				12	.1			6,249	77.7	77	1.0	TOTAL WAGE SYSTEMS
15	.3	1		1				11	.2			4,186	72.1	38	.7	REGULAR NONSUPERVISORY
8.13		6.00		8.00				7.82				9.59		4.87		AVERAGE GRADE (WG)
												54	84.4			REGULAR LEADER
												9.17				AVERAGE GRADE (WL)
												636	89.3			REGULAR SUPERVISORY
												10.33				AVERAGE GRADE (WS)
1	.3											360	94.7			NONSUPERV (PROD FAC)
8.00												7.31				AVERAGE GRADE (WD)
												29	96.7			SUPERVISORY (PROD FAC)
												7.03				AVERAGE GRADE (WN)
2	.2			2	.2			1	.1			984	93.5	39	3.7	OTHER WAGE SYSTEMS
15,000				17,900				10,260				12,983		12,472		AVERAGE SALARY
												16	76.2	8	38.1	TOTAL OTHER PAY SYSTEMS
												19,338		10,050		AVERAGE SALARY
								2	.4			400	75.2	77	14.5	TOTAL POSTAL SERVICE
								2	.4			400	75.2	77	14.5	POSTAL FIELD
								2	.4			342	72.3	56	11.8	LEVELS 1 THRU 42
								15,150				16,436		16,164		AVERAGE SALARY
												56	96.3	21	35.6	RURAL CARRIERS
												17,788		16,990		AVERAGE SALARY

TABLE 2-030

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,283	2,260	36.0	1,441	22.9	547	8.7	1,370	21.8	524	8.3
TOTAL GEN SCHED & EQUIV	3,914	1,981	50.6	625	16.0	355	9.1	575	14.7	338	8.8
AVERAGE GRADE	7.01	5.49		5.14		4.75		4.86		4.72	
TOTAL WAGE SYSTEMS	1,385	196	14.2	550	39.7	170	12.3	538	38.8	167	12.1
REGULAR NONSUPERVISORY	1,168	174	14.9	487	41.7	154	13.2	478	40.9	152	13.0
AVERAGE GRADE (WG)	7.48	3.28		5.31		3.10		5.28		3.08	
REGULAR LEADER	60	7	11.7	27	45.0	6	10.0	27	45.0	6	10.0
AVERAGE GRADE (WL)	7.57	3.00		5.15		2.67		5.15		2.67	
REGULAR SUPERVISORY	142	9	6.3	32	22.5	7	4.9	30	21.1	7	4.9
AVERAGE GRADE (WS)	7.36	2.78		3.41		1.71		3.40		1.71	
NONSUPERV (PROD FAC)	6	1	16.7								
AVERAGE GRADE (WD)	7.67	7.00									
SUPERVISORY (PROD FAC)	1			1	100.0			1	100.0		
AVERAGE GRADE (WN)	7.00			7.00				7.00			
OTHER WAGE SYSTEMS	8	5	62.5	3	37.5	3	37.5	2	25.0	2	25.0
AVERAGE SALARY	8,650	6,540		6,800		6,800		6,950		6,950	
TOTAL OTHER PAY SYSTEMS	22	9	40.9	4	18.2	2	9.1	3	13.6	1	4.5
AVERAGE SALARY	21,314	12,589		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	962	74	7.7	262	27.2	20	2.1	254	26.4	20	2.1
POSTAL FIELD	962	74	7.7	262	27.2	20	2.1	254	26.4	20	2.1
LEVELS 1 THRU 42	917	69	7.5	281	23.5	20	2.2	253	27.6	20	2.2
AVERAGE SALARY	16,105	15,986		15,496		15,725		15,522		15,725	
RURAL CARRIERS	45	5	11.1	1	2.2			1	2.2		
AVERAGE SALARY	18,276	16,520		17,800				17,800			

**STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
36	.6	10	.2	5	.1			30	.5	13	.2	4,842	77.1	1,713	27.3	TOTAL ALL PAY SYSTEMS
20	.5	7	.2	3	.1			27	.7	12	.3	3,289	84.0	1,826	41.5	TOTAL GEN SCHED & EQUIV
5.85		5.14		10.00				7.96		5.42		7.36		5.65		AVERAGE GRADE
8	.6	2	.1	1	.1			3	.2	1	.1	835	60.3	26	1.9	TOTAL WAGE SYSTEMS
6	.5	1	.1	1	.1			2	.2	1	.1	681	58.3	20	1.7	REGULAR NONSUPERVISORY
6.00		5.00		6.00				5.50		5.00		9.03		4.60		AVERAGE GRADE (WG)
												33	55.0	1	1.7	REGULAR LEADER
												9.55		5.00		AVERAGE GRADE (WL)
1	.7							1	.7			110	77.5	2	1.4	REGULAR SUPERVISORY
4.00								3.00				8.51		6.50		AVERAGE GRADE (WS)
												6	100.0	1	16.7	NONSUPERV (PROD FAC)
												7.67		7.00		AVERAGE GRADE (WD)
																SUPERVISORY (PROD FAC)
																AVERAGE GRADE (WN)
1	12.5	1	12.5									5	62.5	2	25.0	OTHER WAGE SYSTEMS
6,500		6,500										9,760		6,150		AVERAGE SALARY
1	4.5	1	4.5									18	81.8	7	31.8	TOTAL OTHER PAY SYSTEMS
4,800		4,800										24,983		14,814		AVERAGE SALARY
7	.7			1	.1							700	72.8	54	5.8	TOTAL POSTAL SERVICE
																POSTAL FIELD
7	.7			1	.1							700	72.8	54	5.6	
																LEVELS 1 THRU 42
7	.8			1	.1							656	71.5	49	5.3	AVERAGE SALARY
14,500				15,900								16,347		16,092		
																RURAL CARRIERS
												44	97.8	5	11.1	AVERAGE SALARY
												18,286		16,520		

TENNESSEE STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	58,121	12,336	21.2	9,212	15.8	2,691	4.6	8,970	15.4	2,645	4.6
TOTAL GEN SCHED & EQUIV	28,465	10,789	37.9	3,586	12.6	2,071	7.3	3,402	12.0	2,028	7.1
AVERAGE GRADE	7.72	5.45		5.43		4.59		5.22		4.55	
TOTAL WAGE SYSTEMS	20,261	522	2.6	3,421	16.9	280	1.4	3,385	16.7	280	1.4
REGULAR NONSUPERVISORY	4,173	354	8.5	2,115	50.7	240	5.8	2,109	50.5	240	5.8
AVERAGE GRADE (WG)	6.11	3.90		4.93		4.16		4.93		4.16	
REGULAR LEADER	147	5	3.4	58	39.5	1	.7	58	39.5	1	.7
AVERAGE GRADE (WL)	7.37	5.20		5.45		6.00		5.45		6.00	
REGULAR SUPERVISORY	483	7	1.4	95	19.7	1	.2	93	19.3	1	.2
AVERAGE GRADE (WS)	8.08	3.00		5.07		5.00		5.08		5.00	
NONSUPERV (PROD FAC)	16			1	6.3			1	6.3		
AVERAGE GRADE (WD)	7.06			5.00				5.00			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	5.50										
OTHER WAGE SYSTEMS	15,440	156	1.0	1,152	7.5	38	.2	1,124	7.3	38	.2
AVERAGE SALARY	16,204	11,337		13,303		9,963		13,241		9,963	
TOTAL OTHER PAY SYSTEMS	375	77	20.5	161	42.9	28	7.5	159	42.4	27	7.2
AVERAGE SALARY	15,030	9,342		10,794		9,532		10,823		9,648	
TOTAL POSTAL SERVICE	9,020	948	10.5	2,044	22.7	312	3.5	2,024	22.4	310	3.4
POSTAL FIELD	9,020	948	10.5	2,044	22.7	312	3.5	2,024	22.4	310	3.4
LEVELS 1 THRU 42	7,922	895	11.3	2,040	25.8	311	3.9	2,020	25.5	309	3.9
AVERAGE SALARY	16,706	15,711		15,763		15,090		15,726		15,090	
RURAL CARRIERS	1,098	53	4.8	4	.4	1	.1	4	.4	1	.1
AVERAGE SALARY	17,869	17,098		17,875		18,100		17,875		18,100	

TENNESSEE STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
105	.2	19		52	.1	11		85	.1	16		48,909	84.2	9,645	16.6	TOTAL ALL PAY SYSTEMS
77	.3	18	.1	30	.1	10		77	.3	15	.1	24,879	87.4	8,718	30.6	TOTAL GEN SCHED & EQUIV
8.95		5.44		8.80		6.40		9.90		6.80		8.05		5.65		AVERAGE GRADE
15	.1			18	.1			3				16,840	83.1	242	1.2	TOTAL WAGE SYSTEMS
5	.1							1				2,058	49.3	114	2.7	REGULAR NONSUPERVISORY
7.80								11.00				7.32		3.34		AVERAGE GRADE (WG)
												89	60.5	4	2.7	REGULAR LEADER
												8.63		5.00		AVERAGE GRADE (WL)
2	.4											388	80.3	6	1.2	REGULAR SUPERVISORY
5.00												8.82		2.67		AVERAGE GRADE (WS)
												15	93.8			NONSUPERV (PROD FAC)
												7.20				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												5.50				AVERAGE GRADE (WN)
8	.1			18	.1			2				14,288	92.5	118	.8	OTHER WAGE SYSTEMS
14,363				16,406				16,050				16,438		11,779		AVERAGE SALARY
1	.3							1	.3	1	.3	214	57.1	49	13.1	TOTAL OTHER PAY SYSTEMS
10,500								6,400		6,400		18,216		9,233		AVERAGE SALARY
12	.1	1		4		1		4				6,976	77.3	636	7.1	TOTAL POSTAL SERVICE
12	.1	1		4		1		4				6,976	77.3	636	7.1	POSTAL FIELD
12	.2	1		4	.1	1		4	.1			5,882	74.2	584	7.4	LEVELS 1 THRU 42
20,575		15,200		19,650		15,200		16,025				17,034		16,041		AVERAGE SALARY
												1,094	99.6	52	4.7	RURAL CARRIERS
												17,869		17,079		AVERAGE SALARY

TABLE 2-032

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,053	5,382	35.8	5,584	37.0	1,953	13.0	5,514	36.6	1,940	12.9
TOTAL GEN SCHED & EQUIV	3,494	4,690	55.2	2,063	24.3	1,466	17.3	2,029	23.9	1,454	17.1
AVERAGE GRADE	6.99	5.21		4.78		4.32		4.72		4.31	
TOTAL WAGE SYSTEMS	3,570	273	7.6	2,159	60.5	240	6.7	2,155	60.4	240	6.7
REGULAR NONSUPERVISORY	2,741	258	9.4	1,932	70.4	232	8.5	1,931	70.4	232	8.5
AVERAGE GRADE (WG)	5.95	4.29		5.03		4.22		5.03		4.22	
REGULAR LEADER	101	4	4.0	56	55.4	1	1.0	56	55.4	1	1.0
AVERAGE GRADE (WL)	6.92	5.75		5.43		6.00		5.43		6.00	
REGULAR SUPERVISORY	302	1	.3	83	27.5	1	.3	81	26.8	1	.3
AVERAGE GRADE (WS)	8.37	5.00		5.19		5.00		5.20		5.00	
NONSUPERV (PROD FAC)	16			1	6.3			1	6.3		
AVERAGE GRADE (WD)	7.06			5.00				5.00			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	5.50										
OTHER WAGE SYSTEMS	405	10	2.5	87	21.5	6	1.5	86	21.2	6	1.5
AVERAGE SALARY	14,889	7,250		11,925		7,167		11,938		7,167	
TOTAL OTHER PAY SYSTEMS	44	13	29.5	9	20.5	2	4.5	8	18.2	2	4.5
AVERAGE SALARY	19,027	9,254		8,744		4,800		8,513		4,800	
TOTAL POSTAL SERVICE	2,945	406	13.9	1,333	45.3	245	8.3	1,322	44.9	244	8.3
POSTAL FIELD	2,945	406	13.8	1,333	45.3	245	8.3	1,322	44.9	244	8.3
LEVELS 1 THRU 42	2,894	404	14.0	1,333	46.1	245	8.5	1,322	45.7	244	8.4
AVERAGE SALARY	16,642	15,181		15,538		14,853		15,508		14,852	
RURAL CARRIERS	51	2	3.9								
AVERAGE SALARY	18,594	19,800									

**STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
31	.2	9	.1	6		1		13	.1	3		9,489	63.0	3,429	22.8	TOTAL ALL PAY SYSTEMS
20	.2	8	.1	4		1		10	.1	3		6,431	75.7	3,224	38.0	TOTAL GEN SCHED & EQUIV
7.55		5.38		12.00		11.00		8.00		8.67		7.70		5.61		AVERAGE GRADE
4	.1											1,411	39.5	33	.9	TOTAL WAGE SYSTEMS
1												812	29.6	26	.9	REGULAR NONSUPERVISORY
7.00												8.15		4.96		AVERAGE GRADE (WG)
												45	44.6	3	3.0	REGULAR LEADER
												8.78		5.67		AVERAGE GRADE (WL)
2	.7											219	72.5			REGULAR SUPERVISORY
5.00												9.58				AVERAGE GRADE (WS)
												15	93.8			NONSUPERV (PROD FAC)
												7.20				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												5.50				AVERAGE GRADE (WN)
1	.2											318	78.5	4	1.0	OTHER WAGE SYSTEMS
10,800												15,700		7,375		AVERAGE SALARY
1	2.3											35	79.5	11	25.0	TOTAL OTHER PAY SYSTEMS
10,600												21,671		10,064		AVERAGE SALARY
6	.2	1		2	.1			3	.1			1,612	54.7	161	5.5	TOTAL POSTAL SERVICE
6	.2	1		2	.1			3	.1			1,612	54.7	161	5.5	POSTAL FIELD
8	.2	1		2	.1			3	.1			1,561	53.9	159	5.5	LEVELS 1 THRU 42
19,467		15,200		23,650				15,500				17,584		15,685		AVERAGE SALARY
												51	100.0	2	3.9	RURAL CARRIERS
												18,594		19,800		AVERAGE SALARY

TABLE 2-033

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE-DAVIDSON, TENNESSEE**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,518	1,894	25.2	1,067	14.2	243	3.2	1,029	13.7	230	3.1
TOTAL GEN SCHED & EQUIV	4,314	1,723	39.9	441	10.2	205	4.8	408	9.5	192	4.5
AVERAGE GRADE	7.78	6.04		6.11		6.00		5.92		6.05	
TOTAL WAGE SYSTEMS	1,366	37	2.7	222	16.3	11	.8	222	16.3	11	.8
REGULAR NONSUPERVISORY	680	23	3.4	143	21.0	4	.6	143	21.0	4	.6
AVERAGE GRADE (WG)	6.25	2.48		3.67		3.00		3.67		3.00	
REGULAR LEADER	25			2	8.0			2	8.0		
AVERAGE GRADE (WL)	8.96			6.00				6.00			
REGULAR SUPERVISORY	94	1	1.1	10	10.6			10	10.6		
AVERAGE GRADE (WS)	7.57	3.00		4.20				4.20			
OTHER WAGE SYSTEMS	567	13	2.3	67	11.8	7	1.2	67	11.8	7	1.2
AVERAGE SALARY	15,059	6,708		11,812		6,400		11,812		6,400	
TOTAL OTHER PAY SYSTEMS	52	15	28.6	13	25.0	2	3.8	13	25.0	2	3.8
AVERAGE SALARY	17,685	8,980		13,500		6,050		13,500		6,050	
TOTAL POSTAL SERVICE	1,786	119	6.7	391	21.9	25	1.4	386	21.6	25	1.4
POSTAL FIELD	1,786	119	6.7	391	21.9	25	1.4	386	21.6	25	1.4
LEVELS 1 THRU 42	1,649	110	6.7	391	23.7	25	1.5	386	23.4	25	1.5
AVERAGE SALARY	16,297	15,979		15,735		15,724		15,730		15,724	
RURAL CARRIERS	137	9	6.6								
AVERAGE SALARY	17,909	16,622									

**STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE-DAVIDSON, TENNESSEE**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
17	.2	3		11	.1	6	.1	10	.1	4	.1	6,451	85.8	1,651	22.0	TOTAL ALL PAY SYSTEMS
14	.3	3	.1	11	.3	6	.1	8	.2	4	.1	3,873	89.8	1,518	35.2	TOTAL GEN SCHED & EQUIV
8,57		4.00		8,55		5.50		8,25		6.00		7,97		6,04		AVERAGE GRADE
												1,144	83.7	26	1.9	TOTAL WAGE SYSTEMS
												537	79.0	19	2.8	REGULAR NONSUPERVISORY
												6,93		2,37		AVERAGE GRADE (WG)
												23	92.0			REGULAR LEADER
												9,22				AVERAGE GRADE (WL)
												84	89.4	1	1.1	REGULAR SUPERVISORY
												7,98		3,00		AVERAGE GRADE (WS)
												500	88.2	6	1.1	OTHER WAGE SYSTEMS
												15,494		7,067		AVERAGE SALARY
												39	75.0	13	25.0	TOTAL OTHER PAY SYSTEMS
												19,079		9,431		AVERAGE SALARY
3	.2							2	.1			1,395	78.1	94	5.3	TOTAL POSTAL SERVICE
3	.2							2	.1			1,395	78.1	94	5.3	POSTAL FIELD
3	.2							2	.1			1,258	76.3	85	5.2	LEVELS 1 THRU 42
15,700								16,750				16,472		16,054		AVERAGE SALARY
												137	100.0	9	6.6	RURAL CARRIERS
												17,909		16,622		AVERAGE SALARY

BOSTON CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	99,243	22,459	22.6	5,374	5.4	1,914	1.9	4,466	4.5	1,671	1.7
TOTAL GEN SCHED & EQUIV	50,140	18,915	37.7	2,618	5.2	1,245	2.5	2,045	4.1	1,035	2.1
AVERAGE GRADE	8.23	5.75		7.25		5.80		6.92		5.74	
TOTAL WAGE SYSTEMS	15,307	663	4.3	787	5.1	161	1.1	649	4.2	155	1.0
REGULAR NONSUPERVISORY	12,186	529	4.3	680	5.6	132	1.1	561	4.6	126	1.0
AVERAGE GRADE (WG)	7.83	2.95		4.94		2.75		4.78		2.75	
REGULAR LEADER	354	24	6.8	29	8.2	10	2.6	25	7.1	10	2.8
AVERAGE GRADE (WL)	7.43	2.63		3.79		2.00		3.52		2.00	
REGULAR SUPERVISORY	1,417	36	2.5	63	4.4	15	1.1	53	3.7	15	1.1
AVERAGE GRADE (WS)	8.71	2.61		4.46		2.27		4.15		2.27	
NONSUPERV (PROD FAC)	416	1	.2	3	.7			1	.2		
AVERAGE GRADE (WD)	7.15	7.00		7.00				8.00			
SUPERVISORY (PROD FAC)	36										
AVERAGE GRADE (WN)	6.92										
OTHER WAGE SYSTEMS	898	73	8.1	12	1.3	4	.4	9	1.0	4	.4
AVERAGE SALARY	10,660	7,873		7,408		6,025		8,111		6,025	
TOTAL OTHER PAY SYSTEMS	491	180	36.7	33	6.7	17	3.5	21	4.3	11	2.2
AVERAGE SALARY	20,568	10,300		14,642		10,571		11,276		9,373	
TOTAL POSTAL SERVICE	33,305	2,701	8.1	1,936	5.8	491	1.5	1,751	5.3	470	1.4
POSTAL FIELD	33,305	2,701	8.1	1,936	5.8	491	1.5	1,751	5.3	470	1.4
LEVELS 1 THRU 42	31,944	2,609	8.2	1,926	6.0	490	1.5	1,743	5.5	470	1.5
AVERAGE SALARY	16,128	15,771		15,704		15,635		15,717		15,656	
RURAL CARRIERS	1,361	92	6.8	10	.7	1	.1	8	.6		
AVERAGE SALARY	17,885	17,208		16,950		18,400		16,825			

BOSTON CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
576	.6	160	.2	68	.1	22		264	.3	61	.1	93,869	94.6	20,545	20.7	TOTAL ALL PAY SYSTEMS
317	.6	135	.3	43	.1	19		213	.4	56	.1	47,522	91.8	17,670	35.2	TOTAL GEN SCHED & EQUIV
7.70		5.61		6.93		4.89		9.87		7.63		8.29		5.75		AVERAGE GRADE
111	.7	5		9	.1			18	.1	1		14,520	94.9	502	3.3	TOTAL WAGE SYSTEMS
94	.8	5		8	.1			17	.1	1		11,506	94.4	397	3.3	REGULAR NONSUPERVISORY
5.52		2.60		8.00				5.59		4.00		8.01		3.02		AVERAGE GRADE (WG)
4	1.1											325	91.8	14	4.0	REGULAR LEADER
5.50												7.75		3.07		AVERAGE GRADE (WL)
9	.6							1	.1			1,354	95.6	21	1.5	REGULAR SUPERVISORY
6.67								1.00				8.91		2.86		AVERAGE GRADE (WS)
1	.2			1	.2							413	99.3	1	.2	NONSUPERV (PROD FAC)
5.00				8.00								7.15		7.00		AVERAGE GRADE (WD)
												36	100.0			SUPERVISORY (PROD FAC)
												6.92				AVERAGE GRADE (WN)
3	.3											886	98.7	69	7.7	OTHER WAGE SYSTEMS
5,300												10,704		7,980		AVERAGE SALARY
7	1.4	5	1.0	1	.2			4	.8	1	.2	458	93.3	163	33.2	TOTAL OTHER PAY SYSTEMS
6,686		6,160		34,700				41,225		45,800		20,995		10,272		AVERAGE SALARY
141	.4	15		15		3		29	.1	3		31,369	94.2	2,210	6.6	TOTAL POSTAL SERVICE
141	.4	15		15		3		29	.1	3		31,369	94.2	2,210	6.6	POSTAL FIELD
140	.4	15		14		2		29	.1	3		30,018	94.0	2,119	6.6	LEVELS 1 THRU 42
15,587		15,040		16,007		15,650		15,279		15,367		16,155		15,802		AVERAGE SALARY
1	.1			1	.1	1	.1					1,351	99.3	91	6.7	RURAL CARRIERS
16,500				18,400		18,400						17,892		17,195		AVERAGE SALARY

TABLE 2-035

Minority Group Study of Full-Time Employment: November 30, 1977

CONNECTICUT STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	17,236	3,910	22.7	1,789	10.4	728	4.2	1,566	9.1	669	3.9
TOTAL GEN SCHED & EQUIV	7,760	2,868	37.0	606	7.8	350	4.5	502	6.5	307	4.0
AVERAGE GRADE	8.61	5.99		6.62		5.57		6.29		5.50	
TOTAL WAGE SYSTEMS	1,462	146	10.0	249	17.0	108	7.4	214	14.6	106	7.3
REGULAR NONSUPERVISORY	1,175	111	9.4	208	17.7	87	7.4	179	15.2	85	7.2
AVERAGE GRADE (WG)	7.46	2.81		3.97		2.61		3.69		2.60	
REGULAR LEADER	78	12	15.4	19	24.4	10	12.8	17	21.8	10	12.8
AVERAGE GRADE (WL)	6.95	2.00		3.11		2.00		3.24		2.00	
REGULAR SUPERVISORY	171	13	7.6	20	11.7	10	5.8	17	9.9	10	5.8
AVERAGE GRADE (WS)	8.74	2.92		4.50		2.10		3.82		2.10	
NONSUPERV (PROD FAC)	17			1	5.9						
AVERAGE GRADE (WD)	7.00			5.00							
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	20	10	50.0	1	5.0	1	5.0	1	5.0	1	5.0
AVERAGE SALARY	9,565	6,960		5,400		5,400		5,400		5,400	
TOTAL OTHER PAY SYSTEMS	113	33	29.2	9	8.0	4	3.5	6	5.3	2	1.8
AVERAGE SALARY	20,492	9,927		13,367		9,425		14,267		14,050	
TOTAL POSTAL SERVICE	7,901	863	10.9	925	11.7	266	3.4	844	10.7	254	3.2
POSTAL FIELD	7,901	863	10.9	925	11.7	266	3.4	844	10.7	254	3.2
LEVELS 1 THRU 42	7,598	630	10.9	922	12.1	266	3.5	841	11.1	254	3.3
AVERAGE SALARY	16,113	15,813		15,673		15,701		15,720		15,730	
RURAL CARRIERS	303	33	10.9	3	1.0			3	1.0		
AVERAGE SALARY	18,667	17,827		17,167				17,167			

CONNECTICUT STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
179	1.0	47	.3	4		2		40	.2	10	.1	15,447	89.6	3,182	18.5	TOTAL ALL PAY SYSTEMS
75	1.0	34	.4	2		1		27	.3	8	.1	7,154	92.2	2,518	32.4	TOTAL GEN SCHED & EQUIV
7.39		5.59		6.50		6.00		10.59		8.50		8.78		6.05		AVERAGE GRADE
31	2.1	2	.1					4	.3			1,213	83.0	38	2.6	TOTAL WAGE SYSTEMS
25	2.1	2	.2					4	.3			967	82.3	24	2.0	REGULAR NONSUPERVISORY
5.80		3.00						5.00				8.21		3.54		AVERAGE GRADE (WG)
2	2.6											59	75.6	2	2.6	REGULAR LEADER
2.00												8.19		2.00		AVERAGE GRADE (WL)
3	1.8											151	88.3	3	1.8	REGULAR SUPERVISORY
8.33												9.30		5.67		AVERAGE GRADE (WS)
1	5.9											16	94.1			NONSUPERV (PROD FAC)
5.00												7.13				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												19	95.0	9	45.0	OTHER WAGE SYSTEMS
												9,784		7,133		AVERAGE SALARY
2	1.8	2	1.8					1	.9			104	92.0	29	25.7	TOTAL OTHER PAY SYSTEMS
4,800		4,800						25,100				21,109		9,997		AVERAGE SALARY
71	.9	9	.1	2		1		8	.1	2		6,976	88.3	597	7.6	TOTAL POSTAL SERVICE
71	.9	9	.1	2		1		8	.1	2		6,976	88.3	597	7.6	POSTAL FIELD
71	.9	9	.1	2		1		8	.1	2		6,676	87.9	564	7.4	LEVELS 1 THRU 42
15,204		15,044		14,950		15,400		15,088		15,100		16,174		15,866		AVERAGE SALARY
												300	99.0	33	10.9	RURAL CARRIERS
												18,682		17,827		AVERAGE SALARY

TABLE 2-036

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,208	1,294	24.8	585	11.2	230	4.4	518	9.9	212	4.1
TOTAL GEN SCHED & EQUIV	2,548	930	36.5	194	7.6	105	4.1	157	6.2	90	3.5
AVERAGE GRADE	8.62	5.98		7.23		5.79		6.90		5.70	
TOTAL WAGE SYSTEMS	353	26	7.4	41	11.6	13	3.7	30	8.5	13	3.7
REGULAR NONSUPERVISORY	285	19	6.7	35	12.3	11	3.9	25	8.8	11	3.9
AVERAGE GRADE (WG)	8.23	3.32		4.51		2.64		3.48		2.64	
REGULAR LEADER	20			3	15.0			2	10.0		
AVERAGE GRADE (WL)	8.05			2.00				2.00			
REGULAR SUPERVISORY	44	3	6.8	3	6.8	2	4.5	3	6.8	2	4.5
AVERAGE GRADE (WS)	8.23	1.00		1.67		1.00		1.67		1.00	
OTHER WAGE SYSTEMS	4	4	100.0								
AVERAGE SALARY	6,500	6,500									
TOTAL OTHER PAY SYSTEMS	17	8	47.1	3	17.6	2	11.8	1	5.9		
AVERAGE SALARY	15,835	8,388		4,800		4,800		4,800			
TOTAL POSTAL SERVICE	2,290	330	14.4	347	15.2	110	4.8	330	14.4	109	4.8
POSTAL FIELD	2,290	330	14.4	347	15.2	110	4.8	330	14.4	109	4.8
LEVELS 1 THRU 42	2,204	322	14.6	347	15.7	110	5.0	330	15.0	109	4.9
AVERAGE SALARY	16,100	15,945		15,769		15,807		15,815		15,799	
RURAL CARRIERS	86	8	9.3								
AVERAGE SALARY	18,792	17,263									

**STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
61	1.2	15	.3	1		1		5	.1	2		4,623	88.8	1,064	20.4	TOTAL ALL PAY SYSTEMS
33	1.3	12	.5	1		1		3	.1	2	.1	2,354	92.4	825	32.4	TOTAL GEN SCHED & EQUIV
	8.70	6.25		6.00		6.00		8.33		7.00		8.73		6.01		AVERAGE GRADE
	7.1											312	88.4	13	3.7	TOTAL WAGE SYSTEMS
10	3.5											250	87.7	8	2.8	REGULAR NONSUPERVISORY
	7.10											8.75		4.25		AVERAGE GRADE (WG)
1	5.0											17	85.0			REGULAR LEADER
	2.00											9.12				AVERAGE GRADE (WL)
												41	93.2	1	2.3	REGULAR SUPERVISORY
												8.71		1.00		AVERAGE GRADE (WS)
												4	100.0	4	100.0	OTHER WAGE SYSTEMS
												6,500		6,500		AVERAGE SALARY
2	11.8	2	11.8									14	82.4	6	35.3	TOTAL OTHER PAY SYSTEMS
	4,800	4,800										18,200		9,583		AVERAGE SALARY
15	.7	1						2	.1			1,943	84.8	220	9.6	TOTAL POSTAL SERVICE
15	.7	1						2	.1			1,943	84.8	220	9.6	POSTAL FIELD
15	.7	1						2	.1			1,857	84.3	212	9.6	LEVELS 1 THRU 42
14,967		16,700						14,350				16,162		16,017		AVERAGE SALARY
												86	100.0	8	9.3	RURAL CARRIERS
												18,792		17,263		AVERAGE SALARY

MAINE STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,244	1,466	20.2	66	.9	19	.3	36	.5	12	.2
TOTAL GEN SCHED & EQUIV	3,557	1,148	32.3	41	1.2	17	.5	23	.6	10	.3
AVERAGE GRADE	7.67	5.70		6.27		4.35		5.83		4.10	
TOTAL WAGE SYSTEMS	1,354	71	5.2	10	.7	1	.1	3	.2	1	.1
REGULAR NONSUPERVISORY	1,155	60	5.2	9	.8	1	.1	2	.2	1	.1
AVERAGE GRADE (WG)	7.30	2.65		5.33		2.00		2.00		2.00	
REGULAR LEADER	48			1	2.1			1	2.1		
AVERAGE GRADE (WL)	7.90			10.00				10.00			
REGULAR SUPERVISORY	132	3	2.3								
AVERAGE GRADE (WS)	8.28	2.67									
NONSUPERV (PROD FAC)	10										
AVERAGE GRADE (WD)	7.80										
OTHER WAGE SYSTEMS	9	8	88.9								
AVERAGE SALARY	6,211	6,300									
TOTAL OTHER PAY SYSTEMS	20	12	60.0								
AVERAGE SALARY	14,395	6,800									
TOTAL POSTAL SERVICE	2,313	235	10.2	15	.6	1		10	.4	1	
POSTAL FIELD	2,313	235	10.2	15	.6	1		10	.4	1	
LEVELS 1 THRU 42	2,006	218	10.9	15	.7	1		10	.5	1	
AVERAGE SALARY	16,345	15,664		16,073		13,500		15,680		13,500	
RURAL CARRIERS	307	17	5.5								
AVERAGE SALARY	17,114	17,329									

MAINE STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
8	.1	2		16	.2	4	.1	6	.1	1		7,178	99.1	1,447	20.0	TOTAL ALL PAY SYSTEMS
3	.1	2	.1	12	.3	4	.1	3	.1	1		3,516	98.8	1,131	31.8	TOTAL GEN SCHED & EQUIV
5.67		5.00		6.83		4.50		8.00		5.00		7.68		5.72		AVERAGE GRADE
3	.2			2	.1			2	.1			1,344	99.3	70	5.2	TOTAL WAGE SYSTEMS
3	.3			3	.2			2	.2			1,148	99.2	59	5.1	REGULAR NONSUPERVISORY
7.33				6.00				5.00				7.32		2.66		AVERAGE GRADE (WG)
												47	97.9			REGULAR LEADER
												7.85				AVERAGE GRADE (WL)
												132	100.0	3	2.3	REGULAR SUPERVISORY
												8.28		2.67		AVERAGE GRADE (WS)
												10	100.0			NONSUPERV (PROD FAC)
												7.80				AVERAGE GRADE (WD)
												9	100.0	8	88.9	OTHER WAGE SYSTEMS
												6,211		6,300		AVERAGE SALARY
												20	100.0	12	60.0	TOTAL OTHER PAY SYSTEMS
												14,395		6,800		AVERAGE SALARY
2	.1			2	.1			1				2,298	99.4	234	10.1	TOTAL POSTAL SERVICE
2	.1			2	.1			1				2,298	99.4	234	10.1	POSTAL FIELD
2	.1			2	.1			1				1,991	99.3	217	10.8	LEVELS 1 THRU 42
15,900				19,100				14,300				16,347		15,674		AVERAGE SALARY
												307	100.0	17	5.5	RURAL CARRIERS
												17,114		17,329		AVERAGE SALARY

MASSACHUSETTS STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	50,123	13,066	26.1	2,987	6.0	1,036	2.1	2,453	4.9	680	1.8
TOTAL GEN SCHED & EQUIV	27,062	11,380	42.1	1,656	6.1	768	2.8	1,290	4.8	627	2.3
AVERAGE GRADE	8.13	5.79		7.42		5.96		7.12		5.90	
TOTAL WAGE SYSTEMS	4,776	304	6.4	401	8.4	41	.9	331	6.9	38	.8
REGULAR NONSUPERVISORY	3,973	254	6.4	349	8.8	33	.8	289	7.3	30	.8
AVERAGE GRADE (WG)	7.15	2.88		5.07		2.91		5.02		2.90	
REGULAR LEADER	148	8	5.4	7	4.7			6	4.1		
AVERAGE GRADE (WL)	7.51	2.38		4.14				3.50			
REGULAR SUPERVISORY	492	17	3.5	37	7.5	5	1.0	31	6.3	5	1.0
AVERAGE GRADE (WS)	7.46	2.18		4.11		2.60		3.87		2.60	
NONSUPERV (PROD FAC)	79	1	1.3								
AVERAGE GRADE (WD)	7.90	7.00									
SUPERVISORY (PROD FAC)	12										
AVERAGE GRADE (WN)	6.92										
OTHER WAGE SYSTEMS	72	24	33.3	8	11.1	3	4.2	5	6.9	3	4.2
AVERAGE SALARY	9,582	6,554		6,450		6,233		7,140		6,233	
TOTAL OTHER PAY SYSTEMS	262	111	42.4	20	7.6	10	3.8	11	4.2	6	2.3
AVERAGE SALARY	19,474	10,811		17,185		12,760		12,000		10,100	
TOTAL POSTAL SERVICE	18,023	1,271	7.1	910	5.0	217	1.2	821	4.6	209	1.2
POSTAL FIELD	18,023	1,271	7.1	910	5.0	217	1.2	821	4.6	209	1.2
LEVELS 1 THRU 42	17,722	1,250	7.1	907	5.1	216	1.2	819	4.6	209	1.2
AVERAGE SALARY	16,091	15,788		15,722		15,565		15,718		15,576	
RURAL CARRIERS	301	21	7.0	3	1.0	1	.3	2	.7		
AVERAGE SALARY	18,338	16,876		18,733		18,400		18,900			

MASSACHUSETTS STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
319	.6	99	.2	35	.1	12		180	.4	45	.1	47,136	94.0	12,030	24.0	TOTAL ALL PAY SYSTEMS
197	.7	89	.3	18	.1	10		151	.6	42	.2	25,406	93.9	10,612	39.2	TOTAL GEN SCHED & EQUIV
7.68		5.76		6.61		4.80		9.75		7.60		8.18		5.78		AVERAGE GRADE
59	1.2	2		5	.1			6	.1	1		4,375	91.6	263	5.5	TOTAL WAGE SYSTEMS
50	1.3	2	.1	5	.1			5	.1	1		3,624	91.2	221	5.6	REGULAR NONSUPERVISORY
4.94		2.50		8.40				6.00		4.00		7.34		2.88		AVERAGE GRADE (WG)
1	.7											141	95.3	8	5.4	REGULAR LEADER
8.00												7.67		2.38		AVERAGE GRADE (WL)
5	1.0							1	.2			455	92.5	12	2.4	REGULAR SUPERVISORY
6.20								1.00				7.73		2.00		AVERAGE GRADE (WS)
												79	100.0	1	1.3	NONSUPERV (PROD FAC)
												7.90		7.00		AVERAGE GRADE (WD)
												12	100.0			SUPERVISORY (PROD FAC)
												6.92				AVERAGE GRADE (WN)
3	4.2											64	88.8	21	29.2	OTHER WAGE SYSTEMS
5,300												9,973		6,600		AVERAGE SALARY
5	1.9	3	1.1	1	.4			3	1.1	1	.4	242	92.4	101	38.5	TOTAL OTHER PAY SYSTEMS
7,440		7,067		34,700				46,600		45,800		19,663		10,618		AVERAGE SALARY
58	.3	5		11	.1	2		20	.1	1		17,113	95.0	1,054	5.8	TOTAL POSTAL SERVICE
58	.3	5		11	.1	2		20	.1	1		17,113	95.0	1,054	5.8	POSTAL FIELD
58	.3	5		10	.1	1		20	.1	1		16,815	94.9	1,034	5.8	LEVELS 1 THRU 42
15,902		15,000		15,600		15,900		15,405		15,900		16,111		15,835		AVERAGE SALARY
				1	.3	1	.3					298	99.0	20	6.6	RURAL CARRIERS
				18,400		18,400						18,334		16,800		AVERAGE SALARY

TABLE 2-039

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	32,521	6,329	25.6	2,338	7.2	854	2.6	1,930	5.9	739	2.3
TOTAL GEN SCHED & EQUIV	18,851	7,211	38.3	1,393	7.4	637	3.4	1,091	5.8	530	2.8
AVERAGE GRADE	8.74	6.12		7.67		6.12		7.31		5.99	
TOTAL WAGE SYSTEMS	2,338	162	6.9	279	11.9	31	1.3	236	10.1	30	1.3
REGULAR NONSUPERVISORY	1,921	131	6.8	242	12.6	25	1.3	203	10.6	24	1.2
AVERAGE GRADE (WG)	6.56	2.79		4.53		2.64		4.46		2.71	
REGULAR LEADER	78	7	9.0	5	6.4			5	6.4		
AVERAGE GRADE (WL)	6.53	2.43		3.20				3.20			
REGULAR SUPERVISORY	218	8	3.7	26	11.9	3	1.4	24	11.0	3	1.4
AVERAGE GRADE (WS)	6.95	2.13		4.00		3.00		3.83		3.00	
NONSUPERV (PROD FAC)	73										
AVERAGE GRADE (WD)	7.92										
SUPERVISORY (PROD FAC)	11										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	37	16	43.2	6	16.2	3	8.1	4	10.8	3	8.1
AVERAGE SALARY	8,151	6,563		6,067		6,233		6,450		6,233	
TOTAL OTHER PAY SYSTEMS	212	84	39.6	19	9.0	10	4.7	11	5.2	6	2.8
AVERAGE SALARY	20,536	11,874		15,616		12,760		12,000		10,100	
TOTAL POSTAL SERVICE	11,120	872	7.8	647	5.8	176	1.6	592	5.3	173	1.6
POSTAL FIELD	11,120	872	7.8	647	5.8	176	1.6	592	5.3	173	1.6
LEVELS 1 THRU 42	11,065	867	7.8	647	5.8	176	1.6	592	5.4	173	1.6
AVERAGE SALARY	16,081	15,811		15,856		15,619		15,809		15,616	
RURAL CARRIERS	55	5	9.1								
AVERAGE SALARY	18,975	16,840									

**STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
227	.7	68	.2	25	.1	8		156	.5	39	.1	30,183	92.8	7,475	23.0	TOTAL ALL PAY SYSTEMS
154	.8	62	.3	13	.1	8		135	.7	37	.2	17,458	92.6	6,574	34.9	TOTAL GEN SCHED & EQUIV
8,29		6.42		6.85		4.88		9.90		7.86		8.82		6.12		AVERAGE GRADE
36	1.5	1		4	.2			3	.1			2,059	88.1	131	5.6	TOTAL WAGE SYSTEMS
32	1.7	1	.1	4	.2			3	.2			1,679	87.4	106	5.5	REGULAR NONSUPERVISORY
4.31		1.00		8.00				7.33				6.86		2.82		AVERAGE GRADE (WG)
												73	93.6	7	9.0	REGULAR LEADER
												6.75		2.43		AVERAGE GRADE (WL)
2	.9											192	88.1	5	2.3	REGULAR SUPERVISORY
6.00												7.35		1.60		AVERAGE GRADE (WS)
												73	100.0			NONSUPERV (PROD FAC)
												7.92				AVERAGE GRADE (WD)
												11	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
2	5.4											31	83.8	13	35.1	OTHER WAGE SYSTEMS
5,300												8,555		6,638		AVERAGE SALARY
5	2.4	3	1.4	1	.5			2	.9	1	.5	193	91.0	74	34.9	TOTAL OTHER PAY SYSTEMS
7,440		7,067		34,700				46,400		45,800		21,021		11,754		AVERAGE SALARY
32	.3	2		7	.1			16	.1	1		10,473	94.2	696	6.3	TOTAL POSTAL SERVICE
32	.3	2		7	.1			16	.1	1		10,473	94.2	696	6.3	POSTAL FIELD
32	.3	2		7	.1			16	.1	1		10,418	94.2	691	6.2	LEVELS 1 THRU 42
16,888		15,700		15,571				15,644		15,900		16,095		15,860		AVERAGE SALARY
												55	100.0	5	9.1	RURAL CARRIERS
												18,975		16,840		AVERAGE SALARY

TABLE 2-040

Minority Group Study of Full-Time Employment: November 30, 1977

NEW HAMPSHIRE STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,961	1,665	12.8	145	1.1	28	.2	97	.7	19	.1
TOTAL GEN SCHED & EQUIV	5,228	1,465	28.0	108	2.1	27	.5	71	1.4	18	.3
AVERAGE GRADE	8.54	5.07		8.56		5.85		8.28		6.17	
TOTAL WAGE SYSTEMS	6,075	86	1.4	33	.5			23	.4		
REGULAR NONSUPERVISORY	4,480	56	1.3	30	.7			21	.5		
AVERAGE GRADE (WG)	8.72	3.79		7.87				7.81			
REGULAR LEADER	35	3	8.6								
AVERAGE GRADE (WL)	7.14	3.00									
REGULAR SUPERVISORY	474	2	.4	1	.2			1	.2		
AVERAGE GRADE (WS)	10.14	4.50		10.00				10.00			
NONSUPERV (PROD FAC)	294			1	.3						
AVERAGE GRADE (WD)	6.90			8.00							
SUPERVISORY (PROD FAC)	20										
AVERAGE GRADE (WN)	6.90										
OTHER WAGE SYSTEMS	772	25	3.2	1	.1			1	.1		
AVERAGE SALARY	10,897	10,424		14,600				14,600			
TOTAL OTHER PAY SYSTEMS	15	6	40.0								
AVERAGE SALARY	21,873	9,567									
TOTAL POSTAL SERVICE	1,643	108	6.6	4	.2	1	.1	3	.2	1	.1
POSTAL FIELD	1,643	108	6.6	4	.2	1	.1	3	.2	1	.1
LEVELS 1 THRU 42	1,449	95	6.6	4	.3	1	.1	3	.2	1	.1
AVERAGE SALARY	16,276	15,618		14,175		10,400		14,000		10,400	
RURAL CARRIERS	194	13	6.7								
AVERAGE SALARY	17,923	16,262									

NEW HAMPSHIRE STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
21	.2	4		9	.1	2		18	.1	3		12,816	98.9	1,637	12.6	TOTAL ALL PAY SYSTEMS
15	.3	4	.1	7	.1	2		15	.3	3	.1	5,120	97.9	1,438	27.5	TOTAL GEN SCHED & EQUIV
8.13		4.25		7.86		4.00		10.67		7.33		8.54		5.06		AVERAGE GRADE
5	.1			2				3				6,042	99.5	86	1.4	TOTAL WAGE SYSTEMS
5	.1			1				3	.1			4,450	99.3	56	1.3	REGULAR NONSUPERVISORY
8.20				10.00				7.60				8.73		3.79		AVERAGE GRADE (WG)
												35	100.0	3	8.6	REGULAR LEADER
												7.14		3.00		AVERAGE GRADE (WL)
												473	99.8	2	.4	REGULAR SUPERVISORY
												10.14		4.50		AVERAGE GRADE (WS)
				1	.3							293	99.7			NONSUPERV (PROD FAC)
				8.00								6.89				AVERAGE GRADE (WD)
												20	100.0			SUPERVISORY (PROD FAC)
												6.90				AVERAGE GRADE (WN)
												771	99.9	25	3.2	OTHER WAGE SYSTEMS
												10,863		10,424		AVERAGE SALARY
												15	100.0	6	40.0	TOTAL OTHER PAY SYSTEMS
												21,873		9,567		AVERAGE SALARY
1	.1											1,639	99.8	107	6.5	TOTAL POSTAL SERVICE
1	.1											1,639	99.8	107	6.5	POSTAL FIELD
1	.1											1,445	99.7	94	6.5	LEVELS 1 THRU 42
14,700												16,282		15,673		AVERAGE SALARY
												194	100.0	13	6.7	RURAL CARRIERS
												17,923		16,262		AVERAGE SALARY

TABLE 2-041

Minority Group Study of Full-Time Employment: November 30, 1977

RHODE ISLAND STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,441	1,593	18.9	356	4.2	96	1.1	304	3.6	90	1.1
TOTAL GEN SCHED & EQUIV	4,769	1,436	30.1	186	3.9	77	1.6	152	3.2	72	1.5
AVERAGE GRADE	8.35	5.70		7.20		5.55		6.79		5.50	
TOTAL WAGE SYSTEMS	1,244	36	2.9	93	7.5	11	.9	78	6.3	10	.8
REGULAR NONSUPERVISORY	1,070	33	3.1	83	7.8	11	1.0	70	6.5	10	.9
AVERAGE GRADE (WG)	7.79	3.09		5.75		3.45		5.73		3.60	
REGULAR LEADER	36	1	2.8	2	5.8			1	2.8		
AVERAGE GRADE (WL)	7.86	11.00		6.00				2.00			
REGULAR SUPERVISORY	99			5	5.1			4	4.0		
AVERAGE GRADE (WS)	8.76			5.80				6.25			
NONSUPERV (PROD FAC)	16			1	6.3			1	6.3		
AVERAGE GRADE (WD)	7.88			8.00				8.00			
SUPERVISORY (PROD FAC)	3										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	20	2	10.0	2	10.0			2	10.0		
AVERAGE SALARY	10,740	6,350		8,650				8,650			
TOTAL OTHER PAY SYSTEMS	63	13	20.6	4	6.3	3	4.8	4	6.3	3	4.8
AVERAGE SALARY	26,468	9,069		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	2,365	108	4.6	73	3.1	5	.2	70	3.0	5	.2
POSTAL FIELD	2,365	108	4.6	73	3.1	5	.2	70	3.0	5	.2
LEVELS 1 THRU 42	2,306	104	4.5	71	3.1	5	.2	68	2.9	5	.2
AVERAGE SALARY	16,089	16,066		15,759		16,720		15,750		16,720	
RURAL CARRIERS	59	4	6.8	2	3.4			2	3.4		
AVERAGE SALARY	18,110	16,400		14,050				14,050			

RHODE ISLAND STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
32	.4	4		2		1		18	.2	1		8,085	95.8	1,497	17.7	TOTAL ALL PAY SYSTEMS
17	.4	3	.1	2		1		15	.3	1		4,583	96.1	1,359	28.5	TOTAL GEN SCHED & EQUIV
8.82		4.67		5.50		8.00		9.73		9.00		8.40		5.71		AVERAGE GRADE
12	1.0	1	.1					3	.2			1,151	92.5	25	2.0	TOTAL WAGE SYSTEMS
10	.9	1	.1					3	.3			987	92.2	22	2.1	REGULAR NONSUPERVISORY
6.20		2.00						4.67				7.97		2.91		AVERAGE GRADE (WG)
1	2.8											34	94.4	1	2.8	REGULAR LEADER
10.00												7.97		11.00		AVERAGE GRADE (WL)
1	1.0											94	94.9			REGULAR SUPERVISORY
4.00												8.91				AVERAGE GRADE (WS)
												15	93.8			NONSUPERV (PROD FAC)
												7.87				AVERAGE GRADE (WD)
												3	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												18	90.0	2	10.0	OTHER WAGE SYSTEMS
												10,972		6,350		AVERAGE SALARY
												59	93.7	10	15.9	TOTAL OTHER PAY SYSTEMS
												27,937		10,350		AVERAGE SALARY
3	.1											2,292	96.9	103	4.4	TOTAL POSTAL SERVICE
3	.1											2,292	96.9	103	4.4	POSTAL FIELD
3	.1											2,235	96.9	99	4.3	LEVELS 1 THRU 42
15,967												16,099		16,033		AVERAGE SALARY
												57	96.6	4	6.8	RURAL CARRIERS
												18,253		16,400		AVERAGE SALARY

TABLE 2-042

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-WARWICK-PAWTUCKET, RHODE ISLAND-MASSACHUSETTS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,301	961	18.1	199	3.8	60	1.1	175	3.3	54	1.0
TOTAL GEN SCHED & EQUIV	2,397	829	34.6	113	4.7	50	2.1	96	4.0	45	1.9
AVERAGE GRADE	8.14	6.27		7.54		6.02		7.33		6.00	
TOTAL WAGE SYSTEMS	566	20	3.5	23	4.1	5	.9	19	3.4	4	.7
REGULAR NONSUPERVISORY	489	17	3.5	20	4.1	5	1.0	17	3.5	4	.8
AVERAGE GRADE (WG)	8.00	3.06		3.95		2.80		3.82		3.00	
REGULAR LEADER	11	1	9.1	1	9.1						
AVERAGE GRADE (WL)	9.27	11.00		10.00							
REGULAR SUPERVISORY	58			1	1.7			1	1.7		
AVERAGE GRADE (WS)	7.91			2.00				2.00			
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	7.67										
OTHER WAGE SYSTEMS	5	2	40.0	1	20.0			1	20.0		
AVERAGE SALARY	5,900	6,350		4,800				4,800			
TOTAL OTHER PAY SYSTEMS	35	10	28.6								
AVERAGE SALARY	22,171	10,350									
TOTAL POSTAL SERVICE	2,303	102	4.4	63	2.7	5	.2	60	2.6	5	.2
POSTAL FIELD	2,303	102	4.4	63	2.7	5	.2	60	2.6	5	.2
LEVELS 1 THRU 42	2,252	97	4.3	63	2.8	5	.2	60	2.7	5	.2
AVERAGE SALARY	16,079	16,070		15,694		16,720		15,680		16,720	
RURAL CARRIERS	51	5	9.8								
AVERAGE SALARY	16,494	17,040									

**STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-WARWICK-PAWTUCKET, RHODE ISLAND-MASSACHUSETTS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16	.3	4	.1	2		1		6	.1	1		5,102	96.2	901	17.0	TOTAL ALL PAY SYSTEMS
11	.5	3	.1	2	.1	1		4	.2	1		2,284	95.3	779	32.5	TOTAL GEN SCHED & EQUIV
8.18		4.67		5.50		8.00		11.75		9.00		8.17		6.29		AVERAGE GRADE
2	.4	1	.2					2	.4			543	95.9	15	2.7	TOTAL WAGE SYSTEMS
1	.2	1	.2					2	.4			469	95.9	12	2.5	REGULAR NONSUPERVISORY
2.00		2.00						6.00				8.17		3.17		AVERAGE GRADE (WG)
1	9.1											10	90.9	1	9.1	REGULAR LEADER
10.00												9.20		11.00		AVERAGE GRADE (WL)
												57	98.3			REGULAR SUPERVISORY
												8.02				AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												7.67				AVERAGE GRADE (WD)
												4	80.0	2	40.0	OTHER WAGE SYSTEMS
												6,175		6,350		AVERAGE SALARY
												35	100.0	10	28.6	TOTAL OTHER PAY SYSTEMS
												22,171		10,350		AVERAGE SALARY
3	.1											2,240	97.3	97	4.2	TOTAL POSTAL SERVICE
3	.1											2,240	97.3	97	4.2	POSTAL FIELD
3	.1											2,189	97.2	92	4.1	LEVELS 1 THRU 42
15,967												16,090		16,035		AVERAGE SALARY
												51	100.0	5	9.8	RURAL CARRIERS
												18,494		17,040		AVERAGE SALARY

TABLE 2-043

Minority Group Study of Full-Time Employment: November 30, 1977

VERMONT STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,238	759	23.4	31	1.0	7	.2	10	.3	1	
TOTAL GEN SCHED & EQUIV	1,784	618	35.0	21	1.2	6	.3	7	.4	1	.1
AVERAGE GRADE	8.02	5.67		8.29		4.50		8.14		5.00	
TOTAL WAGE SYSTEMS	396	20	5.1	1	.3						
REGULAR NONSUPERVISORY	333	15	4.5	1	.3						
AVERAGE GRADE (WG)	7.46	2.87		2.00							
REGULAR LEADER	9										
AVERAGE GRADE (WL)	7.11										
REGULAR SUPERVISORY	49	1	2.0								
AVERAGE GRADE (WS)	8.39	2.00									
OTHER WAGE SYSTEMS	5	4	80.0								
AVERAGE SALARY	6,220	6,025									
TOTAL OTHER PAY SYSTEMS	18	5	27.8								
AVERAGE SALARY	22,089	13,900									
TOTAL POSTAL SERVICE	1,060	116	10.9	9	.8	1	.1	3	.3		
POSTAL FIELD	1,060	116	10.9	9	.8	1	.1	3	.3		
LEVELS 1 THRU 42	883	112	13.0	7	.8	1	.1	2	.2		
AVERAGE SALARY	16,359	15,331		16,929		15,200		16,250			
RURAL CARRIERS	197	4	2.0	2	1.0			1	.5		
AVERAGE SALARY	17,088	17,200		16,850				17,200			

VERMONT STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
17	.5	4	.1	2	.1	1		2	.1	1		3,207	99.0	752	23.2	TOTAL ALL PAY SYSTEMS
10	.6	3	.2	2	.1	1	.1	2	.1	1	.1	1,743	98.8	612	34.7	TOTAL GEN SCHED & EQUIV
8.40		4.33		9.00		5.00		7.50		4.00		8.01		5.68		AVERAGE GRADE
1	.3											395	99.7	20	5.1	TOTAL WAGE SYSTEMS
1	.3											332	99.7	15	4.5	REGULAR NONSUPERVISORY
2.00												7.47		2.87		AVERAGE GRADE (WG)
												9	100.0			REGULAR LEADER
												7.11				AVERAGE GRADE (WL)
												49	100.0	1	2.0	REGULAR SUPERVISORY
												8.39		2.00		AVERAGE GRADE (WS)
												5	100.0	4	80.0	OTHER WAGE SYSTEMS
												6,220		6,025		AVERAGE SALARY
												18	100.0	5	27.8	TOTAL OTHER PAY SYSTEMS
												22,089		13,900		AVERAGE SALARY
6	.6	1	.1									1,051	99.2	115	10.8	TOTAL POSTAL SERVICE
6	.6	1	.1									1,051	99.2	115	10.8	POSTAL FIELD
5	.6	1	.1									856	99.2	111	12.9	LEVELS 1 THRU 42
17,200		15,200										16,355		15,332		AVERAGE SALARY
1	.5											195	99.0	4	2.0	RURAL CARRIERS
16,500												17,090		17,200		AVERAGE SALARY

TABLE 2-044

Minority Group Study of Full-Time Employment: November 30, 1977

CHICAGO CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	292,497	93,937	32.1	63,936	21.9	31,260	10.7	60,116	20.6	29,824	10.2
TOTAL GEN SCHED & EQUIV	153,589	68,039	44.3	27,386	17.8	18,638	12.1	24,911	16.2	17,424	11.3
AVERAGE GRADE	8.13	5.78		6.47		5.61		6.30		5.57	
TOTAL WAGE SYSTEMS	32,802	3,607	11.0	7,316	22.3	1,903	5.8	6,912	21.1	1,858	5.7
REGULAR NONSUPERVISORY	27,284	3,132	11.5	6,243	22.9	1,627	6.0	5,907	21.7	1,586	5.8
AVERAGE GRADE (WG)	7.28	3.57		4.79		2.90		4.71		2.89	
REGULAR LEADER	929	76	8.2	217	23.4	53	5.7	205	22.1	53	5.7
AVERAGE GRADE (WL)	7.66	2.75		4.30		2.45		4.14		2.45	
REGULAR SUPERVISORY	3,584	167	4.7	632	18.2	119	3.3	609	17.0	115	3.2
AVERAGE GRADE (WS)	8.20	2.55		4.83		2.38		4.64		2.30	
NONSUPERV (PROD FAC)	205	3	1.5	7	3.4			5	2.4		
AVERAGE GRADE (WD)	6.62	5.33		7.14				7.00			
SUPERVISORY (PROD FAC)	8			1	12.5			1	12.5		
AVERAGE GRADE (WN)	6.38			6.00				6.00			
OTHER WAGE SYSTEMS	792	229	28.9	198	24.7	104	13.1	185	23.4	104	13.1
AVERAGE SALARY	13,856	8,530		11,369		8,865		11,157		8,865	
TOTAL OTHER PAY SYSTEMS	1,109	497	44.8	151	13.6	104	9.4	115	10.4	79	7.1
AVERAGE SALARY	19,032	10,909		13,574		10,523		11,323		8,308	
TOTAL POSTAL SERVICE	104,997	21,794	20.8	29,083	27.7	10,615	10.1	28,180	26.8	10,463	10.0
POSTAL FIELD	104,997	21,794	20.8	29,083	27.7	10,615	10.1	28,180	26.8	10,463	10.0
LEVELS 1 THRU 42	97,451	21,207	21.8	28,948	29.7	10,587	10.9	28,133	28.9	10,453	10.7
AVERAGE SALARY	16,168	15,675		15,904		15,687		15,900		15,691	
RURAL CARRIERS	7,546	587	7.8	135	1.8	28	.4	47	.6	10	.1
AVERAGE SALARY	17,962	17,274		17,866		16,864		18,021		17,340	

CHICAGO CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,008	.7	707	.2	730	.2	294	.1	1,080	.4	435	.1	228,581	78.1	82,677	21.4	TOTAL ALL PAY SYSTEMS
1,221	.8	608	.4	462	.3	240	.2	792	.5	363	.2	126,203	82.2	49,401	32.2	TOTAL GEN SCHED & EQUIV. AVERAGE GRADE
7.43		5.48		6.84		4.76		9.86		8.31		8.49		5.84		
245	.7	22	.1	136	.4	19	.1	23	.1	4		25,486	77.7	1,704	5.2	TOTAL WAGE SYSTEMS
215	.8	20	.1	105	.4	17	.1	16	.1	4		21,041	77.1	1,505	5.5	REGULAR NONSUPERVISORY AVERAGE GRADE (WG)
6.20		2.30		6.25		3.88		5.94		5.00		8.02		4.29		
5	.5			5	.5			2	.2			712	76.8	23	2.5	REGULAR LEADER AVERAGE GRADE (WL)
6.80				7.40				7.00				8.69		3.43		
18	.4	2	.1	22	.6	2	.1	5	.1			2,932	81.8	48	1.3	REGULAR SUPERVISORY AVERAGE GRADE (WS)
6.94		2.50		7.68		6.50		8.40				8.95		2.98		
2	1.0											198	96.6	3	1.5	NONSUPERV (PROD FAC) AVERAGE GRADE (WD)
7.50												6.61		5.33		
												7	87.5			SUPERVISORY (PROD FAC) AVERAGE GRADE (WN)
												6.43				
7	.9			4	.5							596	75.3	125	15.8	OTHER WAGE SYSTEMS AVERAGE SALARY
12,171				19,750								14,674		8,250		
9	.8	6	.5					27	2.4	19	1.7	958	86.4	393	35.4	TOTAL OTHER PAY SYSTEMS AVERAGE SALARY
19,333		13,250						21,241		18,874		19,892		11,010		
533	.5	71	.1	132	.1	35		238	.2	46		75,914	72.3	11,179	10.6	TOTAL POSTAL SERVICE
533	.5	71	.1	132	.1	35		238	.2	46		75,914	72.3	11,179	10.6	POSTAL FIELD
525	.5	70	.1	123	.1	33		167	.2	31		68,563	70.3	10,620	10.9	LEVELS 1 THRU 42 AVERAGE SALARY
15,813		15,491		16,860		15,388		16,217		15,213		16,280		15,663		
8	.1	1		9	.1	2		71	.9	15	.2	7,411	98.2	559	7.4	RURAL CARRIERS AVERAGE SALARY
17,813		15,600		17,300		16,650		17,841		16,660		17,964		17,294		

ILLINOIS STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	87,198	31,931	36.6	27,782	31.9	13,926	18.0	25,037	29.7	13,156	15.1
TOTAL GEN SCHED & EQUIV	45,076	21,783	48.3	10,253	22.7	7,127	15.8	9,063	20.1	6,466	14.3
AVERAGE GRADE	8.12	6.03		6.48		5.76		6.27		5.68	
TOTAL WAGE SYSTEMS	8,651	1,029	11.9	2,555	29.5	702	8.1	2,381	27.5	882	7.9
REGULAR NONSUPERVISORY	7,130	862	12.1	2,184	30.6	581	8.1	2,027	28.4	561	7.9
AVERAGE GRADE (WG)	6.90	3.08		4.61		2.68		4.51		2.68	
REGULAR LEADER	244	28	11.5	67	27.5	24	9.8	64	26.2	24	9.8
AVERAGE GRADE (WL)	7.45	2.68		4.21		2.17		4.05		2.17	
REGULAR SUPERVISORY	927	53	5.7	216	23.3	44	4.7	208	22.4	44	4.7
AVERAGE GRADE (WS)	7.79	2.36		4.22		2.07		4.10		2.07	
NONSUPERV (PROD FAC)	43			4	9.3			2	4.7		
AVERAGE GRADE (WD)	7.05			6.75				6.00			
SUPERVISORY (PROD FAC)	3			1	33.3			1	33.3		
AVERAGE GRADE (WN)	6.67			6.00				6.00			
OTHER WAGE SYSTEMS	304	86	28.3	83	27.3	53	17.4	79	26.0	53	17.4
AVERAGE SALARY	13,421	8,942		10,588		8,906		10,476		8,906	
TOTAL OTHER PAY SYSTEMS	349	173	49.6	87	24.9	64	18.3	57	16.3	41	11.7
AVERAGE SALARY	18,262	12,627		13,451		12,461		10,047		9,068	
TOTAL POSTAL SERVICE	33,122	8,946	27.0	14,887	44.9	6,033	18.2	14,436	43.6	5,967	18.0
POSTAL FIELD	33,122	8,946	27.0	14,887	44.9	6,033	18.2	14,436	43.6	5,967	18.0
LEVELS 1 THRU 42	31,672	8,849	27.9	14,863	46.9	6,028	19.0	14,423	45.5	5,964	18.8
AVERAGE SALARY	16,055	15,561		15,828		15,614		15,823		15,616	
RURAL CARRIERS	1,450	97	6.7	24	1.7	5	.3	13	.9	3	.2
AVERAGE SALARY	17,653	16,769		17,592		17,220		17,585		17,133	

ILLINOIS STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,144	1.3	460	.5	107	.1	34		594	.7	276	.3	59,416	68.1	18,005	20.6	TOTAL ALL PAY SYSTEMS
692	1.5	396	.9	58	.1	23	.1	440	1.0	236	.5	34,823	77.3	14,656	32.5	TOTAL GEN SCHED & EQUIV
7.07		5.44		8.45		6.55		9.52		8.53		8.61		6.15		AVERAGE GRADE
152	1.8	18	.2	10	.1	1		12	.1	1		6,096	70.5	327	3.8	TOTAL WAGE SYSTEMS
141	2.0	18	.3	8	.1	1		8	.1	1		4,946	69.4	281	3.9	REGULAR NONSUPERVISORY
5.79		2.39		8.38		8.00		5.25		2.00		7.92		3.91		AVERAGE GRADE (WG)
2	.9							1	.4			177	72.5	4	1.6	REGULAR LEADER
6.50								10.00				8.68		5.75		AVERAGE GRADE (WL)
4	.4			1	.1			3	.3			711	76.7	9	1.0	REGULAR SUPERVISORY
7.75				6.00				7.33				8.88		3.78		AVERAGE GRADE (WS)
2	4.7											39	90.7			NONSUPERV (PRGD FAC)
7.50												7.08				AVERAGE GRADE (WD)
												2	66.7			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
3	1.0			1	.3							221	72.7	33	10.9	OTHER WAGE SYSTEMS
10,433				19,900								14,485		9,000		AVERAGE SALARY
7	2.0	4	1.1					23	6.6	19	5.4	262	75.1	109	31.2	TOTAL OTHER PAY SYSTEMS
23,086		16,775						18,952		18,874		19,860		12,725		AVERAGE SALARY
293	.9	42	.1	39	.1	4		119	.4	20	.1	18,235	55.1	2,913	8.8	TOTAL POSTAL SERVICE
293	.9	42	.1	39	.1	4		119	.4	20	.1	18,235	55.1	2,913	8.8	POSTAL FIELD
291	.9	42	.1	37	.1	3		112	.4	19	.1	16,809	53.1	2,821	8.9	LEVELS 1 THRU 42
15,698		15,471		18,232		16,033		16,039		15,121		16,256		15,448		AVERAGE SALARY
2	.1			2	.1	1	.1	7	.5	1	.1	1,426	98.3	92	6.3	RURAL CARRIERS
19,650				17,000		17,000		17,186		17,700		17,654		16,745		AVERAGE SALARY

TABLE 2-046

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	59,485	23,968	40.3	25,930	43.6	13,255	22.3	24,406	41.0	12,585	21.2
TOTAL GEN SCHED & EQUIV	29,767	15,223	51.1	9,341	31.4	6,663	22.4	8,368	28.1	6,093	20.5
AVERAGE GRADE	8.14	6.23		6.38		5.76		6.20		5.68	
TOTAL WAGE SYSTEMS	4,165	716	17.2	2,105	50.5	620	14.9	1,986	47.7	602	14.5
REGULAR NONSUPERVISORY	3,450	588	17.0	1,801	52.2	515	14.9	1,693	49.1	497	14.4
AVERAGE GRADE (WG)	6.03	2.57		4.32		2.49		4.26		2.48	
REGULAR LEADER	112	23	20.5	53	47.3	22	19.6	51	45.5	22	19.6
AVERAGE GRADE (WL)	6.73	2.26		3.85		2.18		3.76		2.18	
REGULAR SUPERVISORY	396	37	9.3	170	42.9	32	8.1	165	41.7	32	8.1
AVERAGE GRADE (WS)	6.79	2.32		4.08		2.25		3.99		2.25	
NONSUPERV (PROD FAC)	31			3	9.7			2	6.5		
AVERAGE GRADE (WD)	6.90			6.33				6.00			
SUPERVISORY (PROD FAC)	2			1	50.0			1	50.0		
AVERAGE GRADE (WN)	6.50			6.00				6.00			
OTHER WAGE SYSTEMS	174	70	40.2	77	44.3	51	29.3	74	42.5	51	29.3
AVERAGE SALARY	12,710	9,390		10,417		8,831		10,416		8,831	
TOTAL OTHER PAY SYSTEMS	298	144	48.3	84	28.2	62	20.8	54	18.1	39	13.1
AVERAGE SALARY	18,271	13,243		13,323		12,708		9,659		9,287	
TOTAL POSTAL SERVICE	25,255	7,885	31.2	14,400	57.0	5,910	23.4	13,998	55.4	5,851	23.2
POSTAL FIELD	25,255	7,885	31.2	14,400	57.0	5,910	23.4	13,998	55.4	5,851	23.2
LEVELS 1 THRU 42	25,070	7,855	31.3	14,393	57.4	5,909	23.6	13,996	55.8	5,851	23.3
AVERAGE SALARY	15,992	15,556		15,834		15,620		15,830		15,622	
RURAL CARRIERS	185	30	16.2	7	3.8	1	.5	2	1.1		
AVERAGE SALARY	18,163	17,113		18,486		17,700		18,900			

**STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
929	1.6	389	.7	79	.1	29		516	.9	252	.4	33,555	56.4	10,713	18.0	TOTAL ALL PAY SYSTEMS
552	1.9	331	1.1	44	.1	25	.1	377	1.3	214	.7	20,426	68.6	8,560	28.8	TOTAL GEN SCHED & EQUIV
6.82		5.41		8.39		6.68		9.37		8.80		8.95		6.59		AVERAGE GRADE
106	2.5	16	.4	3	.1	1		10	.2	1		2,060	49.5	96	2.3	TOTAL WAGE SYSTEMS
98	2.8	10	.5	3	.1	1		7	.2	1		1,649	47.8	71	2.1	REGULAR NONSUPERVISORY
5.12		2.31		7.67		8.00		5.29		2.00		7.91		3.15		AVERAGE GRADE (WG)
1	.9							1	.9			59	52.7	1	.9	REGULAR LEADER
2.00								10.00				9.32		4.00		AVERAGE GRADE (WL)
3	.8							2	.5			226	57.1	5	1.3	REGULAR SUPERVISORY
7.00								6.50				8.84		2.80		AVERAGE GRADE (WS)
1	3.2											28	90.3			NONSUPERV (PROD FAC)
7.00												6.96				AVERAGE GRADE (WD)
												1	50.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
3	1.7											97	55.7	19	10.9	OTHER WAGE SYSTEMS
10,433												14,530		10,889		AVERAGE SALARY
7	2.3	4	1.3					23	7.7	19	6.4	214	71.8	82	27.5	TOTAL OTHER PAY SYSTEMS
23,086		16,775						18,952		18,874		20,213		13,648		AVERAGE SALARY
264	1.0	38	.2	32	.1	3		106	.4	18	.1	10,855	43.0	1,975	7.8	TOTAL POSTAL SERVICE
264	1.0	38	.2	32	.1	3		106	.4	18	.1	10,855	43.0	1,975	7.8	POSTAL FIELD
262	1.0	38	.2	32	.1	3		103	.4	17	.1	10,677	42.6	1,946	7.8	LEVELS 1 THRU 42
15,652		15,455		18,119		16,033		16,073		15,112		16,205		15,364		AVERAGE SALARY
2	1.1							3	1.6	1	.5	178	96.2	29	15.7	RURAL CARRIERS
19,650								17,433		17,700		18,151		17,093		AVERAGE SALARY

INDIANA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	34,040	11,038	32.4	5,297	15.6	2,804	8.2	5,111	15.0	2,754	8.1
TOTAL GEN SCHED & EQUIV	18,095	8,506	47.0	2,687	14.8	1,988	11.0	2,583	14.2	1,944	10.7
AVERAGE GRADE	7.48	5.13		5.67		4.88		5.53		4.85	
TOTAL WAGE SYSTEMS	5,371	608	11.3	819	11.5	163	3.0	604	11.2	160	3.0
REGULAR NONSUPERVISORY	4,453	557	12.5	533	12.0	141	3.2	524	11.8	139	3.1
AVERAGE GRADE (WG)	7.64	4.54		4.64		3.27		4.63		3.27	
REGULAR LEADER	183	7	3.8	18	9.8	2	1.1	17	9.3	2	1.1
AVERAGE GRADE (WL)	8.02	2.86		4.17		2.00		3.88		2.00	
REGULAR SUPERVISORY	555	24	4.3	54	9.7	13	2.3	49	8.8	12	2.2
AVERAGE GRADE (WS)	8.52	2.42		4.09		2.31		3.82		2.33	
NONSUPERV (PROD FAC)	132	2	1.5	1	.8			1	.8		
AVERAGE GRADE (WD)	6.36	4.50		8.00				8.00			
SUPERVISORY (PROD FAC)	4										
AVERAGE GRADE (WN)	6.25										
OTHER WAGE SYSTEMS	44	18	40.9	13	29.5	7	15.9	13	29.5	7	15.9
AVERAGE SALARY	12,732	8,333		8,446		6,386		8,446		6,386	
TOTAL OTHER PAY SYSTEMS	79	34	43.0	12	15.2	7	8.9	12	15.2	7	8.9
AVERAGE SALARY	19,310	12,085		16,600		7,914		16,600		7,914	
TOTAL POSTAL SERVICE	10,495	1,890	18.0	1,979	18.9	646	6.2	1,932	18.4	643	6.1
POSTAL FIELD	10,495	1,890	18.0	1,979	18.9	646	6.2	1,932	18.4	643	6.1
LEVELS 1 THRU 42	9,317	1,806	19.4	1,957	21.0	641	6.9	1,923	20.6	640	6.9
AVERAGE SALARY	16,193	15,694		15,773		15,596		15,778		15,597	
RURAL CARRIERS	1,178	84	7.1	22	1.9	5	.4	9	.8	3	.3
AVERAGE SALARY	17,910	17,086		18,341		17,840		18,144		17,833	

INDIANA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
103	.3	27	.1	22	.1	5		61	.2	18	.1	28,743	84.4	8,234	24.2	TOTAL ALL PAY SYSTEMS
64	.4	25	.1	16	.1	4		44	.2	15	.1	15,408	85.2	6,518	36.0	TOTAL GEN SCHED & EQUIV
7.13		5.36		8.88		4.50		10.43		8.13		7.30		5.21		AVERAGE GRADE
9	.2	1		4	.1	1		2		1		4,752	88.5	445	8.3	TOTAL WAGE SYSTEMS
4	.1			3	.1	1		2		1		3,920	88.0	416	9.3	REGULAR NONSUPERVISORY
4.00				5.67		2.00		7.50		5.00		8.05		4.96		AVERAGE GRADE (WG)
1	.5											165	90.2	5	2.7	REGULAR LEADER
9.00												8.44		3.20		AVERAGE GRADE (WL)
4	.7	1	.2	1	.2							501	90.3	11	2.0	REGULAR SUPERVISORY
6.25		2.00		9.00								8.99		2.55		AVERAGE GRADE (WS)
												131	99.2	2	1.5	NONSUPERV (PROD FAC)
												6.35		4.50		AVERAGE GRADE (WD)
												4	100.0			SUPERVISORY (PROD FAC)
												6.25				AVERAGE GRADE (WN)
												31	70.5	11	25.0	OTHER WAGE SYSTEMS
												14,529		9,573		AVERAGE SALARY
												67	84.8	27	34.2	TOTAL OTHER PAY SYSTEMS
												18,796		13,141		AVERAGE SALARY
30	.3	1		2				15	.1	2		8,516	81.1	1,244	11.9	TOTAL POSTAL SERVICE
30	.3	1		2				15	.1	2		8,516	81.1	1,244	11.9	POSTAL FIELD
29	.3	1		2				3				7,360	79.0	1,165	12.5	LEVELS 1 THRU 42
15,414		14,700		15,900				15,900				16,304		15,747		AVERAGE SALARY
1	.1							12	1.0	2	.2	1,156	98.1	79	5.7	RURAL CARRIERS
19,800								18,367		17,850		17,902		17,049		AVERAGE SALARY

TABLE 2-048

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,170	6,160	40.6	3,852	25.4	2,177	14.4	3,780	24.9	2,153	14.2
TOTAL GEN SCHED & EQUIV	9,619	4,906	51.0	2,097	21.8	1,617	16.8	2,040	21.2	1,594	16.6
AVERAGE GRADE	7.62	5.22		5.57		4.88		5.47		4.86	
TOTAL WAGE SYSTEMS	2,019	281	13.9	463	22.9	119	5.9	458	22.7	118	5.8
REGULAR NONSUPERVISORY	1,658	258	15.6	400	24.1	102	6.2	398	24.0	101	6.1
AVERAGE GRADE (WG)	7.67	4.57		4.75		3.44		4.73		3.43	
REGULAR LEADER	70			13	18.6			12	17.1		
AVERAGE GRADE (WL)	8.07			4.77				4.42			
REGULAR SUPERVISORY	185	10	5.4	36	19.5	10	5.4	34	18.4	10	5.4
AVERAGE GRADE (WS)	8.92	2.20		3.86		2.20		3.65		2.20	
NONSUPERV (PROD FAC)	81			1	1.2			1	1.2		
AVERAGE GRADE (WD)	7.22			8.00				8.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	24	13	54.2	13	54.2	7	29.2	13	54.2	7	29.2
AVERAGE SALARY	10,679	9,038		8,446		6,366		8,446		6,366	
TOTAL OTHER PAY SYSTEMS	50	25	50.0	10	20.0	7	14.0	10	20.0	7	14.0
AVERAGE SALARY	19,034	13,436		12,480		7,914		12,480		7,914	
TOTAL POSTAL SERVICE	3,482	948	27.2	1,282	36.8	434	12.5	1,272	36.5	434	12.5
POSTAL FIELD	3,482	948	27.2	1,282	36.8	434	12.5	1,272	36.5	434	12.5
LEVELS 1 THRU 42	3,339	929	27.8	1,280	38.3	434	13.0	1,272	38.1	434	13.0
AVERAGE SALARY	16,119	15,759		15,852		15,735		15,855		15,735	
RURAL CARRIERS	143	19	13.3	2	1.4						
AVERAGE SALARY	17,933	16,642		19,500							

**STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
28	.2	9	.1	11	.1	3		33	.2	12	.1	11,318	74.6	3,983	26.3	TOTAL ALL PAY SYSTEMS
18	.2	9	.1	11	.1	3		28	.3	11	.1	7,522	78.2	3,289	34.2	TOTAL GEN SCHED & EQUIV
7.00		5.11		9.09		4.67		10.11		8.00		8.20		5.38		AVERAGE GRADE
3	.1							2	.1	1		1,556	77.1	162	8.0	TOTAL WAGE SYSTEMS
								2	.1	1	.1	1,258	75.9	156	9.4	REGULAR NONSUPERVISORY
								7.50		5.00		8.60		5.31		AVERAGE GRADE (WG)
1	1.4											57	81.4			REGULAR LEADER
9.00												8.82				AVERAGE GRADE (WL)
2	1.1											149	80.5			REGULAR SUPERVISORY
7.50												10.14				AVERAGE GRADE (WS)
												80	98.8			NONSUPERV (PROD FAC)
												7.21				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												11	45.8	6	25.0	OTHER WAGE SYSTEMS
												13,318		12,133		AVERAGE SALARY
												40	80.0	18	36.0	TOTAL OTHER PAY SYSTEMS
												20,673		15,583		AVERAGE SALARY
7	.2							3	.1			2,200	63.2	514	14.8	TOTAL POSTAL SERVICE
7	.2							3	.1			2,200	63.2	514	14.8	POSTAL FIELD
7	.2							1				2,059	61.7	495	14.8	LEVELS 1 THRU 42
15,329								15,900				16,285		15,780		AVERAGE SALARY
								2	1.4			141	98.6	19	13.3	RURAL CARRIERS
								19,500				17,911		16,642		AVERAGE SALARY

MICHIGAN STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	45,019	15,793	35.1	10,289	22.9	5,588	12.4	9,771	21.7	5,431	12.1
TOTAL GEN SCHED & EQUIV	23,042	10,337	44.9	4,747	20.6	3,327	14.4	4,449	19.3	3,211	13.9
AVERAGE GRADE	8.11	5.90		6.70		5.89		6.56		5.88	
TOTAL WAGE SYSTEMS	3,932	444	11.3	874	22.2	282	7.2	809	20.6	280	7.1
REGULAR NONSUPERVISORY	3,182	367	11.5	712	22.4	243	7.6	666	20.9	242	7.6
AVERAGE GRADE (WG)	7.16	2.83		4.59		2.58		4.46		2.58	
REGULAR LEADER	106	7	6.6	28	26.4	5	4.7	26	24.5	5	4.7
AVERAGE GRADE (WL)	7.42	2.57		4.18		2.20		3.92		2.20	
REGULAR SUPERVISORY	472	26	5.5	94	19.9	19	4.0	80	16.9	18	3.8
AVERAGE GRADE (WS)	7.89	2.35		5.11		2.37		4.51		2.33	
NONSUPERV (PROD FAC)	9	1	11.1	2	22.2			2	22.2		
AVERAGE GRADE (WD)	7.44	7.00		7.50				7.50			
OTHER WAGE SYSTEMS	163	43	26.4	38	23.3	15	8.2	35	21.5	15	9.2
AVERAGE SALARY	15,408	10,216		15,053		12,460		14,654		12,460	
TOTAL OTHER PAY SYSTEMS	146	73	50.0	13	8.9	9	6.2	12	8.2	8	5.5
AVERAGE SALARY	18,708	10,459		13,085		8,911		13,775		9,425	
TOTAL POSTAL SERVICE	17,899	4,939	27.6	4,655	26.0	1,970	11.0	4,501	25.1	1,932	10.8
POSTAL FIELD	17,899	4,939	27.6	4,655	26.0	1,970	11.0	4,501	25.1	1,932	10.8
LEVELS 1 THRU 42	16,495	4,729	28.7	4,822	28.0	1,961	11.9	4,492	27.2	1,931	11.7
AVERAGE SALARY	16,125	15,662		16,046		15,741		16,047		15,744	
RURAL CARRIERS	1,404	210	15.0	33	2.4	9	.6	9	.6	1	.1
AVERAGE SALARY	18,202	17,568		18,079		16,656		18,367		16,100	

MICHIGAN STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
285	.6	84	.2	113	.3	30	.1	120	.3	43	.1	34,730	77.1	10,205	22.7	TOTAL ALL PAY SYSTEMS
168	.7	87	.3	52	.2	20	.1	78	.3	29	.1	18,295	79.4	7,010	30.4	TOTAL GEN SCHED & EQUIV
		5.22		7.96		5.15		10.44		9.03		8.47		5.90		AVERAGE GRADE
30	.8	2	.1	34	.9			1				3,058	77.8	162	4.1	TOTAL WAGE SYSTEMS
24	.8	1		21	.7			1				2,470	77.6	124	3.9	REGULAR NONSUPERVISORY
6.50		2.00		6.52				10.00				7.90		3.32		AVERAGE GRADE (WG)
1	.9			1	.9							78	73.6	2	1.9	REGULAR LEADER
10.00				5.00								8.58		3.50		AVERAGE GRADE (WL)
5	1.1	1	.2	9	1.9							378	80.1	7	1.5	REGULAR SUPERVISORY
7.60		3.00		9.00								8.59		2.29		AVERAGE GRADE (WS)
												7	77.8	1	11.1	NONSUPERV (PROD FAC)
												7.43		7.00		AVERAGE GRADE (WD)
				3	1.8							125	76.7	28	17.2	OTHER WAGE SYSTEMS
				19,700								15,516		9,014		AVERAGE SALARY
1	.7	1	.7									133	91.1	64	43.8	TOTAL OTHER PAY SYSTEMS
4,800		4,800										19,258		10,677		AVERAGE SALARY
86	.5	14	.1	27	.2	10	.1	41	.2	14	.1	13,244	74.0	2,969	16.6	TOTAL POSTAL SERVICE
86	.5	14	.1	27	.2	10	.1	41	.2	14	.1	13,244	74.0	2,969	16.6	POSTAL FIELD
86	.5	14	.1	25	.2	9	.1	19	.1	7		11,873	72.0	2,768	16.8	LEVELS 1 THRU 42
15,971		15,371		16,164		15,589		15,968		15,671		16,155		15,606		AVERAGE SALARY
				2	.1	1	.1	22	1.6	7	.5	1,371	97.6	201	14.3	RURAL CARRIERS
				17,750		16,300		17,991		16,786		18,205		17,609		AVERAGE SALARY

TABLE 2-050

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	25,813	10,382	40.2	8,478	32.8	4,777	18.5	8,206	31.8	4,690	18.2
TOTAL GEN SCHED & EQUIV	13,765	6,735	48.9	3,870	28.1	2,884	21.0	3,723	27.0	2,821	20.5
AVERAGE GRADE	8.20	5.91		6.71		5.96		6.63		5.95	
TOTAL WAGE SYSTEMS	1,740	178	10.2	510	29.3	135	7.8	482	27.7	134	7.7
REGULAR NONSUPERVISORY	1,419	137	9.7	415	29.2	109	7.7	393	27.7	108	7.6
AVERAGE GRADE (WG)	7.81	2.80		5.26		2.59		5.13		2.59	
REGULAR LEADER	41	6	14.6	22	53.7	5	12.2	21	51.2	5	12.2
AVERAGE GRADE (WL)	6.51	2.67		4.32		2.20		4.05		2.20	
REGULAR SUPERVISORY	211	9	4.3	44	20.9	9	4.3	39	18.5	9	4.3
AVERAGE GRADE (WS)	8.20	2.67		5.95		2.67		5.54		2.67	
NONSUPERV (PROD FAC)	7	1	14.3	2	28.6			2	28.6		
AVERAGE GRADE (WD)	7.57	7.00		7.50				7.50			
OTHER WAGE SYSTEMS	62	25	40.3	27	43.5	12	19.4	27	43.5	12	19.4
AVERAGE SALARY	15,058	12,456		15,463		13,550		15,463		13,550	
TOTAL OTHER PAY SYSTEMS	86	38	44.2	7	8.1	4	4.7	6	7.0	3	3.5
AVERAGE SALARY	19,167	10,668		10,657		6,775		11,633		7,433	
TOTAL POSTAL SERVICE	10,222	3,431	33.6	4,092	40.0	1,754	17.2	3,995	39.1	1,732	16.9
POSTAL FIELD	10,222	3,431	33.6	4,092	40.0	1,754	17.2	3,995	39.1	1,732	16.9
LEVELS 1 THRU 42	10,024	3,366	33.6	4,082	40.7	1,751	17.5	3,993	39.8	1,732	17.3
AVERAGE SALARY	16,117	15,660		16,088		15,786		16,091		15,788	
RURAL CARRIERS	198	65	32.8	10	5.1	3	1.5	2	1.0		
AVERAGE SALARY	18,321	18,051		18,240		17,100		17,850			

**STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
161	.6	48	.2	40	.2	12		72	.3	27	.1	17,334	67.2	5,605	21.7	TOTAL ALL PAY SYSTEMS
84	.6	39	.3	14	.1	5		49	.4	19	.1	9,995	71.9	3,851	28.0	TOTAL GEN SCHED & EQUIV
7.70		5.15		8.64		5.60		10.37		8.79		8.78		5.88		AVERAGE GRADE
19	1.1	1	.1	8	.5			1	.1			1,230	70.7	43	2.5	TOTAL WAGE SYSTEMS
16	1.1	1	.1	5	.4			1	.1			1,004	70.8	28	2.0	REGULAR NONSUPERVISORY
6.94		2.00		9.00				10.00				8.87		3.64		AVERAGE GRADE (WG)
1	2.4											19	46.3	1	2.4	REGULAR LEADER
10.00												9.05		5.00		AVERAGE GRADE (WL)
2	.9			3	1.4							187	79.1			REGULAR SUPERVISORY
11.00				8.00								8.80				AVERAGE GRADE (WS)
												5	71.4	1	14.3	NONSUPERY (PROD FAC)
												7.60		7.00		AVERAGE GRADE (WD)
												35	56.5	13	21.0	OTHER WAGE SYSTEMS
												14,746		11,446		AVERAGE SALARY
1	1.2	1	1.2									79	91.9	34	39.5	TOTAL OTHER PAY SYSTEMS
4,800		4,800										19,922		11,126		AVERAGE SALARY
57	.6	7	.1	18	.2	7	.1	22	.2	8	.1	6,130	60.0	1,677	16.4	TOTAL POSTAL SERVICE
57	.6	7	.1	18	.2	7	.1	22	.2	8	.1	6,130	60.0	1,677	16.4	POSTAL FIELD
57	.6	7	.1	18	.2	7	.1	14	.1	5		5,942	59.3	1,615	16.1	LEVELS 1 THRU 42
15,998		15,629		16,050		15,757		15,629		15,320		16,137		15,523		AVERAGE SALARY
								8	4.0	3	1.5	188	94.9	62	31.3	RURAL CARRIERS
								18,338		17,100		18,326		18,097		AVERAGE SALARY

TABLE 2-051

Minority Group Study of Full-time Employment: November 30, 1977

MINNESOTA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23,575	5,843	24.8	1,020	4.3	365	1.5	518	2.2	158	.7
TOTAL GEN SCHED & EQUIV	11,913	4,427	37.2	577	4.8	271	2.3	244	2.0	101	.8
AVERAGE GRADE	8.14	5.76		7.15		5.08		7.70		5.63	
TOTAL WAGE SYSTEMS	2,007	219	10.9	113	5.6	31	1.5	41	2.0	14	.7
REGULAR NONSUPERVISORY	1,670	193	11.6	93	5.6	25	1.5	31	1.9	10	.6
AVERAGE GRADE (WG)	6.84	2.28		5.13		2.56		4.39		1.50	
REGULAR LEADER	56	6	10.7	9	16.1	2	3.6	5	8.9	2	3.6
AVERAGE GRADE (WL)	7.57	2.17		4.11		2.50		2.20		2.50	
REGULAR SUPERVISORY	253	5	2.0	11	4.3	4	1.6	5	2.0	2	.8
AVERAGE GRADE (WS)	8.15	3.20		4.55		3.75		2.40		1.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	27	15	55.6								
AVERAGE SALARY	12,978	7,653									
TOTAL OTHER PAY SYSTEMS	101	50	49.5	3	3.0	2	2.0	2	2.0	2	2.0
AVERAGE SALARY	16,117	9,846		10,333		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	9,554	1,147	12.0	327	3.4	61	.6	231	2.4	41	.4
POSTAL FIELD	9,554	1,147	12.0	327	3.4	61	.6	231	2.4	41	.4
LEVELS 1 THRU 42	8,535	1,102	12.9	314	3.7	58	.7	229	2.7	40	.5
AVERAGE SALARY	16,415	15,786		16,436		16,114		16,361		16,450	
RURAL CARRIERS	1,019	45	4.4	13	1.3	3	.3	2	.2	1	.1
AVERAGE SALARY	17,996	17,669		18,062		16,500		18,050		17,500	

MINNESOTA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
112	.5	29	.1	318	1.3	155	.7	72	.3	23	.1	22,555	95.7	5,478	23.2	TOTAL ALL PAY SYSTEMS
58	.5	22	.2	229	1.9	129	1.1	46	.4	19	.2	11,338	95.2	4,156	34.9	TOTAL GEN SCHED & EQUIV
7.05		5.36		6.18		4.34		9.09		6.79		8.19		5.81		AVERAGE GRADE
11	.5	1		59	2.9	15	.7	2	.1	1		1,894	94.4	188	9.4	TOTAL WAGE SYSTEMS
9	.5	1	.1	51	3.1	13	.8	2	.1	1	.1	1,577	94.4	168	10.1	REGULAR NONSUPERVISORY
7.44		1.00		5.31		3.54		1.50		2.00		6.94		2.24		AVERAGE GRADE (WG)
1	1.8			3	5.4							47	83.9	4	7.1	REGULAR LEADER
2.00				6.00								8.23		2.00		AVERAGE GRADE (WL)
1	.4			5	2.0	2	.8					242	95.7	1	.4	REGULAR SUPERVISORY
10.00				5.60		6.50						8.32		1.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												27	100.0	15	55.6	OTHER WAGE SYSTEMS
												12,978		7,653		AVERAGE SALARY
								1	1.0			98	97.0	48	47.5	TOTAL OTHER PAY SYSTEMS
								21,400				16,294		10,056		AVERAGE SALARY
43	.5	6	.1	30	.3	11	.1	23	.2	3		9,227	96.6	1,086	11.4	TOTAL POSTAL SERVICE
43	.5	6	.1	30	.3	11	.1	23	.2	3		9,227	96.6	1,086	11.4	POSTAL FIELD
42	.5	5	.1	29	.3	11	.1	14	.2	2		8,221	96.3	1,044	12.2	LEVELS 1 THRU 42
16,162		16,340		16,338		14,918		18,686		15,400		16,414		15,768		AVERAGE SALARY
1	.1	1	.1	1	.1			9	.9	1	.1	1,006	98.7	42	4.1	RURAL CARRIERS
15,600		15,600		17,000				18,456		16,400		17,995		17,752		AVERAGE SALARY

TABLE 2-052

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MINNEAPOLIS-ST PAUL, MINNESOTA-WISCONSIN**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,804	4,430	28.0	711	4.5	230	1.5	478	3.0	149	.9
TOTAL GEN SCHED & EQUIV	8,278	3,382	40.8	363	4.4	156	1.9	224	2.7	95	1.1
AVERAGE GRADE	8.33	5.81		7.84		5.63		7.77		5.73	
TOTAL WAGE SYSTEMS	1,010	150	14.9	51	5.0	18	1.8	36	3.6	14	1.4
REGULAR NONSUPERVISORY	868	132	15.2	41	4.7	14	1.6	27	3.1	10	1.2
AVERAGE GRADE (WG)	6.50	1.76		4.15		1.43		3.93		1.50	
REGULAR LEADER	33	5	15.2	6	18.2	2	6.1	5	15.2	2	6.1
AVERAGE GRADE (WL)	6.73	2.20		2.17		2.50		2.20		2.50	
REGULAR SUPERVISORY	92	3	3.3	4	4.3	2	2.2	4	4.3	2	2.2
AVERAGE GRADE (WS)	7.71	1.00		1.25		1.00		1.25		1.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	16	10	62.5								
AVERAGE SALARY	11,269	7,880									
TOTAL OTHER PAY SYSTEMS	81	37	45.7	1	1.2	1	1.2	1	1.2	1	1.2
AVERAGE SALARY	17,053	10,554		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	6,437	881	13.7	296	4.6	55	.9	217	3.4	39	.6
POSTAL FIELD	6,437	881	13.7	296	4.6	55	.9	217	3.4	39	.6
LEVELS 1 THRU 42	6,261	861	13.8	292	4.7	54	.9	217	3.5	39	.6
AVERAGE SALARY	16,363	15,807		18,508		16,194		16,412		16,464	
RURAL CARRIERS	176	20	11.4	4	2.3	1	.6				
AVERAGE SALARY	18,216	17,635		18,325		15,600					

**STANDARD METROPOLITAN STATISTICAL AREA
MINNEAPOLIS-ST PAUL, MINNESOTA-WISCONSIN**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
92	.6	22	.1	84	.5	42	.3	57	.4	17	.1	15,093	95.5	4,200	26.6	TOTAL ALL PAY SYSTEMS
42	.5	15	.2	59	.7	32	.4	38	.5	14	.2	7,913	95.6	3,206	38.7	TOTAL GEN SCHED & EQUIV
7.24		6.07		7.53		4.59		9.45		6.86		8.35		5.82		AVERAGE GRADE
8	.8	1	.1	5	.5	2	.2	2	.2	1	.1	959	95.0	132	13.1	TOTAL WAGE SYSTEMS
7	.8	1	.1	5	.8	2	.2	2	.2	1	.1	827	95.3	118	13.6	REGULAR NONSUPERVISORY
6.57		1.00		3.00		1.00		1.50		2.00		6.62		1.80		AVERAGE GRADE (WG)
1	3.0											27	81.8	3	9.1	REGULAR LEADER
2.00												7.74		2.00		AVERAGE GRADE (WL)
												88	95.7	1	1.1	REGULAR SUPERVISORY
												8.00		1.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												16	100.0	10	82.5	OTHER WAGE SYSTEMS
												11,269		7,880		AVERAGE SALARY
												80	98.8	36	44.4	TOTAL OTHER PAY SYSTEMS
												17,206		10,714		AVERAGE SALARY
42	.7	6	.1	20	.3	8	.1	17	.3	2		8,141	95.4	826	12.8	TOTAL POSTAL SERVICE
42	.7	6	.1	20	.3	8	.1	17	.3	2		6,141	95.4	826	12.8	POSTAL FIELD
41	.7	5	.1	20	.3	8	.1	14	.2	2		5,969	95.3	807	12.9	LEVELS 1 THRU 42
16,295		16,340		16,465		14,988		18,686		15,400		16,356		15,781		AVERAGE SALARY
1	.6	1	.6					3	1.7			172	97.7	19	10.8	RURAL CARRIERS
15,600		15,600						19,233				18,213		17,742		AVERAGE SALARY

OHIO STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	81,674	23,813	29.2	18,025	22.3	7,811	9.6	17,539	21.5	7,664	9.4
TOTAL GEN SCHED & EQUIV	45,841	19,059	41.6	8,474	18.5	5,550	12.1	8,120	17.7	5,417	11.8
AVERAGE GRADE	8.48	5.75		6.53		5.54		6.40		5.51	
TOTAL WAGE SYSTEMS	10,543	696	8.5	2,853	27.1	561	5.3	2,808	26.6	560	5.3
REGULAR NONSUPERVISORY	8,995	809	9.0	2,475	27.5	499	5.5	2,439	27.1	498	5.5
AVERAGE GRADE (WG)	7.70	4.44		5.15		3.26		5.10		3.25	
REGULAR LEADER	275	21	7.6	86	31.3	18	6.5	85	30.9	18	6.5
AVERAGE GRADE (WL)	7.83	3.24		4.62		2.94		4.62		2.94	
REGULAR SUPERVISORY	1,052	32	3.0	240	22.8	25	2.4	236	22.4	25	2.4
AVERAGE GRADE (WS)	8.76	3.31		5.60		3.00		5.58		3.00	
NONSUPERV (PROD FAC)	13										
AVERAGE GRADE (WD)	7.23										
OTHER WAGE SYSTEMS	208	34	16.3	52	25.0	19	9.1	48	23.1	19	9.1
AVERAGE SALARY	14,350	7,450		11,494		7,911		11,329		7,811	
TOTAL OTHER PAY SYSTEMS	304	104	34.2	32	10.5	20	6.6	29	9.5	20	6.6
AVERAGE SALARY	22,671	9,689		13,563		6,855		10,959		6,855	
TOTAL POSTAL SERVICE	24,986	3,754	15.0	6,666	26.7	1,680	6.7	6,582	26.3	1,667	6.7
POSTAL FIELD	24,986	3,754	15.0	6,666	26.7	1,680	6.7	6,582	26.3	1,667	6.7
LEVELS 1 THRU 42	23,574	3,640	15.4	6,645	28.2	1,677	7.1	6,571	27.9	1,665	7.1
AVERAGE SALARY	16,220	15,889		16,006		15,931		16,003		15,935	
RURAL CARRIERS	1,412	114	8.1	21	1.5	3	.2	11	.8	2	.1
AVERAGE SALARY	17,957	17,304		17,586		16,533		18,055		17,450	

OHIO STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
253	.3	70	.1	45	.1	16		188	.2	61	.1	63,649	77.9	13,000	19.6	TOTAL ALL PAY SYSTEMS
175	.4	64	.1	23	.1	11		156	.3	58	.1	37,367	81.5	13,509	29.5	TOTAL GEN SCHED & EQUIV
8.74		6.11		8.09		6.18		10.51		7.84		8.92		5.83		AVERAGE GRADE
33	.3			6	.1			6	.1	1		7,690	72.9	335	3.2	TOTAL WAGE SYSTEMS
27	.3			6	.1			3		1		6,520	72.5	310	3.4	REGULAR NONSUPERVISORY
7.81				10.00				8.33		11.00		8.67		6.32		AVERAGE GRADE (WG)
								1	.4			189	68.7	3	1.1	REGULAR LEADER
								4.00				9.30		5.00		AVERAGE GRADE (WL)
2	.2							2	.2			812	77.2	7	.7	REGULAR SUPERVISORY
3.50								10.00				9.70		4.43		AVERAGE GRADE (WS)
												13	100.0			NONSUPERV (PROD FAC)
												7.23				AVERAGE GRADE (WD)
4	1.9											156	75.0	15	7.2	OTHER WAGE SYSTEMS
13,475												15,301		6,993		AVERAGE SALARY
								3	1.0			272	89.5	84	27.6	TOTAL OTHER PAY SYSTEMS
								38,733				23,743		10,364		AVERAGE SALARY
45	.2	6		16	.1	5		23	.1	2		18,320	73.3	2,074	8.3	TOTAL POSTAL SERVICE
45	.2	6		16	.1	5		23	.1	2		18,320	73.3	2,074	8.3	POSTAL FIELD
45	.2	6		16	.1	5		13	.1	1		16,929	71.8	1,963	8.3	LEVELS 1 THRU 4:
16,276		15,200		16,744		15,340		15,600		15,900		16,304		15,854		AVERAGE SALARY
								10	.7	1	.1	1,391	98.5	111	7.9	RURAL CARRIERS
								17,070		14,700		17,962		17,325		AVERAGE SALARY

TABLE 2-054

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,335	4,599	37.3	2,624	21.3	1,010	8.2	2,568	20.6	989	8.0
TOTAL GEN SCHED & EQUIV	6,975	3,969	56.9	1,031	14.8	719	10.3	989	14.2	658	10.0
AVERAGE GRADE	7.56	5.61		6.28		5.66		6.13		5.59	
TOTAL WAGE SYSTEMS	535	84	15.7	223	41.7	59	11.0	223	41.7	59	11.0
REGULAR NONSUPERVISORY	461	76	16.5	192	41.6	54	11.7	192	41.6	54	11.7
AVERAGE GRADE (WG)	5.57	2.53		3.31		2.48		3.31		2.48	
REGULAR LEADER	9			3	33.3			3	33.3		
AVERAGE GRADE (WL)	5.67			2.00				2.00			
REGULAR SUPERVISORY	56	3	5.4	25	44.6	3	5.4	25	44.6	3	5.4
AVERAGE GRADE (WS)	5.54	2.00		3.12		2.00		3.12		2.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	5.00										
OTHER WAGE SYSTEMS	8	5	62.5	3	37.5	2	25.0	3	37.5	2	25.0
AVERAGE SALARY	9,913	6,760		6,133		6,250		6,133		6,250	
TOTAL OTHER PAY SYSTEMS	54	10	18.5	8	14.8	5	9.3	7	13.0	5	9.3
AVERAGE SALARY	18,848	8,170		10,775		5,280		8,057		5,280	
TOTAL POSTAL SERVICE	4,771	536	11.2	1,362	28.5	227	4.8	1,349	28.3	227	4.8
POSTAL FIELD	4,771	536	11.2	1,362	28.5	227	4.8	1,349	28.3	227	4.8
LEVELS 1 THRU 42	4,687	527	11.2	1,381	29.0	227	4.8	1,349	28.8	227	4.8
AVERAGE SALARY	16,274	15,804		15,875		15,826		15,846		15,826	
RURAL CARRIERS	84	9	10.7	1	1.2						
AVERAGE SALARY	17,940	17,422		15,900							

**STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
17	.1	6		6		1		33	.3	14	.1	9,711	78.7	3,589	29.1	TOTAL ALL PAY SYSTEMS
13	.2	6	.1	2		1		27	.4	14	.2	5,944	85.2	3,250	48.6	TOTAL GEN SCHED & EQUIV
10.00		6.83		9.00		4.00		9.85		8.36		7.79		5.60		AVERAGE GRADE
												312	58.3	25	4.7	TOTAL WAGE SYSTEMS
												269	58.4	22	4.8	REGULAR NONSUPERVISORY
												7.18		2.64		AVERAGE GRADE (WG)
												6	66.7			REGULAR LEADER
												7.50				AVERAGE GRADE (WL)
												31	55.4			REGULAR SUPERVISORY
												7.48				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												5.00				AVERAGE GRADE (WD)
												5	62.5	3	37.5	OTHER WAGE SYSTEMS
												12,180		7,100		AVERAGE SALARY
								1	1.9			46	85.2	5	9.3	TOTAL OTHER PAY SYSTEMS
								29,900				20,252		11,060		AVERAGE SALARY
4	.1			4	.1			5	.1			3,409	71.5	309	6.5	TOTAL POSTAL SERVICE
4	.1			4	.1			5	.1			3,409	71.5	309	6.5	POSTAL FIELD
4	.1			4	.1			4	.1			3,326	71.0	300	6.4	LEVELS 1 THRU 42
21,175				19,875				16,375				16,438		15,787		AVERAGE SALARY
								1	1.2			83	98.8	9	10.7	RURAL CARRIERS
								15,900				17,965		17,422		AVERAGE SALARY

TABLE 2-055

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	18,469	6,362	34.4	6,156	33.3	2,947	16.0	6,011	32.5	2,900	15.7
TOTAL GEN SCHED & EQUIV	10,241	4,844	47.3	2,651	25.9	1,869	18.3	2,541	24.8	1,825	17.8
AVERAGE GRADE	8.14	5.73		5.91		5.35		5.79		5.31	
TOTAL WAGE SYSTEMS	1,835	224	12.2	590	32.2	191	10.4	574	31.3	191	10.4
REGULAR NONSUPERVISORY	1,398	189	13.5	487	34.8	163	11.7	476	34.0	163	11.7
AVERAGE GRADE (WG)	8.44	2.75		4.04		2.63		3.94		2.63	
REGULAR LEADER	72	6	8.3	16	22.2	6	8.3	16	22.2	6	8.3
AVERAGE GRADE (WL)	9.61	2.50		3.06		2.50		3.06		2.50	
REGULAR SUPERVISORY	188	14	7.4	46	24.5	12	6.4	45	23.9	12	6.4
AVERAGE GRADE (WS)	9.68	2.43		4.11		2.50		3.98		2.50	
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	175	15	8.6	41	23.4	10	5.7	37	21.1	10	5.7
AVERAGE SALARY	15,029	8,540		12,888		9,000		12,824		9,000	
TOTAL OTHER PAY SYSTEMS	120	46	38.3	12	10.0	8	6.7	12	10.0	8	6.7
AVERAGE SALARY	24,376	10,452		14,158		7,550		14,158		7,550	
TOTAL POSTAL SERVICE	6,273	1,248	19.9	2,903	46.3	879	14.0	2,884	46.0	876	14.0
POSTAL FIELD	6,273	1,248	19.9	2,903	46.3	879	14.0	2,884	46.0	876	14.0
LEVELS 1 THRU 42	6,206	1,240	20.0	2,902	46.8	879	14.2	2,884	46.5	876	14.1
AVERAGE SALARY	16,161	16,056		16,088		16,072		16,089		16,074	
RURAL CARRIERS	67	8	11.9	1	1.5						
AVERAGE SALARY	18,425	17,513		18,000							

**STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
76	.4	23	.1	10	.1	3		59	.3	21	.1	12,313	66.7	3,415	18.5	TOTAL ALL PAY SYSTEMS
55	.5	23	.2	4		1		51	.5	20	.2	7,590	74.1	2,975	29.0	TOTAL GEN SCHED & EQUIV
7.00		5.26		8.75		6.00		10.47		8.50		8.92		5.97		AVERAGE GRADE
15	.8							1	.1			1,245	67.8	33	1.8	TOTAL WAGE SYSTEMS
11	.8											911	65.2	26	1.9	REGULAR NONSUPERVISORY
8.27												10.79		3.54		AVERAGE GRADE (WG)
												56	77.8			REGULAR LEADER
												11.48				AVERAGE GRADE (WL)
								1	.5			142	75.5	2	1.1	REGULAR SUPERVISORY
								10.00				11.49		2.00		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
4	2.3											134	76.6	5	2.9	OTHER WAGE SYSTEMS
13,475												15,684		7,620		AVERAGE SALARY
												108	90.0	38	31.7	TOTAL OTHER PAY SYSTEMS
												25,511		11,063		AVERAGE SALARY
6	.1			6	.1	2		7	.1	1		3,370	53.7	369	5.9	TOTAL POSTAL SERVICE
6	.1			6	.1	2		7	.1	1		3,370	53.7	369	5.9	POSTAL FIELD
6	.1			6	.1	2		6	.1	1		3,304	53.2	361	5.8	LEVELS 1 THRU 42
15,783				16,000		15,200		16,033		15,900		16,225		16,017		AVERAGE SALARY
								1	1.5			66	98.5	8	11.9	RURAL CARRIERS
								18,000				18,432		17,513		AVERAGE SALARY

TABLE 2-056

Minority Group Study of Full-Time Employment: November 30, 1977

STANDARD METROPOLITAN STATISTICAL AREA COLUMBUS, OHIO

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	10,713	3,176	29.6	2,938	27.4	1,105	10.3	2,882	26.9	1,088	10.2
TOTAL GEN SCHED & EQUIV	5,930	2,699	45.5	1,424	24.0	903	15.2	1,389	23.4	887	15.0
AVERAGE GRADE	7.75	5.47		6.34		5.64		6.29		5.64	
TOTAL WAGE SYSTEMS	1,854	82	4.4	650	35.1	53	2.9	636	34.3	53	2.9
REGULAR NONSUPERVISORY	1,624	80	4.9	582	35.8	53	3.3	571	35.2	53	3.3
AVERAGE GRADE (WG)	7.53	4.53		5.91		4.17		5.88		4.17	
REGULAR LEADER	45	1	2.2	20	44.4			19	42.2		
AVERAGE GRADE (WL)	7.22	5.00		6.00				6.11			
REGULAR SUPERVISORY	185	1	.5	48	25.9			48	24.9		
AVERAGE GRADE (WS)	8.13	4.00		6.02				6.13			
TOTAL OTHER PAY SYSTEMS	32	7	21.9	2	6.3	1	3.1	2	6.3	1	3.1
AVERAGE SALARY	23,350	12,514		15,850		10,300		15,850		10,300	
TOTAL POSTAL SERVICE	2,697	388	13.4	882	29.8	148	5.1	855	29.5	147	5.1
POSTAL FIELD	2,697	388	13.4	882	29.8	148	5.1	855	29.5	147	5.1
LEVELS 1 THRU 42	2,610	375	13.3	880	30.8	148	5.3	854	30.4	147	5.2
AVERAGE SALARY	16,146	15,902		16,039		15,935		16,037		15,935	
RURAL CARRIERS	87	13	14.9	2	2.3			1	1.1		
AVERAGE SALARY	18,274	17,554		18,200				16,600			

**STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, OHIO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
36	.3	10	.1	5		2		15	.1	5		7,775	72.8	2,071	19.3	TOTAL ALL PAY SYSTEMS
21	.4	9	.2	5	.1	2		9	.2	5	.1	4,508	78.0	1,796	30.3	TOTAL GEN SCHED & EQUIV
8.29		6.11		7.80		4.00		8.22		5.80		8.20		5.38		AVERAGE GRADE
11	.6							3	.2			1,204	64.9	29	1.6	TOTAL WAGE SYSTEMS
9	.6							2	.1			1,042	64.2	27	1.7	REGULAR NONSUPERVISORY
7.33								7.00				8.44		5.22		AVERAGE GRADE (WG)
								1	2.2			25	55.6	1	2.2	REGULAR LEADER
								4.00				8.20		5.00		AVERAGE GRADE (WL)
2	1.1											137	74.1	1	.5	REGULAR SUPERVISORY
3.50												8.87		4.00		AVERAGE GRADE (WS)
												30	93.8	6	18.6	TOTAL OTHER PAY SYSTEMS
												23,850		12,883		AVERAGE SALARY
4	.1	1						3	.1			2,035	70.2	240	8.3	TOTAL POSTAL SERVICE
4	.1	1						3	.1			2,035	70.2	240	8.3	POSTAL FIELD
4	.1	1						2	.1			1,950	69.4	227	8.1	LEVELS 1 THRU 42
17,100		15,900						14,750				16,193		15,680		AVERAGE SALARY
								1	1.1			85	97.7	13	14.9	RURAL CARRIERS
								19,800				18,275		17,554		AVERAGE SALARY

TABLE 2-057

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
DAYTON, OHIO**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23,312	7,987	34.3	5,052	21.7	2,586	11.1	4,911	21.1	2,548	10.9
TOTAL GEN SCHED & EQUIV	17,770	7,285	41.0	3,258	18.3	2,164	12.2	3,128	17.6	2,127	12.0
AVERAGE GRADE	8.88	5.75		6.89		5.49		6.75		5.48	
TOTAL WAGE SYSTEMS	3,667	296	8.1	1,286	35.1	246	6.7	1,277	34.8	245	6.7
REGULAR NONSUPERVISORY	3,174	265	8.3	1,122	35.3	218	6.9	1,113	35.1	217	6.8
AVERAGE GRADE (WG)	7.16	3.59		5.31		3.39		5.28		3.35	
REGULAR LEADER	92	12	13.0	42	45.7	11	12.0	42	45.7	11	12.0
AVERAGE GRADE (WL)	7.26	3.50		4.93		3.09		4.93		3.09	
REGULAR SUPERVISORY	389	11	2.8	114	29.3	10	2.6	114	29.3	10	2.6
AVERAGE GRADE (WS)	8.62	3.82		6.15		3.90		6.15		3.90	
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	6.33										
OTHER WAGE SYSTEMS	9	8	88.9	8	88.9	7	77.8	8	88.9	7	77.8
AVERAGE SALARY	6,389	6,563		6,363		6,557		6,363		6,557	
TOTAL OTHER PAY SYSTEMS	65	33	50.8	8	12.3	6	9.2	7	10.8	6	9.2
AVERAGE SALARY	23,106	9,130		11,400		6,667		6,400		6,667	
TOTAL POSTAL SERVICE	1,810	373	20.6	500	27.6	170	9.4	499	27.6	170	9.4
POSTAL FIELD	1,810	373	20.6	500	27.6	170	9.4	499	27.6	170	9.4
LEVELS 1 THRU 42	1,754	370	21.1	500	28.5	170	9.7	499	28.4	170	9.7
AVERAGE SALARY	16,194	15,801		16,116		15,752		16,119		15,752	
RURAL CARRIERS	56	3	5.4								
AVERAGE SALARY	18,277	19,133									

**STANDARD METROPOLITAN STATISTICAL AREA
DAYTON, OHIO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
71	.3	14	.1	10		4		60	.3	20	.1	18,280	78.3	5,401	23.2	TOTAL ALL PAY SYSTEMS
65	.4	14	.1	7		4		58	.3	19	.1	14,512	81.7	5,121	28.8	TOTAL GEN SCHED & EQUIV
10.11		5.86		8.43		7.50		10.76		6.47		9.32		5.86		AVERAGE GRADE
5	.1			3	.1			1		1		2,381	64.9	50	1.4	TOTAL WAGE SYSTEMS
5	.2			3	.1			1		1		2,052	64.7	47	1.5	REGULAR NONSUPERVISORY
7.40				9.67				11.00		11.00		8.18		4.53		AVERAGE GRADE (WG)
												50	54.3	1	1.1	REGULAR LEADER
												9.22		8.00		AVERAGE GRADE (WL)
												275	70.7	1	.3	REGULAR SUPERVISORY
												9.65		3.00		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												6.33				AVERAGE GRADE (WD)
												1	11.1	1	11.1	OTHER WAGE SYSTEMS
												6,600		6,600		AVERAGE SALARY
								1	1.5			57	87.7	27	41.5	TOTAL OTHER PAY SYSTEMS
								46,400				24,749		9,678		AVERAGE SALARY
1	.1											1,310	72.4	203	11.2	TOTAL POSTAL SERVICE
1	.1											1,310	72.4	203	11.2	POSTAL FIELD
1	.1											1,254	71.5	200	11.4	LEVELS 1 THRU 42
14,600												16,225		15,843		AVERAGE SALARY
												56	100.0	3	5.4	RURAL CARRIERS
												18,277		19,133		AVERAGE SALARY

WISCONSIN STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	20,991	5,519	26.3	1,523	7.3	766	3.6	1,242	5.9	661	3.1
TOTAL GEN SCHED & EQUIV	9,622	3,927	40.8	648	6.7	375	3.9	472	4.9	285	3.0
AVERAGE GRADE	7.75	5.67		6.50		5.34		6.33		5.47	
TOTAL WAGE SYSTEMS	2,298	411	17.9	302	13.1	164	7.1	269	11.7	162	7.0
REGULAR NONSUPERVISORY	1,854	344	18.6	246	13.3	138	7.4	220	11.9	136	7.3
AVERAGE GRADE (WG)	6.48	2.68		3.56		2.74		3.20		2.71	
REGULAR LEADER	65	7	10.8	9	13.8	2	3.1	8	12.3	2	3.1
AVERAGE GRADE (WL)	7.18	2.14		2.78		2.50		2.13		2.50	
REGULAR SUPERVISORY	325	27	8.3	37	11.4	14	4.3	31	9.5	14	4.3
AVERAGE GRADE (WS)	7.50	2.22		3.78		1.93		3.03		1.93	
NONSUPERV (PROD FAC)	7										
AVERAGE GRADE (WD)	6.71										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	46	33	71.7	10	21.7	10	21.7	10	21.7	10	21.7
AVERAGE SALARY	10,598	6,876		7,000		7,000		7,000		7,000	
TOTAL OTHER PAY SYSTEMS	130	63	48.5	4	3.1	2	1.5	3	2.3	1	.8
AVERAGE SALARY	15,047	8,941		11,275		7,900		12,500		7,000	
TOTAL POSTAL SERVICE	8,941	1,118	12.5	569	6.4	225	2.5	498	5.6	213	2.4
POSTAL FIELD	8,941	1,118	12.5	569	6.4	225	2.5	498	5.6	213	2.4
LEVELS 1 THRU 42	7,858	1,081	13.6	547	7.0	222	2.8	495	6.3	213	2.7
AVERAGE SALARY	16,264	15,799		15,710		15,526		15,705		15,532	
RURAL CARRIERS	1,083	37	3.4	22	2.0	3	.3	3	.3		
AVERAGE SALARY	18,096	16,754		17,523		15,967		18,367			

WISCONSIN STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
111	.5	37	.2	125	.6	54	.3	45	.2	14	.1	19,468	92.7	4,753	22.6	TOTAL ALL PAY SYSTEMS
84	.7	34	.4	84	.9	47	.5	28	.3	9	.1	8,974	93.3	3,552	36.9	TOTAL GEN SCHED & EQUIV
6,568		5,935		6,12		4,34		10,99		6,87		7,84		5,71		AVERAGE GRADE
10	.4			23	1.0	2	.1					1,996	86.9	247	10.7	TOTAL WAGE SYSTEMS
10	.5			16	.9	2	.1					1,608	86.7	206	11.1	REGULAR NONSUPERVISORY
6,80				6,50		5,00						6,93		2,64		AVERAGE GRADE (WG)
				1	1.5							56	86.2	5	7.7	REGULAR LEADER
				8,00								7,89		2,00		AVERAGE GRADE (WL)
				6	1.8							288	88.8	13	4.0	REGULAR SUPERVISORY
				7,50								7,99		2,54		AVERAGE GRADE (WS)
												7	100.0			NONSUPERV (PROD FAC)
												6,71				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												6,00				AVERAGE GRADE (WN)
												36	78.3	23	50.0	OTHER WAGE SYSTEMS
												11,597		6,822		AVERAGE SALARY
1	.8	1	.8									126	96.9	61	46.9	TOTAL OTHER PAY SYSTEMS
7,600		7,600										15,167		8,995		AVERAGE SALARY
38	.4	2		18	.2	5	.1	17	.2	5	.1	8,372	93.6	893	10.0	TOTAL POSTAL SERVICE
38	.4	2		18	.2	5	.1	17	.2	5	.1	8,372	93.6	893	10.0	POSTAL FIELD
32	.4	2		14	.2	5	.1	6	.1	2		7,311	93.0	859	10.9	LEVELS 1 THRU 42
15,681		15,900		15,829		15,720		16,050		13,950		16,305		15,869		AVERAGE SALARY
4	.4			4	.4			11	1.0	3	.3	1,081	98.0	34	3.1	RURAL CARRIERS
16,950				17,300				17,582		15,967		18,108		16,824		AVERAGE SALARY

TABLE 2-059

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE, WISCONSIN**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,170	3,063	33.4	1,201	13.1	666	7.3	1,090	11.9	624	6.8
TOTAL GEN SCHED & EQUIV	4,313	2,044	47.4	461	10.7	294	6.8	390	9.0	257	6.0
AVERAGE GRADE	7.82	5.84		6.28		5.38		6.00		5.28	
TOTAL WAGE SYSTEMS	902	259	28.7	257	28.5	156	17.3	248	27.5	156	17.3
REGULAR NONSUPERVISORY	762	210	27.6	212	27.8	130	17.1	204	26.8	130	17.1
AVERAGE GRADE (WG)	6.05	2.57		3.26		2.68		3.10		2.68	
REGULAR LEADER	23	7	30.4	7	30.4	2	8.7	7	30.4	2	8.7
AVERAGE GRADE (WL)	4.65	2.14		2.14		2.50		2.14		2.50	
REGULAR SUPERVISORY	95	22	23.2	28	29.5	14	14.7	27	28.4	14	14.7
AVERAGE GRADE (WS)	6.26	2.27		2.71		1.93		2.48		1.93	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	21	20	95.2	10	47.6	10	47.6	10	47.6	10	47.6
AVERAGE SALARY	6,805	6,870		7,000		7,000		7,000		7,000	
TOTAL OTHER PAY SYSTEMS	74	41	55.4	3	4.1	2	2.7	2	2.7	1	1.4
AVERAGE SALARY	13,670	8,607		7,700		7,300		7,750		7,000	
TOTAL POSTAL SERVICE	3,881	719	18.5	480	12.4	214	5.5	450	11.6	210	5.4
POSTAL FIELD	3,881	719	18.5	480	12.4	214	5.5	450	11.6	210	5.4
LEVELS 1 THRU 42	3,410	711	18.7	478	12.5	214	5.6	450	11.8	210	5.5
AVERAGE SALARY	16,101	15,812		15,738		15,548		15,745		15,550	
RURAL CARRIERS	71	8	11.3	2	2.8						
AVERAGE SALARY	18,680	17,063		19,800							

**STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE, WISCONSIN**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
71	.8	27	.3	23	.3	10	.1	17	.2	5	.1	7,969	86.9	2,397	26.1	TOTAL ALL PAY SYSTEMS
45	1.0	25	.6	14	.3	8	.2	12	.3	4	.1	3,852	89.3	1,750	40.6	TOTAL GEN SCHED & EQUIV
7.16		6.00		6.86		5.38		11.58		8.25		8.00		5.92		AVERAGE GRADE
5	.6			4	.4							645	71.5	103	11.4	TOTAL WAGE SYSTEMS
5	.7			3	.4							550	72.2	80	10.5	REGULAR NONSUPERVISORY
2.20				7.33								7.12		2.38		AVERAGE GRADE (WG)
												16	69.6	5	21.7	REGULAR LEADER
												5.75		2.00		AVERAGE GRADE (WL)
				1	1.1							87	70.5	8	8.4	REGULAR SUPERVISORY
				9.00								7.75		2.88		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												11	52.4	10	47.6	OTHER WAGE SYSTEMS
												6,627		6,740		AVERAGE SALARY
1	1.4	1	1.4									71	95.9	39	52.7	TOTAL OTHER PAY SYSTEMS
7,600		7,600										13,923		8,674		AVERAGE SALARY
20	.5	1		5	.1	2	.1	5	.1	1		3,401	87.6	505	13.0	TOTAL POSTAL SERVICE
20	.5	1		5	.1	2	.1	5	.1	1		3,401	87.6	505	13.0	POSTAL FIELD
20	.5	1		5	.1	2	.1	3	.1	1		3,332	87.5	497	13.0	LEVELS 1 THRU 42
15,370		15,900		15,660		15,900		17,267		14,000		16,222		15,925		AVERAGE SALARY
								2	2.8			69	97.2	8	11.3	RURAL CARRIERS
								19,800				18,648		17,063		AVERAGE SALARY

DALLAS CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	241,717	70,042	29.0	70,081	29.0	20,233	8.4	26,671	11.0	9,025	3.7
TOTAL GEN SCHED & EQUIV	144,675	59,595	41.2	33,433	23.1	15,718	10.9	10,868	7.4	5,696	3.9
AVERAGE GRADE	7.76	5.58		6.29		5.11		5.91		5.27	
TOTAL WAGE SYSTEMS	52,804	4,042	7.7	23,053	43.7	2,153	4.1	7,518	14.2	1,345	2.5
REGULAR NONSUPERVISORY	45,555	3,733	8.2	20,817	45.7	1,964	4.3	6,823	15.0	1,229	2.7
AVERAGE GRADE (WG)	7.66	5.30		6.93		4.51		5.76		4.13	
REGULAR LEADER	1,370	53	3.9	478	34.9	39	2.8	156	11.4	20	1.5
AVERAGE GRADE (WL)	8.08	4.11		6.45		3.85		5.64		3.20	
REGULAR SUPERVISORY	4,848	116	2.4	1,498	30.9	75	1.5	421	8.7	45	.9
AVERAGE GRADE (WS)	8.45	4.33		7.33		3.97		5.59		3.24	
NONSUPERV (PROD FAC)	234	3	1.3	44	18.8	1	.4	5	2.1		
AVERAGE GRADE (WD)	6.91	5.33		6.95		5.00		7.20			
SUPERVISORY (PROD FAC)	21			4	19.0						
AVERAGE GRADE (WN)	6.67			7.00							
OTHER WAGE SYSTEMS	773	137	17.7	212	27.3	74	9.5	113	14.6	54	7.0
AVERAGE SALARY	13,681	6,629		10,167		6,349		9,362		6,357	
TOTAL OTHER PAY SYSTEMS	799	348	43.6	176	22.0	112	14.0	86	10.8	57	7.1
AVERAGE SALARY	19,075	9,651		10,505		7,691		10,381		7,825	
TOTAL POSTAL SERVICE	43,439	6,057	13.9	13,419	30.9	2,250	5.2	8,401	19.3	1,927	4.4
POSTAL FIELD	43,439	6,057	13.9	13,419	30.9	2,250	5.2	8,401	19.3	1,927	4.4
LEVELS 1 THRU 42	39,412	5,818	14.4	13,361	33.1	2,244	5.6	8,369	20.8	1,927	4.8
AVERAGE SALARY	16,127	15,575		15,727		15,360		15,595		15,376	
RURAL CARRIERS	3,027	239	7.9	58	1.9	6	.2	12	.4		
AVERAGE SALARY	18,165	17,407		18,295		18,083		17,825			

DALLAS CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
35,205	14.6	7,263	3.0	7,643	3.2	3,706	1.5	562	.2	239	.1	171,636	71.0	49,809	20.6	TOTAL ALL PAY SYSTEMS
16,606	11.5	6,454	4.5	5,696	3.9	3,346	2.3	463	.3	222	.2	111,242	76.9	43,877	30.3	TOTAL GEN SCHED & EQUIV
6.57		5.03		6.04		4.92		8.02		5.89		8.20		5.76		AVERAGE GRADE
13,734	26.0	475	.9	1,745	3.3	326	.6	56	.1	7		29,751	56.3	1,889	3.6	TOTAL WAGE SYSTEMS
12,429	27.3	443	1.0	1,518	3.3	289	.6	47	.1	6		24,738	54.3	1,769	3.9	REGULAR NONSUPERVISORY
7.65		5.54		6.21		4.60		7.00		3.67		6.26		6.18		AVERAGE GRADE (WG)
261	19.1	5	.4	58	4.2	14	1.0	3	.2			892	65.1	14	1.0	REGULAR LEADER
6.98		3.80		6.19		4.79		7.00				8.96		4.86		AVERAGE GRADE (WL)
936	19.3	10	.2	135	2.8	20	.4	4	.1			3,350	69.1	41	.8	REGULAR SUPERVISORY
8.02		1.30		8.00		8.95		7.50				8.96		4.98		AVERAGE GRADE (WS)
37	15.8	1	.4	2	.9							190	81.2	2	.9	NONSUPERV (PROD FAC)
6.86		5.00		8.00								6.89		5.50		AVERAGE GRADE (WD)
4	18.0											17	81.0			SUPERVISORY (PROD FAC)
7.00												6.59				AVERAGE GRADE (WN)
65	8.4	16	2.1	32	4.1	3	.4	2	.3	1	.1	564	72.7	63	8.1	OTHER WAGE SYSTEMS
11,285		6,313		10,844		6,667		8,500		5,500		15,001		6,959		AVERAGE SALARY
78	9.8	49	6.1	6	.8	4	.5	6	.8	2	.3	623	78.0	236	29.5	TOTAL OTHER PAY SYSTEMS
6,606		5,969		24,350		20,225		23,100		21,000		21,496		10,581		AVERAGE SALARY
4,787	11.0	285	.7	194	.4	30	.1	37	.1	8		30,020	69.1	3,807	8.8	TOTAL POSTAL SERVICE
4,787	11.0	285	.7	194	.4	30	.1	37	.1	6		30,020	69.1	3,807	8.8	POSTAL FIELD
4,749	11.8	281	.7	187	.5	28	.1	36	.1	8		27,051	66.9	3,574	8.8	LEVELS 1 THRU 42
15,940		15,219		16,232		15,829		15,961		14,788		16,324		15,710		AVERAGE SALARY
38	1.3	4	.1	7	.2	2	.1	1				2,969	98.1	233	7.7	RURAL CARRIERS
18,758		19,250		16,457		15,750		19,200				18,163		17,390		AVERAGE SALARY

ARKANSAS STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,755	3,774	25.6	1,921	13.0	604	4.1	1,790	12.1	567	3.8
TOTAL GEN SCHED & EQUIV	8,618	3,175	36.8	948	11.0	391	4.5	847	9.8	355	4.1
AVERAGE GRADE	7.53	5.86		5.88		5.25		5.56		5.17	
TOTAL WAGE SYSTEMS	2,829	255	9.0	725	25.6	182	6.4	703	24.8	181	6.4
REGULAR NONSUPERVISORY	2,310	218	9.4	648	28.1	161	7.0	627	27.1	160	6.9
AVERAGE GRADE (WG)	6.77	2.93		4.77		2.91		4.69		2.90	
REGULAR LEADER	126	5	4.0	21	16.7	4	3.2	21	16.7	4	3.2
AVERAGE GRADE (WL)	8.13	2.40		5.14		2.00		5.14		2.00	
REGULAR SUPERVISORY	247	9	3.6	43	17.4	8	3.2	42	17.0	6	3.2
AVERAGE GRADE (WS)	7.78	2.44		4.35		2.38		4.24		2.38	
NONSUPERV (PROD FAC)	9										
AVERAGE GRADE (WD)	7.11										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	136	23	16.9	13	9.6	9	6.6	13	9.6	9	6.6
AVERAGE SALARY	14,030	5,957		6,685		6,133		6,685		6,133	
TOTAL OTHER PAY SYSTEMS	68	31	45.6	5	7.4	4	5.9	5	7.4	4	5.9
AVERAGE SALARY	18,846	8,561		7,760		7,925		7,760		7,925	
TOTAL POSTAL SERVICE	3,240	313	9.7	243	7.5	27	.8	235	7.3	27	.8
POSTAL FIELD	3,240	313	9.7	243	7.5	27	.8	235	7.3	27	.8
LEVELS 1 THRU 42	2,696	278	10.3	242	9.0	27	1.0	234	8.7	27	1.0
AVERAGE SALARY	16,228	15,693		15,476		15,470		15,465		15,470	
RURAL CARRIERS	544	35	6.4	1	.2			1	.2		
AVERAGE SALARY	18,110	17,843		19,800				19,800			

ARKANSAS STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
53	.4	13	.1	60	.4	15	.1	18	.1	9	.1	12,834	87.0	3,170	21.5	TOTAL ALL PAY SYSTEMS
40	.5	13	.2	44	.5	14	.2	17	.2	9	.1	7,670	89.0	2,784	32.3	TOTAL GEN SCHED & EQUIV
8.35		5.15		9.27		7.29		7.06		5.56		7.74		5.94		AVERAGE GRADE
10	.4			12	.4	1						2,104	74.4	73	2.6	TOTAL WAGE SYSTEMS
10	.4			11	.5	1						1,662	71.9	57	2.5	REGULAR NONSUPERVISORY
6.50				7.91		4.00						7.55		2.98		AVERAGE GRADE (WG)
												105	83.3	1	.8	REGULAR LEADER
												8.73		4.00		AVERAGE GRADE (WL)
				1	.4							204	82.6	1	.4	REGULAR SUPERVISORY
				9.00								8.50		3.00		AVERAGE GRADE (WS)
												9	100.0			NONSUPERV (PROD FAC)
												7.11				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
												123	90.4	14	10.3	OTHER WAGE SYSTEMS
												14,807		5,843		AVERAGE SALARY
												63	92.6	27	39.7	TOTAL OTHER PAY SYSTEMS
												19,725		8,656		AVERAGE SALARY
3	.1			4	.1			1				2,997	92.5	286	8.8	TOTAL POSTAL SERVICE
3	.1			4	.1			1				2,997	92.5	286	8.8	POSTAL FIELD
3	.1			4	.1			1				2,454	91.0	251	9.3	LEVELS 1 THRU 42
15,067				16,300				15,900				16,302		15,717		AVERAGE SALARY
												543	99.8	35	6.4	RURAL CARRIERS
												18,107		17,843		AVERAGE SALARY

TABLE 2-062

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,682	2,294	34.3	1,250	18.7	497	7.4	1,164	17.4	470	7.0
TOTAL GEN SCHED & EQUIV	4,530	1,989	43.9	651	14.4	301	6.6	581	12.8	275	6.1
AVERAGE GRADE	7.44	5.92		5.58		5.13		5.19		5.06	
TOTAL WAGE SYSTEMS	1,092	208	19.0	413	37.8	170	15.6	399	36.5	169	15.5
REGULAR NONSUPERVISORY	911	176	19.3	358	39.3	149	16.4	345	37.9	148	16.2
AVERAGE GRADE (WG)	6.27	2.81		3.63		2.87		3.49		2.86	
REGULAR LEADER	49	5	10.2	11	22.4	4	8.2	11	22.4	4	8.2
AVERAGE GRADE (WL)	7.88	2.40		3.45		2.00		3.45		2.00	
REGULAR SUPERVISORY	105	9	8.6	32	30.5	8	7.6	31	29.5	8	7.6
AVERAGE GRADE (WS)	6.95	2.44		3.56		2.38		3.39		2.38	
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	6.00										
OTHER WAGE SYSTEMS	25	18	72.0	12	48.0	9	36.0	12	48.0	9	36.0
AVERAGE SALARY	7,120	6,033		6,017		6,133		6,017		6,133	
TOTAL OTHER PAY SYSTEMS	53	26	49.1	5	9.4	4	7.5	5	9.4	4	7.5
AVERAGE SALARY	17,545	8,950		7,760		7,925		7,760		7,925	
TOTAL POSTAL SERVICE	1,007	71	7.1	181	18.0	22	2.2	179	17.8	22	2.2
POSTAL FIELD	1,007	71	7.1	181	18.0	22	2.2	179	17.8	22	2.2
LEVELS 1 THRU 42	981	66	6.7	181	18.5	22	2.2	179	18.2	22	2.2
AVERAGE SALARY	15,882	15,458		15,509		15,573		15,519		15,573	
RURAL CARRIERS	26	5	19.2								
AVERAGE SALARY	19,119	18,240									

**STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
39	.6	11	.1	35	.5	9	.1	12	.2	7	.1	5,432	81.3	1,797	26.9	TOTAL ALL PAY SYSTEMS
31	.7	11	.2	27	.6	8	.2	12	.3	7	.2	3,879	85.6	1,688	37.3	TOTAL GEN SCHED & EQUIV
8.84		5.18		9.26		7.00		7.42		5.71		7.75		6.06		AVERAGE GRADE
6	.5			8	.7	1	.1					679	62.2	38	3.5	TOTAL WAGE SYSTEMS
6	.7			7	.8	1	.1					553	60.7	27	3.0	REGULAR NONSUPERVISORY
7.17				7.29		4.00						7.99		2.48		AVERAGE GRADE (WG)
												38	77.6	1	2.0	REGULAR LEADER
												9.16		4.00		AVERAGE GRADE (WL)
				1	1.0							73	69.5	1	1.0	REGULAR SUPERVISORY
				9.00								8.44		3.00		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												6.00				AVERAGE GRADE (WD)
												13	52.0	9	36.0	OTHER WAGE SYSTEMS
												8,138		5,933		AVERAGE SALARY
												48	90.6	22	41.5	TOTAL OTHER PAY SYSTEMS
												18,565		9,136		AVERAGE SALARY
2	.2											826	82.0	49	4.9	TOTAL POSTAL SERVICE
2	.2											826	82.0	49	4.9	POSTAL FIELD
2	.2											800	81.5	44	4.5	LEVELS 1 THRU 42
14,650												15,966		15,400		AVERAGE SALARY
												26	100.0	5	19.2	RURAL CARRIERS
												19,119		18,240		AVERAGE SALARY

LOUISIANA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	26,388	8,427	31.9	6,542	24.8	2,119	8.0	6,124	23.2	2,000	7.6
TOTAL GEN SCHED & EQUIV	18,171	7,288	44.9	2,884	17.8	1,554	9.6	2,557	15.8	1,440	8.9
AVERAGE GRADE	7.40	5.52		5.73		5.12		5.39		5.06	
TOTAL WAGE SYSTEMS	3,651	250	6.8	1,305	35.7	201	5.5	1,243	34.0	198	5.4
REGULAR NONSUPERVISORY	2,970	210	7.1	1,127	37.9	173	5.8	1,083	36.5	170	5.7
AVERAGE GRADE (WG)	6.99	3.24		4.94		3.12		4.80		3.11	
REGULAR LEADER	146	7	4.8	24	16.4	4	2.7	24	16.4	4	2.7
AVERAGE GRADE (WL)	8.05	3.86		4.75		4.00		4.75		4.00	
REGULAR SUPERVISORY	361	13	3.6	94	26.0	9	2.5	88	24.4	9	2.5
AVERAGE GRADE (WS)	7.62	3.77		4.91		4.33		4.63		4.33	
NONSUPERV (PROD FAC)	32			4	12.5			2	6.3		
AVERAGE GRADE (WD)	7.44			7.00				8.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	141	20	14.2	56	39.7	15	10.6	46	32.6	15	10.6
AVERAGE SALARY	14,593	7,075		11,484		6,687		10,915		6,687	
TOTAL OTHER PAY SYSTEMS	155	81	52.3	30	19.4	16	10.3	29	18.7	16	10.3
AVERAGE SALARY	16,126	10,891		11,330		9,100		10,824		9,100	
TOTAL POSTAL SERVICE	6,411	828	12.9	2,323	36.2	348	5.4	2,295	35.8	346	5.4
POSTAL FIELD	6,411	828	12.9	2,323	36.2	348	5.4	2,295	35.8	346	5.4
LEVELS 1 THRU 42	5,964	786	13.2	2,321	38.9	348	5.8	2,293	38.4	346	5.8
AVERAGE SALARY	16,221	15,851		15,911		15,698		15,908		15,699	
RURAL CARRIERS	447	42	9.4	2	.4			2	.4		
AVERAGE SALARY	18,491	17,302		18,100				18,100			

LOUISIANA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
328	1.2	85	.3	28	.1	9		62	.2	25	.1	19,846	75.2	6,308	23.9	TOTAL ALL PAY SYSTEMS
252	1.6	84	.5	25	.2	8		50	.3	22	.1	13,287	82.2	5,714	35.3	TOTAL GEN SCHED & EQUIV
	8.26	5.61			8.52	6.38			8.88	6.73			7.76	5.63		AVERAGE GRADE
55	1.5			2	.1	1		5	.1	2	.1	2,346	64.3	49	1.3	TOTAL WAGE SYSTEMS
38	1.3			1		1		5	.2	2	.1	1,843	62.1	37	1.2	REGULAR NONSUPERVISORY
	8.76				8.00	8.00			5.80	2.00			8.24	3.78		AVERAGE GRADE (WG)
												122	83.6	3	2.1	REGULAR LEADER
												8.70	3.67			AVERAGE GRADE (WL)
6	1.7											267	74.0	4	1.1	REGULAR SUPERVISORY
	9.17											8.57	2.50			AVERAGE GRADE (WS)
2	6.3											28	87.5			NONSUPERV (PROD FAC)
	6.00											7.53				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
9	6.4			1	.7							85	60.3	5	3.5	OTHER WAGE SYSTEMS
	13.889				16,000							16,641	8,240			AVERAGE SALARY
								1	.6			125	80.6	65	41.9	TOTAL OTHER PAY SYSTEMS
								26,000				17,278	11,332			AVERAGE SALARY
21	.3	1		1				6	.1	1		4,088	63.8	480	7.5	TOTAL POSTAL SERVICE
21	.3	1		1				6	.1	1		4,088	63.8	480	7.5	POSTAL FIELD
21	.4	1		1				6	.1	1		3,643	61.1	438	7.3	LEVELS 1 THRU 42
	16,095	15,900			15,900			16,383		15,200		16,419	15,972			AVERAGE SALARY
												445	99.6	42	9.4	RURAL CARRIERS
												18,493	17,302			AVERAGE SALARY

TABLE 2-064

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,548	4,400	35.1	4,271	34.0	1,455	11.6	4,007	31.9	1,382	11.0
TOTAL GEN SCHED & EQUIV	8,509	3,912	46.0	1,948	22.9	1,088	12.8	1,728	20.3	1,015	11.9
AVERAGE GRADE	7.57	5.49		5.73		5.02		5.36		4.96	
TOTAL WAGE SYSTEMS	1,200	116	9.7	829	52.4	109	9.1	599	49.9	109	9.1
REGULAR NONSUPERVISORY	915	98	10.7	511	55.8	93	10.2	493	53.9	93	10.2
AVERAGE GRADE (WG)	6.64	3.22		5.08		3.12		4.90		3.12	
REGULAR LEADER	28	1	3.6	9	32.1	1	3.6	9	32.1	1	3.6
AVERAGE GRADE (WL)	7.96	2.00		5.22		2.00		5.22		2.00	
REGULAR SUPERVISORY	138	7	5.1	58	42.0	7	5.1	57	41.3	7	5.1
AVERAGE GRADE (WS)	7.16	4.14		4.72		4.14		4.60		4.14	
NONSUPERV (PROD FAC)	12			2	16.7			1	8.3		
AVERAGE GRADE (WD)	7.58			6.50				8.00			
OTHER WAGE SYSTEMS	107	10	9.3	49	45.8	8	7.5	39	36.4	8	7.5
AVERAGE SALARY	14,812	7,950		12,192		6,825		11,703		6,825	
TOTAL OTHER PAY SYSTEMS	76	35	46.1	22	28.9	11	14.5	21	27.6	11	14.5
AVERAGE SALARY	16,976	12,200		11,468		9,518		10,776		9,518	
TOTAL POSTAL SERVICE	2,763	337	12.2	1,872	60.5	247	8.9	1,659	60.0	247	8.9
POSTAL FIELD	2,763	337	12.2	1,872	60.5	247	8.9	1,659	60.0	247	8.9
LEVELS 1 THRU 42	2,748	335	12.2	1,872	60.9	247	9.0	1,659	60.4	247	9.0
AVERAGE SALARY	16,164	15,806		16,043		15,784		16,039		15,784	
RURAL CARRIERS	17	2	11.8								
AVERAGE SALARY	18,965	15,850									

**STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
210	1.7	56	.4	16	.1	4		38	.3	13	.1	8,277	66.0	2,945	23.5	TOTAL ALL PAY SYSTEMS
173	2.0	56	.7	15	.2	4		32	.4	13	.2	6,561	77.1	2,824	33.2	TOTAL GEN SCHED & EQUIV
		5.73		8.87		6.25		8.56		6.46		8.12		5.67		AVERAGE GRADE
27	2.3			1	.1			2	.2			571	47.6	7	.8	TOTAL WAGE SYSTEMS
16	1.7							2	.2			404	44.2	5	.5	REGULAR NONSUPERVISORY
								10.00				8.63		5.20		AVERAGE GRADE (WG)
												19	67.9			REGULAR LEADER
												9.28				AVERAGE GRADE (WL)
1	.7											90	58.0			REGULAR SUPERVISORY
												8.93				AVERAGE GRADE (WS)
1	8.3											10	83.3			NONSUPERV (PROD FAC)
												7.80				AVERAGE GRADE (WD)
9	8.4			1	.9							59	54.2	2	1.9	OTHER WAGE SYSTEMS
				16,000								17,028		12,450		AVERAGE SALARY
								1	1.3			54	71.1	24	31.6	TOTAL OTHER PAY SYSTEMS
								26,000				19,220		13,429		AVERAGE SALARY
10	.4							3	.1			1,091	39.5	90	3.3	TOTAL POSTAL SERVICE
10	.4							3	.1			1,091	39.5	90	3.3	POSTAL FIELD
10	.4							3	.1			1,074	39.1	88	3.2	LEVELS 1 THRU 42
								17,267				16,352		15,869		AVERAGE SALARY
16,460												17	100.0	2	11.8	RURAL CARRIERS
												18,965		15,850		AVERAGE SALARY

TABLE 2-065

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT, LOUISIANA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,301	1,109	33.6	496	15.0	151	4.6	470	14.2	142	4.3
TOTAL GEN SCHED & EQUIV	1,916	977	51.0	221	11.5	112	5.8	200	10.4	103	5.4
AVERAGE GRADE	7.39	5.94		5.18		5.13		4.92		5.04	
TOTAL WAGE SYSTEMS	623	37	5.9	193	31.0	31	5.0	188	30.2	31	5.0
REGULAR NONSUPERVISORY	523	28	5.4	173	33.1	24	4.6	170	32.5	24	4.6
AVERAGE GRADE (WG)	7.08	3.25		4.58		3.17		4.57		3.17	
REGULAR LEADER	35			1	2.9			1	2.9		
AVERAGE GRADE (WL)	8.46			3.00				3.00			
REGULAR SUPERVISORY	57	2	3.5	13	22.8	2	3.5	12	21.1	2	3.5
AVERAGE GRADE (WS)	7.46	5.00		3.69		5.00		3.50		5.00	
NONSUPERV (PROD FAC)	1			1	100.0						
AVERAGE GRADE (WD)	7.00			7.00							
OTHER WAGE SYSTEMS	7	7	100.0	5	71.4	5	71.4	5	71.4	5	71.4
AVERAGE SALARY	6,186	6,186		6,360		6,360		6,360		6,360	
TOTAL OTHER PAY SYSTEMS	26	7	26.9	2	7.7			2	7.7		
AVERAGE SALARY	20,792	9,229		19,050				19,050			
TOTAL POSTAL SERVICE	736	88	12.0	80	10.9	8	1.1	80	10.9	8	1.1
POSTAL FIELD	736	88	12.0	80	10.9	8	1.1	80	10.9	8	1.1
LEVELS 1 THRU 42	704	83	11.8	80	11.4	8	1.1	80	11.4	8	1.1
AVERAGE SALARY	16,091	15,698		15,021		14,088		15,021		14,088	
RURAL CARRIERS	32	5	15.6								
AVERAGE SALARY	18,541	17,380									

**STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT, LOUISIANA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
20	.6	5	.2	1		1		5	.2	3	.1	2,805	85.0	958	29.0	TOTAL ALL PAY SYSTEMS
15	.8	5	.3	1	.1	1	.1	5	.3	3	.2	1,695	88.5	885	45.1	TOTAL GEN SCHED & EQUIV
6.47		4.00		9.00		9.00		11.00		8.67		7.68		6.05		AVERAGE GRADE
5	.8											430	69.0	6	1.0	TOTAL WAGE SYSTEMS
3	.6											350	66.9	4	.8	REGULAR NONSUPERVISORY
5.00												8.31		3.75		AVERAGE GRADE (WG)
												34	97.1			REGULAR LEADER
												8.62				AVERAGE GRADE (WL)
1	1.8											44	77.2			REGULAR SUPERVISORY
6.00												8.57				AVERAGE GRADE (WS)
1	100.0															NONSUPERV (PROD FAC)
7.00																AVERAGE GRADE (WD)
												2	28.6	2	28.6	OTHER WAGE SYSTEMS
												5,750		5,750		AVERAGE SALARY
												24	92.3	7	26.9	TOTAL OTHER PAY SYSTEMS
												20,038		9,229		AVERAGE SALARY
												656	89.1	80	10.9	TOTAL POSTAL SERVICE
												656	89.1	80	10.9	POSTAL FIELD
												624	88.6	75	10.7	LEVELS 1 THRU 42
												16,228		15,869		AVERAGE SALARY
												32	100.0	5	15.6	RURAL CARRIERS
												18,541		17,380		AVERAGE SALARY

NEW MEXICO STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23,526	7,590	32.3	11,035	46.9	3,946	16.8	430	1.8	152	.8
TOTAL GEN SCHED & EQUIV	18,032	7,083	39.3	7,487	41.4	3,604	20.0	321	1.8	139	.8
AVERAGE GRADE	7.84	5.50		6.26		4.96		7.37		5.68	
TOTAL WAGE SYSTEMS	3,723	316	8.5	2,636	70.8	282	7.6	79	2.1	8	.2
REGULAR NONSUPERVISORY	3,147	275	8.7	2,301	73.1	248	7.9	71	2.3	8	.3
AVERAGE GRADE (WG)	7.20	4.15		6.73		4.15		5.10		2.38	
REGULAR LEADER	127	12	9.4	90	70.9	12	9.4	3	2.4		
AVERAGE GRADE (WL)	7.77	5.58		7.13		5.58		6.33			
REGULAR SUPERVISORY	399	20	5.0	213	53.4	17	4.3	5	1.3		
AVERAGE GRADE (WS)	8.38	5.65		7.74		6.41		6.80			
NONSUPERV (PROD FAC)	10			6	60.0						
AVERAGE GRADE (WD)	7.80			7.83							
SUPERVISORY (PROD FAC)	1			1	100.0						
AVERAGE GRADE (WN)	7.00			7.00							
OTHER WAGE SYSTEMS	39	9	23.1	25	64.1	5	12.8				
AVERAGE SALARY	10,628	5,867		9,124		5,780					
TOTAL OTHER PAY SYSTEMS	83	12	19.0	13	20.6	5	7.9				
AVERAGE SALARY	27,157	13,967		16,746		14,080					
TOTAL POSTAL SERVICE	1,708	179	10.5	919	53.8	55	3.2	30	1.8	5	.3
POSTAL FIELD	1,708	179	10.5	919	53.8	55	3.2	30	1.8	5	.3
LEVELS 1 THRU 42	1,646	170	10.3	892	54.2	53	3.2	30	1.8	5	.3
AVERAGE SALARY	16,176	15,473		16,167		15,270		15,710		14,800	
RURAL CARRIERS	62	9	14.5	27	43.5	2	3.2				
AVERAGE SALARY	18,082	16,256		18,670		18,100					

NEW MEXICO STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
6,341	27.0	1,531	6.5	4,191	17.8	2,230	9.5	73	.3	33	.1	12,491	53.1	3,644	15.5	TOTAL ALL PAY SYSTEMS
3,884	21.5	1,446	8.0	3,194	17.7	1,988	11.0	68	.4	33	.2	10,565	58.8	3,479	19.3	TOTAL GEN SCHED & EQUIV
6.74		5.15		5.52		4.76		8.44		6.12		8.95		6.05		AVERAGE GRADE
1,581	42.5	37	1.0	975	26.2	237	6.4	1				1,087	29.2	34	.9	TOTAL WAGE SYSTEMS
1,368	43.5	31	1.0	861	27.4	209	6.6	1				848	26.9	27	.9	REGULAR NONSUPERVISORY
7.52		3.03		5.60		4.38		11.00				8.47		4.15		AVERAGE GRADE (WG)
50	38.4	1	.8	37	29.1	11	8.7					37	29.1			REGULAR LEADER
8.04		9.00		5.97		5.27						9.32				AVERAGE GRADE (WL)
143	35.8	2	.5	65	16.3	15	3.8					186	46.8	3	.8	REGULAR SUPERVISORY
7.71		1.50		7.86		7.07						9.12		1.33		AVERAGE GRADE (WS)
6	60.0											4	40.0			NONSUPERV (PROD FAC)
7.83												7.75				AVERAGE GRADE (WD)
1	100.0															SUPERVISORY (PROD FAC)
7.00																AVERAGE GRADE (WN)
13	33.3	3	7.7	12	30.8	2	5.1					14	35.9	4	10.3	OTHER WAGE SYSTEMS
11,115		6,100		6,967		5,300						13,314		5,975		AVERAGE SALARY
10	15.9	4	6.3	2	3.2	1	1.6	1	1.6			50	79.4	7	11.1	TOTAL OTHER PAY SYSTEMS
10,730		5,600		48,000		48,000		14,400				29,864		13,886		AVERAGE SALARY
888	50.7	44	2.3	20	1.2	6	.4	3	.2			789	46.2	124	7.3	TOTAL POSTAL SERVICE
866	50.7	44	2.6	20	1.2	6	.4	3	.2			789	46.2	124	7.3	POSTAL FIELD
840	51.0	43	2.8	19	1.2	5	.3	3	.2			754	45.8	117	7.1	LEVELS 1 THRU 42
16,195		15,235		15,547		16,040		17,000				16,187		15,565		AVERAGE SALARY
26	41.9	1	1.6	1	1.6	1	1.6					35	58.5	7	11.3	RURAL CARRIERS
18,769		20,100		16,100		16,100						17,629		15,729		AVERAGE SALARY

TABLE 2-067

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,913	3,591	36.2	3,994	40.3	1,530	15.4	200	2.0	82	.8
TOTAL GEN SCHED & EQUIV	8,116	3,446	42.5	2,905	35.8	1,446	17.8	155	1.9	78	1.0
AVERAGE GRADE	8.12	5.64		6.53		5.15		7.20		5.65	
TOTAL WAGE SYSTEMS	912	81	8.9	570	62.5	61	6.7	22	2.4	1	.1
REGULAR NONSUPERVISORY	779	68	8.7	492	63.2	54	6.9	19	2.4	1	.1
AVERAGE GRADE (WG)	6.97	4.25		6.17		3.98		4.47		4.00	
REGULAR LEADER	17	1	5.9	12	70.6	1	5.9	1	5.0		
AVERAGE GRADE (WL)	7.94	9.00		7.08		9.00		2.00			
REGULAR SUPERVISORY	106	5	4.7	61	57.5	3	2.8	2	1.9		
AVERAGE GRADE (WS)	7.26	2.40		6.85		3.33		5.00			
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	9	7	77.8	5	55.6	3	33.3				
AVERAGE SALARY	7,289	6,029		8,340		6,100					
TOTAL OTHER PAY SYSTEMS	45	10	22.2	7	15.6	4	8.9				
AVERAGE SALARY	31,049	15,800		23,414		16,400					
TOTAL POSTAL SERVICE	840	54	6.4	512	61.0	19	2.3	23	2.7	3	.4
POSTAL FIELD	840	54	6.4	512	61.0	19	2.3	23	2.7	3	.4
LEVELS 1 THRU 42	830	53	6.4	504	60.7	18	2.2	23	2.8	3	.4
AVERAGE SALARY	15,956	15,208		16,104		15,339		15,565		14,967	
RURAL CARRIERS	10	1	10.0	8	80.0	1	10.0				
AVERAGE SALARY	20,070	20,100		20,025		20,100					

**STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,669	26.9	853	8.6	1,099	11.1	578	5.8	26	.3	17	.2	5,919	59.7	2,061	20.8	TOTAL ALL PAY SYSTEMS
1,761	21.7	810	10.0	963	11.9	541	6.7	26	.3	17	.2	5,211	64.2	2,000	24.6	TOTAL GEN SCHED & EQUIV
6.59		5.12		6.29		5.11		7.54		5.71		9.01		6.00		AVERAGE GRADE
420	46.1	25	2.7	128	14.0	35	3.8					342	37.5	20	2.2	TOTAL WAGE SYSTEMS
355	45.6	19	2.4	118	15.1	34	4.4					287	36.8	14	1.8	REGULAR NONSUPERVISORY
6.50		3.00		5.46		4.53						8.33		5.29		AVERAGE GRADE (WG)
8	47.1	1	5.9	3	17.6							5	29.4			REGULAR LEADER
7.75		9.00		7.00								10.00				AVERAGE GRADE (WL)
53	50.0	2	1.9	8	5.7	1	.9					45	42.5	2	1.9	REGULAR SUPERVISORY
6.89		1.50		7.17		7.00						7.82		1.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
4	44.4	3	33.3	1	11.1							4	44.4	4	44.4	OTHER WAGE SYSTEMS
5,825		6,100		18,400								5,975		5,975		AVERAGE SALARY
5	11.1	3	6.7	2	4.4	1	2.2					38	84.4	6	13.3	TOTAL OTHER PAY SYSTEMS
13,580		5,867		48,000		48,000						32,455		15,400		AVERAGE SALARY
483	57.5	15	1.8	6	.7	1	.1					328	39.0	35	4.2	TOTAL POSTAL SERVICE
483	57.5	15	1.8	6	.7	1	.1					328	39.0	35	4.2	POSTAL FIELD
475	57.2	14	1.7	6	.7	1	.1					326	39.3	35	4.2	LEVELS 1 THRU 42
16,138		15,300		15,483		17,000						15,726		15,140		AVERAGE SALARY
8	80.0	1	10.0									2	20.0			RURAL CARRIERS
20,025		20,100										20,250				AVERAGE SALARY

OKLAHOMA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	42,794	11,707	27.4	6,773	15.8	2,367	5.5	3,296	7.7	920	2.1
TOTAL GEN SCHED & EQUIV	23,788	9,658	40.6	3,705	15.6	1,978	8.3	1,252	5.3	647	2.7
AVERAGE GRADE	7.80	5.40		6.49		5.23		6.40		5.45	
TOTAL WAGE SYSTEMS	13,281	1,339	10.1	2,488	18.6	295	2.2	1,620	12.2	202	1.5
REGULAR NONSUPERVISORY	11,684	1,286	11.0	2,246	19.2	289	2.3	1,512	12.9	186	1.6
AVERAGE GRADE (WG)	8.02	6.47		6.91		5.52		6.87		5.64	
REGULAR LEADER	217	7	3.2	37	17.1	5	2.3	17	7.8	2	.9
AVERAGE GRADE (WL)	8.62	2.71		6.00		2.60		5.94		2.00	
REGULAR SUPERVISORY	1,155	24	2.1	146	12.6	11	1.0	77	6.7	6	.5
AVERAGE GRADE (WS)	8.96	5.75		7.47		4.82		6.87		3.33	
NONSUPERV (PROD FAC)	33			2	6.1						
AVERAGE GRADE (WD)	6.70			8.00							
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	190	22	11.6	37	19.5	10	5.3	14	7.4	8	4.2
AVERAGE SALARY	14,640	8,168		11,535		7,760		8,971		6,688	
TOTAL OTHER PAY SYSTEMS	73	30	41.1	9	12.3	3	4.1	6	8.2	1	1.4
AVERAGE SALARY	18,055	11,370		19,056		12,967		22,283		18,300	
TOTAL POSTAL SERVICE	5,652	680	12.0	591	10.5	91	1.6	418	7.4	70	1.2
POSTAL FIELD	5,652	680	12.0	591	10.5	91	1.6	418	7.4	70	1.2
LEVELS 1 THRU 42	5,019	643	12.8	584	11.6	90	1.8	416	8.3	70	1.4
AVERAGE SALARY	16,238	15,868		15,695		15,573		15,459		15,496	
RURAL CARRIERS	633	37	5.8	7	1.1	1	.2	2	.3		
AVERAGE SALARY	18,002	17,176		16,557		15,400		16,800			

OKLAHOMA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
400	.9	79	.2	3,011	7.0	1,342	3.1	66	.2	26	.1	36,021	84.2	9,340	21.8	TOTAL ALL PAY SYSTEMS
237	1.0	69	.3	2,163	9.1	1,237	5.2	53	.2	25	.1	20,083	84.4	7,880	32.3	TOTAL GEN SCHED & EQUIV
7.70		5.75		6.37		5.08		8.19		5.08		8.05		5.45		AVERAGE GRADE
130	1.0	8	.1	706	5.3	84	.8	12	.1	1		10,813	81.4	1,044	7.9	TOTAL WAGE SYSTEMS
115	1.0	7	.1	608	5.2	75	.8	11	.1	1		9,438	80.8	1,017	8.7	REGULAR NONSUPERVISORY
7.33		5.14		6.93		5.20		7.73		10.00		8.28		6.72		AVERAGE GRADE (WG)
2	.9			18	8.3	3	1.4					180	82.9	2	.9	REGULAR LEADER
6.50				6.00		3.00						9.16		3.00		AVERAGE GRADE (WL)
10	.9			59	5.1	5	.4					1,009	87.4	13	1.1	REGULAR SUPERVISORY
8.20				8.12		6.60						9.17		6.54		AVERAGE GRADE (WS)
				2	6.1							31	93.9			NONSUPERV (PROD FAC)
				8.00								6.61				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
3	1.8	1	.5	19	10.0	1	.5	1	.5			153	80.5	12	6.3	OTHER WAGE SYSTEMS
14,100		14,700		13,021		9,400		11,500				15,391		8,508		AVERAGE SALARY
				3	4.1	2	2.7					64	87.7	27	37.0	TOTAL OTHER PAY SYSTEMS
				12,600		10,300						17,914		11,193		AVERAGE SALARY
33	.6	2		139	2.5	19	.3	1				5,061	89.5	589	10.4	TOTAL POSTAL SERVICE
33	.6	2		139	2.5	19	.3	1				5,061	89.5	589	10.4	POSTAL FIELD
33	.7	2		134	2.7	18	.4	1				4,435	88.4	553	11.0	LEVELS 1 THRU 42
15,739		15,400		16,411		15,894		16,700				16,310		15,916		AVERAGE SALARY
				5	.8	1	.2					628	98.9	38	5.7	RURAL CARRIERS
				16,460		15,400						18,018		17,225		AVERAGE SALARY

TABLE 2-069

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	26,109	6,855	26.3	3,598	13.8	1,083	4.1	2,397	9.2	691	2.6
TOTAL GEN SCHED & EQUIV	14,510	5,480	37.8	1,687	11.6	835	5.8	906	6.2	477	3.3
AVERAGE GRADE	8.22	5.51		7.04		5.50		6.64		5.56	
TOTAL WAGE SYSTEMS	9,437	1,072	11.4	1,614	17.1	183	1.9	1,254	13.3	160	1.7
REGULAR NONSUPERVISORY	8,499	1,044	12.3	1,505	17.7	169	2.0	1,179	13.9	148	1.7
AVERAGE GRADE (WG)	8.24	6.83		7.35		6.21		7.10		6.03	
REGULAR LEADER	123	2	1.6	12	9.9	1	.8	9	7.3		
AVERAGE GRADE (WL)	9.20	3.50		6.92		3.00		7.00			
REGULAR SUPERVISORY	784	11	1.4	86	11.0	4	.5	56	7.1	4	.5
AVERAGE GRADE (WS)	9.41	6.18		7.80		3.75		7.04		3.75	
NONSUPERV (PROD FAC)	4										
AVERAGE GRADE (WD)	7.75										
OTHER WAGE SYSTEMS	27	15	55.6	11	40.7	9	33.3	10	37.0	8	29.6
AVERAGE SALARY	10,711	8,160		8,000		7,578		7,330		6,688	
TOTAL OTHER PAY SYSTEMS	34	21	61.8	5	14.7	3	8.8	3	8.8	1	2.9
AVERAGE SALARY	14,338	10,910		17,040		12,967		21,533		18,300	
TOTAL POSTAL SERVICE	2,128	282	13.3	292	13.7	62	2.9	234	11.0	53	2.5
POSTAL FIELD	2,128	282	13.3	292	13.7	62	2.9	234	11.0	53	2.5
LEVELS 1 THRU 42	2,081	278	13.4	292	14.2	62	3.0	234	11.4	53	2.6
AVERAGE SALARY	16,095	15,711		15,712		15,568		15,599		15,502	
RURAL CARRIERS	67	6	9.0								
AVERAGE SALARY	18,478	17,067									

**STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
233	.9	43	.2	930	3.6	334	1.3	38	.1	15	.1	22,511	86.2	5,772	22.1	TOTAL ALL PAY SYSTEMS
150	1.0	39	.3	599	4.1	305	2.1	32	.2	14	.1	12,823	88.4	4,845	32.0	TOTAL GEN SCHED & EQUIV
8.40		5.74		7.22		5.42		8.44		4.57		8.37		5.52		AVERAGE GRADE
67	.7	2		288	3.1	20	.2	5	.1	1		7,823	82.9	889	9.4	TOTAL WAGE SYSTEMS
58	.7	1		263	3.1	19	.2	5	.1	1		6,994	82.3	875	10.3	REGULAR NONSUPERVISORY
8.40		7.00		8.22		7.42		8.20		10.00		8.43		6.95		AVERAGE GRADE (WG)
				3	2.4	1	.8					111	90.2	1	.8	REGULAR LEADER
				6.67		3.00						9.45		4.00		AVERAGE GRADE (WL)
8	1.0			22	2.8							698	89.0	7	.9	REGULAR SUPERVISORY
9.25				9.23								9.61		7.57		AVERAGE GRADE (WS)
												4	100.0			NONSUPERV (PROD FAC)
												7.75				AVERAGE GRADE (WD)
1	3.7	1	.3.7									16	59.3	6	22.2	OTHER WAGE SYSTEMS
14,700		14,700										12,575		9,033		AVERAGE SALARY
				2	5.9	2	5.9					29	85.3	18	52.9	TOTAL OTHER PAY SYSTEMS
				10,300		10,300						13,872		10,567		AVERAGE SALARY
16	.8	2	.1	41	1.9	7	.3	1				1,838	86.3	220	10.3	TOTAL POSTAL SERVICE
16	.8	2	.1	41	1.9	7	.3	1				1,838	86.3	220	10.3	POSTAL FIELD
16	.8	2	.1	41	2.0	7	.3	1				1,769	85.8	214	10.4	LEVELS 1 THRU 42
16,050		15,400		16,200		16,114		16,700				16,158		15,753		AVERAGE SALARY
												67	100.0	6	9.0	RURAL CARRIERS
												18,478		17,067		AVERAGE SALARY

TABLE 2-070

Minority Group Study of Full-Time Employment: November 30, 1977

TEXAS STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	134,254	38,544	28.7	43,810	32.6	11,197	8.3	15,031	11.2	5,388	4.0
TOTAL GEN SCHED & EQUIV	78,066	32,411	41.5	18,428	23.6	8,191	10.5	5,889	7.3	3,115	4.0
AVERAGE GRADE	7.83	5.65		6.37		5.13		6.00		5.33	
TOTAL WAGE SYSTEMS	29,320	1,882	6.4	15,919	54.3	1,193	4.1	3,873	13.2	756	2.6
REGULAR NONSUPERVISORY	25,444	1,744	6.9	14,495	57.0	1,113	4.4	3,530	13.9	702	2.8
AVERAGE GRADE (WG)	7.70	5.17		7.22		4.80		5.79		4.27	
REGULAR LEADER	754	22	2.9	306	40.6	14	1.9	91	12.1	10	1.3
AVERAGE GRADE (WL)	7.97	4.23		6.53		3.29		5.91		3.60	
REGULAR SUPERVISORY	2,636	50	1.9	1,002	37.3	30	1.1	209	7.8	22	.8
AVERAGE GRADE (WS)	8.42	3.60		7.58		2.60		5.76		3.09	
NONSUPERV (PROD FAC)	150	3	2.0	32	21.3	1	.7	3	2.0		
AVERAGE GRADE (WD)	6.77	5.33		6.72		5.00		6.67			
SUPERVISORY (PROD FAC)	16			3	18.8						
AVERAGE GRADE (WN)	6.63			7.00							
OTHER WAGE SYSTEMS	270	63	23.3	81	30.0	35	13.0	40	14.8	22	8.1
AVERAGE SALARY	12,794	6,305		9,512		5,937		8,583		6,105	
TOTAL OTHER PAY SYSTEMS	440	194	44.1	119	27.0	84	19.1	48	10.5	38	8.2
AVERAGE SALARY	19,162	8,775		9,083		6,843		8,835		6,956	
TOTAL POSTAL SERVICE	26,428	4,057	15.4	9,343	35.4	1,726	6.5	5,423	20.5	1,479	5.6
POSTAL FIELD	26,428	4,057	15.4	9,343	35.4	1,729	6.5	5,423	20.5	1,479	5.6
LEVELS 1 THRU 42	25,087	3,941	15.7	9,322	37.2	1,726	6.9	5,416	21.6	1,479	5.9
AVERAGE SALARY	16,068	15,469		15,648		15,282		15,477		15,295	
RURAL CARRIERS	1,341	116	8.7	21	1.6	3	.2	7	.5		
AVERAGE SALARY	18,160	17,477		18,338		18,967		17,757			

TEXAS STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
28,083	20.9	5,555	4.1	353	.3	110	.1	343	.3	146	.1	90,444	67.4	27,347	20.4	TOTAL ALL PAY SYSTEMS
12,193	15.6	4,842	6.2	272	.3	101	.1	275	.4	133	.2	59,637	76.4	24,220	31.0	TOTAL GEN SCHED & EQUIV
6.45		4.98		8.68		5.68		7.78		5.86		8.28		5.82		AVERAGE GRADE
11,958	40.8	430	1.5	50	.2	3		38	.1	4		13,401	45.7	689	2.3	TOTAL WAGE SYSTEMS
10,898	42.8	405	1.6	37	.1	3		30	.1	3		10,949	43.0	631	2.5	REGULAR NONSUPERVISORY
7.68		5.74		7.97		3.67		6.80		2.67		8.35		5.82		AVERAGE GRADE (WG)
209	27.7	4	.5	3	.4			3	.4			448	59.4	8	1.1	REGULAR LEADER
6.74		2.50		10.00				7.00				8.96		5.88		AVERAGE GRADE (WL)
779	29.0	8	.3	10	.4			4	.1			1,684	62.7	20	.7	REGULAR SUPERVISORY
8.06		1.25		8.10				7.50				8.93		5.10		AVERAGE GRADE (WS)
29	19.3	1	.7									118	78.7	2	1.3	NONSUPERV (PROD FAC)
6.72		5.00										6.78		5.50		AVERAGE GRADE (WD)
3	18.8											13	81.3			SUPERVISORY (PROD FAC)
7.00												6.54				AVERAGE GRADE (WN)
48	14.3	12	4.4					1	.4	1	.4	189	70.0	28	10.4	OTHER WAGE SYSTEMS
10,543		5,667						5,500		5,500		14,201		6,764		AVERAGE SALARY
88	15.5	45	10.2	1	.2	1	.2	4	.9	2	.5	321	73.0	110	25.0	TOTAL OTHER PAY SYSTEMS
8,294		6,002		12,300		12,300		24,550		21,000		22,898		10,250		AVERAGE SALARY
3,864	14.6	238	.9	30	.1	5		26	.1	7		17,085	64.6	2,328	8.8	TOTAL POSTAL SERVICE
3,864	14.6	238	.9	30	.1	5		26	.1	7		17,085	64.6	2,328	8.8	POSTAL FIELD
3,852	15.4	235	.9	29	.1	5		25	.1	7		15,785	62.8	2,215	8.8	LEVELS 1 THRU 42
15,886		15,211		15,855		15,380		15,708		14,729		16,316		13,614		AVERAGE SALARY
12	.9	3	.2	1	.1			1	.1			1,320	98.4	113	8.4	RURAL CARRIERS
18,733		18,967		16,800				19,200				18,157		17,437		AVERAGE SALARY

TABLE 2-071

Minority Group Study of Full-Time Employment: November 30, 1977
**STANDARD METROPOLITAN STATISTICAL AREA
 AUSTIN, TEXAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,773	3,135	46.3	1,524	22.5	723	10.7	581	8.6	311	4.6
TOTAL GEN SCHED & EQ&IV	5,188	3,005	57.9	988	19.0	650	12.5	356	6.9	264	5.1
AVERAGE GRADE	6.45	4.95		4.97		4.32		4.78		4.36	
TOTAL WAGE SYSTEMS	594	41	6.9	230	38.7	39	6.6	94	15.8	21	3.5
REGULAR NONSUPERVISORY	510	40	7.8	212	41.6	38	7.5	85	16.7	20	3.9
AVERAGE GRADE (WG)	6.96	1.78		5.04		1.74		4.44		1.55	
REGULAR LEADER	24			8	33.3			3	12.5		
AVERAGE GRADE (WL)	8.29			6.50				6.00			
REGULAR SUPERVISORY	60	1	1.7	10	16.7	1	1.7	6	10.0	1	1.7
AVERAGE GRADE (WS)	8.02	3.00		4.30		3.00		3.00		3.00	
TOTAL OTHER PAY SYSTEMS	9	6	66.7	7	77.8	6	66.7	3	33.3	3	33.3
AVERAGE SALARY	7,400	4,800		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	982	83	8.5	299	30.4	28	2.9	128	13.0	23	2.3
POSTAL FIELD	982	83	8.5	299	30.4	28	2.9	128	13.0	23	2.3
LEVELS 1 THRU 42	964	80	8.3	297	30.8	27	2.8	128	13.3	23	2.4
AVERAGE SALARY	15,926	15,678		15,531		15,719		15,406		15,652	
RURAL CARRIERS	18	3	16.7	2	11.1	1	5.6				
AVERAGE SALARY	18,206	18,000		17,250		17,700					

**STANDARD METROPOLITAN STATISTICAL AREA
AUSTIN, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
924	13.6	399	5.9	4	.1	2		15	.2	11	.2	5,249	77.5	2,412	35.6	TOTAL ALL PAY SYSTEMS
617	11.9	375	7.2	3	.1	2		12	.2	9	.2	4,200	81.0	2,355	45.4	TOTAL GEN SCHED & EQUIV
5.06		4.29		8.67		6.50		5.17		4.33		6.79		5.13		AVERAGE GRADE
133	22.4	16	2.7					3	.5	2	.3	364	61.3	2	.3	TOTAL WAGE SYSTEMS
124	24.3	16	3.1					3	.6	2	.4	298	58.4	2	.4	REGULAR NONSUPERVISORY
5.49		2.06						3.67		1.00		8.32		2.50		AVERAGE GRADE (WG)
5	20.8											16	66.7			REGULAR LEADER
6.80												9.19				AVERAGE GRADE (WL)
4	6.7											50	83.3			REGULAR SUPERVISORY
6.25												8.76				AVERAGE GRADE (WS)
4	44.4	3	33.3									2	22.2			TOTAL OTHER PAY SYSTEMS
4,800		4,800										16,500				AVERAGE SALARY
170	17.3	5	.5	1	.1							683	69.6	55	5.6	TOTAL POSTAL SERVICE
170	17.3	5	.5	1	.1							683	69.6	55	5.6	POSTAL FIELD
169	17.5	4	.4									667	69.2	53	5.5	LEVELS 1 THRU 42
15,826		16,100										16,101		15,657		AVERAGE SALARY
1	5.6	1	5.6	1	5.6							16	88.9	2	11.1	RURAL CARRIERS
17,700		17,700		16,800								18,325		18,150		AVERAGE SALARY

TABLE 2-072

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	2,382	531	22.3	1,044	43.8	143	6.0	101	4.2	18	.8
TOTAL GEN SCHED & EQUIV	1,167	476	40.8	347	29.7	113	9.7	31	2.7	15	1.3
AVERAGE GRADE	6.93	5.21		5.99		5.07		5.74		4.27	
TOTAL WAGE SYSTEMS	672	28	4.2	355	52.8	16	2.4	43	6.4	3	.4
REGULAR NONSUPERVISORY	593	26	4.4	330	55.6	16	2.7	42	7.1	3	.5
AVERAGE GRADE (WG)	6.28	3.81		5.71		2.94		5.19		3.00	
REGULAR LEADER	14			7	50.0			1	7.1		
AVERAGE GRADE (WL)	6.64			5.00				8.00			
REGULAR SUPERVISORY	48			13	27.1						
AVERAGE GRADE (WS)	8.69			6.15							
NONSUPERV (PROD FAC)	9	1	11.1	1	11.1						
AVERAGE GRADE (WD)	6.78	4.00		8.00							
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	7	1	14.3	4	57.1						
AVERAGE SALARY	14,929	15,400		16,750							
TOTAL OTHER PAY SYSTEMS	1										
AVERAGE SALARY	28,400										
TOTAL POSTAL SERVICE	542	27	5.0	342	63.1	14	2.6	27	5.0		
POSTAL FIELD	542	27	5.0	342	63.1	14	2.6	27	5.0		
LEVELS 1 THRU 42	528	27	5.1	341	64.6	14	2.7	27	5.1		
AVERAGE SALARY	16,229	15,700		15,968		15,221		15,874			
RURAL CARRIERS	14			1	7.1						
AVERAGE SALARY	18,143			17,000							

CONTINUED

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**STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
935	39.3	123	5.2	5	.2			3	.1	2	.1	1,338	56.2	388	16.3	TOTAL ALL PAY SYSTEMS
311	26.6	96	8.2	2	.2			3	.3	2	.2	820	70.3	363	31.1	TOTAL GEN SCHED & EQUIV
6,000		5,230		10,000				4,000		3,500		7,330		5,260		AVERAGE GRADE
311	46.3	13	1.9	1	.1							317	47.2	12	1.8	TOTAL WAGE SYSTEMS
287	48.4	13	2.2	1	.2							263	44.4	10	1.7	REGULAR NONSUPERVISORY
5,780		2,920		5,000								7,000		5,200		AVERAGE GRADE (WG)
6	42.9											7	50.0			REGULAR LEADER
4,500												8,290				AVERAGE GRADE (WL)
13	27.1											35	72.9			REGULAR SUPERVISORY
6,150												9,630				AVERAGE GRADE (WS)
1	11.1											8	88.9	1	11.1	NONSUPERV (PROD FAC)
8,000												6,630		4,000		AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7,000				AVERAGE GRADE (WN)
4	57.1											3	42.9	1	14.3	OTHER WAGE SYSTEMS
16,750												12,500		15,400		AVERAGE SALARY
												1	100.0			TOTAL OTHER PAY SYSTEMS
												28,400				AVERAGE SALARY
313	57.7	14	2.6	2	.4							200	35.9	13	2.4	TOTAL POSTAL SERVICE
313	57.7	14	2.6	2	.4							200	36.9	13	2.4	POSTAL FIELD
312	59.1	14	2.7	2	.4							187	35.4	13	2.5	LEVELS 1 THRU 42
15,986		15,221		14,450								18,705		16,215		AVERAGE SALARY
1	7.1											13	92.9			RURAL CARRIERS
17,000												18,231				AVERAGE SALARY

TABLE 2-073

Minority Group Study of Full-Time Employment: November 30, 1977
STANDARD METROPOLITAN STATISTICAL AREA
DALLAS-FORT WORTH, TEXAS

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	25,601	8,101	31.6	5,229	20.4	1,867	7.3	3,754	14.7	1,458	5.7
TOTAL GEN SCHED & EQUIV	15,692	6,582	41.9	2,390	15.2	1,204	7.7	1,428	9.1	842	5.4
AVERAGE GRADE	8.85	6.17		7.48		5.70		6.79		5.68	
TOTAL WAGE SYSTEMS	1,590	119	7.5	430	27.0	86	5.4	344	21.6	84	5.3
REGULAR NONSUPERVISORY	1,306	103	7.9	375	28.7	74	5.7	304	23.3	72	5.5
AVERAGE GRADE (WG)	7.57	3.40		4.95		2.80		4.33		2.72	
REGULAR LEADER	53			13	24.5			7	13.2		
AVERAGE GRADE (WL)	8.62			6.31				4.86			
REGULAR SUPERVISORY	214	5	2.3	34	15.9	4	1.9	25	11.7	4	1.9
AVERAGE GRADE (WS)	8.14	2.60		5.47		2.75		5.20		2.75	
NONSUPERV (PROD FAC)	5										
AVERAGE GRADE (WD)	7.60										
OTHER WAGE SYSTEMS	12	11	91.7	8	66.7	8	66.7	8	66.7	8	66.7
AVERAGE SALARY	6,558	6,609		6,800		6,800		6,800		6,800	
TOTAL OTHER PAY SYSTEMS	93	34	36.6	17	18.3	13	14.0	9	9.7	8	8.6
AVERAGE SALARY	20,572	11,597		12,247		7,938		11,089		7,863	
TOTAL POSTAL SERVICE	8,226	1,366	16.6	2,392	29.1	564	6.9	1,973	24.0	524	6.4
POSTAL FIELD	8,226	1,366	16.6	2,392	29.1	564	6.9	1,973	24.0	524	6.4
LEVELS 1 THRU 42	8,060	1,353	16.8	2,390	29.7	564	7.0	1,973	24.5	524	6.5
AVERAGE SALARY	16,054	15,526		15,487		15,419		15,445		15,452	
RURAL CARRIERS	166	13	7.8	2	1.2						
AVERAGE SALARY	18,240	17,277		18,600							

**STANDARD METROPOLITAN STATISTICAL AREA
DALLAS-FORT WORTH, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,269	5.0	337	1.3	161	.6	56	.2	45	.2	16	.1	20,372	79.6	6,234	24.4	TOTAL ALL PAY SYSTEMS
793	5.1	297	1.9	133	.8	51	.3	36	.2	14	.1	13,302	84.8	5,378	34.3	TOTAL GEN SCHED & EQUIV
		5.68		9.21		5.80		9.81		6.93		9.10		6.28		AVERAGE GRADE
71	4.5	1	.1	15	.9	1	.1					1,160	73.0	33	2.1	TOTAL WAGE SYSTEMS
60	4.6	1	.1	11	.8	1	.1					931	71.3	29	2.2	REGULAR NONSUPERVISORY
		9.00		9.36		2.00						8.63		4.93		AVERAGE GRADE (WG)
4	7.5			2	3.8							40	75.5			REGULAR LEADER
				10.00								9.38				AVERAGE GRADE (WL)
7	3.3			2	.9							180	84.1	1	.5	REGULAR SUPERVISORY
				7.00								8.65		2.00		AVERAGE GRADE (WS)
												5	100.0			NONSUPERV (PROD FAC)
												7.60				AVERAGE GRADE (WD)
												4	33.3	3	25.0	OTHER WAGE SYSTEMS
												6,075		6,100		AVERAGE SALARY
5	5.4	4	4.3	1	1.1	1	1.1	2	2.2			76	81.7	21	22.6	TOTAL OTHER PAY SYSTEMS
		7,000		12,300		12,300		28,100				22,434		13,862		AVERAGE SALARY
400	4.9	35	.4	12	.1	3		7	.1	2		5,834	70.9	802	9.7	TOTAL POSTAL SERVICE
400	4.9	35	.4	12	.1	3		7	.1	2		5,834	70.9	802	9.7	POSTAL FIELD
399	5.0	35	.4	12	.1	3		6	.1	2		5,670	70.3	789	9.8	LEVELS 1 THRU 42
		14,866		15,858		15,900		16,283		15,900		16,293		15,603		AVERAGE SALARY
1	.6							1	.6			164	98.8	13	7.8	RURAL CARRIERS
								19,200				18,236		17,277		AVERAGE SALARY

TABLE 2-074

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,750	1,745	25.9	3,480	51.8	735	10.9	250	3.7	101	1.5
TOTAL GEN SCHED & EQUIV	4,331	1,649	38.1	1,703	39.3	654	15.1	159	3.7	84	1.9
AVERAGE GRADE	7.05	5.12		6.18		4.88		5.89		4.93	
TOTAL WAGE SYSTEMS	1,882	55	3.3	1,248	73.8	54	3.2	74	4.4	13	.8
REGULAR NONSUPERVISORY	1,399	48	3.4	1,061	75.8	47	3.4	65	4.6	12	.9
AVERAGE GRADE (WG)	7.54	2.75		7.11		2.68		5.66		2.89	
REGULAR LEADER	100	2	2.0	75	75.0	2	2.0				
AVERAGE GRADE (WL)	8.06	2.50		7.65		2.50					
REGULAR SUPERVISORY	171	4	2.3	99	57.9	4	2.3	9	5.3	1	.6
AVERAGE GRADE (WS)	8.16	1.50		6.96		1.50		6.33		2.00	
NONSUPERV (PROD FAC)	15	1	6.7	9	60.0	1	6.7				
AVERAGE GRADE (WD)	7.13	5.00		6.89		5.00					
SUPERVISORY (PROD FAC)	2			1	50.0						
AVERAGE GRADE (WN)	7.00			7.00							
OTHER WAGE SYSTEMS	5			3	60.0						
AVERAGE SALARY	10,080			10,300							
TOTAL OTHER PAY SYSTEMS	12	8	66.7	8	66.7	7	58.3				
AVERAGE SALARY	13,075	6,088		4,800		4,800					
TOTAL POSTAL SERVICE	715	33	4.6	521	72.9	20	2.8	17	2.4	4	.6
POSTAL FIELD	715	33	4.6	521	72.9	20	2.8	17	2.4	4	.6
LEVELS 1 THRU 42	712	32	4.5	521	73.2	20	2.8	17	2.4	4	.6
AVERAGE SALARY	16,130	15,422		16,037		15,100		15,371		14,300	
RURAL CARRIERS	3	1	33.3								
AVERAGE SALARY	16,333	16,000									

**STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3,174	47.0	613	9.1	20	.3	6	.1	36	.5	15	.2	3,270	48.4	1,010	15.0	TOTAL ALL PAY SYSTEMS
1,508	34.8	550	12.7	17	.4	6	.1	21	.5	14	.3	2,628	66.7	995	23.0	TOTAL GEN SCHED & EQUIV
6.20		4.87		6.82		5.00		6.43		5.14		7.61		5.27		AVERAGE GRADE
1,164	68.8	41	2.4	3	.2			7	.4			444	26.2	1	.1	TOTAL WAGE SYSTEMS
990	70.8	35	2.5					6	.4			338	24.2	1	.1	REGULAR NONSUPERVISORY
7.19		2.63						9.50				8.89		6.00		AVERAGE GRADE (WG)
75	75.0	2	2.0									25	25.0			REGULAR LEADER
7.65		2.50										9.28				AVERAGE GRADE (WL)
86	50.3	3	1.8	3	1.8			1	.6			72	42.1			REGULAR SUPERVISORY
6.87		1.33		10.33				10.00				9.82				AVERAGE GRADE (WS)
9	60.0	1	6.7									6	40.0			NONSUPERV (PROD FAC)
6.89		5.00										7.50				AVERAGE GRADE (WD)
1	50.0											1	50.0			SUPERVISORY (PROD FAC)
7.00												7.00				AVERAGE GRADE (WN)
3	60.0											2	40.0			OTHER WAGE SYSTEMS
10,300												9,750				AVERAGE SALARY
8	66.7	7	58.3									4	33.3	1	8.3	TOTAL OTHER PAY SYSTEMS
4,800		4,800										29,625		15,100		AVERAGE SALARY
496	69.4	15	2.1					8	1.1	1	.1	194	27.1	13	1.8	TOTAL POSTAL SERVICE
496	69.4	15	2.1					8	1.1	1	.1	194	27.1	13	1.8	POSTAL FIELD
496	69.7	15	2.1					8	1.1	1	.1	191	26.6	12	1.7	LEVELS 1 THRU 42
16,064		15,407						15,788		13,700		16,384		15,958		AVERAGE SALARY
												3	100.0	1	33.3	RURAL CARRIERS
												16,333		16,000		AVERAGE SALARY

TABLE 2-075

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	16,766	5,055	30.2	5,752	34.3	2,078	12.4	4,350	25.9	1,739	10.4
TOTAL GEN SCHED & EQUIV	9,917	3,339	33.7	2,051	20.7	1,014	10.2	1,431	14.4	787	7.9
AVERAGE GRADE	9.37	6.19		6.73		5.61		6.09		5.51	
TOTAL WAGE SYSTEMS	877	178	20.3	478	54.5	163	18.6	429	48.9	158	18.0
REGULAR NONSUPERVISORY	752	159	21.1	429	57.0	145	19.3	383	50.9	142	18.9
AVERAGE GRADE (WG)	6.36	2.68		4.34		2.50		3.90		2.50	
REGULAR LEADER	28	3	10.7	13	46.4	3	10.7	12	42.9	3	10.7
AVERAGE GRADE (WL)	7.29	2.33		4.00		2.33		3.50		2.33	
REGULAR SUPERVISORY	75	1	1.3	19	25.3	1	1.3	19	25.3	1	1.3
AVERAGE GRADE (WS)	7.85	4.00		3.84		4.00		3.84		4.00	
NONGUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	21	15	71.4	17	81.0	14	66.7	15	71.4	12	57.1
AVERAGE SALARY	7,100	5,707		5,747		5,729		5,787		5,775	
TOTAL OTHER PAY SYSTEMS	114	43	37.7	19	16.7	14	12.3	12	10.5	9	7.9
AVERAGE SALARY	28,447	11,551		16,279		10,943		14,108		8,778	
TOTAL POSTAL SERVICE	5,958	1,495	25.5	3,211	54.7	887	15.1	2,478	42.3	785	13.4
POSTAL FIELD	5,858	1,495	25.5	3,204	54.7	887	15.1	2,478	42.3	785	13.4
LEVELS 1 THRU 42	5,738	1,463	25.5	3,202	55.8	886	15.4	2,477	43.2	765	13.7
AVERAGE SALARY	15,776	15,316		15,514		15,197		15,488		15,192	
RURAL CARRIERS	120	32	26.7	2	1.7	1	.8	1	.8		
AVERAGE SALARY	18,303	17,131		19,450		18,800		20,100			

**STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,301	7.8	299	1.8	32	.2	11	.1	69	.4	29	.2	11,014	65.7	2,977	17.8	TOTAL ALL PAY SYSTEMS
539	5.4	193	1.9	25	.3	11	.1	56	.6	23	.2	7,866	79.3	2,325	23.4	TOTAL GEN SCHED & EQUIV
	8.05	5.81		9.16		5.55		9.41		7.52		10.06		6.45		AVERAGE GRADE
45	5.1	5	.6	2	.2			2	.2			399	45.5	15	1.7	TOTAL WAGE SYSTEMS
43	5.7	3	.4	2	.3			1	.1			323	43.0	14	1.9	REGULAR NONSUPERVISORY
	8.09	2.33		9.00				1.00				9.03		4.57		AVERAGE GRADE (WG)
								1	3.6			15	53.6			REGULAR LEADER
								10.00				10.13				AVERAGE GRADE (WL)
												56	74.7			REGULAR SUPERVISORY
												9.21				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
2	9.5	2	9.5									4	19.0	1	4.8	OTHER WAGE SYSTEMS
5,450		5,450										12,850		5,400		AVERAGE SALARY
5	4.4	3	2.6					2	1.8	2	1.8	95	83.3	29	25.4	TOTAL OTHER PAY SYSTEMS
19,600		10,733						21,000		21,000		30,881		11,845		AVERAGE SALARY
712	12.2	98	1.7	5	.1			9	.2	4	.1	2,654	45.3	508	10.4	TOTAL POSTAL SERVICE
712	12.2	98	1.7	5	.1			9	.2	4	.1	2,654	45.3	608	10.4	POSTAL FIELD
711	12.4	97	1.7	5	.1			9	.2	4	.1	2,536	44.2	577	10.1	LEVELS 1 THRU 42
15,607		15,269		15,300				15,144		14,400		16,108		15,499		AVERAGE SALARY
1	.8	1	.8									118	98.3	31	25.8	RURAL CARRIERS
18,800		18,800										18,284		17,077		AVERAGE SALARY

TABLE 2-076

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	34,111	9,654	28.3	17,057	50.0	3,812	11.2	2,312	6.8	753	2.2
TOTAL GEN SCHED & EQUIV	20,121	8,967	44.6	7,273	36.2	3,295	16.3	1,087	5.4	594	3.0
AVERAGE GRADE	7.35	5.56		6.17		5.00		5.97		5.37	
TOTAL WAGE SYSTEMS	11,762	532	4.5	8,500	72.3	435	3.7	1,022	8.7	127	1.1
REGULAR NONSUPERVISORY	10,507	507	4.8	7,796	74.2	414	3.9	942	9.0	120	1.1
AVERAGE GRADE (WG)	8.28	6.73		8.03		6.62		7.23		6.61	
REGULAR LEADER	123	2	1.6	75	61.0	1	.8	14	11.4		
AVERAGE GRADE (WL)	7.44	3.50		6.51		2.00		6.36			
REGULAR SUPERVISORY	1,103	12	1.1	611	55.4	10	.9	64	5.8	5	.5
AVERAGE GRADE (WS)	8.91	3.58		8.38		2.80		5.84		4.40	
NONSUPERV (PROD FAC)	12			4	33.3						
AVERAGE GRADE (WD)	7.67			7.00							
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	15	11	73.3	14	93.3	10	66.7	2	13.3	2	13.3
AVERAGE SALARY	5,553	5,582		5,550		5,580		5,300		5,300	
TOTAL OTHER PAY SYSTEMS	102	49	48.0	49	48.0	31	30.4	14	13.7	11	10.8
AVERAGE SALARY	13,491	6,620		7,720		5,684		5,300		5,436	
TOTAL POSTAL SERVICE	2,126	106	5.0	1,229	57.8	61	2.9	189	8.9	21	1.0
POSTAL FIELD	2,126	106	5.0	1,229	57.8	61	2.9	189	8.9	21	1.0
LEVELS 1 THRU 42	2,097	102	4.9	1,227	58.5	61	2.9	189	9.0	21	1.0
AVERAGE SALARY	16,171	15,464		16,065		15,377		15,777		15,486	
RURAL CARRIERS	29	4	13.8	2	6.9						
AVERAGE SALARY	19,386	19,050		19,250							

**STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
14,620	42.9	3,012	8.8	40	.1	12		85	.2	35	.1	17,054	50.0	5,842	17.1	TOTAL ALL PAY SYSTEMS
6,087	30.3	3,645	13.1	36	.2	12	.1	69	.3	34	.2	12,842	63.8	5,682	28.2	TOTAL GEN SCHED & EQUIV
6.18		4.90		8.67		5.33		7.68		5.94		8.01		5.89		AVERAGE GRADE
7,461	63.4	307	2.6	3				14	.1	1		3,262	27.7	97	.8	TOTAL WAGE SYSTEMS
6,841	65.1	394	2.8	3				10	.1			2,711	25.8	93	.9	REGULAR NONSUPERVISORY
8.14		6.63		9.33				8.70				9.00		7.22		AVERAGE GRADE (WG)
80	48.8	1	.8					1	.8			48	39.0	1	.8	REGULAR LEADER
6.60		2.60						3.00				8.90		5.00		AVERAGE GRADE (WL)
545	49.4	5	.5					2	.2			492	44.6	2	.2	REGULAR SUPERVISORY
8.58		1.26						4.50				9.56		7.50		AVERAGE GRADE (WS)
4	33.3											8	66.7			NONSUPERV (PROD FAC)
7.00												8.00				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
11	73.3	7	46.7					1	6.7	1	6.7	1	6.7	1	6.7	OTHER WAGE SYSTEMS
5,600		5,671						5,500		5,500		5,600		5,600		AVERAGE SALARY
35	34.3	20	19.6									53	52.0	10	17.6	TOTAL OTHER PAY SYSTEMS
8,689		5,820										18,826		8,233		AVERAGE SALARY
1,037	48.8	40	1.9	1				2	.1			897	42.2	45	2.1	TOTAL POSTAL SERVICE
1,037	48.8	40	1.9	1				2	.1			897	42.2	45	2.1	POSTAL FIELD
1,035	49.4	40	1.9	1				2	.1			870	41.5	41	2.0	LEVELS 1 THRU 42
16,117		15,320		15,900				16,200				16,322		15,644		AVERAGE SALARY
2	6.9											27	93.1	4	13.8	RURAL CARRIERS
19,250												19,396		19,050		AVERAGE SALARY

DENVER CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	105,203	29,283	27.8	14,115	13.4	4,470	4.2	3,426	3.3	1,263	1.2
TOTAL GEN SCHED & EQUIV	67,186	25,740	38.3	7,725	11.5	3,822	5.7	1,942	2.9	1,044	1.6
AVERAGE GRADE	7.97	5.56		6.43		5.09		6.57		5.51	
TOTAL WAGE SYSTEMS	23,992	1,869	7.8	4,052	19.4	472	2.0	909	3.4	130	.5
REGULAR NONSUPERVISORY	20,572	1,732	8.4	4,108	20.0	429	2.1	710	3.5	120	.8
AVERAGE GRADE (WG)	7.58	4.73		6.36		4.28		5.40		3.63	
REGULAR LEADER	575	22	3.8	146	25.4	15	2.6	24	4.2	4	.7
AVERAGE GRADE (WL)	7.94	3.86		6.32		4.27		4.29		1.75	
REGULAR SUPERVISORY	2,156	48	2.2	333	15.4	22	1.0	64	3.0	5	.2
AVERAGE GRADE (WS)	8.29	3.65		6.05		4.32		5.06		2.40	
NONSUPERV (PROD FAC)	31			3	9.7			1	3.2		
AVERAGE GRADE (WD)	7.00			7.67				8.00			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	656	67	10.2	62	9.5	6	.9	10	1.5	1	.2
AVERAGE SALARY	15,888	8,516		13,965		3,533		12,390		6,300	
TOTAL OTHER PAY SYSTEMS	313	108	34.5	42	13.4	25	8.0	22	7.0	14	4.5
AVERAGE SALARY	16,505	8,007		10,429		6,576		9,705		5,993	
TOTAL POSTAL SERVICE	13,712	1,566	11.4	1,696	12.4	151	1.1	653	4.8	75	.5
POSTAL FIELD	13,712	1,566	11.4	1,696	12.4	15	1.1	653	4.8	75	.5
LEVELS 1 THRU 42	12,554	1,513	12.1	1,578	13.4	147	1.2	646	5.1	72	.6
AVERAGE SALARY	16,095	15,477		15,515		14,972		15,484		15,085	
RURAL CARRIERS	1,158	53	4.6	18	1.6	4	.3	7	.6	3	.3
AVERAGE SALARY	17,898	17,232		17,550		16,925		17,214		16,467	

DENVER CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
6,090	5.8	1,117	1.1	3,868	3.7	1,836	1.7	731	.7	254	.2	91,088	86.6	24,813	23.6	TOTAL ALL PAY SYSTEMS
2,382	3.5	906	1.3	2,890	4.5	1,644	2.4	511	.8	228	.3	59,481	88.5	21,918	32.6	TOTAL GEN SCHED & EQUIV
	6.75	4.91			5.75	4.78			8.33	6.11			8.17	5.64		AVERAGE GRADE
2,781	11.6	138	.6	936	3.9	187	.8	126	.5	17	.1	19,340	80.8	1,397	5.8	TOTAL WAGE SYSTEMS
2,493	12.1	128	.6	795	3.9	164	.8	110	.5	17	.1	16,464	90.0	1,303	6.3	REGULAR NONSUPERVISORY
	6.79	4.47			5.78	4.70			7.12	3.47			7.88	4.88		AVERAGE GRADE (WG)
72	12.5	2	.3	46	8.0	9	1.6	4	.7			429	74.6	7	1.2	REGULAR LEADER
	6.32	2.00			7.11	5.89			9.25				8.50	3.00		AVERAGE GRADE (WL)
188	8.7	4	.2	69	3.2	13	.6	12	.6			1,823	84.6	26	1.2	REGULAR SUPERVISORY
	5.76	1.25			7.25	6.00			9.17				8.69	3.08		AVERAGE GRADE (WS)
2	6.5											28	90.3			NONSUPERV (PROD FAC)
	7.50												6.93			AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
													7.00			AVERAGE GRADE (WN)
28	4.0	4	.6	26	4.0	1	.2					594	90.5	61	9.3	OTHER WAGE SYSTEMS
13,092		7,425		15,442		15,200						16,080		8,515		AVERAGE SALARY
18	5.1	11	3.5	2	.6			2	.6			271	86.6	83	26.5	TOTAL OTHER PAY SYSTEMS
8,081		7,318		20,500				27,100				17,446		8,439		AVERAGE SALARY
911	6.6	62	.5	40	.3	5		92	.7	9	.1	12,016	87.6	1,415	10.3	TOTAL POSTAL SERVICE
911	6.6	62	.5	40	.3	5		92	.7	9	.1	12,016	87.6	1,415	10.3	POSTAL FIELD
906	7.2	62	.5	39	.3	4		87	.7	9	.1	10,876	86.6	1,366	10.9	LEVELS 1 THRU 42
15,460		14,760		16,131		14,925		16,041		15,556		16,185		15,531		AVERAGE SALARY
5	.4			1	.1	1	.1	5	.4			1,140	98.4	49	4.2	RURAL CARRIERS
17,440				18,300		18,300		17,980				17,904		17,257		AVERAGE SALARY

COLORADO STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	41,613	12,289	29.5	7,555	18.2	2,008	4.8	2,864	6.9	1,081	2.6
TOTAL GEN SCHED & EQUIV	28,750	11,175	38.9	3,806	13.2	1,726	6.0	1,690	5.9	932	3.2
AVERAGE GRADE	8.33	5.78		6.88		5.38		6.56		5.51	
TOTAL WAGE SYSTEMS	6,193	300	4.8	2,285	36.9	128	2.1	504	9.4	70	1.1
REGULAR NONSUPERVISORY	5,117	246	4.8	1,992	38.9	114	2.2	502	9.8	63	1.2
AVERAGE GRADE (WG)	6.78	3.15		6.02		3.00		4.86		2.79	
REGULAR LEADER	189	5	2.7	74	39.4	4	2.1	21	11.2	3	1.6
AVERAGE GRADE (WL)	7.26	2.20		5.62		2.00		4.14		2.00	
REGULAR SUPERVISORY	623	11	1.8	187	30.0	5	.8	51	8.2	3	.5
AVERAGE GRADE (WS)	7.13	2.45		5.03		2.00		4.78		2.87	
NONSUPERV (PROD FAC)	20			2	10.0			1	5.0		
AVERAGE GRADE (WD)	7.05			8.00				8.00			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	243	38	15.6	30	12.3	5	2.1	9	3.7	1	.4
AVERAGE SALARY	14,505	9,682		12,317		7,200		11,878		6,300	
TOTAL OTHER PAY SYSTEMS	130	51	39.2	31	23.8	22	16.9	17	13.1	12	9.2
AVERAGE SALARY	17,821	8,445		8,803		6,818		8,176		6,192	
TOTAL POSTAL SERVICE	6,540	763	11.7	1,433	21.9	132	2.0	573	8.8	67	1.0
POSTAL FIELD	6,540	763	11.7	1,433	21.9	132	2.0	573	8.8	67	1.0
LEVELS 1 THRU 42	6,309	740	11.7	1,425	22.6	131	2.1	571	9.1	66	1.0
AVERAGE SALARY	15,902	15,248		15,535		14,945		15,505		15,073	
RURAL CARRIERS	231	23	10.0	8	3.5	1	.4	2	.9	1	.4
AVERAGE SALARY	17,943	17,139		17,350		15,800		16,200		15,800	

COLORADO STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4,095	9.5	722	1.7	242	.6	99	.2	353	.8	113	.3	34,058	81.8	19,281	24.7	TOTAL ALL PAY SYSTEMS
1,667	5.8	606	2.1	299	.7	25	.3	249	.9	102	.4	24,944	86.8	9,449	32.9	TOTAL GEN SCHED & EQUIV
6.91		5.12		7.31		5.27		8.50		5.85		8.55		5.86		AVERAGE GRADE
1,628	26.3	48	.8	32	.5	5	.1	41	.7	5	.1	3,908	63.1	172	2.8	TOTAL WAGE SYSTEMS
1,423	27.8	41	.8	29	.6	5	.1	38	.7	5	.1	3,125	61.1	132	2.6	REGULAR NONSUPERVISORY
6.40		3.24		5.83		3.60		5.76		3.00		7.26		3.27		AVERAGE GRADE (WG)
50	26.6	1	.5	1	.5			2	1.1			114	60.6	1	.5	REGULAR LEADER
6.06		2.00		9.00				8.50				8.32		3.00		AVERAGE GRADE (WL)
133	21.3	2	.3	2	.3			1	.2			436	70.0	6	1.0	REGULAR SUPERVISORY
5.07		1.00		7.00				9.00				8.02		2.83		AVERAGE GRADE (WS)
1	5.0											18	90.0			NONSUPERV (PROD FAC)
8.00												6.94				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
21	8.6	4	1.6									213	87.7	33	13.6	OTHER WAGE SYSTEMS
12,505		7,425										14,813		10,058		AVERAGE SALARY
13	10.0	10	7.7					1	.8			99	76.2	29	22.3	TOTAL OTHER PAY SYSTEMS
8,838		7,570						19,000				20,644		9,679		AVERAGE SALARY
787	12.0	58	.9	11	.2	1		62	.9	6	.1	5,107	78.1	631	9.6	TOTAL POSTAL SERVICE
787	12.0	58	.9	11	.2	1		62	.9	6	.1	5,107	78.1	631	9.6	POSTAL FIELD
782	12.4	58	.9	11	.2	1		61	1.0	6	.1	4,884	77.4	609	9.7	LEVELS 1 THRU 42
15,507		14,748		15,709		14,000		16,138		15,600		16,000		15,313		AVERAGE SALARY
5	2.2							1	.4			223	96.5	22	9.5	RURAL CARRIERS
17,440								19,200				17,964		17,200		AVERAGE SALARY

TABLE 2-079

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
COLORADO SPRINGS, COLORADO**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,692	2,097	31.3	1,250	18.7	269	4.0	403	6.0	155	2.3
TOTAL GEN SCHED & EQUIV	3,698	1,929	52.2	383	10.4	214	5.8	189	5.1	125	3.4
AVERAGE GRADE	6.82	5.02		5.68		4.59		5.17		4.63	
TOTAL WAGE SYSTEMS	2,335	95	4.1	799	34.2	52	2.2	187	8.0	29	1.2
REGULAR NONSUPERVISORY	2,019	86	4.3	696	34.5	45	2.2	159	7.9	25	1.2
AVERAGE GRADE (WG)	6.34	3.40		5.53		2.91		4.52		2.76	
REGULAR LEADER	71	4	5.6	23	32.4	4	5.6	10	14.1	3	4.2
AVERAGE GRADE (WL)	6.38	2.00		3.74		2.00		3.20		2.00	
REGULAR SUPERVISORY	233	4	1.7	78	33.5	3	1.3	17	7.3	1	.4
AVERAGE GRADE (WS)	6.32	1.25		4.09		1.33		3.94		2.00	
NONSUPERV (PROD FAC)	6			1	16.7						
AVERAGE GRADE (WD)	7.83			8.00							
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	5	1	20.0	1	20.0			1	20.0		
AVERAGE SALARY	11,600	11,100		12,500				12,500			
TOTAL OTHER PAY SYSTEMS	4	3	75.0	1	25.0	1	25.0	1	25.0	1	25.0
AVERAGE SALARY	16,725	6,467		4,800		4,800		4,600		4,800	
TOTAL POSTAL SERVICE	655	70	10.7	67	10.2	2	.3	26	4.0		
POSTAL FIELD	655	70	10.7	67	10.2	2	.3	26	4.0		
LEVELS 1 THRU 42	641	69	10.8	67	10.5	2	.3	26	4.1		
AVERAGE SALARY	16,116	15,394		15,425		13,900		14,888			
RURAL CARRIERS	14	1	7.1								
AVERAGE SALARY	18,500	19,800									

**STANDARD METROPOLITAN STATISTICAL AREA
COLORADO SPRINGS, COLORADO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
774	11.6	88	1.3	22	.3	8	.1	51	.8	20	.3	5,442	81.3	1,928	27.3	TOTAL ALL PAY SYSTEMS
148	3.9	68	1.8	16	.4	6	.2	32	.3	15	.4	3,317	89.6	1,715	48.4	TOTAL GEN SCHED & EQUIV
6.04		4.57		7.56		5.50		6.09		4.00		6.95		5.07		AVERAGE GRADE
592	25.4	19	.8	4	.2			16	.7	4	.2	1,536	65.8	43	1.8	TOTAL WAGE SYSTEMS
517	25.8	16	.8	4	.2			16	.8	4	.2	1,323	65.5	41	2.0	REGULAR NONSUPERVISORY
5.87		3.06		6.25				4.31		3.25		6.76		3.93		AVERAGE GRADE (WG)
13	18.3	1	1.4									48	67.6			REGULAR LEADER
4.15		2.00										7.65				AVERAGE GRADE (WL)
61	26.2	2	.9									155	66.5	1	.4	REGULAR SUPERVISORY
4.13		1.00										7.44		1.00		AVERAGE GRADE (WS)
1	16.7											5	83.3			NONSUPERV (PROD FAC)
8.00												7.80				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												4	80.0	1	20.0	OTHER WAGE SYSTEMS
												11,375		11,100		AVERAGE SALARY
												3	75.0	2	50.0	TOTAL OTHER PAY SYSTEMS
												20,700		7,300		AVERAGE SALARY
36	5.5	1	.2	2	.3			3	.5	1	.2	588	89.8	68	10.4	TOTAL POSTAL SERVICE
36	5.5	1	.2	2	.3			3	.5	1	.2	588	89.8	68	10.4	POSTAL FIELD
36	5.6	1	.2	2	.3			3	.5	1	.2	574	89.5	67	10.5	LEVELS 1 THRU 42
15,869		14,000		15,800				14,500		13,800		16,197		15,439		AVERAGE SALARY
												14	100.0	1	7.1	RURAL CARRIERS
												18,500		19,800		AVERAGE SALARY

TABLE 2-080

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
DENVER-BOULDER, COLORADO**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	28,082	8,741	31.1	5,039	17.9	1,549	5.5	2,386	8.5	902	3.2
TOTAL GEN SCHED & EQUIV	20,749	8,066	38.9	2,887	13.9	1,361	6.6	1,463	7.1	788	3.8
AVERAGE GRADE	8.70	6.02		7.18		5.57		6.75		5.66	
TOTAL WAGE SYSTEMS	2,639	133	5.0	927	35.1	54	2.0	380	10.4	39	1.5
REGULAR NONSUPERVISORY	2,100	98	4.7	791	37.7	50	2.4	327	15.6	36	1.7
AVERAGE GRADE (WG)	7.24	2.97		5.98		2.88		5.15		2.72	
REGULAR LEADER	87			37	42.5			11	12.6		
AVERAGE GRADE (WL)	8.08			6.54				5.00			
REGULAR SUPERVISORY	288	7	2.4	73	25.3	2	.7	33	11.5	2	.7
AVERAGE GRADE (WS)	7.70	3.14		5.44		3.00		5.15		3.00	
NONSUPERV (PROD FAC)	11			1	9.1			1	9.1		
AVERAGE GRADE (WD)	6.73			8.00				8.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	152	28	18.4	25	16.4	2	1.3	8	5.3	1	.7
AVERAGE SALARY	13,795	10,825		12,900		8,550		11,800		8,200	
TOTAL OTHER PAY SYSTEMS	112	41	36.6	28	25.0	19	17.0	16	14.3	11	9.8
AVERAGE SALARY	17,261	8,807		9,114		6,963		8,388		6,318	
TOTAL POSTAL SERVICE	4,582	501	10.9	1,197	26.1	115	2.5	527	11.5	64	1.4
POSTAL FIELD	4,582	501	10.9	1,197	26.1	115	2.5	527	11.5	64	1.4
LEVELS 1 THRU 42	4,546	493	10.8	1,197	26.3	115	2.5	527	11.6	64	1.4
AVERAGE SALARY	15,785	15,090		15,495		14,925		15,528		15,089	
RURAL CARRIERS	36	8	22.2								
AVERAGE SALARY	18,933	17,613									

**STANDARD METROPOLITAN STATISTICAL AREA
DENVER-BOULDER, COLORADO**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,241	8.0	503	1.8	133	.5	57	.2	279	1.0	87	.3	23,043	82.1	7,192	25.6	TOTAL ALL PAY SYSTEMS
1,106	5.3	436	2.1	118	.6	54	.3	200	1.0	83	.4	17,862	86.1	6,705	32.3	TOTAL GEN SCHED & EQUIV
7.34		5.27		8.27		5.91		8.89		6.14		8.95		6.11		AVERAGE GRADE
514	19.5	12	.5	9	.3	2	.1	24	.9	1		1,712	64.9	79	3.0	TOTAL WAGE SYSTEMS
436	20.8	11	.5	7	.3	2	.1	21	1.0	1		1,309	62.3	48	2.3	REGULAR NONSUPERVISORY
6.56		3.64		6.86		2.00		6.62		2.00		8.00		3.06		AVERAGE GRADE (WG)
24	27.6							2	2.3			50	57.5			REGULAR LEADER
7.08								8.50				9.22				AVERAGE GRADE (WL)
37	12.8			2	.7			1	.3			215	74.7	5	1.7	REGULAR SUPERVISORY
5.51				7.00				9.00				8.47		3.20		AVERAGE GRADE (WS)
												10	90.9			NONSUPERV (PROD FAC)
												6.60				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
17	11.2	1	.7									127	83.6	26	17.1	OTHER WAGE SYSTEMS
13,418		10,800										13,971		11,000		AVERAGE SALARY
11	9.8	8	7.1					1	.9			84	75.0	22	19.6	TOTAL OTHER PAY SYSTEMS
9,273		7,850						19,000				19,976		10,400		AVERAGE SALARY
610	13.3	47	1.0	6	.1	1		54	1.2	3	.1	3,385	73.9	386	8.4	TOTAL POSTAL SERVICE
610	13.3	47	1.0	6	.1	1		54	1.2	3	.1	3,385	73.9	386	8.4	POSTAL FIELD
610	13.4	47	1.0	6	.1	1		54	1.2	3	.1	3,349	73.7	378	8.3	LEVELS 1 THRU 42
15,407		14,643		14,817		14,000		16,256		16,167		15,889		15,140		AVERAGE SALARY
												36	100.0	8	22.2	RURAL CARRIERS
												18,933		17,613		AVERAGE SALARY

MONTANA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,635	2,303	23.9	1,062	11.0	455	4.7	48	.5	8	.1
TOTAL GEN SCHED & EQUIV	6,585	2,043	31.0	786	11.9	421	6.4	18	.3	6	.1
AVERAGE GRADE	8.08	5.44		6.03		4.64		8.44		8.33	
TOTAL WAGE SYSTEMS	1,492	83	5.6	217	14.5	31	2.1	4	.3		
REGULAR NONSUPERVISORY	1,091	85	6.0	171	15.7	24	2.2	3	.3		
AVERAGE GRADE (WG)	7.59	3.97		6.05		4.67		9.33			
REGULAR LEADER	57	4	7.0	6	10.5	3	5.3				
AVERAGE GRADE (WL)	8.49	6.50		6.50		7.67					
REGULAR SUPERVISORY	180	6	3.3	19	10.6	3	1.7				
AVERAGE GRADE (WS)	7.69	5.00		8.00		7.00					
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	5.00										
OTHER WAGE SYSTEMS	162	8	4.9	21	13.0	1	.6	1	.6		
AVERAGE SALARY	17,392	8,738		15,119		15,200		17,000			
TOTAL OTHER PAY SYSTEMS	38	4	10.5	1	2.6						
AVERAGE SALARY	16,879	13,925		4,800							
TOTAL POSTAL SERVICE	1,520	173	11.4	58	3.8	3	.2	26	1.7	2	.1
POSTAL FIELD	1,520	173	11.4	58	3.8	3	.2	26	1.7	2	.1
LEVELS 1 THRU 42	1,382	162	11.7	53	3.8	1	.1	21	1.5		
AVERAGE SALARY	16,166	15,431		15,158		14,600		15,038			
RURAL CARRIERS	138	11	8.0	5	3.6	2	1.4	5	3.6	2	1.4
AVERAGE SALARY	17,251	17,109		17,620		16,800		17,620		16,800	

MONTANA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
71	.7	10	.1	917	9.5	428	4.4	26	.3	9	.1	8,573	89.0	1,848	18.2	TOTAL ALL PAY SYSTEMS
41	.6	9	.1	705	10.7	397	6.0	22	.3	9	.1	5,799	88.1	1,622	24.6	TOTAL GEN SCHED & EQUIV
		5.44		5.80		4.55		7.82		5.44		8.36		5.64		AVERAGE GRADE
11	.7	1	.1	201	13.5	30	2.0	1	.1			1,275	85.5	52	3.5	TOTAL WAGE SYSTEMS
10	.9	1	.1	157	14.4	23	2.1	1	.1			920	84.3	41	3.8	REGULAR NONSUPERVISORY
		1.00		5.88		4.83		8.00				7.87		3.56		AVERAGE GRADE (WG)
				6	10.5	3	5.3					51	89.5	1	1.8	REGULAR LEADER
				6.50		7.67						8.73		3.00		AVERAGE GRADE (WL)
				19	10.6	3	1.7					161	89.4	3	1.7	REGULAR SUPERVISORY
				8.00		7.00						7.65		3.00		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												5.00				AVERAGE GRADE (WD)
1	.6			19	11.7	1	.6					141	87.0	7	4.3	OTHER WAGE SYSTEMS
12,100				15,179		15,200						17,730		7,814		AVERAGE SALARY
				1	2.6							37	87.4	4	10.5	TOTAL OTHER PAY SYSTEMS
				4,800								17,205		13,925		AVERAGE SALARY
19	1.3			10	.7	1	.1	3	.2			1,462	96.2	170	11.2	TOTAL POSTAL SERVICE
19	1.3			10	.7	1	.1	3	.2			1,462	96.2	170	11.2	PCSTAL FIELD
19	1.4			10	.7	1	.1	3	.2			1,329	96.2	181	11.6	LEVELS 1 THRU 42
14,674				16,000		14,600		16,267				16,206		15,436		AVERAGE SALARY
												133	95.4	9	6.5	RURAL CARRIERS
												17,237		17,178		AVERAGE SALARY

NORTH DAKOTA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	6,769	1,652	24.4	726	10.7	350	5.2	40	.6	24	.4
TOTAL GEN SCHED & EQUIV	3,898	1,401	35.9	504	12.9	302	7.7	25	.6	16	.4
AVERAGE GRADE	7.70	5.47		5.85		5.05		6.00		4.75	
TOTAL WAGE SYSTEMS	1,473	110	7.5	209	14.2	45	3.1	13	.9	8	.5
REGULAR NONSUPERVISORY	1,210	95	7.9	176	14.5	39	3.2	13	1.1	8	.7
AVERAGE GRADE (WG)	7.55	3.91		5.55		4.59		5.69		5.50	
REGULAR LEADER	62	4	6.5	15	24.2	3	4.8				
AVERAGE GRADE (WL)	8.18	6.50		7.53		8.00					
REGULAR SUPERVISORY	152	6	3.9	15	9.9	3	2.0				
AVERAGE GRADE (WS)	8.16	4.17		7.13		5.33					
OTHER WAGE SYSTEMS	49	5	10.2	3	6.1						
AVERAGE SALARY	14,406	5,280		16,500							
TOTAL OTHER PAY SYSTEMS	23	2	8.7	1	4.3						
AVERAGE SALARY	18,309	7,350		36,200							
TOTAL POSTAL SERVICE	1,375	139	10.1	12	.9	3	.2	2	.1		
POSTAL FIELD	1,375	139	10.1	12	.9	3	.2	2	.1		
LEVELS 1 THRU 42	1,018	131	12.9	9	.9	2	.2	2	.2		
AVERAGE SALARY	16,567	16,036		17,067		15,950		14,400			
RURAL CARRIERS	357	8	2.2	3	.8	1	.3				
AVERAGE SALARY	18,045	18,225		18,000		18,300					

NORTH DAKOTA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
29	.4	8	.1	643	9.5	308	4.6	14	.2	10	.1	6,043	89.3	1,302	19.2	TOTAL ALL PAY SYSTEMS
23	.6	8	.2	449	11.5	273	7.0	7	.2	5	.1	3,394	87.1	1,099	28.2	TOTAL GEN SCHED & EQUIV
7.00		4.63		5.73		5.03		9.43		7.80		7.97		5.58		AVERAGE GRADE
4	.3			189	12.8	34	2.3	3	.2	3	.2	1,264	85.8	65	4.4	TOTAL WAGE SYSTEMS
4	.3			156	12.9	28	2.3	3	.2	3	.2	1,034	85.5	56	4.6	REGULAR NONSUPERVISORY
5.75				5.60		4.61		2.00		2.00		7.90		3.43		AVERAGE GRADE (WG)
				15	24.2	3	4.8					47	75.8	1	1.6	REGULAR LEADER
				7.53		8.00						8.38		2.00		AVERAGE GRADE (WL)
				15	9.9	3	2.0					137	90.1	3	2.0	REGULAR SUPERVISORY
				7.13		5.33						8.27		3.00		AVERAGE GRADE (WS)
				3	6.1							46	93.9	5	10.2	OTHER WAGE SYSTEMS
				16,500								14,270		5,280		AVERAGE SALARY
				1	4.3							22	95.7	2	8.7	TOTAL OTHER PAY SYSTEMS
				36,200								17,495		7,350		AVERAGE SALARY
2	.1			4	.3	1	.1	4	.3	2	.1	1,363	99.1	136	9.9	TOTAL POSTAL SERVICE
2	.1			4	.3	1	.1	4	.3	2	.1	1,363	99.1	136	9.9	POSTAL FIELD
2	.2			3	.3			2	.2	2	.2	1,009	99.1	129	12.7	LEVELS 1 THRU 42
15,550				20,600				15,950		15,950		16,562		16,037		AVERAGE SALARY
				1	.3	1	.3	2	.6			354	99.2	7	2.0	RURAL CARRIERS
				18,300		18,300		17,850				18,045		18,214		AVERAGE SALARY

SOUTH DAKOTA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,198	2,607	31.8	1,604	19.6	786	9.6	49	.6	12	.1
TOTAL GEN SCHED & EQUIV	5,271	2,244	42.6	1,195	22.7	686	13.0	32	.6	11	.2
AVERAGE GRADE	7.32	5.66		5.78		4.94		7.59		5.55	
TOTAL WAGE SYSTEMS	1,515	224	14.8	382	25.2	96	6.3	7	.5		
REGULAR NONSUPERVISORY	1,209	196	16.2	331	27.4	87	7.2	6	.5		
AVERAGE GRADE (WG)	6.73	3.94		5.69		4.95		7.00			
REGULAR LEADER	64	6	9.4	18	28.1	3	4.7				
AVERAGE GRADE (WL)	7.05	2.00		6.17		2.00					
REGULAR SUPERVISORY	146	11	7.5	28	19.2	6	4.1	1	.7		
AVERAGE GRADE (WS)	7.62	4.09		7.00		5.67		7.00			
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	6.00										
OTHER WAGE SYSTEMS	94	11	11.7	5	5.3						
AVERAGE SALARY	16,819	6,836		17,940							
TOTAL OTHER PAY SYSTEMS	35	19	54.3	3	8.6			3	8.6		
AVERAGE SALARY	16,411	7,242		21,633				21,633			
TOTAL POSTAL SERVICE	1,377	120	8.7	24	1.7	4	.3	7	.5	1	.1
POSTAL FIELD	1,377	120	8.7	24	1.7	4	.3	7	.5	1	.1
LEVELS 1 THRU 42	1,035	116	11.2	22	2.1	4	.4	7	.7	1	.1
AVERAGE SALARY	16,588	16,005		15,577		15,425		15,143		15,400	
RURAL CARRIERS	342	4	1.2	2	.6						
AVERAGE SALARY	17,944	16,425		17,500							

SOUTH DAKOTA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
49	.6	7	.1	1,487	18.1	760	9.3	19	.2	7	.1	6,594	80.4	1,821	22.2	TOTAL ALL PAY SYSTEMS
35	.7	6	.1	1,116	21.2	663	12.6	12	.2	6	.1	4,076	77.3	1,558	29.6	TOTAL GEN SCHED & EQUIV
8.11		5.17		5.61		4.90		9.92		7.17		7.77		5.98		AVERAGE GRADE
12	.8			359	23.7	95	6.3	4	.3	1	.1	1,133	74.8	128	8.4	TOTAL WAGE SYSTEMS
9	.7			313	25.9	88	7.1	3	.2	1	.1	878	72.6	109	9.0	REGULAR NONSUPERVISORY
7.78				5.62		4.98		3.67		3.00		7.12		3.14		AVERAGE GRADE (WG)
				18	28.1	3	4.7					48	71.9	3	4.7	REGULAR LEADER
				6.17		2.00						7.39		2.00		AVERAGE GRADE (WL)
1	.7			25	17.1	6	4.1	1	.7			118	80.8	5	3.4	REGULAR SUPERVISORY
9.00				6.88		5.67		8.00				7.77		2.20		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												6.00				AVERAGE GRADE (WD)
2	2.1			3	3.2							89	94.7	11	11.7	OTHER WAGE SYSTEMS
18,200				17,767								16,756		6,836		AVERAGE SALARY
												32	91.4	19	54.3	TOTAL OTHER PAY SYSTEMS
												15,922		7,242		AVERAGE SALARY
2	.1	1	.1	12	.9	2	.1	3	.2			1,353	98.3	116	8.4	TOTAL POSTAL SERVICE
2	.1	1	.1	12	.9	2	.1	3	.2			1,353	98.3	116	8.4	POSTAL FIELD
2	.2	1	.1	12	1.2	2	.2	1	.1			1,013	97.9	112	10.8	LEVELS 1 THRU 42
15,550		15,200		15,533		15,550		19,200				16,610		16,026		AVERAGE SALARY
								2	.6			340	99.4	4	1.2	RURAL CARRIERS
								17,500				17,946		16,425		AVERAGE SALARY

UTAH STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	33,680	9,099	27.0	2,761	8.2	757	2.2	370	1.1	128	.4
TOTAL GEN SCHED & EQUIV	19,038	7,702	40.5	1,201	6.3	582	3.1	147	.8	72	.4
AVERAGE GRADE	7.65	5.25		6.30		4.82		6.24		5.53	
TOTAL WAGE SYSTEMS	12,347	1,098	8.9	1,432	11.6	164	1.3	182	1.5	49	.4
REGULAR NONSUPERVISORY	11,171	1,081	9.7	1,331	11.9	158	1.4	170	1.5	46	.4
AVERAGE GRADE (WG)	8.06	5.43		7.24		4.75		6.59		4.48	
REGULAR LEADER	176	3	1.7	28	15.2	2	1.1	3	1.7	1	.6
AVERAGE GRADE (WL)	8.72	3.33		7.86		1.50		5.33		1.00	
REGULAR SUPERVISORY	953	12	1.3	70	7.3	4	.4	9	.9	2	.2
AVERAGE GRADE (WS)	9.35	3.75		7.90		3.25		7.22		2.00	
NONSUPERV (PROD FAC)	6			1	16.7						
AVERAGE GRADE (WD)	7.83			7.00							
OTHER WAGE SYSTEMS	41	2	4.9	2	4.9						
AVERAGE SALARY	14,105	6,250		14,650							
TOTAL OTHER PAY SYSTEMS	67	26	38.8	5	7.5	3	4.5	2	3.0	2	3.0
AVERAGE SALARY	13,134	7,331		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	2,228	273	12.3	123	5.5	8	.4	39	1.8	5	.2
POSTAL FIELD	2,228	273	12.3	123	5.5	8	.4	39	1.8	5	.2
LEVELS 1 THRU 42	2,167	268	12.4	123	5.7	8	.4	39	1.8	5	.2
AVERAGE SALARY	16,116	15,612		15,248		15,138		15,395		15,180	
RURAL CARRIERS	61	5	8.2								
AVERAGE SALARY	18,138	17,040									

UTAH STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,635	4.9	324	1.0	454	1.3	197	.6	302	.9	108	.3	30,919	91.8	8,342	24.8	TOTAL ALL PAY SYSTEMS
529	2.8	235	1.2	316	1.7	176	.9	209	1.1	99	.5	17,837	93.7	7,120	37.4	TOTAL GEN SCHED & EQUIV
6.21		4.41		5.30		4.29		8.08		6.20		7.74		5.29		AVERAGE GRADE
1,040	8.4	86	.7	135	1.1	21	.2	75	.6	8	.1	10,915	88.4	934	7.6	TOTAL WAGE SYSTEMS
975	8.7	84	.8	123	1.1	20	.2	63	.6	8	.1	9,840	88.1	923	8.3	REGULAR NONSUPERVISORY
7.38		5.10		6.46		4.05		8.24		4.38		8.17		5.55		AVERAGE GRADE (WG)
18	10.2	1	.6	5	2.8			2	1.1			148	84.1	1	.6	REGULAR LEADER
7.61		2.00		9.40				10.00				8.88		7.00		AVERAGE GRADE (WL)
44	4.6	1	.1	7	.7	1	.1	10	1.0			883	92.7	8	.8	REGULAR SUPERVISORY
7.89		2.00		6.86		7.00		9.30				9.46		4.00		AVERAGE GRADE (WS)
1	16.7											5	83.3			NONSUPERV (PROD FAC)
7.00												8.00				AVERAGE GRADE (WD)
2	4.9											39	95.1	2	4.9	OTHER WAGE SYSTEMS
14,650												14,077		6,250		AVERAGE SALARY
3	4.5	1	1.5									62	92.5	23	34.3	TOTAL OTHER PAY SYSTEMS
4,800		4,800										13,806		7,661		AVERAGE SALARY
63	2.8	2	.1	3	.1			18	.8	1		2,105	94.5	265	11.9	TOTAL POSTAL SERVICE
63	2.8	2	.1	3	.1			18	.8	1		2,105	94.5	265	11.9	POSTAL FIELD
63	2.9	2	.1	3	.1			18	.8	1		2,044	94.3	260	12.0	LEVELS 1 THRU 42
15,040		15,350		16,033				15,528		14,500		16,168		15,627		AVERAGE SALARY
												61	100.0	5	8.2	RURAL CARRIERS
												18,138		17,040		AVERAGE SALARY

TABLE 2-085

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY-OGDEN, UTAH**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	30,487	8,263	27.1	2,349	7.7	562	1.8	360	1.2	125	.4
TOTAL GEN SCHED & EQUIV	16,708	6,967	41.7	886	5.3	404	2.4	141	.8	69	.4
AVERAGE GRADE	7.68	5.30		6.69		5.04		6.28		5.54	
TOTAL WAGE SYSTEMS	12,020	1,075	8.9	1,345	11.2	147	1.2	182	1.5	49	.4
REGULAR NONSUPERVISORY	10,915	1,060	9.7	1,252	11.5	142	1.3	170	1.6	48	.4
AVERAGE GRADE (WG)	8.10	5.46		7.32		4.85		6.59		4.48	
REGULAR LEADER	165	3	1.8	26	15.8	2	1.2	3	1.9	1	.6
AVERAGE GRADE (WL)	8.77	3.33		7.81		1.50		5.33		1.00	
REGULAR SUPERVISORY	921	10	1.1	64	6.9	3	.3	9	1.0	2	.2
AVERAGE GRADE (WS)	9.40	3.50		8.00		2.00		7.22		2.00	
NONSUPERV (PROD FAC)	6			1	16.7						
AVERAGE GRADE (WD)	7.83			7.00							
OTHER WAGE SYSTEMS	13	2	15.4	2	15.4						
AVERAGE SALARY	11,823	6,250		14,650							
TOTAL OTHER PAY SYSTEMS	60	25	41.7	5	8.3	3	5.0	2	3.3	2	3.1
AVERAGE SALARY	13,373	7,432		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	1,699	196	11.5	113	6.7	8	.5	35	2.1	5	.3
POSTAL FIELD	1,699	196	11.5	113	6.7	8	.5	35	2.1	5	.3
LEVELS 1 THRU 42	1,675	193	11.5	113	6.7	8	.5	35	2.1	5	.3
AVERAGE SALARY	16,052	15,791		15,214		15,138		15,437		15,180	
RURAL CARRIERS	24	3	12.5								
AVERAGE SALARY	18,429	16,567									

**STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY-OGDEN, UTAH**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,598	5.2	317	1.0	97	.3	16	.1	294	1.0	104	.3	28,138	92.3	7,701	25.3	TOTAL ALL PAY SYSTEMS
501	3.0	228	1.4	42	.3	12	.1	202	1.2	95	.6	15,822	94.7	6,563	39.3	TOTAL GEN SCHED & EQUIV
6.18		4.37		7.40		5.67		8.09		6.20		7.74		5.32		AVERAGE GRADE
1,035	6.6	86	.7	53	.4	4		75	.8	8	.1	10,675	88.8	928	7.7	TOTAL WAGE SYSTEMS
970	6.9	84	.8	49	.4	4		63	.6	8	.1	9,683	88.5	918	8.4	REGULAR NONSUPERVISORY
7.39		5.10		7.37		5.00		8.24		4.38		8.20		5.56		AVERAGE GRADE (WG)
18	10.9	1	.6	3	1.8			2	1.2			139	84.2	1	.8	REGULAR LEADER
7.61		2.00		10.00				10.00				8.95		7.00		AVERAGE GRADE (WL)
44	4.8	1	.1	1	.1			10	1.1			857	93.1	7	.8	REGULAR SUPERVISORY
7.89		2.00		7.00				9.30				9.51		4.14		AVERAGE GRADE (WS)
1	16.7											5	83.3			NONSUPERV (PROD FAC)
7.00												6.00				AVERAGE GRADE (WD)
2	15.4											11	84.6	2	15.4	OTHER WAGE SYSTEMS
14,650												11,309		6,250		AVERAGE SALARY
3	5.0	1	1.7									55	91.7	22	36.7	TOTAL OTHER PAY SYSTEMS
4,800		4,800										14,153		7,791		AVERAGE SALARY
59	3.5	2	.1	2	.1			17	1.0	1	.1	1,586	93.3	168	11.1	TOTAL POSTAL SERVICE
59	3.5	2	.1	2	.1			17	1.0	1	.1	1,586	93.3	188	11.1	POSTAL FIELD
59	3.5	2	.1	2	.1			17	1.0	1	.1	1,562	93.3	185	11.0	LEVELS 1 THRU 42
14,968		15,350		16,100				15,506		14,500		16,112		15,819		AVERAGE SALARY
												24	100.0	3	12.5	RURAL CARRIERS
												18,429		16,567		AVERAGE SALARY

WYOMING STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,308	1,333	25.1	407	7.7	114	2.1	55	1.0	10	.2
TOTAL GEN SCHED & EQUIV	3,644	1,175	32.2	233	6.4	105	2.9	30	.8	7	.2
AVERAGE GRADE	7.89	5.50		5.84		4.70		7.10		5.00	
TOTAL WAGE SYSTEMS	972	54	5.6	127	13.1	8	.8	19	2.0	3	.3
REGULAR NONSUPERVISORY	774	49	6.3	107	13.8	7	.9	16	2.1	3	.4
AVERAGE GRADE (WG)	7.22	3.04		5.96		3.29		4.88		3.33	
REGULAR LEADER	28			5	17.9						
AVERAGE GRADE (WL)	8.14			4.60							
REGULAR SUPERVISORY	102	2	2.0	14	13.7	1	1.0	3	2.9		
AVERAGE GRADE (WS)	7.63	1.50		4.79		1.00		2.67			
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	67	3	4.5	1	1.5						
AVERAGE SALARY	18,131	6,233		10,300							
TOTAL OTHER PAY SYSTEMS	20	6	30.0	1	5.0						
AVERAGE SALARY	16,620	5,917		35,200							
TOTAL POSTAL SERVICE	672	98	14.6	46	6.8	1	.1	6	.9		
POSTAL FIELD	672	98	14.6	46	6.8	1	.1	6	.9		
LEVELS 1 THRU 42	643	96	14.9	46	7.2	1	.2	6	.9		
AVERAGE SALARY	16,235	15,543		15,680		13,800		16,367			
RURAL CARRIERS	29	2	6.9								
AVERAGE SALARY	17,790	17,100									

WYOMING STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
211	4.0	46	.9	124	2.3	51	1.0	17	.3	7	.1	4,901	92.3	1,219	23.0	TOTAL ALL PAY SYSTEMS
87	2.4	42	1.2	104	2.9	49	1.3	12	.3	7	.2	3,411	93.6	1,070	29.4	TOTAL GEN SCHED & EQUIV
	5.83	4.57		5.25	4.39			7.92		7.29		8.03	5.58			AVERAGE GRADE
86	8.8	3	.3	20	2.1	2	.2	2	.2			845	88.9	46	4.7	TOTAL WAGE SYSTEMS
72	9.3	2	.3	17	2.2	2	.3	2	.3			667	86.2	42	5.4	REGULAR NONSUPERVISORY
	6.40	5.00		4.65	1.50			10.00				7.42	3.00			AVERAGE GRADE (WG)
4	14.3			1	3.6							23	82.1			REGULAR LEADER
	3.75			8.00								8.91				AVERAGE GRADE (WL)
10	9.8	1	1.0	1	1.0							88	86.3	1	1.0	REGULAR SUPERVISORY
	5.20	1.00		7.00								8.08	2.00			AVERAGE GRADE (WS)
				1	1.5							1	100.0			NONSUPERV (PROD FAC)
				10,300								7.00				AVERAGE GRADE (WD)
												66	98.5	3	4.5	OTHER WAGE SYSTEMS
												18,250	6,233			AVERAGE SALARY
								1	5.0			19	95.0	6	30.0	TOTAL OTHER PAY SYSTEMS
								35,200				15,642	5,917			AVERAGE SALARY
38	5.7	1	.1					2	.3			626	93.2	97	14.4	TOTAL POSTAL SERVICE
38	5.7	1	.1					2	.3			626	93.2	97	14.4	POSTAL FIELD
38	5.9	1	.2					2	.3			597	92.8	95	14.8	LEVELS 1 THRU 42
	15,561	13,800						15,900				16,277	15,561			AVERAGE SALARY
												29	100.0	2	6.9	RURAL CARRIERS
												17,790	17,100			AVERAGE SALARY

NEW YORK CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	205,380	53,318	26.0	46,517	22.6	17,953	8.7	38,023	19.5	15,802	7.7
TOTAL GEN SCHED & EQUIV	93,187	39,019	41.9	17,002	18.2	10,358	11.1	13,790	14.8	8,774	9.4
AVERAGE GRADE	8.18	5.84		6.50		5.62		6.35		5.55	
TOTAL WAGE SYSTEMS	23,276	1,814	7.8	5,798	24.9	1,070	4.6	4,591	19.7	1,012	4.3
REGULAR NONSUPERVISORY	17,443	1,586	9.0	4,128	23.7	939	5.4	3,476	19.9	890	5.1
AVERAGE GRADE (WG)	6.90	3.01		4.59		2.59		4.53		2.56	
REGULAR LEADER	838	57	6.8	224	26.7	75	5.4	191	22.8	42	5.0
AVERAGE GRADE (WL)	6.82	2.74		4.05		2.69		4.02		2.67	
REGULAR SUPERVISORY	2,108	90	4.3	367	17.4	52	2.5	325	15.4	50	2.4
AVERAGE GRADE (WS)	7.67	2.66		4.41		2.50		4.30		2.52	
NONSUPERV (PROD FAC)	170	4	2.4	9	5.3			8	4.7		
AVERAGE GRADE (WD)	7.14	6.50		7.22				7.50			
SUPERVISORY (PROD FAC)	9										
AVERAGE GRADE (WN)	6.44										
OTHER WAGE SYSTEMS	2,708	97	3.6	1,070	39.5	34	1.3	591	21.8	30	1.1
AVERAGE SALARY	11,041	9,698		9,084		8,432		9,499		8,653	
TOTAL OTHER PAY SYSTEMS	980	415	42.3	132	13.4	95	9.7	90	9.2	65	6.6
AVERAGE SALARY	20,402	13,093		14,786		13,249		13,917		12,797	
TOTAL POSTAL SERVICE	87,937	12,070	13.7	23,585	26.8	6,430	7.3	19,552	22.2	5,951	6.8
POSTAL FIELD	87,937	12,070	13.7	23,585	26.8	6,430	7.3	19,552	22.2	5,951	6.8
LEVELS 1 THRU 42	86,330	11,960	13.9	23,561	27.3	6,424	7.4	19,534	22.6	5,948	6.9
AVERAGE SALARY	16,013	15,670		15,709		15,654		15,740		15,673	
RURAL CARRIERS	1,607	110	6.8	24	1.5	6	.4	18	1.1	3	.2
AVERAGE SALARY	17,711	16,961		17,492		16,900		17,700		17,533	

NEW YORK CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
7,247	3.5	1,732	.8	190	.1	53		1,057	.5	366	.2	158,883	77.4	35,385	17.2	TOTAL ALL PAY SYSTEMS
2,414	2.6	1,227	1.3	76	.1	39		722	.8	318	.3	76,185	81.8	28,661	30.8	TOTAL GEN SCHED & EQUIV
6.81		5.46		7.86		5.62		9.06		8.01		8.56		5.92		AVERAGE GRADE
1,136	4.9	50	.2	31	.1	3		40	.2	5		17,478	75.1	744	3.2	TOTAL WAGE SYSTEMS
611	3.5	41	.2	22	.1	3		19	.1	5		13,315	76.3	627	3.6	REGULAR NONSUPERVISORY
4.87		2.78		5.00		3.67		4.68		3.60		7.61		3.66		AVERAGE GRADE (WG)
30	3.6	3	.4	2	.2			1	.1			614	73.3	12	1.4	REGULAR LEADER
4.10		3.00		5.50				5.00				7.83		2.92		AVERAGE GRADE (WL)
39	1.9	2	.1	2	.1			1				1,741	82.6	38	1.8	REGULAR SUPERVISORY
5.23		2.00		6.00				8.00				8.36		2.87		AVERAGE GRADE (WS)
1	.5											161	94.7	4	2.4	NONSUPERV (PROD FAC)
5.00												7.14		6.50		AVERAGE GRADE (WD)
												9	100.0			SUPERVISORY (PROD FAC)
												6.44				AVERAGE GRADE (WN)
455	16.8	4	.1	5	.2			19	.7			1,638	60.5	63	2.3	OTHER WAGE SYSTEMS
8,457		6,775		9,840				11,011				12,319		10,381		AVERAGE SALARY
22	2.2	16	1.6					20	2.0	14	1.4	848	86.5	320	32.7	TOTAL OTHER PAY SYSTEMS
11,714		10,625						22,080		18,350		21,276		13,046		AVERAGE SALARY
3,675	4.2	439	.5	83	.1	11		275	.3	29		64,352	73.2	5,640	6.4	TOTAL POSTAL SERVICE
3,675	4.2	439	.5	83	.1	11		275	.3	29		64,352	73.2	5,640	6.4	POSTAL FIELD
3,671	4.3	436	.5	82	.1	11		274	.3	29		62,769	72.7	5,536	6.4	LEVELS 1 THRU 42
15,554		15,391		15,739		16,182		15,573		15,631		16,127		15,706		AVERAGE SALARY
4	.2	3	.2	1	.1			1	.1			1,583	98.5	104	8.5	RURAL CARRIERS
16,700		16,267		15,800				18,600				17,714		16,964		AVERAGE SALARY

NEW YORK STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	144,263	38,464	26.7	34,920	24.2	13,367	9.3	27,692	19.2	11,502	8.0
TOTAL GEN SCHED & EQUIV	62,620	27,514	43.9	12,059	19.3	7,381	11.8	9,408	15.0	6,018	9.6
AVERAGE GRADE	7.99	5.90		6.44		5.65		6.29		5.59	
TOTAL WAGE SYSTEMS	15,123	1,412	9.3	3,949	26.1	777	5.1	3,010	19.9	727	4.8
REGULAR NONSUPERVISORY	11,280	1,228	10.9	2,785	24.7	678	6.0	2,231	19.8	637	5.6
AVERAGE GRADE (WG)	6.37	3.00		4.00		2.51		3.89		2.50	
REGULAR LEADER	559	46	8.2	176	31.5	35	6.3	143	25.6	32	5.7
AVERAGE GRADE (WL)	6.19	2.65		3.56		2.66		3.41		2.63	
REGULAR SUPERVISORY	1,330	74	5.6	252	18.9	38	2.9	218	16.4	36	2.7
AVERAGE GRADE (WS)	7.37	2.66		4.02		2.47		3.93		2.50	
NONSUPERV (PROD FAC)	98	3	3.1	5	5.1			5	5.1		
AVERAGE GRADE (WD)	7.44	7.00		8.00				8.00			
SUPERVISORY (PROD FAC)	5										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	1,851	61	3.3	731	39.5	26	1.4	413	22.3	22	1.2
AVERAGE SALARY	11,437	7,733		9,399		7,512		9,764		7,645	
TOTAL OTHER PAY SYSTEMS	850	373	43.9	118	13.9	85	10.0	79	9.3	57	6.7
AVERAGE SALARY	19,767	13,198		15,005		13,515		14,330		13,119	
TOTAL POSTAL SERVICE	65,670	9,165	14.0	18,794	28.6	5,124	7.8	15,195	23.1	4,700	7.2
POSTAL FIELD	65,670	9,165	14.0	18,794	28.6	5,124	7.8	15,195	23.1	4,700	7.2
LEVELS 1 THRU 42	64,358	9,084	14.1	18,775	29.2	5,119	8.0	15,180	23.6	4,697	7.3
AVERAGE SALARY	16,026	15,725		15,753		15,715		15,792		15,735	
RURAL CARRIERS	1,312	81	6.2	19	1.4	5	.4	15	1.1	3	.2
AVERAGE SALARY	17,510	16,794		17,163		16,780		17,400		17,533	

NEW YORK STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
6,284	4.4	1,537	1.1	153	.1	42		791	.5	286	.2	109,343	75.8	25,097	17.4	TOTAL ALL PAY SYSTEMS
2,088	3.3	1,086	1.7	58	.1	31		505	.8	246	.4	50,561	80.7	20,133	32.2	TOTAL GEN SCHED & EQUIV
6.49		5.41		7.64		5.84		8.93		8.22		8.36		6.00		AVERAGE GRADE
886	5.9	46	.3	26	.2	2		27	.2	2		11,174	73.9	635	4.2	TOTAL WAGE SYSTEMS
522	4.6	37	.3	19	.2	2		13	.1	2		8,495	75.3	550	4.9	REGULAR NONSUPERVISORY
4.43		2.65		5.00		3.00		3.85		2.50		7.15		3.60		AVERAGE GRADE (WG)
30	5.4	3	.5	2	.4			1	.2			383	68.5	11	2.0	REGULAR LEADER
4.10		3.00		5.50				5.00				7.40		2.64		AVERAGE GRADE (WL)
32	2.4	2	.2	1	.1			1	.1			1,078	81.1	36	2.7	REGULAR SUPERVISORY
4.50		2.00		4.00				8.00				8.16		2.86		AVERAGE GRADE (WS)
												93	94.9	3	3.1	NONSUPERV (PROD FAC)
												7.41		7.00		AVERAGE GRADE (WD)
												5	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
302	16.3	4	.2	4	.2			12	.8			1,120	60.5	35	1.9	OTHER WAGE SYSTEMS
8,798		6,775		10,600				11,558				12,768		7,897		AVERAGE SALARY
22	2.6	16	1.9					17	2.0	12	1.4	732	86.1	288	33.9	TOTAL OTHER PAY SYSTEMS
11,714		10,825						22,400		19,250		20,535		13,104		AVERAGE SALARY
3,288	5.0	389	.6	69	.1	9		242	.4	26		46,876	71.4	4,041	6.2	TOTAL POSTAL SERVICE
3,288	5.0	389	.6	69	.1	9		242	.4	26		46,876	71.4	4,041	6.2	POSTAL FIELD
3,285	5.1	387	.6	68	.1	9		242	.4	26		45,583	70.8	3,965	6.2	LEVELS 1 THRU 42
15,583		15,472		15,847		16,011		15,618		15,715		16,139		15,738		AVERAGE SALARY
3	.2	2	.2	1	.1							1,293	98.6	76	5.8	RURAL CARRIERS
16,433		15,650		15,800								17,515		16,795		AVERAGE SALARY

TABLE 2-089

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO, NEW YORK**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,734	2,313	26.5	906	10.4	430	4.9	835	9.6	408	4.7
TOTAL GEN SCHED & EQUIV	4,235	1,862	44.0	430	10.2	252	6.0	377	8.9	232	5.5
AVERAGE GRADE	7.99	6.04		6.34		5.65		6.01		5.53	
TOTAL WAGE SYSTEMS	865	114	13.2	151	17.5	66	7.6	146	16.9	65	7.5
REGULAR NONSUPERVISORY	737	103	14.0	130	17.6	57	7.7	125	17.0	56	7.6
AVERAGE GRADE (WG)	6.96	2.60		3.26		2.54		3.24		2.52	
REGULAR LEADER	26	1	3.8								
AVERAGE GRADE (WL)	8.04	2.00									
REGULAR SUPERVISORY	92	4	4.3	15	16.3	4	4.3	15	16.3	4	4.3
AVERAGE GRADE (WS)	7.95	2.50		3.27		2.50		3.27		2.50	
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	6.50										
OTHER WAGE SYSTEMS	8	6	75.0	6	75.0	5	62.5	6	75.0	5	62.5
AVERAGE SALARY	8,188	6,467		6,333		6,600		6,333		6,600	
TOTAL OTHER PAY SYSTEMS	45	26	57.8	3	6.7	2	4.4	3	6.7	2	4.4
AVERAGE SALARY	17,420	10,392		14,633		8,400		14,633		8,400	
TOTAL POSTAL SERVICE	3,589	311	8.7	322	9.0	110	3.1	309	8.6	109	3.0
POSTAL FIELD	3,589	311	8.7	322	9.0	110	3.1	309	8.6	109	3.0
LEVELS 1 THRU 42	3,519	305	8.7	322	9.2	110	3.1	309	8.8	109	3.1
AVERAGE SALARY	16,045	15,871		15,911		15,765		15,928		15,757	
RURAL CARRIERS	70	6	8.6								
AVERAGE SALARY	18,260	17,033									

**STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO, NEW YORK**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
41	.5	12	.1	13	.1	4		17	.2	6	.1	7,828	89.6	1,883	21.6	TOTAL ALL PAY SYSTEMS
29	.7	11	.3	7	.2	3	.1	17	.4	6	.1	3,805	89.8	1,610	38.0	TOTAL GEN SCHED & EQUIV
7.14		4.91		7.43		7.00		12.00		11.00		8.18		6.10		AVERAGE GRADE
3	.3			2	.2	1	.1					714	82.5	48	5.5	TOTAL WAGE SYSTEMS
3	.4			2	.3	1	.1					607	82.4	48	6.2	REGULAR NONSUPERVISORY
4.33				3.00		4.00						7.75		2.67		AVERAGE GRADE (WG)
												26	100.0	1	3.8	REGULAR LEADER
												8.04		2.00		AVERAGE GRADE (WL)
												77	83.7			REGULAR SUPERVISORY
												8.86				AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												6.50				AVERAGE GRADE (WD)
												2	25.0	1	12.5	OTHER WAGE SYSTEMS
												13,750		5,800		AVERAGE SALARY
												42	93.3	24	53.3	TOTAL OTHER PAY SYSTEMS
												17,619		10,558		AVERAGE SALARY
9	.3	1		4	.1							3,267	91.0	201	5.6	TOTAL POSTAL SERVICE
9	.3	1		4	.1							3,267	91.0	201	5.6	POSTAL FIELD
9	.3	1		4	.1							3,197	90.6	195	5.5	LEVELS 1 THRU 42
15,389		16,700		15,900								16,059		15,931		AVERAGE SALARY
												70	100.0	6	8.6	RURAL CARRIERS
												18,260		17,033		AVERAGE SALARY

TABLE 2-090

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NASSAU-SUFFOLK, NEW YORK**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	16,217	4,995	30.8	1,806	11.1	583	3.6	1,435	8.8	478	2.9
TOTAL GEN SCHED & EQUIV	8,072	4,149	51.4	796	9.9	388	4.8	605	7.5	298	3.7
AVERAGE GRADE	7.58	5.34		7.13		5.67		7.00		5.72	
TOTAL WAGE SYSTEMS	1,156	80	6.9	269	23.3	47	4.1	220	19.0	45	3.9
REGULAR NONSUPERVISORY	979	64	6.5	226	23.1	34	3.5	185	18.9	33	3.4
AVERAGE GRADE (WG)	6.24	2.53		4.56		2.26		4.57		2.27	
REGULAR LEADER	49	10	20.4	18	36.7	8	16.3	13	26.5	7	14.3
AVERAGE GRADE (WL)	5.67	3.00		3.78		3.00		3.23		3.00	
REGULAR SUPERVISORY	107	3	2.8	18	16.8	2	1.9	16	15.0	2	1.9
AVERAGE GRADE (WS)	6.96	2.33		4.33		2.50		4.25		2.50	
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	6.67										
OTHER WAGE SYSTEMS	18	3	16.7	7	38.9	3	16.7	6	33.3	3	16.7
AVERAGE SALARY	14,050	7,767		10,114		7,767		8,550		7,767	
TOTAL OTHER PAY SYSTEMS	103	17	16.5	5	4.9	1	1.0	2	1.9	1	1.0
AVERAGE SALARY	26,350	9,541		25,040		7,300		7,750		7,300	
TOTAL POSTAL SERVICE	6,886	749	10.9	736	10.7	147	2.1	608	8.8	134	1.9
POSTAL FIELD	6,886	749	10.9	736	10.7	147	2.1	608	8.8	134	1.9
LEVELS 1 THRU 42	6,846	743	10.9	731	10.7	145	2.1	605	8.8	133	1.9
AVERAGE SALARY	15,989	15,876		15,799		15,877		15,799		15,878	
RURAL CARRIERS	40	6	15.0	5	12.5	2	5.0	3	7.5	1	2.5
AVERAGE SALARY	17,123	17,100		17,080		15,900		17,333		16,400	

**STANDARD METROPOLITAN STATISTICAL AREA
NASSAU-SUFFOLK, NEW YORK**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
314	1.9	91	.8	14	.1	3		43	.3	11	.1	14,411	88.9	4,412	27.2	TOTAL ALL PAY SYSTEMS
159	2.0	78	1.0	5	.1	2		27	.3	10	.1	7,278	90.1	3,761	46.6	TOTAL GEN SCHED & EQUIV
		5.27		10.60		8.00		8,19		6.70		7.63		5.30		AVERAGE GRADE
45	3.9	2	.2	2	.2			2	.2			887	76.7	33	2.9	TOTAL WAGE SYSTEMS
40	4.1	1	.1					1	.1			753	76.9	30	3.1	REGULAR NONSUPERVISORY
	4.48	2.00						6.00				6.74		2.83		AVERAGE GRADE (WG)
3	6.1	1	2.0	2	4.1							31	63.3	2	4.1	REGULAR LEADER
	5.00	3.00		5.50								6.77		3.00		AVERAGE GRADE (WL)
2	1.9											89	83.2	1	.9	REGULAR SUPERVISORY
	5.00											7.49		2.00		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												6.67				AVERAGE GRADE (WD)
								1	5.6			11	61.1			OTHER WAGE SYSTEMS
								19,500				16,555				AVERAGE SALARY
1	1.0							2	1.9			98	95.1	16	15.5	TOTAL OTHER PAY SYSTEMS
	42,200							33,750				26,417		9,681		AVERAGE SALARY
109	1.6	11	.2	7	.1	1		12	.2	1		6,150	89.3	602	8.7	TOTAL POSTAL SERVICE
109	1.6	11	.2	7	.1	1		12	.2	1		6,150	89.3	602	8.7	POSTAL FIELD
107	1.6	10	.1	7	.1	1		12	.2	1		6,115	89.3	598	8.7	LEVELS 1 THRU 42
	15,844	15,860		15,729		15,900		15,425		15,900		16,011		15,875		AVERAGE SALARY
2	5.0	1	2.5									35	87.5	4	10.0	RURAL CARRIERS
	16,700	15,400										17,129		17,700		AVERAGE SALARY

TABLE 2-091

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK, NEW YORK-NEW JERSEY**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	87,468	22,758	26.0	30,374	34.7	11,589	13.2	23,957	27.4	9,938	11.4
TOTAL GEN SCHED & EQUIV	35,052	15,022	42.9	10,059	28.7	6,303	18.0	7,813	22.3	5,112	14.6
AVERAGE GRADE	8.23	6.22		6.40		5.70		6.28		5.64	
TOTAL WAGE SYSTEMS	5,546	468	8.4	2,567	46.3	374	6.7	1,862	33.6	347	6.3
REGULAR NONSUPERVISORY	3,298	394	11.9	1,605	46.7	325	9.9	1,251	37.9	303	9.2
AVERAGE GRADE (WG)	5.49	2.41		4.02		2.39		3.90		2.40	
REGULAR LEADER	183	24	13.1	100	54.6	20	10.9	85	46.4	19	10.4
AVERAGE GRADE (WL)	5.48	2.75		3.72		2.70		3.74		2.68	
REGULAR SUPERVISORY	400	23	5.8	149	37.3	15	3.8	127	31.8	15	3.8
AVERAGE GRADE (WS)	6.76	3.30		4.37		3.20		4.31		3.20	
NONSUPERV (PROD FAC)	56	1	1.8	5	8.9			5	8.9		
AVERAGE GRADE (WD)	7.84	7.00		8.00				8.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	1,608	26	1.6	708	44.0	14	.9	394	24.5	10	.6
AVERAGE SALARY	11,428	8,608		9,421		8,164		9,861		8,720	
TOTAL OTHER PAY SYSTEMS	557	244	43.8	109	19.6	81	14.5	73	13.1	53	9.5
AVERAGE SALARY	19,766	14,804		14,646		13,822		14,625		13,558	
TOTAL POSTAL SERVICE	46,313	7,024	15.2	17,639	38.1	4,831	10.4	14,209	30.7	4,426	9.6
POSTAL FIELD	46,313	7,024	15.2	17,639	38.1	4,831	10.4	14,209	30.7	4,426	9.6
LEVELS 1 THRU 42	46,253	7,020	15.2	17,635	38.1	4,830	10.4	14,206	30.7	4,426	9.6
AVERAGE SALARY	15,997	15,685		15,746		15,704		15,786		15,724	
RURAL CARRIERS	60	4	6.7	4	6.7	1	1.7	3	5.0		
AVERAGE SALARY	18,127	17,250		17,275		15,900		17,733			

**STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK, NEW YORK-NEW JERSEY**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5,666	6.5	1,383	1.6	75	.1	18		676	.8	252	.3	57,094	65.3	11,169	12.8	TOTAL ALL PAY SYSTEMS
1,814	5.2	968	2.8	22	.1	9		410	1.2	214	.6	24,993	71.3	8,719	24.9	TOTAL GEN SCHED & EQUIV
6,366		5,433		8,233		6,111		8,744		8,306		8,977		6,589		AVERAGE GRADE
673	12.1	26	.5	10	.2	1		22	.4			2,979	53.7	94	1.7	TOTAL WAGE SYSTEMS
337	10.2	21	.6	7	.2	1		10	.3			1,693	51.3	69	2.1	REGULAR NONSUPERVISORY
4,468		2,229		4,229		2,000		3,900				6,888		2,511		AVERAGE GRADE (WG)
15	8.2	1	.5									83	45.4	4	2.2	REGULAR LEADER
3,600		3,000										7,600		3,000		AVERAGE GRADE (WL)
20	5.0			1	.3			1	.3			251	82.8	8	2.0	REGULAR SUPERVISORY
4,600				4,000				8,000				8,180		3,500		AVERAGE GRADE (WS)
												51	91.1	1	1.8	NONSUPERV (PROD FAC)
												7,820		7,000		AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7,000				AVERAGE GRADE (WN)
301	18.7	4	.2	2	.1			11	.7			900	56.0	12	.7	OTHER WAGE SYSTEMS
8,792		6,775		9,600				10,836				13,006		9,125		AVERAGE SALARY
21	3.8	16	2.9					15	2.7	12	2.2	448	80.4	163	29.3	TOTAL OTHER PAY SYSTEMS
10,262		10,625						20,887		19,250		21,012		15,291		AVERAGE SALARY
3,158	6.8	373	.8	43	.1	6		229	.5	26	.1	26,674	61.9	2,193	4.7	TOTAL POSTAL SERVICE
3,158	6.8	373	.8	43	.1	6		229	.5	26	.1	26,674	61.9	2,193	4.7	POSTAL FIELD
3,157	6.8	372	.8	43	.1	6		229	.5	26	.1	26,618	61.9	2,190	4.7	LEVELS 1 THRU 42
15,575		15,453		15,814		16,183		15,618		15,715		16,151		15,844		AVERAGE SALARY
1	1.7	1	1.7									56	93.3	3	5.0	RURAL CARRIERS
15,900		15,900										18,188		17,700		AVERAGE SALARY

NEW JERSEY STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	61,117	14,854	24.3	11,597	19.0	4,586	7.5	10,331	16.9	4,300	7.0
TOTAL GEN SCHED & EQUIV	30,567	11,505	37.6	4,943	16.2	2,977	9.7	4,382	14.3	2,756	9.0
AVERAGE GRADE	8.57	5.68		6.66		5.54		6.47		5.48	
TOTAL WAGE SYSTEMS	8,153	402	4.9	1,849	22.7	293	3.8	1,581	19.4	285	3.5
REGULAR NONSUPERVISORY	6,163	338	5.5	1,343	21.8	261	4.2	1,245	20.2	253	4.1
AVERAGE GRADE (WG)	7.85	3.07		5.81		2.75		5.69		2.70	
REGULAR LEADER	279	11	3.9	48	17.2	10	3.6	48	17.2	10	3.6
AVERAGE GRADE (WL)	8.07	3.09		5.85		2.80		5.85		2.80	
REGULAR SUPERVISORY	778	16	2.1	115	14.8	14	1.8	107	13.8	14	1.8
AVERAGE GRADE (WS)	8.19	2.63		5.28		2.57		5.04		2.57	
NONSUPERV (PROD FAC)	72	1	1.4	4	5.6			3	4.2		
AVERAGE GRADE (WD)	6.74	5.00		6.25				6.67			
SUPERVISORY (PROD FAC)	4										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	857	36	4.2	339	39.6	8	.9	178	20.8	8	.9
AVERAGE SALARY	10,184	13,028		8,406		11,425		8,884		11,425	
TOTAL OTHER PAY SYSTEMS	130	42	32.3	14	10.8	10	7.7	11	8.5	9	6.2
AVERAGE SALARY	24,555	12,162		12,943		10,990		10,945		10,500	
TOTAL POSTAL SERVICE	22,267	2,905	13.0	4,791	21.5	1,306	5.9	4,357	19.8	1,251	5.6
POSTAL FIELD	22,267	2,905	13.0	4,791	21.5	1,306	5.9	4,357	19.8	1,251	5.6
LEVELS 1 THRU 42	21,972	2,876	13.1	4,786	21.8	1,305	5.9	4,354	19.8	1,251	5.7
AVERAGE SALARY	15,974	15,530		15,536		15,416		15,559		15,441	
RURAL CARRIERS	295	29	9.8	5	1.7	1	.3	3	1.0		
AVERAGE SALARY	18,602	17,428		18,740		17,500		19,200			

NEW JERSEY STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
963	1.6	195	.3	37	.1	11		266	.4	80	.1	49,520	81.0	10,268	16.8	TOTAL ALL PAY SYSTEMS
326	1.1	141	.5	18	.1	8		217	.7	72	.2	25,824	83.8	8,528	27.9	TOTAL GEN SCHED & EQUIV
7.35		5.80		8.56		4.75		9.35		7.29		8.94		5.73		AVERAGE GRADE
250	3.1	4		5	.1	1		13	.2	3		6,304	77.3	109	1.3	TOTAL WAGE SYSTEMS
89	1.4	4	.1	3		1		6	.1	3		4,820	78.2	77	1.2	REGULAR NONSUPERVISORY
7.48		4.00		5.00		5.00		6.50		4.33		8.42		4.13		AVERAGE GRADE (WG)
												231	82.8	1	.4	REGULAR LEADER
												8.53		6.00		AVERAGE GRADE (WL)
7	.9			1	.1							663	85.2	2	.3	REGULAR SUPERVISORY
8.57				8.00								8.69		3.00		AVERAGE GRADE (WS)
1	1.4											68	94.4	1	1.4	NONSUPERV (PROD FAC)
5.00												6.76		5.00		AVERAGE GRADE (WD)
												4	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
153	17.9			1	.1			7	.8			518	60.4	28	3.3	OTHER WAGE SYSTEMS
7,784				6,800				10,071				11,348		13,486		AVERAGE SALARY
								3	2.3	2	1.5	116	89.2	32	24.8	TOTAL OTHER PAY SYSTEMS
								20,267		12,950		25,957		12,528		AVERAGE SALARY
387	1.7	50	.2	14	.1	2		33	.1	3		17,476	78.5	1,599	7.2	TOTAL POSTAL SERVICE
387	1.7	50	.2	14	.1	2		33	.1	3		17,476	78.5	1,599	7.2	POSTAL FIELD
386	1.8	49	.2	14	.1	2		32	.1	3		17,186	78.2	1,571	7.2	LEVELS 1 THRU 42
15,305		14,753		15,214		16,950		15,234		14,900		16,096		15,625		AVERAGE SALARY
1	.3	1	.3					1	.3			290	98.3	28	9.5	RURAL CARRIERS
17,500		17,500						18,600				18,600		17,425		AVERAGE SALARY

TABLE 2-093

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,779	1,446	18.6	2,337	30.0	621	8.0	1,912	24.6	575	7.4
TOTAL GEN SCHED & EQUIV	1,674	779	46.5	414	24.7	236	14.1	369	22.0	216	12.9
AVERAGE GRADE	6.72	5.22		5.96		5.31		5.99		5.31	
TOTAL WAGE SYSTEMS	1,129			422	37.4			255	22.6		
REGULAR NONSUPERVISORY	355			89	25.1			81	22.8		
AVERAGE GRADE (WG)	7.03			6.36				6.32			
REGULAR LEADER	16			3	18.8			3	18.8		
AVERAGE GRADE (WL)	6.25			6.00				6.00			
REGULAR SUPERVISORY	63			8	12.7			7	11.1		
AVERAGE GRADE (WS)	7.76			5.25				4.71			
NONSUPERV (PROD FAC)	5										
AVERAGE GRADE (WD)	7.80										
OTHER WAGE SYSTEMS	690			322	46.7			164	23.8		
AVERAGE SALARY	9,374			8,233				8,638			
TOTAL OTHER PAY SYSTEMS	1	1	100.0								
AVERAGE SALARY	10,500	10,500									
TOTAL POSTAL SERVICE	4,975	666	13.4	1,501	30.2	385	7.7	1,288	25.9	359	7.2
POSTAL FIELD	4,975	666	13.4	1,501	30.2	385	7.7	1,288	25.9	359	7.2
LEVELS 1 THRU 42	4,975	666	13.4	1,501	30.2	385	7.7	1,288	25.9	359	7.2
AVERAGE SALARY	15,456	14,941		15,203		14,932		15,209		14,967	

**STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
404	5.2	44	.8	6	.1			15	.2	2		5,442	70.0	825	10.6	TOTAL ALL PAY SYSTEMS
42	2.5	18	1.1					3	.2	2	.1	1,280	75.3	543	32.4	TOTAL GEN SCHED & EQUIV
5.50		4.78						8.33		10.00		6.96		5.18		AVERAGE GRADE
160	14.2			1	.1			6	.5			707	82.6			TOTAL WAGE SYSTEMS
8	2.3											266	74.9			REGULAR NONSUPERVISORY
6.75												7.25				AVERAGE GRADE (WG)
												13	81.3			REGULAR LEADER
												6.31				AVERAGE GRADE (WL)
1	1.8											55	87.3			REGULAR SUPERVISORY
9.60												8.13				AVERAGE GRADE (WS)
												5	100.0			NONSUPERV (PROD FAC)
												7.80				AVERAGE GRADE (WD)
151	21.9			1	.1			6	.9			368	53.3			OTHER WAGE SYSTEMS
7,729				6,800				10,100				10,373				AVERAGE SALARY
												1	100.0	1	100.0	TOTAL OTHER PAY SYSTEMS
												10,500		10,500		AVERAGE SALARY
202	4.1	26	.5	5	.1			6	.1			3,474	69.8	28	5.6	TOTAL POSTAL SERVICE
202	4.1	26	.5	5	.1			9	.1			3,474	69.8	281	5.6	POSTAL FIELD
202	4.1	26	.5	5	.1			6	.1			3,474	69.8	281	5.6	LEVELS 1 THRU 42
15,162		14,454		14,300				15,967				15,566		14,953		AVERAGE SALARY

TABLE 2-094

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
LONG BEACH-ASBURY PARK, NEW JERSEY**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	9,788	2,773	28.3	1,103	11.3	401	4.1	999	10.2	373	3.9
TOTAL GEN SCHED & EQUIV	7,488	2,675	35.7	785	10.5	387	5.2	698	9.3	365	4.9
AVERAGE GRADE	9.10	5.81		8.12		6.56		8.08		6.69	
TOTAL WAGE SYSTEMS	1,259	21	1.7	196	15.6	4	.3	185	14.7	4	.3
REGULAR NONSUPERVISORY	986	9	.9	156	15.8	2	.2	149	15.1	2	.2
AVERAGE GRADE (WG)	8.07	5.67		7.08		7.00		7.15		7.00	
REGULAR LEADER	60			15	25.0			15	25.0		
AVERAGE GRADE (WL)	7.97			7.13				7.13			
REGULAR SUPERVISORY	128			16	12.5			14	10.9		
AVERAGE GRADE (WS)	8.99			7.94				7.57			
NONSUPERV (PROD FAC)	27			3	11.1			2	7.4		
AVERAGE GRADE (WD)	5.96			6.00				6.50			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	56	12	21.4	6	10.7	2	3.6	5	8.9	2	3.6
AVERAGE SALARY	15,675	15,017		12,967		13,950		13,580		13,950	
TOTAL OTHER PAY SYSTEMS	6	2	33.3	1	16.7	1	16.7	1	16.7	1	16.7
AVERAGE SALARY	31,450	7,250		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	1,035	75	7.2	121	11.7	9	.9	115	11.1	8	.8
POSTAL FIELD	1,035	75	7.2	121	11.7	9	.9	115	11.1	8	.8
LEVELS 1 THRU 42	1,018	75	7.4	120	11.8	9	.9	114	11.2	8	.8
AVERAGE SALARY	16,338	16,049		15,827		16,022		15,843		16,100	
RURAL CARRIERS	17			1	5.9			1	5.9		
AVERAGE SALARY	18,788			19,800				19,800			

**STANDARD METROPOLITAN STATISTICAL AREA
LONG BEACH-ASBURY PARK, NEW JERSEY**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
44	.4	10	.1	3		1		57	.6	12	.1	8,685	88.7	2,372	24.2	TOTAL ALL PAY SYSTEMS
32	.4	9	.1	2		1		53	.7	12	.2	6,703	89.5	2,288	30.6	TOTAL GEN SCHED & EQUIV
7.75		4.11		9.00		6.00		8.85		4.58		9.21		5.69		AVERAGE GRADE
10	.8							1	.1			1,063	84.4	17	1.4	TOTAL WAGE SYSTEMS
7	.7											830	84.2	7	.7	REGULAR NONSUPERVISORY
5.43												8.25		5.29		AVERAGE GRADE (WG)
												45	75.0			REGULAR LEADER
												8.24				AVERAGE GRADE (WL)
2	1.6											112	87.5			REGULAR SUPERVISORY
10.50												9.14				AVERAGE GRADE (WS)
1	3.7											24	88.9			NONSUPERV (PROD FAC)
5.00												5.96				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
								1	1.8			50	89.3	10	17.9	OTHER WAGE SYSTEMS
								9,900				16,000		15,230		AVERAGE SALARY
												5	83.3	1	16.7	TOTAL OTHER PAY SYSTEMS
												36,780		9,700		AVERAGE SALARY
2	.2	1	.1	1	.1			3	.3			914	88.3	66	6.4	TOTAL POSTAL SERVICE
2	.2	1	.1	1	.1			3	.3			914	88.3	66	6.4	POSTAL FIELD
2	.2	1	.1	1	.1			3	.3			898	88.2	66	6.5	LEVELS 1 THRU 42
15,650		15,400		15,900				15,300				16,406		16,053		AVERAGE SALARY
												16	94.1			RURAL CARRIERS
												18,725				AVERAGE SALARY

TABLE 2-095

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	20,146	5,854	29.1	4,895	24.3	2,402	11.9	4,526	22.5	2,292	11.4
TOTAL GEN SCHED & EQUIV	11,758	4,571	38.9	2,494	21.2	1,605	13.7	2,240	19.1	1,510	12.8
AVERAGE GRADE	8.62	5.79		6.29		5.35		5.99		5.22	
TOTAL WAGE SYSTEMS	2,040	296	14.5	623	30.5	242	11.9	601	29.5	242	11.9
REGULAR NONSUPERVISORY	1,709	253	14.8	552	32.3	215	12.6	532	31.1	215	12.6
AVERAGE GRADE (WG)	6.52	2.72		4.26		2.63		4.11		2.63	
REGULAR LEADER	47	7	14.9	13	27.7	7	14.9	13	27.7	7	14.9
AVERAGE GRADE (WL)	6.40	3.14		3.69		3.14		3.69		3.14	
REGULAR SUPERVISORY	219	14	6.4	50	22.8	14	6.4	49	22.4	14	6.4
AVERAGE GRADE (WS)	6.94	2.57		5.74		2.57		3.65		2.57	
NONSUPERV (PROD FAC)	5			1	20.0			1	20.0		
AVERAGE GRADE (WD)	6.80			7.00				7.00			
OTHER WAGE SYSTEMS	60	22	36.7	7	11.7	6	10.0	6	16.0	6	10.0
AVERAGE SALARY	12,973	11,882		11,029		10,583		10,583		10,583	
TOTAL OTHER PAY SYSTEMS	113	38	33.6	13	11.5	9	8.0	10	8.8	7	6.2
AVERAGE SALARY	23,986	12,658		13,583		11,678		11,560		11,314	
TOTAL POSTAL SERVICE	6,235	949	15.2	1,765	28.3	546	8.8	1,675	26.9	533	8.5
POSTAL FIELD	6,235	949	15.2	1,765	28.3	546	8.8	1,675	26.9	533	8.5
LEVELS 1 THRU 42	6,182	944	15.3	1,764	28.5	545	8.8	1,675	27.1	533	8.6
AVERAGE SALARY	16,077	15,616		15,670		15,577		15,674		15,591	
RURAL CARRIERS	53	5	9.4	1	1.9	1	1.9				
AVERAGE SALARY	18,228	17,000		17,500		17,500					

**STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
244	1.2	70	.3	12	.1	4		113	.6	38	.2	15,251	75.7	3,452	17.1	TOTAL ALL PAY SYSTEMS
141	1.2	58	.5	10	.1	4		103	.9	33	.3	9,264	78.8	2,966	25.2	TOTAL GEN SCHED & EQUIV
		6.72		8.80		5.50		10.17		8.97		9.25		6.03		AVERAGE GRADE
21	1.0							1				1,417	69.5	54	2.6	TOTAL WAGE SYSTEMS
19	1.1							1	.1			1,157	67.7	38	2.2	REGULAR NONSUPERVISORY
8.21								5.00				7.60		3.21		AVERAGE GRADE (WG)
												34	72.3			REGULAR LEADER
												7.44				AVERAGE GRADE (WL)
1	.5											169	77.2			REGULAR SUPERVISORY
8.00												7.88				AVERAGE GRADE (WS)
												4	80.0			NONSUPERV (PROD FAC)
												6.75				AVERAGE GRADE (WD)
1	1.7											53	88.3	16	26.7	OTHER WAGE SYSTEMS
13,700												13,230		12,369		AVERAGE SALARY
								3	2.7	2	1.8	100	88.5	29	25.7	TOTAL OTHER PAY SYSTEMS
								20,267		12,950		25,340		12,962		AVERAGE SALARY
82	1.3	12	.2	2				6	.1	1		4,470	71.7	403	6.5	TOTAL POSTAL SERVICE
82	1.3	12	.2	2				6	.1	1		4,470	71.7	403	6.5	POSTAL FIELD
81	1.3	11	.2	2				6	.1	1		4,418	71.5	399	6.5	LEVELS 1 THRU 42
15,643		15,027		15,300				15,083		14,300		16,239		15,669		AVERAGE SALARY
1	1.9	1	1.9									52	98.1	4	7.5	RURAL CARRIERS
17,500		17,500										18,242		16,875		AVERAGE SALARY

PHILADELPHIA CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	260,617	80,415	30.9	56,676	21.7	23,187	8.9	54,888	21.1	22,711	8.7
TOTAL GEN SCHED & EQUIV	153,457	70,579	46.0	28,080	18.3	18,451	12.0	26,791	17.5	18,002	11.7
AVERAGE GRADE	7.74	5.63		6.00		5.35		5.86		5.31	
TOTAL WAGE SYSTEMS	57,484	3,734	6.5	17,225	30.0	2,370	4.1	16,880	29.4	2,359	4.1
REGULAR NONSUPERVISORY	46,276	3,114	6.7	14,802	32.0	1,990	4.3	14,535	31.4	1,980	4.3
AVERAGE GRADE (WG)	7.74	3.84		6.34		3.50		6.32		3.50	
REGULAR LEADER	1,683	78	4.6	433	25.7	56	3.3	429	25.5	56	3.3
AVERAGE GRADE (WL)	7.72	3.51		5.47		2.93		5.46		2.93	
REGULAR SUPERVISORY	5,008	161	3.2	1,112	22.2	124	2.5	1,090	21.8	124	2.5
AVERAGE GRADE (WS)	8.75	4.57		6.54		4.42		6.47		4.42	
NONSUPERV (PROD FAC)	1,337	10	.7	142	10.6	6	.4	133	9.9	6	.4
AVERAGE GRADE (WD)	7.24	4.90		6.99		4.83		7.01		4.83	
SUPERVISORY (PROD FAC)	123			5	4.1			5	4.1		
AVERAGE GRADE (WN)	6.59			6.80				6.80			
OTHER WAGE SYSTEMS	3,057	371	12.1	731	23.9	194	6.3	688	22.5	193	6.3
AVERAGE SALARY	11,640	9,656		11,174		10,072		11,069		10,074	
TOTAL OTHER PAY SYSTEMS	853	236	27.7	81	9.5	47	5.5	66	7.7	43	5.0
AVERAGE SALARY	22,825	10,929		12,965		8,223		10,615		7,800	
TOTAL POSTAL SERVICE	48,823	5,866	12.0	11,290	23.1	2,319	4.7	11,151	22.8	2,307	4.7
POSTAL FIELD	48,823	5,866	12.0	11,290	23.1	2,319	4.7	11,151	22.8	2,307	4.7
LEVELS 1 THRU 42	45,768	5,646	12.3	11,219	24.5	2,298	5.0	11,084	24.2	2,286	5.0
AVERAGE SALARY	16,240	15,667		15,848		15,659		15,846		15,663	
RURAL CARRIERS	3,055	220	7.2	71	2.3	21	.7	67	2.2	21	.7
AVERAGE SALARY	17,869	16,994		17,482		16,724		17,518		16,724	

PHILADELPHIA CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
940	.4	238	.1	144	.1	32		704	.3	206	.1	203,941	78.3	57,228	22.0	TOTAL ALL PAY SYSTEMS
636	.4	224	.1	92	.1	27		561	.4	198	.1	125,377	81.7	52,128	34.0	TOTAL GEN SCHED & EQUIV
8.19		6.27		9.71		7.15		9.51		7.66		8.13		5.73		AVERAGE GRADE
219	.4	6		32	.1	1		94	.2	4		40,259	70.0	1,364	2.4	TOTAL WAGE SYSTEMS
172	.4	6		24	.1	1		71	.2	3		31,474	68.0	1,124	2.4	REGULAR NONSUPERVISORY
7.08		3.17		8.46		2.00		7.20		5.33		8.41		4.45		AVERAGE GRADE (WG)
1	.1							3	.2			1,250	74.3	22	1.3	REGULAR LEADER
5.00								6.33				8.49		5.00		AVERAGE GRADE (WL)
13	.3			7	.1			2				3,896	77.8	37	.7	REGULAR SUPERVISORY
9.69				9.57				12.50				9.39		5.05		AVERAGE GRADE (WS)
7	.5							2	.1			1,195	89.4	4	.3	NONSUPERV (PROD FAC)
6.43								8.00				7.26		5.00		AVERAGE GRADE (WD)
												118	95.9			SUPERVISORY (PROD FAC)
												6.58				AVERAGE GRADE (WN)
26	.9			1				16	.5	1		2,326	76.1	177	5.8	OTHER WAGE SYSTEMS
13,388				12,900				11,988		9,700		11,786		9,201		AVERAGE SALARY
3	.4	2	.2	3	.4			9	1.1	2	.2	772	90.5	189	22.2	TOTAL OTHER PAY SYSTEMS
16,933		12,400		38,000				20,533		13,150		23,860		11,602		AVERAGE SALARY
82	.2	6		17		4		40	.1	2		37,533	76.9	3,547	7.3	TOTAL POSTAL SERVICE
82	.2	6		17		4		40	.1	2		37,533	76.9	3,547	7.3	POSTAL FIELD
79	.2	6		16		4		40	.1	2		34,549	75.5	3,348	7.3	LEVELS 1 THRU 42
15,992		14,950		16,181		15,775		15,755		13,350		16,368		15,672		AVERAGE SALARY
3	.1			1								2,984	97.7	199	6.5	RURAL CARRIERS
17,200				15,900								17,878		17,022		AVERAGE SALARY

DELAWARE STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	4,442	1,183	26.6	648	14.6	235	5.3	608	13.7	219	4.9
TOTAL GEN SCHED & EQUIV	2,024	955	47.2	255	12.6	148	7.3	224	11.1	133	6.6
AVERAGE GRADE	7.45	5.55		6.71		5.85		6.43		5.65	
TOTAL WAGE SYSTEMS	1,148	52	4.5	210	18.3	32	2.8	204	17.8	32	2.8
REGULAR NONSUPERVISORY	920	45	4.9	165	20.1	30	3.3	179	19.5	30	3.3
AVERAGE GRADE (WG)	8.23	3.11		5.77		3.47		5.65		3.47	
REGULAR LEADER	66			1	1.5			1	1.5		
AVERAGE GRADE (WL)	9.85			10.00				10.00			
REGULAR SUPERVISORY	156	3	1.9	24	15.4	2	1.3	24	15.4	2	1.3
AVERAGE GRADE (WS)	8.55	1.67		5.96		2.00		5.96		2.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	1.00										
OTHER WAGE SYSTEMS	5	4	80.0								
AVERAGE SALARY	8,260	7,675									
TOTAL OTHER PAY SYSTEMS	27	16	59.3								
AVERAGE SALARY	15,193	9,406									
TOTAL POSTAL SERVICE	1,243	160	12.9	183	14.7	55	4.4	180	14.5	54	4.3
POSTAL FIELD	1,243	160	12.9	183	14.7	55	4.4	180	14.5	54	4.3
LEVELS 1 THRU 42	1,176	153	13.0	179	15.2	53	4.5	176	15.0	52	4.4
AVERAGE SALARY	16,171	15,723		15,734		15,628		15,738		15,627	
RURAL CARRIERS	67	7	10.4	4	6.0	2	3.0	4	6.0	2	3.0
AVERAGE SALARY	17,755	16,543		17,025		16,350		17,025		16,350	

DELAWARE STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16	.4	4	.1	5	.1	2		19	.4	10	.2	3,794	85.4	948	21.3	TOTAL ALL PAY SYSTEMS
9	.4	3	.1	4	.2	2	.1	18	.9	10	.5	1,769	87.4	807	39.9	TOTAL GEN SCHED & EQUIV
6.33		5.67		6.75		5.00		10.44		8.70		7.55		5.49		AVERAGE GRADE
4	.3			1	.1			1	.1			938	81.7	20	1.7	TOTAL WAGE SYSTEMS
4	.4			1	.1			1	.1			735	79.9	15	1.8	REGULAR NONSUPERVISORY
9.75				8.00				10.00				8.85		2.40		AVERAGE GRADE (WG)
												65	98.5			REGULAR LEADER
												9.85				AVERAGE GRADE (WL)
												132	84.6	1	.6	REGULAR SUPERVISORY
												9.02		1.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												1.00				AVERAGE GRADE (WD)
												5	100.0	4	80.0	OTHER WAGE SYSTEMS
												8,260		7,675		AVERAGE SALARY
												27	100.0	16	59.3	TOTAL OTHER PAY SYSTEMS
												15,193		9,406		AVERAGE SALARY
3	.2	1	.1									1,060	85.3	105	8.4	TOTAL POSTAL SERVICE
3	.2	1	.1									1,060	85.3	105	8.4	POSTAL FIELD
3	.3	1	.1									997	84.8	100	8.5	LEVELS 1 THRU 42
15,533		15,700										16,249		15,773		AVERAGE SALARY
												63	94.0	5	7.5	RURAL CARRIERS
												17,802		16,620		AVERAGE SALARY

TABLE 2-098

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON, DELAWARE-NEW JERSEY-MARYLAND**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,935	1,426	36.2	727	18.5	352	8.9	690	17.5	334	8.5
TOTAL GEN SCHED & EQUIV	2,017	1,041	51.6	323	16.0	193	9.6	289	14.3	176	8.7
AVERAGE GRADE	7.31	6.00		6.56		6.01		5.97		5.53	
TOTAL WAGE SYSTEMS	783	195	25.6	232	30.4	105	13.8	231	30.3	105	13.8
REGULAR NONSUPERVISORY	632	168	26.6	195	30.9	92	14.6	194	30.7	92	14.6
AVERAGE GRADE (WG)	6.20	2.43		4.04		2.65		4.01		2.65	
REGULAR LEADER	45	11	24.4	14	31.1	8	17.8	14	31.1	8	17.8
AVERAGE GRADE (WL)	6.76	2.00		2.50		2.00		2.50		2.00	
REGULAR SUPERVISORY	74	6	8.1	23	31.1	5	6.8	23	31.1	5	6.8
AVERAGE GRADE (WS)	6.57	1.67		3.22		1.80		3.22		1.80	
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	4.00										
OTHER WAGE SYSTEMS	10	10	100.0								
AVERAGE SALARY	6,910	6,910									
TOTAL OTHER PAY SYSTEMS	38	23	60.5								
AVERAGE SALARY	14,703	8,991									
TOTAL POSTAL SERVICE	1,117	167	15.0	172	15.4	54	4.8	170	15.2	53	4.7
POSTAL FIELD	1,117	167	15.0	172	15.4	54	4.8	170	15.2	53	4.7
LEVELS 1 THRU 42	1,078	160	14.8	171	15.9	54	5.0	169	15.7	53	4.9
AVERAGE SALARY	16,142	15,728		15,776		15,633		15,781		15,632	
RURAL CARRIERS	39	7	17.9	1	2.6			1	2.6		
AVERAGE SALARY	18,382	17,714		17,400				17,400			

**STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON, DELAWARE-NEW JERSEY-MARYLAND**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16	.4	7	.2					21	.5	11	.3	3,208	81.5	1,074	27.3	TOTAL ALL PAY SYSTEMS
13	.8	6	.3					21	1.0	11	.5	1,694	84.0	848	42.0	TOTAL GEN SCHED & EQUIV
11.15		10.33						11.81		11.27		7.45		6.00		AVERAGE GRADE
1	.1											531	69.6	90	11.8	TOTAL WAGE SYSTEMS
1	.2											437	69.1	76	12.0	REGULAR NONSUPERVISORY
10.00												7.16		2.16		AVERAGE GRADE (WG)
												31	68.9	3	6.7	REGULAR LEADER
												8.68	*	2.00		AVERAGE GRADE (WL)
												51	68.9	1	1.4	REGULAR SUPERVISORY
												8.08		1.00		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												4.00				AVERAGE GRADE (WD)
												10	100.0	10	100.0	OTHER WAGE SYSTEMS
												6,910		6,910		AVERAGE SALARY
												38	100.0	23	60.5	TOTAL OTHER PAY SYSTEMS
												14,703		8,991		AVERAGE SALARY
2	.2	1	.1									945	84.6	113	10.1	TOTAL POSTAL SERVICE
2	.2	1	.1									945	84.6	113	10.1	POSTAL FIELD
2	.2	1	.1									907	84.1	106	9.8	LEVELS 1 THRU 42
15,350		15,700										16,211		15,776		AVERAGE SALARY
												38	97.4	7	17.9	RURAL CARRIERS
												18,408		17,714		AVERAGE SALARY

TABLE 2-099

Minority Group Study of Full-Time Employment: November 30, 1977

MARYLAND STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	117,282	46,259	39.4	29,112	24.8	14,694	12.5	27,498	23.4	14,192	12.1
TOTAL GEN SCHED & EQUIV	91,100	42,651	46.8	19,202	21.1	12,426	13.6	17,745	19.5	11,943	13.1
AVERAGE GRADE	8.69	6.40		6.65		5.71		6.35		5.61	
TOTAL WAGE SYSTEMS	15,741	1,837	11.7	6,711	42.6	1,429	9.1	6,838	42.2	1,427	9.1
REGULAR NONSUPERVISORY	12,483	1,570	12.6	5,595	44.8	1,250	10.0	5,540	44.4	1,248	10.0
AVERAGE GRADE (WG)	7.16	2.82		5.36		2.65		5.34		2.65	
REGULAR LEADER	718	65	9.1	283	39.5	48	6.7	282	39.4	48	6.7
AVERAGE GRADE (WL)	7.35	3.55		5.10		2.96		5.09		2.96	
REGULAR SUPERVISORY	1,453	63	4.3	487	33.5	53	3.6	481	33.1	53	3.6
AVERAGE GRADE (WS)	8.05	2.62		5.37		2.49		5.32		2.49	
NONSUPERV (PROD FAC)	218	1	.5	12	5.5			11	5.0		
AVERAGE GRADE (WD)	7.07	5.00		7.25				7.18			
SUPERVISORY (PROD FAC)	18			1	5.6			1	5.6		
AVERAGE GRADE (WN)	6.50			7.00				7.00			
OTHER WAGE SYSTEMS	853	138	16.2	333	39.0	76	9.1	323	37.9	78	9.1
AVERAGE SALARY	16,154	14,049		15,030		13,833		15,002		13,833	
TOTAL OTHER PAY SYSTEMS	1,278	213	16.7	118	9.2	50	3.9	73	5.7	36	2.8
AVERAGE SALARY	29,688	19,303		19,173		13,792		15,512		11,225	
TOTAL POSTAL SERVICE	9,163	1,558	17.0	3,081	33.6	789	8.6	3,042	33.2	786	8.6
POSTAL FIELD	9,163	1,558	17.0	3,081	33.6	789	8.6	3,042	33.2	786	8.6
LEVELS 1 THRU 42	8,741	1,502	17.2	3,061	35.0	783	9.0	3,022	34.6	780	8.9
AVERAGE SALARY	16,084	15,585		15,759		15,519		15,765		15,521	
RURAL CARRIERS	422	56	13.3	20	4.7	6	1.4	20	4.7	6	1.4
AVERAGE SALARY	18,068	17,354		17,680		17,200		17,680		17,200	

MARYLAND STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
611	.5	189	.2	139	.1	61	.1	864	.7	252	.2	68,170	75.2	31,565	26.9	TOTAL ALL PAY SYSTEMS
540	.6	185	.2	122	.1	61	.1	795	.7	237	.3	71,898	78.9	30,225	33.2	TOTAL GEN SCHED & EQUIV
		7.41		9.62		7.79		10.88		8.60		9.23		6.69		AVERAGE GRADE
46	.3	2		9	.1			18	.1			9,030	57.4	408	2.8	TOTAL WAGE SYSTEMS
36	.3	2		5				14	.1			6,888	55.2	320	2.8	REGULAR NONSUPERVISORY
		2.50		8.80				7.71				8.62		3.47		AVERAGE GRADE (WG)
1	.1											433	60.5	17	2.4	REGULAR LEADER
9.00												8.83		5.24		AVERAGE GRADE (WL)
2	.1			2	.1			2	.1			966	66.5	10	.7	REGULAR SUPERVISORY
9.00				9.50				10.00				9.40		3.30		AVERAGE GRADE (WS)
								1	.5			206	94.5	1	.5	NONSUPERV (PROD FAC)
								8.00				7.06		5.00		AVERAGE GRADE (WD)
												17	24.4			SUPERVISORY (PROD FAC)
												6.47				AVERAGE GRADE (WN)
7	.8			2	.2			1	.1			520	61.0	60	7.0	OTHER WAGE SYSTEMS
15,200				17,850				17,100				16,873		14,328		AVERAGE SALARY
5	.4	1	.1	3	.2			37	2.9	13	1.0	1,160	90.8	183	12.8	TOTAL OTHER PAY SYSTEMS
33,380		20,000		38,500				22,908		20,423		30,757		20,993		AVERAGE SALARY
20	.2	1		5	.1			14	.2	2		6,082	66.4	769	8.4	TOTAL POSTAL SERVICE
20	.2	1		5	.1			14	.2	2		6,082	66.4	769	8.4	POSTAL FIELD
20	.2	1		5	.1			14	.2	2		5,680	65.0	719	8.2	LEVELS 1 THRU 42
15,195		16,700		15,760				15,150		14,100		16,259		15,657		AVERAGE SALARY
												402	95.3	50	11.8	RURAL CARRIERS
												18,088		17,372		AVERAGE SALARY

TABLE 2-100

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	50,583	21,763	43.0	15,963	31.6	9,117	18.0	15,590	30.8	9,027	17.8
TOTAL GEN SCHED & EQUIV	37,527	20,028	53.4	10,519	28.0	7,868	21.0	10,212	27.2	7,781	20.7
AVERAGE GRADE	7.66	5.79		5.71		5.23		5.59		5.20	
TOTAL WAGE SYSTEMS	6,875	699	10.2	2,809	40.9	576	8.4	2,775	40.4	577	8.4
REGULAR NONSUPERVISORY	5,683	642	11.3	2,456	43.2	536	9.4	2,428	42.7	535	9.4
AVERAGE GRADE (WG)	7.16	2.35		5.13		1.98		5.10		1.98	
REGULAR LEADER	360	24	6.7	128	35.6	19	5.3	128	35.6	19	5.3
AVERAGE GRADE (WL)	7.65	3.67		5.00		2.79		5.00		2.79	
REGULAR SUPERVISORY	656	22	3.4	203	30.9	19	2.9	200	30.5	19	2.9
AVERAGE GRADE (WS)	8.30	2.23		5.36		2.37		5.31		2.37	
NONSUPERV (PROD FAC)	76	1	1.3	2	2.6			1	1.3		
AVERAGE GRADE (WD)	6.67	5.00		8.00				8.00			
SUPERVISORY (PROD FAC)	6										
AVERAGE GRADE (WN)	6.33										
OTHER WAGE SYSTEMS	95	10	10.5	20	21.1	4	4.2	18	18.8	4	4.2
AVERAGE SALARY	11,915	7,380		10,725		6,750		10,528		6,750	
TOTAL OTHER PAY SYSTEMS	406	58	14.3	32	7.9	13	3.2	20	4.9	11	2.7
AVERAGE SALARY	24,023	16,719		14,497		7,723		8,590		5,764	
TOTAL POSTAL SERVICE	5,774	978	16.9	2,603	45.1	658	11.4	2,583	44.7	658	11.4
POSTAL FIELD	5,774	978	16.9	2,603	45.1	658	11.4	2,583	44.7	658	11.4
LEVELS 1 THRU 42	5,593	945	16.9	2,594	46.4	655	11.7	2,574	46.0	655	11.7
AVERAGE SALARY	16,139	15,683		15,827		15,589		15,831		15,589	
RURAL CARRIERS	181	33	18.2	9	5.0	3	1.7	9	5.0	3	1.7
AVERAGE SALARY	18,307	17,485		17,911		17,633		17,911		17,633	

**STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
168	.3	47	.1	32	.1	7		173	.3	36	.1	34,820	68.4	12,648	25.0	TOTAL ALL PAY SYSTEMS
141	.4	45	.1	20	.1	7		146	.4	35	.1	27,008	72.0	12,160	32.4	TOTAL GEN SCHED & EQUIV
9.54		7.62		11.15		9.86		9.87		7.40		8.42		6.15		AVERAGE GRADE
15	.2	1		8	.1			11	.2			4,067	59.1	121	1.8	TOTAL WAGE SYSTEMS
13	.2	1		5	.1			10	.2			3,227	56.8	106	1.9	REGULAR NONSUPERVISORY
7.69		3.00		8.80				7.60				8.71		4.18		AVERAGE GRADE (WG)
												232	64.4	5	1.4	REGULAR LEADER
												9.11		7.00		AVERAGE GRADE (WL)
1	.2			2	.3							453	69.1	3	.5	REGULAR SUPERVISORY
9.00				9.50								9.62		1.33		AVERAGE GRADE (WS)
								1	1.3			74	97.4	1	1.3	NONSUPERV (PROD FAC)
								8.00				6.64		5.00		AVERAGE GRADE (WD)
												6	100.0			SUPERVISORY (PROD FAC)
												6.33				AVERAGE GRADE (WN)
1	1.1			1	1.1							75	78.9	6	6.3	OTHER WAGE SYSTEMS
12,100				12,900								12,232		7,800		AVERAGE SALARY
2	.5	1	.2	2	.5			8	2.0	1	.2	374	92.1	45	11.1	TOTAL OTHER PAY SYSTEMS
23,000		20,000		35,300				21,938		17,000		24,238		19,318		AVERAGE SALARY
10	.2			2				8	.1			3,171	54.9	320	5.5	TOTAL POSTAL SERVICE
10	.2			2				8	.1			3,171	54.9	320	5.5	POSTAL FIELD
10	.2			2				8	.1			2,999	53.6	290	5.2	LEVELS 1 THRU 42
15,040				15,800				15,600				16,410		15,894		AVERAGE SALARY
												172	95.0	30	16.6	RURAL CARRIERS
												18,327		17,470		AVERAGE SALARY

TABLE 2-101

Minority Group Study of Full-Time Employment: November 30, 1977

PENNSYLVANIA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	112,944	31,134	27.8	20,661	18.3	8,423	7.5	19,915	17.6	8,230	7.3
TOTAL GEN SCHED & EQUIV	60,117	28,664	44.4	10,251	17.1	6,529	10.9	9,761	16.2	6,350	10.6
AVERAGE GRADE	7.69	5.57		6.39		5.61		6.28		5.59	
TOTAL WAGE SYSTEMS	22,141	1,250	5.6	4,382	19.8	603	2.7	4,213	19.0	598	2.7
REGULAR NONSUPERVISORY	18,086	943	5.2	3,514	19.4	395	2.2	3,384	18.7	391	2.2
AVERAGE GRADE (WG)	7.59	3.79		6.23		3.12		6.19		3.11	
REGULAR LEADER	681	23	3.3	125	18.1	14	2.0	123	17.8	14	2.0
AVERAGE GRADE (WL)	7.51	3.57		5.58		3.29		5.59		3.29	
REGULAR SUPERVISORY	1,865	78	4.1	328	17.5	59	3.2	314	16.8	59	3.2
AVERAGE GRADE (WS)	8.65	5.86		6.86		6.27		6.73		6.27	
NONSUPERV (PROD FAC)	332			37	11.1			29	8.7		
AVERAGE GRADE (WD)	7.14			6.86				6.93			
SUPERVISORY (PROD FAC)	25			1	4.0			1	4.0		
AVERAGE GRADE (WN)	6.56			7.00				7.00			
OTHER WAGE SYSTEMS	1,142	208	18.2	379	33.2	135	11.8	362	31.7	134	11.7
AVERAGE SALARY	12,601	10,063		11,793		10,390		11,761		10,396	
TOTAL OTHER PAY SYSTEMS	244	88	36.1	26	10.7	16	6.6	24	9.8	14	5.7
AVERAGE SALARY	20,628	8,273		12,204		8,088		12,633		8,236	
TOTAL POSTAL SERVICE	30,442	3,102	10.2	6,002	19.7	1,275	4.2	5,917	19.4	1,268	4.2
POSTAL FIELD	30,442	3,102	10.2	6,002	19.7	1,275	4.2	5,917	19.4	1,268	4.2
LEVELS 1 THRU 42	28,932	3,007	10.4	5,980	20.7	1,269	4.4	5,898	20.4	1,262	4.4
AVERAGE SALARY	16,279	15,693		15,899		15,731		15,897		15,737	
RURAL CARRIERS	1,510	95	6.3	22	1.5	6	.4	19	1.3	6	.4
AVERAGE SALARY	17,963	16,871		17,591		16,867		17,668		16,867	

PENNSYLVANIA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
473	.4	113	.1	54		15		219	.2	65	.1	92,283	81.7	22,711	20.1	TOTAL ALL PAY SYSTEMS
281	.5	105	.2	35	.1	13		174	.3	61	.1	49,866	82.9	20,165	33.5	TOTAL GEN SCHED & EQUIV
7.57		5.71		8.54		5.69		9.75		7.66		7.96		5.56		AVERAGE GRADE
138	.6	4		9				22	.1	1		17,759	80.2	647	2.9	TOTAL WAGE SYSTEMS
107	.6	4		7				16	.1			14,572	80.6	548	3.0	REGULAR NONSUPERVISORY
6.83		3.50		8.86				8.50				7.91		4.18		AVERAGE GRADE (WG)
1	.1							1	.1			566	81.9	9	1.3	REGULAR LEADER
5.00								5.00				7.93		4.00		AVERAGE GRADE (WL)
9	.5			2	.1			1	.1			1,539	82.5	17	.9	REGULAR SUPERVISORY
9.67				10.50				15.00				9.04		4.41		AVERAGE GRADE (WS)
7	2.1							1	.3			295	88.9			NONSUPERV (PROD FAC)
6.43								8.00				7.17				AVERAGE GRADE (WD)
												24	96.0			SUPERVISORY (PROD FAC)
												6.54				AVERAGE GRADE (WN)
14	1.2							3	.3	1	.1	763	66.8	73	6.4	OTHER WAGE SYSTEMS
12,779								10,967		9,700		13,003		9,458		AVERAGE SALARY
1	.4	1	.4					1	.4	1	.4	218	89.3	72	29.5	TOTAL OTHER PAY SYSTEMS
4,800		4,800						9,300		9,300		21,633		8,314		AVERAGE SALARY
53	.2	3		10		2		22	.1	2		24,440	80.3	1,827	6.0	TOTAL POSTAL SERVICE
53	.2	3		10		2		22	.1	2		24,440	80.3	1,827	6.0	POSTAL FIELD
51	.2	3		9		2		22	.1	2		22,952	79.3	1,738	5.0	LEVELS 1 THRU 42
16,047		14,533		16,633		16,350		15,764		13,350		16,378		15,665		AVERAGE SALARY
2	.1			1	.1							1,488	98.5	89	5.9	RURAL CARRIERS
17,700				15,900								17,969		16,871		AVERAGE SALARY

TABLE 2-102

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,957	3,434	26.5	1,370	10.6	459	3.5	1,295	10.0	442	3.4
TOTAL GEN SCHED & EQUIV	7,840	3,142	40.1	628	8.0	378	4.8	528	7.5	363	4.6
AVERAGE GRADE	7.63	5.24		6.57		5.66		6.46		5.70	
TOTAL WAGE SYSTEMS	3,829	204	5.3	597	15.6	65	1.7	564	14.7	63	1.6
REGULAR NONSUPERVISORY	3,296	198	6.0	526	16.0	62	1.9	497	15.1	60	1.8
AVERAGE GRADE (WG)	6.55	4.80		5.53		4.73		5.53		4.75	
REGULAR LEADER	216	4	1.9	34	15.7	2	.9	32	14.8	2	.9
AVERAGE GRADE (WL)	6.93	5.00		5.62		4.50		5.66		4.50	
REGULAR SUPERVISORY	281	2	.7	36	12.8	1	.4	34	12.1	1	.4
AVERAGE GRADE (WS)	7.52	5.50		6.81		8.00		6.68		8.00	
NONSUPERV (PROD FAC)	31			1	3.2			1	3.2		
AVERAGE GRADE (WD)	6.19			5.00				5.00			
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	4										
AVERAGE SALARY	11,000										
TOTAL OTHER PAY SYSTEMS	2										
AVERAGE SALARY	30,900										
TOTAL POSTAL SERVICE	1,286	88	6.8	145	11.3	16	1.2	143	11.1	16	1.2
POSTAL FIELD	1,286	88	6.8	145	11.3	16	1.2	143	11.1	16	1.2
LEVELS 1 THRU 42	1,224	86	7.0	145	11.8	16	1.3	143	11.7	16	1.3
AVERAGE SALARY	16,238	15,781		15,799		15,688		15,685		15,688	
RURAL CARRIERS	62	2	3.2								
AVERAGE SALARY	18,426	14,900									

**STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
50	.4	11	.1	9	.1	3		16	.1	3		11,587	89.4	2,975	23.0	TOTAL ALL PAY SYSTEMS
18	.2	9	.1	8	.1	3		14	.2	3		7,212	92.0	2,764	35.3	TOTAL GEN SCHED & EQUIV
7.89		4.89		8.38		6.00		8.50		2.00		7.72		5.18		AVERAGE GRADE
31	.8	2	.1	1				1				3,232	84.4	139	3.6	TOTAL WAGE SYSTEMS
28	.8	2	.1	1								2,770	84.0	136	4.1	REGULAR NONSUPERVISORY
5.32		4.00		10.00								6.75		4.83		AVERAGE GRADE (WG)
1	.5							1	.5			182	84.3	2	.9	REGULAR LEADER
5.00								5.00				7.18		5.50		AVERAGE GRADE (WL)
2	.7											245	87.2	1	.4	REGULAR SUPERVISORY
9.00												7.62		3.00		AVERAGE GRADE (WS)
												30	96.8			NONSUPERV (PROD FAC)
												6.23				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												4	100.0			OTHER WAGE SYSTEMS
												11,000				AVERAGE SALARY
												2	100.0			TOTAL OTHER PAY SYSTEMS
												30,900				AVERAGE SALARY
1	.1							1	.1			1,141	88.7	72	5.6	TOTAL POSTAL SERVICE
1	.1							1	.1			1,141	88.7	72	5.6	POSTAL FIELD
1	.1							1	.1			1,079	88.2	70	5.7	LEVELS 1 THRU 42
32,100								15,900				16,297		15,803		AVERAGE SALARY
												62	100.0	2	3.2	RURAL CARRIERS
												18,426		14,900		AVERAGE SALARY

TABLE 2-103

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA, PENNSYLVANIA-NEW JERSEY**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	62,692	19,928	31.8	17,544	28.0	7,534	12.0	16,897	27.0	7,339	11.7
TOTAL GEN SCHED & EQUIV	36,372	17,554	48.3	9,002	24.7	6,018	16.5	8,604	23.7	5,835	16.0
AVERAGE GRADE	7.74	5.62		6.29		5.55		6.22		5.54	
TOTAL WAGE SYSTEMS	11,592	557	4.8	3,601	31.1	431	3.7	3,429	29.6	423	3.6
REGULAR NONSUPERVISORY	9,011	321	3.6	2,857	31.7	239	2.7	2,720	30.2	232	2.6
AVERAGE GRADE (WG)	8.27	2.90		6.65		2.65		6.61		2.61	
REGULAR LEADER	256	13	5.1	89	34.8	13	5.1	89	34.8	13	5.1
AVERAGE GRADE (WL)	7.29	2.85		5.31		2.85		5.31		2.85	
REGULAR SUPERVISORY	1,047	59	5.6	261	24.9	50	4.8	251	24.0	50	4.8
AVERAGE GRADE (WS)	9.02	6.68		7.10		6.86		7.01		6.86	
NONSUPERV (PROD FAC)	291	1	.3	38	12.4			28	9.6		
AVERAGE GRADE (WD)	7.26	5.00		6.92				7.00			
SUPERVISORY (PROD FAC)	23			1	4.3			1	4.3		
AVERAGE GRADE (WN)	6.61			7.00				7.00			
OTHER WAGE SYSTEMS	964	163	16.9	357	37.0	129	13.4	340	35.3	128	13.3
AVERAGE SALARY	12,563	10,583		11,768		10,518		11,734		10,524	
TOTAL OTHER PAY SYSTEMS	120	35	29.2	17	14.2	11	9.2	16	13.3	10	8.3
AVERAGE SALARY	21,067	9,720		10,571		6,955		10,931		7,170	
TOTAL POSTAL SERVICE	14,608	1,782	12.2	4,924	33.7	1,076	7.4	4,848	33.2	1,071	7.3
POSTAL FIELD	14,608	1,782	12.2	4,924	33.7	1,076	7.4	4,848	33.2	1,071	7.3
LEVELS 1 THRU 42	14,447	1,767	12.2	4,920	34.1	1,075	7.4	4,844	33.5	1,070	7.4
AVERAGE SALARY	16,350	15,709		15,906		15,716		15,907		15,723	
RURAL CARRIERS	161	15	9.3	4	2.5	1	.6	4	2.5	1	.6
AVERAGE SALARY	18,254	16,947		18,950		15,800		18,950		15,800	

**STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA, PENNSYLVANIA-NEW JERSEY**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
433	.7	117	.2	38	.1	12		176	.3	66	.1	45,148	72.0	12,394	19.8	TOTAL ALL PAY SYSTEMS
240	.7	108	.3	25	.1	12		133	.4	81	.2	27,370	75.3	11,538	31.7	TOTAL GEN SCHED & EQUIV
7.09		5.60		7.96		5.00		8.73		7.18		8.22		5.65		AVERAGE GRADE
141	1.2	5		8	.1			23	.2	3		7,991	68.9	126	1.1	TOTAL WAGE SYSTEMS
113	1.3	5	.1	6	.1			18	.2	2		6,154	68.3	82	.9	REGULAR NONSUPERVISORY
7.29		4.00		7.33				8.78		4.00		9.02		3.63		AVERAGE GRADE (WG)
												167	65.2			REGULAR LEADER
												8.34				AVERAGE GRADE (WL)
7	.7			2	.2			1	.1			786	75.1	9	.9	REGULAR SUPERVISORY
8.71				9.50				15.00				9.65		5.67		AVERAGE GRADE (WS)
7	2.4							1	.3			255	87.6	1	.3	NONSUPERV (PROD FAC)
6.43								8.00				7.31		5.00		AVERAGE GRADE (WD)
												22	95.7			SUPERVISORY (PROD FAC)
												6.59				AVERAGE GRADE (WN)
14	1.5							3	.3	1	.1	607	63.0	34	3.5	OTHER WAGE SYSTEMS
12,779								10,967		9,700		13,031		10,829		AVERAGE SALARY
1	.8	1	.8									103	85.8	24	20.0	TOTAL OTHER PAY SYSTEMS
4,800		4,800										22,799		10,988		AVERAGE SALARY
51	.3	3		5				20	.1	2		9,684	66.3	706	4.8	TOTAL POSTAL SERVICE
51	.3	3		5				20	.1	2		9,684	66.3	706	4.8	POSTAL FIELD
51	.4	3		5				20	.1	2		9,527	65.9	692	4.8	LEVELS 1 THRU 42
15,765		14,800		17,180				15,790		13,350		16,579		15,699		AVERAGE SALARY
												157	97.5	14	8.7	RURAL CARRIERS
												18,236		17,029		AVERAGE SALARY

TABLE 2-104

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,827	3,550	22.5	2,466	15.6	840	5.3	2,397	15.1	823	5.2
TOTAL GEN SCHED & EQUIV	6,818	2,651	38.9	943	13.8	467	6.8	886	13.0	452	6.6
AVERAGE GRADE	8.14	6.02		6.29		5.57		6.05		5.50	
TOTAL WAGE SYSTEMS	1,691	169	10.0	377	22.3	127	7.5	375	22.2	127	7.5
REGULAR NONSUPERVISORY	1,319	136	10.3	314	23.8	113	8.6	313	23.7	113	8.6
AVERAGE GRADE (WG)	7.22	2.92		3.65		2.98		3.65		2.98	
REGULAR LEADER	48	1	2.1	4	8.3	1	2.1	4	8.3	1	2.1
AVERAGE GRADE (WL)	7.94	2.00		5.50		2.00		5.50		2.00	
REGULAR SUPERVISORY	173	7	4.0	37	21.4	7	4.0	36	20.8	7	4.0
AVERAGE GRADE (WS)	7.66	2.57		3.62		2.57		3.44		2.57	
NONSUPERV (PROD FAC)	4										
AVERAGE GRADE (WD)	6.75										
OTHER WAGE SYSTEMS	147	25	17.0	22	15.0	6	4.1	22	15.0	9	4.1
AVERAGE SALARY	13,780	9,480		12,077		7,650		12,077		7,650	
TOTAL OTHER PAY SYSTEMS	67	23	34.3	8	11.9	5	7.5	7	10.4	4	6.0
AVERAGE SALARY	21,775	8,635		11,725		10,580		12,071		10,900	
TOTAL POSTAL SERVICE	7,251	717	9.9	1,138	15.7	241	3.3	1,129	15.6	240	3.3
POSTAL FIELD	7,251	717	9.9	1,138	15.7	241	3.3	1,129	15.6	240	3.3
LEVELS 1 THRU 42	7,074	694	9.8	1,135	16.0	239	3.4	1,126	15.9	238	3.4
AVERAGE SALARY	16,089	15,794		15,828		15,789		15,836		15,794	
RURAL CARRIERS	177	23	13.0	3	1.7	2	1.1	3	1.7	2	1.1
AVERAGE SALARY	18,373	17,357		18,000		18,450		18,000		18,450	

**STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
33	.2	8	.1	4				32	.2	9	.1	13,361	84.4	2,720	17.2	TOTAL ALL PAY SYSTEMS
28	.4	7	.1	2				27	.4	8	.1	5,875	86.2	2,184	32.0	TOTAL GEN SCHED & EQUIV
8.25		5.71		12.50				11.70		9.63		8.44		6.11		AVERAGE GRADE
1	.1							1	.1			1,314	77.7	42	2.5	TOTAL WAGE SYSTEMS
								1	.1			1,005	76.2	23	1.7	REGULAR NONSUPERVISORY
								2.00				8.34		2.61		AVERAGE GRADE (WG)
												44	91.7			REGULAR LEADER
												8.16				AVERAGE GRADE (WL)
1	.6											136	78.6			REGULAR SUPERVISORY
10.00												8.76				AVERAGE GRADE (WS)
												4	100.0			NONSUPERV (PROD FAC)
												6.75				AVERAGE GRADE (WD)
												125	85.0	19	12.9	OTHER WAGE SYSTEMS
												14,080		10,058		AVERAGE SALARY
								1	1.5	1	1.5	59	88.1	18	26.9	TOTAL OTHER PAY SYSTEMS
								9,300		9,300		23,137		8,094		AVERAGE SALARY
4	.1	1		2				3				6,113	84.3	476	6.6	TOTAL POSTAL SERVICE
4	.1	1		2				3				6,113	84.3	476	6.6	POSTAL FIELD
4	.1	1		2				3				5,939	84.0	455	6.4	LEVELS 1 THRU 42
14,500		14,600		15,550				14,833				16,139		15,797		AVERAGE SALARY
												174	98.3	21	11.9	RURAL CARRIERS
												18,379		17,252		AVERAGE SALARY

VIRGINIA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	133,409	44,262	33.2	31,189	23.4	11,484	8.6	29,821	22.4	11,075	8.3
TOTAL GEN SCHED & EQUIV	92,791	40,394	43.5	15,880	17.1	9,287	10.0	14,729	15.9	8,890	9.6
AVERAGE GRADE	8.80	6.23		6.61		5.74		6.37		5.67	
TOTAL WAGE SYSTEMS	30,068	2,248	7.5	12,333	41.0	1,712	5.7	12,167	40.5	1,706	5.7
REGULAR NONSUPERVISORY	23,270	1,894	8.1	10,485	45.1	1,480	6.4	10,364	44.5	1,474	6.3
AVERAGE GRADE (WG)	7.80	4.12		6.41		3.76		6.40		3.76	
REGULAR LEADER	723	38	5.3	264	36.5	27	3.7	282	36.2	27	3.7
AVERAGE GRADE (WL)	7.74	3.71		5.84		3.37		5.84		3.37	
REGULAR SUPERVISORY	2,527	75	3.0	725	28.7	63	2.5	717	28.4	63	2.5
AVERAGE GRADE (WS)	8.76	3.37		6.30		2.92		6.27		2.92	
NONSUPERV (PROD FAC)	931	9	1.0	103	11.1	6	.6	103	11.1	6	.6
AVERAGE GRADE (WD)	7.33	4.89		7.01		4.83		7.01		4.83	
SUPERVISORY (PROD FAC)	92			4	4.3			4	4.3		
AVERAGE GRADE (WN)	6.61			6.75				6.75			
OTHER WAGE SYSTEMS	2,525	232	9.2	752	29.8	136	5.4	717	28.4	136	5.4
AVERAGE SALARY	13,105	11,828		13,687		12,504		13,658		12,504	
TOTAL OTHER PAY SYSTEMS	481	152	31.6	35	7.3	27	5.6	31	6.4	27	5.6
AVERAGE SALARY	33,161	15,318		13,209		10,011		9,581		10,011	
TOTAL POSTAL SERVICE	10,069	1,468	14.6	2,941	29.2	458	4.5	2,894	28.7	452	4.5
POSTAL FIELD	10,069	1,468	14.6	2,941	29.2	458	4.5	2,894	28.7	452	4.5
LEVELS 1 THRU 42	9,202	1,405	15.3	2,916	31.7	451	4.9	2,870	31.2	445	4.8
AVERAGE SALARY	16,005	15,493		15,663		15,336		15,669		15,348	
RURAL CARRIERS	867	63	7.3	25	2.9	7	.8	24	2.8	7	.8
AVERAGE SALARY	17,754	17,187		17,356		16,457		17,404		16,457	

VIRGINIA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
610	.5	189	.1	100	.1	24		658	.5	196	.1	102,220	76.6	32,778	24.6	TOTAL ALL PAY SYSTEMS
507	.5	185	.2	72	.1	23		572	.6	189	.2	76,911	82.9	31,107	33.5	TOTAL GEN SCHED & EQUIV
8.88		6.66		10.28		8.09		10.06		7.68		9.26		6.38		AVERAGE GRADE
81	.3	2		22	.1	1		63	.2	3		17,735	59.0	536	1.8	TOTAL WAGE SYSTEMS
60	.3	2		17	.1	1		44	.2	3		12,785	54.9	414	1.8	REGULAR NONSUPERVISORY
7.17		3.00		7.24		2.00		6.59		5.33		8.94		5.38		AVERAGE GRADE (WG)
								2	.3			459	63.5	11	1.5	REGULAR LEADER
								7.00				8.83		4.55		AVERAGE GRADE (WL)
3	.1			3	.1			2	.1			1,802	71.3	12	.5	REGULAR SUPERVISORY
10.00				9.00				7.50				9.75		5.75		AVERAGE GRADE (WS)
												828	88.9	3	.3	NONSUPERV (PROD FAC)
												7.37		5.00		AVERAGE GRADE (WD)
												88	95.7			SUPERVISORY (PROD FAC)
												6.60				AVERAGE GRADE (WN)
18	.7			2	.1			15	.6			1,773	70.2	96	3.6	OTHER WAGE SYSTEMS
15,161				19,100				12,587				12,858		10,870		AVERAGE SALARY
				1	.2			3	.6			448	92.7	125	28.0	TOTAL OTHER PAY SYSTEMS
				43,400				40,633				34,727		16,464		AVERAGE SALARY
22	.2	2		5				20	.2	4		7,128	70.8	1,010	10.0	TOTAL POSTAL SERVICE
22	.2	2		5				20	.2	4		7,128	70.8	1,010	10.0	POSTAL FIELD
21	.2	2		5	.1			20	.2	4		6,286	68.3	954	10.4	LEVELS 1 THRU 42
15,310		15,200		16,720				14,985		14,125		16,163		15,568		AVERAGE SALARY
1	.1											842	97.1	56	6.5	RURAL CARRIERS
16,200												17,765		17,279		AVERAGE SALARY

TABLE 2-106

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON, VIRGINIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	13,822	4,653	33.7	3,049	22.1	1,050	7.6	2,934	21.2	1,006	7.3
TOTAL GEN SCHED & EQUIV	10,477	4,386	41.9	1,509	14.4	877	8.4	1,407	13.4	834	8.0
AVERAGE GRADE	8.41	5.75		6.08		5.32		5.86		5.22	
TOTAL WAGE SYSTEMS	2,854	212	7.4	1,320	46.3	160	5.6	1,308	45.8	159	5.6
REGULAR NONSUPERVISORY	2,381	185	7.8	1,181	49.6	138	5.8	1,169	49.1	137	5.8
AVERAGE GRADE (WG)	7.43	4.08		6.30		3.79		6.30		3.77	
REGULAR LEADER	107	4	3.7	34	31.8	3	2.8	34	31.8	3	2.8
AVERAGE GRADE (WL)	8.42	3.50		6.50		2.67		6.50		2.67	
REGULAR SUPERVISORY	260	15	5.8	85	32.7	13	5.0	85	32.7	13	5.0
AVERAGE GRADE (WS)	8.34	2.33		6.18		1.65		6.18		1.65	
NONSUPERV (PROD FAC)	87	3	3.4	15	17.2	2	2.3	15	17.2	2	2.3
AVERAGE GRADE (WD)	7.01	3.00		6.33		2.00		6.33		2.00	
SUPERVISORY (PROD FAC)	4										
AVERAGE GRADE (WN)	6.75										
OTHER WAGE SYSTEMS	15	5	33.3	5	33.3	4	26.7	5	33.3	4	26.7
AVERAGE SALARY	8,933	6,260		7,200		6,475		7,200		6,475	
TOTAL OTHER PAY SYSTEMS	40	10	25.0	6	15.0	6	15.0	6	15.0	6	15.0
AVERAGE SALARY	35,855	8,790		9,000		9,000		9,000		9,000	
TOTAL POSTAL SERVICE	451	45	10.0	214	47.5	7	1.6	213	47.2	7	1.6
POSTAL FIELD	451	45	10.0	214	47.5	7	1.6	213	47.2	7	1.6
LEVELS 1 THRU 42	437	39	8.9	214	49.0	7	1.6	213	48.7	7	1.6
AVERAGE SALARY	16,113	16,008		15,905		15,743		15,905		15,743	
RURAL CARRIERS	14	6	42.9								
AVERAGE SALARY	19,129	19,050									

**STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON, VIRGINIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
56	.4	21	.2	6				53	.4	23	.2	10,773	77.9	3,603	26.1	TOTAL ALL PAY SYSTEMS
46	.4	21	.2	6	.1			50	.5	22	.2	8,968	85.6	3,509	33.5	TOTAL GEN SCHED & EQUIV
8.24		6.62		11.50				9.70		7.68		8.80		5.85		AVERAGE GRADE
10	.4							2	.1	1		1,534	53.7	52	1.8	TOTAL WAGE SYSTEMS
10	.4							2	.1	1		1,200	50.4	47	2.0	REGULAR NONSUPERVISORY
5.90								8.50		7.00		8.54		4.91		AVERAGE GRADE (WG)
												73	68.2	1	.9	REGULAR LEADER
												9.32		6.00		AVERAGE GRADE (WL)
												175	67.3	2	.8	REGULAR SUPERVISORY
												9.39		5.50		AVERAGE GRADE (WS)
												72	82.8	1	1.1	NONSUPERV (PROD FAC)
												7.15		5.00		AVERAGE GRADE (WD)
												4	100.0			SUPERVISORY (PROD FAC)
												6.75				AVERAGE GRADE (WN)
												10	66.7	1	6.7	OTHER WAGE SYSTEMS
												9,800		5,400		AVERAGE SALARY
												34	85.0	4	10.0	TOTAL OTHER PAY SYSTEMS
												40,594		8,475		AVERAGE SALARY
								1	.2			237	52.5	38	8.4	TOTAL POSTAL SERVICE
								1	.2			237	52.5	38	8.4	POSTAL FIELD
								1	.2			223	51.0	32	7.3	LEVELS 1 THRU 42
								15,900				16,313		16,066		AVERAGE SALARY
												14	100.0	6	42.9	RURAL CARRIERS
												19,129		19,050		AVERAGE SALARY

TABLE 2-107

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-VIRGINIA BEACH-PORTSMOUTH, VIRGINIA-N CAROLINA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	32,274	7,120	22.1	9,231	28.6	1,988	6.2	8,965	27.8	1,929	6.0
TOTAL GEN SCHED & EQUIV	13,728	6,049	44.1	2,241	16.3	1,285	9.4	2,084	15.2	1,229	9.0
AVERAGE GRADE	7.32	5.07		5.29		4.54		5.17		4.49	
TOTAL WAGE SYSTEMS	17,006	887	5.2	6,313	37.1	635	3.7	6,210	36.5	632	3.7
REGULAR NONSUPERVISORY	13,099	763	5.8	5,557	42.4	575	4.4	5,482	41.9	572	4.4
AVERAGE GRADE (WG)	8.52	5.64		7.20		5.24		7.21		5.25	
REGULAR LEADER	169	7	4.1	71	42.0	6	3.6	70	41.4	6	3.6
AVERAGE GRADE (WL)	7.89	4.71		6.03		4.50		6.06		4.50	
REGULAR SUPERVISORY	1,270	17	1.3	308	24.3	15	1.2	303	23.9	15	1.2
AVERAGE GRADE (WS)	9.71	3.76		7.68		3.33		7.64		3.33	
NONSUPERV (PROD FAC)	775	4	.5	83	10.7	4	.5	83	10.7	4	.5
AVERAGE GRADE (WD)	7.38	6.25		7.14		6.25		7.14		6.25	
SUPERVISORY (PROD FAC)	81			3	3.7			3	3.7		
AVERAGE GRADE (WN)	6.63			7.00				7.00			
OTHER WAGE SYSTEMS	1,612	96	6.0	291	18.1	35	2.2	269	16.7	35	2.2
AVERAGE SALARY	10,714	10,425		10,656		10,803		10,431		10,803	
TOTAL OTHER PAY SYSTEMS	9	2	22.2	2	22.2	2	22.2	2	22.2	2	22.2
AVERAGE SALARY	21,489	4,800		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	1,531	182	11.9	675	44.1	66	4.3	668	43.7	66	4.3
POSTAL FIELD	1,531	182	11.9	675	44.1	66	4.3	669	43.7	66	4.3
LEVELS 1 THRU 42	1,513	179	11.8	673	44.5	65	4.3	668	44.2	66	4.3
AVERAGE SALARY	16,058	15,578		15,805		15,597		15,792		15,597	
RURAL CARRIERS	18	3	16.7	2	11.1	1	5.6	1	5.6	1	5.6
AVERAGE SALARY	18,050	15,633		16,250		16,300		16,300		16,300	

**STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-VIRGINIA BEACH-PORTSMOUTH, VIRGINIA-N CAROLINA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
107	.3	22	.1	20	.1			139	.4	37	.1	23,043	71.4	5,132	15.9	TOTAL ALL PAY SYSTEMS
65	.5	21	.2	8	.1			84	.6	35	.3	11,487	83.7	4,784	34.7	TOTAL GEN SCHED & EQUIV
6.78		4.48		10.00				6.79		6.34		7.72		5.21		AVERAGE GRADE
40	.2	1		11	.1			52	.3	2		10,693	62.1	252	1.5	TOTAL WAGE SYSTEMS
28	.2	1		9	.1			38	.3	2		7,772	57.6	188	1.4	REGULAR NONSUPERVISORY
7.50		2.00		9.11				6.21		4.50		9.48		6.86		AVERAGE GRADE (WG)
								1	.6			98	58.0	1	.6	REGULAR LEADER
								4.00				9.23		6.00		AVERAGE GRADE (WL)
2	.2			2	.2			1	.1			982	75.7	2	.2	REGULAR SUPERVISORY
10.00				10.00				10.00				10.36		7.00		AVERAGE GRADE (WS)
												692	89.3			NONSUPERV (PROD FAC)
												7.40				AVERAGE GRADE (WD)
												78	96.3			SUPERVISORY (PROD FAC)
												6.62				AVERAGE GRADE (WN)
10	.6							12	.7			1,321	81.9	61	3.8	OTHER WAGE SYSTEMS
14,720								12,317				10,727		10,208		AVERAGE SALARY
												7	77.8			TOTAL OTHER PAY SYSTEMS
												26,257				AVERAGE SALARY
2	.1			1	.1			3	.2			856	55.9	116	7.6	TOTAL POSTAL SERVICE
2	.1			1	.1			3	.2			856	55.9	116	7.6	POSTAL FIELD
1	.1			1	.1			3	.2			840	55.5	114	7.5	LEVELS 1 THRU 42
25,900				15,900				15,400				16,261		15,568		AVERAGE SALARY
1	5.6											16	88.9	2	11.1	RURAL CARRIERS
16,200												18,275		15,300		AVERAGE SALARY

TABLE 2-108

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,144	3,011	37.0	3,274	40.2	1,107	13.6	3,243	39.8	1,096	13.5
TOTAL GEN SCHED & EQUIV	4,870	2,526	51.9	1,274	26.2	728	14.9	1,253	25.7	718	14.7
AVERAGE GRADE	7.55	6.02		5.67		5.45		5.61		5.40	
TOTAL WAGE SYSTEMS	1,475	191	12.9	868	58.8	174	11.8	867	58.8	174	11.8
REGULAR NONSUPERVISORY	1,248	166	13.3	754	60.4	151	12.1	753	60.3	151	12.1
AVERAGE GRADE (WG)	6.64	3.87		5.26		3.78		5.25		3.78	
REGULAR LEADER	63	5	7.9	35	55.6	5	7.9	35	55.6	5	7.9
AVERAGE GRADE (WL)	6.95	2.40		5.34		2.40		5.34		2.40	
REGULAR SUPERVISORY	152	11	7.2	70	46.1	10	6.6	70	46.1	10	6.6
AVERAGE GRADE (WS)	7.10	3.64		5.19		3.50		5.19		3.50	
NONSUPERV (PROD FAC)	2										
AVERAGE GRADE (WD)	8.00										
OTHER WAGE SYSTEMS	10	9	90.0	9	90.0	8	80.0	9	90.0	8	80.0
AVERAGE SALARY	6,110	6,100		6,258		6,263		6,256		6,263	
TOTAL OTHER PAY SYSTEMS	32	21	65.6	9	28.1	8	25.0	8	25.0	8	25.0
AVERAGE SALARY	15,463	10,010		14,000		10,325		10,325		10,325	
TOTAL POSTAL SERVICE	1,767	273	15.4	1,123	63.6	197	11.1	1,115	63.1	196	11.1
POSTAL FIELD	1,767	273	15.4	1,123	63.6	197	11.1	1,115	63.1	196	11.1
LEVELS 1 THRU 42	1,710	263	15.4	1,120	65.5	197	11.5	1,112	65.0	196	11.5
AVERAGE SALARY	16,008	15,571		15,726		15,558		15,726		15,557	
RURAL CARRIERS	57	10	17.5	3	5.3			3	5.3		
AVERAGE SALARY	17,853	17,240		18,400				18,400			

**STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
12	.1	4		8	.1	1		11	.1	6	.1	4,870	59.8	1,904	23.4	TOTAL ALL PAY SYSTEMS
7	.1	3	.1	6	.1	1		8	.2	6	.1	3,596	73.8	1,798	36.9	TOTAL GEN SCHED & EQUIV
8.71		7.00		10.00		7.00		9.38		10.00		8.21		6.26		AVERAGE GRADE
								1	.1			607	41.2	17	1.2	TOTAL WAGE SYSTEMS
								1	.1			494	39.6	15	1.2	REGULAR NONSUPERVISORY
								11.00				8.73		4.80		AVERAGE GRADE (WG)
												28	44.4			REGULAR LEADER
												8.96				AVERAGE GRADE (WL)
												82	53.9	1	.7	REGULAR SUPERVISORY
												8.73		5.00		AVERAGE GRADE (WS)
												2	100.0			NONSUPERV (PROD FAC)
												8.00				AVERAGE GRADE (WD)
												1	10.0	1	10.0	OTHER WAGE SYSTEMS
												4,800		4,800		AVERAGE SALARY
				1	3.1							23	71.9	13	40.6	TOTAL OTHER PAY SYSTEMS
				43,400								16,035		9,815		AVERAGE SALARY
5	.3	1	.1	1	.1			2	.1			644	36.4	76	4.3	TOTAL POSTAL SERVICE
5	.3	1	.1	1	.1			2	.1			644	36.4	76	4.3	POSTAL FIELD
5	.3	1	.1	1	.1			2	.1			590	34.5	66	3.9	LEVELS 1 THRU 42
15,100		15,900		15,900				17,200				16,543		15,608		AVERAGE SALARY
												54	94.7	10	17.5	RURAL CARRIERS
												17,822		17,240		AVERAGE SALARY

WEST VIRGINIA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,411	4,234	34.1	691	5.6	269	2.2	634	5.1	252	2.0
TOTAL GEN SCHED & EQUIV	8,039	3,561	44.3	442	5.5	221	2.7	397	4.9	206	2.6
AVERAGE GRADE	7.58	5.58		6.66		5.92		6.30		5.68	
TOTAL WAGE SYSTEMS	1,331	114	8.6	105	7.9	28	2.0	102	7.7	26	2.0
REGULAR NONSUPERVISORY	1,085	90	8.3	87	8.0	23	2.1	84	7.7	23	2.1
AVERAGE GRADE (WG)	6.59	2.82		4.33		2.78		4.21		2.78	
REGULAR LEADER	31			2	6.5			2	6.5		
AVERAGE GRADE (WL)	7.16			2.00				2.00			
REGULAR SUPERVISORY	168	7	4.2	12	7.1			12	7.1		
AVERAGE GRADE (WS)	7.20	7.71		3.08				3.08			
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	6.33										
OTHER WAGE SYSTEMS	44	17	38.6	4	9.1	3	6.8	4	9.1	3	6.8
AVERAGE SALARY	11,523	6,200		6,650		6,500		6,650		6,500	
TOTAL OTHER PAY SYSTEMS	44	19	43.2	3	6.8	1	2.3	3	6.8	1	2.3
AVERAGE SALARY	21,255	9,668		21,667		5,700		21,667		5,700	
TOTAL POSTAL SERVICE	2,997	540	18.0	141	4.7	21	.7	132	4.4	19	.8
POSTAL FIELD	2,997	540	18.0	141	4.7	21	.7	132	4.4	19	.8
LEVELS 1 THRU 42	2,697	530	19.7	137	5.1	20	.7	128	4.7	18	.7
AVERAGE SALARY	16,202	15,371		15,926		15,540		15,900		15,578	
RURAL CARRIERS	300	10	3.3	4	1.3	1	.3	4	1.3	1	.3
AVERAGE SALARY	17,587	16,150		17,875		16,600		17,875		16,600	

WEST VIRGINIA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
30	.2	7	.1	6		3		21	.2	7	.1	11,720	94.4	3,965	31.9	TOTAL ALL PAY SYSTEMS
21	.3	7	.1	4		1		20	.2	7	.1	7,597	94.5	3,340	41.5	TOTAL GEN SCHED & EQUIV
8.05		7.29		9.50		10.00		11.75		11.14		7.64		5.56		AVERAGE GRADE
2	.2							1	.1			1,226	92.1	88	6.6	TOTAL WAGE SYSTEMS
2	.2							1	.1			998	92.0	67	6.2	REGULAR NONSUPERVISORY
7.50								8.00				6.79		2.84		AVERAGE GRADE (WG)
												29	93.5			REGULAR LEADER
												7.52				AVERAGE GRADE (WL)
												156	92.9	7	4.2	REGULAR SUPERVISORY
												7.52		7.71		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												6.33				AVERAGE GRADE (WD)
												40	90.9	14	31.8	OTHER WAGE SYSTEMS
												12,010		6,136		AVERAGE SALARY
												41	93.2	18	40.9	TOTAL OTHER PAY SYSTEMS
												21,224		9,889		AVERAGE SALARY
7	.2			2	.1	2	.1					2,856	95.3	519	17.3	TOTAL POSTAL SERVICE
7	.2			2	.1	2	.1					2,856	95.3	519	17.3	POSTAL FIELD
7	.3			2	.1	2	.1					2,560	94.9	510	18.9	LEVELS 1 THRU 42
16,600				15,200		15,200						16,216		15,364		AVERAGE SALARY
												296	98.7	9	3.0	RURAL CARRIERS
												17,583		16,100		AVERAGE SALARY

ST LOUIS CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	103,372	33,874	32.8	15,104	14.6	6,833	6.6	13,283	12.8	6,215	6.0
TOTAL GEN SCHED & EQUIV	63,655	28,874	45.4	8,228	12.9	5,170	8.1	6,981	11.0	4,625	7.3
AVERAGE GRADE	7.80	5.63		6.41		5.52		6.20		5.50	
TOTAL WAGE SYSTEMS	11,231	1,121	10.0	2,011	17.9	458	4.1	1,753	15.6	410	3.7
REGULAR NONSUPERVISORY	8,845	907	10.3	1,652	18.7	394	4.5	1,435	16.2	353	4.0
AVERAGE GRADE (WG)	6.86	2.73		4.23		2.36		4.02		2.26	
REGULAR LEADER	423	17	4.0	81	19.1	8	1.9	68	16.1	6	1.4
AVERAGE GRADE (WL)	7.45	2.82		4.67		3.25		4.44		2.50	
REGULAR SUPERVISORY	1,289	58	4.5	186	14.4	16	1.2	165	12.8	15	1.2
AVERAGE GRADE (WS)	7.46	2.22		4.16		1.94		3.69		1.67	
NONSUPERV (PROD FAC)	34	1	2.9								
AVERAGE GRADE (WD)	6.94	7.00									
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	639	138	21.6	92	14.4	38	5.9	85	13.3	36	5.6
AVERAGE SALARY	15,921	9,666		13,209		9,200		12,973		9,206	
TOTAL OTHER PAY SYSTEMS	376	158	42.0	47	12.5	28	7.4	39	10.4	26	6.9
AVERAGE SALARY	17,706	9,018		13,985		6,464		10,849		6,277	
TOTAL POSTAL SERVICE	28,109	3,721	13.2	4,818	17.1	1,179	4.2	4,510	16.0	1,154	4.1
POSTAL FIELD	28,109	3,721	13.2	4,818	17.1	1,179	4.2	4,510	16.0	1,154	4.1
LEVELS 1 THRU 42	24,608	3,594	14.6	4,781	19.4	1,178	4.8	4,505	18.3	1,154	4.7
AVERAGE SALARY	16,317	15,725		15,887		15,833		15,887		15,838	
RURAL CARRIERS	3,501	127	3.6	37	1.1	1		5	.1		
AVERAGE SALARY	17,782	17,085		17,749		18,700		17,880			

ST LOUIS CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,036	1.0	299	.3	497	.5	207	.2	288	.3	112	.1	88,268	85.4	27,041	26.2	TOTAL ALL PAY SYSTEMS
649	1.0	269	.4	384	.6	183	.3	214	.3	93	.1	55,428	87.1	23,704	37.2	TOTAL GEN SCHED & EQUIV
7.40		5.36		6.98		5.21		9.20		7.19		8.01		5.66		AVERAGE GRADE
141	1.3	13	.1	92	.8	19	.2	25	.2	14	.1	9,220	82.1	665	5.9	TOTAL WAGE SYSTEMS
119	1.3	12	.1	74	.8	15	.2	24	.3	14	.2	7,193	81.3	513	5.8	REGULAR NONSUPERVISORY
6.00		3.33		5.50		3.53		4.08		2.86		7.46		3.01		AVERAGE GRADE (WG)
7	1.7			6	1.4	2	.5					342	80.9	9	2.1	REGULAR LEADER
5.43				6.33		5.50						8.11		2.44		AVERAGE GRADE (WL)
10	.8			10	.8	1	.1	1	.1			1,103	85.6	42	3.3	REGULAR SUPERVISORY
8.20				7.90		6.00		3.00				8.01		2.33		AVERAGE GRADE (WS)
												34	100.0	1	2.9	NONSUPERV (PROD FAC)
												6.94		7.00		AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
5	.8	1	.2	2	.3	1	.2					547	85.6	100	15.6	OTHER WAGE SYSTEMS
17,680		11,000		12,050		7,200						16,378		9,843		AVERAGE SALARY
2	.5	1	.3					6	1.6	1	.3	329	87.5	130	34.6	TOTAL OTHER PAY SYSTEMS
5,150		5,500						37,317		12,300		18,238		9,562		AVERAGE SALARY
244	.9	16	.1	21	.1	5		43	.2	4		23,291	82.9	2,542	9.0	TOTAL POSTAL SERVICE
244	.9	16	.1	21	.1	5		43	.2	4		23,291	82.9	2,542	9.0	POSTAL FIELD
241	1.0	16	.1	19	.1	5		16	.1	3		19,827	80.6	2,416	9.8	LEVELS 1 THRU 42
15,842		15,563		16,163		15,800		16,219		15,367		16,421		15,673		AVERAGE SALARY
3	.1			2	.1			27	.8	1		3,464	98.9	126	3.6	RURAL CARRIERS
18,203				18,300				17,633		18,700		17,782		17,072		AVERAGE SALARY

IOWA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,229	3,402	23.9	459	3.2	138	1.0	338	2.4	103	.7
TOTAL GEN SCHED & EQUIV	6,660	2,516	37.8	220	3.3	104	1.6	152	2.3	73	1.1
AVERAGE GRADE	7.72	5.81		7.56		6.15		7.24		5.86	
TOTAL WAGE SYSTEMS	1,389	173	12.5	47	3.4	9	.6	40	2.9	8	.6
REGULAR NONSUPERVISORY	1,166	140	12.0	39	3.3	6	.5	33	2.8	5	.4
AVERAGE GRADE (WG)	6.94	2.84		3.95		2.17		3.55		2.00	
REGULAR LEADER	39	1	2.6								
AVERAGE GRADE (WL)	7.15	2.00									
REGULAR SUPERVISORY	146	11	7.5	7	4.8	2	1.4	6	4.1	2	1.4
AVERAGE GRADE (WS)	7.71	2.36		3.29		2.50		2.00		2.50	
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	5.00										
OTHER WAGE SYSTEMS	35	21	60.0	1	2.9	1	2.9	1	2.9	1	2.9
AVERAGE SALARY	10,374	5,824		5,500		5,500		5,500		5,500	
TOTAL OTHER PAY SYSTEMS	59	27	45.8	3	5.1	1	1.7	2	3.4	1	1.7
AVERAGE SALARY	19,332	9,333		19,467		11,200		26,800		11,200	
TOTAL POSTAL SERVICE	6,121	686	11.2	189	3.1	24	.4	144	2.4	21	.3
POSTAL FIELD	6,121	686	11.2	189	3.1	24	.4	144	2.4	21	.3
LEVELS 1 THRU 42	5,073	652	12.9	177	3.5	24	.5	144	2.8	21	.4
AVERAGE SALARY	16,301	15,510		15,793		15,446		15,888		15,457	
RURAL CARRIERS	1,048	34	3.2	12	1.1						
AVERAGE SALARY	17,736	17,112		17,458							

IOWA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
77	.5	25	.2	13	.1	3		31	.2	7		13,770	96.8	3,264	22.9	TOTAL ALL PAY SYSTEMS
40	.6	23	.3	10	.2	2		18	.3	6	.1	6,440	96.7	2,412	36.2	TOTAL GEN SCHED & EQUIV
7.58		8.78		8.00		5.50		10.06		7.50		7.72		5.79		AVERAGE GRADE
4	.3			1	.1			2	.1	1	.1	1,342	96.6	164	11.8	TOTAL WAGE SYSTEMS
3	.3			1	.1			2	.2	1	.1	1,127	96.7	134	11.5	REGULAR NONSUPERVISORY
7.33				2.00				6.50		3.00		7.05		2.87		AVERAGE GRADE (WG)
												39	100.0	1	2.8	REGULAR LEADER
												7.15		2.00		AVERAGE GRADE (WL)
1	.7											139	95.2	9	6.2	REGULAR SUPERVISORY
11.00												7.93		2.33		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												5.00				AVERAGE GRADE (WD)
												34	97.1	20	57.1	OTHER WAGE SYSTEMS
												10,518		5,840		AVERAGE SALARY
1	1.7											56	94.9	26	44.1	TOTAL OTHER PAY SYSTEMS
4,800												19,325		9,262		AVERAGE SALARY
32	.5	2		2		1		11	.2			5,932	96.9	692	10.8	TOTAL POSTAL SERVICE
32	.5	2		2		1		11	.2			5,932	96.9	662	10.8	POSTAL FIELD
31	.6	2		2		1						4,896	96.5	628	12.4	LEVELS 1 THRU 42
15,448		15,900		14,300		14,300						16,319		15,513		AVERAGE SALARY
1	.1							11	1.0			1,036	98.9	34	3.2	RURAL CARRIERS
18,000								17,409				17,739		17,112		AVERAGE SALARY

KANSAS STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	18,953	5,564	29.4	2,123	11.2	728	3.8	1,483	7.8	528	2.8
TOTAL GEN SCHED & EQUIV	10,979	4,671	42.5	1,164	10.6	584	5.3	768	7.0	419	3.8
AVERAGE GRADE	7.65	5.42		6.45		5.35		6.18		5.33	
TOTAL WAGE SYSTEMS	3,102	297	9.6	501	16.2	100	3.2	367	11.8	72	2.3
REGULAR NONSUPERVISORY	2,450	241	9.8	407	16.6	89	3.6	295	12.0	64	2.6
AVERAGE GRADE (WG)	6.99	2.95		4.66		2.75		4.29		2.66	
REGULAR LEADER	165	11	6.7	36	21.8	5	3.0	26	15.8	3	1.8
AVERAGE GRADE (WL)	7.14	3.27		4.53		4.00		4.00		3.00	
REGULAR SUPERVISORY	400	17	4.3	53	13.3	4	1.0	44	11.0	4	1.0
AVERAGE GRADE (WS)	7.48	1.65		4.45		1.00		3.93		1.00	
NONSUPERV (PROD FAC)	14	1	7.1								
AVERAGE GRADE (WD)	7.57	7.00									
OTHER WAGE SYSTEMS	73	27	37.0	5	6.8	2	2.7	2	2.7	1	1.4
AVERAGE SALARY	14,692	9,585		15,720		12,200		15,800		17,200	
TOTAL OTHER PAY SYSTEMS	70	29	41.4	5	7.1	2	2.9	4	5.7	1	1.4
AVERAGE SALARY	18,576	9,548		19,200		7,050		22,625		8,600	
TOTAL POSTAL SERVICE	4,802	567	11.8	453	9.4	42	.9	344	7.2	36	.7
POSTAL FIELD	4,802	567	11.8	453	9.4	42	.9	344	7.2	36	.7
LEVELS 1 THRU 42	4,046	542	13.4	442	10.9	42	1.0	341	8.4	36	.9
AVERAGE SALARY	16,285	15,609		15,757		15,752		15,759		15,703	
RURAL CARRIERS	756	25	3.3	11	1.5			3	.4		
AVERAGE SALARY	17,806	17,452		18,055				18,533			

KANSAS STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
325	1.7	66	.3	250	1.3	101	.5	65	.3	33	.2	16,830	88.8	4,836	25.5	TOTAL ALL PAY SYSTEMS
166	1.5	54	.5	186	1.7	88	.8	44	.4	23	.2	9,815	89.4	4,087	37.2	TOTAL GEN SCHED & EQUIV
6.92		4.91		6.66		5.26		8.59		7.13		7.79		5.43		AVERAGE GRADE
66	2.1	8	.3	54	1.7	11	.4	14	.5	9	.3	2,601	83.8	197	6.4	TOTAL WAGE SYSTEMS
55	2.2	8	.3	43	1.8	8	.3	14	.6	9	.4	2,043	83.4	152	6.2	REGULAR NONSUPERVISORY
6.42		3.38		5.14		2.75		3.66		2.89		7.45		3.06		AVERAGE GRADE (WG)
6	3.6			4	2.4	2	1.2					129	78.2	6	3.6	REGULAR LEADER
6.00				5.75		5.50						7.87		2.67		AVERAGE GRADE (WL)
3	.8			6	1.5							347	86.8	13	3.3	REGULAR SUPERVISORY
6.33				7.33								7.94		1.85		AVERAGE GRADE (WS)
												14	100.0	1	7.1	NONSUPERV (PROD FAC)
												7.57		7.00		AVERAGE GRADE (WD)
2	2.7			1	1.4	1	1.4					68	93.2	25	34.2	OTHER WAGE SYSTEMS
18,900				7,200		7,200						14,616		9,376		AVERAGE SALARY
1	1.4	5,500	1.4									65	92.9	27	38.6	TOTAL OTHER PAY SYSTEMS
5,500												18,528		9,733		AVERAGE SALARY
92	1.9	3	.1	10	.2	2		7	.1	1		4,349	90.6	525	10.9	TOTAL POSTAL SERVICE
92	1.9	3	.1	10	.2	2		7	.1	1		4,349	90.6	525	10.9	POSTAL FIELD
90	2.2	3	.1	8	.2	2		3	.1	1		3,804	89.1	500	12.4	LEVELS 1 THRU 42
15,709		15,667		16,400		16,700		15,367		15,900		16,250		15,597		AVERAGE SALARY
2	.3			2	.3			4	.5			745	98.5	25	3.3	RURAL CARRIERS
18,300				18,300				17,450				17,802		17,452		AVERAGE SALARY

TABLE 2-113

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
WICHITA, KANSAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	3,631	1,055	29.1	357	9.8	121	3.3	241	6.6	81	2.2
TOTAL GEN SCHED & EQUIV	2,036	835	41.0	165	8.1	94	4.6	108	5.3	62	3.0
AVERAGE GRADE	7.95	5.46		6.57		5.40		6.23		5.26	
TOTAL WAGE SYSTEMS	558	32	5.7	73	13.1	11	2.0	52	9.3	6	1.1
REGULAR NONSUPERVISORY	456	26	5.7	61	13.4	9	2.0	44	9.6	5	1.1
AVERAGE GRADE (WG)	7.76	2.88		4.90		2.78		4.61		3.00	
REGULAR LEADER	28			2	7.1						
AVERAGE GRADE (WL)	8.43			6.00							
REGULAR SUPERVISORY	71	3	4.2	9	12.7	1	1.4	8	11.3	1	1.4
AVERAGE GRADE (WS)	7.93	1.67		3.89		1.00		3.38		1.00	
OTHER WAGE SYSTEMS	3	3	100.0	1	33.3	1	33.3				
AVERAGE SALARY	6,100	6,100		7,200		7,200					
TOTAL OTHER PAY SYSTEMS	15	4	26.7								
AVERAGE SALARY	21,607	9,000									
TOTAL POSTAL SERVICE	1,022	184	18.0	119	11.6	16	1.6	81	7.9	13	1.3
POSTAL FIELD	1,022	184	18.0	119	11.6	16	1.6	81	7.9	13	1.3
LEVELS 1 THRU 42	986	183	18.6	118	12.0	16	1.6	81	8.2	13	1.3
AVERAGE SALARY	16,072	15,659		15,930		15,556		15,841		15,531	
RURAL CARRIERS	36	1	2.8	1	2.8						
AVERAGE SALARY	17,881	19,000		18,000							

**STANDARD METROPOLITAN STATISTICAL AREA
WICHITA, KANSAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
89	2.5	23	.6	17	.5	9	.2	10	.3	8	.2	3,274	90.2	934	25.7	TOTAL ALL PAY SYSTEMS
39	1.9	18	.9	9	.4	7	.3	9	.4	7	.3	1,871	91.9	741	36.4	TOTAL GEN SCHED & EQUIV
6,79		4.67		6.56		5.29		9.67		8.71		8.07		5.47		AVERAGE GRADE
16	2.9	3	.5	4	.7	1	.2	1	.2	1	.2	485	86.9	21	3.8	TOTAL WAGE SYSTEMS
14	3.1	3	.7	2	.4			1	.2	1	.2	395	86.6	17	3.7	REGULAR NONSUPERVISORY
5.43		2.33		8.50				3.00		3.00		8.21		2.94		AVERAGE GRADE (WG)
2	7.1											26	92.9			REGULAR LEADER
6.00												8.62				AVERAGE GRADE (WL)
				1	1.4							62	87.3	2	2.8	REGULAR SUPERVISORY
				8.00								8.52		2.00		AVERAGE GRADE (WS)
				1	33.3	1	33.3					2	66.7	2	66.7	OTHER WAGE SYSTEMS
				7,200		7,200						5,550		5,550		AVERAGE SALARY
												15	100.0	4	28.7	TOTAL OTHER PAY SYSTEMS
												21,607		9,000		AVERAGE SALARY
34	3.3	2	.2	4	.4	1	.1					903	88.4	168	16.4	TOTAL POSTAL SERVICE
34	3.3	2	.2	4	.4	1	.1					903	88.4	168	16.4	POSTAL FIELD
34	3.4	2	.2	3	.3	1	.1					868	88.0	167	16.9	LEVELS 1 THRU 42
16,097		15,550		16,433		15,900						16,092		15,669		AVERAGE SALARY
				1	2.8							35	97.2	1	2.8	RURAL CARRIERS
				18,000								17,877		19,000		AVERAGE SALARY

MISSOURI STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	57,495	21,561	37.5	11,596	20.2	5,583	9.7	10,815	18.8	6,306	9.2
TOTAL GEN SCHED & EQUIV	38,646	18,838	48.7	6,330	16.4	4,203	10.9	5,733	14.8	3,949	10.2
AVERAGE GRADE	7.81	5.67		6.36		5.55		6.17		5.53	
TOTAL WAGE SYSTEMS	5,273	511	9.7	1,269	24.1	287	5.4	1,207	22.9	279	5.3
REGULAR NONSUPERVISORY	4,027	411	10.2	1,033	25.7	242	6.0	981	24.4	235	5.8
AVERAGE GRADE (WG)	6.60	2.38		3.97		2.00		3.88		1.96	
REGULAR LEADER	154	5	3.2	42	27.3	3	1.9	40	26.0	3	1.9
AVERAGE GRADE (WL)	7.49	2.00		4.67		2.00		4.60		2.00	
REGULAR SUPERVISORY	584	17	2.9	109	18.7	7	1.2	104	17.8	7	1.2
AVERAGE GRADE (WS)	7.27	2.06		3.76		1.71		3.61		1.71	
NONSUPERV (PROD FAC)	14										
AVERAGE GRADE (WD)	6.86										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	493	78	15.8	85	17.2	35	7.1	82	16.6	34	6.9
AVERAGE SALARY	16,718	11,340		13,108		9,134		12,995		9,079	
TOTAL OTHER PAY SYSTEMS	203	90	44.3	38	18.7	25	12.3	33	16.3	24	11.8
AVERAGE SALARY	16,695	8,932		12,124		6,228		8,455		5,975	
TOTAL POSTAL SERVICE	13,373	2,124	15.9	3,959	29.6	1,068	8.0	3,842	28.7	1,054	7.9
POSTAL FIELD	13,373	2,124	15.9	3,959	29.6	1,068	8.0	3,842	28.7	1,054	7.9
LEVELS 1 THRU 42	12,219	2,063	16.9	3,947	32.3	1,067	8.7	3,641	31.4	1,054	8.6
AVERAGE SALARY	16,331	15,818		15,925		15,848		15,917		15,853	
RURAL CARRIERS	1,154	61	5.3	12	1.0	1	.1	1	.1		
AVERAGE SALARY	17,761	17,008		17,742		18,700		16,600			

MISSOURI STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
493	.9	170	.3	129	.2	49	.1	159	.3	58	.1	45,899	79.8	15,978	27.8	TOTAL ALL PAY SYSTEMS
363	.9	156	.4	111	.3	47	.1	123	.3	51	.1	32,316	83.8	14,633	37.9	TOTAL GEN SCHED & EQUIV
7.83		5.47		8.43		5.77		9.31		7.37		8.09		5.70		AVERAGE GRADE
43	.8	4	.1	10	.2			9	.2	4	.1	4,004	75.9	224	4.2	TOTAL WAGE SYSTEMS
36	.9	3	.1	8	.2			8	.2	4	.1	2,994	74.3	189	4.2	REGULAR NONSUPERVISORY
5.5 ⁿ		4.00		7.75				3.88		2.75		7.50		2.92		AVERAGE GRADE (WG)
1	.6			1	.6							112	72.7	2	1.3	REGULAR LEADER
2.00				10.00								8.54		2.00		AVERAGE GRADE (WL)
3	.5			1	.2			1	.2			475	81.3	10	1.7	REGULAR SUPERVISORY
7.33				10.00				3.00				8.08		2.30		AVERAGE GRADE (WS)
												14	100.0			NONSUPERV (PROD FAC)
												6.86				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
3	.6	1	.2									408	82.8	43	8.7	OTHER WAGE SYSTEMS
16,200		11,000										17,470		13,135		AVERAGE SALARY
								5	2.5	1	.5	165	81.3	65	32.0	TOTAL OTHER PAY SYSTEMS
								36,340		12,300		17,747		9,972		AVERAGE SALARY
87	.7	10	.1	8	.1	2		22	.2	2		9,414	70.4	1,056	7.9	TOTAL POSTAL SERVICE
87	.7	10	.1	8	.1	2		22	.2	2		9,414	70.4	1,056	7.9	POSTAL FIELD
87	.7	10	.1	8	.1	2		11	.1	1		8,272	67.7	998	8.2	LEVELS 1 THRU 42
16,192		15,370		15,900		15,650		16,636		15,700		16,524		15,786		AVERAGE SALARY
								11	1.0	1	.1	1,142	95.0	60	5.2	RURAL CARRIERS
								17,845		18,700		17,761		16,980		AVERAGE SALARY

TABLE 2-115

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	21,938	9,707	44.3	4,488	20.5	2,235	10.2	4,017	18.3	2,048	9.3
TOTAL GEN SCHED & EQUIV	16,433	8,968	54.6	2,821	15.9	1,838	11.2	2,265	13.8	1,861	10.1
AVERAGE GRADE	7.84	5.71		6.61		5.74		6.42		5.73	
TOTAL WAGE SYSTEMS	1,383	178	12.9	471	34.1	132	9.5	441	31.9	128	9.3
REGULAR NONSUPERVISORY	1,138	144	12.7	394	34.8	117	10.3	366	32.2	114	10.0
AVERAGE GRADE (WG)	6.37	2.40		3.80		2.05		3.64		2.00	
REGULAR LEADER	46			15	32.6			15	32.6		
AVERAGE GRADE (WL)	7.96			5.60				5.60			
REGULAR SUPERVISORY	141	2	1.4	39	27.7	2	1.4	38	27.0	2	1.4
AVERAGE GRADE (WS)	6.50	1.00		3.54		1.00		3.39		1.00	
OTHER WAGE SYSTEMS	58	32	55.2	23	39.7	13	22.4	22	37.9	12	20.7
AVERAGE SALARY	13,841	11,853		12,100		10,246		12,150		10,185	
TOTAL OTHER PAY SYSTEMS	89	27	30.3	18	20.2	11	12.4	16	18.0	11	12.4
AVERAGE SALARY	20,125	9,222		15,489		6,564		11,588		6,564	
TOTAL POSTAL SERVICE	4,031	536	13.3	1,378	34.2	254	6.3	1,295	32.1	248	6.2
POSTAL FIELD	4,031	536	13.3	1,378	34.2	254	6.3	1,295	32.1	248	6.2
LEVELS 1 THRU 42	3,923	521	13.3	1,375	35.0	254	6.5	1,294	33.0	248	6.3
AVERAGE SALARY	16,115	15,735		15,829		15,945		15,814		15,959	
RURAL CARRIERS	108	15	13.9	3	2.8			1	.9		
AVERAGE SALARY	17,856	16,720		18,100				19,800			

**STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
337	1.5	123	.6	79	.4	41	.2	55	.3	23	.1	17,448	79.5	7,472	34.1	TOTAL ALL PAY SYSTEMS
240	1.5	115	.7	70	.4	40	.2	46	.3	22	.1	13,812	84.1	7,128	43.4	TOTAL GEN SCHED & EQUIV
7.65		5.66		7.89		5.68		8.59		7.36		8.07		5.71		AVERAGE GRADE
26	1.9	4	.3	3	.2			1	.1			912	65.9	46	3.3	TOTAL WAGE SYSTEMS
24	2.1	3	.3	3	.3			1	.1			744	65.4	27	2.4	REGULAR NONSUPERVISORY
5.67		4.00		9.33				2.00				7.74		3.89		AVERAGE GRADE (W/C)
												31	67.4			REGULAR LEADER
												9.10				AVERAGE GRADE (wL)
1	.7											102	72.3			REGULAR SUPERVISORY
9.00												7.63				AVERAGE GRADE (WS)
1	1.7	1	1.7									35	60.3	19	32.8	OTHER WAGE SYSTEMS
11,000		11,000										14,986		12,953		AVERAGE SALARY
								2	2.2			71	79.8	16	18.0	TOTAL OTHER PAY SYSTEMS
								46,700				21,300		11,050		AVERAGE SALARY
71	1.8	4	.1	6	.1	1		6	.1	1		2,653	65.8	282	7.0	TOTAL POSTAL SERVICE
71	1.8	4	.1	6	.1	1		6	.1	1		2,653	65.8	282	7.0	POSTAL FIELD
71	1.8	4	.1	6	.2	1		4	.1	1		2,548	65.0	267	6.8	LEVELS 1 THRU 42
16,055		15,125		16,033		15,900		16,425		15,700		16,269		15,536		AVERAGE SALARY
								2	1.9			105	97.2	15	13.9	RURAL CARRIERS
								17,250				17,850		16,720		AVERAGE SALARY

TABLE 2-116

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
ST LOUIS, MISSOURI-ILLINOIS**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	30,204	11,075	36.7	7,332	24.3	3,410	11.3	7,055	23.4	3,333	11.0
TOTAL GEN SCHED & EQUIV	20,108	9,428	46.9	3,789	18.8	2,434	12.1	3,578	17.8	2,365	11.8
AVERAGE GRADE	8.01	5.70		6.28		5.47		6.12		5.46	
TOTAL WAGE SYSTEMS	2,837	206	7.3	805	28.4	144	5.1	788	27.8	144	5.1
REGULAR NONSUPERVISORY	2,042	160	7.8	652	31.9	116	5.7	641	31.4	116	5.7
AVERAGE GRADE (WG)	6.59	2.18		4.40		2.00		4.37		2.00	
REGULAR LEADER	84	3	3.6	27	32.1	3	3.6	26	31.0	3	3.6
AVERAGE GRADE (WL)	7.01	2.00		4.37		2.00		4.15		2.00	
REGULAR SUPERVISORY	304	7	2.3	68	22.4	5	1.6	65	21.4	5	1.6
AVERAGE GRADE (WS)	7.56	2.86		3.94		2.00		3.74		2.00	
NONSUPERV (PROD FAC)	5										
AVERAGE GRADE (WD)	7.20										
OTHER WAGE SYSTEMS	402	36	9.0	58	14.4	20	5.0	56	13.9	20	5.0
AVERAGE SALARY	17,548	12,467		14,043		9,270		13,873		9,270	
TOTAL OTHER PAY SYSTEMS	110	52	47.3	25	22.7	17	15.5	23	20.9	16	14.5
AVERAGE SALARY	15,228	8,298		10,556		5,982		9,104		5,588	
TOTAL POSTAL SERVICE	7,149	1,389	19.4	2,713	37.9	815	11.4	2,666	37.3	808	11.3
POSTAL FIELD	7,149	1,389	19.4	2,713	37.9	815	11.4	2,666	37.3	808	11.3
LEVELS 1 THRU 42	6,964	1,372	19.7	2,707	38.9	814	11.7	2,666	38.3	808	11.6
AVERAGE SALARY	16,364	15,849		15,980		15,832		15,970		15,831	
RURAL CARRIERS	185	17	9.2	6	3.2	1	.5				
AVERAGE SALARY	18,044	17,418		18,317		18,700					

**STANDARD METROPOLITAN STATISTICAL AREA
ST LOUIS, MISSOURI-ILLINOIS**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
167	.6	47	.2	25	.1	6		85	.3	24	.1	22,872	75.7	7,665	25.4	TOTAL ALL PAY SYSTEMS
120	.6	41	.2	21	.1	6		70	.3	22	.1	16,319	81.2	6,994	34.8	TOTAL GEN SCHED & EQUIV
8.36		5.29		9.10		6.33		9.94		7.36		8.41		5.79		AVERAGE GRADE
13	.5			3	.1			1				2,032	71.6	62	2.2	TOTAL WAGE SYSTEMS
9	.4			1				1				1,390	68.1	44	2.2	REGULAR NONSUPERVISORY
6.89				2.00				1.00				7.62		2.64		AVERAGE GRADE (WG)
				1	1.2							57	67.9			REGULAR LEADER
				10.00								8.26				AVERAGE GRADE (WL)
2	.7			1	.3							236	77.6	2	.7	REGULAR SUPERVISORY
9.50				6.00								8.61		5.00		AVERAGE GRADE (WS)
												5	100.0			NONSUPERV (PROD FAC)
												7.20				AVERAGE GRADE (WD)
2	.5											344	85.6	16	4.0	OTHER WAGE SYSTEMS
18,800												18,139		16,463		AVERAGE SALARY
								2	1.8	1	.9	85	77.3	35	31.8	TOTAL OTHER PAY SYSTEMS
								27,250		12,300		16,602		9,423		AVERAGE SALARY
34	.5	6	.1	1				12	.2	1		4,436	62.1	574	8.0	TOTAL POSTAL SERVICE
34	.5	6	.1	1				12	.2	1		4,436	62.1	574	8.0	POSTAL FIELD
34	.5	6	.1	1				6	.1			4,257	61.1	558	6.0	LEVELS 1 THRU 42
16,821		16,017		15,900				15,767				16,608		15,874		AVERAGE SALARY
								6	3.2	1	.5	179	96.8	16	8.6	RURAL CARRIERS
								18,317		18,700		18,035		17,338		AVERAGE SALARY

TABLE 2-117

Minority Group Study of Full-Time Employment: November 30, 1977

NEBRASKA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,695	3,347	26.4	926	7.3	384	3.0	647	5.1	278	2.2
TOTAL GEN SCHED & EQUIV	7,371	2,951	38.7	514	7.0	279	3.8	328	4.4	184	2.5
AVERAGE GRADE	8.10	5.58		6.37		5.04		6.34		5.14	
TOTAL WAGE SYSTEMS	1,467	140	9.5	194	13.2	60	4.1	139	9.5	51	3.5
REGULAR NONSUPERVISORY	1,202	115	9.6	173	14.4	57	4.7	126	10.5	49	4.1
AVERAGE GRADE (WG)	7.37	3.40		4.88		3.33		4.61		3.22	
REGULAR LEADER	65			3	4.6			2	3.1		
AVERAGE GRADE (WL)	8.32			6.33				7.00			
REGULAR SUPERVISORY	159	13	8.2	17	10.7	3	1.9	11	6.9	2	1.3
AVERAGE GRADE (WS)	7.84	3.08		6.12		3.33		4.45		2.00	
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	6.33										
OTHER WAGE SYSTEMS	38	12	31.6	1	2.6						
AVERAGE SALARY	13,055	5,692		16,900							
TOTAL OTHER PAY SYSTEMS	44	12	27.3	1	2.3						
AVERAGE SALARY	18,809	7,600		42,200							
TOTAL POSTAL SERVICE	3,813	344	9.0	217	5.7	45	1.2	180	4.7	43	1.1
POSTAL FIELD	3,813	344	9.0	217	5.7	45	1.2	180	4.7	43	1.1
LEVELS 1 THRU 42	3,270	337	10.3	215	6.6	45	1.4	179	5.5	43	1.3
AVERAGE SALARY	16,333	15,765		15,541		15,769		15,499		15,781	
RURAL CARRIERS	543	7	1.3	2	.4			1	.2		
AVERAGE SALARY	17,883	16,314		17,850				17,200			

NEBRASKA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
141	1.1	38	.3	105	.8	54	.4	33	.3	14	.1	11,769	92.7	2,963	23.3	TOTAL ALL PAY SYSTEMS
80	1.1	36	.5	77	1.0	46	.8	29	.4	13	.2	6,857	93.0	2,572	34.9	TOTAL GEN SCHED & EQUIV
6.30		4.64		5.56		4.54		9.10		6.46		8.23		5.64		AVERAGE GRADE
28	1.9	1	.1	27	1.8	8	.5					1,273	86.8	80	5.5	TOTAL WAGE SYSTEMS
25	2.1	1	.1	22	1.8	7	.6					1,029	85.6	58	4.8	REGULAR NONSUPERVISORY
5.64		1.00		5.55		4.43						7.79		3.47		AVERAGE GRADE (WG)
				1	1.5							62	95.4			REGULAR LEADER
				5.00								8.42				AVERAGE GRADE (WL)
3	1.9			3	1.9	1	.6					142	89.3	10	6.3	REGULAR SUPERVISORY
10.00				8.33		6.00						8.04		3.00		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												6.33				AVERAGE GRADE (WD)
				1	2.6							37	97.4	12	31.6	OTHER WAGE SYSTEMS
				16,900								12,951		5,692		AVERAGE SALARY
								1	2.3			43	97.7	12	27.3	TOTAL OTHER PAY SYSTEMS
								42,200				18,265		7,600		AVERAGE SALARY
33	.9	1		1				3	.1	1		3,596	94.3	299	7.8	TOTAL POSTAL SERVICE
33	.9	1		1				3	.1	1		3,596	94.3	299	7.8	POSTAL FIELD
33	1.0	1		1				2	.1	1		3,055	93.4	292	8.9	LEVELS 1 THRU 42
15,652		16,500		20,100				15,200		14,500		16,388		15,764		AVERAGE SALARY
								1	.2			541	99.6	7	1.3	RURAL CARRIERS
								18,500				17,883		16,314		AVERAGE SALARY

TABLE 2-118

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
OMAHA, NEBRASKA-IOWA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,131	2,179	30.6	705	9.9	295	4.1	579	8.1	254	3.6
TOTAL GEN SCHED & EQUIV	4,451	1,942	43.6	389	8.3	207	4.7	288	6.5	166	3.7
AVERAGE GRADE	8.06	5.46		6.44		5.13		6.24		5.10	
TOTAL WAGE SYSTEMS	892	82	9.2	151	16.9	50	5.6	132	14.8	50	5.6
REGULAR NONSUPERVISORY	745	68	9.1	135	18.1	48	6.4	119	16.0	48	6.4
AVERAGE GRADE (WG)	7.13	3.29		4.67		3.21		4.54		3.21	
REGULAR LEADER	43	1	2.3	2	4.7			2	4.7		
AVERAGE GRADE (WL)	8.00	2.00		7.00				7.00			
REGULAR SUPERVISORY	94	5	5.3	14	14.9	2	2.1	11	11.7	2	2.1
AVERAGE GRADE (WS)	7.79	3.40		5.71		2.00		4.45		2.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	9	8	88.9								
AVERAGE SALARY	6,300	5,375									
TOTAL OTHER PAY SYSTEMS	25	6	24.0	1	4.0						
AVERAGE SALARY	22,008	6,833		42,200							
TOTAL POSTAL SERVICE	1,763	149	8.5	184	10.4	38	2.2	159	9.0	38	2.2
POSTAL FIELD	1,763	149	8.5	184	10.4	38	2.2	159	9.0	38	2.2
LEVELS 1 THRU 42	1,719	145	8.4	184	10.7	38	2.2	159	9.2	38	2.2
AVERAGE SALARY	16,099	15,668		15,559		15,884		15,535		15,884	
RURAL CARRIERS	44	4	9.1								
AVERAGE SALARY	17,995	16,700									

**STANDARD METROPOLITAN STATISTICAL AREA
OMAHA, NEBRASKA-IOWA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
89	1.2	24	.3	16	.2	7	.1	21	.3	10	.1	6,426	90.1	1,884	26.4	TOTAL ALL PAY SYSTEMS
49	1.1	24	.5	13	.3	7	.2	19	.4	10	.2	4,082	91.7	1,735	39.0	TOTAL GEN SCHED & EQUIV
5.39		4.67		7.46		5.57		9.00		6.40		8.20		5.50		AVERAGE GRADE
17	1.9			2	.2							741	83.1	32	3.6	TOTAL WAGE SYSTEMS
15	2.0			1	.1							610	81.9	20	2.7	REGULAR NONSUPERVISORY
5.93				2.00								7.68		3.50		AVERAGE GRADE (WG)
												41	95.3	1	2.3	REGULAR LEADER
												8.05		2.00		AVERAGE GRADE (WL)
2	2.1			1	1.1							80	85.1	3	3.2	REGULAR SUPERVISORY
9.50				12.00								8.15		4.33		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
												9	100.0	8	88.9	OTHER WAGE SYSTEMS
												6,300		5,375		AVERAGE SALARY
								1	4.0							TOTAL OTHER PAY SYSTEMS
								42,200				24	96.0	6	24.0	AVERAGE SALARY
												21,167		6,833		
23	1.3			1	.1			1	.1			1,579	89.6	111	6.3	TOTAL POSTAL SERVICE
23	1.3			1	.1			1	.1			1,579	89.6	111	6.3	POSTAL FIELD
23	1.3			1	.1			1	.1			1,535	89.3	107	6.2	LEVELS 1 THRU 42
15,509				20,100				15,900				16,164		15,592		AVERAGE SALARY
												44	100.0	4	9.1	RURAL CARRIERS
												17,995		16,700		AVERAGE SALARY

SAN FRANCISCO CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	301,488	88,389	29.3	84,734	28.1	28,767	9.5	40,901	13.8	15,896	5.3
TOTAL GEN SCHED & EQUIV	163,443	70,027	42.8	37,160	22.7	20,478	12.5	15,433	9.4	9,758	6.0
AVERAGE GRADE	7.98	5.81		6.64		5.51		6.30		5.63	
TOTAL WAGE SYSTEMS	73,534	4,042	5.5	23,267	34.4	2,000	2.7	11,939	16.2	1,226	1.7
REGULAR NONSUPERVISORY	57,790	3,494	6.0	21,025	36.4	1,764	3.1	9,975	17.3	1,086	1.9
AVERAGE GRADE (WG)	7.93	4.97		6.98		4.25		6.62		4.04	
REGULAR LEADER	2,384	85	3.6	847	35.5	69	2.9	404	16.9	39	1.8
AVERAGE GRADE (WL)	8.13	3.99		6.66		3.74		6.07		3.15	
REGULAR SUPERVISORY	6,123	100	1.6	1,650	26.9	75	1.2	820	13.4	39	.6
AVERAGE GRADE (WS)	9.02	4.26		7.47		4.37		6.94		3.05	
NONSUPERV (PROD FAC)	1,806	3	.2	342	18.9	1	.1	130	7.2	1	.1
AVERAGE GRADE (WD)	7.18	7.00		7.19		7.00		7.02		7.00	
SUPERVISORY (PROD FAC)	179			27	15.1			5	2.8		
AVERAGE GRADE (WN)	6.65			6.70				6.40			
OTHER WAGE SYSTEMS	5,252	360	6.9	1,376	26.2	91	1.7	605	11.5	61	1.2
AVERAGE SALARY	14,521	11,163		13,039		10,390		12,335		10,215	
TOTAL OTHER PAY SYSTEMS	1,308	441	33.7	229	17.5	139	10.6	95	7.3	64	4.9
AVERAGE SALARY	20,723	11,485		11,292		9,050		10,644		8,084	
TOTAL POSTAL SERVICE	63,203	13,879	22.0	22,078	34.9	6,150	9.7	13,434	21.3	4,848	7.7
POSTAL HEADQUARTERS	2	1	50.0								
AVERAGE SALARY	23,500	11,900									
POSTAL FIELD	63,201	13,878	22.0	22,078	34.9	6,150	9.7	13,434	21.3	4,848	7.7
LEVELS 1 THRU 42	62,560	13,764	22.0	22,010	35.2	6,136	9.8	13,426	21.5	4,846	7.7
AVERAGE SALARY	16,026	15,731		15,668		15,773		15,891		15,818	
RURAL CARRIERS	641	114	17.8	68	10.6	14	2.2	8	1.2	2	.3
AVERAGE SALARY	18,465	17,404		18,690		17,814		18,738		18,100	

SAN FRANCISCO CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
22,674	7.5	5,234	1.7	7,356	2.4	3,734	1.2	13,803	4.6	3,903	1.3	216,754	71.9	59,822	19.8	TOTAL ALL PAY SYSTEMS
9,353	5.7	4,137	2.5	5,256	3.2	3,383	2.1	7,118	4.4	3,230	2.0	126,283	77.3	49,549	30.3	TOTAL GEN SCHED & EQUIV
6.93		5.34		5.44		4.72		7.86		6.20		8.38		5.94		AVERAGE GRADE
7,928	10.8	328	.4	1,886	2.6	307	.4	3,514	4.8	139	.2	48,267	65.6	2,042	2.8	TOTAL WAGE SYSTEMS
6,668	11.5	297	.5	1,555	2.7	256	.4	2,827	4.9	125	.2	36,765	63.6	1,730	3.0	REGULAR NONSUPERVISORY
7.53		4.89		6.17		4.74		7.44		3.61		8.47		5.71		AVERAGE GRADE (WG)
290	12.2	10	.4	58	2.4	17	.7	95	4.0	3	.1	1,537	64.5	16	.7	REGULAR LEADER
7.64		3.10		6.10		5.65		6.55		2.67		8.94		5.06		AVERAGE GRADE (WL)
550	9.0	5	.1	145	2.4	30	.5	135	2.2	1		4,473	73.1	25	.4	REGULAR SUPERVISORY
8.16		1.60		7.66		6.40		7.74		9.00		9.59		3.92		AVERAGE GRADE (WS)
117	6.5			5	.3			90	5.0			1,464	81.1	2	.1	NONSUPERV (PROD FAC)
7.22				7.20				7.39				7.18		7.00		AVERAGE GRADE (WD)
13	7.3							9	5.0			152	84.9			SUPERVISORY (PROD FAC)
6.92								6.56				6.64				AVERAGE GRADE (WN)
290	5.5	16	.3	123	2.3	4	.1	358	6.8	10	.2	3,876	73.8	289	5.1	OTHER WAGE SYSTEMS
14,013		10,069		13,970		9,250		13,119		12,430		15,047		11,425		AVERAGE SALARY
68	5.0	41	3.1	17	1.3	8	.6	51	3.9	26	2.0	1,079	82.5	302	23.1	TOTAL OTHER PAY SYSTEMS
9,798		8,983		6,171		5,263		16,139		12,700		22,724		12,606		AVERAGE SALARY
5,327	8.4	728	1.2	197	.3	66	.1	3,120	4.9	508	.8	41,125	65.1	7,729	12.2	TOTAL POSTAL SERVICE
												2	100.0	1	50.0	POSTAL HEADQUARTERS
												23,500		11,900		AVERAGE SALARY
5,327	8.4	728	1.2	197	.3	66	.1	3,120	4.9	508	.8	41,123	65.1	7,728	12.2	POSTAL FIELD
5,284	8.4	722	1.2	192	.3	62	.1	3,108	5.0	506	.8	40,550	64.8	7,628	12.2	LEVELS 1 THRU 42
15,815		15,574		15,821		15,848		15,866		15,611		16,112		15,698		AVERAGE SALARY
43	6.7	6	.9	5	.8	4	.6	12	1.9	2	.3	573	89.4	100	15.6	RURAL CARRIERS
18,786		17,550		18,840		18,600		18,250		16,750		18,439		17,347		AVERAGE SALARY

ARIZONA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			* TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	30,406	9,888	32.5	9,751	32.1	4,051	13.3	821	2.7	308	1.0
TOTAL GEN SCHED & EQUIV	19,583	8,896	45.4	6,128	31.3	3,618	18.5	488	2.5	263	1.3
AVERAGE GRADE	7.46	5.53		5.70		4.81		6.66		5.93	
TOTAL WAGE SYSTEMS	6,087	434	7.1	2,655	43.6	333	5.5	168	2.8	16	.3
REGULAR NONSUPERVISORY	4,886	358	7.3	2,198	45.0	280	5.7	142	2.9	14	.3
AVERAGE GRADE (WG)	7.25	4.34		6.33		4.43		6.30		4.50	
REGULAR LEADER	285	17	6.0	113	39.6	17	6.0	4	1.4		
AVERAGE GRADE (WL)	8.29	5.71		7.12		5.71		7.50			
REGULAR SUPERVISORY	587	37	6.3	215	36.6	31	5.3	21	3.6	2	.3
AVERAGE GRADE (WS)	8.11	5.81		7.13		6.03		6.29		2.00	
NONSUPERV (PROD FAC)	23			2	8.7						
AVERAGE GRADE (WD)	7.26			8.00							
OTHER WAGE SYSTEMS	306	22	7.2	127	41.5	5	1.6	1	.3		
AVERAGE SALARY	14,469	6,559		13,720		6,860		14,600			
TOTAL OTHER PAY SYSTEMS	109	42	38.5	32	29.4	18	16.5	3	2.8	3	2.8
AVERAGE SALARY	16,577	8,563		6,288		5,883		5,000		5,000	
TOTAL POSTAL SERVICE	4,627	516	11.2	936	20.2	82	1.8	162	3.5	26	.6
POSTAL FIELD	4,627	516	11.2	936	20.2	82	1.8	162	3.5	26	.6
LEVELS 1 THRU 42	4,543	502	11.0	928	20.4	80	1.8	162	3.6	26	.6
AVERAGE SALARY	15,917	15,744		15,714		15,560		15,560		15,492	
RURAL CARRIERS	84	14	16.7	8	9.5	2	2.4				
AVERAGE SALARY	18,432	17,121		19,338		18,250					

CONTINUED

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TABLE 2-121

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	10,940	3,179	29.1	2,273	20.8	760	6.9	400	3.7	139	1.3
TOTAL GEN SCHED & EQUIV	6,179	2,804	45.4	1,282	20.7	688	11.1	206	3.3	110	1.8
AVERAGE GRADE	7.71	5.66		6.35		5.10		6.51		5.65	
TOTAL WAGE SYSTEMS	1,532	68	4.4	407	26.6	35	2.3	65	4.2	8	.5
REGULAR NONSUPERVISORY	1,261	53	4.2	347	27.5	29	2.3	56	4.4	7	.6
AVERAGE GRADE (WG)	7.59	3.32		6.07		5.48		5.91		5.29	
REGULAR LEADER	75	2	2.7	23	30.7	2	2.7				
AVERAGE GRADE (WL)	8.93	6.00		7.91		6.00					
REGULAR SUPERVISORY	163	5	3.1	31	19.0	3	1.8	9	5.5	1	.6
AVERAGE GRADE (WS)	7.85	3.00		5.55		2.33		5.22		1.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	6.00										
OTHER WAGE SYSTEMS	32	8	25.0	6	18.8	1	3.1				
AVERAGE SALARY	13,247	5,850		10,717		4,800					
TOTAL OTHER PAY SYSTEMS	44	15	34.1	9	20.5	4	9.1	1	2.3	1	2.3
AVERAGE SALARY	18,007	8,920		5,711		5,925		5,400		5,400	
TOTAL POSTAL SERVICE	3,185	292	9.2	575	18.1	33	1.0	128	4.0	20	.6
POSTAL FIELD	3,185	292	9.2	575	18.1	33	1.0	128	4.0	20	.6
LEVELS 1 THRU 42	3,183	289	9.1	574	18.1	33	1.0	128	4.0	20	.6
AVERAGE SALARY	15,858	15,792		15,576		15,464		15,652		15,570	
RURAL CARRIERS	22	3	13.6	1	4.5						
AVERAGE SALARY	18,323	16,767		18,900							

ARIZONA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3,078	10.1	577	1.9	5,893	18.7	3,114	10.2	181	.5	52	.2	20,655	67.9	5,837	19.2	TOTAL ALL PAY SYSTEMS
1,275	6.5	473	2.4	4,244	21.7	2,833	14.5	121	.6	49	.3	13,455	68.7	5,278	27.0	TOTAL GEN SCHED & EQUIV
7.07		5.35		5.10		4.61		8.42		5.76		8.26		6.02		AVERAGE GRADE
1,054	17.3	49	.8	1,415	23.2	267	4.4	18	.3	1		3,432	56.4	101	1.7	TOTAL WAGE SYSTEMS
867	17.7	44	.9	1,172	24.0	221	4.5	17	.3	1		2,688	55.0	78	1.6	REGULAR NONSUPERVISORY
7.18		3.16		5.70		4.68		7.29		4.00		8.00		4.00		AVERAGE GRADE (WG)
69	24.2	1	.4	39	13.7	16	5.6	1	.4			172	60.4			REGULAR LEADER
8.04		3.00		5.36		5.88		10.00				9.07				AVERAGE GRADE (WL)
92	15.7	1	.2	102	17.4	28	4.8					372	63.4	6	1.0	REGULAR SUPERVISORY
7.49		6.30		6.98		6.46						8.67		4.67		AVERAGE GRADE (WS)
2	8.7											21	91.3			NONSUPERV (PROD FAC)
3.00												7.19				AVERAGE GRADE (WD)
24	7.8	3	1.0	102	33.3	2	.7					179	58.5	17	5.6	OTHER WAGE SYSTEMS
13,608		5,233		13,738		9,300						15,000		6,471		AVERAGE SALARY
15	13.8	7	6.4	14	12.8	8	7.3					77	70.6	24	22.0	TOTAL OTHER PAY SYSTEMS
7,687		6,971		5,064		5,263						20,853		10,608		AVERAGE SALARY
732	15.0	48	1.0	20	.4	6	.1	22	.5	2		3,691	79.8	434	9.4	TOTAL POSTAL SERVICE
732	15.8	48	1.0	20	.4	6	.1	22	.5	2		3,691	79.8	434	9.4	POSTAL FIELD
725	16.0	46	1.0	19	.4	6	.1	22	.5	2		3,615	79.6	422	9.3	LEVELS 1 THRU 42
15,761		15,761		15,511		15,067		15,491		13,300		15,969		15,779		AVERAGE SALARY
7	8.3	2	2.4	1	1.2			-				76	90.5	12	14.3	RURAL CARRIERS
19,271		18,250		19,800								18,337		16,933		AVERAGE SALARY

**STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,038	9.5	161	1.5	770	7.0	433	4.0	85	.6	27	.2	8,667	79.2	2,419	22.1	TOTAL ALL PAY SYSTEMS
393	6.4	140	2.3	639	10.3	412	6.7	44	.7	26	.4	4,897	79.3	2,116	34.2	TOTAL GEN SCHED & EQUIV
7.19		5.35		5.69		4.85		7.70		5.42		8.07		5.84		AVERAGE GRADE
215	14.0	7	.5	120	7.8	20	1.3	7	.5			1,125	73.4	33	2.2	TOTAL WAGE SYSTEMS
181	14.4	7	.6	104	8.2	15	1.2	6	.5			914	72.5	24	1.9	REGULAR NONSUPERVISORY
7.25		3.14		4.10		2.80		6.17				8.17		3.13		AVERAGE GRADE (WG)
18	24.0			4	5.3	2	2.7	1	1.3			52	69.3			REGULAR LEADER
6.50				4.75		6.00		10.00				9.38				AVERAGE GRADE (WL)
14	8.6			8	4.9	2	1.2					132	81.0	2	1.2	REGULAR SUPERVISORY
6.64				4.00		3.00						8.39		4.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PRD FAC)
												6.00				AVERAGE GRADE (WD)
2	6.3			4	12.5	1	3.1					28	81.3	7	21.9	OTHER WAGE SYSTEMS
16,600				7,775		4,800						13,831		6,000		AVERAGE SALARY
7	15.9	2	4.5	1	2.3	1	2.3					35	79.5	11	25.0	TOTAL OTHER PAY SYSTEMS
5,357		4,900		8,500		8,500						21,169		10,009		AVERAGE SALARY
423	13.3	12	.4	10	.3			14	.4	1		2,610	81.9	259	8.1	TOTAL POSTAL SERVICE
423	13.3	12	.4	10	.3			14	.4	1		2,610	81.9	259	8.1	POSTAL FIELD
422	13.3	12	.4	10	.3			14	.4	1		2,589	81.9	256	8.1	LEVELS 1 THRU 42
15,555		15,383		15,380				15,657		14,300		15,921		15,835		AVERAGE SALARY
1	4.5											21	95.5	3	13.6	RURAL CARRIERS
18,900												18,295		16,767		AVERAGE SALARY

CALIFORNIA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	262,917	76,123	29.0	73,862	28.1	24,308	9.2	39,683	15.1	15,462	5.9
TOTAL GEN SCHED & EQUIV	138,971	59,233	42.6	30,471	21.9	16,554	11.9	14,808	10.7	9,416	6.8
AVERAGE GRADE	8.05	5.86		6.83		5.67		6.29		5.62	
TOTAL WAGE SYSTEMS	65,610	3,447	5.3	22,221	33.9	1,600	2.4	11,805	17.7	1,184	1.8
REGULAR NONSUPERVISORY	51,491	2,982	5.8	18,459	35.9	1,419	2.8	9,686	18.8	1,046	2.0
AVERAGE GRADE (WG)	8.00	5.08		7.07		4.20		6.63		4.00	
REGULAR LEADER	2,022	68	3.4	725	35.9	52	2.6	396	19.6	39	1.9
AVERAGE GRADE (WL)	8.09	3.56		6.59		3.10		6.03		3.15	
REGULAR SUPERVISORY	5,379	61	1.1	1,406	26.1	42	.8	790	14.7	37	.7
AVERAGE GRADE (WS)	9.13	3.41		7.52		3.29		6.96		3.11	
NONSUPERV (PROD FAC)	1,759	3	.2	336	19.1	1	.1	129	7.3	1	.1
AVERAGE GRADE (WD)	7.18	7.00		7.19		7.00		7.01		7.00	
SUPERVISORY (PROD FAC)	176			27	15.3			5	2.8		
AVERAGE GRADE (WN)	6.66			6.70				6.40			
OTHER WAGE SYSTEMS	4,783	333	7.0	1,228	25.7	86	1.8	599	12.5	61	1.3
AVERAGE SALARY	14,516	11,519		12,941		10,595		12,300		10,215	
TOTAL OTHER PAY SYSTEMS	1,126	389	34.5	191	17.0	119	10.6	89	7.9	59	5.2
AVERAGE SALARY	20,960	11,752		11,752		9,509		10,462		8,168	
TOTAL POSTAL SERVICE	57,210	13,054	22.8	20,979	36.7	6,035	10.5	13,181	23.0	4,803	8.4
POSTAL HEADQUARTERS	2	1	50.0								
AVERAGE SALARY	23,500	11,900									
POSTAL FIELD	57,208	13,053	22.8	20,979	36.7	6,035	10.5	13,181	23.0	4,803	8.4
LEVELS 1 THRU 42	56,666	12,958	22.9	20,919	36.9	6,023	10.6	13,173	23.2	4,801	8.5
AVERAGE SALARY	16,039	15,731		15,877		15,776		15,897		15,820	
RURAL CARRIERS	542	95	17.5	60	11.1	12	2.2	8	1.5	2	.4
AVERAGE SALARY	18,497	17,521		18,603		17,742		18,738		18,100	

CALIFORNIA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
10,273	7.3	4,561	1.7	1,341	.5	461	.2	13,585	5.2	3,624	1.5	189,055	71.9	51,815	19.7	TOTAL ALL PAY SYSTEMS
7,926	5.7	3,590	2.6	788	.6	388	.3	6,949	5.0	3,160	2.3	108,500	78.1	42,679	30.7	TOTAL GEN SCHED & EQUIV
6,90		5.32		7.29		5.55		7.84		6.21		8.39		5.93		AVERAGE GRADE
6,751	10.3	265	.4	386	.6	18		3,479	5.3	133	.2	43,389	66.1	1,847	2.8	TOTAL WAGE SYSTEMS
5,708	11.1	240	.5	308	.6	14		2,797	5.4	119	.2	32,992	64.1	1,563	3.0	REGULAR NONSUPERVISORY
7.59		5.23		7.81		5.57		7.46		3.65		8.52		5.88		AVERAGE GRADE (WG)
217	10.7	9	.4	19	.9	1		93	4.6	3	.1	1,297	64.1	16	.8	REGULAR LEADER
7.52		3.11		7.63		2.00		6.56		2.67		8.94		5.06		AVERAGE GRADE (WL)
446	8.3	3	.1	56	.7	1		134	2.5	1		3,973	73.9	19	.4	REGULAR SUPERVISORY
8.32		1.33		9.39		10.00		7.72		9.00		9.70		3.68		AVERAGE GRADE (WS)
112	6.4			5	.3			90	5.1			1,423	80.9	2	.1	NONSUPERV (PROD FAC)
7.24				7.20				7.39				7.17		7.00		AVERAGE GRADE (WD)
13	7.4							9	5.1			149	84.7			SUPERVISORY (PROD FAC)
6.92								6.56				6.65				AVERAGE GRADE (WN)
255	5.3	13	.3	16	.4	2		356	7.4	10	.2	3,555	74.3	247	5.2	OTHER WAGE SYSTEMS
14,031		11,185		15,350		9,200		13,117		12,430		15,060		11,840		AVERAGE SALARY
51	4.5	34	3.0	2	.2			49	4.4	26	2.3	935	83.0	270	24.0	TOTAL OTHER PAY SYSTEMS
10,420		9,397		11,750				15,482		12,700		22,840		12,741		AVERAGE SALARY
4,545	7.9	672	1.2	165	.3	55	.1	3,088	5.4	505	.9	36,231	63.3	7,019	12.3	TOTAL POSTAL SERVICE
												2	100.0	1	50.0	POSTAL HEADQUARTERS
												23,500		11,500		AVERAGE SALARY
4,545	7.9	672	1.2	165	.3	55	.1	3,088	5.4	505	.9	36,229	63.3	7,018	12.3	POSTAL FIELD
4,509	8.0	669	1.2	161	.3	51	.1	3,076	5.4	503	.9	35,747	63.1	6,935	12.2	LEVELS 1 THRU 42
15,823		15,566		15,883		15,937		15,866		15,624		16,133		15,691		AVERAGE SALARY
36	6.6	4	.7	4	.7	4	.7	12	2.2	2	.4	482	88.9	33	15.3	RURAL CARRIERS
18,692		17,200		18,600		18,600		18,250		16,750		10,483		17,489		AVERAGE SALARY

TABLE 2-123

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	5,409	2,384	43.7	1,322	24.4	594	11.0	255	4.7	129	2.4
TOTAL GEN SCHE^D & EQUIV	3,990	2,241	56.2	911	22.8	571	14.3	179	4.5	121	3.0
AVERAGE GRADE	6.27	5.02		5.20		4.57		5.30		4.81	
TOTAL WAGE SYSTEMS	521	25	4.8	148	28.4	8	1.5	29	5.6	2	.4
REGULAR NONSUPERVISORY	401	17	4.2	118	29.4	4	1.0	25	6.2	1	.2
AVERAGE GRADE (WG)	8.49	3.53		6.42		3.25		5.08		5.00	
REGULAR LEADER	16	1	6.3	7	43.8	1	6.3	1	6.3		
AVERAGE GRADE (WL)	8.88	3.00		7.29		3.00		11.00			
REGULAR SUPERVISORY	55	2	3.6	13	23.6	1	1.8	2	3.6	1	1.8
AVERAGE GRADE (WS)	8.49	1.00		6.38		1.00		1.50		1.00	
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	46	5	10.4	10	20.8	2	4.2	1	2.1		
AVERAGE SALARY	14,440	6,880		12,180		6,300		12,500			
TOTAL OTHER PAY SYSTEMS	10	6	60.0	3	30.0	3	30.0				
AVERAGE SALARY	15,910	5,983		5,800		5,800					
TOTAL POSTAL SERVICE	888	92	10.4	260	29.3	12	1.4	47	5.3	6	.7
POSTAL FIELD	888	92	10.4	260	29.3	12	1.4	47	5.3	6	.7
LEVELS 1 THRU 42	845	88	10.4	253	29.9	12	1.4	47	5.5	6	.7
AVERAGE SALARY	16,068	15,915		15,692		15,708		15,968		15,750	
RURAL CARRIERS	43	4	9.3	7	16.3						
AVERAGE SALARY	18,212	17,525		18,143							

**STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
889	16.4	393	7.3	23	.4	7	.1	155	2.9	65	1.2	4,087	75.6	1,770	32.7	TOTAL ALL PAY SYSTEMS
605	15.2	378	9.5	14	.4	7	.2	113	2.8	65	1.6	3,079	77.2	1,870	41.9	TOTAL GEN SCHED & EQUIV
4.91		4.36		5.64		4.14		6.56		5.43		6.59		5.17		AVERAGE GRADE
104	20.0	6	1.2	6	1.2			9	1.7			373	71.6	17	3.3	TOTAL WAGE SYSTEMS
85	21.2	3	.7	2	.5			6	1.5			283	70.6	13	3.2	REGULAR NONSUPERVISORY
6.56		2.67		10.50				8.67				9.35		3.62		AVERAGE GRADE (WG)
6	37.5	1	6.3									9	56.3			REGULAR LEADER
6.67		3.00										10.11				AVERAGE GRADE (WL)
8	14.5							3	5.5			42	76.4	1	1.8	REGULAR SUPERVISORY
7.75								6.00				9.14		1.00		AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7.00				AVERAGE GRADE (WD)
5	10.4	2	4.2	4	8.3							38	79.2	3	6.3	OTHER WAGE SYSTEMS
10,300		6,300		14,450								15,034		7,267		AVERAGE SALARY
3	30.0	3	30.0									7	70.0	3	30.0	TOTAL OTHER PAY SYSTEMS
5,800		5,800										20,243		6,167		AVERAGE SALARY
177	19.9	6	.7	3	.3			33	3.7			628	70.7	80	9.0	TOTAL POSTAL SERVICE
177	19.9	6	.7	3	.3			33	3.7			628	70.7	80	9.0	POSTAL FIELD
173	20.5	6	.7	3	.4			30	3.6			592	70.1	78	9.0	LEVELS 1 THRU 42
15,565		15,667		15,433				16,013				16,229		15,947		AVERAGE SALARY
4	9.3							3	7.0			36	83.7	4	9.3	RURAL CARRIERS
18,900								17,133				18,225		17,525		AVERAGE SALARY

TABLE 2-124

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	58,986	18,760	31.8	22,191	37.6	8,070	13.7	15,036	25.5	6,121	10.4
TOTAL GEN SCHED & EQUIV	28,529	12,894	45.2	8,441	29.6	4,704	16.5	5,161	18.1	3,233	11.3
AVERAGE GRADE	8.13	6.22		6.82		5.93		6.26		5.78	
TOTAL WAGE SYSTEMS	9,251	571	6.2	4,020	43.5	414	4.5	2,696	29.1	378	4.1
REGULAR NONSUPERVISORY	7,136	453	6.3	3,314	46.4	346	4.8	2,230	31.3	317	4.4
AVERAGE GRADE (WG)	7.90	3.24		6.96		3.08		6.42		3.05	
REGULAR LEADER	318	20	6.3	158	49.7	18	5.7	116	36.5	17	5.3
AVERAGE GRADE (WL)	7.86	2.75		6.40		2.78		5.87		2.76	
REGULAR SUPERVISORY	783	25	3.3	263	34.5	19	2.5	191	25.0	15	2.0
AVERAGE GRADE (WS)	9.05	3.20		7.04		2.95		6.42		2.87	
NONSUPERV (PROD FAC)	302			71	23.5			39	12.9		
AVERAGE GRADE (WD)	7.41			7.51				7.33			
SUPERVISORY (PROD FAC)	25			4	16.0			3	12.0		
AVERAGE GRADE (WN)	6.96			6.25				6.00			
OTHER WAGE SYSTEMS	707	73	10.3	210	29.7	31	4.4	117	16.5	29	4.1
AVERAGE SALARY	12,312	9,058		11,844		8,700		10,868		8,690	
TOTAL OTHER PAY SYSTEMS	334	177	53.0	85	25.4	69	20.7	51	15.3	42	12.6
AVERAGE SALARY	18,924	11,830		11,859		10,190		9,412		8,869	
TOTAL POSTAL SERVICE	20,872	5,118	24.5	9,645	46.2	2,883	13.8	7,128	34.2	2,468	11.8
POSTAL HEADQUARTERS	2	1	50.0								
AVERAGE SALARY	23,500	11,900									
POSTAL FIELD	20,870	5,117	24.5	9,645	46.2	2,883	13.8	7,128	34.2	2,468	11.8
LEVELS 1 THRU 42	20,856	5,114	24.5	9,644	46.2	2,883	13.8	7,127	34.2	2,468	11.8
AVERAGE SALARY	15,989	15,726		15,856		15,763		15,885		15,790	
RURAL CARRIERS	14	3	21.4	1	7.1			1	7.1		
AVERAGE SALARY	17,300	16,900		16,500				16,500			

**STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4,570	7.7	1,162	2.0	182	.3	66	.1	2,403	4.1	721	1.2	36,795	62.4	10,690	18.1	TOTAL ALL PAY SYSTEMS
1,853	6.5	816	2.9	102	.4	50	.2	1,325	4.6	605	2.1	20,088	70.4	8,190	28.7	TOTAL GEN SCHED & EQUIV
	7.11	5.61		8.08		6.04		8.51		7.12		8.68		6.38		AVERAGE GRADE
834	9.0	23	.3	31	.3	2		459	5.0	9	.1	5,231	56.5	157	1.7	TOTAL WAGE SYSTEMS
871	9.4	20	.3	27	.4	2		386	5.4	7	.1	3,822	53.6	107	1.5	REGULAR NONSUPERVISORY
	7.98	3.45		8.07		4.00		8.29		3.29		8.72		3.75		AVERAGE GRADE (WG)
30	9.4	1	.3	1	.3			11	3.5			180	50.3	2	.6	REGULAR LEADER
	8.10	3.00		10.00				7.00				9.29		2.50		AVERAGE GRADE (WL)
50	6.6	3	.4	2	.3			20	6.8	1	.1	500	65.5	6	.8	REGULAR SUPERVISORY
	8.62	1.33		10.00				8.65		9.00		10.11		4.00		AVERAGE GRADE (WS)
20	6.6			1	.3			11	3.6			231	76.5			NONSUPERV (PROD FAC)
	7.75			8.00				7.64				7.36				AVERAGE GRADE (WD)
1	4.0											21	84.0			SUPERVISORY (PROD FAC)
	7.00											7.10				AVERAGE GRADE (WN)
62	8.8	1	.1					31	4.4	1	.1	497	70.3	42	5.9	OTHER WAGE SYSTEMS
13,018		6,700						13,181		11,000		12,509		9,321		AVERAGE SALARY
13	3.9	11	3.3					21	6.3	18	4.8	249	74.6	108	32.3	TOTAL OTHER PAY SYSTEMS
	9.877	9,636						19,029		14,038		21,335		12,678		AVERAGE SALARY
1,870	9.0	310	1.5	49	.2	14	.1	598	2.9	91	.4	11,227	53.8	2,235	10.7	TOTAL POSTAL SERVICE
												2	100.0	1	50.0	POSTAL HEADQUARTERS
												23,500		11,900		AVERAGE SALARY
1,070	9.0	310	1.5	49	.2	14	.1	598	2.9	91	.4	11,225	53.8	2,234	10.7	POSTAL FIELD
1,870	9.0	310	1.5	49	.2	14	.1	598	2.9	91	.4	11,212	53.8	2,231	10.7	LEVELS 1 THRU 42
15,727		15,550		15,910		15,871		15,915		15,756		16,103		15,677		AVERAGE SALARY
												13	92.9	3	21.4	RURAL CARRIERS
												17,362		16,900		AVERAGE SALARY

TABLE 2-125

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
RIVERSIDE-SAN BERNARDINO-ONTARIO, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	12,310	3,214	26.1	2,964	24.1	676	5.5	890	7.2	248	2.0
TOTAL GEN SCHED & EQUIV	6,310	2,729	43.2	1,074	17.0	572	9.1	336	5.3	196	3.1
AVERAGE GRADE	7.61	5.47		6.49		5.18		6.13		5.17	
TOTAL WAGE SYSTEMS	3,782	142	3.8	1,441	38.1	52	1.4	385	10.2	22	.6
REGULAR NONSUPERVISORY	3,135	128	4.1	1,255	40.0	50	1.6	323	10.3	21	.7
AVERAGE GRADE (WG)	7.64	4.59		7.07		3.62		6.34		2.67	
REGULAR LEADER	145	1	.7	58	40.0	1	.7	16	11.0	1	.7
AVERAGE GRADE (WL)	8.32	2.00		7.60		2.00		7.25		2.00	
REGULAR SUPERVISORY	360			105	29.2			38	10.6		
AVERAGE GRADE (WS)	8.41			7.33				7.13			
NONSUPERV (PROD FAC)	22			4	18.2			3	13.6		
AVERAGE GRADE (WD)	5.64			4.50				5.67			
SUPERVISORY (PROD FAC)	2										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	118	13	11.0	19	16.1	1	.8	5	4.2		
AVERAGE SALARY	16,781	11,069		15,837		4,800		14,100			
TOTAL OTHER PAY SYSTEMS	27	19	70.4	5	18.5	5	18.5	1	3.7	1	3.7
AVERAGE SALARY	12,607	8,342		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	2,191	324	14.8	444	20.3	47	2.1	168	7.7	29	1.3
POSTAL FIELD	2,191	324	14.8	444	20.3	47	2.1	168	7.7	29	1.3
LEVELS 1 THRU 42	2,154	316	14.7	438	20.3	46	2.1	165	7.7	29	1.3
AVERAGE SALARY	16,070	15,775		15,632		15,622		15,434		15,755	
RURAL CARRIERS	37	8	21.6	6	16.2	1	2.7	2	5.4		
AVERAGE SALARY	18,478	17,350		17,867		14,800		18,300			

**STANDARD METROPOLITAN STATISTICAL AREA
RIVERSIDE-SAN BERNARDINO-ONTARIO, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,749	14.2	315	2.6	195	1.6	75	.8	130	1.1	38	.3	9,346	75.9	2,538	20.6	TOTAL ALL PAY SYSTEMS
538	8.5	273	4.3	116	1.0	68	1.1	84	1.3	35	.6	5,236	83.0	2,157	34.2	TOTAL GEN SCHED & EQUIV
6.63		5.32		5.84		4.63		7.88		5.20		7.84		5.55		AVERAGE GRADE
953	25.2	23	.6	74	2.0	6	.2	29	.8	1		2,341	61.9	90	2.4	TOTAL WAGE SYSTEMS
842	26.9	23	.7	65	2.1	5	.2	25	.8	1		1,880	60.0	78	2.5	REGULAR NONSUPERVISORY
7.39		4.85		6.23		3.20		8.08		2.00		8.02		5.22		AVERAGE GRADE (WG)
39	26.9			2	1.4			1	.7			87	60.0			REGULAR LEADER
7.77				7.00				8.00				8.79				AVERAGE GRADE (WL)
59	16.4			5	1.4			3	.8			255	70.8			REGULAR SUPERVISORY
7.34				9.40				6.33				8.85				AVERAGE GRADE (WS)
1	4.5											18	61.8			NONSUPERV (PROD FAC)
1.00												5.89				AVERAGE GRADE (WD)
												2	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
12	10.2			2	1.7	1	.8					99	83.9	12	10.2	OTHER WAGE SYSTEMS
17,650				9,300		4,900						16,963		11,592		AVERAGE SALARY
4	14.8	4	14.8									22	81.5	14	51.9	TOTAL OTHER PAY SYSTEMS
4,800		4,800										14,382		9,607		AVERAGE SALARY
254	11.6	15	.7	5	.2	1		17	.8	2	.1	1,747	79.7	277	12.6	TOTAL POSTAL SERVICE
254	11.6	15	.7	5	.2	1		17	.8	2	.1	1,747	79.7	277	12.6	POSTAL FIELD
250	11.6	14	.6	5	.2	1		17	.8	2	.1	1,716	79.7	270	12.5	LEVELS 1 THRU 42
15,762		15,429		15,760		15,900		15,606		14,900		16,182		15,801		AVERAGE SALARY
4	10.8	1	2.7									31	83.8	7	18.9	RURAL CARRIERS
17,650		14,800										18,597		17,714		AVERAGE SALARY

TABLE 2-126

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	23,903	6,272	26.2	4,639	19.4	1,122	4.7	2,139	8.9	576	2.4
TOTAL GEN SCHED & EQUIV	12,551	5,252	41.8	1,906	15.2	910	7.3	795	6.3	444	3.5
AVERAGE GRADE	8.02	5.64		7.18		5.43		6.49		5.17	
TOTAL WAGE SYSTEMS	8,959	723	8.1	2,196	24.5	161	1.8	1,098	12.3	104	1.2
REGULAR NONSUPERVISORY	7,932	696	8.8	1,980	25.0	154	1.9	1,007	12.7	102	1.3
AVERAGE GRADE (WG)	8.53	7.07		7.89		6.72		7.43		6.80	
REGULAR LEADER	179	4	2.2	43	24.0	2	1.1	17	9.5		
AVERAGE GRADE (WL)	9.12	5.50		8.28		4.00		8.76			
REGULAR SUPERVISORY	721	3	.4	159	22.1	2	.3	69	9.8	1	.1
AVERAGE GRADE (WS)	9.28	8.00		8.36		7.50		7.83		5.00	
NONSUPERV (PROD FAC)	3										
AVERAGE GRADE (WD)	7.33										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	123	20	16.3	14	11.4	3	2.4	5	4.1	1	.8
AVERAGE SALARY	16,228	11,985		15,307		14,367		14,320		14,900	
TOTAL OTHER PAY SYSTEMS	18	2	11.1	2	11.1	1	5.6	1	5.6	1	5.6
AVERAGE SALARY	21,761	16,900		8,400		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	2,375	295	12.4	535	22.5	50	2.1	245	10.3	27	1.1
POSTAL FIELD	2,375	295	12.4	535	22.5	50	2.1	245	10.3	27	1.1
LEVELS 1 THRU 42	2,332	282	12.1	526	22.6	46	2.0	244	10.5	26	1.1
AVERAGE SALARY	16,048	15,871		15,935		16,022		15,679		16,015	
RURAL CARRIERS	43	13	30.2	9	20.9	4	9.3	1	2.3	1	2.3
AVERAGE SALARY	18,395	18,238		18,322		18,425		20,400		20,400	

**STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,452	6.1	281	1.2	174	.7	80	.3	974	3.7	185	.8	19,264	80.6	5,150	21.5	TOTAL ALL PAY SYSTEMS
540	4.3	230	1.8	130	1.0	73	.6	441	3.5	163	1.3	10,845	84.8	4,342	34.6	TOTAL GEN SCHED & EQUIV
7.39		5.66		7.39		5.52		8.12		5.75		8.17		5.69		AVERAGE GRADE
753	8.4	42	.5	36	.4	3		309	3.4	12	.1	6,783	75.5	562	6.3	TOTAL WAGE SYSTEMS
672	8.5	39	.5	27	.3	2		274	3.5	11	.1	5,952	75.0	542	6.8	REGULAR NONSUPERVISORY
8.14		6.69		8.63		10.00		8.91		5.45		8.75		7.17		AVERAGE GRADE (WG)
15	8.4	2	1.1	1	.6			10	5.6			136	76.0	2	1.1	REGULAR LEADER
7.20		4.00		11.00				8.80				9.39		7.00		AVERAGE GRADE (WL)
61	8.5			6	.8	1	.1	23	3.2			562	77.9	1	.1	REGULAR SUPERVISORY
8.51				11.50		10.00		8.74				8.54		9.00		AVERAGE GRADE (WS)
												3	100.0			NONSUPERV (PROD FAC)
												7.33				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
5	4.1	1	.8	2	1.6			2	1.6	1	.8	109	88.6	17	13.8	OTHER WAGE SYSTEMS
17,260		18,800		15,750				12,450		9,400		16,346		11,565		AVERAGE SALARY
								1	5.6			16	88.9	1	5.6	TOTAL OTHER PAY SYSTEMS
								12,000				23,431		29,000		AVERAGE SALARY
159	6.7	9	.4	8	.3	4	.2	123	5.2	10	.4	1,840	77.5	245	10.3	TOTAL POSTAL SERVICE
159	6.7	9	.4	8	.3	4	.2	123	5.2	10	.4	1,840	77.5	245	10.3	POSTAL FIELD
157	6.7	9	.4	6	.3	2	.1	119	5.1	9	.4	1,806	77.4	236	10.1	LEVELS 1 THRU 42
15,996		15,900		16,283		15,400		16,362		16,300		16,081		15,842		AVERAGE SALARY
2	4.7			2	4.7	2	4.7	4	9.3	1	2.3	34	79.1	9	20.9	RURAL CARRIERS
18,300				18,250		18,250		17,850		16,800		18,415		18,156		AVERAGE SALARY

TABLE 2-127

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SAN DIEGO, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	31,959	8,307	26.0	6,988	21.9	1,672	5.2	2,919	9.1	827	2.6
TOTAL GEN SCHED & EQUIV	17,639	7,199	40.8	2,752	15.6	1,259	7.1	1,081	6.1	572	3.2
AVERAGE GRADE	7.85	5.46		6.67		5.18		6.14		5.00	
TOTAL WAGE SYSTEMS	10,673	601	5.6	3,519	33.0	302	2.8	1,488	13.9	176	1.6
REGULAR NONSUPERVISORY	8,887	525	5.9	3,080	34.7	279	3.1	1,309	14.7	183	1.8
AVERAGE GRADE (WG)	7.85	5.54		6.87		5.20		6.56		5.16	
REGULAR LEADER	346	13	3.8	126	36.4	11	3.2	54	15.6	6	1.7
AVERAGE GRADE (WL)	7.66	3.31		6.02		3.27		5.87		4.00	
REGULAR SUPERVISORY	656	1	.2	161	24.5	1	.2	76	11.6	1	.2
AVERAGE GRADE (WS)	9.50	10.00		8.09		10.00		7.74		10.00	
NONSUPERV (PROD FAC)	382			76	19.9			22	5.8		
AVERAGE GRADE (WD)	7.34			7.30				7.23			
SUPERVISORY (PROD FAC)	53			6	11.3						
AVERAGE GRADE (WN)	6.92			7.00							
OTHER WAGE SYSTEMS	349	62	17.8	70	20.1	11	3.2	27	7.7	8	1.7
AVERAGE SALARY	12,593	11,002		11,956		10,036		11,315		10,067	
TOTAL OTHER PAY SYSTEMS	141	49	34.8	28	19.9	12	8.5	10	7.1	5	3.5
AVERAGE SALARY	19,363	11,604		10,668		11,617		7,250		4,800	
TOTAL POSTAL SERVICE	3,506	458	13.1	689	19.7	99	2.8	340	9.7	74	2.1
POSTAL FIELD	3,506	458	13.1	689	19.7	99	2.8	340	9.7	74	2.1
LEVELS 1 THRU 42	3,485	455	13.1	688	19.7	99	2.8	340	9.8	74	2.1
AVERAGE SALARY	15,883	15,838		15,515		15,666		15,713		15,795	
RURAL CARRIERS	21	3	14.3	1	4.8						
AVERAGE SALARY	18,457	17,033		16,800							

**STANDARD METROPOLITAN STATISTICAL AREA
SAN DIEGO, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,477	7.8	470	1.5	128	.4	29	.1	1,464	4.8	348	1.1	24,971	78.1	6,635	20.8	TOTAL ALL PAY SYSTEMS
938	5.3	357	2.0	67	.4	27	.2	666	3.8	303	1.7	14,887	84.4	5,940	33.7	TOTAL GEN SCHED & EQUIV AVERAGE GRADE
7.17		5.17		7.18		5.89		6.76		5.48		8.07		5.52		
1,342	12.6	88	.8	51	.5	1		638	6.0	37	.3	7,154	67.0	299	2.8	TOTAL WAGE SYSTEMS
1,158	13.0	81	.9	40	.5			573	6.4	35	.4	5,807	65.3	246	2.8	REGULAR NONSUPERVISORY AVERAGE GRADE (WG)
7.76		6.23		8.65				5.68		3.03		8.38		5.92		
41	11.8	4	1.2	6	1.7	1	.3	25	7.2			220	63.6	2	.6	REGULAR LEADER AVERAGE GRADE (WL)
6.88		2.50		7.50		2.00		4.56				8.60		3.50		
69	10.5			4	.8			12	1.8			495	75.5			REGULAR SUPERVISORY AVERAGE GRADE (WS)
8.72				9.50				6.25				9.96				
40	10.5			1	.3			13	3.4			306	80.1			NONSUPERV (PROD FAC) AVERAGE GRADE (WD)
7.38				6.00				7.31				7.35				
5	9.4							1	1.9			47	88.7			SUPERVISORY (PROD FAC) AVERAGE GRADE (WN)
7.00								7.00				6.91				
29	8.3	3	.9					14	4.0	2	.6	279	79.9	51	14.8	OTHER WAGE SYSTEMS AVERAGE SALARY
12,803		9,967						11,436		10,050		12,753		11,210		
15	10.6	7	5.0					3	2.1			113	80.1	37	26.2	TOTAL OTHER PAY SYSTEMS AVERAGE SALARY
13,000		16,486						10,400				21,518		11,600		
182	5.2	18	.5	10	.3	1		157	4.5	6	.2	2,817	80.3	359	10.2	TOTAL POSTAL SERVICE
182	5.2	18	.5	10	.3	1		157	4.5	6	.2	2,817	80.3	359	10.2	POSTAL FIELD
181	5.2	18	.5	10	.3	1		157	4.5	6	.2	2,797	80.3	356	10.2	LEVELS 1 THRU 42 AVERAGE SALARY
15,800		15,028		15,580		15,900		14,752		15,950		15,974		15,887		
1	4.8											20	95.2	3	14.3	RURAL CARRIERS AVERAGE SALARY
16,800												18,540		17,033		

TABLE 2-128

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	57,011	19,893	34.9	22,335	39.2	8,982	15.8	14,005	24.6	6,357	11.2
TOTAL GEN SCHED & EQUIV	31,158	14,792	47.5	9,767	31.3	5,975	19.2	5,606	18.0	3,924	12.6
AVERAGE GRADE	8.21	6.31		6.87		5.94		6.35		5.81	
TOTAL WAGE SYSTEMS	11,470	695	6.1	5,547	48.4	430	3.7	3,759	32.8	377	3.3
REGULAR NONSUPERVISORY	8,000	590	7.4	4,239	53.0	375	4.7	2,961	37.0	329	4.1
AVERAGE GRADE (WG)	7.46	4.67		6.69		3.89		6.28		3.76	
REGULAR LEADER	268	13	4.9	163	60.8	10	3.7	122	48.1	9	3.4
AVERAGE GRADE (WL)	6.69	4.00		5.52		3.30		5.44		3.44	
REGULAR SUPERVISORY	759	21	2.8	323	42.6	16	2.1	245	32.3	16	2.1
AVERAGE GRADE (WS)	8.26	2.95		6.80		2.75		6.30		2.75	
NONSUPERV (PROD FAC)	379	3	.8	94	24.8	1	.3	31	8.2	1	.3
AVERAGE GRADE (WD)	7.34	7.00		7.28		7.00		7.16		7.00	
SUPERVISORY (PROD FAC)	32			9	23.1						
AVERAGE GRADE (WN)	6.92			6.89							
OTHER WAGE SYSTEMS	2,025	68	3.4	719	35.5	28	1.4	393	19.4	22	1.1
AVERAGE SALARY	14,953	11,531		12,793		11,914		12,510		12,055	
TOTAL OTHER PAY SYSTEMS	199	65	32.7	34	17.1	14	7.0	17	8.5	7	3.5
AVERAGE SALARY	20,238	11,842		10,982		7,971		13,165		7,771	
TOTAL POSTAL SERVICE	14,184	4,341	30.6	6,987	49.3	2,563	18.1	4,623	32.6	2,049	14.4
POSTAL FIELD	14,184	4,341	30.6	6,987	49.3	2,563	18.1	4,623	32.6	2,049	14.4
LEVELS 1 THRU 42	14,171	4,337	30.6	6,987	49.3	2,563	18.1	4,623	32.6	2,049	14.5
AVERAGE SALARY	16,253	15,791		16,013		15,827		16,009		15,868	
RURAL CARRIERS	13	4	30.8								
AVERAGE SALARY	17,808	16,125									

TABLE 2-129

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,706	2,712	31.2	2,028	23.3	643	7.4	659	7.6	298	3.4
TOTAL GEN SCHED & EQUIV	4,788	1,967	41.1	877	18.3	416	8.7	296	6.2	181	3.8
AVERAGE GRADE	8.94	6.42		7.52		5.96		6.21		5.54	
TOTAL WAGE SYSTEMS	881	87	9.9	308	35.0	82	7.0	154	17.5	57	6.5
REGULAR NONSUPERVISORY	753	74	9.8	264	35.1	54	7.2	129	17.1	49	6.5
AVERAGE GRADE (WG)	7.78	3.28		5.64		3.06		3.98		2.96	
REGULAR LEADER	34	5	14.7	17	50.0	4	11.8	11	32.4	4	11.8
AVERAGE GRADE (WL)	7.44	3.80		5.06		3.25		3.45		3.25	
REGULAR SUPERVISORY	65	3	4.6	20	30.8	3	4.6	11	16.9	3	4.6
AVERAGE GRADE (WS)	9.25	4.00		7.80		4.00		6.91		4.00	
NONSUPERV (PROD FAC)	20			4	20.0			1	5.0		
AVERAGE GRADE (WD)	6.95			7.25				8.00			
OTHER WAGE SYSTEMS	9	5	55.6	3	33.3	1	11.1	2	22.2	1	11.1
AVERAGE SALARY	7,822	7,460		5,833		6,100		6,100		6,100	
TOTAL OTHER PAY SYSTEMS	111	51	45.9	14	12.6	9	8.1	3	2.7	1	.9
AVERAGE SALARY	22,398	13,361		13,886		11,389		13,567		11,800	
TOTAL POSTAL SERVICE	2,926	607	20.7	829	28.3	156	5.3	206	7.0	59	2.0
POSTAL FIELD	2,926	607	20.7	829	28.3	156	5.3	206	7.0	59	2.0
LEVELS 1 THRU 42	2,914	606	20.8	827	28.4	156	5.4	205	7.0	59	2.0
AVERAGE SALARY	15,789	15,524		15,644		15,477		15,290		15,617	
RURAL CARRIERS	12	1	8.3	2	16.7			1	8.3		
AVERAGE SALARY	19,525	16,200		20,850				20,700			

**STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,648	4.6	822	1.4	212	.4	87	.2	5,470	9.6	1,716	3.0	34,676	60.8	10,911	19.1	TOTAL ALL PAY SYSTEMS
1,270	4.1	623	2.0	125	.4	71	.2	2,766	8.9	1,357	4.4	21,391	68.7	8,817	28.3	TOTAL GEN SCHED & EQUIV
7.34		5.82		7.72		6.23		7.69		6.35		8.81		6.56		AVERAGE GRADE
702	6.1	24	.2	45	.4	1		1,041	9.1	28	.2	5,923	51.6	265	2.3	TOTAL WAGE SYSTEMS
563	7.0	22	.3	25	.4	1		680	8.5	23	.3	3,761	47.0	215	2.7	REGULAR NONSUPERVISORY
7.72		4.91		7.91		8.00		7.60		4.61		8.33		6.02		AVERAGE GRADE (WG)
11	4.1			2	.7			21	7.8	1	.4	105	39.2	3	1.1	REGULAR LEADER
6.73				6.50				5.24		2.00		8.52		6.33		AVERAGE GRADE (WL)
44	5.8			2	.3			32	4.2			436	57.4	5	.7	REGULAR SUPERVISORY
9.00				10.50				7.31				9.34		3.60		AVERAGE GRADE (WS)
20	5.3			1	.3			42	11.1			285	75.2	2	.5	NONSUPERV (PROD FAC)
6.85				8.00				7.55				7.36		7.00		AVERAGE GRADE (WD)
5	12.8							4	10.3			30	76.9			SUPERVISORY (PROD FAC)
6.80								7.00				6.93				AVERAGE GRADE (WN)
59	2.9	2	.1	5	.2			282	12.9	4	.2	1,306	64.5	40	2.0	OTHER WAGE SYSTEMS
13,651		8,150		18,660				12,913		13,025		16,142		11,263		AVERAGE SALARY
3	1.5	2	1.0					14	7.0	5	2.5	165	82.9	51	25.6	TOTAL OTHER PAY SYSTEMS
7,667		6,500						9,043		8,840		22,145		12,904		AVERAGE SALARY
673	4.7	173	1.2	42	.3	15	.1	1,649	11.6	326	2.3	7,197	50.7	1,778	12.5	TOTAL POSTAL SERVICE
673	4.7	173	1.2	42	.3	15	.1	1,649	11.6	326	2.3	7,197	50.7	1,778	12.5	POSTAL FIELD
673	4.7	173	1.2	42	.3	15	.1	1,649	11.6	326	2.3	7,184	50.7	1,774	12.5	LEVELS 1 THRU 42
16,050		15,788		15,745		15,813		16,015		15,590		16,487		15,740		AVERAGE SALARY
												13	100.0	4	30.8	RURAL CARRIERS
												17,808		16,125		AVERAGE SALARY

**STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
723	8.3	161	1.8	28	.3	14	.2	618	7.1	170	2.0	6,878	76.7	2,069	23.8	TOTAL ALL PAY SYSTEMS
243	5.1	98	2.0	19	.4	12	.3	319	6.7	125	2.6	3,911	61.7	1,551	32.4	TOTAL GEN SCHED & EQUIV
7.33		5.71		7.95		6.75		8.87		6.67		9.26		6.55		AVERAGE GRADE
110	12.5	3	.3	1	.1			43	4.9	2	.2	573	65.0	25	2.8	TOTAL WAGE SYSTEMS
96	12.7	3	.4	1	.1			38	5.0	2	.3	489	64.9	28	2.7	REGULAR NONSUPERVISORY
7.54		3.67		9.00				6.42		4.50		8.94		3.90		AVERAGE GRADE (WG)
4	11.8							2	5.9			17	50.0	1	2.9	REGULAR LEADER
6.50								11.00				9.82		6.00		AVERAGE GRADE (WL)
8	12.9							1	1.5			45	69.2			REGULAR SUPERVISORY
8.88								9.00				9.89				AVERAGE GRADE (WS)
1	5.0							2	10.0			16	80.0			NONSUPERV (PROD FAC)
8.00								6.50				6.88				AVERAGE GRADE (WD)
1	11.1											6	66.7	4	44.4	OTHER WAGE SYSTEMS
5,300												8,817		7,800		AVERAGE SALARY
6	5.4	3	2.7					5	4.5	5	4.5	97	87.4	42	37.8	TOTAL OTHER PAY SYSTEMS
15,383		9,767						12,280		12,280		23,627		13,783		AVERAGE SALARY
364	12.4	57	1.9	8	.3	2	.1	251	8.8	38	1.3	2,097	71.7	451	15.4	TOTAL POSTAL SERVICE
364	12.4	57	1.9	8	.3	2	.1	251	8.8	38	1.3	2,097	71.7	451	15.4	POSTAL FIELD
363	12.5	57	2.0	8	.3	2	.1	251	8.6	38	1.3	2,087	71.6	450	15.4	LEVELS 1 THRU 42
15,847		15,374		15,688		15,450		15,640		15,416		15,846		15,541		AVERAGE SALARY
1	8.3											10	83.3	1	8.3	RURAL CARRIERS
21,000												19,260		16,200		AVERAGE SALARY

TABLE 2-130

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
VALLEJO-FAIRFIELD-MAPA, CALIFORNIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	13,970	1,936	13.9	3,005	21.5	392	2.8	1,580	11.2	231	1.7
TOTAL GEN SCHED & EQUIV	4,332	1,716	39.6	704	16.3	347	8.0	317	7.3	200	4.6
AVERAGE GRADE	7.84	4.98		6.93		4.62		5.94		4.44	
TOTAL WAGE SYSTEMS	9,216	155	1.7	2,227	24.2	31	.3	1,210	13.1	21	.2
REGULAR NONSUPERVISORY	6,371	85	1.3	1,797	28.2	24	.4	1,015	15.9	20	.3
AVERAGE GRADE (WG)	9.14	4.95		8.44		3.71		8.00		3.55	
REGULAR LEADER	186	1	.5	31	16.7			14	7.5		
AVERAGE GRADE (WL)	9.69	2.00		9.84				9.57			
REGULAR SUPERVISORY	954	1	.1	161	16.9			99	10.4		
AVERAGE GRADE (WS)	10.36	7.00		9.20				8.96			
NONSUPERV (PROD FAC)	528			76	14.4			33	6.3		
AVERAGE GRADE (WD)	6.85			6.80				6.42			
SUPERVISORY (PROD FAC)	47			8	17.0			2	4.3		
AVERAGE GRADE (WN)	6.19			6.50				7.00			
OTHER WAGE SYSTEMS	1,130	68	6.0	154	13.6	7	.6	47	4.2	1	.1
AVERAGE SALARY	14,902	14,710		14,790		15,186		14,443		12,500	
TOTAL OTHER PAY SYSTEMS	5	2	40.0	2	40.0	2	40.0	2	40.0	2	40.0
AVERAGE SALARY	14,780	4,800		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	417	63	15.1	72	17.3	12	2.9	31	7.4	8	1.9
POSTAL FIELD	417	63	15.1	72	17.3	12	2.9	31	7.4	8	1.9
LEVELS 1 THRU 42	404	61	15.1	71	17.6	12	3.0	31	7.7	8	2.0
AVERAGE SALARY	16,070	15,762		15,787		15,783		15,584		15,875	
RURAL CARRIERS	13	2	15.4	1	7.7						
AVERAGE SALARY	18,277	15,950		20,700							

**STANDARD METROPOLITAN STATISTICAL AREA
VALLEJO-FAIRFIELD-NAPA, CALIFORNIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
598	4.3	62	.4	48	.3	6		799	5.7	93	.7	10,965	78.5	1,544	11.1	TOTAL ALL PAY SYSTEMS
129	3.0	56	1.3	11	.3	4	.1	247	5.7	87	2.0	3,628	83.7	1,369	31.6	TOTAL GEN SCHED & EQUIV
6.97		4.73		10.00		7.50		8.04		4.82		8.02		5.08		AVERAGE GRADE
448	4.9	5	.1	36	.4	1		533	5.8	4		6,989	75.8	124	1.3	TOTAL WAGE SYSTEMS
318	5.0	2		27	.4			437	6.9	2		4,574	71.8	61	1.0	REGULAR NONSUPERVISORY
8.90		4.00		9.33				9.06		5.00		9.41		5.44		AVERAGE GRADE (WG)
8	4.3							9	4.8			155	83.3	1	.5	REGULAR LEADER
10.38								9.78				9.66		2.00		AVERAGE GRADE (WL)
40	4.2			5	.5			17	1.8			793	83.1	1	.1	REGULAR SUPERVISORY
9.73				10.40				9.00				10.60		7.00		AVERAGE GRADE (WS)
20	3.8			2	.4			21	4.0			452	85.6			NONSUPERV (PROD FAC)
7.15				7.00				7.05				6.86				AVERAGE GRADE (WD)
2	4.3							4	8.5			39	83.0			SUPERVISORY (PROD FAC)
7.00								6.00				6.13				AVERAGE GRADE (WN)
60	5.3	3	.3	2	.2	1	.1	45	4.0	2	.2	978	86.4	61	5.4	OTHER WAGE SYSTEMS
15,142		16,167		13,900		13,600		14,722		15,850		14,920		14,656		AVERAGE SALARY
												3	60.0			TOTAL OTHER PAY SYSTEMS
												21,433				AVERAGE SALARY
21	5.0	1	.2	1	.2	1	.2	19	4.6	2	.5	345	82.7	51	12.2	TOTAL POSTAL SERVICE
21	5.0	1	.2	1	.2	1	.2	19	4.6	2	.5	345	82.7	51	12.2	POSTAL FIELD
21	5.2	1	.2	1	.2	1	.2	18	4.5	2	.5	333	82.4	49	12.1	LEVELS 1 THRU 42
16,238		15,900		15,900		15,900		15,606		15,300		16,130		15,757		AVERAGE SALARY
								1	7.7			12	92.3	2	15.4	RURAL CARRIERS
								20,700				18,075		15,950		AVERAGE SALARY

NEVADA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,165	2,378	29.1	1,121	13.7	408	5.0	397	4.9	126	1.5
TOTAL GEN SCHED & EQUIV	4,889	1,698	38.8	561	11.5	306	6.3	137	2.8	79	1.6
AVERAGE GRADE	8.19	5.70		6.54		5.24		6.27		5.15	
TOTAL WAGE SYSTEMS	1,837	161	8.8	391	21.3	67	3.6	166	9.0	26	1.4
REGULAR NONSUPERVISORY	1,413	154	10.9	328	23.2	65	4.6	147	10.4	26	1.8
AVERAGE GRADE (WG)	7.66	4.46		6.47		4.72		6.10		5.19	
REGULAR LEADER	77			9	11.7			4	5.2		
AVERAGE GRADE (WL)	8.53			7.00				8.25			
REGULAR SUPERVISORY	157	2	1.3	29	18.5	2	1.3	9	5.7		
AVERAGE GRADE (WS)	8.75	1.50		7.62		1.50		6.78			
NONSUPERV (PROD FAC)	24			4	16.7			1	4.2		
AVERAGE GRADE (WD)	7.29			6.50				8.00			
SUPERVISORY (PROD FAC)	3										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	163	5	3.1	21	12.9			5	3.1		
AVERAGE SALARY	14,747	7,720		14,624				16,020			
TOTAL OTHER PAY SYSTEMS	73	10	13.7	6	8.2	2	2.7	3	4.1	2	2.7
AVERAGE SALARY	23,262	13,280		23,350		10,250		21,700		10,250	
TOTAL POSTAL SERVICE	1,366	309	22.6	163	11.9	33	2.4	91	6.7	19	1.4
POSTAL FIELD	1,366	309	22.6	163	11.9	33	2.4	91	6.7	19	1.4
LEVELS 1 THRU 42	1,351	304	22.5	163	12.1	33	2.4	91	6.7	19	1.4
AVERAGE SALARY	15,864	15,738		15,689		15,600		15,538		15,763	
RURAL CARRIERS	15	5	33.3								
AVERAGE SALARY	17,520	15,980									

NEVADA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
325	4.0	96	1.2	322	3.9	159	1.9	77	.9	27	.3	7,044	86.3	1,970	24.1	TOTAL ALL PAY SYSTEMS
152	3.1	74	1.5	224	4.6	132	2.7	48	1.0	21	.4	4,328	88.5	1,592	32.6	TOTAL GEN SCHED & EQUIV
		5.96		5.49		4.67		8.85		6.62		8.40		5.79		AVERAGE GRADE
123	6.7	14	.8	85	4.6	22	1.2	17	.9	5	.3	1,446	78.7	94	5.1	TOTAL WAGE SYSTEMS
93	6.6	13	.9	75	5.3	21	1.5	13	.9	5	.4	1,085	76.8	89	6.3	REGULAR NONSUPERVISORY
		6.94		6.79		4.81		5.38		2.60		8.02		4.27		AVERAGE GRADE (WG)
4	5.2							1	1.3			68	88.3			REGULAR LEADER
		7.00						2.00				8.74				AVERAGE GRADE (WL)
12	7.6	1	.6	7	4.5	1	.6	1	.6			126	81.5			REGULAR SUPERVISORY
		7.42		8.57		1.00		11.00				9.01				AVERAGE GRADE (WS)
3	12.5											20	83.3			NONSUPERV (PROD FAC)
		6.00										7.45				AVERAGE GRADE (WD)
												3	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
11	6.7			3	1.8			2	1.2			142	87.1	5	3.1	OTHER WAGE SYSTEMS
		14,491		13,567				13,450				14,765		7,720		AVERAGE SALARY
				1	1.4			2	2.7			87	91.8	8	11.0	TOTAL OTHER PAY SYSTEMS
				10,500				32,250				23,254		14,038		AVERAGE SALARY
50	3.7	8	.6	12	.9	5	.4	10	.7	1	.1	1,203	88.1	276	20.2	TOTAL POSTAL SERVICE
50	3.7	8	.6	12	.9	5	.4	10	.7	1	.1	1,203	88.1	276	20.2	POSTAL FIELD
50	3.7	8	.6	12	.9	5	.4	10	.7	1	.1	1,188	87.9	271	20.1	LEVELS 1 THRU 42
		15,822		15,483		15,880		16,640		14,100		15,888		15,755		AVERAGE SALARY
												15	100.0	5	33.3	RURAL CARRIERS
												17,520		15,980		AVERAGE SALARY

SEATTLE CIVIL SERVICE REGION SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	95,988	24,997	26.3	9,976	10.5	3,723	3.9	3,113	3.3	1,047	1.1
TOTAL GEN SCHED & EQUIV	56,383	20,943	37.5	5,684	10.2	2,981	5.3	1,477	2.6	745	1.3
AVERAGE GRADE	8.12	5.58		6.60		5.11		6.88		5.61	
TOTAL WAGE SYSTEMS	24,976	1,394	5.7	2,927	11.9	434	1.8	914	3.7	150	.6
REGULAR NONSUPERVISORY	17,783	1,148	6.6	2,297	13.1	385	2.2	719	4.1	127	.7
AVERAGE GRADE (WG)	7.92	3.89		6.21		3.45		6.05		3.77	
REGULAR LEADER	630	22	3.6	83	13.4	6	1.0	32	4.9	5	.8
AVERAGE GRADE (WL)	5.28	3.36		6.66		3.33		4.73		3.20	
REGULAR SUPERVISORY	2,243	58	2.6	195	8.8	31	1.4	80	3.6	13	.6
AVERAGE GRADE (WS)	8.95	3.57		6.56		3.00		6.13		2.62	
NONSUPERV (PROD FAC)	567			17	3.0			5	.9		
AVERAGE GRADE (WD)	7.45			7.24				7.00			
SUPERVISORY (PROD FAC)	43										
AVERAGE GRADE (WN)	6.84										
OTHER WAGE SYSTEMS	3,710	166	4.5	335	9.0	12	.3	80	2.2	5	.1
AVERAGE SALARY	16,833	11,045		15,013		13,208		15,105		13,160	
TOTAL OTHER PAY SYSTEMS	468	153	32.8	24	5.2	15	3.2	6	1.3	3	.6
AVERAGE SALARY	23,123	16,405		17,095		12,879		14,100		4,800	
TOTAL POSTAL SERVICE	14,161	2,507	17.7	1,341	9.5	293	2.1	716	5.1	149	1.1
POSTAL FIELD	14,161	2,507	17.7	1,341	9.5	293	2.1	716	5.1	149	1.1
LEVELS 1 THRU 42	13,282	2,335	17.6	1,325	10.0	282	2.1	709	5.4	145	1.1
AVERAGE SALARY	16,104	15,672		15,793		15,568		15,737		15,783	
RURAL CARRIERS	879	172	19.6	16	1.8	11	1.3	7	.8	4	.5
AVERAGE SALARY	18,306	17,770		18,231		18,273		18,514		18,250	

SEATTLE CIVIL SERVICE REGION SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,138	1.2	293	.3	3,337	3.5	1,425	1.5	1,534	1.6	539	.6	86,012	90.4	21,274	22.4	TOTAL ALL PAY SYSTEMS
663	1.2	252	.5	2,126	3.8	1,209	2.2	931	1.7	454	.8	50,699	90.7	17,962	32.1	TOTAL GEN SCHED & EQUIV
	7.25	5.43			5.98	4.70			7.97	6.00			8.29	5.66		AVERAGE GRADE
341	1.4	13	.1	1,097	4.5	158	.6	240	1.0	32	.1	22,049	69.5	960	3.9	TOTAL WAGE SYSTEMS
261	1.5	10	.1	831	4.8	146	.8	182	1.0	28	.2	15,486	68.6	763	4.4	REGULAR NONSUPERVISORY
	7.58	3.10			6.05	3.23			6.81	3.50			8.18	4.12		AVERAGE GRADE (WG)
4	.6			29	4.7			8	1.3	1	.2	547	88.5	16	2.6	REGULAR LEADER
	6.75				8.10				5.75	4.00			8.53	3.38		AVERAGE GRADE (WL)
21	.9	1		68	3.1	10	.4	7	.3			2,048	82.1	27	1.2	REGULAR SUPERVISORY
	7.62	2.00			7.10	3.10			5.57				9.18	4.22		AVERAGE GRADE (WS)
7	1.2			2	.4			3	.5			550	97.0			NONSUPERV (PROD FAC)
	7.14				8.00				7.33				7.46			AVERAGE GRADE (WD)
												43	100.0			SUPERVISORY (PROD FAC)
												6.84				AVERAGE GRADE (WN)
48	1.3	2	.1	167	4.5	2	.1	40	1.1	3	.1	3,375	91.0	154	4.2	OTHER WAGE SYSTEMS
	16,135	13,750			14,863	16,400			14,110	10,800			17,013	10,877		AVERAGE SALARY
6	1.3	5	1.1	7	1.5	5	1.1	3	.6	1	.2	444	95.3	138	29.6	TOTAL OTHER PAY SYSTEMS
	17,300	15,990			11,640	13,350			27,333	4,800			23,422	16,763		AVERAGE SALARY
128	.9	23	.2	107	.8	53	.4	360	2.5	52	.4	12,820	90.7	2,214	15.7	TOTAL POSTAL SERVICE
	128	23	.2	107	.8	53	.4	360	2.5	52	.4	12,820	90.7	2,214	15.7	POSTAL FIELD
122	.9	17	.1	104	.8	52	.4	360	2.7	52	.4	11,957	90.2	2,053	15.5	LEVELS 1 THRU 42
	15,676	15,524			15,492	15,219			16,039	15,190			16,138	15,686		AVERAGE SALARY
6	.7	6	.7	3	.3	1	.1					863	98.2	161	18.3	RURAL CARRIERS
	17,833	17,833			18,367	21,000							18,308	17,736		AVERAGE SALARY

TABLE 2-133

Minority Group Study of Full-Time Employment: November 30, 1977

ALASKA STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	14,230	4,908	36.7	3,276	24.5	1,550	11.6	428	3.2	181	1.4
TOTAL GEN SCHED & EQUIV	8,759	4,107	49.8	1,867	22.6	1,212	14.7	192	2.3	134	1.8
AVERAGE GRADE	7.83	5.44		5.64		4.49		6.58		5.55	
TOTAL WAGE SYSTEMS	4,517	413	9.9	1,196	28.6	249	6.0	163	3.9	29	.7
REGULAR NONSUPERVISORY	3,604	380	11.5	1,050	31.8	227	8.9	131	4.0	24	.7
AVERAGE GRADE (WG)	7.35	3.77		5.95		3.42		6.77		4.38	
REGULAR LEADER	236	9	4.0	44	19.6	2	.9	11	4.9	2	.9
AVERAGE GRADE (WL)	8.31	4.00		7.68		4.00		6.27		4.00	
REGULAR SUPERVISORY	492	24	5.1	89	18.8	20	4.2	16	3.4	3	.8
AVERAGE GRADE (WS)	8.18	3.33		6.55		3.45		7.06		4.00	
NONSUPERV (PROD FAC)	32			1	3.1						
AVERAGE GRADE (WD)	7.16			4.00							
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	6.00										
OTHER WAGE SYSTEMS	152			12	7.9			5	3.3		
AVERAGE SALARY	15,627			18,117				14,960			
TOTAL OTHER PAY SYSTEMS	188	75	40.3	13	7.0	8	4.3	1	.5		
AVERAGE SALARY	27,196	22,319		15,755		14,014		26,800			
TOTAL POSTAL SERVICE	766	313	42.5	200	27.2	81	11.0	72	9.8	18	2.4
POSTAL FIELD	766	313	42.5	200	27.2	81	11.0	72	9.8	18	2.4
LEVELS 1 THRU 42	761	312	42.7	200	27.4	81	11.1	72	9.8	18	2.5
AVERAGE SALARY	15,201	15,196		15,024		15,117		14,669		15,222	
RURAL CARRIERS	5	1	20.0								
AVERAGE SALARY	18,060	19,800									

ALASKA STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
148	1.1	54	.4	1,722	12.9	843	6.3	124	.9	53	.4	10,954	81.9	3,358	25.1	TOTAL ALL PAY SYSTEMS
80	1.0	44	.5	1,047	12.7	681	8.2	61	.7	32	.4	6,892	83.3	2,895	35.0	TOTAL GEN SCHED & EQUIV
7.53		5.18		5.51		4.41		7.87		5.53		8.42		5.83		AVERAGE GRADE
52	1.2	4	.1	613	14.7	125	3.0	33	.8	10	.2	3,321	79.4	164	3.9	TOTAL WAGE SYSTEMS
43	1.3	4	.1	544	16.5	115	3.5	28	.8	10	.3	2,554	77.4	153	4.6	REGULAR NONSUPERVISORY
8.19		3.75		5.81		3.23		6.18		3.50		7.93		4.29		AVERAGE GRADE (WG)
				19	8.5			2	.9			192	85.0	7	3.1	REGULAR LEADER
				7.63				10.50				8.45		4.00		AVERAGE GRADE (WL)
7	1.5			44	9.3	10	2.1	3	.6			403	85.2	4	.8	REGULAR SUPERVISORY
8.00				6.36		3.10		8.67				8.54		2.75		AVERAGE GRADE (WS)
1	3.1											31	96.9			NONSUPERV (PROD FAC)
4.00												7.26				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												6.00				AVERAGE GRADE (WN)
1	.7			6	3.9							140	92.1			OTHER WAGE SYSTEMS
21,800				20,133								15,414				AVERAGE SALARY
4	2.2	3	1.6	6	3.2	4	2.2					175	94.1	67	36.0	TOTAL OTHER PAY SYSTEMS
13,300		9,767		11,450		13,667						27,915		23,187		AVERAGE SALARY
12	1.6	3	.4	56	7.6	33	4.5	30	4.1	11	1.5	566	76.9	232	31.5	TOTAL POSTAL SERVICE
12	1.6	3	.4	56	7.6	33	4.5	30	4.1	11	1.5	566	76.9	232	31.5	POSTAL FIELD
12	1.6	3	.4	56	7.7	33	4.5	30	4.1	11	1.5	561	76.7	231	31.6	LEVELS 1 THRU 42
16,525		15,900		15,619		14,912		14,407		14,236		15,254		15,218		AVERAGE SALARY
												5	100.0	1	20.0	RURAL CARRIERS
												10,060		19,800		AVERAGE SALARY

IDAHO STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	8,082	1,813	22.4	399	4.9	150	1.9	52	.6	22	.3
TOTAL GEN SCHED & EQUIV	5,650	1,608	28.5	287	5.1	136	2.4	37	.7	16	.3
AVERAGE GRADE	8.16	5.42		6.75		5.21		6.84		5.31	
TOTAL WAGE SYSTEMS	1,082	39	3.6	81	7.5	7	.6	7	.6	2	.2
REGULAR NONSUPERVISORY	797	33	4.1	65	8.2	7	.9	6	.8	2	.3
AVERAGE GRADE (WG)	7.87	2.58		6.28		1.43		4.00		2.00	
REGULAR LEADER	46	2	4.3	4	8.7						
AVERAGE GRADE (WL)	8.93	3.00		9.75							
REGULAR SUPERVISORY	110			8	7.3			1	.9		
AVERAGE GRADE (WS)	8.28			8.25				4.00			
NONSUPERV (PROD FAC)	1										
AVERAGE GRADE (WD)	7.00										
OTHER WAGE SYSTEMS	128	4	3.1	4	3.1						
AVERAGE SALARY	17,830	7,675		15,875							
TOTAL OTHER PAY SYSTEMS	35	6	17.1								
AVERAGE SALARY	18,191	9,250									
TOTAL POSTAL SERVICE	1,315	160	12.2	31	2.4	7	.5	8	.6	4	.3
POSTAL FIELD	1,315	160	12.2	31	2.4	7	.5	8	.6	4	.3
LEVELS 1 THRU 42	1,128	135	12.0	28	2.5	5	.4	7	.6	4	.4
AVERAGE SALARY	16,227	15,571		16,614		14,960		15,000		14,725	
RURAL CARRIERS	187	25	13.4	3	1.6	2	1.1	1	.5		
AVERAGE SALARY	17,796	17,480		16,833		16,950		16,600			

IDAHO STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
106	1.3	30	.4	194	2.4	82	1.0	47	.6	16	.2	7,683	95.1	1,663	20.6	TOTAL ALL PAY SYSTEMS
78	1.4	28	.5	137	2.4	76	1.3	35	.6	16	.3	5,363	94.9	1,472	26.1	TOTAL GEN SCHED & EQUIV
6,977		5,21		6,35		5,05		7,74		5,88		8,24		5,44		AVERAGE GRADE
15	1.4			55	5.1	5	.5	4	.4			1,001	92.5	32	3.0	TOTAL WAGE SYSTEMS
11	1.4			44	5.5	5	.6	4	.5			732	91.8	25	3.3	REGULAR NONSUPERVISORY
7,36				6,02		1,20		9,50				8,01		2,88		AVERAGE GRADE (WG)
1	2.2			3	6.5							42	91.3	2	4.3	REGULAR LEADER
9,00				10,00								8,86		3,00		AVERAGE GRADE (WL)
2	1.8			5	4.5							102	92.7			REGULAR SUPERVISORY
9,00				8,80								8,28				AVERAGE GRADE (WS)
												1	100.0			NONSUPERV (PROD FAC)
												7,00				AVERAGE GRADE (WD)
1	.8			3	2.3							124	96.9	4	3.1	OTHER WAGE SYSTEMS
20,300				14,400								17,893		7,675		AVERAGE SALARY
												35	100.0	6	17.1	TOTAL OTHER PAY SYSTEMS
												18,191		9,250		AVERAGE SALARY
13	1.0	2	.2	2	.2	1	.1	8	.6			1,284	97.6	153	11.6	TOTAL POSTAL SERVICE
13	1.0	2	.2	2	.2	1	.1	8	.6			1,284	97.6	153	11.6	POSTAL FIELD
11	1.0			2	.2	1	.1	8	.7			1,100	97.5	130	11.5	LEVELS 1 THRU 42
16,900				16,750		15,900		17,600				16,218		15,595		AVERAGE SALARY
2	1.1	2	1.1									184	98.4	23	12.3	RURAL CARRIERS
16,950		16,950										17,812		17,526		AVERAGE SALARY

OREGON STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	21,553	5,254	24.4	1,421	6.6	475	2.2	472	2.2	137	.6
TOTAL GEN SCHED & EQUIV	14,181	4,411	31.1	974	6.9	428	3.0	245	1.7	103	.7
AVERAGE GRADE	8.27	5.71		7.19		5.52		7.09		5.55	
TOTAL WAGE SYSTEMS	2,682	181	6.7	205	7.6	20	.7	90	3.4	18	.6
REGULAR NONSUPERVISORY	1,602	138	8.5	118	7.4	14	.9	50	3.1	11	.7
AVERAGE GRADE (WG)	7.17	3.26		5.42		2.96		4.28		3.27	
REGULAR LEADER	88	4	4.5	9	10.2	1	1.1	5	5.7	1	1.1
AVERAGE GRADE (WL)	7.80	2.75		5.56		2.00		4.40		2.00	
REGULAR SUPERVISORY	204	10	4.9	19	9.3	4	2.0	10	4.9	3	1.5
AVERAGE GRADE (WS)	7.70	3.50		4.05		2.00		2.80		2.00	
NONSUPERV (PROD FAC)	12			2	16.7						
AVERAGE GRADE (WD)	7.58			8.00							
OTHER WAGE SYSTEMS	776	31	4.0	57	7.3	1	.1	25	3.2	1	.1
AVERAGE SALARY	18,665	8,119		17,544		10,800		16,020		10,800	
TOTAL OTHER PAY SYSTEMS	113	35	31.0	4	3.5	2	1.8	1	.9	1	.9
AVERAGE SALARY	17,967	12,000		31,950		25,300		4,800		4,800	
TOTAL POSTAL SERVICE	4,577	627	13.7	238	5.2	25	.5	136	3.0	17	.4
POSTAL FIELD	4,577	627	13.7	238	5.2	25	.5	136	3.0	17	.4
LEVELS 1 THRU 42	4,298	562	13.1	231	5.4	21	.5	131	3.0	14	.3
AVERAGE SALARY	15,955	15,552		15,640		15,362		15,576		15,571	
RURAL CARRIERS	279	65	23.3	7	2.5	4	1.4	5	1.8	3	1.1
AVERAGE SALARY	18,468	17,797		18,571		18,225		18,740		17,900	

OREGON STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
234	1.1	70	.3	444	2.1	194	.9	271	1.3	74	.3	20,132	93.4	4,779	22.2	TOTAL ALL PAY SYSTEMS
188	1.2	65	.5	370	2.6	189	1.3	191	1.3	71	.5	13,207	93.1	3,983	28.1	TOTAL GEN SCHED & EQUIV
6.76		5.38		6.72		5.29		8.59		6.18		8.35		5.73		AVERAGE GRADE
39	1.5	1		82	2.3	3	.1	14	.5			2,477	92.4	161	6.0	TOTAL WAGE SYSTEMS
22	1.4			37	2.3	3	.2	9	.6			1,484	92.6	122	7.6	REGULAR NONSUPERVISORY
5.91				6.05		1.33		7.89				7.31		3.31		AVERAGE GRADE (WG)
1	1.1			3	3.4							79	89.8	3	3.4	REGULAR LEADER
5.00				7.67								8.05		3.00		AVERAGE GRADE (WL)
1	.5	1	.5	7	3.4			1	.5			185	90.7	6	2.9	REGULAR SUPERVISORY
2.00		2.00		6.57				1.00				8.08		4.50		AVERAGE GRADE (WS)
2	16.7											10	89.3			NONSUPERV (PROD FAC)
8.00												7.50				AVERAGE GRADE (WD)
13	1.7			15	1.9			4	.5			719	92.7	30	3.9	OTHER WAGE SYSTEMS
17,554				19,567				19,450				18,754		8,030		AVERAGE SALARY
1	.9	1	.9					2	1.8			109	96.5	33	23.2	TOTAL OTHER PAY SYSTEMS
45,800		45,800						38,600				17,454		11,194		AVERAGE SALARY
26	.8	3	.1	12	.3	2		64	1.4	3	.1	4,339	94.8	602	13.2	TOTAL POSTAL SERVICE
26	.6	3	.1	12	.3	2		64	1.4	3	.1	4,339	94.8	602	13.2	POSTAL FIELD
25	.6	2		11	.3	2		64	1.5	3	.1	4,067	94.5	541	12.6	LEVELS 1 THRU 42
15,140		14,700		14,882		14,350		16,097		15,500		15,973		15,559		AVERAGE SALARY
1	.4	1	.4	1	.4							272	97.5	61	21.9	RURAL CARRIERS
19,200		19,200		17,100								18,466		17,769		AVERAGE SALARY

TABLE 2-136

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	13,137	3,676	28.0	1,045	8.0	351	2.7	460	3.5	131	1.0
TOTAL GEN SCHED & EQUIV	8,601	3,187	37.1	679	7.9	312	3.6	235	2.7	103	1.2
AVERAGE GRADE	8.60	5.92		7.40		5.75		6.86		5.50	
TOTAL WAGE SYSTEMS	1,675	116	6.9	162	9.7	19	1.1	109	6.5	17	1.0
REGULAR NONSUPERVISORY	774	89	11.5	72	9.3	14	1.8	53	6.8	12	1.6
AVERAGE GRADE (WG)	7.13	2.84		4.28		2.93		3.98		3.17	
REGULAR LEADER	38	2	5.3	6	15.8	1	2.6	5	13.2	1	2.6
AVERAGE GRADE (WL)	7.26	2.00		4.50		2.00		4.40		2.00	
REGULAR SUPERVISORY	108	8	7.4	15	13.9	3	2.8	15	13.9	3	2.8
AVERAGE GRADE (WS)	7.56	2.50		3.33		2.00		3.33		2.00	
NONSUPERV (PROD FAC)	10			2	20.0						
AVERAGE GRADE (WD)	7.70			8.00							
OTHER WAGE SYSTEMS	745	17	2.3	67	9.0	1	.1	36	4.8	1	.1
AVERAGE SALARY	18,483	9,471		16,915		10,800		16,247		10,800	
TOTAL OTHER PAY SYSTEMS	79	31	39.2	3	3.8	2	2.5	1	1.3	1	1.3
AVERAGE SALARY	21,446	13,642		29,267		25,300		4,800		4,800	
TOTAL POSTAL SERVICE	2,782	342	12.3	201	7.2	18	.6	115	4.1	10	.4
POSTAL FIELD	2,782	342	12.3	201	7.2	18	.6	115	4.1	10	.4
LEVELS 1 THRU 42	2,692	310	11.5	199	7.4	17	.6	114	4.2	10	.4
AVERAGE SALARY	15,979	15,568		15,705		13,559		15,651		15,990	
RURAL CARRIERS	90	32	35.6	2	2.2	1	1.1	1	1.1		
AVERAGE SALARY	18,137	17,434		19,500		18,000		21,000			

**STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
143	1.1	44	.3	211	1.6	108	.8	231	1.8	68	.5	12,092	92.0	3,325	25.3	TOTAL ALL PAY SYSTEMS
101	1.2	40	.5	184	2.1	105	1.2	159	1.8	64	.7	7,922	92.1	2,875	33.4	TOTAL GEN SCHED & EQUIV
6.72		5.88		7.34		5.64		8.68		6.25		8.70		5.94		AVERAGE GRADE
23	1.4			18	1.1	1	.1	12	.7	1	.1	1,513	90.3	97	5.8	TOTAL WAGE SYSTEMS
9	1.2			3	.4	1	.1	7	.9	1	.1	702	90.7	75	9.7	REGULAR NONSUPERVISORY
5.67				2.00		1.00		5.71		2.00		7.43		2.83		AVERAGE GRADE (WG)
1	2.6											32	84.2	1	2.6	REGULAR LEADER
5.00												7.78		2.00		AVERAGE GRADE (WL)
												93	86.1	5	4.6	REGULAR SUPERVISORY
												8.25		2.80		AVERAGE GRADE (WS)
2	20.0											8	80.0			NONSUPERV (PROD FAC)
8.00												7.63				AVERAGE GRADE (WD)
11	1.5			15	2.0			5	.7			678	91.0	16	2.1	OTHER WAGE SYSTEMS
18,273				17,280				17,640				18,638		9,388		AVERAGE SALARY
1	1.3	1	1.3					1	1.3			76	96.2	29	36.7	TOTAL OTHER PAY SYSTEMS
45,800		45,800						37,200				21,137		12,838		AVERAGE SALARY
18	.6	3	.1	9	.3	2	.1	59	2.1	3	.1	2,581	92.8	324	11.6	TOTAL POSTAL SERVICE
18	.6	3	.1	9	.3	2	.1	59	2.1	3	.1	2,581	92.8	324	11.6	POSTAL FIELD
17	.6	2	.1	9	.3	2	.1	59	2.2	3	.1	2,493	92.6	293	10.9	LEVELS 1 THRU 42
15,088		14,700		14,756		14,350		16,131		15,500		15,893		15,568		AVERAGE SALARY
1	1.1	1	1.1									88	97.8	31	34.4	RURAL CARRIERS
18,000		18,000										18,106		17,416		AVERAGE SALARY

WASHINGTON STATE SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	52,123	13,022	25.0	4,880	9.4	1,548	3.0	2,181	4.1	707	1.4
TOTAL GEN SCHED & EQUIV	27,793	10,817	38.9	2,558	9.2	1,205	4.3	1,003	3.6	492	1.8
AVERAGE GRADE	8.13	5.61		7.07		5.58		6.89		5.65	
TOTAL WAGE SYSTEMS	16,695	761	4.6	1,445	8.7	158	.9	654	3.9	103	.6
REGULAR NONSUPERVISORY	11,780	599	5.1	1,064	9.0	137	1.2	532	4.5	90	.8
AVERAGE GRADE (WG)	8.20	4.19		6.56		3.67		6.06		3.71	
REGULAR LEADER	260	7	2.7	26	10.0	3	1.2	14	5.4	2	.8
AVERAGE GRADE (WL)	8.31	3.00		4.85		3.33		3.64		3.00	
REGULAR SUPERVISORY	1,437	24	1.7	79	5.5	7	.5	53	3.7	7	.5
AVERAGE GRADE (WS)	9.45	3.83		7.01		2.29		6.51		2.29	
NONSUPERV (PROD FAC)	522			14	2.7			5	1.0		
AVERAGE GRADE (WD)	7.47			7.36				7.00			
SUPERVISORY (PROD FAC)	42										
AVERAGE GRADE (WN)	6.86										
OTHER WAGE SYSTEMS	2,654	131	4.9	262	9.9	11	.4	50	1.9	4	.2
AVERAGE SALARY	16,318	11,840		14,307		13,427		14,662		13,750	
TOTAL OTHER PAY SYSTEMS	132	37	28.0	7	5.3	5	3.8	4	3.0	2	1.5
AVERAGE SALARY	23,105	9,905		19,714		6,320		13,250		4,800	
TOTAL POSTAL SERVICE	7,503	1,407	18.8	872	11.6	180	2.4	500	6.7	110	1.5
POSTAL FIELD	7,503	1,407	18.8	872	11.6	180	2.4	500	6.7	110	1.5
LEVELS 1 THRU 42	7,095	1,326	18.7	866	12.2	175	2.5	499	7.0	109	1.5
AVERAGE SALARY	16,267	15,840		15,958		15,778		15,944		15,942	
RURAL CARRIERS	408	81	19.9	6	1.5	5	1.2	1	.2	1	.2
AVERAGE SALARY	18,432	17,814		18,533		18,840		19,300		19,300	

WASHINGTON STATE SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
650	1.2	139	.3	977	1.9	306	.6	1,092	2.1	396	.8	47,243	90.8	11,474	22.0	TOTAL ALL PAY SYSTEMS
337	1.2	115	.4	572	2.1	263	.9	644	2.3	335	1.2	25,237	90.8	9,812	34.8	TOTAL GEN SCHED & EQUIV
7.49		5.60		6.29		4.90		7.81		6.01		8.24		5.81		AVERAGE GRADE
235	1.4	8		367	2.2	25	.1	189	1.1	22	.1	15,250	91.3	603	3.6	TOTAL WAGE SYSTEMS
185	1.6	6	.1	206	1.7	23	.2	141	1.2	18	.2	10,716	91.0	482	3.9	REGULAR NONSUPERVISORY
7.65		2.67		6.70		3.91		6.79		3.50		8.37		4.34		AVERAGE GRADE (WG)
2	.8			4	1.5			6	2.3	1	.4	234	90.0	4	1.5	REGULAR LEADER
6.50				9.25				4.17		4.00		8.70		2.75		AVERAGE GRADE (WL)
11	.8			12	.8			3	.2			1,358	94.5	17	1.2	REGULAR SUPERVISORY
7.64				8.42				4.00				9.59		4.47		AVERAGE GRADE (WS)
4	.8			2	.4			3	.6			508	97.3			NONSUPERV (PROD FAC)
7.50				8.00				7.33				7.47				AVERAGE GRADE (WD)
												42	100.0			SUPERVISORY (PROD FAC)
												6.86				AVERAGE GRADE (WN)
33	1.2	2	.1	143	5.4	2	.1	36	1.4	3	.1	2,392	90.1	120	4.5	OTHER WAGE SYSTEMS
15,279		13,750		14,158		16,400		13,517		10,800		16,538		11,695		AVERAGE SALARY
1	.8	1	.8	1	.8	1	.8	1	.8	1	.8	125	94.7	32	24.2	TOTAL OTHER PAY SYSTEMS
4,800		4,800		12,400		12,400		4,800		4,800		23,798		10,466		AVERAGE SALARY
77	1.0	15	.2	37	.5	17	.2	258	3.4	38	.5	6,631	88.4	1,227	16.4	TOTAL POSTAL SERVICE
77	1.0	15	.2	37	.5	17	.2	258	3.4	38	.5	6,631	88.4	1,227	16.4	POSTAL FIELD
74	1.0	12	.2	35	.5	16	.2	258	3.6	38	.5	6,229	87.8	1,151	16.2	LEVELS 1 THRU 42
15,538		15,567		15,517		15,613		16,166		15,442		16,310		15,850		AVERAGE SALARY
3	.7	3	.7	2	.5	1	.2					402	98.5	76	18.6	RURAL CARRIERS
17,967		17,967		19,000		21,000						18,430		17,746		AVERAGE SALARY

TABLE 2-138

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
SEATTLE-EVERETT, WASHINGTON**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	15,790	5,335	33.8	2,179	13.8	801	5.1	1,096	6.9	391	2.5
TOTAL GEN SCHED & EQUIV	10,253	4,299	41.9	1,192	11.6	610	5.9	522	5.1	261	2.5
AVERAGE GRADE	8.82	6.21		7.90		6.24		7.79		6.26	
TOTAL WAGE SYSTEMS	1,382	111	8.0	264	19.1	35	2.5	151	10.9	30	2.2
REGULAR NONSUPERVISORY	712	74	10.4	160	22.5	30	4.2	111	15.6	27	3.8
AVERAGE GRADE (WG)	6.50	3.32		4.91		3.20		4.68		3.04	
REGULAR LEADER	30			10	33.3			7	23.3		
AVERAGE GRADE (WL)	5.67			3.00				2.86			
REGULAR SUPERVISORY	81	6	7.4	15	18.5	3	3.7	13	16.0	3	3.7
AVERAGE GRADE (WS)	6.63	2.83		3.27		2.33		3.08		2.33	
NONSUPERV (PROD FAC)	36			2	5.6			1	2.8		
AVERAGE GRADE (WD)	7.94			8.00				8.00			
SUPERVISORY (PROD FAC)	5										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	518	31	6.0	77	14.9	2	.4	19	3.7		
AVERAGE SALARY	14,208	8,952		13,039		10,650		11,795			
TOTAL OTHER PAY SYSTEMS	70	15	21.4	4	5.7	3	4.3	1	1.4		
AVERAGE SALARY	23,290	11,747		13,450		7,333		31,800			
TOTAL POSTAL SERVICE	4,085	910	22.3	719	17.6	153	3.7	422	10.3	100	2.4
POSTAL FIELD	4,085	910	22.3	719	17.6	153	3.7	422	10.3	100	2.4
LEVELS 1 THRU 42	4,014	896	22.3	717	17.9	151	3.8	422	10.5	100	2.5
AVERAGE SALARY	16,345	15,918		16,114		15,891		16,113		16,036	
RURAL CARRIERS	71	14	19.7	2	2.8	2	2.8				
AVERAGE SALARY	18,761	18,071		19,850		19,850					

**STANDARD METROPOLITAN STATISTICAL AREA
SEATTLE-EVERETT, WASHINGTON**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
218	1.4	71	.4	191	1.2	82	.5	674	4.3	257	1.8	13,811	88.2	4,534	28.7	TOTAL ALL PAY SYSTEMS
154	1.5	50	.8	128	1.2	72	.7	390	3.8	217	2.1	9,061	88.4	3,889	36.0	TOTAL GEN SCHED & EQUIV
8.10		5.67		7.45		5.64		8.12		6.58		8.94		6.21		AVERAGE GRADE
16	1.2	1	.1	44	3.2			53	3.8	4	.3	1,118	80.9	78	5.5	TOTAL WAGE SYSTEMS
11	1.5	1	.1	17	2.4			21	2.9	2	.3	552	77.5	44	6.2	REGULAR NONSUPERVISORY
5.82		3.00		5.41				5.24		5.50		6.96		3.41		AVERAGE GRADE (WG)
								3	10.0			20	66.7			REGULAR LEADER
								3.33				7.00				AVERAGE GRADE (WL)
1	1.2							1	1.2			66	81.5	3	3.7	REGULAR SUPERVISORY
4.00								5.00				7.39		3.33		AVERAGE GRADE (WS)
				1	2.8							34	94.4			NONSUPERV (PROD FAC)
				8.00								7.34				AVERAGE GRADE (WD)
												5	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
4	.8			26	5.0			28	5.4	2	.4	441	85.1	29	5.6	OTHER WAGE SYSTEMS
11,850				13,938				13,218		10,650		14,412		8,834		AVERAGE SALARY
1	1.4	1	1.4	1	1.4	1	1.4	1	1.4	1	1.4	66	94.3	12	17.1	TOTAL OTHER PAY SYSTEMS
4,800		4,800		12,400		12,400		4,800		4,800		23,886		12,850		AVERAGE SALARY
47	1.2	9	.2	20	.5	9	.2	230	5.6	35	.9	5,376	82.4	757	18.5	TOTAL POSTAL SERVICE
47	1.2	9	.2	20	.5	9	.2	230	5.6	35	.9	3,316	82.4	757	18.5	POSTAL FIELD
48	1.1	8	.2	19	.5	8	.2	230	5.7	35	.9	3,297	82.1	745	18.8	LEVELS 1 THRU 42
15,639		15,850		15,642		15,888		16,251		15,486		16,396		15,923		AVERAGE SALARY
1	1.4	1	1.4	1	1.4	1	1.4					69	97.2	12	16.9	RURAL CARRIERS
18,700		18,700		21,000		21,000						18,729		17,775		AVERAGE SALARY

TABLE 2-139

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	7,176	2,468	34.4	822	11.5	333	4.6	545	7.6	217	3.0
TOTAL GEN SCHED & EQUIV	4,152	2,197	52.9	401	11.6	263	6.3	311	7.5	118	4.0
AVERAGE GRADE	6.68	5.21		5.58		4.95		5.47		4.98	
TOTAL WAGE SYSTEMS	2,244	148	6.6	267	11.9	59	2.6	183	8.2	41	1.8
REGULAR NONSUPERVISORY	1,778	132	7.4	233	13.1	54	3.0	162	9.1	37	2.1
AVERAGE GRADE (WG)	7.56	3.42		5.34		2.89		5.22		2.89	
REGULAR LEADER	123	5	4.1	12	9.8	3	2.4	6	4.9	2	1.8
AVERAGE GRADE (WL)	9.02	3.40		5.00		3.33		4.33		3.00	
REGULAR SUPERVISORY	320	4	1.3	22	6.9	2	.6	15	4.7	2	.6
AVERAGE GRADE (WS)	8.36	4.25		6.86		2.50		6.67		2.50	
NONSUPERV (PROD FAC)	14										
AVERAGE GRADE (WD)	7.93										
SUPERVISORY (PROD FAC)	1										
AVERAGE GRADE (WN)	7.00										
OTHER WAGE SYSTEMS	8	7	87.5								
AVERAGE SALARY	8,988	7,371									
TOTAL OTHER PAY SYSTEMS	18	11	61.1	2	11.1	2	11.1	2	11.1	2	11.1
AVERAGE SALARY	14,933	6,636		4,800		4,800		4,800		4,800	
TOTAL POSTAL SERVICE	762	112	14.7	72	9.4	9	1.2	49	6.4	6	.8
POSTAL FIELD	762	112	14.7	72	9.4	9	1.2	49	6.4	6	.8
LEVELS 1 THRU 42	730	97	13.3	70	9.6	7	1.0	48	6.6	5	.7
AVERAGE SALARY	16,005	15,729		15,026		15,186		14,871		14,940	
RURAL CARRIERS	32	15	46.9	2	6.3	2	6.3	1	3.1	1	3.1
AVERAGE SALARY	18,788	18,193		18,250		18,250		19,300		19,300	

**STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
85	1.2	24	.3	38	.5	12	.2	154	2.1	80	1.1	6,354	88.5	2,135	29.8	TOTAL ALL PAY SYSTEMS
49	1.2	21	.5	17	.4	10	.2	104	2.5	64	1.5	3,671	88.4	1,934	46.6	TOTAL GEN SCHED & EQUIV
	5.71	5.71		6.12		5.10		5.75		4.63		8.83		5.24		AVERAGE GRADE
27	1.2	2	.1	16	.7	1		41	1.8	15	.7	1,977	88.1	89	4.0	TOTAL WAGE SYSTEMS
24	1.3	2	.1	11	.8	1	.1	36	2.0	14	.8	1,545	86.9	78	4.4	REGULAR NONSUPERVISORY
	5.46	2.00		7.36		3.00		5.19		3.00		7.89		3.78		AVERAGE GRADE (WG)
1	.8			2	1.6			3	2.4	1	.8	111	90.2	2	1.6	REGULAR LEADER
	2.00			8.50				5.00		4.00		9.45		3.50		AVERAGE GRADE (WL)
2	.6			3	.9			2	.8			298	93.1	2	.6	REGULAR SUPERVISORY
	8.00			9.33				3.50				8.47		6.00		AVERAGE GRADE (WS)
												14	100.0			NONSUPERV (PROD FAC)
												7.93				AVERAGE GRADE (WD)
												1	100.0			SUPERVISORY (PROD FAC)
												7.00				AVERAGE GRADE (WN)
												8	100.0	7	87.5	OTHER WAGE SYSTEMS
												8,988		7,371		AVERAGE SALARY
												16	88.9	9	50.0	TOTAL OTHER PAY SYSTEMS
												16,200		7,044		AVERAGE SALARY
9	1.2	1	.1	5	.7	1	.1	9	1.2	1	.1	690	90.6	103	13.5	TOTAL POSTAL SERVICE
9	1.2	1	.1	5	.7	1	.1	9	1.2	1	.1	690	90.6	103	13.5	POSTAL FIELD
8	1.1			5	.7	1	.1	9	1.2	1	.1	660	90.4	90	12.3	LEVELS 1 THRU 42
15,075				15,720		15,700		15,422		15,900		16,109		15,771		AVERAGE SALARY
1	3.1	1	3.1									30	93.8	13	40.6	RURAL CARRIERS
17,200		17,200										15,823		18,185		AVERAGE SALARY

DISTRICT OF COLUMBIA SUMMARY

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	180,338	77,251	42.8	65,601	36.4	36,171	21.2	62,409	34.6	36,929	20.5
TOTAL GEN SCHED & EQUIV	149,025	69,610	46.7	45,917	30.6	31,788	21.3	42,966	28.8	30,591	20.5
AVERAGE GRADE	9.46	7.14		6.83		6.15		6.62		6.08	
TOTAL WAGE SYSTEMS	19,721	4,317	21.9	12,611	63.9	3,892	19.7	12,498	63.4	3,674	19.6
REGULAR NONSUPERVISORY	9,557	2,297	24.0	6,641	69.5	2,141	22.4	6,551	69.0	2,138	22.4
AVERAGE GRADE (WG)	5.84	2.58		4.75		2.46		4.73		2.46	
REGULAR LEADER	635	115	18.1	423	66.6	94	14.6	420	66.1	94	14.8
AVERAGE GRADE (WL)	6.41	3.66		5.20		3.53		5.18		3.53	
REGULAR SUPERVISORY	1,444	229	15.9	781	54.1	213	14.6	774	53.6	211	14.6
AVERAGE GRADE (WS)	6.99	3.61		5.09		3.58		5.06		3.55	
NONSUPERV (PROD FAC)	59	1	1.7	10	16.9			9	15.3		
AVERAGE GRADE (WD)	7.37	7.00		7.10				7.33			
SUPERVISORY (PROD FAC)	6			1	16.7			1	16.7		
AVERAGE GRADE (WN)	5.67			6.00				6.00			
OTHER WAGE SYSTEMS	8,020	1,675	20.9	4,755	59.3	1,444	16.0	4,703	58.6	1,431	17.8
AVERAGE SALARY	18,107	14,686		15,549		14,534		15,518		14,574	
TOTAL OTHER PAY SYSTEMS	3,067	582	19.0	441	14.4	121	3.9	386	12.6	109	3.6
AVERAGE SALARY	27,329	21,069		19,232		16,443		17,802		15,438	
TOTAL POSTAL SERVICE	8,525	2,742	32.2	6,632	77.8	2,370	27.8	6,559	76.9	2,355	27.6
POSTAL HEADQUARTERS	886	271	30.6	212	23.9	99	11.2	192	21.7	92	10.4
AVERAGE SALARY	24,882	16,842		17,676		14,698		17,106		14,705	
POSTAL FIELD	7,639	2,471	32.3	6,420	84.0	2,271	29.7	6,367	83.3	2,263	29.6
LEVELS 1 THRU 42	7,639	2,471	32.3	6,420	84.0	2,271	29.7	6,367	83.3	2,263	29.6
AVERAGE SALARY	16,004	15,509		15,793		15,498		15,787		15,500	

DISTRICT OF COLUMBIA SUMMARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1,563	.9	640	.4	396	.2	165	.1	1,233	.7	437	.2	114,737	63.6	39,080	21.7	TOTAL ALL PAY SYSTEMS
1,419	1.0	612	.4	369	.2	162	.1	1,163	.8	423	.3	103,100	69.2	37,822	25.4	TOTAL GEN SCHED & EQUIV
9.56		7.52		9.83		7.89		10.49		8.56		10.63		7.97		AVERAGE GRADE
74	.4	15	.1	19	.1	1		20	.1	2		7,110	36.1	425	2.2	TOTAL WAGE SYSTEMS
28	.3	2		11	.1			11	.1	1		2,916	30.5	156	1.6	REGULAR NONSUPERVISORY
6.57		2.50		6.64				6.00		3.00		8.33		4.27		AVERAGE GRADE (WG)
2	.3			1	.2							212	33.4	21	3.3	REGULAR LEADER
7.50				10.00								8.82		4.24		AVERAGE GRADE (WL)
6	.4	2	.1	1	.1							663	45.9	15	1.1	REGULAR SUPERVISORY
7.63		7.00		8.00								9.24		4.00		AVERAGE GRADE (WS)
1	1.7											49	83.1	1	1.7	NONSUPERV (PROD FAC)
5.00												7.43		7.00		AVERAGE GRADE (WD)
												5	83.3			SUPERVISORY (PROD FAC)
												5.60				AVERAGE GRADE (WN)
37	.5	11	.1	6	.1	1		9	.1	1		3,265	40.7	231	2.9	OTHER WAGE SYSTEMS
18,019		9,627		19,250		14,100		19,122		12,200		21,834		15,637		AVERAGE SALARY
32	1.0	7	.2	3	.1			20	.7	5	.2	2,626	85.6	461	15.0	TOTAL OTHER PAY SYSTEMS
30,047		30,809		46,567				25,415		18,260		28,689		22,284		AVERAGE SALARY
38	.4	6	.1	5	.1	2		30	.4	7	.1	1,893	22.2	372	4.4	TOTAL POSTAL SERVICE
9	1.0	3	.3					11	1.2	4	.5	674	76.1	172	19.4	POSTAL HEADQUARTERS
22,922		14,233						23,327		14,875		27,149		18,076		AVERAGE SALARY
29	.4	3		5	.1	2		19	.2	3		1,219	16.0	200	2.6	POSTAL FIELD
29	.4	3		5	.1	2		19	.2	3		1,219	16.0	200	2.6	LEVELS 1 THRU 42
16,459		14,900		16,300		15,900		16,600		14,433		17,116		15,629		AVERAGE SALARY

TABLE 2-141

Minority Group Study of Full-Time Employment: November 30, 1977

**STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA**

PAY SYSTEM	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL PAY SYSTEMS	300,209	123,908	41.3	91,228	30.4	50,089	16.7	85,997	28.6	48,186	16.1
TOTAL GEN SCHED & EQUIV	249,839	113,286	45.4	63,867	25.6	41,948	16.8	59,031	23.6	40,111	16.1
AVERAGE GRADE	9.49	7.05		7.01		6.19		6.76		6.11	
TOTAL WAGE SYSTEMS	32,666	6,084	18.8	19,127	58.6	5,324	18.3	18,942	58.0	5,304	16.2
REGULAR NONSUPERVISORY	19,125	3,725	19.5	11,705	61.2	3,329	17.4	11,607	60.7	3,324	17.4
AVERAGE GRADE (WG)	6.29	2.71		4.97		2.57		4.96		2.57	
REGULAR LEADER	1,179	183	13.8	665	56.4	127	10.8	661	56.1	127	10.8
AVERAGE GRADE (WL)	6.79	3.69		5.31		3.52		5.29		3.52	
REGULAR SUPERVISORY	2,605	292	11.2	1,243	47.7	266	10.2	1,232	47.3	264	10.1
AVERAGE GRADE (WS)	7.20	3.47		5.07		3.40		5.04		3.38	
NONSUPERV (PROD FAC)	207	1	.5	20	9.7			19	9.2		
AVERAGE GRADE (WD)	7.32	7.00		7.05				7.16			
SUPERVISORY (PROD FAC)	18			2	11.1			2	11.1		
AVERAGE GRADE (WN)	6.28			6.50				6.50			
OTHER WAGE SYSTEMS	9,532	1,903	20.0	5,492	57.6	1,602	16.8	5,421	56.9	1,589	16.7
AVERAGE SALARY	17,986	14,676		15,579		14,504		15,548		14,539	
TOTAL OTHER PAY SYSTEMS	4,288	834	19.4	542	12.6	168	3.9	451	10.5	144	3.4
AVERAGE SALARY	29,062	20,606		19,443		16,060		17,669		14,880	
TOTAL POSTAL SERVICE	13,616	3,704	27.2	7,690	56.5	2,649	19.5	7,573	55.6	2,627	19.3
POSTAL HEADQUARTERS	886	271	30.6	212	23.9	99	11.2	192	21.7	92	10.4
AVERAGE SALARY	24,882	16,842		17,676		14,698		17,106		14,705	
POSTAL FIELD	12,730	3,433	27.0	7,478	58.7	2,550	20.0	7,381	58.0	2,535	19.9
LEVELS 1 THRU 42	12,619	3,422	27.1	7,474	59.2	2,549	20.2	7,377	58.5	2,534	20.1
AVERAGE SALARY	15,890	15,425		15,732		15,450		15,732		15,454	
RURAL CARRIERS	111	11	9.9	4	3.6	1	.9	4	3.6	1	.9
AVERAGE SALARY	18,185	17,818		18,225		17,700		18,225		17,700	

**STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA**

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				PAY SYSTEM
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2,363	.8	904	.3	556	.2	238	.1	2,310	.8	761	.3	208,983	69.6	73,819	24.8	TOTAL ALL PAY SYSTEMS
2,141	.9	873	.3	514	.2	235	.1	2,181	.9	729	.3	185,772	74.4	71,338	28.6	TOTAL GEN SCHED & EQUIV
9.54		7.41		9.75		7.83		10.72		8.54		10.34		7.55		AVERAGE GRADE
126	.4	17	.1	28	.1	1		31	.1	2		13,539	41.4	760	2.3	TOTAL WAGE SYSTEMS
85	.3	4		17	.1			16	.1	1		7,420	38.8	396	2.1	REGULAR NONSUPERVISORY
7.03		2.75		6.29				6.69		3.00		8.36		3.84		AVERAGE GRADE (WG)
3	.3			1	.1							514	43.6	36	3.1	REGULAR LEADER
8.00				10.00								8.71		4.28		AVERAGE GRADE (WL)
7	.3	2	.1	1				3	.1			1,362	52.3	26	1.0	REGULAR SUPERVISORY
8.00		7.00		8.00				8.33				9.15		4.19		AVERAGE GRADE (WS)
1	.5											187	90.3	1	.5	NONSUPERV (PROD FAC)
5.00												7.35		7.00		AVERAGE GRADE (WD)
												16	88.9			SUPERVISORY (PROD FAC)
												6.25				AVERAGE GRADE (WN)
50	.5	11	.1	9	.1	1		12	.1	1		4,040	42.4	301	3.2	OTHER WAGE SYSTEMS
17,536		9,627		19,611		14,100		18,258		12,200		21,259		15,594		AVERAGE SALARY
35	.8	7	.2	4	.1			52	1.2	17	.4	3,748	87.4	668	15.5	TOTAL OTHER PAY SYSTEMS
30,926		30,800		46,150				25,044		19,988		30,454		21,752		AVERAGE SALARY
61	.4	7	.1	10	.1	2		46	.3	13	.1	5,926	43.5	1,055	7.7	TOTAL POSTAL SERVICE
9	1.0	3	.3					11	1.2	4	.5	674	76.1	172	19.4	POSTAL HEADQUARTERS
22,922		14,233						23,327		14,875		27,149		18,076		AVERAGE SALARY
52	.4	4		10	.1	2		35	.3	9	.1	5,252	41.3	883	6.9	POSTAL FIELD
52	.4	4		10	.1	2		35	.3	9	.1	5,145	40.8	873	6.9	LEVELS 1 THRU 42
15,779		15,350		16,510		15,900		15,537		14,222		16,120		15,352		AVERAGE SALARY
												107	96.4	10	9.0	RURAL CARRIERS
												18,183		17,830		AVERAGE SALARY

APPENDIX III

EEO Statistics for Full-time Federal Employees in Agencies that are Participating in the Central Personnel Data File (CPDF). Non-CPDF agencies are not covered. Data cover White-Collar and Blue-Collar occupations.

Title	Page
White-Collar PATCO Series (Includes Average Salary and Grades *)	
Professional Occupational Series -----	597
Administrative Occupational Series -----	606
Technical Occupational Series -----	622
Clerical Occupational Series -----	632
Other Occupational Series -----	638
Blue-Collar Job Family Groups ----- (Includes Average Salary Only)	640

* Note that average grades are provided for employees in each occupation that have GS and equivalent grades, but are not provided for non-graded employees which are included in total for such occupations. Average salary is based on all employees in an occupation.

TABLE 3-000

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
TOTAL ALL OCCUPATION SERIES	2,391,305	736,925	30.8	515,618	21.6	208,304	8.7	383,675	16.0	169,552	7.1
<i>Average Salary</i>	17,023	13,145		14,523		12,828		14,270		12,932	
TOTAL WHITE-COLLAR SERIES	1,920,200	700,487	36.5	374,618	19.5	187,801	9.8	281,343	14.7	151,612	7.9
<i>Average Salary</i>	17,439	13,188		14,691		12,900		14,447		13,033	
<i>Average Grade</i>	8.21	5.93		6.54		5.61		6.31		5.65	
PROFESSIONAL SERIES	300,114	62,362	20.8	27,086	9.0	10,257	3.4	14,887	5.0	6,770	2.3
<i>Average Salary</i>	25,192	18,316		22,235		18,360		21,610		18,453	
<i>Average Grade</i>	11.59	9.65		10.77		9.60		10.66		9.73	
COMMUNITY PLANNING	595	72	12.1	61	10.3	12	2.0	48	8.1	12	2.0
(00020) <i>Average Salary</i>	27,469	20,381		23,506		17,166		23,272		17,166	
<i>Average Grade</i>	12.33	10.81		11.56		9.92		11.52		9.92	
CHAPLAIN	500	1	.2	45	3.0			42	8.4		
(00060) <i>Average Salary</i>	24,723	9,100		23,988				23,930			
<i>Average Grade</i>	12.03			11.95				11.95			
SOCIAL SCIENCE	2,372	767	32.3	438	18.5	193	8.1	333	14.0	160	6.7
(00101) <i>Average Salary</i>	25,823	23,111		23,961		22,573		23,679		22,326	
<i>Average Grade</i>	11.89	11.24		11.58		11.25		11.51		11.18	
ECONOMIST	5,108	691	13.5	299	5.9	86	1.7	171	3.3	67	1.3
(00110) <i>Average Salary</i>	27,422	22,360		25,023		21,365		22,076		20,492	
<i>Average Grade</i>	12.95	11.13		11.78		10.92		10.98		10.58	
FOREIGN AFFAIRS	2,253	271	12.0	125	5.5	33	1.5	82	3.6	30	1.3
(00130) <i>Average Salary</i>	29,762	23,923		24,379		21,575		23,465		21,893	
<i>Average Grade</i>	12.95	11.67		11.87		11.09		11.62		11.17	
INTERNATIONAL RELATIONS	78	19	24.4	4	5.1	1	1.3	1	1.3	1	1.3
(00131) <i>Average Salary</i>	32,567	23,321		36,350		26,000		26,000		26,000	
<i>Average Grade</i>	13.00	11.58		14.25		13.00		13.00		13.00	
FOREIGN AGRICULTURAL AFFAIRS	134	6	4.5	5	3.7	1	.7	3	2.2	1	.7
(00135) <i>Average Salary</i>	36,146	25,216		29,260		26,000		32,266		26,000	
<i>Average Grade</i>	14.15	12.50		13.00		13.00		13.67		13.00	
MANPOWER RESEARCH AND ANALYSIS	81	22	27.2	13	16.0	6	7.4	12	14.8	6	7.4
(00140) <i>Average Salary</i>	32,951	27,895		26,369		25,400		27,541		25,400	
<i>Average Grade</i>	13.40	12.73		12.23		12.33		12.67		12.33	
GEOGRAPHY	173	32	18.5	4	2.3	2	1.2	3	1.7	2	1.2
(00150) <i>Average Salary</i>	22,571	19,509		22,025		23,000		20,866		23,000	
<i>Average Grade</i>	11.00	10.34		11.25		12.00		11.00		12.00	
HISTORY	475	68	14.3	16	3.4	5	1.1	11	2.3	5	1.1
(00170) <i>Average Salary</i>	25,754	22,076		21,168		18,500		20,090		18,500	
<i>Average Grade</i>	11.87	11.01		10.69		10.00		10.45		10.00	
PSYCHOLOGY	2,971	445	15.0	105	3.5	38	1.3	71	2.4	30	1.0
(00180) <i>Average Salary</i>	27,855	24,260		25,781		22,415		24,708		21,533	
<i>Average Grade</i>	12.53	11.78		12.14		11.56		11.95		11.35	
SOCIOLOGY	101	35	34.7	9	8.9	2	2.0	6	5.9	1	1.0
(00184) <i>Average Salary</i>	24,758	21,891		25,800		27,350		23,650		27,800	
<i>Average Grade</i>	11.68	11.06		11.89		13.00		11.33		13.00	
SOCIAL WORK	3,116	1,351	43.4	532	17.1	289	9.3	394	12.6	242	7.8
(00185) <i>Average Salary</i>	21,644	21,018		21,182		20,529		21,210		20,619	
<i>Average Grade</i>	11.12	10.97		11.02		10.84		11.04		10.87	
GENERAL ANTHROPOLOGY	59	8	13.6	3	5.1			2	3.4		
(00190) <i>Average Salary</i>	30,557	24,950		25,166				24,750			
<i>Average Grade</i>	12.98	11.75		12.67				12.50			
ARCHEOLOGY	266	67	25.2	7	2.6	1	.4	1	.4	1	.4
(00193) <i>Average Salary</i>	18,013	13,938		20,042		18,300		18,300		18,300	
<i>Average Grade</i>	9.60	7.91		10.57		11.00		11.00		11.00	
GENERAL BIOLOGICAL SCIENCE	3,681	589	16.0	312	8.5	83	2.3	207	5.6	60	1.6
(00401) <i>Average Salary</i>	24,230	19,487		21,381		10,033		20,819		17,846	
<i>Average Grade</i>	11.43	9.92		10.61		3.31		10.34		9.14	
MICROBIOLOGY	1,622	506	31.2	177	10.9	58	3.6	109	6.7	39	2.4
(00403) <i>Average Salary</i>	24,072	20,296		22,549		20,105		21,225		18,964	
<i>Average Grade</i>	11.30	10.24		11.07		10.34		10.72		9.97	
PHARMACOLOGY	303	49	16.2	42	13.9	13	4.3	20	6.6	4	1.3
(00405) <i>Average Salary</i>	29,675	26,526		27,614		28,523		26,680		25,525	
<i>Average Grade</i>	13.21	12.75		12.64		13.09		12.53		13.00	
AGRICULTURAL EXTENSION	67	12	17.9	3	4.5			2	3.0		
(00406) <i>Average Salary</i>	37,992	36,333		36,800				39,800			
<i>Average Grade</i>	14.39	14.17		14.67				15.00			

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
82,463	3.4	19,207	.8	25,110	1.1	11,060	.5	24,370	1.0	7,995	.3	1,075,997	78.4	528,621	22.1	TOTAL ALL SERIES
15,012		12,200		13,752		11,487		17,637		14,186		17,710		13,270		Average Salary
54,798	2.9	18,058	.9	18,919	1.0	10,823	.6	19,560	1.0	7,308	.4	1,545,582	80.5	512,686	26.7	WHITE-COLLAR
15,208		12,200		13,339		11,254		18,061		14,313		18,105		13,293		Average Salary
7,01		5.35		6.00		4.88		8.66		6.68		8.58		6.03		Average Grade
4,414	1.5	932	.3	2,154	.7	1,010	.3	5,831	1.9	1,545	.5	273,028	91.0	52,105	17.4	PROFESSIONAL
23,158		18,617		19,205		16,102		24,322		19,270		25,485		18,307		Average Salary
10.99		9.53		9.71		8.52		11.33		9.84		11.67		9.66		Average Grade
8	1.3			1	.2			4	.7			534	89.7	60	10.1	SERIES 00020
24,800				23,300				23,775				27,921		21,025		Average Salary
11.50				12.00				12.00				12.42		10.98		Average Grade
2	.4							1	.2			455	91.0	1	.2	SERIES 00060
25,900								22,800				24,796		9,100		Average Salary
12.00								12.00				12.03				Average Grade
59	2.5	19	.8	14	.6	5	.2	32	1.3	9	.4	1,934	81.5	574	24.2	SERIES 00101
24,761		23,938		22,435		24,040		26,090		23,255		26,245		23,292		Average Salary
11.80		11.47		11.29		12.00		12.06		11.56		11.96		11.24		Average Grade
45	.9	3	.1	5	.1			78	1.5	16	.3	4,809	94.1	605	11.8	SERIES 00110
28,153		24,300		32,240				29,217		24,468		27,571		22,501		Average Salary
12.91		12.33		13.40				12.80		12.06		12.39		11.16		Average Grade
28	1.2	2	.1					17	.8	1		2,128	94.5	238	10.6	SERIES 00130
26,742		19,000						25,170		17,200		30,078		24,248		Average Salary
12.50		10.00						12.12		11.00		13.01		11.75		Average Grade
2	2.8							1	1.3			74	94.9	18	23.1	SERIES 00131
42,800								33,800				32,363		23,172		Average Salary
15.00								14.00				12.93		11.50		Average Grade
1	.7							1	.7			129	96.3	5	3.7	SERIES 00135
18,300								31,200				36,413		25,060		Average Salary
11.00								13.00				14.19		12.40		Average Grade
								1	1.2			68	84.0	16	19.8	SERIES 00140
								12,300				34,210		28,831		Average Salary
								7.00				13.62		12.88		Average Grade
								1	.6			169	97.7	30	17.3	SERIES 00150
								25,500				22,584		19,276		Average Salary
								12.00				10.99		10.23		Average Grade
3	.6			1	.2			1	.2			459	96.6	63	13.3	SERIES 00170
21,733				33,000				19,500				25,914		22,360		Average Salary
10.67				13.00				11.00				11.91		11.10		Average Grade
9	.3	3	.1	7	.2	1		18	.8	4	.1	2,866	96.5	407	13.7	SERIES 00180
26,444		28,066		27,357		15,100		29,072		26,625		27,931		24,432		Average Salary
12.22		12.67		11.67		9.00		12.94		12.75		12.54		11.80		Average Grade
1	1.0							2	2.0	1	1.0	92	91.1	33	32.7	SERIES 00184
25,500								30,400		26,900		24,656		21,560		Average Salary
12.00								13.50		13.00		11.66		10.93		Average Grade
53	1.7	15	.5	58	1.9	23	.7	27	.9	9	.3	2,584	82.9	1,062	34.1	SERIES 00185
20,416		20,093		21,182		19,917		22,277		20,411		21,739		21,151		Average Salary
10.88		10.86		10.91		10.52		11.15		10.78		11.15		11.00		Average Grade
								1	1.7			56	94.9	8	13.6	SERIES 00190
								26,000				30,846		24,950		Average Salary
								13.00				13.00		11.75		Average Grade
3	1.1			1	.4			2	.8			259	97.4	66	24.8	SERIES 00193
19,433				29,500				17,100				17,958		13,872		Average Salary
10.33				13.00				9.50				9.57		7.86		Average Grade
29	.8	8	.2	32	.9	1		44	1.2	14	.4	3,369	91.5	506	13.7	SERIES 00401
22,237		17,775		23,003		16,600		21,627		19,085		24,494		19,725		Average Salary
10.93		9.75		11.78		9.00		10.76		9.85		11.51		10.02		Average Grade
17	1.0	7	.4					51	3.1	12	.7	1,445	89.1	448	27.6	SERIES 00403
23,911		19,700						24,925		24,050		24,259		20,321		Average Salary
11.47		10.86						11.73		11.17		11.33		10.23		Average Grade
4	1.3	1	.3					18	5.9	8	2.6	261	86.1	36	11.9	SERIES 00405
27,800		32,100						28,611		29,575		30,007		25,805		Average Salary
12.50		13.00						12.81		13.14		13.31		12.60		Average Grade
								1	1.5			64	95.5	12	17.9	SERIES 00406
								30,800				38,048		36,333		Average Salary
								14.00				14.38		14.17		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
ZOOLOGY (00110) Average Salary Average Grade	121 28,621 12.53	13 23,138 11.09	10.7	4 25,025 12.00	3.3	2 28,400 12.50	1.7	2 21,650 11.50	1.7		
PHYSIOLOGY (00413) Average Salary Average Grade	348 28,219 12.54	49 23,773 11.45	14.1	20 25,310 12.00	5.7	1 29,500 13.00	.3	8 23,150 11.25	2.3		
ENTOMOLOGY (00414) Average Salary Average Grade	721 27,166 12.36	21 19,423 10.57	2.9	20 24,355 11.60	2.8	1 21,900 12.00	.1	9 21,400 10.44	1.2		
BOTANY (00430) Average Salary Average Grade	138 24,042 11.24	33 19,942 9.88	23.9	11 21,518 10.45	8.0	4 19,225 9.75	2.9	6 25,883 11.67	4.3	1 24,900 12.00	.7
PLANT PATHOLOGY (00434) Average Salary Average Grade	312 29,116 12.72	13 19,415 9.85	4.2	17 24,788 11.82	5.4	1 15,100 9.00	.3	5 23,880 12.00	1.6		
PLANT PHYSIOLOGY (00435) Average Salary Average Grade	245 27,994 12.59	11 20,536 10.36	4.5	12 27,008 12.25	4.9	2 16,350 9.00	.8	4 22,100 11.25	1.6	1 17,600 9.00	.4
PLANT PROTECTION AND QUARANTINE (00436) Average Salary Average Grade	773 20,687 10.12	23 16,313 9.09	3.0	85 19,642 9.93	11.0	6 15,800 8.67	.8	30 17,753 9.30	3.9	5 15,640 8.60	.6
HORTICULTURE (00437) Average Salary Average Grade	79 24,798 11.52	7 14,485 8.14	8.9	3 20,866 10.67	3.8			1 17,600 9.00	1.3		
GENETICS (00440) Average Salary Average Grade	208 29,234 12.83	15 20,693 10.54	7.2	11 29,618 13.18	5.3	1 26,000 13.00	.5	1 26,000 13.00	.5	1 26,000 13.00	.5
RANGE CONSERVATION (00454) Average Salary Average Grade	976 18,184 9.51	23 12,108 6.74	2.4	36 18,930 10.03	3.7						
SOIL CONSERVATION (00457) Average Salary Average Grade	4,322 20,995 10.53	37 12,918 7.03	.9	240 18,091 9.69	5.6			183 17,774 9.68	4.2		
FORESTRY (00460) Average Salary Average Grade	5,341 23,115 11.22	30 13,743 7.43	.6	84 21,114 10.76	1.6			9 20,222 10.78	.2		
SOIL SCIENCE (00470) Average Salary Average Grade	1,757 21,692 10.75	27 14,062 8.04	1.5	111 19,156 10.14	6.3			84 18,080 9.89	4.8		
AGRONOMY (00471) Average Salary Average Grade	324 25,887 11.84	1 12,300 7.00	.3	5 22,440 11.20	1.5			5 22,440 11.20	1.5		
AGRICULTURAL MANAGEMENT (00475) Average Salary Average Grade	3,039 19,849 10.22	56 13,450 7.46	1.8	191 19,010 10.05	6.3	1 18,300 11.00		159 18,822 9.97	5.2	1 18,300 11.00	
GENERAL FISH AND WILDLIFE ADMINISTRATION (00480) Average Salary Average Grade	195 33,610 13.56	4 17,625 8.25	2.1	1 15,500 7.00	.5			1 15,500 7.00	.5		
FISHERY BIOLOGY (00482) Average Salary Average Grade	1,124 22,453 10.93	54 15,662 8.59	4.8	70 19,817 9.79	6.2	9 14,011 7.44	.8	28 15,339 8.25	2.5	7 14,500 7.57	.6
WILDLIFE REFUGE MANAGEMENT (00485) Average Salary Average Grade	382 19,399 10.04	10 14,200 8.00	2.6	8 15,887 8.75	2.1	1 12,300 7.00	.3	2 16,350 9.00	.5		
WILDLIFE BIOLOGY (00486) Average Salary Average Grade	886 21,796 10.90	37 17,372 9.38	4.2	14 19,250 10.64	1.6	2 22,150 12.00	.2	3 20,800 11.00	.3	1 26,000 13.00	.1
HUSBANDRY (00487) Average Salary Average Grade	103 26,994 12.29	4 18,825 10.00	3.9	5 24,620 11.40	4.9	1 20,100 11.00	1.0	5 24,620 11.40	4.9	1 20,100 11.00	1.0
HOME ECONOMICS (00493) Average Salary Average Grade	65 22,140 10.77	64 21,826 10.70	98.5	8 16,982 9.38	12.3	8 16,962 9.38	12.3	4 16,375 8.75	6.2	4 16,375 8.75	6.2
ACCOUNTING (00510) Average Salary Average Grade	21,717 23,951 11.46	2,167 19,319 10.13	10.0	2,336 20,967 10.68	10.8	584 18,620 9.91	2.7	1,408 20,414 10.53	6.5	457 18,581 9.90	2.1

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
1	.8	1	.8					1	.8	1	.8	117	96.7	11	9.1	SERIES 00410
34,900		34,900						21,900		21,900		28,744		22,181		Average Salary
14.00		14.00						11.00		11.00		12.55		10.78		Average Grade
2	.6							10	2.9	1	.3	328	94.3	48	13.8	SERIES 00413
29,100								26,280		29,500		28,396		23,654		Average Salary
12.50								12.63		13.00		12.58		11.41		Average Grade
3	.4			1	.1			7	1.0	1	.1	701	97.2	20	2.8	SERIES 00414
23,900				21,900				28,700		21,900		27,247		19,300		Average Salary
12.00				12.00				12.86		12.00		12.38		10.50		Average Grade
2	1.4	1	.7					3	2.2	2	1.4	127	92.0	29	21.0	SERIES 00430
14,450		16,600						17,500		17,700		24,261		20,041		Average Salary
8.00		9.00						9.67		9.00		11.31		9.90		Average Grade
1	.3			1	.3			10	3.2	1	.3	295	94.6	12	3.8	SERIES 00434
33,800				15,100				25,310		15,100		29,365		19,775		Average Salary
14.00				9.00				11.80		9.00		12.77		9.92		Average Grade
								8	3.3	1	.4	233	95.1	9	3.7	SERIES 00435
								29,462		15,100		28,045		21,466		Average Salary
								12.75		9.00		12.61		10.67		Average Grade
32	4.1			3	.4			20	2.6	1	.1	688	89.0	17	2.2	SERIES 00436
19,837				21,600				21,870		16,600		20,816		16,494		Average Salary
9.88				11.00				10.80		9.00		10.14		9.24		Average Grade
								2	2.5			76	96.2	7	8.9	SERIES 00437
								22,500				24,953		14,485		Average Salary
								11.50				11.55		8.14		Average Grade
								10	4.8			197	94.7	14	6.7	SERIES 00440
								29,980				29,213		20,314		Average Salary
								13.20				12.81		10.33		Average Grade
20	2.0			16	1.6							940	96.3	23	2.4	SERIES 00454
16,915				21,450								18,156		12,108		Average Salary
9.45				10.75								9.49		6.74		Average Grade
28	.6			24	.6			5	.1			4,082	94.4	37	.9	SERIES 00457
17,146				20,508				23,400				21,165		12,918		Average Salary
8.96				10.33				10.80				10.58		7.03		Average Grade
22	.4			48	.9			5	.1			5,257	98.4	30	.6	SERIES 00460
21,654				20,872				22,660				23,147		13,743		Average Salary
11.09				10.63				10.60				11.23		7.43		Average Grade
8	.5			6	.3			13	.7			1,646	93.7	27	1.5	SERIES 00470
19,597				22,483				24,307				21,863		14,062		Average Salary
9.75				11.17				11.54				10.79		8.04		Average Grade
												319	98.5	1	.3	SERIES 00471
												25,942		12,300		Average Salary
												11.85		7.00		Average Grade
22	.7			7	.2			3	.1			2,848	93.7	55	1.8	SERIES 00475
19,790				20,185				20,500				19,905		13,361		Average Salary
10.27				10.71				11.00				10.23		7.40		Average Grade
												194	99.5	4	2.1	SERIES 00480
												33,704		17,625		Average Salary
												13.60		8.25		Average Grade
11	1.0	2	.2	12	1.1			19	1.7			1,054	93.8	45	4.0	SERIES 00482
17,045		12,300		26,933				23,526				22,628		15,993		Average Salary
8.82		7.00		12.08				11.16				11.00		8.82		Average Grade
2	.5			3	.8	1	.3	1	.3			374	97.9	9	2.4	SERIES 00485
14,150				17,800		12,300		12,700				19,474		14,411		Average Salary
8.00				9.67		7.00		7.00				10.07		8.11		Average Grade
9	1.0			1	.1			1	.1	1	.1	872	98.4	35	4.0	SERIES 00486
18,344				23,700				18,300		13,300		21,837		17,100		Average Salary
10.44				11.00				11.00		11.00		10.90		9.23		Average Grade
												98	95.1	3	2.9	SERIES 00487
												27,115		18,400		Average Salary
												12.34		9.67		Average Grade
2	3.1	2	3.1	1	1.5	1	1.5	1	1.5	1	1.5	57	87.7	56	86.2	SERIES 00493
18,300		18,300		21,300		21,300		12,300		12,300		22,866		22,521		Average Salary
11.00		11.00		11.00		11.00		7.00		7.00		10.96		10.89		Average Grade
466	2.1	49	.2	49	.2	10		413	1.9	68	.3	19,381	89.2	1,583	7.3	SERIES 00510
21,201		18,848		23,259		20,410		22,316		18,455		24,311		19,577		Average Salary
10.75		9.98		11.55		10.33		11.01		9.86		11.55		10.21		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
INTERNAL REVENUE AGENT (00512) Average Salary Average Grade	14,333 23,175 11.28	1,457 18,421 9.81	10.2	1,342 20,321 10.58	9.4	324 17,831 9.62	2.3	734 20,645 10.52	5.1	238 17,934 9.66	1.7
GENERAL HEALTH SCIENCE (00601) Average Salary Average Grade	966 29,379 12.42	311 24,479 11.39	32.2	116 28,334 12.32	12.0	45 28,180 12.62	4.7	84 27,845 12.23	8.7	38 28,552 12.69	3.9
MEDICAL OFFICER (00602) Average Salary Average Grade	7,021 41,940 14.57	841 40,616 14.36	12.0	833 41,393 14.51	11.9	174 39,622 14.30	2.5	163 41,642 14.50	2.3	33 40,763 14.48	.5
NURSE ANESTHETIST (00605) Average Salary Average Grade	502 23,876 11.62	377 23,894 11.63	75.1	58 23,365 11.50	11.6	50 23,248 11.44	10.0	42 23,454 11.48	8.4	38 23,461 11.45	7.6
NURSE (00610) Average Salary Average Grade	31,224 16,696 8.99	29,383 16,754 9.00	94.1	5,014 16,790 9.02	16.1	4,806 16,844 9.03	15.4	3,495 16,955 9.12	11.2	2,367 17,001 9.14	10.8
PUBLIC HEALTH NURSE (00615) Average Salary Average Grade	222 17,748 9.99	219 17,727 9.97	98.6	33 18,357 9.87	14.9	33 18,357 9.87	14.9	7 22,014 11.83	3.2	7 23,014 11.83	3.2
DIETITIAN (00630) Average Salary Average Grade	1,098 19,400 9.83	1,066 19,350 9.82	97.1	187 19,253 9.82	17.0	179 19,040 9.76	16.3	127 19,781 9.99	11.6	120 19,514 9.92	10.9
OCCUPATIONAL THERAPIST (00631) Average Salary Average Grade	609 16,914 8.98	529 16,849 8.95	86.9	62 16,667 8.81	10.2	52 16,832 8.87	8.5	41 15,963 8.51	6.7	33 16,315 8.67	5.4
PHYSICAL THERAPIST (00633) Average Salary Average Grade	689 16,992 9.00	425 16,353 8.80	61.7	76 17,581 9.13	11.0	40 16,242 8.64	5.8	41 18,060 9.25	6.0	18 15,872 8.41	2.6
CORRECTIVE THERAPIST (00635) Average Salary Average Grade	518 17,368 8.98	47 14,404 8.09	9.1	114 17,582 8.91	22.0	10 14,140 7.60	1.9	109 17,662 8.95	21.0	9 14,477 7.78	1.7
MANUAL ARTS THERAPIST (00637) Average Salary Average Grade	324 17,662 9.07	12 14,650 7.83	3.7	37 18,945 9.49	11.4			34 18,976 9.53	10.5		
EDUCATIONAL THERAPIST (00639) Average Salary Average Grade	136 17,040 8.81	54 15,888 8.43	39.7	26 17,973 8.92	19.1	10 16,220 8.10	7.4	25 17,768 8.84	18.4	10 16,220 8.10	7.4
MEDICAL TECHNOLOGIST (00644) Average Salary Average Grade	3,752 15,112 7.84	2,542 14,993 7.77	67.8	627 15,714 7.91	16.7	370 15,265 7.71	9.9	381 15,772 7.96	10.2	220 15,188 7.76	5.9
PHARMACIST (00660) Average Salary Average Grade	1,868 20,573 10.93	285 18,656 10.42	15.3	219 21,072 10.99	11.7	56 18,982 10.48	3.0	120 22,224 11.19	6.4	16 19,543 10.38	.9
OPTOMETRIST (00662) Average Salary Average Grade	38 21,710 11.08	1 15,100 9.00	2.6	3 22,466 11.33	7.9			1 20,700 11.00	2.6		
SPEECH PATHOLOGY AND AUDIOLOGY (00665) Average Salary Average Grade	420 23,994 11.76	174 21,696 11.29	41.4	17 22,200 11.63	4.0	8 21,675 11.50	1.9	10 21,270 11.44	2.4	4 20,400 11.25	1.0
PODIATRIST (00668) Average Salary Average Grade	23 23,060 11.00	2 21,300 11.00	8.7	5 22,620 11.20	21.7	2 21,300 11.00	8.7	5 22,620 11.20	21.7	2 21,300 11.00	8.7
DENTAL OFFICER (00680) Average Salary Average Grade	891 37,473 14.23	12 26,466 13.33	1.3	34 34,544 14.30	3.8	2 14,100	.2	24 33,891 14.40	2.7	2 14,100	.2
INDUSTRIAL HYGIENE (00690) Average Salary Average Grade	596 19,739 10.21	89 15,193 8.53	14.9	60 19,006 9.93	10.1	14 18,835 9.29	2.3	35 18,745 9.86	5.9	9 18,066 9.67	1.5
CONSUMER SAFETY (00696) Average Salary Average Grade	1,628 23,235 11.12	255 18,583 9.72	15.7	170 21,577 10.77	10.4	44 18,293 9.57	2.7	109 21,406 10.72	6.7	30 17,950 9.47	1.8
VETERINARY MEDICAL SCIENCE (00701) Average Salary Average Grade	2,261 27,014 12.33	66 23,468 11.80	2.9	222 25,759 12.15	9.8	13 23,761 11.92	.6	90 27,300 12.33	4.0	4 24,450 12.25	.2
GENERAL ENGINEERING (00801) Average Salary Average Grade	16,729 31,328 12.91	127 22,574 10.91	.8	846 28,098 12.31	5.1	13 21,807 10.92	.1	318 28,553 12.49	1.9	8 20,087 10.25	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
344	2.4	38	.3	25	.2	3		239	1.7	45	.3	12,991	90.6	1,133	7.9	SERIES 00512
20,096		15,702		22,056		17,400		22,276		19,117		23,418		18,589		Average Salary
10.24		8.61		11.32		9.67		11.18		10.29		11.35		9.87		Average Grade
11	1.1	2	.2	7	.7	2	.2	14	1.4	3	.3	850	88.0	266	27.5	SERIES 00601
31,800		24,100		22,914		19,600		31,007		31,900		29,525		23,853		Average Salary
12.90		12.00		11.57		10.50		12.79		13.67		12.43		11.18		Average Grade
264	3.8	39	.6	8	.1	2		398	5.7	100	1.4	6,188	88.1	667	9.5	SERIES 00602
41,226		39,320		43,662		41,950		41,356		39,318		42,013		40,875		Average Salary
14.44		14.12		14.57		14.00		14.57		14.32		14.58		14.37		Average Grade
7	1.4	4	.8	1	.2	1	.2	8	1.6	7	1.4	444	88.4	327	65.1	SERIES 00605
23,157		21,550		21,600		21,600		23,300		23,185		23,942		23,993		Average Salary
11.57		11.25		10.00		10.00		11.75		11.71		11.63		11.65		Average Grade
483	1.5	426	1.4	283	.9	279	.9	753	2.4	734	2.4	26,210	83.9	24,577	78.7	SERIES 00610
16,426		16,626		15,401		15,402		16,782		16,803		16,678		16,737		Average Salary
8.85		8.91		7.93		7.92		9.06		9.07		8.99		9.00		Average Grade
2	.9	2	.9	21	9.5	21	9.5	3	1.4	3	1.4	189	85.1	186	83.8	SERIES 00615
23,350		23,350		16,995		16,995		13,700		13,700		17,642		17,616		Average Salary
11.00		11.00		9.24		9.24		9.00		9.00		10.01		9.99		Average Grade
24	2.2	23	2.1	3	.3	3	.3	33	3.0	33	3.0	911	83.0	887	80.8	SERIES 00630
18,033		17,878		20,766		20,766		17,969		17,969		19,430		19,413		Average Salary
9.46		9.43		9.67		9.67		9.42		9.42		9.84		9.83		Average Grade
9	1.5	8	1.3					12	2.0	11	1.8	547	89.8	477	78.3	SERIES 00631
17,966		17,775						18,100		17,700		16,942		16,851		Average Salary
9.56		9.38						9.25		9.09		8.99		8.96		Average Grade
19	2.8	13	1.9	2	.3			14	2.0	9	1.3	613	89.0	385	55.9	SERIES 00633
17,115		16,476		18,850				16,628		16,644		16,919		16,365		Average Salary
9.05		8.92		9.00				8.93		8.67		8.99		8.81		Average Grade
5	1.0	1	.2									404	78.0	37	7.1	SERIES 00635
15,840		11,100										17,308		14,475		Average Salary
8.00		6.00										9.00		8.22		Average Grade
2	.6			1	.3									12	3.7	SERIES 00637
18,600				18,600								17,496		14,650		Average Salary
9.00				9.00								9.02		7.83		Average Grade
								1	.7			110	80.9	44	32.4	SERIES 00639
								23,100				16,820		15,813		Average Salary
								11.00				8.78		8.50		Average Grade
106	2.8	50	1.3	19	.5	11	.3	121	3.2	89	2.4	3,125	83.3	2,172	57.9	SERIES 00644
15,424		15,272		16,136		15,463		15,719		15,511		14,991		14,943		Average Salary
7.83		7.74		8.53		7.82		7.74		7.57		7.82		7.78		Average Grade
45	2.4	11	.6	5	.3	1	.1	49	2.6	28	1.5	1,649	88.3	229	12.3	SERIES 00660
19,328		18,554		20,120		18,300		19,951		18,853		20,507		18,577		Average Salary
10.62		10.27		11.20		11.00		10.79		10.61		10.92		10.41		Average Grade
								2	5.3			35	92.1	1	2.6	SERIES 00662
								23,350				21,645		15,100		Average Salary
								11.50				11.06		9.00		Average Grade
1	.2	1	.2					6	1.4	3	.7	403	96.0	166	39.5	SERIES 00665
29,500		29,500						22,533		20,766		24,070		21,697		Average Salary
13.00		13.00						11.67		11.33		11.77		11.28		Average Grade
												18	78.3			SERIES 00668
												23,183		10.94		Average Salary
												10.94				Average Grade
5	.6							5	.6			857	96.2	10	1.1	SERIES 00680
33,180								39,040				37,589		28,940		Average Salary
13.60								14.60				14.22		13.33		Average Grade
10	1.7							15	2.5	5	.8	536	89.9	75	12.6	SERIES 00690
23,430								16,666		14,820		19,821		14,866		Average Salary
11.50								9.07		8.60		10.24		8.39		Average Grade
37	2.3	5	.3	2	.1			22	1.4	9	.6	1,458	89.6	211	13.0	SERIES 00696
20,978		18,540		35,850				22,136		19,300		23,428		18,644		Average Salary
10.62		9.60		14.00				10.95		9.89		11.16		9.75		Average Grade
48	2.1	3	.1	3	.1			81	3.6	6	.3	2,039	90.2	53	2.3	SERIES 00701
24,189		22,633		30,068				24,817		23,866		27,151		23,396		Average Salary
11.88		11.67		13.00				12.07		11.83		12.35		11.77		Average Grade
222	1.3	2		39	.2			267	1.6	3		15,883	94.9	114	.7	SERIES 00801
27,815		26,850		30,630				27,420		23,033		31,500		22,662		Average Salary
12.20		12.50		12.87				12.10		11.67		12.94		10.91		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
SAFETY ENGINEERING (00803) Average Salary Average Grade	615 26,291 11.97	5 25,120 11.40	.8	24 23,950 11.25	3.9			9 27,422 12.56	1.5		
FIRE PREVENTION ENGINEERING (00804) Average Salary Average Grade	106 27,178 12.37	1 21,900 12.00	.9	5 27,160 12.80	4.7			1 18,300 11.00	.9		
MATERIALS ENGINEERING (00806) Average Salary Average Grade	886 30,145 12.68	11 24,909 11.55	1.2	48 28,116 12.19	5.4			21 28,142 12.24	2.4		
LANDSCAPE ARCHITECTURE (00807) Average Salary Average Grade	602 24,072 11.36	28 19,589 9.71	4.7	19 22,889 10.89	3.2	2 22,600 10.00	.3	4 22,400 10.75	.7		
ARCHITECTURE (00808) Average Salary Average Grade	1,526 24,744 11.54	69 21,379 10.74	4.5	232 23,556 11.29	15.2	9 20,077 10.22	.6	134 24,933 11.59	8.8	4 22,575 11.25	.3
CIVIL ENGINEERING (00810) Average Salary Average Grade	15,042 25,729 11.77	133 19,429 9.66	.9	971 23,537 11.21	6.5	17 18,447 9.59	.1	247 23,352 11.14	1.6	10 18,130 9.50	.1
SANITARY ENGINEERING (00819) Average Salary Average Grade	1,238 23,561 11.64	15 17,126 9.47	1.2	72 21,918 11.05	5.8	2 16,700 10.00	.2	17 22,094 10.94	1.4	1 18,300 11.00	.1
MECHANICAL ENGINEERING (00830) Average Salary Average Grade	9,643 25,698 11.71	47 20,157 10.02	.5	593 24,131 11.33	6.1	4 22,050 10.75		183 25,814 11.62	1.9	2 27,350 12.50	
NUCLEAR ENGINEERING (00840) Average Salary Average Grade	2,148 30,309 12.87	13 23,300 10.77	.6	80 27,803 12.29	3.7			19 28,594 12.74	.9		
ELECTRICAL ENGINEERING (00850) Average Salary Average Grade	4,357 25,091 11.58	36 20,719 10.31	.8	319 23,832 11.28	7.3	4 19,100 10.50	.1	142 24,485 11.42	3.3	3 20,433 11.00	.1
ELECTRONICS ENGINEERING (00855) Average Salary Average Grade	19,407 27,642 12.22	141 21,660 10.60	.7	1,180 25,605 11.74	6.1	16 22,656 10.88	.1	460 27,473 12.19	2.4	10 23,670 11.50	.1
BIOMEDICAL ENGINEERING (00858) Average Salary Average Grade	120 21,361 10.95	6 17,016 7.60	5.0	2 20,850 11.00	1.7						
AEROSPACE ENGINEERING (00861) Average Salary Average Grade	8,287 31,146 12.85	106 23,263 10.95	1.3	339 26,799 11.91	4.1	10 17,760 9.20	.1	111 27,081 11.91	1.3	4 18,725 8.75	
NAVAL ARCHITECTURE (00871) Average Salary Average Grade	965 28,321 12.32	7 24,614 11.43	.7	91 27,648 12.15	9.4			38 29,339 12.66	3.9		
MINING ENGINEERING (00880) Average Salary Average Grade	489 27,745 12.30	3 16,800 8.67	.6	16 26,625 12.38	3.3						
PETROLEUM ENGINEERING (00881) Average Salary Average Grade	379 27,553 12.42	2 18,750 10.50	.5	15 23,880 11.13	4.0			2 23,000 12.00	.5		
AGRICULTURAL ENGINEERING (00890) Average Salary Average Grade	434 24,867 11.26	1 14,000 7.00	.2	12 22,750 10.75	2.8			3 21,400 9.67	.7		
CERAMIC ENGINEERING (00892) Average Salary Average Grade	58 29,298 12.55	3 20,700 11.33	5.2	4 24,625 12.25	6.9			1 27,800 13.00	1.7		
CHEMICAL ENGINEERING (00893) Average Salary Average Grade	1,438 27,202 12.06	24 20,858 10.08	1.7	73 24,831 11.72	5.1	3 17,300 9.00	.2	17 28,505 12.41	1.2		
WELDING ENGINEERING (00894) Average Salary Average Grade	73 25,578 11.74			2 28,800 12.50	2.7						
INDUSTRIAL ENGINEERING (00896) Average Salary Average Grade	2,388 25,649 11.77	16 20,437 10.57	.7	116 23,033 10.84	4.9	1 19,500 11.00		35 25,177 12.00	1.5		
LAW CLERK (00904) Average Salary Average Grade	544 17,633 10.49	190 17,489 10.44	34.9	93 17,419 10.28	17.1	39 17,105 10.05	7.2	60 17,683 10.43	11.0	27 17,388 10.33	5.0

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5	.8							10	1.6			591	96.1	5	.8	SERIES 00803
21,060								22,270				26,386		25,120		Average Salary
10.60								10.40				12.00		11.40		Average Grade
								4	3.8			101	95.3	1	.9	SERIES 00804
								29,375				27,179		21,900		Average Salary
								13.25				12.35		12.00		Average Grade
5	.6			3	.3			19	2.1			838	94.6	11	1.2	SERIES 00806
28,040				30,433				27,742				30,261		24,909		Average Salary
11.00				13.00				12.17				12.71		11.55		Average Grade
5	.5	2	.3	1	.2			11	1.8			583	96.8	26	4.3	SERIES 00807
22,366		22,600		30,400				22,527				24,111		19,357		Average Salary
10.67		10.00		13.00				10.82				11.37		9.69		Average Grade
31	2.0	1	.1	6	.4			61	4.0	4	.3	1,294	84.8	60	3.9	SERIES 00808
22,590		27,800		22,783				21,096		15,650		24,957		21,575		Average Salary
11.13		13.00		11.67				10.62		8.50		11.59		10.82		Average Grade
297	2.0	2		67	.4			360	2.4	5		14,071	93.5	116	.8	SERIES 00810
22,950		17,800		24,925				23,890		19,340		25,880		19,573		Average Salary
10.98		9.00		11.51				11.38		10.00		11.81		9.67		Average Grade
18	1.5			2	.2			35	2.8	1	.1	1,166	94.2	13	1.1	SERIES 00819
21,133				36,300				21,414		15,100		23,663		17,192		Average Salary
10.50				14.00				11.23		9.00		11.68		9.38		Average Grade
119	1.2	1		14	.1			277	2.9	1		9,050	93.9	43	.4	SERIES 00830
22,217		19,500		21,364				23,981		14,000		25,801		19,981		Average Salary
10.85		11.00		10.86				11.37		7.00		11.73		9.95		Average Grade
13	.6			3	.1			45	2.1			2,068	96.3	13	.6	SERIES 00840
27,984				33,900				27,011		30,406		30,406		23,300		Average Salary
12.15				12.50				12.13		12.89		12.89		10.77		Average Grade
48	1.1			8	.2			121	2.8	1		4,038	92.7	32	.7	SERIES 00850
22,468				25,712				23,484		15,100		25,190		20,921		Average Salary
10.83				12.00				11.24		9.00		11.60		10.28		Average Grade
267	1.4	3		27	.1			426	2.2	3		18,227	93.9	125	.6	SERIES 00855
24,555		15,666		28,198				24,081		25,966		27,774		21,532		Average Salary
11.45		9.00		12.52				11.39		10.67		12.25		10.57		Average Grade
1	.8			1				1	.8			118	98.3	6	5.0	SERIES 00858
26,900								14,800		9.00		21,370		17,016		Average Salary
13.00								9.00				10.95		7.60		Average Grade
99	1.2	1		6	.1	1		123	1.5	4		7,948	95.9	96	1.2	SERIES 00861
25,775		16,100		25,583		16,600		27,427		17,500		31,331		23,836		Average Salary
11.67		9.00		11.83		9.00		12.12		9.75		12.90		11.14		Average Grade
8	.8			1	.1			44	4.6			874	90.6	7	.7	SERIES 00871
26,762				23,700				26,438				28,392		24,614		Average Salary
11.75				11.00				11.82				12.34		11.43		Average Grade
5	1.0			1	.2			10	2.0			473	96.7	3	.6	SERIES 00880
25,950				28,600				26,760				27,783		16,800		Average Salary
12.20				13.00				12.40				12.29		8.67		Average Grade
8	2.1			3	.8			2	.5			364	96.0	2	.5	SERIES 00881
26,437				24,066				14,250				27,704		18,750		Average Salary
11.63				12.00				7.00				12.47		10.50		Average Grade
2	.5			2	.5			5	1.2			422	97.2	1	.2	SERIES 00890
18,150				23,700				25,020				24,927		14,060		Average Salary
10.00				10.50				11.80				11.27		7.00		Average Grade
								3	5.2			54	93.1	3	5.2	SERIES 00892
								23,566				29,644		20,700		Average Salary
								12.00				12.57		11.33		Average Grade
16	1.1	2	.1	1	.1			39	2.7	1	.1	1,365	94.9	21	1.5	SERIES 00893
19,943		15,600		33,000				25,025		20,700		27,329		21,366		Average Salary
10.53		8.00		13.00				11.85		11.00		12.08		10.24		Average Grade
								2	2.7			71	97.3			SERIES 00894
								28,800				25,487				Average Salary
								12.50				11.72				Average Grade
41	1.7			7	.3	1		33	1.4			2,272	95.1	15	.6	SERIES 00896
21,958				25,142		19,500		21,648				25,783		20,500		Average Salary
10.32				11.80		11.00		10.50				11.81		10.54		Average Grade
26	4.8	7	1.3	1	.2	1	.2	6	1.1	4	.7	451	82.9	151	27.8	SERIES 00904
16,788		14,900		20,700		20,700		16,966		18,150		17,677		17,588		Average Salary
10.04		8.86		11.00		11.00		9.67		10.00		10.53		10.54		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
GENERAL ATTORNEY (00905) Average Salary Average Grade	14,499 29,912 13.22	2,005 25,694 12.48	13.8	961 27,548 12.79	6.6	235 25,098 12.44	1.6	722 27,799 12.87	5.0	195 25,536 12.55	1.3
ADMINISTRATIVE LAW JUDGE (00935) Average Salary Average Grade	971 41,324 15.13	33 40,394 15.06	3.4	28 40,067 14.93	2.9	2 40,250 15.00	.2	19 40,094 14.89	2.0	2 40,250 15.00	.2
LEGAL ASSISTANCE (00954) Average Salary Average Grade	19 22,491 10.89	9 17,298 9.22	47.4	3 19,300 11.00	15.8			3 19,300 11.00	15.8		
ADJUDICATING (00930) Average Salary Average Grade	10 25,160 11.60	6 20,400 11.00	60.0	3 19,800 10.33	30.0	2 20,400 11.00	20.0	3 19,800 10.33	30.0	2 20,400 11.00	20.0
MUSEUM CURATOR (01015) Average Salary Average Grade	207 24,371 11.40	61 19,549 10.00	29.5	6 20,200 9.67	2.9	3 14,566 7.67	1.4	1 10,000 5.00	.5	1 10,000 5.00	.5
PATENT ADMINISTRATION (01220) Average Salary Average Grade	90 44,633 15.44	4 43,525 14.50	4.4	6 41,800 15.33	6.7	1 36,900 14.00	1.1	5 41,240 15.40	5.6	1 36,900 14.00	1.1
PATENT ADVISER (01221) Average Salary Average Grade	149 32,968 13.39	2 29,300 13.50	1.3	4 26,300 12.00	2.7			2 27,250 12.50	1.3		
PATENT ATTORNEY (01222) Average Salary Average Grade	141 37,060 14.34	1 37,400 15.00	.7	3 39,700 15.33	2.1			1 39,800 15.00	.7		
PATENT CLASSIFYING (01223) Average Salary Average Grade	57 35,007 13.96	3 32,133 14.00	5.3	8 33,500 13.88	14.0	2 32,800 14.00	3.5	7 33,014 13.86	12.3	2 32,800 14.00	3.5
PATENT EXAMINING (01224) Average Salary Average Grade	1,002 31,880 13.29	57 27,180 12.40	5.7	133 30,222 12.96	13.3	28 28,235 12.79	2.8	102 30,893 13.05	10.2	25 28,952 12.88	2.5
PATENT INTERFERENCE EXAMINING (01225) Average Salary Average Grade	9 44,833 15.78	1 47,500 16.00	11.1								
DESIGN PATENT EXAMINING (01226) Average Salary Average Grade	20 31,995 13.55	4 25,150 12.50	20.0	4 33,925 13.75	20.0			4 33,925 13.75	20.0		
GENERAL PHYSICAL SCIENCE (01301) Average Salary Average Grade	4,523 34,125 13.44	208 23,675 11.04	4.6	216 31,664 13.13	4.8	20 22,690 10.94	.4	118 32,405 13.31	2.6	8 23,137 13.14	.2
HEALTH PHYSICS (01306) Average Salary Average Grade	456 27,787 12.60	20 22,045 11.25	4.4	32 26,790 12.53	7.0	5 20,880 11.60	1.1	17 28,500 12.76	3.7	1 22,600 12.00	.2
PHYSICS (01310) Average Salary Average Grade	5,076 29,811 12.71	128 24,158 11.54	2.5	211 27,392 12.23	4.2	12 22,075 11.33	.2	89 26,834 11.98	1.8	5 23,180 11.20	.1
GEOPHYSICS (01313) Average Salary Average Grade	476 27,273 12.17	11 17,863 9.36	2.3	23 25,839 11.83	4.8			7 20,700 10.71	1.5		
HYDROLOGY (01315) Average Salary Average Grade	1,765 26,095 11.98	34 18,464 9.76	1.9	45 23,568 11.40	2.5	2 12,300 7.00	.1	7 21,971 11.00	.4		
CHEMISTRY (01320) Average Salary Average Grade	7,815 25,757 11.67	1,228 21,393 10.46	15.7	972 24,286 11.29	12.4	211 21,127 10.54	2.7	546 23,769 11.11	7.0	104 21,085 10.45	1.3
METALLURGY (01321) Average Salary Average Grade	585 28,391 12.31	10 27,960 12.10	1.7	38 26,442 12.13	6.5			12 27,025 12.08	2.1		
ASTRONOMY AND SPACE SCIENCE (01330) Average Salary Average Grade	537 33,056 13.28	21 26,323 11.70	3.9	20 31,340 12.80	3.7	2 21,050 10.50	.4	7 24,614 11.71	1.3	2 21,050 10.50	.4
METEOROLOGY (01340) Average Salary Average Grade	2,069 27,241 12.23	40 19,967 10.53	1.9	112 23,326 11.40	5.4	14 16,628 9.64	.7	44 19,081 10.39	2.1	13 16,453 9.54	.6
GEOLOGY (01350) Average Salary Average Grade	2,224 26,217 11.88	165 20,680 10.34	7.4	44 23,043 11.25	2.0	4 17,075 9.75	.2	9 16,977 9.67	.4	2 16,700 10.00	.1

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
141	1.0	22	.2	14	.1	2	.1	84	.8	16	.1	13,538	93.4	1,770	12.2	SERIES 00905
26,196		22,918		30,557		23,700		27,157		22,931		30,080		25,773		Average Salary
12.51		11.85		13.00		12.00		12.60		12.00		13.25		12.48		Average Grade
4	.4			2	.2			3	.3			943	97.1	31	3.2	SERIES 00935
41,475				43,400				35,800				41,362		40,393		Average Salary
15.25				15.00				14.67				15.14		15.06		Average Grade
												16	84.2	9	47.4	SERIES 00954
												23,018		17,288		Average Salary
												10.88		9.22		Average Grade
												7	70.0	4	40.0	SERIES 00960
												27,457		20,400		Average Salary
												12.14		11.00		Average Grade
3	1.4	1	.5	1	.5	1	.5	1	.5			201	97.1	58	28.0	SERIES 01015
24,833		17,100		16,600		16,600		20,100				24,496		19,806		Average Salary
11.00		9.00		9.00		9.00		11.00				11.45		10.12		Average Grade
1	1.1											84	93.3	3	3.3	SERIES 01220
44,600												44,835		45,733		Average Salary
15.00												15.45		15.00		Average Grade
2	1.3											145	97.3	2	1.3	SERIES 01221
25,350												33,152		29,300		Average Salary
11.50												13.43		13.50		Average Grade
1	.7							1	.7			138	97.9	1	.7	SERIES 01222
31,800								47,500				37,003		37,400		Average Salary
14.00								17.00				14.31		15.00		Average Grade
1	1.8											49	86.0	1	1.8	SERIES 01223
36,900												35,253		30,800		Average Salary
14.00												13.98		14.00		Average Grade
9	.9	1	.1					22	2.2	2	.2	869	86.7	29	2.9	SERIES 01224
31,000		21,900						26,795		22,450		32,133		26,162		Average Salary
13.11		12.00						12.50		12.00		13.34		12.03		Average Grade
												9	100.0	1	11.1	SERIES 01225
												44,833		47,500		Average Salary
												15.78		16.00		Average Grade
												16	80.0	4	20.0	SERIES 01226
												31,512		25,150		Average Salary
												13.50		12.50		Average Grade
37	.8	4	.1	5	.1			56	1.2	8	.2	4,307	95.2	188	4.2	SERIES 01301
29,159		24,475		41,160				30,908		16,350		34,248		23,780		Average Salary
12.76		11.50		14.80				12.85		8.43		13.45		11.05		Average Grade
5	1.1			1	.2	1	.2	9	2.0	3	.7	424	93.0	15	3.3	SERIES 01306
24,880				23,300		23,300		25,122		19,500		27,863		22,433		Average Salary
12.00				12.00		12.00		12.44		11.33		12.61		11.13		Average Grade
36	.7			3	.1			83	1.8	7	.1	4,865	95.8	116	2.3	SERIES 01310
24,688				25,566				29,228		21,285		29,916		24,374		Average Salary
11.64				12.33				12.78		11.50		12.73		11.56		Average Grade
6	1.3			3	.6			7	1.5			453	95.2	11	2.3	SERIES 01313
27,883				23,400				30,271		12,71		27,346		17,863		Average Salary
12.17				11.67				12.71				12.19		9.36		Average Grade
21	1.2			3	.2			14	.8	2	.1	1,720	97.5	32	1.8	SERIES 01315
23,276				21,300				25,292		12,300		26,161		18,850		Average Salary
11.29				11.33				11.79		7.00		11.99		9.94		Average Grade
95	1.2	20	.3	6	.1	1	.1	325	4.2	86	1.1	6,843	87.6	1,017	13.0	SERIES 01320
22,817		19,335		22,566		16,600		25,614		21,646		25,966		21,449		Average Salary
10.87		9.80		10.50		9.00		11.73		10.88		11.72		10.45		Average Grade
8	1.4			2	.3			16	2.7			547	93.5	10	1.7	SERIES 01321
22,337				38,050				26,581		28,527		28,527		27,960		Average Salary
11.50				15.00				12.13		12.33		12.33		12.10		Average Grade
2	.4			1	.2			10	1.9			517	96.3	19	3.5	SERIES 01330
32,700				15,100				37,400		13,80		33,123		26,878		Average Salary
13.50				9.00				13.80				13.30		11.83		Average Grade
28	1.4			2	.1			38	1.8	1		1,957	94.6	28	1.3	SERIES 01340
25,532				22,600				26,655		18,900		27,465		21,765		Average Salary
11.89				12.00				12.18		11.00		12.28		11.00		Average Grade
13	.6	1		5	.2			17	.8	1		2,180	98.0	161	7.2	SERIES 01350
20,330		12,300		23,293				28,258		22,600		26,281		20,770		Average Salary
10.38		7.00		11.40				12.71		12.00		11.89		10.35		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
OCEANOGRAPHY	745	40	5.4	40	5.4	6	.8	28	3.8	6	.8
(01360) Average Salary	25,569	19,117		24,417		21,700		23,500		21,700	
Average Grade	11.81	10.03		11.73		10.83		11.54		10.83	
CARTOGRAPHY	2,821	261	9.3	383	13.6	57	2.0	307	10.9	48	1.7
(01370) Average Salary	22,591	19,214		21,920		19,477		21,841		19,581	
Average Grade	10.96	9.83		10.84		9.91		10.81		9.88	
GEODESY	266	17	6.4	24	9.0	4	1.5	20	7.5	4	1.5
(01372) Average Salary	25,214	21,900		25,095		21,650		23,680		21,650	
Average Grade	11.57	11.12		11.75		11.25		11.50		11.25	
LAND SURVEYING	261	1	.4	14	5.4			2	.8		
(01373) Average Salary	19,910	19,500		17,700				21,000			
Average Grade	10.26	11.00		9.36				11.00			
FOREST PRODUCTS TECHNOLOGY	119	2	1.7	2	1.7			1	.8		
(01380) Average Salary	29,157	22,900		28,150				27,700			
Average Grade	12.74	11.50		12.50				12.00			
FOOD TECHNOLOGY	169	28	16.6	16	9.5	3	1.8	7	4.1	1	.6
(01382) Average Salary	26,450	21,242		23,725		12,933		23,471		16,100	
Average Grade	11.96	10.64		11.13		7.00		11.29		9.00	
TEXTILE TECHNOLOGY	95	13	13.7	2	2.1			2	2.1		
(01384) Average Salary	23,942	20,615		21,600				21,600			
Average Grade	11.41	10.46		11.00				11.00			
PHOTOGRAPHIC TECHNOLOGY	84	2	2.4	3	3.6			2	2.4		
(01386) Average Salary	26,925	35,100		27,600				29,550			
Average Grade	12.24	14.00		12.00				12.50			
LIBRARIAN	2,240	1,666	74.4	243	10.8	198	8.8	170	7.6	141	6.3
(01410) Average Salary	20,537	20,055		20,062		19,815		20,528		20,214	
Average Grade	10.35	10.21		10.26		10.20		10.40		10.30	
ARCHIVIST	345	78	22.6	17	4.9	7	2.0	16	4.6	7	2.0
(01420) Average Salary	22,625	20,244		24,100		17,042		23,762		17,042	
Average Grade	11.15	10.41		11.18		9.00		11.06		9.00	
ACTUARY	111	18	16.2	6	5.4	1	.9	4	3.6		
(01510) Average Salary	27,129	22,527		32,433		17,100		32,500			
Average Grade	12.32	10.83		13.50		11.00		13.50			
OPERATIONS RESEARCH	2,918	211	7.2	206	7.1	27	.9	108	3.7	20	.7
(01515) Average Salary	30,383	23,577		28,995		22,718		29,471		22,915	
Average Grade	12.93	11.46		12.57		11.22		12.71		11.15	
MATHEMATICS	4,078	771	18.9	443	10.9	119	2.9	302	7.4	103	2.5
(01520) Average Salary	25,602	22,499		24,730		22,389		25,162		23,095	
Average Grade	11.76	10.94		11.57		10.91		11.68		11.13	
MATHEMATICAL STATISTICIAN	1,010	190	18.8	105	10.4	31	3.1	62	6.1	23	2.3
(01529) Average Salary	25,515	21,296		25,058		23,303		25,453		23,686	
Average Grade	11.86	10.71		11.85		11.32		11.92		11.52	
STATISTICIAN	2,445	562	23.0	314	12.8	147	6.0	241	9.9	125	5.1
(01530) Average Salary	25,505	21,817		22,360		21,416		22,352		21,910	
Average Grade	11.67	10.76		10.86		10.68		10.83		10.84	
CRYPTOGRAPHY	24	1	4.2	2	8.3			1	4.2		
(01540) Average Salary	21,566	23,100		18,850				17,600			
Average Grade	10.96	11.00		10.00				9.00			
COMPUTER SCIENCE	9	4	44.4	1	11.1	1	11.1				
(01550) Average Salary	30,477	17,925		15,100		15,100					
Average Grade	12.50	10.00		9.00		9.00					
GENERAL EDUCATION AND TRAINING	678	195	28.8	113	16.7	35	5.2	44	6.5	18	2.7
(01701) Average Salary	26,942	22,344		24,591		23,954		27,915		25,900	
Average Grade	12.10	11.27		11.70		11.89		12.43		12.39	
EDUCATION AND VOCATIONAL TRAINING	14,166	7,074	49.9	2,111	14.9	1,175	8.3	674	4.8	419	3.0
(01710) Average Salary	17,492	14,561		17,094		15,570		16,705		15,120	
Average Grade	10.13	9.08		9.34		8.73		9.86		9.43	
EDUCATION RESEARCH AND PROGRAM	1,049	312	29.7	259	24.7	99	9.4	192	18.3	81	7.7
(01720) Average Salary	32,484	26,445		29,055		24,520		29,064		24,337	
Average Grade	13.22	12.13		12.68		11.95		12.66		11.86	
PUBLIC HEALTH EDUCATOR	57	24	42.1	11	19.3	5	8.8	5	8.8	4	7.0
(01725) Average Salary	24,092	23,604		22,918		23,820		21,360		22,625	
Average Grade	11.51	11.42		11.00		10.80		10.00		10.25	
ADMINISTRATIVE SERIES	402,401	86,142	21.4	47,598	11.3	17,279	4.3	31,337	7.8	12,739	3.2
Average Salary	22,899	18,601		20,575		18,139		20,761		18,814	
Average Grade	11.14	9.77		10.38		9.50		10.59		9.94	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
3	.4			1	.1			8	1.1			705	94.6	34	4.6	SERIES 01360
24,600				22,500				27,800				25,634		18,661		Average Salary
12.00				11.00				12.38				11.81		9.88		Average Grade
38	1.3	2	.1	1				37	1.3	7	.2	2,438	86.4	204	7.2	SERIES 01370
23,126		20,400		21,900				21,343		18,500		22,696		19,141		Average Salary
11.18		11.00		11.00				10.68		9.86		10.98		9.81		Average Grade
4	1.5											242	91.0	13	4.9	SERIES 01372
32,175												25,226		21,976		Average Salary
13.00												11.55		11.08		Average Grade
8	3.1			4	1.5							247	94.6	1	4	SERIES 01373
17,412				16,625								20,035		19,500		Average Salary
9.25				8.75								10.31		11.00		Average Grade
								1	.8			117	98.3	2	1.7	SERIES 01380
								28,600				29,174		22,900		Average Salary
								13.00				12.74		11.50		Average Grade
1	.6	1	.6					8	4.7	1	.6	153	90.5	25	14.8	SERIES 01382
10,000		10,000						25,662		12,700		26,735		22,240		Average Salary
5.00		5.00						11.75		7.00		12.05		11.08		Average Grade
												93	97.9	13	13.7	SERIES 01384
												23,992		20,615		Average Salary
												11.42		10.46		Average Grade
1	1.2											81	96.4	2	2.4	SERIES 01386
23,700												26,900		35,100		Average Salary
11.00												12.25		14.00		Average Grade
18	.8	10	.4	8	.4	6	.3	47	2.1	41	1.8	1,997	89.2	1,468	65.5	SERIES 01410
18,205		18,520		16,987		16,950		19,612		19,178		20,595		20,087		Average Salary
9.50		9.70		8.75		8.67		10.34		10.20		10.36		10.21		Average Grade
1	.3											328	95.1	71	20.6	SERIES 01420
29,500												22,548		20,560		Average Salary
13.00												11.15		10.55		Average Grade
1	.9							1	.9	1	.9	105	94.6	17	15.3	SERIES 01510
47,500								17,100		17,100		26,826		22,847		Average Salary
16.00								11.00		11.00		12.25		10.82		Average Grade
47	1.6	4	.1	4	.1			47	1.6	3	.1	2,712	92.9	184	6.3	SERIES 01515
29,508		23,075		25,775				27,663		20,933		30,488		23,703		Average Salary
12.78		11.50		11.25				12.15		11.33		12.95		11.50		Average Grade
64	1.6	5	.1	9	.1			74	1.8	11	.3	3,635	89.1	652	16.0	SERIES 01520
24,081		14,740		24,066				23,552		19,263		25,708		22,519		Average Salary
11.27		8.20		12.00				11.34		10.09		11.78		10.95		Average Grade
11	1.1	3	.3					32	3.2	5	.5	905	89.6	159	15.7	SERIES 01529
20,254		20,066						25,943		23,460		25,568		20,905		Average Salary
10.73		10.33						12.09		12.20		11.86		10.55		Average Grade
29	1.2	6	.2	4	.2	2	.1	40	1.6	14	.6	2,131	87.2	415	17.0	SERIES 01530
21,593		17,566		22,575		16,950		22,940		19,292		25,968		21,959		Average Salary
10.76		9.33		11.50		10.00		11.03		9.93		11.79		10.79		Average Grade
1	4.2											22	91.7	1	4.2	SERIES 01540
20,100												21,813		23,100		Average Salary
11.00												11.05		11.00		Average Grade
								1	11.1	1	11.1	8	88.9	3	33.3	SERIES 01550
								15,100		15,100		32,400		18,866		Average Salary
								9.00		9.00		13.00		10.33		Average Grade
10	1.5	2	.3	54	8.0	13	1.9	5	.7	2	.3	565	83.3	160	23.6	SERIES 01701
23,440		26,950		21,453		21,638		21,520		18,500		27,412		22,723		Average Salary
12.50		12.00		11.04		11.46		11.00		10.00		12.18		11.13		Average Grade
165	1.2	78	.6	1,148	8.1	610	4.3	124	.9	88	.5	12,055	85.1	5,899	41.6	SERIES 01710
17,903		17,591		17,251		15,708		16,670		14,792		17,562		14,360		Average Salary
9.51		9.20		9.12		8.46		10.34		10.67		10.39		9.28		Average Grade
50	4.8	12	1.1	10	1.0	5	.5	7	.7	1	.1	790	75.3	213	20.3	SERIES 01720
30,080		25,516		26,030		25,180		25,828		24,100		33,607		27,339		Average Salary
12.91		12.33		12.50		12.40		11.86		12.00		13.40		12.22		Average Grade
				6	10.5	1	1.8					46	80.7	19	33.3	SERIES 01725
				24,216		28,600						24,373		23,547		Average Salary
				11.83		13.00						11.64		11.58		Average Grade
9,040	2.2	1,958	.5	3,979	1.0	1,687	.4	3,242	.8	915	.2	354,803	66.2	68,863	17.1	ADMINISTRATIVE
20,820		17,315		18,039		13,692		21,768		18,604		23,211		18,717		Average Salary
10.42		9.31		8.52		6.31		10.71		9.67		11.24		9.85		Average Grade

TABLE 3-000

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
CORRECTIONAL INSTITUTION ADMINISTRATION	448	21	4.7	39	8.7	6	1.3	30	6.7	6	1.3
(00006) Average Salary	27,615	24,938		25,100		23,316		25,573		23,316	
Average Grade	12.77	12.33		12.38		12.00		12.47		12.00	
INSTITUTIONAL MANAGEMENT	1			1	100.0						
(00009) Average Salary	10,000			10,000							
Average Grade	5.00			5.00							
BOND SALES PROMOTION	208	15	7.2	10	4.8			7	3.4		
(00011) Average Salary	24,402	21,920		19,890				21,485			
Average Grade	11.75	11.33		10.50				11.00			
SAFETY MANAGEMENT	2,933	200	6.8	267	9.1	31	1.1	174	5.9	27	.9
(00018) Average Salary	21,276	16,447		20,316		16,864		19,819		17,277	
Average Grade	10.90	8.86		10.61		9.27		10.43		9.67	
OUTDOOR RECREATION PLANNING	450	38	8.4	13	2.9	3	.7	5	1.1		
(00023) Average Salary	22,148	15,352		19,323		13,733		23,120			
Average Grade	10.85	8.42		10.15		7.67		11.60			
PARK MANAGEMENT	1,479	94	6.4	79	5.3	11	.7	38	2.6	9	.6
(00025) Average Salary	21,604	16,868		19,491		15,763		19,876		15,877	
Average Grade	10.60	9.07		9.85		8.55		10.13		8.67	
CROP INSURANCE ADMINISTRATION	208	1	.5	4	1.9			2	1.0		
(00027) Average Salary	29,238	14,000		20,450				17,550			
Average Grade	11.45	7.00		10.75				9.50			
ENVIRONMENTAL PROTECTION SPECIALIST	565	160	28.3	31	5.5	7	1.2	21	3.7	5	.9
(00028) Average Salary	21,464	17,443		20,683		13,757		21,785		13,440	
Average Grade	10.80	9.41		10.23		7.57		10.62		7.40	
SPORTS SPECIALIST	212	11	5.2	30	14.2	2	.9	22	10.4	1	.5
(00030) Average Salary	15,606	12,490		14,306		13,800		13,877		11,000	
Average Grade	8.01	6.18		7.17		6.00		7.00		5.00	
FUNERAL DIRECTING	37	5	13.5	6	16.2	2	5.4	5	13.5	2	5.4
(00050) Average Salary	23,202	17,580		20,633		17,500		21,540		17,500	
Average Grade	11.16	10.20		10.67		10.00		11.00		10.00	
SECURITY ADMINISTRATION	2,958	721	24.4	278	9.4	122	4.1	196	6.6	100	3.4
(00080) Average Salary	21,472	17,035		18,280		16,056		17,934		16,197	
Average Grade	10.47	8.84		9.37		8.52		9.26		8.61	
SOCIAL INSURANCE ADMINISTRATION	21,198	10,094	47.6	3,415	16.1	2,245	10.6	2,147	10.1	1,584	7.5
(00105) Average Salary	19,173	17,697		16,611		17,847		19,038		18,202	
Average Grade	9.98	9.64		10.04		9.85		10.19		9.89	
UNEMPLOYMENT INSURANCE	138	32	23.2	29	21.0	14	10.1	23	16.7	13	9.4
(00106) Average Salary	28,202	20,221		23,610		19,192		23,165		19,261	
Average Grade	12.55	10.59		11.69		10.57		11.57		10.54	
FOOD ASSISTANCE PROGRAM SPECIALIST	1,026	327	31.9	162	15.8	73	7.1	119	11.6	60	5.8
(00120) Average Salary	19,844	17,655		18,974		17,615		19,347		18,281	
Average Grade	10.10	9.46		9.88		9.45		10.10		9.75	
INTELLIGENCE	2,704	322	11.9	174	6.4	39	1.4	80	3.0	29	1.1
(00132) Average Salary	25,639	21,353		23,015		19,430		21,555		19,072	
Average Grade	11.93	10.56		11.22		9.77		10.80		9.59	
INTERNATIONAL COOPERATION	359	55	15.3	34	9.5	11	3.1	29	6.1	10	2.8
(00135) Average Salary	34,041	26,836		28,550		23,927		27,679		22,490	
Average Grade	13.60	12.42		12.71		12.00		12.55		11.80	
MANPOWER DEVELOPMENT	1,283	299	23.3	370	28.8	100	7.8	267	20.8	77	6.0
(00142) Average Salary	27,798	22,512		26,011		21,603		25,908		21,820	
Average Grade	12.39	11.15		12.06		11.02		12.03		11.04	
EQUAL OPPORTUNITY	4,863	1,845	37.9	3,083	63.4	1,086	22.3	2,349	48.3	879	18.1
(00160) Average Salary	23,469	20,522		23,430		20,252		23,648		20,469	
Average Grade	11.41	10.60		11.43		10.51		11.48		10.56	
SOCIAL SERVICES	659	376	57.1	233	35.4	141	21.4	101	15.3	65	9.9
(00187) Average Salary	14,642	14,147		14,631		14,550		14,532		14,367	
Average Grade	7.68	7.49		7.74		7.70		7.59		7.54	
RECREATION SPECIALIST	1,921	591	30.8	268	14.0	86	4.5	204	10.6	70	3.6
(00188) Average Salary	16,844	15,831		16,034		15,597		16,170		15,730	
Average Grade	8.69	8.16		8.31		7.91		8.37		8.01	
PERSONNEL MANAGEMENT	9,464	3,387	35.8	1,415	15.0	720	7.6	1,042	11.0	590	6.2
(00201) Average Salary	23,842	20,157		21,478		19,483		21,140		19,580	
Average Grade	11.50	10.53		11.04		10.52		10.95		10.59	
PERSONNEL CLERICAL AND ASSISTANCE (A)	33	15	45.5	12	36.4	10	30.3	12	36.4	10	30.3
(00203) Average Salary	19,584	19,406		18,800		18,720		18,800		18,720	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
9	2.0											409	91.3	15	3.3	SERIES 00006
23,522												27,855		25,586		Average Salary
12.11												12.81		12.47		Average Grade
1	100.0															SERIES 00009
10,000																Average Salary
5.00																Average Grade
3	1.4											198	95.2	15	7.2	SERIES 00011
16,166												24,630		21,920		Average Salary
8.33												11.82		11.33		Average Grade
58	2.0	4	.1	23	.8			12	.4			2,666	90.9	169	5.8	SERIES 00018
21,179		14,075		20,673				22,675				21,372		16,370		Average Salary
10.79		7.67		10.50				12.13				10.93		8.82		Average Grade
2	.4	1	.2	2	.4			4	.9	2	.4	437	97.1	35	7.8	SERIES 00023
12,800		10,000		19,800				17,600		15,600		22,232		15,491		Average Salary
7.00		5.00		11.00				9.50		9.00		10.87		8.49		Average Grade
26	1.8			13	.9	1	.1	2	.1	1	.1	1,400	94.7	83	5.6	SERIES 00025
17,603				21,530		19,500		23,450		11,000		21,724		17,014		Average Salary
9.23				10.31		11.00		9.50		5.00		10.64		9.14		Average Grade
1	.5			1	.5							204	98.1	1	.5	SERIES 00027
18,900				27,800								23,293		14,000		Average Salary
11.00				13.00								11.47		7.00		Average Grade
4	.7	1	.2	1	.2			5	.9	1	.2	534	94.5	153	27.1	SERIES 00028
15,325		14,000		24,100				19,660		15,100		21,509		17,611		Average Salary
8.25		7.00		12.00				9.80		9.00		10.83		9.49		Average Grade
4	1.9			1	.5	1	.5	3	1.4			182	85.8	9	4.2	SERIES 00030
18,200				16,600		16,600		11,500				15,820		12,200		Average Salary
9.25				7.00		7.00		5.67				8.15		6.22		Average Grade
1	2.7											31	83.8	3	8.1	SERIES 00050
16,100												23,700		17,633		Average Salary
9.00												11.26		10.33		Average Grade
48	1.6	17	.6	6	.2	1		28	.9	4	.1	2,680	90.6	599	20.3	SERIES 00080
18,241		15,294		17,583		19,500		20,917		14,925		21,803		17,235		Average Salary
9.32		8.12		9.50		11.00		10.11		7.25		10.59		8.90		Average Grade
981	4.6	493	2.3	75	.4	41	.2	212	1.0	127	.6	17,783	83.9	7,849	37.0	SERIES 00105
17,715		16,910		19,150		17,400		18,253		17,205		19,281		17,654		Average Salary
9.75		9.52		10.24		9.78		9.71		9.41		9.97		9.58		Average Grade
3	2.2			1	.7			2	1.4	1	.7	109	79.0	18	13.0	SERIES 00106
27,900				30,400				18,900		18,300		29,423		21,022		Average Salary
12.67				13.00				11.00		11.00		12.79		10.61		Average Grade
33	3.2	11	1.1	5	.5			5	.5	2	.2	864	84.2	254	24.8	SERIES 00120
18,442		14,690		18,480				14,120		13,700		20,007		17,667		Average Salary
9.45		8.09		9.40				7.80		8.00		10.14		9.47		Average Grade
22	.8	3	.1	2	.1	1		70	2.6	6	.2	2,530	93.6	283	10.5	SERIES 00132
23,040		19,900		19,400		11,000		24,780		22,333		25,819		21,618		Average Salary
11.36		10.33		9.00		5.00		11.71		11.17		11.98		10.66		Average Grade
5	1.4	1	.3									325	90.5	44	12.3	SERIES 00136
33,600		38,300										34,616		27,563		Average Salary
13.60		14.00										13.70		12.52		Average Grade
67	5.2	11	.9	24	1.9	5	.4	12	.9	7	.5	913	71.2	199	15.5	SERIES 00142
26,856		19,845		26,158		23,800		23,308		20,400		28,522		22,969		Average Salary
12.24		10.55		12.13		12.00		11.58		10.86		12.53		11.22		Average Grade
611	12.6	159	3.3	57	1.2	21	.4	66	1.4	27	.6	1,780	36.6	759	15.6	SERIES 00160
22,684		19,004		23,589		20,380		22,434		20,444		23,538		20,908		Average Salary
11.25		10.15		11.60		10.81		11.33		10.72		11.38		10.73		Average Grade
8	1.2	3	.5	118	17.8	70	10.6	6	.9	3	.5	426	64.6	235	35.7	SERIES 00187
13,887		12,433		14,761		14,821		14,716		14,300		14,649		13,906		Average Salary
7.50		7.00		7.87		7.87		8.00		8.00		7.65		7.36		Average Grade
21	1.1	4	.2	33	1.7	7	.4	10	.5	5	.3	1,653	86.0	505	26.3	SERIES 00188
17,019		15,850		14,806		13,728		15,260		16,160		16,976		15,871		Average Salary
9.05		8.00		7.61		6.71		7.80		8.00		8.75		8.20		Average Grade
227	2.4	70	.7	56	.6	22	.2	90	1.0	38	.4	8,049	85.0	2,667	28.2	SERIES 00201
21,527		18,302		23,719		20,304		23,864		19,676		24,257		20,339		Average Salary
11.01		9.93		11.66		10.73		11.58		10.37		11.58		10.53		Average Grade
													63.6	5	15.2	SERIES 00203
													20,033	20,780		Average Salary

TABLE 3-000

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
MILITARY PERSONNEL MANAGEMENT (00205) Average Salary Average Grade	998 21,469 10.71	237 17,875 9.23	23.7	126 18,612 9.63	12.6	73 17,345 9.04	7.3	105 18,316 9.50	10.5	70 17,470 9.10	7.0
PERSONNEL STAFFING (00212) Average Salary Average Grade	3,501 21,198 10.79	2,026 19,653 10.38	57.9	706 19,833 10.48	20.2	473 19,173 10.30	13.5	506 20,128 10.60	14.5	351 19,356 10.41	10.0
POSITION-CLASSIFICATION (00221) Average Salary Average Grade	2,481 22,513 11.22	894 20,317 10.59	36.0	358 20,011 10.64	14.4	198 18,873 10.21	8.0	262 20,208 10.75	10.6	162 19,263 10.39	6.5
OCCUPATIONAL ANALYSIS (00222) Average Salary Average Grade	16 20,906 9.00	8 13,787 5.75	50.0	4 12,825 5.50	25.0	4 12,825 5.50	25.0	4 12,825 5.50	25.0	4 12,825 5.50	25.0
SALARY AND WAGE ADMINISTRATION (00223) Average Salary Average Grade	134 21,863 10.22	49 17,561 9.27	36.6	24 18,841 9.83	17.9	15 16,920 9.13	11.2	19 18,336 9.67	14.2	14 17,050 9.14	10.4
EMPLOYEE RELATIONS (00230) Average Salary Average Grade	2,141 23,107 11.40	830 20,220 10.59	29.4	370 21,626 10.98	17.3	138 19,643 10.39	6.4	281 21,520 11.01	13.1	119 19,804 10.53	5.6
LABOR RELATIONS (00233) Average Salary Average Grade	436 25,392 12.11	77 21,737 11.23	17.7	35 24,074 11.94	8.0	12 20,466 10.92	2.8	28 24,110 11.89	6.4	11 20,272 10.82	2.5
EMPLOYEE DEVELOPMENT (00235) Average Salary Average Grade	2,605 23,540 11.57	820 20,062 10.55	31.5	545 21,286 11.00	20.9	259 19,761 10.45	9.9	444 21,377 11.05	17.0	226 20,013 10.55	8.7
MEDIATION (00241) Average Salary Average Grade	360 32,669 13.70	15 25,900 12.93	4.2	29 29,075 13.24	8.1	3 21,166 12.00	.8	21 30,466 13.43	5.8	2 23,200 12.50	.6
APPRENTICESHIP AND TRAINING (00243) Average Salary Average Grade	280 25,542 11.84	20 17,850 9.25	7.1	32 24,078 11.41	11.4	7 19,428 9.29	2.5	27 23,885 11.37	9.6	6 20,066 9.33	2.1
LABOR MANAGEMENT RELATIONS EXAMINING (00244) Average Salary Average Grade	437 24,413 11.61	89 21,501 10.90	20.4	46 20,376 10.24	10.5	14 20,985 10.79	3.2	31 19,919 9.81	7.1	10 21,250 10.60	2.3
CONTRACTOR INDUSTRIAL RELATIONS (00246) Average Salary Average Grade	138 28,259 12.30	11 18,354 9.45	8.0	14 24,128 11.79	10.1	3 21,666 10.67	2.2	8 23,475 11.50	5.8	3 21,666 10.67	2.2
WAGE AND HOUR COMPLIANCE (00249) Average Salary Average Grade	1,143 23,761 11.23	189 17,955 9.62	16.5	127 21,882 10.93	11.1	28 19,017 10.18	2.4	77 22,196 11.08	6.7	21 19,542 10.48	1.8
GENERAL CLERICAL AND ADMINISTRATIVE (A) (00301) Average Salary Average Grade	25,228 28,447 12.70	4,692 23,997 11.92	18.6	3,084 26,290 12.35	12.2	1,038 23,252 11.79	4.1	2,143 26,001 12.30	8.5	864 23,154 11.78	3.4
DIGITAL COMPUTER SYSTEMS ADMINISTRATION (00330) Average Salary Average Grade	1,592 30,228 12.76	184 21,679 10.44	11.6	153 26,372 11.84	9.6	43 20,323 10.12	2.7	122 25,709 11.69	7.7	41 20,163 10.15	2.6
COMPUTER SPECIALIST (00334) Average Salary Average Grade	25,564 23,653 11.43	4,986 20,881 10.60	19.5	2,851 21,991 10.99	11.2	869 20,156 10.40	3.4	2,109 21,992 10.98	8.2	749 20,124 10.37	2.9
COMPUTER AID AND TECHNICIAN (A) (00335) Average Salary Average Grade	7 22,014 14.46	4 22,700 13.34	57.1	1 18,600 14.16	14.3	1 18,600 12.78	14.3	1 18,600 14.23	14.3	1 18,600 12.52	14.3
PROGRAM MANAGEMENT (00340) Average Salary Average Grade	3,412 38,186 14.46	188 31,881 13.34	5.5	344 35,667 14.16	10.1	32 29,015 12.78	.9	174 36,428 14.23	5.1	25 28,224 12.52	.7
ADMINISTRATIVE OFFICER (00341) Average Salary Average Grade	9,306 21,940 10.56	3,810 17,986 9.18	40.9	929 20,119 10.00	10.0	505 17,644 9.15	5.4	596 20,101 9.97	6.4	355 17,886 9.25	3.8
OFFICE SERVICES MANAGEMENT & SUPERVISION (00342) Average Salary Average Grade	2,263 19,343 9.36	745 15,864 7.80	32.9	337 18,731 9.19	14.9	86 15,982 7.87	3.8	253 18,775 9.20	11.2	59 16,345 8.04	2.6
MANAGEMENT ANALYSIS (00343) Average Salary Average Grade	10,625 23,418 11.31	2,737 19,803 10.26	25.8	1,059 20,940 10.65	10.0	465 18,950 10.04	4.4	804 20,635 10.57	7.6	401 19,037 10.12	3.8
PROGRAM ANALYSIS (00345) Average Salary Average Grade	10,017 26,463 11.97	2,712 21,245 10.68	27.1	561 23,998 11.51	9.6	456 20,915 10.70	4.6	707 23,713 11.46	7.1	384 21,026 10.75	3.8

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
16	1.6	3	.3	2	.2			3	.3			872	87.4	164	16.4	SERIES 00205
19,593		14,433		21,400				21,900				21,881		18,111		Average Salary
10.19		7.67		10.00				10.67				10.86		9.32		Average Grade
111	3.2	65	1.9	33	.9	23	.7	56	1.6	34	1.0	2,795	79.8	1,553	44.4	SERIES 00212
18,798		18,096		19,160		19,056		19,816		19,426		21,543		19,799		Average Salary
10.20		9.95		10.00		9.91		10.21		10.16		10.86		10.40		Average Grade
42	1.7	13	.5	37	1.5	13	.5	17	.7	10	.4	2,123	85.6	696	28.1	SERIES 00221
19,142		17,469		19,440		16,338		20,370		17,350		22,935		20,728		Average Salary
10.36		9.85		10.32		9.00		10.38		9.33		11.32		10.70		Average Grade
												12	75.0	4	25.0	SERIES 00222
												23,600		14,750		Average Salary
												10.27		6.00		Average Grade
2	1.5							3	2.2	1	.7	110	82.1	34	25.4	SERIES 00223
30,650								14,166		15,100		22,522		17,844		Average Salary
13.50								8.33		9.00		10.30		9.32		Average Grade
53	2.5	7	.3	15	.7	5	.2	21	1.0	7	.3	1,771	82.7	492	23.0	SERIES 00230
21,643		18,842		22,426		21,780		22,323		16,185		23,417		20,382		Average Salary
11.19		10.33		11.00		11.40		10.37		7.86		11.48		10.64		Average Grade
4	.9			2	.5	1	.2	1	.2			401	92.0	65	14.9	SERIES 00233
22,600				23,350		22,600		30,400				25,507		21,972		Average Salary
12.00				12.00		12.00		13.00				12.12		11.29		Average Grade
47	1.8	10	.4	34	1.3	13	.5	20	.8	10	.4	2,060	79.1	561	21.5	SERIES 00235
20,697		17,610		20,758		18,384		21,575		18,020		24,136		20,201		Average Salary
10.69		9.44		10.76		10.98		11.12		10.00		11.71		10.60		Average Grade
5	1.4			2	.6	1	.3	1	.3			331	91.9	12	3.3	SERIES 00241
25,700				26,500		17,100		21,900				32,984		27,083		Average Salary
13.00				12.50		11.00		12.00				13.74		13.17		Average Grade
4	1.4	1	.4	1	.4							248	88.6	13	4.6	SERIES 00243
22,950		15,600		33,800								25,731		17,000		Average Salary
11.00		9.00		14.00								11.89		9.23		Average Grade
12	2.7	4	.9					3	.7			391	89.5	75	17.2	SERIES 00244
21,358		20,325						21,166				24,888		21,597		Average Salary
11.00		11.25						11.67				11.77		10.92		Average Grade
4	2.9			1	.7			1	.7			124	89.9	8	5.8	SERIES 00246
27,900				18,300				20,100				28,725		17,112		Average Salary
12.75				11.00				11.00				12.36		9.00		Average Grade
40	3.5	7	.6	4	.3			6	.5			1,016	88.9	161	14.1	SERIES 00249
20,907		17,442		26,100				21,550				23,996		17,772		Average Salary
10.53		9.29		12.25				10.83				11.27		9.52		Average Grade
461	1.8	82	.3	314	1.2	49	.2	166	.7	43	.2	22,144	87.8	3,654	14.5	SERIES 00301
26,507		22,854		27,213		24,710		27,682		24,306		28,748		24,208		Average Salary
12.38		11.65		12.52		12.00		12.61		12.07		12.75		11.96		Average Grade
19	1.2	1	.1	2	.1			10	.6	1	.1	1,439	90.4	141	8.9	SERIES 00330
25,784		10,300		34,900				33,870		36,900		30,638		22,092		Average Salary
11.78		5.00		14.00				13.44		14.00		12.86		10.53		Average Grade
391	1.5	45	.2	58	.2	7		293	1.1	68	.3	22,713	88.8	4,117	16.1	SERIES 00334
21,994		19,800		20,843		17,157		22,208		21,060		23,661		21,033		Average Salary
11.02		10.42		10.79		9.14		11.11		10.78		11.48		10.64		Average Grade
												6	85.7	3	42.9	SERIES 00335
												22,583		24,066		Average Salary
47	1.4	3	.1	102	3.0	3	.1	21	.6	1		3,068	89.9	156	4.6	SERIES 00340
38,034		35,200		33,024		28,500		36,900		31,800		38,469		32,469		Average Salary
14.58		14.33		13.82		13.00		14.38		14.00		14.50		13.46		Average Grade
132	1.4	55	.6	128	1.4	56	.6	73	.8	39	.4	8,377	90.0	3,305	35.5	SERIES 00341
19,690		16,216		19,896		16,957		21,432		18,441		22,142		18,039		Average Salary
9.77		8.66		10.12		9.05		10.36		9.05		10.63		9.18		Average Grade
51	2.3	16	.7	10	.4	3	.1	23	1.0	8	.4	1,926	85.1	659	29.1	SERIES 00342
18,588		13,912		15,770		17,000		19,852		17,062		19,450		15,848		Average Salary
9.11		6.75		8.00		8.67		9.68		8.71		9.38		7.79		Average Grade
138	1.3	33	.3	26	.2	7	.1	91	.9	24	.2	9,566	90.0	2,272	21.4	SERIES 00343
21,490		18,639		21,776		17,728		22,562		18,270		23,692		19,978		Average Salary
10.78		9.48		10.81		9.57		11.17		9.57		11.39		10.30		Average Grade
124	1.2	37	.4	54	.5	13	.1	76	.8	22	.2	9,056	90.4	2,256	22.5	SERIES 00345
24,225		20,308		25,275		19,376		25,368		20,904		26,725		21,911		Average Salary
11.50		10.51		11.80		10.08		11.77		10.59		12.02		10.67		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
LOGISTICS MANAGEMENT	3,154	275	8.7	230	7.3	43	1.4	139	4.4	41	1.3
(00346) Average Salary	26,221	20,452		23,929		21,162		23,724		21,068	
Average Grade	11.98	10.34		11.51		10.70		11.43		10.68	
COMMUNICATIONS MANAGEMENT	2,186	127	5.8	115	5.3	11	.5	75	3.4	9	.4
(00391) Average Salary	23,196	18,550		20,514		18,045		20,540		18,100	
Average Grade	10.02	9.39		10.29		9.40		10.36		9.50	
FISH HATCHERY MANAGEMENT	33										
(00488) Average Salary	21,675										
Average Grade	10.55										
GENERAL ACCTG											
CLERICAL/ADMINISTRATIVE(A)	1,424	423	29.7	175	12.3	81	5.7	131	9.2	71	5.0
(00501) Average Salary	25,941	22,482		23,469		21,619		23,448		21,464	
Average Grade	12.22	11.60		11.81		11.49		11.82		11.48	
BUDGET AND ACCOUNTING	1,061	284	26.8	111	10.5	44	4.1	67	6.3	29	2.7
(00504) Average Salary	22,342	19,905		20,986		19,181		20,311		19,489	
Average Grade	10.97	10.24		10.69		10.17		10.49		10.30	
FINANCIAL MANAGEMENT	1,362	67	4.9	63	4.6	7	.5	32	2.3	3	.2
(00505) Average Salary	31,508	27,270		29,209		29,457		30,668		34,233	
Average Grade	13.28	12.61		13.07		13.50		13.32		14.00	
BUDGET ADMINISTRATION	8,251	3,629	44.0	941	11.4	523	6.3	607	7.4	380	4.6
(00560) Average Salary	22,491	18,950		20,247		18,418		20,360		18,843	
Average Grade	10.84	9.79		10.28		9.67		10.39		9.89	
FINANCIAL INSTITUTION EXAMINING	5,336	627	11.8	431	8.1	115	2.2	253	4.7	81	1.5
(00570) Average Salary	20,740	14,774		15,308		13,728		14,485		13,449	
Average Grade	10.05	7.51		7.73		6.91		7.36		6.73	
HOSPITAL ADMINISTRATION	578	63	10.9	53	9.2	14	2.4	19	3.3	3	.5
(00670) Average Salary	32,213	21,515		25,667		16,735		28,226		16,433	
Average Grade	13.04	10.74		11.54		9.98		12.00		10.00	
HOSPITAL HOUSEKEEPING MANAGEMENT	373	30	8.0	71	19.0	6	1.6	56	15.0	4	1.1
(00673) Average Salary	19,483	18,125		17,942		18,150		18,146		18,375	
Average Grade	9.45	8.73		8.85		8.67		9.04		8.75	
PUBLIC HEALTH PROGRAM SPECIALIST	1,479	301	20.4	234	15.8	72	4.9	170	11.5	60	4.1
(00685) Average Salary	25,810	22,807		23,581		21,776		22,798		21,413	
Average Grade	11.99	11.30		11.62		11.04		11.49		11.00	
SANITARIAN	39	2	5.1	12	30.8			2	5.1		
(00688) Average Salary	21,015	18,950		20,433				25,250			
Average Grade	10.66	9.00		10.83				12.50			
CONSTRUCTION ANALYST	1,033	20	1.9	80	7.7	5	.5	58	5.6	3	.3
(00828) Average Salary	22,568	17,695		21,128		17,180		20,812		15,433	
Average Grade	11.27	9.65		10.91		9.40		10.76		8.33	
SHIP SURVEYING	49			2	4.1						
(00873) Average Salary	24,004			24,750							
Average Grade	11.53			11.50							
ESTATE TAX EXAMINING	34	1	2.9	2	5.9	1	2.9	2	5.9	1	2.9
(00920) Average Salary	28,541	25,500		28,350		25,500		28,350		25,500	
Average Grade	12.44	12.00		12.50		12.00		12.50		12.00	
HEARING AND APPEALS	598	53	8.9	50	8.4	7	1.2	33	5.5	5	.8
(00930) Average Salary	31,131	23,843		28,790		26,514		28,106		28,220	
Average Grade	13.20	12.11		12.88		12.71		12.76		13.00	
DEPORTATION & EXCLUSION EXAMINING	40	1	2.5	1	2.5						
(00942) Average Salary	40,452	38,600		41,000							
Average Grade	15.03	15.00		15.00							
CLERK OF COURT	21	11	52.4	3	14.3			1	4.8		
(00945) Average Salary	17,695	15,709		16,600				16,600			
Average Grade	9.14	8.18		9.00				9.00			
PARALEGAL SPECIALIST	1,028	522	50.8	181	17.6	137	13.3	144	14.0	117	11.4
(00950) Average Salary	19,649	17,468		18,393		17,494		17,921		17,788	
Average Grade	9.96	9.21		9.74		9.43		9.64		9.59	
LAND LAW EXAMINING	177	119	67.2	30	16.9	24	13.6	2	1.1	2	1.1
(00965) Average Salary	16,746	15,898		17,413		15,741		14,650		14,650	
Average Grade	8.68	8.34		8.60		7.96		8.00		8.00	
PASSPORT AND VISA EXAMINING	464	209	45.0	74	15.9	41	8.8	54	11.6	34	7.3
(00967) Average Salary	19,943	17,693		19,395		17,095		18,353		16,800	
Average Grade	10.24	9.46		9.99		9.17		9.63		9.03	
TAX LAW SPECIALIST	771	119	15.4	46	6.0	17	2.2	40	5.2	16	2.1
(00987) Average Salary	25,645	21,036		22,678		19,600		22,767		19,456	
Average Grade	12.18	10.94		11.48		10.41		11.43		10.31	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
58 24,487 11.76	1.8			10 25,690 12.10	.3			23 22,995 11.09	.7	2 23,100 11.00	.1	2,924 26,402 12.02	92.7	232 20,320 10.27	7.4	SERIES 00346 Average Salary Average Grade
25 20,600 10.16	1.1	2 17,800 9.00	.1	2 21,000 11.50	.1			13 20,007 10.00	.6			2,071 23,344 10.85	94.7	116 18,598 9.39	5.3	SERIES 00391 Average Salary Average Grade
												33 21,675 10.55	100.0			SERIES 00488 Average Salary Average Grade
21 24,947 12.05	1.5	4 23,775 12.00	.3	11 22,300 11.55	.8	3 23,133 11.67	.2	12 22,183 11.42	.8	3 20,900 11.00	.2	1,249 26,287 12.26	87.7	342 22,687 11.62	24.0	SERIES 00501 Average Salary Average Grade
23 21,634 10.78	2.2	6 19,368 10.40	.6	6 20,716 10.83	.6	2 16,850 9.00	.2	15 23,113 11.29	1.4	7 18,414 9.86	.7	950 22,500 11.01	89.5	240 20,038 10.26	22.6	SERIES 00504 Average Salary Average Grade
18 25,822 12.39	1.3			3 28,300 13.50	.2	2 24,000 13.00	.1	10 30,910 13.40	.7	2 27,750 13.00	.1	1,299 31,620 13.29	95.4	60 27,021 12.52	4.4	SERIES 00505 Average Salary Average Grade
143 19,831 9.94	1.7	54 15,918 8.44	.7	52 19,371 9.85	.6	23 17,295 9.30	.3	139 20,508 10.33	1.7	66 18,410 9.51	.8	7,310 22,790 10.91	88.6	3,106 19,039 9.81	37.6	SERIES 00560 Average Salary Average Grade
107 16,115 8.05	2.0	15 14,413 7.53	.3	11 21,281 9.73	.2	1 13,000 6.00		60 16,240 8.35	1.1	18 14,455 7.28	.3	4,905 21,217 10.25	91.9	512 15,009 7.65	9.6	SERIES 00570 Average Salary Average Grade
3 39,033 14.00	.5			29 22,168 11.03	5.0	11 16,818 9.27	1.9	2 32,050 13.50	.3			525 32,874 13.24	90.8	49 22,881 11.33	8.5	SERIES 00670 Average Salary Average Grade
9 17,966 8.56	2.4	1 19,400 10.00	.3	6 16,000 7.50	1.6	1 16,000 7.00	.3					302 19,845 9.59	81.0	24 18,120 8.75	6.4	SERIES 00673 Average Salary Average Grade
41 25,517 11.93	2.8	6 22,933 10.67	.4	10 26,740 11.90	.7	3 24,633 11.33	.2	13 25,284 12.00	.9	3 23,866 13.00	.2	1,245 26,228 12.06	84.2	229 23,131 11.37	15.5	SERIES 00685 Average Salary Average Grade
				10 19,470 10.50	25.6							27 21,274 10.55	69.2	2 18,950 9.00	5.1	SERIES 00688 Average Salary Average Grade
13 21,830 11.46	1.3	1 19,500 11.00	.1	6 23,350 11.33	.6			3 19,766 10.67	.3	1 20,100 11.00	.1	953 22,689 11.30	92.3	15 17,866 9.73	1.5	SERIES 00828 Average Salary Average Grade
1 22,500 11.00	2.0							1 27,000 12.00	2.0			47 23,972 11.53	95.9			SERIES 00873 Average Salary Average Grade
												32 28,553 12.44	94.1			SERIES 00920 Average Salary Average Grade
6 31,866 13.33	1.0	1 21,900 12.00	.2	1 30,400 13.00	.2			10 29,040 13.00	1.7	1 22,800 12.00	.2	548 31,344 13.23	91.6	46 23,436 12.02	7.7	SERIES 00930 Average Salary Average Grade
1 41,000 15.00	2.5											39 40,438 15.03	97.5	1 38,600 15.00	2.5	SERIES 00942 Average Salary Average Grade
2 16,600 9.00	9.5											18 17,877 9.17	85.7	11 15,709 8.18	52.4	SERIES 00945 Average Salary Average Grade
17 18,635 9.47	1.7	10 13,940 7.60	1.0	10 26,260 12.60	1.0	4 22,025 12.00	.4	10 16,910 8.80	1.0	6 14,683 7.83	.6	847 19,017 10.01	82.4	385 17,459 9.12	37.5	SERIES 00950 Average Salary Average Grade
21 18,452 9.05	11.9	15 16,193 8.20	8.5	5 14,840 7.20	2.8	5 14,840 7.20	2.8	2 15,700 8.00	1.1	2 15,700 8.00	1.1	147 16,610 8.70	83.1	95 15,863 8.43	53.7	SERIES 00965 Average Salary Average Grade
12 22,691 10.92	2.6	4 17,775 9.00	.9	1 19,000 11.00	.2	1 19,000 11.00	.2	7 21,842 11.00	1.5	2 18,800 11.00	.4	390 20,047 10.28	84.1	168 17,839 9.54	36.2	SERIES 00967 Average Salary Average Grade
3 21,900 11.67	.4							3 22,266 12.00	.4	1 21,900 12.00	.1	725 25,834 12.22	94.0	102 21,275 11.03	13.2	SERIES 00987 Average Salary Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
GENERAL ARTS AND INFORMATION (A)	429	95	22.1	31	7.2	8	1.9	18	4.2	5	1.2
(01001) Average Salary	26,940	23,721		23,861		21,100		24,655		20,580	
Average Grade	12.32	11.92		11.68		11.25		12.00		11.00	
TRANSLATOR	207	100	48.3	62	30.0	30	14.5	4	1.9	1	.5
(01045) Average Salary	19,172	16,243		18,190		15,140		18,750		16,700	
Average Grade	9.67	8.59		9.24		8.07		11.00			
INTERPRETER	158	68	43.0	47	29.7	23	14.6				
(01047) Average Salary	16,866	14,627		16,136		13,878					
Average Grade	8.65	7.60		8.09		7.04					
FOREIGN LANGUAGE BROADCASTING	94	25	26.6	26	27.7	6	6.4				
(01048) Average Salary	20,089	18,476		21,896		20,916					
Average Grade	11.03	10.56		11.54		11.17					
MUSIC SPECIALIST	53	22	41.5	5	9.4	1	1.9	5	9.4	1	1.9
(01051) Average Salary	17,339	14,450		14,900		13,000		14,900		13,000	
Average Grade	8.65	7.50		8.00		6.00		8.00		6.00	
THEATER SPECIALIST	30	7	23.3	1	3.3						
(01054) Average Salary	15,020	11,614		22,500							
Average Grade	8.13	6.14		11.00							
ART SPECIALIST	176	60	34.1	12	6.8	2	1.1	7	4.0	1	.6
(01055) Average Salary	17,602	16,648		25,433		19,100		26,571		19,600	
Average Grade	8.82	8.53		11.00		9.00		11.29		9.00	
AUDIO-VISUAL PRODUCTION	835	60	7.2	66	7.9	10	1.2	30	3.6	6	.7
(01071) Average Salary	23,628	19,143		20,524		19,160		18,886		17,700	
Average Grade	11.25	9.90		10.29		9.90		9.57		9.17	
PUBLIC INFORMATION	2,683	812	30.3	148	5.5	68	2.5	104	3.9	55	2.0
(01081) Average Salary	25,827	20,669		23,731		19,785		23,372		18,903	
Average Grade	11.67	10.34		11.22		10.10		11.08		9.89	
WRITING AND EDITING	2,098	1,145	54.6	222	10.6	140	6.7	143	6.8	111	5.3
(01082) Average Salary	20,260	18,273		20,261		18,085		18,476		17,865	
Average Grade	10.14	9.47		10.15		9.41		9.54		9.34	
TECHNICAL WRITING AND EDITING	1,706	512	30.0	138	8.1	67	3.9	81	4.7	42	2.5
(01083) Average Salary	21,212	18,801		19,252		18,019		18,879		17,964	
Average Grade	10.47	9.67		9.70		9.15		9.62		9.17	
VISUAL INFORMATION	1,469	313	21.3	194	13.2	40	2.7	149	10.1	37	2.5
(01084) Average Salary	21,805	18,244		21,036		18,072		20,991		18,216	
Average Grade	10.69	9.59		10.45		9.43		10.52		9.54	
FOREIGN INFORMATION	1,164	172	14.8	116	10.0	29	2.5	65	5.6	22	1.9
(01085) Average Salary	32,985	24,439		28,172		21,106		28,049		20,785	
Average Grade	13.45	11.74		12.47		10.86		12.42		10.86	
GENERAL BUSINESS AND INDUSTRY	6,468	1,482	22.9	989	15.0	358	5.5	614	9.5	279	4.3
(01101) Average Salary	23,229	17,218		20,110		16,824		20,077		17,178	
Average Grade	10.78	8.65		9.90		8.70		9.90		8.83	
CONTRACT AND PROCUREMENT	17,622	5,341	30.3	1,978	11.2	1,063	6.0	1,439	8.2	868	4.9
(01102) Average Salary	22,264	18,133		19,309		17,620		18,980		17,751	
Average Grade	10.78	9.48		9.93		9.35		9.81		9.41	
INDUSTRIAL PROPERTY MANAGEMENT	853	136	15.9	74	8.7	26	3.0	34	4.0	17	2.0
(01103) Average Salary	21,137	16,618		19,233		17,388		18,358		18,441	
Average Grade	10.51	8.64		9.88		8.85		9.62		9.47	
PROPERTY DISPOSAL	1,371	259	18.9	225	16.4	44	3.2	141	10.3	31	2.3
(01104) Average Salary	19,747	16,545		17,818		16,390		17,883		15,819	
Average Grade	9.74	8.62		8.93		8.57		8.96		8.23	
PROCUREMENT CLERICAL AND ASSISTANCE (A)	1	1	100.0								
(01106) Average Salary	23,900	23,900									
PUBLIC UTILITIES SPECIALIST	327	62	19.0	12	3.7	4	1.2	7	2.1	3	.9
(01130) Average Salary	23,271	18,951		21,550		15,000		18,742		15,766	
Average Grade	11.62	9.60		10.42		8.50		9.57		9.00	
TRANSPORTATION INDUSTRY ANALYSIS	213	36	16.9	20	9.4	9	4.2	19	8.9	9	4.2
(01135) Average Salary	27,223	21,311		19,120		19,422		19,005		19,422	
Average Grade	12.14	10.64		9.90		9.89		9.84		9.89	
TRADE SPECIALIST	604	109	18.0	48	7.9	20	3.3	35	5.8	18	3.0
(01140) Average Salary	28,368	19,964		23,518		17,340		21,897		17,327	
Average Grade	12.43	10.35		10.77		9.20		10.10		9.17	
COMMISSARY STORE MANAGEMENT	871	46	5.3	89	10.2	2	.2	43	4.9	1	.1
(01144) Average Salary	18,655	15,234		16,870		10,950		16,465		9,000	
Average Grade	9.18	7.15		8.31		4.00		8.09		3.00	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
4	.9	3	.7	1	.2			8	1.9			398	92.8	87	20.3	SERIES 01001
23,050		21,966		19,500				23,025				27,180		23,962		Average Salary
11.75		11.67		11.00				11.00				12.37		11.98		Average Grade
29	14.0	19	9.2	3	1.4	1	.5	26	12.6	9	4.3	145	70.0	70	33.8	SERIES 01045
17,082		14,763		14,766		13,700		19,734		15,922		19,592		16,715		Average Salary
8.57		7.68		8.33		8.00		9.92		8.89		9.85		8.80		Average Grade
18	11.4	12	7.6	3	1.9	2	1.3	26	16.5	9	5.7	111	70.3	45	28.5	SERIES 01047
13,738		12,625		13,300		12,150		18,123		15,933		17,175		15,011		Average Salary
6.78		6.33		6.33		5.00		9.19		8.44		8.89		7.89		Average Grade
2	2.1	1	1.1					24	25.5	5	5.3	68	72.3	19	20.2	SERIES 01048
19,800		14,400						22,070		22,220		19,398		17,705		Average Salary
10.50		9.00						11.63		11.60		10.84		10.37		Average Grade
												48	90.6	21	39.6	SERIES 01051
												17,593		14,519		Average Salary
												8.73		7.57		Average Grade
								1	3.3			29	96.7	7	23.3	SERIES 01054
								22,500				14,762		11,614		Average Salary
								11.00				8.03		6.14		Average Grade
2	1.1			1	.6			2	1.1	1	.6	164	93.2	58	33.0	SERIES 01056
20,000				41,000				19,100		18,600		17,029		16,563		Average Salary
10.00				15.00				9.00		9.00		8.66		8.52		Average Grade
15	1.8	2	.2	7	.8			14	1.7	2	.2	769	92.1	50	6.0	SERIES 01071
20,200		19,750		20,857				24,214		22,950		23,894		19,140		Average Salary
10.27		10.50		10.71				11.64		11.50		11.34		9.90		Average Grade
21	.9	5	.2	6	.2	1		17	.6	7	.3	2,535	94.5	744	27.7	SERIES 01081
24,790		28,620		27,950		15,100		23,135		21,071		25,950		20,750		Average Salary
11.71		12.60		12.67		9.00		11.00		10.14		11.89		10.36		Average Grade
45	2.1	17	.8	2	.1	2	.1	32	1.5	10	.5	1,876	89.4	1,005	47.9	SERIES 01082
22,789		17,358		16,250		16,250		24,946		22,130		20,260		18,300		Average Salary
10.98		8.94		9.00		9.00		11.81		11.10		10.14		9.48		Average Grade
33	1.9	16	.9	6	.4	3	.2	18	1.1	6	.4	1,568	91.9	445	26.1	SERIES 01083
16,248		16,168		20,633		19,966		22,316		22,366		21,385		18,919		Average Salary
9.24		8.25		10.00		9.33		10.78		11.33		10.54		9.75		Average Grade
31	2.1	1	.1	2	.1			12	.8	2	.1	1,275	86.8	273	18.6	SERIES 01084
20,280		14,800		22,100				23,366		17,050		21,923		18,269		Average Salary
9.77		7.00		11.50				11.17		8.50		10.73		8.61		Average Grade
23	2.0	2	.2					28	2.4	5	.4	1,048	90.0	143	12.3	SERIES 01085
29,673		17,300						27,225		24,900		33,518		25,115		Average Salary
12.74		9.00						12.39		11.60		13.56		11.92		Average Grade
208	3.2	39	.6	73	1.1	15	.2	74	1.1	25	.4	5,499	85.0	1,124	17.4	SERIES 01101
19,775		15,379		21,726		16,053		19,733		15,596		23,779		17,343		Average Salary
9.73		8.10		10.59		8.53		9.70		8.40		10.94		8.63		Average Grade
277	1.6	82	.5	132	.7	63	.4	130	.7	50	.3	15,644	88.8	4,278	24.3	SERIES 01102
20,201		16,995		18,870		16,749		21,503		17,628		22,637		18,351		Average Salary
10.21		8.89		9.89		9.16		10.62		9.25		10.89		9.52		Average Grade
18	2.1	1	.1	6	.7	3	.4	16	1.9	5	.6	779	91.3	110	12.9	SERIES 01103
21,227		18,100		18,316		14,133		19,193		15,620		21,318		16,436		Average Salary
10.83		9.00		9.00		6.33		9.69		8.20		10.57		8.59		Average Grade
62	4.5	6	.4	6	.4	1	.1	16	1.2	6	.4	1,146	83.6	215	15.7	SERIES 01104
17,046		17,000		21,850		18,900		18,718		18,316		20,125		16,577		Average Salary
8.42		8.83		10.50		11.00		10.00		9.67		9.90		8.63		Average Grade
												1	100.0	1	100.0	SERIES 01106
												23,900		23,900		Average Salary
1	.3			2	.6			2	.6	1	.3	315	96.3	58	17.7	SERIES 01130
25,500				31,450				19,500		12,700		25,413		19,224		Average Salary
12.00				13.50				9.50		7.00		11.67		9.67		Average Grade
1	.5											193	90.6	27	12.7	SERIES 01135
21,300												28,063		21,940		Average Salary
11.00												12.37		10.89		Average Grade
10	1.7	1	.2					3	.5	1	.2	556	92.1	89	14.7	SERIES 01140
28,670		22,600						25,266		12,300		28,787		20,578		Average Salary
12.70		12.00						11.33		7.00		12.56		10.62		Average Grade
37	4.2							9	1.0	1	.1	782	89.8	44	5.1	SERIES 01144
17,562								15,966		12,900		18,858		15,429		Average Salary
8.73								7.67		5.00		9.28		7.30		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
AGRICULTURAL PROGRAM SPECIALIST (01145) Average Salary Average Grade	469 26,002 12.01	14 17,700 9.29	3.0	18 24,477 11.78	3.8	1 17,100 9.00	.2	12 23,800 11.58	2.6	1 17,100 9.00	.2
AGRICULTURAL MARKETING (01146) Average Salary Average Grade	462 27,334 12.32	41 19,992 10.24	8.9	21 22,542 10.95	4.5	5 18,180 10.00	1.1	14 20,821 10.43	3.0	5 18,180 10.00	1.1
AGRICULTURAL MARKET REPORTING (01147) Average Salary Average Grade	185 22,060 10.85	8 14,500 7.50	4.3	3 17,266 9.00	1.6	1 15,500 7.00	.5	2 18,100 9.00	1.1	1 15,500 7.00	.5
WAGE AND HOUR LAW ADMINISTRATION (01149) Average Salary Average Grade	43 26,674 12.05	12 24,466 11.83	27.9	4 20,050 11.25	9.3	3 18,700 11.00	7.0	4 20,050 11.25	9.3	3 18,700 11.00	7.0
INDUSTRIAL SPECIALIST (01150) Average Salary Average Grade	2,626 24,354 11.46	170 17,122 9.14	6.5	150 20,424 10.46	5.7	38 16,450 8.89	1.4	94 19,574 10.19	3.6	33 16,648 9.00	1.3
FINANCIAL ANALYSIS (01160) Average Salary Average Grade	1,229 25,620 11.95	174 19,693 10.36	14.2	121 23,381 11.28	9.8	34 17,885 9.42	2.8	86 22,494 11.02	7.0	31 17,551 9.27	2.5
INSURANCE EXAMINING (01163) Average Salary Average Grade	58 25,382 11.71	14 16,107 8.86	24.1	8 17,887 9.88	13.8	5 16,000 9.00	8.6	7 17,000 9.57	12.1	5 16,000 9.00	8.6
LOAN SPECIALIST (01165) Average Salary Average Grade	3,648 21,457 10.52	852 16,996 9.06	23.4	472 19,298 10.11	12.9	201 17,253 9.35	5.5	303 19,063 10.06	8.3	159 17,374 9.40	4.4
INTERNAL REVENUE OFFICER (01169) Average Salary Average Grade	6,009 20,608 10.67	804 17,367 9.60	13.4	618 19,459 10.19	10.3	199 17,408 9.56	3.3	469 19,337 10.18	7.8	179 17,525 9.61	3.0
REALTY (01170) Average Salary Average Grade	3,287 22,367 10.90	633 17,095 9.09	19.3	430 19,096 9.88	13.1	177 16,770 8.91	5.4	199 19,149 10.05	6.1	83 16,815 8.99	2.5
APPRAISING AND ASSESSING (01171) Average Salary Average Grade	1,965 22,644 11.17	122 16,089 8.44	6.2	155 19,480 10.12	7.9	24 14,229 7.08	1.2	82 18,620 9.82	4.2	18 14,294 7.11	.9
HOUSING MANAGEMENT (01173) Average Salary Average Grade	1,459 19,133 9.57	516 15,867 8.21	35.4	207 18,678 9.55	14.2	83 16,733 8.87	5.7	136 19,333 9.95	9.3	58 17,291 9.19	4.0
BUILDING MANAGEMENT (01176) Average Salary Average Grade	742 22,660 11.10	69 17,217 9.32	9.3	113 20,481 10.42	15.2	12 17,466 9.92	1.6	94 20,306 10.39	12.7	11 17,681 10.00	1.5
TRADEMARK EXAMINING (01241) Average Salary Average Grade	5 32,280 13.00										
NAVIGATIONAL INFORMATION (01361) Average Salary Average Grade	428 22,084 10.92	43 18,344 9.40	10.0	30 22,123 10.73	7.0	4 17,825 8.25	.9	21 20,942 10.43	4.9	4 17,825 8.25	.9
DOCUMENT ANALYSIS (01397) Average Salary Average Grade	57 22,982 10.74	12 19,416 9.75	21.1	3 21,833 9.00	5.3	1 15,100 9.00	1.8	2 15,600 9.00	3.5	1 15,100 9.00	1.8
TECHNICAL INFORMATION SERVICES (01412) Average Salary Average Grade	1,097 21,628 10.42	527 19,204 9.73	48.0	175 19,854 10.05	16.0	100 18,090 9.47	9.1	147 19,800 10.07	13.4	83 18,290 9.57	7.6
STATISTICAL ASSISTANT (A) (01531) Average Salary Average Grade	97 22,707 11.45	66 22,300 11.32	68.0	33 21,848 11.27	34.0	28 22,117 11.32	28.9	32 21,846 11.28	33.0	27 22,125 11.33	27.8
GENERAL FACILITIES AND EQUIPMENT (01601) Average Salary Average Grade	1,679 23,813 11.40	41 14,919 6.66	2.4	148 19,719 9.53	8.8	5 12,620 5.60	.3	101 18,717 8.32	6.0	4 11,975 5.25	.2
CEMETERY ADMINISTRATION (01630) Average Salary Average Grade	119 18,869 9.11	4 16,600 8.25	3.4	5 18,361 9.40	4.2	1 24,800 12.00	.8	3 18,833 9.67	2.5	1 24,800 12.00	.8
FACILITY MANAGEMENT (01640) Average Salary Average Grade	1,364 24,015 11.26	8 15,900 8.50	.6	67 20,180 10.13	4.9	1 10,300 5.00	.1	27 19,885 10.15	2.0	1 10,300 5.00	.1
PRINTING MANAGEMENT (01654) Average Salary Average Grade	1,302 22,932 10.95	245 17,217 8.85	18.8	224 19,456 9.88	17.2	72 16,281 8.53	5.5	207 19,333 9.86	15.9	69 16,330 8.57	5.3

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5	1.1			1	.2							451	96.2	13	2.8	SERIES 01145
26,040				24,800								20,062		17,746		Average Salary
12.20				12.00								12.02		9.31		Average Grade
3	.6							4	.9			441	95.5	36	7.8	SERIES 01146
24,333								27,225				27,562		20,244		Average Salary
11.33								12.50				12.39		10.27		Average Grade
1	.5											182	98.4	7	3.8	SERIES 01147
15,600												22,139		14,357		Average Salary
9.00												10.88		7.57		Average Grade
												39	90.7	9	20.9	SERIES 01149
												27,353		26,388		Average Salary
												12.13		12.11		Average Grade
38	1.4	5	.2	8	.3			10	.4			2,476	94.3	132	5.0	SERIES 01150
21,447		15,140		22,837				22,600				24,592		17,316		Average Salary
10.74		8.20		11.38				11.20				11.52		9.21		Average Grade
20	1.6	1	.1	5	.4			10	.8	2	.2	1,108	90.2	140	11.4	SERIES 01160
26,060		21,900		20,340				27,180		21,050		25,865		20,132		Average Salary
11.90		12.00		10.80				12.50		10.50		12.03		10.60		Average Grade
								1	1.7			50	86.2	9	15.5	SERIES 01163
								24,100				26,582		16,166		Average Salary
								12.00				12.00		8.78		Average Grade
74	2.0	15	.4	75	2.1	21	.6	20	.5	6	.2	3,176	87.1	651	17.8	SERIES 01165
20,331		17,733		19,536		16,885		18,140		14,150		21,778		16,917		Average Salary
10.61		9.73		10.09		9.24		9.20		7.67		10.58		8.97		Average Grade
109	1.8	18	.3	3				37	.6	2		5,391	89.7	605	10.1	SERIES 01169
19,102		15,733		21,600				21,883		22,000		20,740		17,354		Average Salary
10.03		8.89		10.67				10.81		11.50		10.72		9.62		Average Grade
58	1.8	9	.3	156	4.7	81	2.5	17	.5	4	.1	2,857	86.9	456	13.9	SERIES 01170
19,475		14,944		18,576		16,922		21,970		16,875		22,859		17,221		Average Salary
9.86		7.89		9.59		8.95		10.75		9.00		11.06		9.16		Average Grade
38	1.9	6	.3	21	1.1			14	.7			1,810	92.1	98	5.0	SERIES 01171
19,192		14,033		21,400				22,414				22,915		16,544		Average Salary
9.97		7.00		11.14				10.79				11.26		8.77		Average Grade
38	2.6	8	.5	6	.4	5	.3	27	1.9	12	.8	1,252	85.8	433	29.7	SERIES 01173
17,194		16,262		15,533		14,740		18,170		15,183		19,209		15,701		Average Salary
8.95		9.13		8.50		8.00		8.63		7.50		9.57		8.09		Average Grade
11	1.5	1	.1	6	.8			2	.3			629	84.8	57	7.7	SERIES 01176
20,490		15,100		24,833				15,600				23,051		17,164		Average Salary
10.73		9.00		10.83				9.00				11.22		9.19		Average Grade
												5	100.0			SERIES 01241
												32,280				Average Salary
												13.00				Average Grade
6	1.4							3	.7			398	93.0	39	9.1	SERIES 01361
27,566								19,500				22,081		18,397		Average Salary
12.50								9.33				10.94		9.51		Average Grade
								1	1.8			54	94.7	11	19.3	SERIES 01397
								34,300				23,046		19,809		Average Salary
												10.83		9.82		Average Grade
5	.5	3	.3	1	.1			22	2.0	14	1.3	922	84.0	427	38.9	SERIES 01412
18,240		15,800		18,100				20,563		17,392		21,964		19,455		Average Salary
9.40		8.33		9.00				10.09		9.14		10.49		9.79		Average Grade
1	1.0	1	1.0									64	66.0	38	39.2	SERIES 01531
21,900		21,900										23,150		21,913		Average Salary
11.00		11.00										11.55		11.32		Average Grade
30	1.8			4	.2	1	.1	13	.8			1,531	91.2	36	2.1	SERIES 01601
21,353				19,375		15,200		23,838				24,209		15,238		Average Salary
10.26				10.00		7.00		12.44				11.50		6.81		Average Grade
2	1.7											114	95.8	3	2.5	SERIES 01630
17,650												18,892		13,866		Average Salary
9.00												9.10		7.00		Average Grade
6	.4			25	1.8			9	.7			1,297	95.1	7	.5	SERIES 01640
21,400				20,396				19,655				24,213		16,700		Average Salary
10.67				10.36				9.11				11.32		9.00		Average Grade
11	.8	1	.1					6	.5	2	.2	1,078	82.8	173	13.3	SERIES 01654
20,536		11,300						21,733		17,100		23,554		17,606		Average Salary
9.91		5.00						10.67		9.00		11.17		8.98		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
LAUNDRY & DRY CLEANING PLANT MANAGEMENT	193	6	3.1	24	12.4			18	9.3		
(01658) Average Salary	19,436	15,583		19,104				18,655			
Average Grade	9.46	7.33		9.29				9.33			
FISHERY METHODS AND EQUIPMENT	8			1	12.5			1	12.5		
(01659) Average Salary	18,187			16,100				16,100			
Average Grade	9.75			9.00				9.00			
GENERAL HOUSEKEEPING	368	37	10.1	227	61.7	26	7.1	225	61.1	26	7.1
(01666) Average Salary	10,583	10,554		10,736		10,742		10,736		10,742	
Average Grade	4.92	4.00		5.25		4.00		5.33		4.00	
STEWARD	116	5	4.3	31	26.7	2	1.7	15	12.9	2	1.7
(01667) Average Salary	19,837	18,600		16,983		21,600		17,933		21,600	
Average Grade	9.89	9.80		8.60		11.00		9.14		11.00	
EQUIPMENT SPECIALIST (A)	5,220	15	.3	299	5.7	1		146	2.8	1	
(01670) Average Salary	23,571	22,106		23,046		18,900		22,945		18,900	
Average Grade	11.50	11.20		11.44		11.00		11.45		11.00	
TRAINING INSTRUCTION	7,948	1,669	21.0	2,053	25.8	1,090	13.7	440	5.5	99	1.2
(01712) Average Salary	17,117	12,822		13,138		11,454		17,707		16,753	
Average Grade	8.49	5.67		5.69		4.50		9.32		8.58	
VOCATIONAL REHABILITATION	432	65	15.0	131	30.3	30	6.9	30	6.9	4	.9
(01715) Average Salary	19,840	17,995		19,677		16,990		19,583		17,400	
Average Grade	10.44	9.72		10.34		9.43		10.47		9.50	
GENERAL INVESTIGATING	2,063	226	11.0	192	9.3	44	2.1	130	6.3	36	1.7
(01810) Average Salary	20,970	15,942		19,371		16,111		19,446		16,141	
Average Grade	10.63	8.73		10.08		8.55		9.99		8.58	
CRIMINAL INVESTIGATING	19,552	354	1.8	1,157	5.9	48	.2	529	2.7	37	.2
(01811) Average Salary	25,234	17,041		22,184		16,793		21,969		16,797	
Average Grade	12.00	9.38		11.28		9.25		11.24		9.24	
GAME LAW ENFORCEMENT	292	7	2.4	13	4.5	1	.3	6	2.1	1	.3
(01812) Average Salary	20,905	13,757		17,900		10,300		17,033		10,300	
Average Grade	10.66	7.57		9.62		5.00		9.33		5.00	
WAGE-HOUR LAW ENFORCEMENT	11	2	18.2								
(01813) Average Salary	22,290	17,400									
Average Grade	10.73	9.00									
AIR SAFETY INVESTIGATING	136	1	.7	9	6.6			7	5.1		
(01815) Average Salary	30,621	28,600		27,277				26,671			
Average Grade	13.03	13.00		12.78				12.71			
IMMIGRATION INSPECTION	1,513	281	18.6	255	16.9	88	5.8	86	5.7	51	3.4
(01816) Average Salary	17,679	15,742		16,162		16,168		16,504		16,870	
Average Grade	9.28	8.74		8.83		9.03		9.06		9.29	
COAL MINE INSPECTION	1,082			31	2.9			21	1.9		
(01822) Average Salary	24,142			23,283				23,361			
Average Grade	11.84			11.65				11.76			
AVIATION SAFETY OFFICER	1,940	13	.7	108	5.6			53	2.7		
(01825) Average Salary	31,190	20,353		28,157				26,084			
Average Grade	13.15	10.85		12.71				12.36			
SECURITIES COMPLIANCE EXAMINING	55	4	7.3	3	5.5			2	3.6		
(01831) Average Salary	22,430	19,950		25,866				27,850			
Average Grade	11.73	11.25		12.67				13.00			
AGRICULTURAL COMMODITY WAREHSE EXAMINING	127										
(01850) Average Salary	20,703										
Average Grade	10.10										
ALCOHOL, TOBACCO AND FIREARMS INSPECTION	962	196	20.4	63	6.5	36	3.7	42	4.4	25	2.6
(01854) Average Salary	19,160	15,729		16,723		15,947		16,059		15,392	
Average Grade	9.80	8.18		8.84		8.33		8.52		8.08	
PUBLIC HEALTH QUARANTINE INSPECTION	35			3	8.6			1	2.9		
(01854) Average Salary	22,014			25,300				19,900			
Average Grade	10.54			11.67				10.00			
IMPORT SPECIALIST	1,112	256	23.0	113	10.2	39	3.5	58	5.2	25	2.2
(01889) Average Salary	22,894	20,424		22,344		20,687		21,694		20,356	
Average Grade	11.47	10.91		11.31		10.97		11.16		11.00	
CUSTOMS INSPECTION	3,917	387	9.9	555	14.2	80	2.0	235	6.0	40	1.0
(01890) Average Salary	18,041	15,190		17,473		17,656		17,364		15,440	
Average Grade	9.42	8.44		9.24		8.46		9.21		8.38	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
5 19,861 8.61	2.6							1 23,700 11.00	.5			169 19,483 9.48	87.6	6 15,583 7.33	3.1	SERIES 01658 Average Salary Average Grade
												7 18,485 9.86	87.5			SERIES 01659 Average Salary Average Grade
1 10,600	.3							1 11,000 5.00	.3			141 10,336 4.75	38.3	11 10,109 4.00	3.0	SERIES 01666 Average Salary Average Grade
8 17,062 8.63	6.9			1 22,500 11.00	.9			7 14,071 7.14	6.0			85 20,877 10.35	73.3	3 16,600 9.00	2.6	SERIES 01667 Average Salary Average Grade
108 22,712 11.37	2.1			16 25,668 11.75	.3			29 23,348 11.48	.6			4,921 23,603 11.51	94.3	14 22,335 11.21	.3	SERIES 01670 Average Salary Average Grade
164 16,654 8.57	2.1	41 14,782 7.58	.5	1,327 10,697 4.24	16.7	914 10,494 4.03	11.5	122 18,492 9.11	1.5	36 17,472 8.79	.5	5,895 18,503 9.46	74.2	579 15,397 8.01	7.3	SERIES 01712 Average Salary Average Grade
6 18,700 10.33	1.4			93 19,704 10.27	21.5	26 16,926 9.42	6.0	2 22,750 11.50	.5			301 19,912 10.49	69.7	35 18,857 9.97	8.1	SERIES 01715 Average Salary Average Grade
39 18,702 10.00	1.9	6 15,483 8.60	.3	3 18,866 10.00	.1			20 20,260 10.80	1.0	2 14,450 8.00	.1	1,871 21,134 10.69	90.7	182 15,901 8.77	8.8	SERIES 01810 Average Salary Average Grade
428 22,606 11.41	2.2	8 17,850 9.88		95 21,132 10.73	.5	2 13,350 7.00		105 22,498 11.46	.5	1 15,100 9.00		18,395 25,426 12.05	94.1	306 17,080 9.40	1.6	SERIES 01811 Average Salary Average Grade
3 17,900 10.00	1.0			3 16,933 8.67	1.0			1 26,000 13.00	.3			279 21,045 10.71	95.5	6 14,333 8.00	2.1	SERIES 01812 Average Salary Average Grade
												11 22,290 10.73	100.0	2 17,400 9.00	18.2	SERIES 01813 Average Salary Average Grade
2 29,400 13.00	1.5											127 30,858 13.05	93.4	1 28,600 13.00	.7	SERIES 01815 Average Salary Average Grade
156 15,929 8.68	10.3	33 15,281 8.70	2.2	4 19,200 9.75	.3	1 15,600 9.00	.1	9 15,588 8.78	.6	3 14,166 8.33	.2	1,258 17,986 9.37	83.1	193 15,548 8.60	12.8	SERIES 01816 Average Salary Average Grade
10 23,120 11.40	.9											1,051 24,167 11.84	97.1			SERIES 01822 Average Salary Average Grade
22 29,381 12.95	1.1			20 31,390 13.15	1.0			13 29,561 13.08	.7			1,832 31,369 13.18	94.4	13 20,353 10.85	.7	SERIES 01825 Average Salary Average Grade
								1 21,900 12.00	1.8			52 22,232 11.67	94.5	4 19,950 11.25	7.3	SERIES 01831 Average Salary Average Grade
												127 20,703 10.10	100.0			SERIES 01850 Average Salary Average Grade
11 17,736 9.27	1.1	4 17,200 8.50	.4	1 16,600 9.00	.1	1 16,600 9.00	.1	9 18,600 9.78	.9	6 17,316 9.17	.6	899 19,331 9.87	93.5	160 15,680 8.14	16.6	SERIES 01854 Average Salary Average Grade
2 28,000 12.50	5.7											32 21,706 10.44	91.4			SERIES 01864 Average Salary Average Grade
31 21,987 11.32	2.8	9 21,266 10.89	.8					24 24,375 11.67	2.2	5 21,300 11.00	.4	999 22,956 11.49	89.8	217 20,377 10.89	19.5	SERIES 01889 Average Salary Average Grade
282 17,469 9.22	7.2	34 15,770 8.53	.9	6 16,433 9.00	.2	1 11,600 5.00		32 18,512 9.72	.8	5 17,420 9.40	.1	3,362 18,135 9.45	85.8	307 15,447 8.43	7.8	SERIES 01890 Average Salary Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
CUSTOMS APPRAISING AND EXAMINING (01892) Average Salary Average Grade	1 32,100 13.00										
CUSTOMS MARINE OFFICER (01893) Average Salary Average Grade	145 17,409 9.00	64 15,187 8.06	44.1	18 16,861 8.39	12.4	10 14,710 7.40	6.9	14 15,957 8.07	9.7	10 14,710 7.40	6.9
CUSTOMS ENTRY AND LIQUIDATING (01894) Average Salary Average Grade	120 21,341 10.78	44 19,147 10.30	36.7	15 21,520 10.73	12.5	8 20,375 10.75	6.7	8 19,112 9.88	6.7	6 19,933 10.50	5.0
ADMEASUREMENT (01898) Average Salary Average Grade	56 23,739 11.43			2 19,800 10.00	3.6			1 17,100 9.00	1.8		
MISCELLANEOUS INSPECTION (A) (01899) Average Salary Average Grade	1,096 22,991 11.77	8 20,225 11.38	.7	88 22,313 11.70	8.0	1 18,300 11.00	.1	28 22,089 11.46	2.6	1 18,300 11.00	.1
QUALITY ASSURANCE (01910) Average Salary Average Grade	12,676 20,612 10.14	374 15,692 8.10	3.0	1,080 19,324 9.69	8.5	64 14,978 7.79	.5	554 18,794 9.50	4.4	47 14,980 7.68	.4
GENERAL SUPPLY (A) (02001) Average Salary Average Grade	1,861 24,338 11.76	278 21,729 11.31	14.9	219 22,694 11.50	11.8	59 21,328 11.31	3.2	153 22,821 11.57	8.2	48 21,610 11.38	2.6
SUPPLY PROGRAM MANAGEMENT (02003) Average Salary Average Grade	5,352 23,231 11.18	948 19,278 9.94	17.7	597 21,141 10.77	11.2	200 19,346 10.23	3.7	437 20,988 10.75	8.2	177 19,455 10.29	3.3
SUPPLY CLERICAL AND TECHNICIAN (A) (02005) Average Salary Average Grade	7 21,214 9.60	1 19,200 9.00	14.3	3 19,366 9.28	42.9	1 19,200 9.07	14.3	2 19,650 9.41	28.6	1 19,200 9.21	14.3
INVENTORY MANAGEMENT (02010) Average Salary Average Grade	8,964 19,163 9.60	3,500 17,487 9.00	39.0	1,632 18,211 9.28	18.2	857 17,511 9.07	9.6	1,214 18,346 9.41	13.5	705 17,707 9.21	7.9
DISTRIBUTION FACILITIES & STORAGE MGMT (02030) Average Salary Average Grade	909 20,242 9.82	58 16,494 8.55	6.4	142 18,722 9.39	15.6	12 15,958 8.17	1.3	95 18,430 9.35	10.5	11 16,209 8.27	1.2
PACKAGING (02032) Average Salary Average Grade	467 21,097 10.37	35 15,888 8.17	7.5	52 18,865 9.40	11.1	6 14,416 7.50	1.3	30 18,856 9.30	6.4	5 14,980 8.20	1.1
SUPPLY CATALOGING (02050) Average Salary Average Grade	2,138 17,892 8.53	719 15,468 7.99	33.6	435 17,241 8.71	20.3	210 15,594 7.99	9.8	358 1,976 8.58	16.7	194 15,657 8.03	9.1
GENERAL TRANSPORTATION (A) (02101) Average Salary Average Grade	773 27,672 12.52	65 23,129 11.75	8.4	72 24,091 11.93	9.3	16 21,875 11.50	2.1	42 23,673 11.86	5.4	15 21,833 11.53	1.9
TRANSPORTATION RATE & TARIFF EXAMINING (02111) Average Salary Average Grade	129 19,962 10.22	9 15,844 8.00	7.0	9 17,800 9.33	7.0	3 14,366 7.33	2.3	4 15,350 8.00	3.1	3 14,366 7.33	2.3
RAILROAD SAFETY AND SERVICE INSPECTION (02121) Average Salary Average Grade	298 26,074 12.20	3 15,133 8.33	1.0	25 22,584 11.60	8.4	1 15,100 9.00	.3	16 22,150 11.38	5.4	1 15,100 9.00	.3
HIGHWAY SAFETY MANAGEMENT (02125) Average Salary Average Grade	292 27,554 12.28	14 17,157 9.36	4.8	24 24,379 11.67	8.2	5 15,600 8.60	1.7	18 23,866 11.39	6.2	5 15,600 8.60	1.7
TRAFFIC MANAGEMENT (02130) Average Salary Average Grade	1,461 22,998 11.08	279 19,237 9.99	19.1	152 20,346 10.38	10.4	56 17,926 9.59	3.8	98 19,443 10.23	6.7	47 17,623 9.55	3.2
FREIGHT RATE (A) (02131) Average Salary Average Grade	9 28,988 1,535	5 26,240 1,535	55.6								
TRANSPORTATION OPERATIONS (02150) Average Salary Average Grade	1,535 20,568 10.37	110 16,045 8.15	7.2	301 18,920 9.53	19.6	24 17,054 9.43	1.6	254 18,797 9.41	16.5	24 17,054 9.43	1.6
AIR TRAFFIC CONTROL (02152) Average Salary Average Grade	26,333 25,287 11.85	1,087 17,243 9.33	4.1	1,877 21,992 10.96	7.1	247 16,436 9.01	.9	1,202 21,463 10.81	4.6	206 16,381 8.96	.8
MARINE CARGO (02161) Average Salary Average Grade	81 20,398 10.07	3 14,133 7.00	3.7	20 20,050 9.85	24.7			13 19,553 9.62	16.0		

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES- CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
												1	100.0			SERIES 01892
												32,100				Average Salary
												13.00				Average Grade
2	1.4							2	1.4			127	87.6	54	37.2	SERIES 01893
13,450								26,600				17,487		15,275		Average Salary
7.00								12.00				9.09		8.19		Average Grade
2	1.7	1	.8					5	4.2	1	.8	105	87.5	36	30.0	SERIES 01894
26,650		23,300						23,240		20,100		21,316		18,875		Average Salary
12.50		12.00						11.40		11.00		10.78		10.19		Average Grade
1	1.8											54	96.4			SERIES 01898
22,500												23,885				Average Salary
11.00												11.48				Average Grade
48	4.4			10	.9			2	.2			1,008	92.0	7	.6	SERIES 01899
21,975				23,130				29,500				23,050		20,500		Average Salary
11.71				12.10				13.00				11.78		11.43		Average Grade
354	2.8	9	.1	54	.4	5		118	.9	3		11,596	91.5	310	2.4	SERIES 01910
19,688		15,444		20,287		14,120		20,288		15,000		20,731		15,839		Average Salary
9.85		8.33		10.13		7.40		9.85		8.33		10.18		8.16		Average Grade
32	1.7	8	.4	14	.8	1	.1	20	1.1	2	.1	1,642	88.2	219	11.8	SERIES 02001
21,484		19,650		23,550		18,300		23,065		22,800		24,557		21,836		Average Salary
11.22		11.00		11.64		11.00		11.35		11.00		11.79		11.31		Average Grade
110	2.1	17	.3	15	.3	2		35	.7	4	.1	4,755	88.8	748	14.0	SERIES 02003
20,458		18,023		22,653		22,200		24,545		18,725		23,493		19,260		Average Salary
10.54		9.81		11.31		10.50		11.47		9.25		11.23		9.87		Average Grade
								1	14.3			4	57.1			SERIES 02005
								18,600				22,600				Average Salary
326	3.6	116	1.3	31	.3	10	.1	61	.7	26	.3	7,332	81.8	2,643	29.5	SERIES 02010
17,445		16,348		19,158		15,910		19,134		18,023		19,375		17,480		Average Salary
8.68		8.29		9.81		8.60		9.44		8.96		9.67		8.97		Average Grade
35	3.9	1	.1	2	.2			10	1.1			767	84.4	46	5.1	SERIES 02030
19,040		13,200		18,350				20,460				20,523		16,634		Average Salary
9.40		7.00		10.00				9.60				9.90		8.65		Average Grade
18	3.9			2	.4	1	.2	2	.4			415	88.9	29	6.2	SERIES 02032
19,088				13,350		11,600		22,500				21,377		16,193		Average Salary
9.72				6.50		4.00		11.00				10.49		8.31		Average Grade
87	3.1	14	.7	6	.3	1		4	.2	1		1,703	79.7	509	23.8	SERIES 02050
18,238		14,514		19,216		16,100		20,725		18,100		18,059		15,416		Average Salary
9.30		7.29		9.50		9.00		9.75		9.00		9.02		7.99		Average Grade
12	1.6			4	.5			14	1.8	1	.1	701	90.7	49	6.3	SERIES 02101
23,016				27,725				25,229		22,500		28,039		23,538		Average Salary
11.83				13.00				11.93		11.00		12.58		11.84		Average Grade
2	1.6			1	.8			2	1.6			120	93.0	6	4.7	SERIES 02111
22,000				19,500				17,650				20,124		16,583		Average Salary
11.00				11.00				9.50				10.28		8.33		Average Grade
4	1.3			2	.7			3	1.0			273	91.6	2	.7	SERIES 02121
23,725				23,000				23,100				26,394		15,150		Average Salary
12.00				12.00				12.00				12.26		8.00		Average Grade
2	.7			3	1.0			1	.3			268	91.8	9	3.1	SERIES 02125
24,300				27,866				23,300				27,838		14,022		Average Salary
12.50				12.67				12.00				12.33		9.78		Average Grade
31	2.1	4	.3	4	.3	1	.1	19	1.3	4	.3	1,309	89.6	223	15.3	SERIES 02130
20,651		15,275		23,825		20,700		23,768		23,450		23,307		19,556		Average Salary
10.26		8.00		11.25		11.00		11.16		11.25		11.16		10.09		Average Grade
												9	100.0	5	55.6	SERIES 02131
												28,988		26,240		Average Salary
33	2.1			2	.1			12	.8			1,234	80.4	86	5.6	SERIES 02150
19,096				17,850				21,216				20,971		15,763		Average Salary
9.47				9.00				10.50				10.47		8.05		Average Grade
496	1.9	24	.1	113	.4	8		66	.3	9		24,456	92.9	840	3.2	SERIES 02152
22,262		16,350		25,831		19,050		23,018		15,588		25,540		17,481		Average Salary
11.07		9.13		11.95		10.13		11.26		8.78		11.92		9.43		Average Grade
2	2.5							5	6.2			61	75.3	3	3.7	SERIES 02161
22,100								20,520				20,513		14,133		Average Salary
11.50								9.80				10.15		7.00		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
AIRCRAFT OPERATION	2,591	1		61	2.4			22	.8		
(02181) Average Salary	24,718	18,300		21,518				21,186			
Average Grade	11.75	11.00		10.62				10.64			
POSTMASTER - 1ST, 2ND, 3RD CLASS	24,572	8,631	35.1	610	2.5	245	1.0	241	1.0	95	.4
(02301) Average Salary	18,250	16,061		17,903		15,524		17,764		15,462	
POSTMASTER - 4TH CLASS	1										
(02302) Average Salary	13,100										
POSTAL ADMINISTRATION	6,151	260	4.2	1,036	16.8	93	1.5	815	13.2	87	1.4
(02305) Average Salary	19,772	18,538		19,884		18,707		19,917		18,702	
POSTAL INSPECTION	4,128	259	6.3	1,364	33.0	150	3.6	1,200	29.1	144	3.5
(02335) Average Salary	19,947	16,395		17,199		16,072		17,099		16,065	
SCHEMES AND SCHEDULES DEVELOPMENT	89	10	11.2	15	16.9	2	2.2	13	14.6	2	2.2
(02350) Average Salary	18,911	17,290		19,480		18,350		19,715		18,350	
TECHNICAL SERIES	328,074	125,289	38.2	72,660	22.1	38,955	11.9	53,298	16.2	31,428	9.6
Average Salary	14,794	12,845		13,274		12,556		13,255		12,810	
Average Grade	7.15	6.13		6.23		5.86		6.21		6.03	
SAFETY TECHNICIAN	210	42	20.0	33	15.7	7	3.3	23	11.0	4	1.9
(00019) Average Salary	13,659	12,640		12,884		11,514		12,791		12,025	
Average Grade	6.54	5.79		6.27		5.43		6.26		5.75	
COMMUNITY PLANNING TECHNICIAN	11	3	27.3	4	36.4	1	9.1	3	27.3	1	9.1
(00021) Average Salary	10,954	11,200		11,750		14,100		10,633		14,100	
Average Grade	5.36	5.00		5.75		6.00		4.67		6.00	
PARK TECHNICIAN	2,929	850	29.0	209	7.1	60	2.0	117	4.0	34	1.2
(00026) Average Salary	9,729	9,027		9,948		9,250		10,129		9,297	
Average Grade	4.40	3.91		4.45		3.95		4.50		3.94	
ENVIRONMENTAL PROTECTION ASSISTANT	109	84	77.1	26	23.9	21	19.3	21	19.3	17	15.6
(00029) Average Salary	12,359	12,151		12,446		12,238		12,709		12,370	
Average Grade	6.00	5.85		5.92		5.81		5.95		5.76	
CLOTHING DESIGN	53	13	24.5	3	5.7	1	1.9	3	5.7	1	1.9
(00062) Average Salary	19,845	13,776		22,000		10,000		22,000		10,000	
Average Grade	9.66	6.77		10.00		5.00		10.00		5.00	
FINGERPRINT IDENTIFICATION (T)	473	190	40.2	107	22.6	68	14.4	100	21.1	64	13.5
(00072) Average Salary	16,905	14,651		14,187		13,852		14,238		13,862	
Average Grade	8.64	7.55		7.37		7.13		7.40		7.14	
GUIDE	57	17	29.8	1	1.8						
(00090) Average Salary	11,410	9,852		9,500							
Average Grade	5.00	4.18		4.00							
SOCIAL SCIENCE AID & TECHNICIAN	115	81	70.4	23	20.0	18	15.7	17	14.8	15	13.0
(00102) Average Salary	12,033	12,014		12,595		12,233		12,582		12,313	
Average Grade	6.03	5.90		6.26		6.06		6.29		6.20	
ECONOMICS ASSISTANT	66	45	68.2	19	28.8	17	25.8	16	24.2	14	21.2
(00119) Average Salary	14,636	14,742		14,242		14,600		14,650		15,142	
Average Grade	7.29	7.31		6.89		7.06		7.25		7.50	
PSYCHOLOGY AID AND TECHNICIAN	448	241	53.8	63	14.1	35	7.8	48	10.7	29	6.5
(00181) Average Salary	13,072	12,851		13,244		13,317		13,520		13,334	
Average Grade	6.72	6.53		6.41		6.54		6.52		6.52	
SOCIAL SERVICES AID AND ASSISTANT	726	311	42.7	274	37.6	128	17.6	145	19.9	47	6.5
(00186) Average Salary	12,203	11,799		11,814		11,339		12,486		12,193	
Average Grade	6.05	5.87		5.70		5.35		6.30		6.28	
RECREATION AID AND ASSISTANT	1,032	440	42.6	294	28.5	101	9.8	110	10.7	33	3.2
(00189) Average Salary	9,246	8,723		9,521		8,921		10,011		8,942	
Average Grade	3.74	3.48		3.90		3.54		4.16		3.61	
PERSONNEL CLERICAL AND ASSISTANCE (T)	2,965	2,409	81.2	877	29.6	761	25.7	744	25.1	656	22.1
(00202) Average Salary	15,036	14,838		15,005		14,943		15,095		15,021	
Average Grade	7.2	7.29		7.31		7.30		7.34		7.33	
MILITARY PERSONNEL TECHNICIAN (T)	1,324	577	43.6	263	19.9	173	13.1	222	16.8	162	12.2
(00204) Average Salary	15,250	15,148		15,185		15,108		15,159		15,107	
Average Grade	7.43	7.27		7.32		7.20		7.29		7.20	
GENERAL CLERICAL AND ADMINISTRATIVE (T)	30,481	12,893	42.3	5,264	17.3	3,245	10.6	4,164	13.7	2,825	9.3
(00301) Average Salary	15,710	15,349		15,367		15,202		15,355		15,228	
Average Grade	7.91	7.81		7.87		7.81		7.87		7.82	
COMPUTER OPERATION	11,062	4,254	38.5	3,264	29.5	1,571	14.2	2,620	23.7	1,360	12.3
(00332) Average Salary	14,055	12,650		13,628		12,631		13,550		12,693	
Average Grade	6.90	6.04		6.66		6.04		6.65		6.10	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
25	1.0			11	.4			3	.1			2,530	97.6	1		SERIES 02181
21,188				23,263				20,300				24,795		18,300		Average Salary
10.52				11.09				9.67				11.78		11.00		Average Grade
227	.9	72	.3	124	.5	71	.3	16	.1	7		23,962	97.5	6,386	34.1	SERIES 02301
18,545		15,540		16,510		15,607		21,272		15,371		18,259		16,077		Average Salary
												13,100	100.0			SERIES 02302
												13,100				Average Salary
173	2.8	3		4	.1	1		44	.7	2		5,115	83.2	167	2.7	SERIES 02305
19,635		19,066		19,325		17,700		20,300		18,900		19,749		18,444		Average Salary
104	2.5			31	.8	2		29	.7	4	.1	2,764	67.0	109	2.6	SERIES 02335
18,700				16,422		15,550		16,806		16,550		21,303		16,840		Average Salary
1	1.1							1	1.1			74	83.1	8	9.0	SERIES 02350
19,200								16,700				18,795		17,025		Average Salary
9,984	3.0	2,764	.8	6,554	2.0	3,638	1.1	2,844	.9	1,125	.3	255,414	77.9	86,334	26.3	TECHNICAL
14,116		12,282		11,267		10,316		15,305		13,389		15,227		12,976		Average Salary
6.82		5.84		4.99		4.33		7.47		6.42		7.41		6.24		Average Grade
3	1.4	1	.5	6	2.9	1	.5	1	.5	1	.5	177	84.3	35	16.7	SERIES 00019
13,433		9,500		12,950		10,000		13,000		13,000		13,803		12,865		Average Salary
6.00		4.00		6.50		5.00		6.00		6.00		6.59		5.86		Average Grade
				1	9.1							7	63.6	2	18.2	SERIES 00021
				15,100								10,500		9,750		Average Salary
				9.00								5.14		4.50		Average Grade
50	1.7	11	.4	26	.9	7	.2	16	.5	8	.3	2,720	92.9	790	27.0	SERIES 00026
9,236		8,909		10,861		9,257		9,368		9,512		9,712		9,010		Average Salary
4.00		3.64		5.15		4.00		4.31		4.39		4.39		3.90		Average Grade
2	1.8	2	1.8					3	2.8	2	1.8	83	76.1	63	57.8	SERIES 00029
11,600		11,600						11,166		11,750		12,332		12,122		Average Salary
6.00		6.00						5.67		6.00		6.02		5.86		Average Grade
												50	94.3	12	22.6	SERIES 00062
												19,716		14,091		Average Salary
												9.64		6.92		Average Grade
7	1.5	4	.8									366	77.4	122	25.8	SERIES 00072
13,471		13,700										17,699		15,096		Average Salary
7.00		7.00										9.01		7.79		Average Grade
1	1.8											56	98.2	17	29.8	SERIES 00090
9,500												11,444		9,852		Average Salary
4.00												5.02		4.18		Average Grade
3	2.6	2	1.7	2	1.7			1	.9	1	.9	92	80.0	83	54.8	SERIES 00102
12,800		11,450		12,400				12,600		12,600		11,892		11,952		Average Salary
6.33		5.50		6.50				5.00		5.00		5.97		5.86		Average Grade
2	3.0	2	3.0					1	1.5	1	1.5	47	71.2	28	42.4	SERIES 00119
10,100		10,100						16,000		16,000		14,795		14,828		Average Salary
4.00		4.00						7.00		7.00		7.45		7.46		Average Grade
7	1.6	1	.2	5	1.1	4	.9	3	.7	1	.2	385	85.9	206	46.0	SERIES 00181
11,142		13,200		13,060		13,675		14,033		11,500		13,043		12,772		Average Salary
5.29		7.00		6.40		6.75		7.33		6.00		6.77		6.53		Average Grade
19	2.6	4	.5	105	14.4	73	10.0	5	.7	4	.5	454	62.4	183	25.1	SERIES 00186
12,642		12,425		10,727		10,695		12,020		11,950		12,438		12,121		Average Salary
6.22		6.00		4.73		4.66		6.60		6.50		6.26		6.23		Average Grade
27	2.6	9	.9	147	14.2	55	5.3	10	1.0	4	.4	738	71.5	339	32.8	SERIES 00189
9,300		8,566		9,240		9,030		8,850		8,050		9,136		8,664		Average Salary
3.70		3.44		3.76		3.56		3.60		3.00		3.68		3.46		Average Grade
70	2.4	55	1.9	21	.7	18	.6	42	1.4	32	1.1	2,088	70.4	1,648	55.6	SERIES 00203
14,410		14,412		14,500		14,477		14,647		14,518		15,049		14,789		Average Salary
7.15		7.17		7.43		7.44		7.06		7.07		7.31		7.29		Average Grade
30	2.3	6	.5	3	.2	2	.2	8	.6	3	.2	1,061	80.1	404	30.5	SERIES 00204
15,406		15,066		16,366		15,000		14,650		15,333		15,267		15,166		Average Salary
7.50		7.00		8.00		7.50		7.13		7.33		7.46		7.29		Average Grade
653	2.1	190	.6	231	.8	123	.4	216	.7	107	.4	25,217	82.7	9,648	31.7	SERIES 00301
15,468		15,048		14,932		14,733		15,757		15,329		15,781		15,399		Average Salary
7.84		7.79		7.82		7.72		7.89		7.75		7.92		7.80		Average Grade
441	4.0	126	1.1	62	.8	32	.3	141	1.3	53	.5	7,798	70.5	2,683	24.3	SERIES 00332
13,746		12,295		13,432		11,484		14,782		12,556		14,233		12,660		Average Salary
6.65		5.74		6.44		5.19		7.17		5.82		7.00		6.04		Average Grade

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
COMPUTER AID AND TECHNICIAN (T) (00335) Average Salary Average Grade	2,125 16,352 8.30	1,134 15,472 7.82	53.4	721 16,075 8.17	33.9	483 15,560 7.90	22.7	635 16,104 8.19	29.9	444 15,595 7.93	20.9
ELECTRIC ACCTG MACHINE PROJECT PLANNING (00362) Average Salary Average Grade	92 15,796 7.85	47 15,000 7.40	51.1	23 14,669 7.30	25.0	17 14,376 7.24	18.5	22 14,718 7.32	23.9	16 14,425 7.25	17.4
CRYPTOGRAPHIC EQUIPMENT OPERATION (00388) Average Salary Average Grade	52 13,051 5.83	25 11,948 5.12	48.1	5 13,680 6.40	9.6	2 12,800 5.50	3.8	5 13,680 6.40	9.6	2 12,800 5.50	3.8
RADIO OPERATING (00389) Average Salary Average Grade	80 9,960 4.14	34 8,944 3.38	42.5	32 8,331 3.09	40.0	19 8,205 2.95	23.8	5 9,440 3.80	6.3	1 10,300 3.00	1.3
COMMUNICATIONS RELAY OPERATION (00390) Average Salary Average Grade	371 14,480 7.08	126 13,745 6.45	34.0	112 13,832 6.72	30.2	52 12,975 6.02	14.0	92 13,852 6.74	24.8	45 13,131 6.13	12.1
GENERAL COMMUNICATIONS (00392) Average Salary Average Grade	3,085 13,329 6.31	995 12,300 5.50	32.3	677 12,828 5.98	21.9	241 12,116 5.41	7.8	510 12,844 6.00	16.5	204 12,195 5.48	6.6
COMMUNICATIONS SPECIALIST (00393) Average Salary Average Grade	2,083 21,965 10.59	205 16,735 8.67	9.8	181 19,224 9.79	8.7	44 16,452 8.73	2.1	110 18,275 9.51	5.3	39 16,466 8.74	1.9
BIOLOGICAL TECHNICIAN (00404) Average Salary Average Grade	5,402 12,850 6.20	1,635 12,141 5.81	30.3	1,229 13,018 6.07	22.8	375 12,341 5.76	6.9	968 13,162 6.08	17.9	322 12,389 5.70	6.0
PLANT PROTECTION TECHNICIAN (00421) Average Salary Average Grade	216 13,875 6.39	9 9,900 4.33	4.2	22 11,445 4.86	10.2	2 8,550 2.50	.9	9 11,311 4.89	4.2	1 10,300 4.00	.5
RANGE TECHNICIAN (00455) Average Salary Average Grade	783 10,552 4.88	84 8,546 3.46	10.7	81 9,908 4.27	10.3	3 8,700 3.67	.4	2 10,750 4.50	.3		
SOIL CONSERVATION TECHNICIAN (00458) Average Salary Average Grade	2,477 12,818 5.75	27 8,837 3.85	1.1	170 11,210 4.99	6.9	1 8,900 4.00		54 10,559 4.69	2.2	1 8,900 4.00	
IRRIGATION SYSTEM OPERATION (00459) Average Salary Average Grade	231 12,283 5.43	2 10,000 5.00	.9	126 10,717 4.52	54.5						
FORESTRY TECHNICIAN (00462) Average Salary Average Grade	7,796 11,673 5.51	617 8,788 3.70	7.9	674 10,953 5.01	8.6	30 8,280 3.20	.4	89 10,105 4.27	1.1	2 9,250 3.00	
GENERAL ACCTG CLERICAL/ADMINISTRATIVE(T) (00501) Average Salary Average Grade	3,401 15,780 7.97	2,175 15,367 7.77	64.0	798 15,433 7.80	23.5	605 15,342 7.74	17.8	652 15,381 7.77	19.2	521 15,314 7.73	15.3
ACCOUNTING TECHNICIAN (00525) Average Salary Average Grade	14,900 13,735 6.12	10,535 13,187 6.06	70.7	3,051 13,645 6.14	20.5	2,259 13,363 6.13	15.2	2,229 13,651 6.16	15.0	1,752 13,427 6.18	11.8
TAX TECHNICIAN (00526) Average Salary Average Grade	5,601 15,075 8.13	3,189 15,138 8.16	56.9	880 14,830 7.92	15.7	671 15,091 8.09	12.0	668 15,315 8.20	11.9	562 15,396 8.27	10.0
FISCAL AUDITING (GAO) (00541) Average Salary Average Grade	20 19,575 9.45	4 16,975 8.25	20.0	1 15,900 8.00	5.0	1 15,900 8.00	5.0	1 15,900 8.00	5.0	1 15,900 8.00	5.0
TAX ACCOUNTING (00592) Average Salary Average Grade	12,950 12,224 5.90	10,614 12,229 5.89	83.7	2,579 12,087 5.79	19.9	2,210 12,161 5.81	17.1	1,989 12,387 5.93	15.4	1,811 12,406 5.93	14.0
INSURANCE ACCOUNTS (00593) Average Salary Average Grade	207 12,722 5.85	124 12,379 5.59	59.9	94 13,493 6.07	45.4	73 12,891 5.64	35.3	91 13,381 6.01	44.0	72 12,870 5.64	34.8
PHYSICIANS ASSISTANT (00603) Average Salary Average Grade	483 16,171 8.68	169 15,651 7.67	35.0	117 16,070 8.80	24.2	51 15,619 8.29	10.6	35 16,022 8.46	7.2	14 14,664 8.68	2.9
NURSING ASSISTANT (00621) Average Salary Average Grade	37,652 10,485 4.32	23,120 10,279 4.30	61.4	18,227 10,776 4.41	48.4	11,719 10,579 4.39	31.1	16,290 10,838 4.46	43.3	10,344 10,652 4.46	27.5

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
59	2.8	27	1.3	5	.2	4	.2	22	1.0	8	.4	1,404	66.1	651	30.6	SERIES 00335
15,698		14,986		14,720		13,625		16,577		16,612		16,494		15,406		Average Salary
7.90		7.44		7.50		7.00		8.36		8.13		8.37		7.76		Average Grade
1	1.1	1	1.1									69	75.0	30	32.6	SERIES 00362
13,600		13,600										16,172		15,353		Average Salary
7.00		7.00										8.03		7.50		Average Grade
												47	90.4	23	44.2	SERIES 00388
												12,985		11,873		Average Salary
												5.77		5.09		Average Grade
3	3.8	1	1.3	24	30.0	17	21.3					49	60.0	15	18.8	SERIES 00389
9,033		8,900		8,012		8,041						11,045		9,880		Average Salary
4.00		4.00		2.83		2.88						4.83		3.93		Average Grade
12	3.2	6	1.6	2	.5	1	.3	6	1.6			259	69.8	74	19.9	SERIES 00390
13,866		11,916		9,250		12,300		14,983				14,761		14,286		Average Salary
6.83		5.33		3.00		5.00		7.50				7.24		6.76		Average Grade
118	3.8	21	.7	11	.4	6	.2	38	1.2	10	.3	2,408	78.1	754	24.4	SERIES 00392
12,905		11,761		11,663		11,016		12,715		11,900		13,470		12,359		Average Salary
5.99		5.05		5.18		4.67		5.79		5.20		6.40		5.53		Average Grade
37	1.8	3	.1	5	.2	1		29	1.4	1		1,902	91.3	161	7.7	SERIES 00393
20,124		14,566		23,500		19,100		20,937		18,900		22,226		16,013		Average Salary
9.81		7.67		11.00		9.00		10.62		11.00		10.66		8.66		Average Grade
166	3.1	26	.5	41	.8	4	.1	54	1.0	23	.4	4,173	77.2	1,260	23.3	SERIES 00404
12,615		11,815		11,273		11,000		12,994		12,495		12,800		12,082		Average Salary
6.06		5.86		5.05		5.67		6.75		6.63		6.23		5.83		Average Grade
10	4.6	1	.5	1	.5			2	.9			194	89.8	7	3.2	SERIES 00421
10,670		6,800		14,800		7,00		13,250		6,50		14,151		10,285		Average Salary
4.30		1.00		7.00				6.50				6.56		4.86		Average Grade
19	2.4			55	7.0	3	.4	5	.6			702	89.7	81	10.3	SERIES 00455
10,400				9,610		8,700		10,980				10,626		8,540		Average Salary
4.53				4.09		3.67		5.20				4.95		3.46		Average Grade
52	2.1			63	2.5			1				2,307	93.1	26	1.0	SERIES 00458
11,628				11,431				10,600				12,936		8,834		Average Salary
5.23				5.06				5.00				5.80		3.85		Average Grade
47	20.3			77	33.3			2	.9			105	45.5	2	.9	SERIES 00459
10,238				11,023				10,200				14,163		10,000		Average Salary
4.09				4.78				4.50				6.53		5.00		Average Grade
271	3.5	8	.1	304	3.9	18	.2	10	.1	2		7,122	91.4	587	7.5	SERIES 00462
10,858		8,300		11,269		8,150		11,480		8,400		11,741		8,814		Average Salary
4.99		3.38		5.22		3.11		5.50		3.50		5.56		3.73		Average Grade
66	1.9	35	1.0	32	.9	21	.6	48	1.4	28	.8	2,603	76.5	1,570	46.2	SERIES 00501
15,522		15,028		15,456		15,414		16,006		16,210		15,886		15,376		Average Salary
8.03		7.77		7.78		7.62		7.90		7.93		8.02		7.78		Average Grade
480	3.2	276	1.9	93	.6	70	.5	249	1.7	161	1.1	11,849	78.5	8,276	55.5	SERIES 00525
13,628		12,907		12,983		13,004		13,878		13,601		13,758		13,139		Average Salary
5.97		5.85		6.16		6.17		6.21		6.06		6.11		6.04		Average Grade
139	2.5	64	1.1	13	.2	8	.1	60	1.1	37	.7	4,721	84.3	2,518	45.0	SERIES 00526
13,090		13,489		12,800		12,762		13,506		13,729		15,120		15,151		Average Salary
6.97		7.25		6.85		6.75		7.27		7.22		8.17		8.18		Average Grade
												19	95.0	3	15.0	SERIES 00541
												19,768		17,333		Average Salary
												9.53		8.33		Average Grade
483	3.7	318	2.5	18	.1	15	.1	89	.7	66	.5	10,371	80.1	8,634	66.7	SERIES 00582
10,871		10,766		12,372		12,773		11,941		12,040		12,258		12,246		Average Salary
5.18		5.12		6.11		6.27		5.83		5.79		5.93		5.91		Average Grade
1	.5			1	.5			1	.5	1	.5	113	54.6	51	24.6	SERIES 00593
14,400				21,900				14,400		14,400		12,081		11,645		Average Salary
6.00				12.00				6.00		6.00		5.66		5.51		Average Grade
8	1.7	1	.2	74	15.3	36	7.5					366	75.8	118	24.4	SERIES 00603
18,200		19,600		15,862		15,880						16,203		15,665		Average Salary
9.08		9.00		8.85		8.83						8.64		7.40		Average Grade
850	2.3	376	1.0	963	2.6	901	2.4	124	.3	98	.3	19,425	51.6	11,401	30.3	SERIES 00621
10,597		10,179		9,957		9,975		10,182		10,019		10,211		9,971		Average Salary
4.34		4.24		3.69		3.70		4.31		4.24		4.22		4.21		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
MEDICAL AID (STERILE SUPPLIES)	1,454	633	43.5	780	53.6	394	27.1	644	44.3	347	23.9
(00622) Average Salary	9,650	9,960		9,818		10,168		9,898		10,213	
Average Grade	3.57	3.68		3.63		3.77		3.67		3.83	
AUTOPSY ASSISTANT	143	9	6.3	81	56.6	6	4.2	73	51.0	4	2.8
(00625) Average Salary	11,112	9,744		11,455		9,900		11,568		9,875	
Average Grade	4.62	4.00		4.83		4.17		4.88		4.00	
REHABILITATION THERAPY ASSISTANT	877	211	24.1	282	32.2	68	7.8	253	28.8	61	7.0
(00636) Average Salary	12,370	11,390		12,498		12,016		12,570		12,088	
Average Grade	5.37	5.14		5.39		5.35		5.42		5.38	
NUCLEAR MEDICINE TECHNICIAN	310	147	47.4	58	18.7	23	7.4	37	11.9	18	5.8
(00642) Average Salary	13,664	13,312		13,260		13,143		12,481		12,561	
Average Grade	6.90	6.74		6.94		6.95		5.70		5.83	
MEDICAL TECHNICIAN	2,871	1,489	51.9	840	29.3	434	15.1	629	21.9	333	11.6
(00645) Average Salary	12,591	12,231		12,296		11,858		12,437		12,099	
Average Grade	5.92	5.75		5.63		5.41		5.68		5.53	
PATHOLOGY TECHNICIAN	558	359	64.3	178	31.9	92	16.5	143	25.6	68	12.2
(00646) Average Salary	13,386	13,283		13,407		13,277		13,560		13,435	
Average Grade	6.61	6.61		6.51		6.53		6.53		6.54	
MEDICAL RADIOLOGY TECHNICIAN	2,532	1,000	39.5	583	23.0	218	8.6	397	15.7	165	6.5
(00647) Average Salary	12,776	11,965		12,926		12,114		13,088		12,216	
Average Grade	6.14	5.84		6.12		5.75		6.19		5.79	
MEDICAL MACHINE TECHNICIAN	2,724	1,141	41.9	970	35.6	416	15.3	820	30.1	379	13.9
(00649) Average Salary	12,383	11,846		12,532		11,925		12,589		11,918	
Average Grade	5.92	5.58		5.83		5.48		5.82		5.47	
MEDICAL TECHNICAL ASSISTANT	222	14	6.3	9	4.1	2	.9	5	2.3	2	.9
(00650) Average Salary	16,686	13,728		14,700		13,100		14,980		13,100	
Average Grade	9.00	7.57		8.22		7.50		8.60		7.50	
PHARMACY TECHNICIAN	1,177	475	40.4	389	33.1	161	13.7	281	23.9	113	9.6
(00661) Average Salary	10,093	9,894		10,321		10,219		10,424		10,278	
Average Grade	4.34	4.24		4.40		4.38		4.39		4.34	
RESTORATION TECHNICIAN	33	4	12.1	3	9.1						
(00664) Average Salary	17,530	13,375		17,000							
Average Grade	8.97	7.25		9.33							
ORTHOTIST AND PROSTHETIST	243	6	2.5	33	13.6			24	9.9		
(00667) Average Salary	16,594	14,483		14,242				13,745			
Average Grade	8.61	7.33		7.45				7.13			
MEDICAL RECORD LIBRARIAN	463	432	93.3	82	17.7	77	16.6	52	11.2	49	10.6
(00669) Average Salary	15,620	15,612		15,797		15,602		16,067		15,844	
Average Grade	8.39	8.37		8.37		8.26		8.56		8.43	
PROSTHETIC REPRESENTATIVE	111	2	1.8	10	9.0			6	5.4		
(00672) Average Salary	19,624	15,150		17,100				15,800			
Average Grade	10.15	9.00		8.70				7.83			
MEDICAL RECORD TECHNICIAN	1,508	1,357	90.0	433	28.7	392	26.0	245	16.2	223	14.8
(00675) Average Salary	11,020	11,044		10,715		10,904		11,157		11,141	
Average Grade	4.74	4.74		4.69		4.68		4.85		4.83	
DENTAL ASSISTANT	2,459	2,267	92.2	608	24.7	543	22.1	312	12.7	268	10.9
(00681) Average Salary	9,944	9,914		9,880		9,825		9,990		9,995	
Average Grade	3.99	3.99		3.90		3.90		4.06		4.08	
DENTAL HYGIENE	336	327	97.3	32	9.5	30	8.9	22	6.5	22	6.5
(00682) Average Salary	11,531	11,558		12,312		12,356		12,250		12,250	
Average Grade	5.34	5.35		5.72		5.73		5.73		5.73	
DENTAL LABORATORY AID AND TECHNICIAN	804	62	7.7	182	22.6	22	2.7	109	13.6	16	2.0
(00683) Average Salary	15,031	12,749		14,188		12,759		13,886		12,300	
Average Grade	7.52	6.27		7.19		6.36		7.10		6.13	
PUBLIC HEALTH DENTAL HYGIENE	16	14	87.5	2	12.5	1	6.3	2	12.5	1	6.3
(00684) Average Salary	11,700	11,707		11,450		12,300		11,450		12,300	
Average Grade	6.06	6.07		6.00		7.00		6.00		7.00	
ENVIRONMENTAL HEALTH TECHNICIAN	159	8	5.0	81	50.9	1	.6	4	2.5		
(00698) Average Salary	13,511	11,962		13,302		8,900		15,600			
Average Grade	6.77	6.25		6.46		4.00		8.00			
HEALTH AID AND TECHNICIAN	3,494	1,463	41.9	1,534	43.9	673	19.3	1,186	33.9	474	13.6
(00699) Average Salary	12,285	11,847		12,322		11,913		12,490		12,101	
Average Grade	5.69	5.41		5.62		5.32		5.68		5.35	
ANIMAL HEALTH TECHNICIAN	821	26	3.2	60	7.3	3	.4	3	.4		
(00704) Average Salary	13,856	10,373		13,283		7,900		13,100			
Average Grade	6.67	5.00		6.50		3.00		6.33			

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
93	6.4	14	1.0	38	2.6	31	2.1	5	.3	2	.1	674	46.4	239	16.4	SERIES 00622
9,276		9,600		9,600		9,912		9,760		10,250		9,455		9,619		Average Salary
3.54		3.79		3.21		3.19		3.20		3.00		3.51		3.54		Average Grade
7	4.9	2	1.4	1	.7							62	43.4	3	2.1	SERIES 00625
10,485		9,950		10,000								10,664		9,433		Average Salary
4.57		4.50		3.00								4.34		3.67		Average Grade
21	2.4	4	.5	5	.6	2	.2	3	.3	1	.1	595	67.8	143	16.3	SERIES 00636
12,004		11,500		11,520		10,550		11,466		12,600		12,310		11,093		Average Salary
5.33		5.25		4.80		4.50		5.00		6.00		5.36		5.04		Average Grade
10	3.2	1	.3	2	.6	1	.3	9	2.9	3	1.0	252	81.3	124	40.0	SERIES 00642
14,310		16,600		12,950		12,300		15,366		15,766		13,757		13,343		Average Salary
7.30		9.62		7.00		7.00		7.78		8.33		7.02		6.81		Average Grade
114	4.0	37	1.5	56	2.0	46	1.6	41	1.4	18	.6	2,031	70.7	1,055	36.7	SERIES 00645
12,330		11,621		10,367		10,230		12,648		12,061		12,713		12,384		Average Salary
5.69		5.35		4.46		4.35		6.18		5.94		6.04		5.89		Average Grade
19	3.4	11	2.0	2	.4	2	.4	14	2.5	11	2.0	380	68.1	267	47.8	SERIES 00646
12,189		11,700		10,000		10,000		13,985		14,472		13,376		13,285		Average Salary
6.11		5.91		5.00		5.00		7.07		7.36		6.66		6.63		Average Grade
108	4.3	22	.9	57	2.3	26	1.0	21	.8	5	.2	1,949	77.0	782	30.9	SERIES 00647
12,904		12,100		11,596		11,384		13,580		12,580		12,731		11,923		Average Salary
6.17		5.95		5.40		5.19		6.62		6.40		6.14		5.86		Average Grade
120	4.4	26	1.0	10	.4	6	.2	20	.7	5	.2	1,754	64.4	725	26.6	SERIES 00649
12,290		12,065		12,120		11,250		11,860		12,520		12,300		11,800		Average Salary
5.96		5.69		5.80		5.00		5.74		6.00		5.96		5.64		Average Grade
4	1.8											213	95.9	12	5.4	SERIES 00650
14,350												16,769		13,833		Average Salary
7.75												9.03		7.58		Average Grade
64	5.4	23	2.0	20	1.7	8	.7	24	2.0	17	1.4	788	66.9	314	26.7	SERIES 00661
10,235		10,256		9,500		9,562		10,033		10,082		9,980		9,728		Average Salary
4.63		4.65		3.70		3.50		4.57		4.69		4.31		4.17		Average Grade
3	9.1											30	90.9	4	12.1	SERIES 00664
17,000												17,583		13,375		Average Salary
9.33												8.93		7.25		Average Grade
8	3.3							1	.4			210	86.4	6	2.5	SERIES 00667
15,312								17,600				16,964		14,483		Average Salary
8.25								9.00				8.79		7.33		Average Grade
7	1.5	5	1.1	15	3.2	15	3.2	8	1.7	8	1.7	381	82.3	355	76.7	SERIES 00669
15,503		14,720		15,273		15,273		15,287		15,287		15,592		15,614		Average Salary
7.86		7.40		8.00		8.00		8.25		8.25		8.39		8.40		Average Grade
3	2.7							1	.9			101	91.0	2	1.8	SERIES 00672
16,133								27,800				19,874		15,150		Average Salary
9.00								13.00				10.30		9.00		Average Grade
40	2.7	33	2.2	130	8.6	124	8.2	18	1.2	12	.8	1,075	71.3	965	64.0	SERIES 00675
11,055		11,221		10,373		10,349		11,227		11,358		11,062		11,101		Average Salary
4.78		4.85		4.33		4.31		4.89		5.00		4.76		4.77		Average Grade
67	2.7	55	2.2	206	8.4	204	8.3	23	.9	16	.7	1,851	75.3	1,724	70.1	SERIES 00681
9,823		9,909		9,739		9,553		9,813		10,156		9,965		9,942		Average Salary
4.04		4.05		3.63		3.63		3.83		3.94		4.02		4.01		Average Grade
5	1.5	4	1.2					5	1.5	4	1.2	304	90.5	297	88.4	SERIES 00682
11,700		12,125						13,200		13,175		11,449		11,478		Average Salary
5.40		5.50						6.00		6.00		5.30		5.32		Average Grade
44	5.5	2	.2	7	.9	3	.4	22	2.7	1	.1	622	77.4	40	5.0	SERIES 00683
14,572		16,250		10,942		11,966		15,786		15,500		15,283		12,740		Average Salary
7.30		7.50		5.29		6.33		8.00		8.00		7.62		6.23		Average Grade
												14	87.5	13	81.3	SERIES 00684
												11,735		11,661		Average Salary
												6.07		6.00		Average Grade
2	1.3			75	47.2	1	.6					78	49.1	7	4.4	SERIES 00698
18,350				13,045		8,900						13,728		12,400		Average Salary
10.50				6.27		4.00						7.09		6.57		Average Grade
107	3.1	30	.9	210	6.0	157	4.5	31	.9	12	.3	1,960	56.1	790	22.6	SERIES 00699
12,101		11,616		11,619		11,485		11,448		10,841		12,256		11,791		Average Salary
5.40		5.10		5.45		5.32		4.97		4.67		5.75		5.49		Average Grade
52	6.3			5	.6	3	.4					761	92.7	23	2.8	SERIES 00704
13,538				10,740		7,900						13,901		10,695		Average Salary
6.69				4.60		3.00						6.69		5.26		Average Grade

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
ENGINEERING TECHNICIAN (00802) Average Salary Average Grade	25,475 17,869 8.72	1,084 12,360 5.46	4.3	2,339 15,699 7.63	9.2	120 11,424 4.86	.5	1,149 15,282 7.24	4.5	74 11,508 4.78	.3
CONSTRUCTION CONTROL (00809) Average Salary Average Grade	3,740 16,928 8.33	19 12,405 5.47	.5	294 14,558 7.18	7.9	2 14,100 6.50	.1	92 14,165 6.92	2.5	1 14,500 7.00	1
SURVEYING TECHNICIAN (00817) Average Salary Average Grade	2,292 11,482 5.15	81 8,032 3.05	3.5	389 9,945 4.12	17.0	3 6,733 2.50	.1	57 10,129 4.33	2.5	1 7,900 3.00	1
ENGINEERING DRAFTING (00818) Average Salary Average Grade	2,356 12,044 5.29	386 11,344 4.77	16.4	424 11,695 5.06	18.0	53 11,026 4.48	2.2	223 12,113 5.07	9.5	33 11,490 4.70	1.4
ELECTRONICS TECHNICIAN (00856) Average Salary Average Grade	23,304 21,280 10.58	174 13,566 6.57	.7	2,416 19,761 10.14	10.4	19 12,315 5.47	.1	1,306 19,565 10.13	5.6	16 11,618 5.33	.1
INDUSTRIAL ENGINEERING TECHNICIAN (00895) Average Salary Average Grade	2,535 18,652 9.26	134 14,705 7.15	5.3	313 17,913 8.95	12.3	23 14,243 7.00	.9	106 16,847 8.35	4.2	16 13,831 6.69	.6
CONTACT REPRESENTATIVE (00962) Average Salary Average Grade	11,244 13,598 7.02	7,271 13,010 6.55	64.7	2,367 13,417 6.92	21.3	1,745 13,063 6.63	15.5	1,670 13,685 7.04	14.9	1,279 13,358 6.77	11.4
LEGAL INSTRUMENTS EXAMINING (T) (00963) Average Salary Average Grade	635 15,276 7.63	486 15,040 7.51	76.5	185 14,905 7.54	29.1	150 14,737 7.47	23.6	150 14,688 7.41	23.6	123 14,577 7.37	19.4
LEGAL CLERK AND TECHNICIAN (T) (00986) Average Salary Average Grade	1,460 15,782 7.83	1,295 15,300 7.66	88.7	294 15,093 7.64	20.1	254 15,072 7.62	17.4	228 15,048 7.63	15.6	195 14,994 7.60	13.4
GENERAL CLAIMS EXAMINING (00990) Average Salary Average Grade	526 15,587 7.81	378 14,828 7.49	71.9	209 14,498 7.42	39.7	166 14,348 7.36	31.6	192 14,416 7.39	36.5	153 14,278 7.34	29.1
WORKMEN'S COMPENSATION CLAIMS EXAMINING (00991) Average Salary Average Grade	384 19,249 9.49	161 16,907 8.82	41.9	99 19,770 9.96	25.8	57 18,049 9.40	14.8	80 20,020 10.11	20.8	44 18,256 9.57	11.5
LOSS AND DAMAGE CLAIMS EXAMINING (00992) Average Salary Average Grade	120 14,740 6.76	81 14,091 6.70	67.5	22 15,145 6.53	18.3	9 14,686 6.89	7.5	15 16,333 7.13	12.5	4 17,100 8.25	3.3
SOCIAL INSURANCE CLAIMS EXAMINING (00993) Average Salary Average Grade	10,396 16,432 8.67	6,164 15,871 8.41	59.3	2,985 16,067 8.44	28.7	2,466 15,849 8.34	23.7	2,770 15,998 8.39	26.6	2,354 15,807 8.31	22.6
UNEMPLOY COMPENSATION CLAIMS EXAMINING (00994) Average Salary Average Grade	125 13,771 7.05	94 13,408 6.83	75.2	43 14,623 7.70	34.4	37 14,635 7.68	29.6	41 14,812 7.80	32.8	35 14,857 7.80	28.0
DEPENDENTS AND ESTATES CLAIMS EXAMINING (00995) Average Salary Average Grade	62 15,167 7.15	37 14,694 7.00	59.7	22 14,922 6.86	35.5	13 14,853 6.77	21.0	20 14,820 6.75	32.3	12 14,725 6.67	19.4
VETERANS CLAIMS EXAMINING (00996) Average Salary Average Grade	2,999 19,933 10.33	786 18,356 9.76	26.2	402 18,662 9.87	13.4	227 17,657 9.50	7.6	335 18,684 9.67	11.2	204 17,696 9.52	6.8
CIVIL SRVC RETIREMENT CLAIMS EXAMINING (00997) Average Salary Average Grade	204 16,127 8.72	89 16,279 9.09	43.6	45 18,526 10.33	22.1	29 17,662 10.07	14.2	41 18,478 10.32	20.1	28 17,596 10.04	13.7
GENERAL ARTS AND INFORMATION (T) (01001) Average Salary Average Grade	462 19,161 9.40	172 16,615 8.56	37.2	100 17,092 8.55	21.6	44 16,147 8.23	9.5	83 16,727 8.47	18.0	41 16,287 8.29	8.9
EXHIBITS SPECIALIST (01010) Average Salary Average Grade	267 18,550 9.20	18 13,683 6.78	6.7	24 15,612 7.96	9.0	1 11,600 5.00	.4	21 15,580 7.90	7.9	1 11,600 5.00	.4
MUSEUM SPECIALIST AND TECHNICIAN (01016) Average Salary Average Grade	349 14,853 7.41	128 13,305 6.65	36.7	71 13,457 6.39	20.3	25 12,800 6.00	7.2	50 14,528 7.02	14.3	17 13,605 6.47	4.9
ILLUSTRATING (01020) Average Salary Average Grade	2,221 16,613 8.43	546 15,117 7.74	24.6	365 16,676 8.45	16.4	41 16,090 8.26	1.8	198 16,612 8.42	8.9	23 15,560 8.09	1.0

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
833	2.5	19	.1	330	1.3	15	.1	227	.9	12		23,136	90.8	964	3.8	SERIES 00802
16,063		11,547		14,474		9,820		18,577		12,716		18,088		12,477		Average Salary
8.07		5.16		7.10		4.27		9.17		5.64		8.03		5.53		Average Grade
56	1.5			127	3.4	1		19	.5			3,446	92.1	17	.5	SERIES 00809
16,362				13,124		13,700		20,726		17,100		17,100		12,205		Average Salary
8.11				6.60		6.00		9.72		8.43		8.43		5.35		Average Grade
87	3.8	1		239	10.4	1		6	.3			1,903	83.0	78	3.4	SERIES 00817
11,608		5,300		9,237		7,000		12,283		11,796		11,796		8,082		Average Salary
5.21				3.64		2.00		5.50		5.36		5.36		3.06		Average Grade
99	4.2	7	.3	67	2.8	5	.2	35	1.5	8	.3	1,932	82.0	333	14.1	SERIES 00818
12,236		10,228		9,797		7,760		11,145		11,850		12,120		11,395		Average Salary
5.61		3.83		4.21		2.40		5.17		5.38		5.33		4.81		Average Grade
712	3.1	2		141	.6			257	1.1	1		20,888	89.6	155	.7	SERIES 00856
19,751		14,650		20,641				20,305		18,600		21,455		13,720		Average Salary
10.07		6.50		10.42				10.18		10.62		10.62		6.69		Average Grade
163	6.4	4	.2	14	.6	2	.1	30	1.2	1		2,222	87.7	111	4.4	SERIES 00895
18,359		15,425		18,514		15,850		18,976		12,900		18,756		14,801		Average Salary
9.27		7.75		9.21		9.00		9.17		5.00		9.31		7.18		Average Grade
577	5.1	371	3.3	50	.4	36	.3	100	.9	59	.5	8,847	78.7	5,526	49.1	SERIES 00962
12,675		12,230		13,284		12,066		13,286		12,528		13,647		12,993		Average Salary
6.55		6.22		6.80		6.00		7.06		6.46		7.05		6.53		Average Grade
8	1.3	6	.9	24	3.8	18	2.8	3	.5	3	.5	450	70.9	336	52.9	SERIES 00963
14,700		14,733		16,300		15,761		15,166		15,166		15,428		15,176		Average Salary
7.50		7.67		8.29		8.06		7.67		7.67		7.67		7.53		Average Grade
33	2.3	31	2.1	15	1.0	11	.8	18	1.2	17	1.2	1,166	79.9	1,041	71.3	SERIES 00986
15,360		15,341		14,846		15,136		15,377		15,435		15,956		15,356		Average Salary
7.76		7.74		7.60		7.64		7.61		7.65		7.88		7.67		Average Grade
13	2.5	10	1.9	1	.2	1	.2	3	.6	2	.4	317	60.3	212	40.3	SERIES 00990
14,438		14,590		18,100		18,100		18,766		16,600		16,306		15,204		Average Salary
7.31		7.30		9.00		9.00		9.00		8.00		8.06		7.60		Average Grade
9	2.3	5	1.3	2	.5	1	.3	8	2.1	7	1.8	285	74.2	104	27.1	SERIES 00991
19,611		16,800		19,250		15,200		17,587		18,042		19,068		16,281		Average Salary
9.56		8.60		9.50		7.00		9.00		9.29		9.33		8.50		Average Grade
5	4.2	4	3.3					2	1.7	1	.8	98	61.7	72	60.0	SERIES 00992
12,180		12,475						13,650		13,700		14,650		14,019		Average Salary
5.60		5.75						6.50		6.00		6.80		6.67		Average Grade
108	1.0	49	.5	7	.1	4		100	1.0	59	.6	7,411	71.3	3,698	35.6	SERIES 00993
16,921		16,259		16,942		15,800		17,006		17,186		16,578		15,886		Average Salary
9.17		8.88		8.86		8.50		8.89		9.07		8.76		8.46		Average Grade
								2	1.6	2	1.6	82	65.6	57	45.6	SERIES 00994
								10,750		10,750		13,324		12,612		Average Salary
								5.50		5.50		6.71		6.28		Average Grade
1	1.6							1	1.6	1	1.6	40	64.5	24	38.7	SERIES 00995
15,500								16,400		16,400		15,302		14,608		Average Salary
8.00								8.00		8.00		7.30		7.13		Average Grade
27	.9	6	.2	9	.3	3	.1	31	1.0	14	.5	2,597	86.6	559	18.6	SERIES 00996
17,862		16,083		19,411		14,666		18,896		18,407		20,188		18,640		Average Salary
9.81		9.00		9.67		7.67		9.97		9.86		10.40		9.87		Average Grade
1	.5							3	1.5	1	.5	159	77.9	60	28.4	SERIES 00997
18,300								19,266		19,500		15,449		15,611		Average Salary
11.00								10.33		11.00		8.26		8.62		Average Grade
9	1.9			4	.9	3	.6	4	.9			362	78.4	128	27.7	SERIES 01001
17,677				14,575		14,233		25,850		19,732		19,732		16,776		Average Salary
8.44				7.75		7.33		11.25		9.64		9.64		8.67		Average Grade
2	.7							1	.4			243	91.0	17	6.4	SERIES 01010
14,300								18,900		11.00		18,840		13,805		Average Salary
7.00								11.00				9.33		6.88		Average Grade
1	.3			14	4.0	5	1.4	6	1.7	3	.9	278	79.7	103	29.5	SERIES 01016
12,300				8,407		7,560		16,516		16,966		15,210		13,428		Average Salary
7.00				3.14		2.60		8.67		9.00		7.67		6.80		Average Grade
120	5.4	8	.4	19	.9	2	.1	28	1.3	8	.4	1,856	83.6	505	22.7	SERIES 01020
16,405		15,987		17,857		17,850		17,496		17,275		16,601		15,038		Average Salary
8.28		8.00		9.11		9.00		8.96		8.86		8.42		7.70		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
PHOTOGRAPHY	2,823	222	7.9	389	13.8	38	1.3	268	9.5	34	1.2
(01060) Average Salary	16,417	13,156		15,688		13,413		15,264		13,335	
Average Grade	8.14	6.31		7.73		6.45		7.51		6.44	
PURCHASING	4,128	2,992	72.5	791	19.2	579	14.0	585	14.2	436	10.6
(01105) Average Salary	12,659	12,379		12,541		12,411		12,627		12,486	
Average Grade	5.85	5.67		5.75		5.68		5.79		5.71	
PROCUREMENT CLERICAL AND ASSISTANCE (T)	731	539	73.7	204	27.9	153	20.9	162	22.2	124	17.0
(01106) Average Salary	14,802	14,538		14,887		14,814		15,016		14,980	
Average Grade	7.27	7.23		7.36		7.35		7.43		7.40	
PROPERTY DISPOSAL TECHNICIAN (T)	36	22	61.1	12	33.3	6	16.7	9	25.0	3	8.3
(01107) Average Salary	14,586	14,395		14,508		14,150		14,400		13,466	
Average Grade	7.06	7.09		7.00		7.00		7.00		7.00	
PRODUCTION CONTROL	6,964	809	11.6	1,033	14.8	152	2.2	413	5.9	79	1.1
(01152) Average Salary	17,463	12,956		15,458		12,873		15,185		13,006	
Average Grade	8.47	6.13		7.38		6.02		7.37		6.19	
PATENT TECHNICIAN	3	1	33.3	2	66.7	1	33.3	2	66.7	1	33.3
(01202) Average Salary	12,200	10,000		12,750		10,000		12,750		10,000	
Average Grade	6.33	5.00		6.50		5.00		6.50		5.00	
PHYSICAL SCIENCE TECHNICIAN	3,728	752	20.2	610	16.4	174	4.7	462	12.4	142	3.8
(01311) Average Salary	14,653	12,231		13,449		11,831		13,439		11,948	
Average Grade	7.06	5.69		6.37		5.42		6.33		5.48	
HYDROLOGIC TECHNICIAN	1,252	124	9.9	100	8.0	16	1.3	40	3.2	10	.8
(01316) Average Salary	15,109	11,658		12,717		11,537		11,815		11,230	
Average Grade	7.51	5.27		6.03		5.13		5.50		4.90	
METEOROLOGICAL TECHNICIAN	2,424	177	7.3	185	7.6	21	.9	93	3.8	18	.7
(01341) Average Salary	17,926	14,340		15,702		13,809		14,763		14,322	
Average Grade	9.02	6.75		8.15		6.48		7.56		6.83	
CARTOGRAPHIC TECHNICIAN	2,856	704	24.6	441	15.4	108	3.8	268	9.4	81	2.8
(01371) Average Salary	15,940	13,886		15,404		14,297		15,407		14,746	
Average Grade	7.87	6.69		7.54		6.87		7.54		7.09	
GEODETIC TECHNICIAN	103	15	14.6	11	10.7	5	4.9	8	7.8	5	4.9
(01374) Average Salary	18,345	13,580		17,163		14,180		14,875		14,180	
Average Grade	9.15	6.67		8.27		7.20		7.50		7.20	
LIBRARY TECHNICIAN	2,513	2,106	83.8	647	25.7	482	19.2	545	21.7	404	16.1
(01411) Average Salary	11,636	11,547		11,930		11,740		12,080		11,823	
Average Grade	5.14	5.11		5.28		5.21		5.37		5.26	
ARCHIVES TECHNICIAN (T)	311	83	26.7	117	37.6	32	10.3	109	35.0	31	10.0
(01421) Average Salary	17,582	15,184		16,300		15,243		16,087		15,286	
Average Grade	8.71	7.83		8.12		7.63		8.02		7.65	
MATHEMATICS TECHNICIAN	214	133	62.1	21	9.8	13	6.1	14	6.5	11	5.1
(01521) Average Salary	13,264	13,274		13,333		12,646		12,807		12,563	
Average Grade	6.20	6.12		6.19		5.62		5.93		5.64	
STATISTICAL ASSISTANT (T)	1,065	911	85.5	448	42.1	394	37.0	428	40.2	378	35.5
(01531) Average Salary	15,610	15,637		15,597		15,638		15,635		15,653	
Average Grade	7.75	7.74		7.76		7.76		7.77		7.78	
CRYPTANALYSIS	28	3	10.7								
(01541) Average Salary	20,171	11,800									
Average Grade	10.11	6.33									
BLDGs & GROUNDS TECHNICAL MANAGEMENT	4			1	25.0						
(01641) Average Salary	24,450			18,600							
Average Grade	10.75			9.00							
EQUIPMENT SPECIALIST (T)	3,789	109	2.9	502	13.2	23	.6	254	6.7	15	.4
(01670) Average Salary	17,009	14,276		16,527		13,326		15,998		12,973	
Average Grade	8.47	6.98		8.28		6.43		8.09		6.13	
EDUCATION AND TRAINING TECHNICIAN	3,645	2,264	62.1	2,139	58.7	1,529	41.9	132	3.6	91	2.5
(01702) Average Salary	11,092	10,056		9,738		9,590		12,599		12,491	
Average Grade	4.99	4.40		4.09		4.00		6.15		6.13	
ALCOHOL TAX TECHNICIAN	40	4	10.0	3	7.5			2	5.0		
(01855) Average Salary	15,562	11,700		11,266				12,450			
Average Grade	7.15	5.75		5.00				5.50			
PUBLIC HEALTH INSPECTION	15	2	13.3	3	20.0	2	13.3	2	13.3	2	13.3
(01860) Average Salary	18,893	18,150		17,033		18,150		18,150		18,150	
Average Grade	9.67	9.50		8.67		9.50		9.50		9.50	
CONSUMER SAFETY INSPECTION	158	43	27.2	43	27.2	11	7.0	32	20.3	8	5.1
(01862) Average Salary	13,381	11,530		13,369		11,863		13,506		12,087	
Average Grade	6.65	5.37		6.65		5.55		6.66		5.63	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
91	3.2	4	.1	10	.4			20	.7			2,434	86.2	184	6.5	SERIES 01060 Average Salary Average Grade
16,303	8.04	14,075	6.50	18,120	8.90			17,345	5.83			16,534	13,103	8.20	6.28	
135	3.3	90	2.2	27	.7	18	.4	44	1.1	35	.8	3,337	80.8	2,413	58.5	SERIES 01105 Average Salary Average Grade
12,273	5.62	12,090	5.53	12,092	5.63	11,888	5.61	12,495	5.66	12,568	5.71	12,687	12,371	5.88	5.67	
35	4.8	23	3.1	3	.4	2	.3	4	.5	4	.5	527	72.1	386	52.8	SERIES 01106 Average Salary Average Grade
14,382	7.10	14,052	7.10	14,366	7.67	13,950	8.00	14,475	7.00	14,475	7.00	14,769	14,428	7.24	7.19	
3	8.3	3	8.3									24	66.7	16	44.4	SERIES 01107 Average Salary Average Grade
14,833	7.00	14,833	7.00									14,625	14,487	7.08	7.13	
539	7.7	63	.9	28	.4	3		53	.8	7	.1	5,931	85.2	657	9.4	SERIES 01152 Average Salary Average Grade
15,295	7.20	12,582	5.78	18,685	9.00	12,466	5.67	17,549	8.53	14,171	6.50	17,812	12,975	8.66	6.16	
												1	33.3			SERIES 01202 Average Salary Average Grade
												11,100	6.00			
89	2.4	13	.3	16	.4	4	.1	43	1.2	15	.4	3,118	83.6	578	15.5	SERIES 01311 Average Salary Average Grade
13,712	6.67	10,915	4.77	13,200	6.06	11,550	4.75	13,109	6.30	11,586	5.53	14,889	12,351	7.20	5.77	
44	3.5	3	.2	8	.6	2	.2	8	.6	1	.1	1,152	92.0	108	8.6	SERIES 01316 Average Salary Average Grade
12,763	5.95	10,300	4.33	13,700	6.88	11,650	5.50	15,987	8.25	18,100	9.00	15,317	11,675	7.64	5.30	
50	2.1	2	.1	27	1.1	1		15	.6			2,239	92.4	156	6.4	SERIES 01341 Average Salary Average Grade
17,466	9.10	12,100	5.50	15,055	8.04	8,000	2.00	16,813	8.80			18,110	14,412	9.09	6.79	
89	3.1	7	.2	29	1.0	8	.3	55	1.9	12	.4	2,415	84.6	596	20.9	SERIES 01371 Average Salary Average Grade
15,425	7.65	14,671	7.43	12,065	5.62	9,575	4.60	17,121	8.38	14,191	7.00	16,038	13,811	7.92	6.66	
2	1.9			1	1.0							92	89.3	10	9.7	SERIES 01374 Average Salary Average Grade
23,650	10.00			22,500	11.00							18,486	13,280	9.25	6.40	
55	2.2	41	1.6	14	.6	10	.4	33	1.3	27	1.1	1,866	74.3	1,624	64.6	SERIES 01411 Average Salary Average Grade
11,049	4.76	11,226	4.93	9,364	3.79	9,700	4.10	12,015	5.33	12,029	5.26	11,534	11,490	5.09	5.08	
5	1.6	1	.3	1	.3			2	.6			194	62.4	51	16.4	SERIES 01421 Average Salary Average Grade
19,060	9.60	13,600	7.00	14,000	7.00			22,200	10.50			18,356	15,147	9.06	7.96	
5	2.3	2	.9					2	.9			193	90.2	120	56.1	SERIES 01521 Average Salary Average Grade
13,700	6.20	13,100	5.50					16,100	8.00			13,257	13,342	6.20	6.18	
12	1.1	10	.9	1	.1	1	.1	7	.7	5	.5	617	57.9	517	48.5	SERIES 01531 Average Salary Average Grade
14,750	7.33	14,860	7.40	17,300	8.00	17,300	8.00	14,528	7.43	15,340	7.60	15,619	15,639	7.74	7.73	
				1	25.0							28	100.0	3	10.7	SERIES 01541 Average Salary Average Grade
				18,600	9.00							20,171	11,800	10.11	6.33	
				1								3	75.0			SERIES 01641 Average Salary Average Grade
				18,600	9.00							26,400	11.33			
199	5.3	7	.2	13	.3			36	1.0	1		3,287	86.8	86	2.3	SERIES 01670 Average Salary Average Grade
17,081	8.46	14,328	7.29	17,946	9.00			16,680	8.28	11,600	5.00	17,083	14,530	8.51	7.13	
59	1.6	27	.7	1,937	53.1	1,402	38.5	11	.3	9	.2	1,506	41.3	735	20.2	SERIES 01702 Average Salary Average Grade
12,710	6.07	11,611	5.88	9,439	3.89	9,343	3.82	12,172	5.27	12,544	5.33	13,014	11,029	6.37	5.38	
								1	2.5			37	92.5	4	10.0	SERIES 01855 Average Salary Average Grade
								8,900	4.00			15,910	11,700	7.32	5.75	
				1	6.7							12	80.0			SERIES 01860 Average Salary Average Grade
				14,800	7.00							19,358	9.92			
8	5.1	3	1.9					3	1.9			115	72.8	32	20.3	SERIES 01862 Average Salary Average Grade
10,800	5.25	11,265	5.33					18,766	10.33			13,386	11,415	6.65	5.31	

TABLE 3-000

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
FOOD INSPECTION	7,381	654	8.9	779	10.6	127	1.7	538	7.3	112	1.5
(01863) Average Salary	15,460	13,554		15,441		13,455		15,765		13,492	
Average Grade	7.89	7.07		7.94		7.05		8.05		7.04	
CUSTOMS WAREHOUSE OFFICER	289	39	13.5	104	36.0	9	3.1	69	23.9	8	2.8
(01895) Average Salary	13,223	12,156		13,232		11,933		13,111		11,850	
Average Grade	6.10	5.90		6.07		5.78		6.16		5.88	
CUSTOMS AID (T)	296	88	29.7	107	36.1	33	11.1	70	23.6	21	7.1
(01897) Average Salary	15,823	14,903		15,537		14,539		15,394		14,285	
Average Grade	7.95	7.49		7.08		7.39		7.83		7.33	
MISCELLANEOUS INSPECTION (T)	971	23	2.4	139	14.3	5	.5	76	7.8	4	.4
(01899) Average Salary	16,446	15,469		15,787		15,500		15,992		15,600	
Average Grade	8.86	8.74		8.74		9.00		8.82		9.00	
QUALITY INSPECTION	2,664	174	6.2	314	11.8	28	1.1	181	6.8	21	.8
(01960) Average Salary	16,270	13,217		14,832		12,446		14,308		12,447	
Average Grade	7.67	6.15		6.88		5.46		6.47		5.52	
AGRICULTURAL COMMODITY GRADING	2,875	253	8.8	196	6.8	18	.6	141	4.9	13	.5
(01980) Average Salary	16,459	13,447		14,019		13,011		13,997		12,038	
Average Grade	8.45	7.19		7.38		6.83		7.06		6.38	
AGRICULTURAL COMMODITY AID	222	21	9.5	43	19.4	4	1.8	36	16.2	3	1.4
(01981) Average Salary	9,280	8,500		8,476		8,675		8,316		7,900	
Average Grade	4.14	3.24		3.30		3.25		3.17		3.00	
GENERAL SUPPLY (T)	3,606	879	24.4	628	17.4	192	5.3	432	12.0	170	4.7
(02001) Average Salary	16,278	15,844		16,149		15,928		16,062		16,043	
Average Grade	8.18	8.17		8.23		8.18		8.26		8.24	
SUPPLY CLERICAL AND TECHNICIAN (T)	3,911	1,511	38.6	919	23.5	407	10.4	651	16.6	350	8.9
(02005) Average Salary	15,046	14,776		15,013		14,833		14,883		14,854	
Average Grade	7.25	7.25		7.30		7.32		7.30		7.34	
GENERAL TRANSPORTATION (T)	945	277	29.3	173	18.3	78	8.3	111	11.7	61	6.5
(02101) Average Salary	15,989	15,370		15,492		15,112		15,130		14,972	
Average Grade	8.07	7.80		7.84		7.71		7.70		7.70	
FREIGHT RATE (T)	1,108	514	46.4	236	21.3	124	11.2	185	16.7	109	9.8
(02131) Average Salary	16,327	15,524		15,960		15,460		15,865		15,478	
Average Grade	8.15	7.73		8.03		7.83		8.09		7.90	
PASSENGER RATE (T)	36	28	77.8	15	41.7	12	33.3	15	41.7	12	33.3
(02133) Average Salary	15,880	15,978		15,500		15,541		15,500		15,541	
Average Grade	8.14	8.14		8.13		8.08		8.13		8.08	
TRANSPORTATION LOSS & DAMAGE CLAIM EXMNG	229	164	71.6	67	29.3	50	21.8	52	22.7	40	17.5
(02135) Average Salary	12,832	12,503		12,844		12,588		13,003		12,702	
Average Grade	5.67	5.51		5.60		5.44		5.70		5.50	
CARGO SCHEDULING	170	79	46.5	46	27.1	24	14.1	30	17.6	18	10.6
(02144) Average Salary	14,830	14,098		14,665		14,004		14,586		14,177	
Average Grade	7.15	6.89		6.96		6.46		6.80		6.50	
CLERICAL SERIES	850,359	424,345	49.9	217,258	25.5	120,313	14.1	175,110	20.6	99,905	11.7
Average Salary	13,378	11,459		13,081		11,830		13,182		12,032	
Average Grade	4.45	4.46		4.32		4.36		4.35		4.40	
FINGERPRINT IDENTIFICATION (C)	961	468	48.7	364	37.9	246	25.6	336	35.0	235	24.5
(00072) Average Salary	9,807	10,067		10,214		10,254		10,291		10,292	
Average Grade	4.57	4.74		4.83		4.86		4.88		4.88	
INTELLIGENCE AID AND CLERK	511	398	77.9	103	20.2	75	14.7	93	18.2	68	13.3
(00134) Average Salary	13,314	13,050		13,199		12,969		13,362		13,038	
Average Grade	6.38	6.16		6.26		6.05		6.40		6.13	
PERSONNEL CLERICAL AND ASSISTANCE (C)	8,387	7,881	94.0	2,183	26.0	1,980	23.6	1,548	18.5	1,422	17.0
(00203) Average Salary	10,888	10,914		10,764		10,825		10,817		10,873	
Average Grade	4.77	4.77		4.77		4.80		4.82		4.85	
MILITARY PERSONNEL CLERICAL (C)	7,907	6,366	80.5	2,021	25.6	1,647	20.8	1,643	20.8	1,411	17.8
(00204) Average Salary	10,827	10,801		10,867		11,000		11,016		11,024	
Average Grade	4.51	4.46		4.53		4.53		4.57		4.57	
GENERAL CLERICAL AND ADMINISTRATIVE (C)	86,102	64,418	74.8	25,276	29.4	19,197	22.3	20,630	24.0	16,085	18.7
(00301) Average Salary	11,161	10,823		10,801		10,619		10,832		10,646	
Average Grade	4.46	4.47		4.26		4.30		4.26		4.30	
MESSENGER	774	91	11.8	376	48.6	35	4.5	328	42.4	32	4.1
(00302) Average Salary	8,132	8,454		8,164		8,754		8,152		8,493	
Average Grade	2.13	2.32		2.15		2.65		2.14		2.72	
INFORMATION RECEPTIONIST	1,095	977	89.2	333	30.4	296	27.0	246	22.5	218	19.9
(00304) Average Salary	9,818	9,855		9,888		9,897		9,992		10,023	
Average Grade	3.75	3.76		3.75		3.76		3.78		3.78	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
194	2.6	5	.1	15	.2	4	.1	32	.4	6	.1	6,602	89.4	527	7.1	SERIES 01863
14,842		12,540		13,680		14,050		14,437		13,116		16,462		13,578		Average Salary
		7.00		7.13		7.25		7.84		7.17		7.88		7.07		Average Grade
31	10.7	1	.3					4	1.4			185	64.0	30	10.4	SERIES 01895
13,396		12,600						14,050				13,218		12,223		Average Salary
		5.00						6.00				6.12		5.93		Average Grade
20	6.8	7	2.4	1	.3			16	5.4	5	1.7	189	63.9	55	18.6	SERIES 01897
15,620		14,957		19,200				15,831		15,020		15,985		15,121		Average Salary
		7.29		7.00				8.13		7.80		7.99		7.55		Average Grade
46	4.7	1	.1	13	1.3			4	.4			832	85.7	18	1.9	SERIES 01899
15,776		15,100		14,576				15,975				16,556		15,461		Average Salary
		9.00		8.08				9.00				8.88		8.67		Average Grade
108	4.1	5	.2	5	.2			20	.8	2	.1	2,350	88.2	136	5.1	SERIES 01960
15,542		13,120		16,500				15,330		10,750		16,462		13,375		Average Salary
		5.40		8.20				7.30		5.00		7.78		6.29		Average Grade
33	1.1	3	.1	7	.2	1		15	.5	1		2,679	93.2	235	8.2	SERIES 01980
15,909		17,366		17,042		15,600		14,293		10,000		16,637		13,480		Average Salary
		8.67		8.57		9.00		7.53		5.00		8.52		7.22		Average Grade
5	2.3	1	.5					2	.9			179	80.6	17	7.7	SERIES 01981
9,400		11,000						9,050				5,473		8,459		Average Salary
		4.00						4.00				4.34		3.24		Average Grade
103	2.9	12	.3	53	1.5	7	.2	40	1.1	3	.1	2,978	82.6	687	19.1	SERIES 02001
16,199		15,850		15,469		14,057		17,870		14,100		16,305		15,820		Average Salary
		8.08		7.85		7.57		8.70		7.00		8.15		8.17		Average Grade
201	5.1	37	.9	41	1.0	12	.3	26	.7	8	.2	2,992	76.5	1,104	28.2	SERIES 02005
15,441		14,856		14,609		13,875		15,596		15,225		15,056		14,755		Average Salary
		7.27		7.24		7.00		7.24		7.13		7.24		7.23		Average Grade
46	4.9	9	1.0	4	.4	2	.2	12	1.3	6	.6	772	81.7	199	21.1	SERIES 02101
16,134		15,600		16,375		15,900		16,083		15,550		16,101		15,471		Average Salary
		7.89		8.50		8.00		7.58		7.33		8.12		7.84		Average Grade
37	3.3	5	.5	4	.4	3	.3	10	.9	7	.6	872	78.7	390	35.2	SERIES 02131
16,243		14,140		15,700		16,266		16,770		15,771		16,427		15,544		Average Salary
		7.00		7.75		8.00		7.80		7.29		8.19		7.70		Average Grade
												21	58.3	16	44.4	SERIES 02133
												16,152		16,306		Average Salary
												8.14		8.19		Average Grade
9	3.9	6	2.6	1	.4	1	.4	5	2.2	3	1.3	162	70.7	114	49.8	SERIES 02135
12,322		11,950		11,300		11,300		12,440		12,766		12,827		12,466		Average Salary
		5.17		5.00		5.00		5.20		5.33		5.70		5.54		Average Grade
12	7.1	4	2.4					4	2.4	2	1.2	124	72.9	55	32.4	SERIES 02144
14,425		12,825						15,975		14,800		14,891		14,140		Average Salary
		6.00						7.50		7.00		7.23		7.07		Average Grade
28,791	3.4	12,238	1.4	5,741	.7	4,480	.5	7,616	.9	3,690	.4	633,101	74.5	304,032	35.8	CLERICAL
12,979		10,935		10,498		10,035		13,098		11,504		13,480		11,312		Average Salary
		4.21		3.97		3.98		4.45		4.50		4.49		4.49		Average Grade
21	2.2	6	.6	2	.2			5	.5	5	.5	597	62.1	222	23.1	SERIES 00072
8,995		9,183		11,100				9,740		9,740		9,560		9,859		Average Salary
		4.17		5.50				4.60		4.60		4.42		4.60		Average Grade
6	1.2	4	.8					4	.8	3	.6	408	79.8	323	63.2	SERIES 00134
11,116		12,225						12,525		12,400		13,344		13,069		Average Salary
		5.50						5.00		5.00		6.41		6.19		Average Grade
368	4.4	319	3.8	139	1.7	121	1.4	128	1.5	118	1.4	6,204	74.0	5,901	70.4	SERIES 00203
10,507		10,586		10,593		10,605		11,053		11,121		10,931		10,943		Average Salary
		4.64		4.60		4.61		4.88		4.91		4.76		4.76		Average Grade
277	3.5	177	2.2	14	.2	11	.1	87	1.1	48	.6	5,886	74.4	4,719	59.7	SERIES 00204
10,739		10,826		11,135		11,454		10,747		10,829		10,779		10,731		Average Salary
		4.26		4.71		4.73		4.39		4.33		4.50		4.43		Average Grade
2,660	3.1	1,610	1.9	1,263	1.5	990	1.1	723	.8	512	.6	60,826	70.6	45,221	52.5	SERIES 00301
10,888		10,644		9,886		10,002		11,191		10,881		11,310		10,910		Average Salary
		4.33		3.97		4.07		4.47		4.52		4.54		4.54		Average Grade
39	5.0	3	.4	4	.5			5	.6			398	51.4	56	7.2	SERIES 00302
7,764		11,533		11,400				9,500				8,102		8,267		Average Salary
		1.50		5.00				2.20				2.10		2.20		Average Grade
60	5.5	52	4.7	20	1.8	20	1.8	7	.6	6	.5	762	69.6	681	62.2	SERIES 00304
9,965		9,951		8,700		8,700		8,971		8,833		9,788		9,837		Average Salary
		3.90		3.15		3.15		3.57		3.50		3.75		3.77		Average Grade

TABLE 3-000

Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
MAIL AND FILE	22,327	12,951	58.0	9,686	43.4	5,333	23.9	8,671	38.8	4,904	22.0
(00305) Average Salary	9,572	9,565		9,647		9,536		9,701		9,558	
Average Grade	3.63	3.67		3.68		3.65		3.71		3.67	
CORRESPONDENCE CLERK	963	886	92.0	459	47.7	433	45.0	439	45.6	413	42.9
(00309) Average Salary	11,112	11,126		10,838		10,867		10,842		10,873	
Average Grade	4.92	4.91		4.80		4.81		4.81		4.82	
CLERK-STENOGRAPHER AND REPORTER	29,145	28,799	98.8	4,018	13.8	3,949	13.5	2,568	8.8	2,533	8.7
(00312) Average Salary	10,413	10,380		10,452		10,430		10,483		10,456	
Average Grade	4.18	4.17		4.23		4.22		4.24		4.24	
STENOGRAPHIC OR TYPING UNIT SUPERVISING	262	249	95.0	60	22.9	59	22.5	51	19.5	50	19.1
(00313) Average Salary	14,019	14,029		14,033		14,004		14,135		14,198	
Average Grade	6.62	6.63		6.70		6.73		6.79		6.83	
CLERK-DICTATING MACHINE TRANSCRIBING	8,197	7,968	97.2	1,892	23.1	1,835	22.4	1,434	17.5	1,397	17.0
(00316) Average Salary	10,178	10,180		10,129		10,139		10,149		10,167	
Average Grade	4.21	4.21		4.23		4.24		4.27		4.28	
SECRETARY	61,987	61,567	99.3	11,246	18.1	11,140	18.0	8,724	14.1	8,662	14.0
(00318) Average Salary	12,801	12,799		12,767		12,773		12,874		12,879	
Average Grade	5.82	5.82		5.93		5.94		6.04		6.04	
CLOSED MICROPHONE REPORTER	294	250	85.0	23	7.8	19	6.5	13	4.4	11	3.7
(00319) Average Salary	15,162	15,066		14,486		14,647		14,738		14,745	
Average Grade	7.47	7.41		7.35		7.47		7.62		7.64	
CLERK-TYPIST	66,729	63,406	95.0	16,732	25.1	15,640	23.4	12,164	18.2	11,478	17.2
(00322) Average Salary	8,935	8,934		8,840		8,846		8,857		8,868	
Average Grade	3.31	3.31		3.31		3.31		3.33		3.33	
COLD-TYPE COMPOSING MACHINE	380	369	96.8	81	21.3	73	19.2	64	16.8	58	15.9
(00324) Average Salary	10,509	10,516		10,849		10,906		10,987		11,044	
Average Grade	4.26	4.27		4.54		4.59		4.67		4.72	
COMPUTER AID AND TECHNICIAN (C)	4,505	3,171	70.4	1,763	39.1	1,295	28.7	1,485	33.0	1,134	25.2
(00335) Average Salary	10,811	10,944		10,900		11,046		10,939		11,077	
Average Grade	4.62	4.69		4.65		4.74		4.69		4.76	
MANAGEMENT CLERICAL AND ASSISTANCE	4,188	3,009	71.8	812	19.4	585	14.0	627	15.0	457	10.9
(00344) Average Salary	14,021	13,593		13,881		13,528		14,001		13,612	
Average Grade	6.68	6.44		6.66		6.45		6.76		6.53	
OFFICE MACHINE OPERATING	1,306	529	40.5	539	41.3	211	16.2	477	36.5	198	15.2
(00350) Average Salary	9,484	8,972		9,672		9,125		9,715		9,142	
Average Grade	3.25	3.15		3.29		3.22		3.29		3.23	
PRINTING CLERICAL	281	226	80.4	128	45.6	103	36.7	116	41.3	95	33.8
(00351) Average Salary	11,228	11,223		10,794		10,777		10,766		10,723	
Average Grade	4.67	4.71		4.48		4.51		4.45		4.47	
BOOKKEEPING MACHINE OPERATION	37	34	91.9	13	35.1	11	29.7	3	8.1	3	8.1
(00354) Average Salary	9,262	9,367		8,953		9,127		9,266		9,266	
Average Grade	3.36	3.44		3.00		3.09		3.67		3.67	
CALCULATING MACHINE OPERATION	37	27	73.0	10	27.0	5	13.5	8	21.6	5	13.6
(00355) Average Salary	10,751	11,166		9,840		9,420		10,162		9,420	
Average Grade	3.94	4.17		3.57		3.25		3.60		3.25	
DATA TRANSCRIBER	15,144	14,355	94.8	5,209	34.4	4,929	32.5	4,076	26.9	3,925	25.9
(00356) Average Salary	9,056	9,062		9,136		9,157		9,217		9,232	
Average Grade	3.39	3.40		3.45		3.47		3.49		3.50	
CODING	1,466	1,164	79.4	55	37.9	465	31.7	507	34.6	438	29.9
(00357) Average Salary	10,324	10,403		10,169		10,244		10,167		10,224	
Average Grade	4.37	4.40		4.28		4.34		4.30		4.34	
ELECTRIC ACCOUNTING MACHINE OPERATION	640	459	71.7	242	37.8	179	28.0	197	30.8	152	23.8
(00359) Average Salary	10,531	10,543		10,770		10,891		10,737		10,846	
Average Grade	4.19	4.25		4.31		4.42		4.28		4.39	
TELEPHONE OPERATING	4,893	4,644	94.9	864	17.7	791	16.2	711	14.5	656	13.4
(00362) Average Salary	9,709	9,738		9,369		9,359		9,439		9,479	
Average Grade	3.61	3.62		3.62		3.65		3.68		3.72	
TELETYPE	1,461	1,010	69.1	390	26.7	273	18.7	317	21.7	222	15.2
(00385) Average Salary	10,670	10,668		10,613		10,550		10,572		10,526	
Average Grade	4.51	4.48		4.53		4.44		4.53		4.45	
COMMUNICATIONS CLERICAL	507	430	84.8	89	17.6	73	14.4	81	16.0	68	13.4
(00394) Average Salary	10,996	10,970		10,930		11,006		10,919		11,025	
Average Grade	4.60	4.60		4.72		4.78		4.73		4.79	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
743	3.3	300	1.3	113	.5	56	.3	159	.7	73	.3	12,641	56.6	7,618	34.1	SERIES 00305
9,271		9,415		8,538		8,333		9,242		9,524		9,515		9,585		Average Salary
3.45		3.60		2.91		2.78		3.52		3.64		3.60		3.67		Average Grade
16	1.7	16	1.7					4	.4	4	.4	504	52.3	453	47.0	SERIES 00309
10,625		10,625						11,225		11,225		11,363		11,374		Average Salary
4.50		4.50						4.75		4.75		5.04		5.02		Average Grade
978	3.4	964	3.3	282	1.0	265	.9	190	.7	187	.6	25,127	86.2	24,850	85.3	SERIES 00312
10,397		10,390		10,107		10,127		10,829		10,755		10,407		10,372		Average Salary
4.19		4.18		4.10		4.11		4.42		4.36		4.18		4.17		Average Grade
5	1.9	5	1.9	3	1.1	3	1.1	1	.4	1	.4	202	77.1	190	72.5	SERIES 00313
12,540		12,540		14,666		14,666		14,400		14,400		14,015		14,012		Average Salary
6.00		6.00		6.67		6.67		6.00		6.00		6.60		6.59		Average Grade
208	2.5	200	2.4	177	2.2	169	2.1	73	.9	69	.8	6,305	76.9	6,133	74.8	SERIES 00316
10,165		10,132		9,838		9,822		10,342		10,368		10,193		10,192		Average Salary
4.15		4.14		3.93		3.93		4.36		4.36		4.21		4.21		Average Grade
1,371	2.2	1,356	2.2	612	1.0	591	1.0	541	.9	531	.9	50,739	81.9	50,427	81.4	SERIES 00318
12,391		12,396		11,882		11,888		13,005		12,996		12,809		12,805		Average Salary
5.55		5.55		5.30		5.30		5.86		5.85		5.79		5.79		Average Grade
1	.3	1	.3	2	.7	2	.7	7	2.4	5	1.7	271	92.2	231	78.6	SERIES 00319
13,200		13,200		16,400		16,400		13,657		14,020		15,219		15,100		Average Salary
7.00		7.00		8.00		8.00		6.71		7.00		7.48		7.40		Average Grade
2,408	3.6	2,173	3.3	1,530	2.3	1,434	2.1	630	.9	555	.8	49,997	74.9	47,766	71.6	SERIES 00322
8,867		8,861		8,637		8,621		8,903		8,920		8,966		8,963		Average Salary
3.27		3.26		3.19		3.18		3.34		3.35		3.31		3.31		Average Grade
15	3.9	13	3.4					2	.5	2	.5	299	78.7	295	77.6	SERIES 00324
10,413		10,484						9,650		9,650		10,417		10,420		Average Salary
4.07		4.08						4.00		4.00		4.19		4.19		Average Grade
198	4.4	100	2.2	32	.7	23	.5	46	1.1	38	.8	2,742	60.9	1,876	41.6	SERIES 00335
10,859		10,996		10,300		10,734		10,771		10,452		10,754		10,873		Average Salary
4.55		4.64		4.28		4.61		4.33		4.37		4.59		4.65		Average Grade
125	3.0	83	2.0	12	.3	11	.3	48	1.1	34	.8	3,376	80.6	2,424	57.9	SERIES 00344
13,468		13,168		13,533		13,854		13,472		13,158		14,054		13,508		Average Salary
6.23		5.10		6.58		6.73		6.35		6.12		6.88		6.44		Average Grade
34	2.6	8	.6	12	.9	5	.4	16	1.2	16	1.2	767	58.7	311	24.3	SERIES 00350
9,541		8,812		8,525		8,920		9,525		9,525		9,351		8,871		Average Salary
3.22		2.88		3.33		3.40		3.27		3.27		3.22		3.10		Average Grade
9	3.2	5	1.8	2	.7	2	.7	1	.4	1	.4	153	54.4	123	43.8	SERIES 00351
10,933		11,400		11,550		11,550		11,300		11,300		11,590		11,596		Average Salary
4.78		5.00		5.00		5.00		5.00		5.00		4.83		4.87		Average Grade
				9	24.3	7	18.9	1	2.7	1	2.7	24	64.9	23	62.2	SERIES 00354
				8,177		8,228		15,000		15,000		9,429		9,482		Average Salary
				2.78		2.86		3.00		3.00		3.58		3.61		Average Grade
1	2.7							1	2.7			27	73.0	22	59.5	SERIES 00355
8,900								8,200				11,088		11,563		Average Salary
4.00								3.00				4.18		4.63		Average Grade
927	5.1	818	5.4	55	.4	50	.3	151	1.0	136	.9	9,935	65.6	9,426	62.2	SERIES 00356
8,873		8,887		8,658		8,696		8,753		8,805		9,014		9,013		Average Salary
3.34		3.36		3.13		3.12		3.20		3.20		3.36		3.36		Average Grade
36	2.5	19	1.3	2	.1	1	.1	10	.7	7	.5	911	62.1	699	47.7	SERIES 00357
10,125		10,384		9,000		11,000		10,680		11,014		10,419		10,508		Average Salary
4.00		4.21		3.50		5.00		4.70		5.00		4.42		4.43		Average Grade
36	5.6	21	3.3					9	1.4	6	.9	398	62.2	280	43.8	SERIES 00359
10,983		11,342						10,544		10,433		10,386		10,321		Average Salary
4.44		4.76						4.33		4.00		4.12		4.15		Average Grade
81	1.7	68	1.4	47	1.0	43	.9	25	.5	24	.5	4,029	82.3	3,853	78.7	SERIES 00382
9,217		9,297		8,514		8,376		9,492		9,311		9,782		9,807		Average Salary
3.49		3.56		2.88		2.88		3.54		3.14		3.61		3.52		Average Grade
55	3.8	38	2.6	5	.3	4	.3	13	.9	9	.6	1,071	73.3	737	50.4	SERIES 00385
10,752		10,571		11,100		11,350		10,846		10,711		10,690		10,712		Average Salary
4.55		4.42		4.60		4.75		4.54		4.32		4.50		4.49		Average Grade
5	1.0	3	.6					3	.6	3	.6	418	82.4	357	70.4	SERIES 00394
10,140		9,700						12,633		12,350		11,010		10,962		Average Salary
4.20		4.00						5.33		5.50		4.58		4.56		Average Grade

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
GENERAL ACCTG											
CLERICAL/ADMINISTRATIVE(C)	6,081	5,046	83.0	1,627	28.8	1,363	22.4	1,344	22.1	1,165	19.2
(00501) Average Salary	11,364	11,325		11,251		11,201		11,237		11,193	
Average Grade	4.95	4.95		4.91		4.91		4.91		4.92	
ACCOUNTS MAINTENANCE CLERICAL	6,629	5,471	82.5	1,541	23.2	1,256	18.9	1,160	17.5	980	14.8
(00520) Average Salary	11,167	11,011		11,264		11,204		11,432		11,371	
Average Grade	4.54	4.54		4.62		4.65		4.71		4.72	
CASH PROCESSING	2,547	1,953	76.7	661	26.0	513	20.1	490	19.2	400	15.7
(00530) Average Salary	11,423	10,965		11,152		10,754		11,092		10,707	
Average Grade	4.70	4.65		4.58		4.54		4.54		4.48	
VOUCHER EXAMINING	5,306	4,301	81.1	1,481	27.9	1,201	22.6	1,149	21.7	987	18.6
(00540) Average Salary	11,780	11,667		11,632		11,609		11,699		11,644	
Average Grade	5.07	5.03		5.01		5.00		5.04		5.01	
PAYROLL	4,455	3,679	82.6	1,139	25.6	962	21.6	911	20.4	793	17.8
(00544) Average Salary	11,992	11,836		11,892		11,837		11,906		11,879	
Average Grade	5.23	5.21		5.24		5.24		5.28		5.28	
MILITARY PAY	4,766	3,528	74.0	1,374	28.8	1,043	21.9	1,119	23.5	923	19.4
(00545) Average Salary	11,535	11,427		11,670		11,711		11,801		11,798	
Average Grade	5.07	4.97		5.09		5.08		5.14		5.13	
BENEFIT-PAYMENT ROLL	101	66	65.3	52	51.5	39	38.6	47	46.5	37	36.6
(00547) Average Salary	10,329	10,310		10,586		10,530		10,702		10,562	
Average Grade	4.50	4.45		4.63		4.59		4.68		4.59	
TIME AND LEAVE	1,017	577	56.7	268	26.4	165	16.2	232	22.8	150	14.7
(00590) Average Salary	11,665	10,319		11,339		10,573		11,279		10,602	
Average Grade	3.63	3.64		3.67		3.62		3.66		3.60	
LEGAL INSTRUMENTS EXAMINING (C)	1,583	1,370	86.5	531	33.5	458	28.9	424	26.8	375	23.7
(00963) Average Salary	11,444	11,532		11,266		11,313		11,409		11,414	
Average Grade	5.12	5.15		5.02		5.05		5.09		5.10	
LEGAL CLERK AND TECHNICIAN (C)	2,371	2,190	92.4	623	26.3	541	22.8	499	21.0	426	16.1
(00986) Average Salary	11,463	11,499		11,166		11,138		11,185		11,136	
Average Grade	5.18	5.20		4.96		4.95		4.95		4.93	
CLAIMS CLERICAL	14,287	12,887	90.2	3,843	26.9	3,365	23.6	2,900	20.3	2,567	18.0
(00998) Average Salary	10,779	10,783		10,652		10,681		10,827		10,834	
Average Grade	4.72	4.72		4.64		4.66		4.72		4.73	
GENERAL ARTS AND INFORMATION (C)	235	143	60.9	59	25.1	25	10.6	52	22.1	24	10.2
(01001) Average Salary	10,905	10,775		11,059		11,044		11,359		11,062	
Average Grade	4.68	4.75		4.81		4.96		5.00		4.96	
OFFICE DRAFTING	163	71	43.6	31	19.0	9	5.5	19	11.7	6	3.7
(01021) Average Salary	10,292	10,563		10,096		10,200		9,936		10,116	
Average Grade	4.33	4.32		4.16		4.00		4.16		4.17	
CLERK-TRANSLATOR	56	53	94.6	22	39.3	19	33.9	1	1.8	1	1.8
(01046) Average Salary	11,405	11,298		11,840		11,610		11,600		11,600	
Average Grade	5.04	5.04		5.18		5.11		5.00		5.00	
EDITORIAL ASSISTANCE	1,933	1,845	95.4	360	18.6	341	17.6	277	14.3	264	13.7
(01087) Average Salary	12,190	12,173		12,398		12,372		12,479		12,440	
Average Grade	5.43	5.42		5.60		5.59		5.69		5.68	
PROCUREMENT CLERICAL AND ASSISTANCE (C)	6,122	5,618	91.8	1,405	23.0	1,235	20.2	1,045	17.1	932	15.2
(01106) Average Salary	10,773	10,777		10,801		10,828		10,901		10,924	
Average Grade	4.47	4.47		4.45		4.47		4.49		4.52	
PROPERTY DISPOSAL CLERICAL (C)	769	669	87.0	154	20.0	124	16.1	100	13.0	85	11.1
(01107) Average Salary	10,798	10,749		10,997		10,796		11,118		10,890	
Average Grade	4.42	4.42		4.50		4.46		4.59		4.51	
ARCHIVES TECHNICIAN (C)	927	460	49.6	411	44.7	227	24.5	401	43.3	220	23.7
(01421) Average Salary	10,372	10,192		10,439		10,371		10,454		10,363	
Average Grade	4.34	4.23		4.32		4.30		4.33		4.30	
STATISTICAL ASSISTANT (C)	2,189	1,810	82.7	785	35.9	650	29.7	712	32.5	597	27.3
(01531) Average Salary	11,242	11,267		11,260		11,264		11,294		11,304	
Average Grade	4.87	4.88		4.99		5.00		5.02		5.03	
CUSTOMS AID (C)	874	493	56.4	322	36.8	148	16.9	224	25.6	115	13.2
(01897) Average Salary	11,886	11,563		12,162		11,641		12,087		11,600	
Average Grade	5.23	5.20		5.28		5.24		5.29		5.28	
MISCELLANEOUS INSPECTION (C)	238	105	44.1	68	28.6	20	8.4	50	21.0	15	6.3
(01899) Average Salary	10,861	10,770		10,558		10,525		10,618		10,626	
Average Grade	4.86	4.72		4.63		4.40		4.66		4.40	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
142	2.3	97	1.6	62	1.0	44	.7	79	1.3	57	.9	4,454	73.2	3,683	60.6	SERIES 00501
11,108		10,916		11,785		11,743		11,334		11,443		11,405		11,371		Average Salary
4.84		4.75		4.93		4.91		4.90		4.93		4.96		4.96		Average Grade
200	3.0	141	2.1	91	1.4	69	1.0	90	1.4	66	1.0	5,088	76.8	4,215	63.6	SERIES 00520
10,831		10,641		10,226		10,160		11,117		11,015		11,138		10,954		Average Salary
4.29		4.37		4.32		4.30		4.60		4.52		4.52		4.51		Average Grade
91	3.6	61	2.4	46	1.8	35	1.4	34	1.3	17	.7	1,886	74.0	1,440	56.5	SERIES 00530
11,313		10,859		11,073		11,040		11,691		10,911		11,517		11,040		Average Salary
4.61		4.79		4.87		4.80		4.67		4.59		4.74		4.69		Average Grade
183	3.4	119	2.2	65	1.2	45	.8	84	1.6	50	.9	3,825	72.1	3,100	58.4	SERIES 00540
11,491		11,678		10,946		10,546		11,548		11,712		11,837		11,690		Average Salary
4.90		4.98		4.91		4.69		5.00		5.12		5.09		5.04		Average Grade
134	3.0	102	2.3	25	.6	19	.4	69	1.5	48	1.1	3,316	74.4	2,717	61.0	SERIES 00544
11,830		11,577		11,116		11,215		12,095		11,933		12,026		11,836		Average Salary
5.14		5.10		4.79		4.78		5.07		4.98		5.23		5.20		Average Grade
171	3.6	90	1.9	9	.2	4	.1	75	1.6	26	.5	3,392	71.2	2,485	52.1	SERIES 00545
11,198		10,966		11,022		12,800		10,876		11,050		11,481		11,307		Average Salary
4.87		4.69		4.33		5.25		4.88		4.85		5.07		4.92		Average Grade
3	3.0	1	1.0					2	2.0	1	1.0	49	48.5	27	26.7	SERIES 00547
9,000		8,900						10,250		11,000		10,057		9,922		Average Salary
4.00		4.00						4.50		5.00		4.37		4.26		Average Grade
24	2.4	9	.9	3	.3	2	.2	9	.9	4	.4	749	73.6	412	40.5	SERIES 00590
11,887		10,555		8,966		9,000		12,233		10,325		11,782		10,217		Average Salary
3.87		4.25		3.67		3.50		3.40		3.00		3.62		3.65		Average Grade
66	4.2	49	3.1	23	1.5	18	1.1	18	1.1	16	1.0	1,052	66.5	912	57.6	SERIES 00963
10,559		10,755		10,391		10,322		11,627		11,756		11,533		11,641		Average Salary
4.67		4.80		4.70		4.56		5.11		5.19		5.17		5.20		Average Grade
72	3.0	63	2.7	37	1.6	36	1.5	15	.6	14	.6	1,748	73.7	1,649	69.5	SERIES 00986
11,280		11,447		10,408		10,247		11,846		11,821		11,569		11,617		Average Salary
5.14		5.22		4.57		4.56		5.33		5.29		5.26		5.28		Average Grade
719	5.0	614	4.3	76	.5	72	.5	148	1.0	112	.8	10,444	73.1	9,522	66.6	SERIES 00998
9,993		10,029		10,139		10,122		10,687		11,106		10,826		10,819		Average Salary
4.32		4.34		4.47		4.47		4.78		5.03		4.74		4.74		Average Grade
5	2.1							2	.9	1	.4	176	74.9	118	50.2	SERIES 01001
8,660								9,250		10,600		10,854		10,718		Average Salary
3.20								4.00		5.00		4.64		4.70		Average Grade
10	6.1	2	1.2	2	1.2	1	.6					132	81.0	62	38.0	SERIES 01021
10,220		10,050		11,000		11,066						10,337		10,616		Average Salary
4.10		3.50		4.50		4.00						4.36		4.37		Average Grade
19	33.9	18	32.1					2	3.6			34	60.7	34	60.7	SERIES 01046
11,663		11,611						13,630				11,123		11,123		Average Salary
5.11		5.11						6.00				4.94		4.94		Average Grade
64	3.3	61	3.2	3	.2	2	.1	16	.8	14	.7	1,573	81.4	1,504	77.8	SERIES 01087
11,867		11,945		12,100		12,000		13,181		13,000		12,143		12,128		Average Salary
5.14		5.18		5.33		5.50		5.94		5.71		5.39		5.38		Average Grade
233	3.8	186	3.0	63	1.0	60	1.0	64	1.0	57	.9	4,717	77.0	4,383	71.6	SERIES 01106
10,536		10,560		10,177		10,240		10,756		10,752		10,764		10,762		Average Salary
4.27		4.30		4.30		4.32		4.55		4.53		4.47		4.47		Average Grade
43	5.6	32	4.2	4	.5	3	.4	7	.9	4	.5	615	80.0	545	70.9	SERIES 01107
10,760		10,578		11,675		11,566		10,342		9,975		10,748		10,738		Average Salary
4.26		4.28		5.25		5.33		4.29		4.25		4.40		4.41		Average Grade
11	1.2	5	.5					2	.2	2	.2	513	55.3	233	25.1	SERIES 01421
9,836		10,560						10,800		10,800		10,317		10,018		Average Salary
3.91		4.20						4.50		4.50		4.35		4.17		Average Grade
47	2.1	35	1.6	14	.6	10	.5	12	.5	8	.4	1,404	64.1	1,160	53.0	SERIES 01531
11,034		10,808		10,450		10,390		11,116		11,362		11,231		11,268		Average Salary
4.54		4.51		4.57		4.60		5.08		5.25		4.80		4.81		Average Grade
69	7.9	24	2.7					29	3.3	9	1.0	552	63.2	345	39.5	SERIES 01897
11,991		11,537						13,141		12,444		11,725		11,529		Average Salary
5.26		5.13						5.31		5.11		5.20		5.19		Average Grade
17	7.1	5	2.1					1	.4			170	71.4	85	35.7	SERIES 01898
10,482		10,220						8,900				10,982		10,828		Average Salary
4.59		4.40						4.00				4.95		4.80		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
GENERAL SUPPLY (C)	1,280	217	17.0	196	15.3	55	4.3	142	11.1	50	3.9
(02001) Average Salary	12,657	11,568		12,438		12,205		12,284		12,188	
Average Grade	5.66	5.26		5.36		5.25		5.26		5.24	
SUPPLY CLERICAL AND TECHNICIAN (C)	26,183	15,527	59.3	6,699	25.6	3,580	13.7	4,826	18.4	2,829	10.8
(02005) Average Salary	11,034	10,862		10,994		10,980		10,967		10,976	
Average Grade	4.50	4.42		4.42		4.43		4.43		4.45	
SALES STORE CLERICAL	2,931	2,299	78.4	691	23.6	544	18.6	493	16.8	400	13.6
(02091) Average Salary	9,976	9,055		9,137		8,888		9,112		8,877	
Average Grade	3.22	3.21		3.16		3.12		3.17		3.14	
GENERAL TRANSPORTATION (C)	652	447	68.6	215	33.0	166	25.5	190	29.1	147	22.5
(02101) Average Salary	12,031	11,271		11,543		11,430		11,449		11,332	
Average Grade	4.94	4.84		4.93		4.95		4.93		4.92	
FREIGHT RATE (C)	589	467	79.3	133	22.6	100	17.0	96	16.6	76	12.9
(02131) Average Salary	12,090	12,098		12,148		12,111		12,127		12,092	
Average Grade	5.35	5.34		5.38		5.37		5.37		5.36	
TRAVEL	1,618	1,395	86.2	294	18.2	244	15.1	224	13.8	192	11.9
(02132) Average Salary	11,955	11,941		12,038		12,063		12,160		12,164	
Average Grade	5.22	5.20		5.31		5.32		5.40		5.38	
PASSENGER RATE (C)	15	14	93.3	6	40.0	5	33.3	5	33.3	4	26.7
(02133) Average Salary	11,753	11,642		11,516		11,160		11,300		10,800	
Average Grade	5.40	5.36		5.17		5.00		5.20		5.00	
SHIPMENT CLERICAL	2,719	2,199	80.9	682	25.1	516	19.0	496	18.2	406	14.9
(02134) Average Salary	11,166	11,006		10,908		10,794		10,800		10,735	
Average Grade	4.63	4.57		4.43		4.39		4.40		4.37	
DISPATCHING	928	134	14.4	313	33.7	39	4.2	257	27.7	30	3.2
(02151) Average Salary	13,778	11,097		14,484		12,307		15,098		12,533	
Average Grade	4.31	3.81		3.89		3.62		3.93		3.47	
POSTAL COLLECTION AND DELIVERY	156,274	5,418	3.5	27,828	17.8	1,545	1.0	21,102	13.5	1,380	9.9
(02310) Average Salary	15,793	15,427		15,740		15,495		15,768		15,527	
OTHER POSTAL DISTRIBUTION	172,673	40,524	23.5	63,549	36.8	22,687	13.1	55,086	31.9	21,294	12.3
(02315) Average Salary	15,700	15,534		15,615		15,600		15,636		15,619	
POSTAL WINDOW AND RELATED SERVICE	11,451	1,986	17.3	2,293	20.0	724	6.3	1,760	15.4	654	5.7
(02320) Average Salary	16,291	16,099		16,223		16,067		16,194		16,067	
RURAL CARRIERS	29,931	2,200	7.4	513	1.7	109	.4	242	.8	58	.2
(02325) Average Salary	17,971	17,264		17,917		17,268		17,787		17,156	
POSTAL TRANSPORTATION	1,459	65	4.5	482	33.0	33	2.3	418	28.6	30	2.1
(02330) Average Salary	18,111	17,269		17,483		17,193		17,484		17,130	
DISTRIBUTION WINDOW AND MISC CLERICAL	46,075	12,404	26.9	10,403	22.6	5,059	11.0	8,439	18.3	4,662	10.1
(02340) Average Salary	16,305	15,791		15,878		15,780		15,856		15,792	
MAIL CLASSIFICATION & SPECIAL SERVICES	2,446	613	25.1	732	29.9	326	13.3	619	25.2	299	12.2
(02345) Average Salary	17,301	16,502		16,864		16,323		16,785		16,325	
OTHER WHITE-COLLAR SERIES	39,252	2,349	6.0	10,016	25.5	997	2.5	6,711	17.1	770	2.0
Average Salary	12,280	9,105		11,525		8,467		11,549		8,628	
Average Grade	5.69	4.63		5.31		4.45		5.18		4.44	
TRADES, CRAFTS, AND LABOR	10	3	30.0	1	10.0	1	10.0	1	10.0	1	10.0
(00001) Average Salary	11,740	10,400		11,600		11,600		11,600		11,600	
Average Grade	5.25	3.50		5.00		5.00		5.00		5.00	
CORRECTIONAL OFFICER	3,880	326	8.4	889	22.9	105	2.7	666	17.2	91	2.3
(00007) Average Salary	14,269	13,443		12,925		12,734		12,870		12,813	
Average Grade	7.47	7.10		6.96		6.76		6.93		6.77	
FIRE PROTECTION AND PREVENTION	11,101	45	.4	1,472	13.3	6	.1	710	6.4	4	.4
(00081) Average Salary	12,055	10,177		11,517		9,983		11,137		9,625	
Average Grade	5.42	4.11		5.12		4.00		4.94		4.00	
U S MARSHAL	1,544	33	2.1	262	17.0	6	.4	206	13.3	6	.4
(00082) Average Salary	17,678	13,315		17,436		15,300		17,638		15,300	
Average Grade	9.29	7.30		9.28		8.67		9.33		8.67	
POLICE	7,762	186	2.4	2,817	36.3	73	.9	2,247	28.9	58	.7
(00093) Average Salary	12,537	10,991		12,507		11,094		12,713		11,405	
Average Grade	5.28	4.63		5.30		4.65		5.33		4.75	
GUARD	8,257	106	1.3	2,501	30.3	44	.5	1,793	21.7	40	.5
(00095) Average Salary	11,305	10,450		11,239		11,034		11,296		11,157	
Average Grade	4.69	4.30		4.55		4.37		4.49		4.32	
GENERAL STUDENT TRAINEE	1,126	534	47.4	548	48.7	290	25.8	409	36.3	236	21.0
(00099) Average Salary	8,932	8,863		8,899		8,851		8,813		8,788	
Average Grade	3.97	3.91		3.94		3.89		3.87		3.85	

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
40	3.1	3	.2	7	.5	1	.1	7	.5	1	.1	1,084	84.7	162	12.7	SERIES 02001
12,827		12,366		12,628		13,300		13,142		11,500		12,690		11,351		Average Salary
5.58		5.00		5.71		6.00		5.86		6.00		5.72		5.27		Average Grade
1,366	5.2	528	2.0	226	.9	80	.3	281	1.1	143	.5	19,484	74.4	11,947	45.6	SERIES 02005
11,207		11,078		10,550		10,697		10,783		10,849		11,048		10,827		Average Salary
4.40		4.32		4.36		4.40		4.40		4.32		4.53		4.42		Average Grade
129	4.4	82	2.8	7	.2	4	.1	82	2.1	58	2.0	2,240	76.4	1,755	59.9	SERIES 02031
9,366		9,043		9,385		9,100		8,833		8,731		10,234		9,107		Average Salary
3.24		3.14		3.14		3.00		2.98		3.00		3.23		3.23		Average Grade
16	2.5	11	1.7	2	.3	2	.3	7	1.1	6	.9	437	67.0	281	43.1	SERIES 02101
12,100		12,100		10,600		10,600		13,100		12,883		12,270		11,177		Average Salary
4.75		5.18		4.50		4.50		5.43		5.33		4.94		4.78		Average Grade
23	3.9	13	2.2	5	.8	5	.8	7	1.2	6	1.0	456	77.4	367	62.3	SERIES 02131
12,178		12,153		11,920		11,920		12,500		12,416		12,073		12,094		Average Salary
5.43		5.46		5.60		5.60		5.29		5.17		5.34		5.34		Average Grade
47	2.9	32	2.0	8	.5	7	.4	15	.9	13	.8	1,324	81.8	1,151	71.1	SERIES 02132
11,831		11,978		11,325		10,928		11,246		11,400		11,936		11,915		Average Salary
5.04		5.19		4.88		4.71		5.07		5.15		5.19		5.17		Average Grade
1	6.7	1	6.7									9	60.0	9	60.0	SERIES 02133
12,600		12,600										11,911		11,911		Average Salary
5.00		5.00										5.56		5.56		Average Grade
130	4.8	68	2.5	15	.6	13	.5	41	1.5	29	1.1	2,037	74.9	1,683	61.9	SERIES 02134
11,278		11,032		10,266		10,207		11,275		11,320		11,252		11,071		Average Salary
4.54		4.46		3.87		3.85		4.61		4.66		4.70		4.62		Average Grade
46	5.0	6	.6	3	.3	3	.3	7	.8			615	66.3	95	10.2	SERIES 02151
12,021		12,766		9,133		9,133		10,414				13,419		10,600		Average Salary
3.94		4.50		3.33		3.33		3.17				4.46		3.87		Average Grade
5,632	3.6	119	.1	206	.1	12	.888	.6	34			128,446	82.2	3,873	2.5	SERIES 02310
15,676		15,291		15,746		15,358		15,490		15,017		15,805		15,399		Average Salary
6,236	3.6	935	.5	239	.1	64	1,988	1.2	394	.2	109,124	63.2	17,837	10.3	SERIES 02315	
15,458		15,298		15,665		15,625		15,316		15,316		15,749		15,449		Average Salary
389	3.4	51	.4	16	.1	8	128	1.1	11	.1	9,158	80.0	1,262	11.0	SERIES 02320	
16,229		16,058		16,150		16,100		16,608		16,118		16,308		16,117		Average Salary
115	.4	21	.1	32	1	12	124	.4	18	.1	29,418	98.3	2,091	7.0	SERIES 02325	
18,402		17,633		17,421		17,900		17,850		16,783		17,972		17,264		Average Salary
38	2.6	1	.1	2	.1		24	1.6	2	.1	977	67.0	32	2.2	SERIES 02330	
17,339		16,700		16,850			17,754		18,400		18,421		17,346			Average Salary
1,503	3.3	272	.6	109	.2	40	352	.8	85	.2	35,672	77.4	7,345	15.9	SERIES 02340	
15,959		15,841		16,229		15,482		15,961		15,680		16,431		15,798		Average Salary
74	3.0	19	.8	4	.2	1	35	1.4	7	.3	1,714	70.1	287	11.7	SERIES 02345	
17,179		16,436		20,550		15,700		17,165		16,014		17,488		16,705		Average Salary
2,587	6.6	165	.4	491	1.3	28	227	.6	33	.1	29,236	74.5	1,352	3.4	OTHER	
11,739		7,723		10,402		8,153		10,806		8,724		13,538		9,575		Average Salary
5.78		4.69		4.86		4.47		4.83		3.93		5.82		4.75		Average Grade
												9	90.0	2	20.0	SERIES 00001
												11,755		9,800		Average Salary
												5.29		2.00		Average Grade
203	5.2	12	.3	14	.4	2	.1	6	.2			2,991	77.1	221	5.7	SERIES 00007
13,083		12,275		13,721		11,900		11,916				14,668		13,780		Average Salary
7.05		6.75		7.29		6.50		6.50				7.62		7.26		Average Grade
678	6.1	1	.4	49	.4		35	.3	1		9,629	86.7	39	.4	SERIES 00081	
11,743		9,800		13,161			12,520		11,600		12,137		10,207			Average Salary
5.20		4.00		6.27			5.49		4.00		5.47		4.13			Average Grade
52	3.4			2	.1		2	.1			1,282	83.0	27	1.7	SERIES 00082	
16,682				17,000			16,700		10,000		17,727		12,874			Average Salary
9.04				9.00			10.00				9.29		7.00			Average Grade
258	3.3	5	.1	271	3.5	10	.1	41	.5		4,945	63.7	113	1.5	SERIES 00083	
12,974		11,100		10,335		9,290		12,651			12,555		10,925			Average Salary
5.43		4.50		4.91		4.20		5.26			5.27		4.62			Average Grade
543	6.6	2		109	1.3	1	.56	.7	1		5,756	69.7	62	.8	SERIES 00085	
11,463		10,150		9,344		8,900		10,932		10,000		11,334		10,037		Average Salary
4.51		5.00		3.62		4.00		4.68		5.00		4.75		4.26		Average Grade
100	8.9	39	3.5	7	.6	2	.2	32	2.8	13	1.2	578	51.3	244	21.7	SERIES 00099
9,044		9,074		9,371		9,450		9,443		9,223		8,962		8,878		Average Salary
4.10		4.10		4.43		4.50		4.34		4.00		3.99		3.92		Average Grade

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Minority Group Study of Full-Time Employment: November 30, 1977

WHITE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
SOCIAL SCIENCE STUDENT TRAINEE (00199) Average Salary Average Grade	56 8,676 3.71	35 8,842 3.83	62.5	22 8,545 3.50	39.3	14 8,835 3.71	25.0	19 8,347 3.42	33.9	12 8,600 3.67	21.4
BIOLOGICAL SCIENCE STUDENT TRAINEE (00499) Average Salary Average Grade	154 8,772 3.85	49 8,659 3.76	31.8	39 8,638 3.72	25.3	10 8,410 3.50	6.5	23 8,582 3.65	14.9	8 8,412 3.50	5.2
ACCOUNTING STUDENT TRAINEE (00599) Average Salary Average Grade	314 8,979 4.05	146 8,998 4.05	46.5	123 8,926 4.00	39.2	67 8,905 3.99	21.3	97 8,964 4.04	30.9	57 8,894 3.98	18.2
VETERINARY STUDENT TRAINEE (00799) Average Salary Average Grade	4 10,575 5.50	3 10,766 5.67	75.0	1 10,000 5.00	25.0	1 10,000 5.00	25.0	1 10,000 5.00	25.0	1 10,000 5.00	25.0
ENGRG & ARCHITECTURE STUDENT TRAINEE (00899) Average Salary Average Grade	1,225 8,999 3.84	190 8,498 3.47	15.5	219 8,998 3.57	17.9	39 8,220 3.21	3.2	133 8,776 3.53	10.9	26 8,042 3.00	2.1
PHYSICAL SCIENCE STUDENT TRAINEE (01399) Average Salary Average Grade	149 8,785 3.78	47 8,689 3.77	31.5	23 8,917 3.96	15.4	11 9,227 4.27	7.4	12 8,850 3.92	8.1	7 9,100 4.14	4.7
MATHEMATICAL SCIENCE STUDENT TRAINEE (01599) Average Salary Average Grade	78 9,011 4.08	30 8,960 4.03	38.5	20 8,980 4.05	25.6	9 8,911 4.00	11.5	15 8,933 4.00	19.2	7 8,757 3.86	9.0
CUSTOMS ENFORCEMENT OFFICER (01891) Average Salary Average Grade	12 12,266 6.25			1 11,800 6.00	8.3						
BORDER PATROL AGENT (01896) Average Salary Average Grade	2,070 17,098 9.14	11 13,827 8.09	.5	334 15,179 8.58	16.1	4 14,050 8.25	.2	10 14,820 8.40	.5	1 13,700 8.00	
STUDENT AID - YOC (03506) Average Salary Average Grade	1,510 7,564 2.13	605 6,062 2.05	40.1	744 6,981 2.20	49.3	317 5,383 2.09	21.0	369 5,880 2.20	24.4	215 5,204 2.09	14.2
TOTAL BLUE-COLLAR SERIES Average Salary	471,105 15,327	36,438 12,318	7.7	141,000 14,075	29.9	20,503 12,174	4.4	102,332 13,784	21.7	17,940 12,081	3.8
WIRE COMMUNICATION EQUIP INSTALL & MAINT (25000) Average Salary	1,832 17,184	9 14,988	.5	209 16,528	11.4			92 16,556	5.0		
ELECTRONIC EQUIPMENT INSTALL & MAINT (26000) Average Salary	21,409 17,321	912 15,096	4.3	2,488 17,253	11.6	151 15,474	.7	1,215 16,869	5.7	118 15,496	.6
QUARTZ CRYSTAL WORK (27000) Average Salary	13 14,376	6 14,500	46.2	5 16,060	38.5	3 15,500	23.1	5 16,060	38.5	3 15,500	23.1
ELECTRICAL INSTALLATION & MAINTENANCE (28000) Average Salary	24,697 16,854	524 14,473	2.1	3,744 16,162	15.2	165 14,238	.7	2,139 15,837	8.7	117 14,023	.5
ELECTRONIC EQUIPMENT OPERATION (29000) Average Salary	35 18,185	2 14,550	5.7	4 17,425	11.4			2 11,200	5.7		
FABRIC AND LEATHER WORK (31000) Average Salary	3,020 14,478	1,235 13,034	40.9	982 13,585	32.5	580 12,874	19.2	736 13,398	24.4	484 12,808	16.0
GLASS WORK (32000) Average Salary	88 16,269			14 15,414	15.9			13 15,538	14.8		
INSTRUMENT MAINTENANCE (33000) Average Salary	6,054 16,673	762 15,826	12.5	802 16,800	13.2	117 15,617	1.9	412 16,272	6.8	90 15,466	1.5
MACHINE TOOL WORK (34000) Average Salary	20,791 16,516	455 13,872	2.2	2,652 16,099	12.8	139 14,079	.7	1,456 15,499	7.0	122 14,021	.6
MANUAL LABOR (35000) Average Salary	50,068 11,799	8,015 11,594	16.0	26,481 11,768	52.9	6,155 11,584	12.3	22,354 11,811	44.6	5,789 11,536	11.6
MASONRY, PLASTERING AND ROOFING (36000) Average Salary	2,300 15,576	5 14,200	.2	864 15,254	37.6	2 14,450	.1	674 15,318	29.3	1 13,000	
METAL PROCESSING (37000) Average Salary	8,891 16,147	180 14,058	2.0	2,236 15,854	25.1	59 13,271	.7	1,317 15,539	14.8	39 12,774	.4
METAL WORK (38000) Average Salary	19,173 16,714	437 14,397	2.3	3,810 15,886	19.9	171 14,331	.9	2,065 15,621	10.8	125 14,228	.7
MOTION PICTURE-RADIO-TV-SOUND REC EQ WK (39000) Average Salary	544 17,216	53 13,977	9.7	105 14,393	19.3	7 11,528	1.3	76 13,972	14.0	7 11,528	1.3
OPTICAL WORK (40000) Average Salary	91 14,993	13 13,038	14.3	21 14,819	23.1	4 14,175	4.4	11 14,763	12.1	3 13,466	3.3

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
2	3.6	1	1.8	1	1.8	1	1.8					34	60.7	21	37.5	SERIES 00199
8,900		8,900		11,600		11,600						8,761		8,847		Average Salary
4.00		4.00		4.00		4.00						3.85		3.90		Average Grade
9	5.8	2	1.3	3	1.9			4	2.6			115	74.7	39	25.3	SERIES 00499
8,566		8,400		9,266				8,650				8,817		8,723		Average Salary
3.67		3.50		4.33				3.75				3.90		3.82		Average Grade
20	6.4	7	2.2					6	1.9	3	1.0	191	60.8	79	25.2	SERIES 00599
8,890		9,271						8,416		8,266		9,014		9,077		Average Salary
3.95		4.29						3.50		3.33		4.08		4.11		Average Grade
												3	75.0	2	50.0	SERIES 00799
												10,766		11,150		Average Salary
												5.67		6.00		Average Grade
51	4.2	2	.2	5	.4	1	.1	30	2.4	10	.8	1,006	82.1	151	12.3	SERIES 00899
8,543		7,450		8,760		9,200		8,606		8,740		9,064		8,570		Average Salary
3.59		2.50		3.80		4.00		3.67		3.80		3.89		3.54		Average Grade
9	6.0	3	2.0					2	1.3	1	.7	126	84.6	36	24.2	SERIES 01399
8,888		9,266						9,450		10,000		8,761		8,525		Average Salary
3.89		4.33						4.50		5.00		3.75		3.61		Average Grade
4	5.1	2	2.6	1	1.3							58	74.4	21	26.9	SERIES 01599
9,175		9,450		8,900								9,022		8,980		Average Salary
4.25		4.50		4.00								4.09		4.05		Average Grade
1	8.3											11	91.7			SERIES 01891
11,800												12,309				Average Salary
6.00												6.27				Average Grade
318	15.4	3	.1	3	.1			3	.1			1,736	83.9	7	.3	SERIES 01896
15,096		14,166		24,833				15,600				17,467		13,700		Average Salary
8.56		8.33		11.67				9.00				9.25		8.00		Average Grade
339	22.5	87	5.8	26	1.7	11	.7	10	.7	4	.3	766	50.7	288	19.1	SERIES 03506
8,174		5,754		7,119		5,727		6,730		6,050		8,130		6,809		Average Salary
												2.00		2.00		Average Grade
27,667	5.9	1,149	.2	8,191	1.3	1,037	.2	4,810	1.0	377	.1	330,105	70.1	15,935	3.4	BLUE-COLLAR
14,625		12,203		15,012		13,918		15,915		11,721		15,861		12,503		Average Salary
94	5.1			9	.5			14	.8			1,623	88.6	9	.5	GROUP 25000
16,108				18,144				18,121				17,245		14,988		Average Salary
898	4.2	20	.1	85	.4	4		200	1.4	9		18,921	88.4	761	3.6	GROUP 26000
17,229		15,145		18,076		16,925		18,690		15,266		17,330		15,021		Average Salary
												8	61.5	3	23.1	GROUP 27000
												13,325		13,500		Average Salary
1,125	4.6	35	.1	201	.8	7		279	1.1	6		20,953	84.8	359	1.5	GROUP 28000
16,244		14,431		16,967		16,385		17,749		14,783		16,977		14,581		Average Salary
2	5.7											31	88.6	2	5.7	GROUP 29000
23,650												18,283		14,550		Average Salary
181	6.0	43	1.4	22	.7	20	.7	41	1.4	33	1.1	2,038	67.5	655	21.7	GROUP 31000
14,333		12,402		15,068		14,785		13,914		13,303		14,908		13,176		Average Salary
1	1.1											74	84.1			GROUP 32000
13,800												16,431				Average Salary
300	5.0	22	.4	15	.2	1		75	1.2	4	.1	5,252	86.8	645	10.7	GROUP 33000
17,204		16,022		15,886		14,800		18,268		15,975		16,654		15,864		Average Salary
867	4.3	11	.1	63	.3	4		246	1.2	2		18,139	87.2	316	1.5	GROUP 34000
16,355		13,790		17,538		15,625		18,358		16,150		16,578		13,781		Average Salary
2,419	4.8	137	.3	1,190	2.4	182	.4	518	1.0	47	.1	23,587	47.1	1,860	3.7	GROUP 35000
11,438		11,712		11,267		12,635		12,603		12,957		11,834		11,629		Average Salary
153	6.7	1		28	1.2			9	.4			1,436	62.4	3	.1	GROUP 36000
14,887		15,900		15,728				15,200				15,770		14,333		Average Salary
724	8.1	19	.2	67	.8	1		128	1.4			6,655	74.9	121	1.4	GROUP 37000
15,876		14,057		17,289		17,700		18,226				16,245		14,442		Average Salary
1,501	7.8	44	.2	62	.3	1		182	.9	1		15,363	80.1	266	1.4	GROUP 38000
15,660		14,690		17,770		11,800		18,451		13,900		16,919		14,440		Average Salary
19	3.5			2	.4			8	1.5			439	80.7	46	8.5	GROUP 39000
15,605				21,050				13,850				17,891		14,350		Average Salary
9	9.9	1	1.1					1	1.1			70	76.9	9	9.9	GROUP 40000
14,955		16,300						14,200				15,045		12,533		Average Salary

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Minority Group Study of Full-Time Employment: November 30, 1977

BLUE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
PAINTING AND PAPERHANGING (41000) Average Salary	9,679 15,659	194 14,098	2.0	2,948 15,552	30.5	58 13,965	.6	1,924 15,554	19.9	48 13,845	.5
PIPEFITTING (42000) Average Salary	17,427 16,965	73 13,278	.4	2,543 15,961	14.6	13 13,038	.1	1,765 15,610	10.1	12 12,783	.1
PLASTIC WORK (43000) Average Salary	557 16,179	63 15,344	11.3	150 15,966	26.9	19 16,321	3.4	78 15,947	14.0	16 16,193	2.9
PRINTING AND REPRODUCTION (44000) Average Salary	10,657 17,368	1,693 14,784	15.9	4,045 16,156	38.0	897 14,754	8.4	3,619 16,177	34.0	858 14,722	8.1
RUBBER WORK (45000) Average Salary	515 14,089	31 12,438	6.0	248 13,329	48.2	17 11,870	3.3	200 13,033	38.8	15 11,613	2.9
WOODWORK (46000) Average Salary	12,844 15,794	87 12,927	.7	2,721 15,399	21.2	25 13,308	.2	1,814 15,246	14.1	20 12,820	.2
GENERAL MAINTENANCE AND OPERATION (47000) Average Salary	18,785 17,205	103 15,066	.5	4,177 15,944	22.2	28 14,121	.1	2,560 15,546	13.6	22 13,690	.1
GENERAL EQUIPMENT MAINTENANCE (48000) Average Salary	2,434 16,131	56 12,598	2.3	469 15,632	19.3	15 12,953	.6	337 15,537	13.8	14 12,978	.6
AGRICULTURE, FORESTRY AND KINDRED OCC (50000) Average Salary	3,963 13,447	65 11,675	1.6	1,736 13,045	43.8	17 11,229	.4	1,025 13,551	25.9	15 11,533	.4
MISCELLANEOUS OCCUPATIONS (52000) Average Salary	4,476 15,726	250 11,962	5.6	1,489 15,134	33.3	154 11,783	3.4	1,235 14,786	27.6	149 11,798	3.3
FIXED INDUSTRIAL EQUIPMENT MAINTENANCE (53000) Average Salary	18,618 16,592	60 14,180	.3	3,511 16,333	18.9	15 14,380	.1	2,405 16,298	12.9	13 14,600	.1
FIXED INDUSTRIAL EQUIPMENT OPERATION (54000) Average Salary	19,429 16,012	407 12,145	2.1	4,466 15,129	23.1	294 11,972	1.5	3,491 14,873	18.0	281 11,897	1.4
QUARRY WORK (55000) Average Salary	12 17,533			2 16,100	16.7			2 16,100	16.7		
CURRENCY-SECURITIES-COINS-MEDAL MAKING (56000) Average Salary	1,815 17,325	731 15,639	40.3	1,400 16,188	77.1	678 15,585	37.4	1,278 16,045	70.4	667 15,588	36.7
MOBILE INDUSTRIAL EQUIPMENT OPERATION (57000) Average Salary	34,551 14,837	284 13,509	.8	14,577 14,538	42.2	101 13,219	.3	11,335 14,538	32.8	83 13,180	.2
MOBILE INDUSTRIAL EQUIPMENT MAINTENANCE (58000) Average Salary	27,373 16,214	252 12,939	.9	4,541 15,821	16.6	62 12,196	.2	2,881 15,471	10.5	48 12,020	.2
MARINE OPERATIONS (59000) Average Salary	7,666 14,575	18 11,027	.2	2,597 11,006	33.9			1,744 11,004	22.7		
RAILROAD OPERATIONS (60000) Average Salary	593 15,655	2 19,400	.3	88 14,631	14.8	1 13,900	.2	65 14,063	11.0		
RAILROAD MAINTENANCE (61000) Average Salary	363 19,599			108 16,224	29.8			79 14,121	21.8		
MARINE MAINTENANCE (62000) Average Salary	1,148 19,660	4 14,425	.3	134 19,441	11.7	1 12,300	.1	72 16,595	6.3	1 12,300	.1
AMMUNITION AND EXPLOSIVES (65000) Average Salary	3,058 15,009	276 13,308	9.0	1,027 14,690	33.6	107 13,702	3.5	787 14,524	25.7	81 13,830	2.6
ARMAMENT WORK (66000) Average Salary	5,049 16,133	89 14,629	1.8	706 15,704	14.0	23 13,878	.5	419 15,340	8.3	19 13,421	.4
MANUFACTURE AND REPAIR SHOP OPERATION (67000) Average Salary	3,593 17,462	217 14,297	6.0	860 15,461	23.9	65 14,875	1.8	548 15,543	15.3	57 14,722	1.6
WAREHOUSING (69000) Average Salary	35,171 13,916	2,344 13,192	6.7	14,612 13,637	41.5	992 12,747	2.8	11,061 13,519	31.4	894 12,695	2.5
PACKING AND PROCESSING (70000) Average Salary	6,394 13,657	1,139 12,658	17.8	2,997 13,476	46.9	554 12,453	8.7	2,305 13,337	36.0	480 12,393	7.5
LAUNDRY AND DRY CLEANING (73000) Average Salary	4,006 11,399	2,461 11,009	61.4	2,393 11,206	59.7	1,623 10,862	40.5	2,056 11,105	51.3	1,420 10,744	35.4
FOOD PREPARATION AND SERVING (74000) Average Salary	24,920 12,618	10,401 11,438	41.7	13,565 12,597	54.4	6,342 11,796	25.4	10,464 12,415	42.0	5,181 11,629	20.8
MEDICAL SERVICES (75000) Average Salary	71 10,809	31 9,774	43.7	38 10,413	53.5	17 9,388	23.9	33 10,481	46.5	16 9,268	22.5
MERCHANDIZING AND PERSONAL SERVICES (76000) Average Salary	5,999 11,975	1,588 9,846	26.5	2,247 12,064	37.5	538 10,746	9.0	1,584 11,926	26.4	446 10,691	7.4
ANIMAL CARETAKING (77000) Average Salary	878 13,325	77 13,423	8.8	386 13,174	44.0	29 13,468	3.3	361 13,234	41.1	29 13,468	3.3
FLUID SYSTEMS (82000) Average Salary	4,197 16,486	234 14,567	5.6	1,038 15,781	24.7	69 14,528	1.6	340 16,139	8.1	34 14,758	.8
INSTRUMENTATION (83000) Average Salary	5 19,560										

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
818	8.5	7	.1	126	1.3	2		80	.8	1		6,731	69.5	136	1.4	GROUP 41000
15,317		13,471		16,468		19,750		16,478		11,600		15,706		14,155		Average Salary
521	3.0			109	.6			148	.8	1		14,884	85.4	60	.3	GROUP 42000
16,102				17,835				16,272		16,100		17,136		13,330		Average Salary
67	12.0	2	.4	3	.5	1	.2	2	.4			407	73.1	44	7.9	GROUP 43000
15,825		16,250		17,933		18,500		18,450				16,257		14,922		Average Salary
390	3.1	22	.2	31	.3	8	.1	55	.6	9	.1	6,612	62.0	796	7.5	GROUP 44000
15,555		14,422		18,812		17,962		16,758		15,711		18,109		14,818		Average Salary
45	8.7	1	.2	3	.6	1	.2					267	51.8	14	2.7	GROUP 45000
14,584		16,300		14,233		11,300						14,795		13,128		Average Salary
717	5.6	3		115	.9	2		75	.6			10,123	78.8	62	.5	GROUP 46000
15,388		14,533		16,645		16,350		17,288				15,900		12,774		Average Salary
791	4.2	4		704	3.7	2		122	.8			14,608	77.8	75	.4	GROUP 47000
15,914		14,150		16,947		16,800		18,686				17,565		15,418		Average Salary
93	3.6			8	.3			31	1.3	1		1,965	80.7	41	1.7	GROUP 48000
15,504				18,325				16,354		12,600		16,250		12,468		Average Salary
623	15.7	2	.1	41	1.0			47	1.2			2,227	56.2	48	1.2	GROUP 50000
12,042		8,950		14,368				14,146				13,759		11,833		Average Salary
183	3.6	4	.1	14	.3			77	1.7	1		2,987	66.7	96	2.1	GROUP 52000
16,282		11,425		18,992				17,581		11,000		16,021		12,250		Average Salary
806	4.3	1		123	.7	1		177	1.0			15,107	81.1	45	.2	GROUP 53000
15,929		12,700		17,800		13,200		17,631				16,653		14,113		Average Salary
692	3.6	9		223	1.1	2		80	.4	2		14,943	76.9	113	.8	GROUP 54000
15,187		12,266		18,115		17,750		17,620		15,400		16,277		12,596		Average Salary
												10	83.3			GROUP 55000
												17,820				Average Salary
85	4.7	7	.4	1	.1			36	2.0	4	.2	415	22.9	53	2.9	GROUP 56000
17,517		16,171		15,000				17,363		14,175		21,226		16,326		Average Salary
2,077	6.0	8		1,035	3.0	9		130	.4	1		19,974	57.8	183	.5	GROUP 57000
14,344		13,375		14,779		13,377		15,649		13,800		15,056		13,668		Average Salary
1,304	4.8	9		200	.7	1		156	.6	4		22,832	83.4	190	.7	GROUP 58000
16,044		13,288		17,961		13,800		17,675		11,450		16,292		13,181		Average Salary
550	6.9			38	.5			285	3.7			5,069	66.1	18	.2	GROUP 59000
9,563				15,689				13,071				16,404		11,027		Average Salary
16	2.7	1	.2	7	1.2							505	85.2	1	.2	GROUP 60000
15,731		13,900		17,400								15,834		24,900		Average Salary
14	3.9			15	4.1							255	70.2			GROUP 61000
16,178				27,340								21,028				Average Salary
25	2.2			4	.3			33	2.9			1,014	88.3	3	.3	GROUP 62000
22,232				22,725				22,263				19,689		15,133		Average Salary
193	6.3	15	.5	42	1.4	11	.4	5	.2			2,031	66.4	169	5.5	GROUP 65000
15,346		13,033		14,835		13,672		14,260				15,171		13,059		Average Salary
241	4.8	1		18	.4	1		28	.6	2		4,349	86.0	66	1.3	GROUP 66000
15,920		13,000		18,061		16,100		17,785		17,550		16,203		14,690		Average Salary
273	7.6	7	.2	9	.3			30	.8	1		2,733	70.1	152	4.2	GROUP 67000
14,633		14,685		16,111				19,496		24,900		18,032		14,050		Average Salary
2,866	8.1	77	.2	215	.6	9		470	1.3	12		20,559	58.5	1,352	3.8	GROUP 69000
13,786		13,089		15,357		13,222		14,729		14,091		14,113		13,415		Average Salary
589	9.2	68	1.1	23	.4	2		80	1.3	4	.1	3,397	53.1	585	9.1	GROUP 70000
13,699		12,789		16,430		13,250		15,018		13,550		13,817		12,653		Average Salary
232	5.8	127	3.2	35	.9	26	.6	70	1.7	50	1.2	1,613	40.3	638	20.9	GROUP 73000
11,046		10,605		17,428		17,303		11,612		11,506		11,684		11,294		Average Salary
1,552	6.2	280	1.1	1,132	4.5	721	2.9	417	1.7	160	.6	11,355	45.6	4,059	16.3	GROUP 74000
12,511		10,630		13,857		13,898		12,121		9,784		12,715		10,879		Average Salary
4	5.6							1	1.4	1	1.4	33	46.5	14	19.7	GROUP 75000
9,625								11,300		11,300		11,266		10,242		Average Salary
506	8.4	61	1.0	32	.5	11	.2	125	2.1	20	.3	3,752	62.5	1,050	17.5	GROUP 76000
11,973		9,763		15,562		16,290		13,298		11,910		11,922		9,385		Average Salary
25	2.8											492	56.0	48	5.5	GROUP 77000
12,304												13,445		13,395		Average Salary
633	15.1	32	.8	20	.5	3	.1	45	1.1			3,159	75.3	165	3.9	GROUP 82000
15,405		14,156		16,565		15,900		17,968				16,718		14,583		Average Salary
												5	100.0			GROUP 83000
												19,560				Average Salary

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Minority Group Study of Full-Time Employment; November 30, 1977

BLUE-COLLAR OCCUPATIONS

OCCUPATION SERIES	TOTAL ALL EMPLOYEES			TOTAL MINORITY EMPLOYEES				NEGRO			
	No.	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN
RECLAMATION WORK (84000) Average Salary	806 14,613	150 13,908	18.6	307 14,804	38.1	40 14,225	5.0	102 14,638	12.7	19 14,157	2.4
AIRCRAFT PROPELLER OVERHAUL (85000) Average Salary	652 15,975	56 14,491	8.6	160 15,543	24.5	32 14,340	4.9	104 15,367	16.0	21 13,876	3.2
AIRCRAFT ENGINE OVERHAUL (86000) Average Salary	6,265 16,531	219 14,434	3.5	1,605 15,841	25.6	87 14,150	1.4	558 15,741	8.9	55 14,303	.9
MANUFACT REP-IND SUPPORT SUPERVISION (87000) Average Salary	548 22,736	2 18,250	.4	58 22,108	10.6	1 22,300	.2	25 22,456	4.6		
AIRCRAFT OVERHAUL (88000) Average Salary	17,460 16,821	156 14,051	.9	2,564 16,219	14.7	29 14,141	.2	1,063 15,879	6.1	22 14,063	.1
FILM PROCESSING (90000) Average Salary	122 11,772	17 11,700	13.9	50 11,936	41.0	7 12,671	5.7	44 11,870	36.1	6 11,466	4.9

BY MINORITY GROUP, AVERAGE GRADE OR SALARY

SPANISH SURNAMED				AMERICAN INDIAN				ORIENTAL AMERICAN				ALL OTHER EMPLOYEES				SERIES - CATEGORY
No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	No.	%	No. WOMEN	% WOMEN	
195	24.2	20	2.5	5	.6			5	.6	1	.1	499	61.9	110	13.6	GROUP 84000
14,841		14,125		16,000				15,540		17,500		14,495		13,793		Average Salary
53	8.1	11	1.7	1	.2			2	.3			492	75.5	24	3.7	GROUP 85000
15,854		15,227		15,600				16,400				16,116		14,691		Average Salary
945	15.1	30	.5	36	.6	2		66	1.1			4,660	74.4	132	2.1	GROUP 86000
15,679		13,783		17,013		15,450		18,362				16,769		14,621		Average Salary
26	4.7			2	.4	1	.2	5	.9			490	89.4	1	.2	GROUP 87000
21,726				22,400		22,300		22,240				22,810		14,200		Average Salary
1,299	7.4	7		76	.4			126	.7			14,896	85.3	127	.7	GROUP 88000
16,167		14,385		18,875				18,021				16,925		14,031		Average Salary
5	4.1			1	.8	1	.8					72	59.0	10	8.2	GROUP 90000
10,920				19,900		19,900						11,658		11,020		Average Salary

END