



U.S. Equal Employment  
Opportunity Commission  
Washington, D.C. 20507

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# Annual Report on the Employment of Minorities, Women & Individuals with Handicaps in the Federal Government Fiscal Year 1985

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**Equal Employment Opportunity Commission**

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# **Annual Report on the Employment of Minorities, Women & Individuals with Handicaps in the Federal Government Fiscal Year 1985**

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**Equal Employment Opportunity Commission**

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## FOREWORD

This is the fourth annual report to the President and to the Congress on affirmative employment programs for minorities and women, and the tenth annual report on affirmative action for hiring, placement, and advancement of individuals with handicaps in the Federal Government. It is submitted as part of the Equal Employment Opportunity Commission's responsibilities to monitor Federal agency compliance with Section 717 of Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended. Part II of this report, "Employment of Individuals with Handicaps in the Federal Government," has been prepared in consultation with the Interagency Committee on Handicapped Employees and fulfills the Commission's responsibility to report to the Congress pursuant to Section 501(c) of the Rehabilitation Act of 1973, as amended.

This report covers the period October 1, 1984, through September 30, 1985. The report is divided into two parts: Part I describes of the progress in the employment status of minorities and women in the Federal work force; and Part II provides an update on the accomplishments of Federal agencies in creating an equitable environment for employees and applicants with handicaps.

The purpose of this report is not only to acknowledge the fact that considerable progress has been made since the enactment in 1972 of equal employment opportunity legislation covering Federal employment of minorities and women, and since 1973 for individuals with handicaps who are Federal employees or applicants, but also to point out that work still needs to be done before the Federal Government achieves a completely representative work force. In summary, this report indicates that:

- o ~~Women and minority groups continue upward movement but are underrepresented in several occupational categories~~ of employment in the Federal Government when compared to the Civilian Labor Force;
- o ~~Blacks, Hispanics, American Indians, and women are moving out of lower-paid positions;~~
- o Hispanics continue to be the only minority group which is underrepresented in the Federal work force as a whole in comparison to the National Civilian Labor Force;
- o White women are underrepresented in the Federal work force as a whole in comparison to the National Civilian Labor Force, but their percentage increases steadily each year;

- o Federal employment changed very little during the fiscal year, but the overall percentages of women and minority groups in the Federal work force increased or remained about the same;
- o Individuals with handicaps have continued to increase in representation in most agencies and in the Federal Government as a whole.

The data upon which Part I of this report is based come from the Central Personnel Data File (CPDF) of the Office of Personnel Management and annual accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Much of the report is limited to data about the white-collar work force. Temporary employees are not included because we believe actual progress can be measured more effectively with permanent employment.

The data upon which Part II of this report is based come from accomplishment reports provided by agencies and include work force data for both permanent and temporary full and part-time Federal employees. Temporary employees are included because agencies are encouraged to make use of special temporary appointing authorities to hire individuals with severe handicaps, and it is important that their efforts be recognized.

The Chairman of the Equal Employment Opportunity Commission wishes to express his appreciation to the Federal departments and agencies for their cooperation in supplying information, thereby assisting EEOC in the preparation of this report.



PART I - EMPLOYMENT OF MINORITIES AND WOMEN  
IN THE FEDERAL GOVERNMENT

A. INTRODUCTION

This annual report to the Congress and to the President by the Equal Employment Opportunity Commission (EEOC) on the employment of minorities and women in the Federal Government covers the period from October 1, 1984, through September 30, 1985. However, the report will highlight some of the trends and changes in the Federal work force from FY 1982 through FY 1985.

The data<sup>1</sup> upon which Part I of this report is based come from the Central Personnel Data File (CPDF)<sup>2</sup> of the Office of Personnel Management (OPM) and accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Civilian Labor Force (CLF) data for 1980 comes from Appendix B of EEO-MD-707A which was derived from the 1980 Census EEO tape.

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<sup>1</sup> Specific analyses by grade, white-collar or PATCO and blue-collar groupings exclude the U.S. Postal Service and the Tennessee Valley Authority. However, they are included in all analyses of total Federal employment. References to blue-collar employment refer to the Federal Wage Systems.

<sup>2</sup> The Central Personnel Data File (CPDF) is an automated file covering most Federal employees. The establishment of the CPDF in 1972 provided greater capability for gathering and reporting more expeditiously a wide variety of data on the Federal work force. The file is based on and updated monthly with personnel action information submitted directly to the Office of Personnel Management by Federal agency appointing offices. The Standard Form 50, "Notification of Personnel Action," is the basic source of input to the CPDF.

The CPDF system includes information on individual identification such as Social Security 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 veteran's preference; and on such job characteristics as agency codes, submitting office numbers, geographic location of duty, pay plan, grade, salary, occupational series, and supervisory status.

## B. BACKGROUND

In 1969, under Executive Order 11478, Federal agencies were required for the first time to establish affirmative programs of equal employment opportunity. The Equal Employment Opportunity Act of 1972 extended coverage of the Civil Rights Act of 1964, so that Federal agencies were required to establish these programs pursuant to Section 717 of the Act. For the first time, the former Civil Service Commission (CSC) was given statutory authority to ensure that all personnel actions in the Federal Government were not only free from discrimination, but also actively and affirmatively oriented toward equal employment opportunity. The President's Reorganization Plan No. 1 of 1978 transferred to EEOC equal employment opportunity functions in the Federal Government that previously had been the responsibility of CSC, including such rules, regulations, orders and instructions as it deems necessary and appropriate.

In 1981, the EEOC issued EEO-MD-707. This management directive instructed Federal agencies to develop, submit, and implement equal employment and affirmative employment plans for minorities and women for the period FY 1982 through FY 1986. In its review of the Federal work force, EEOC found that minorities and women were underrepresented in Professional, Administrative, skilled craft positions, and in higher grades under various pay plans in the Federal Government. EEO-MD-707 instructed each agency to perform a comprehensive analysis of the representation of sex-specific racial/ethnic groups in various employment categories and populous occupational series (by comparing the agency's work force with the appropriate segment of the Civilian Labor Force) and to set annual goals for underrepresented groups where vacancies were expected. Agencies were also directed to analyze selection procedures and practices, identify selection barriers, and where appropriate, eliminate or modify selection barriers restricting the employment opportunities of minorities and women.

Federal agencies were directed (if they had not already done so) to establish information systems capable of monitoring the information critical for comprehensive evaluation of the agency's affirmative employment program. These information systems should have the capability of providing periodic reports on the agency work force as it relates to affirmative employment program activities. Finally, agencies were instructed to integrate affirmative employment program planning with the agency's overall management and budget planning process.

On October 1, 1984, a revised EEO-MD-707A was issued. This directive provides instructions for annual accomplishment reports and updates of the affirmative employment (equal employment opportunity) program plans for minorities and women based on EEO-MD-707. EEO-MD-707A prescribes the procedures, guidance, and formats for development and submission of annual accomplishment reports of affirmative employment during the multiyear period; and development, submission, and implementation of annual updates of affirmative employment program plans during the multiyear period, based on EEO-MD-707. This directive was revised to clarify the instructions for preparing reports and updates.

The annual accomplishment report requires information about changes in an agency's work force profile, underrepresentation indices, hiring accomplishments, internal movement accomplishments, and barrier elimination. The annual update requires information about hiring goals, internal movement goals, and projected barrier elimination activity. These annual reporting requirements were developed after extensive consultation with Federal agencies.

During FY 1985, EEOC continued to improve the quantity, quality and consistency of technical guidance and assistance provided to Federal agencies relative to their affirmative employment programs. Several initiatives were implemented to increase the effectiveness of EEOC's program direction. EEOC developed and revised a comprehensive staff guide which provides both EEOC headquarters and field staff with a systematic, uniform approach to evaluation of Federal agencies' accomplishment reports and updates. In FY 1985, EEOC held over 20 meetings with Federal agency headquarters representatives to assist them in meeting regulatory requirements for affirmative employment programs. EEOC staff provided technical assistance and guidance in response to over 1,036 telephone calls from Federal agency staff, responded to over 150 written requests for technical materials and guidance, and provided training at over 14 agency-sponsored training programs.

### C. AGENCY REPORTS AND PLANS

#### 1. Evaluation and Analysis of FY 1985 Accomplishment Reports

This section covers agency accomplishment reports for the period October 1, 1984, through September 30, 1985. EEOC conducted a comprehensive evaluation of each FY 85 accomplishment report submitted. Each submitting agency was provided with a written evaluation of their accomplishment report.

The written evaluations included recognition of progress in eliminating underrepresentation of minorities and women and in elimination or removal of selection barriers. Also included were recommendations for improved program planning, where needed. Specific program areas which were addressed with recommendations for improvement were: work force analysis; goal setting; and selection barrier identification and elimination.

Our written evaluation was frequently followed by a meeting with responsible Federal agency EEO officials. Our agency meetings provided an opportunity for explanation and discussion of EEOC program requirements as well as giving EEOC representatives a deeper understanding of agency missions and EEO program direction. We developed better rapport and a stronger working relationship with many agencies as a result of these meetings.

FY 1985 accomplishment reports cover the period October 1, 1984, through September 30, 1985. Of 105 agencies required to submit reports, 102 agencies submitted reports. The following agencies did not submit accomplishment reports:

- Administrative Conference of the U. S. Courts
- Department of Agriculture (agencywide report)
- Office of the Federal Inspector of the Alaska Natural Gas Transportation System

Some agencies submitted incomplete accomplishment reports for FY 1985. Several agencies did not establish goals for internal movement and hiring. They were:

- Department of Education
- Federal Trade Commission
- Department of Justice
- Office of Personnel Management
- National Endowment for the Humanities

Despite EEOC technical assistance, some agencies did not meet EEOC reporting requirements (other than goals) and were subsequently rated incomplete. They were:

- Federal Mediation and Conciliation Service
- Department of State
- Tennessee Valley Authority

## 2. Evaluation of FY 1986 Plan Updates

Agencies were required to submit plan updates for the period October 1, 1985, through September 30, 1986 (FY86), with their reports of accomplishments for FY 1985. This section of the annual report describes the status of agency submissions of FY 1986 plan updates.

EEOC conducted a comprehensive evaluation of each FY 86 plan update and provided each agency with a written evaluation of their plan update. The written evaluations included recommendations for improving their efforts as well as recognition of well planned efforts.

102 of 105 agencies submitted complete plans for FY 1986. The following agencies did not submit plan updates for FY 1986:

- Administrative Conference of the U. S. Courts
- Department of Agriculture (agencywide plan update)
- Office of the Federal Inspector of the Alaska Natural Gas Transportation System

A number of agencies submitted incomplete updates for FY 1986. Some agencies met all EEOC reporting requirements, except the requirement to project goals for internal movement and hiring. Those agencies were:

- Department of Education
- Federal Trade Commission
- Department of Justice

Several other agencies provided incomplete updates which lacked elements other than goal projections. EEOC has provided substantive technical assistance for preparation of plan updates to these agencies. We anticipate that these agencies will be able to fulfill EEOC reporting requirements in future years. They were:

- Federal Mediation and Conciliation Service
- Department of State
- Tennessee Valley Authority

## D. ANALYSIS OF STATISTICAL DATA

### 1. Total Work Force Summary

This section analyzes data generated by combining CPDF information, and work force information from non-CPDF agencies. In 1982, minorities<sup>3</sup> comprised 24.7% of the total permanent Federal work force, increasing to 25.1% of the 1983 total work force to 25.7% in 1984, and to 26.4% in 1985. In 1985, blacks, Asian Americans and American Indians were represented in the Federal work force in proportions equal to or greater than the national 1980 Civilian Labor Force (CLF). (See Table I-1.)

In 1982, blacks were 16.97% (432,784) of all employees, in 1983, blacks were 16.98.0% (437,164), in 1984, blacks rose to 17.17% (447,872), and in 1985, again increased to 17.55% (470,424) of all employees. Black representation is well above the 1980 CLF for blacks, 9.8%. (See Figure 1.)

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<sup>3</sup> The five categories used by the CPDF, EEOC, and this report are:

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black (Not of Hispanic Origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian American or Pacific Islander - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands and Samoa.

American Indian or Alaskan Native - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Minorities include Blacks (not of Hispanic Origin), Hispanics, Asian American/Pacific Islanders, and American Indian/Alaskan Natives.

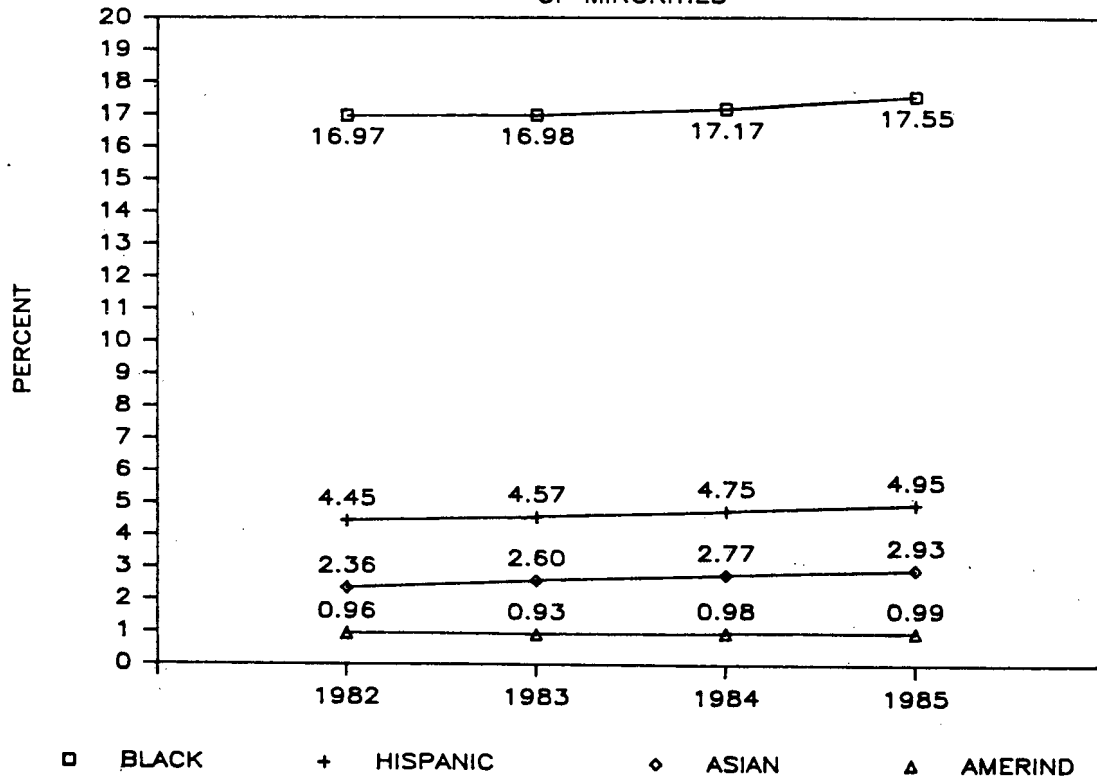
Hispanics were 4.45% (113,396) of all employees in 1982, increasing to 4.57% (117,569) in 1983, rising to 4.75% (123,808) in 1984, and increasing to 4.95% (132,741) in 1985. (See Figure 1.) Hispanics were the only minority group whose participation in the 1985 Federal work force (4.95%) is lower than their representation in the 1980 CLF (6.4%). A major factor in this difference is the significant underrepresentation of Hispanic women who are employed by the Federal government at only 63% of their CLF rate compared to Hispanic men who were employed at 86% of their CLF rate.

In 1982, Asian Americans were 2.4% (60,198) of all employees, increasing to 2.6% (66,856) in 1983, to 2.7% (70,280) in 1984, and to 2.93% (78,596) in 1985. This is above the 1980 CLF for Asian Americans, 1.6%.

American Indians were 0.9% (24,538) of all employees in 1982, 0.9% (24,063) in 1983, 1.0% (25,476) in 1984, and 1.0% (26,534) in 1985. The 1980 CLF for American Indians is 0.5%.

FIGURE 1

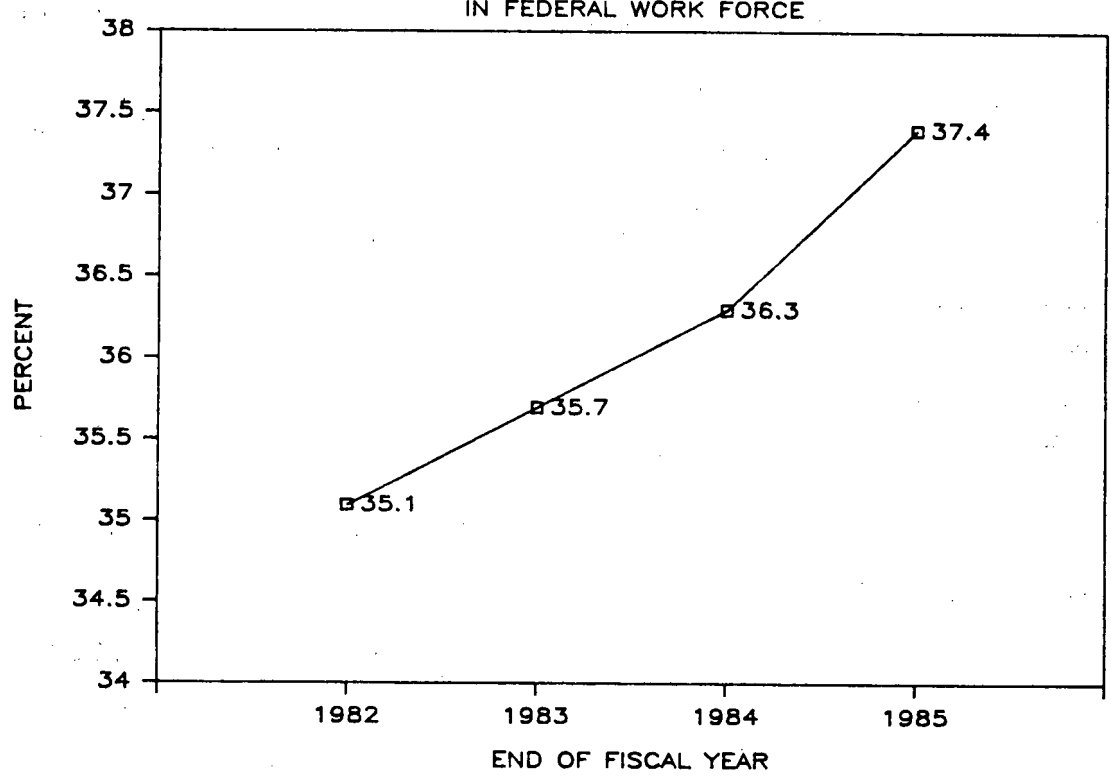
TOTAL FEDERAL EMPLOYMENT  
OF MINORITIES



The percentage of women in the Federal work force rose steadily between 1982 and 1985. They were 35.1% (895,872) in 1982, 35.7% (919,134) in 1983, 36.4% (947,717) in 1984, and 37.4% (1,002,415) in 1985. Women represent 42.5% of the 1980 CLF. The work force participation rates of white and Hispanic women were less than their CLF rates. White women were employed at 74% of their 1980 CLF rate and Hispanic women were employed at only 63% of their 1980 CLF rate. (See Figure 2.)

FIGURE 2

### REPRESENTATION OF WOMEN IN FEDERAL WORK FORCE





Agencywide data for 1982, 1983, 1984, and 1985 for agencies with 500 or more employees show that women and minority groups, with a few exceptions, increased as a percentage of the agency work force during Fiscal Years 1983, 1984, and 1985. After reviewing the work force of these larger agencies, following are exceptions where the group is currently underrepresented and declined in the agency work force between September 30, 1982 to September 30, 1985:

Agency for International Development -

Decrease in representation of females (39.1% to 38.7%)  
Decrease in representation of white females (20.9% to 19.9%)

Department of Education -

Decrease in representation of white females (26.8% to 23.0%)

Federal Emergency Management Agency -

Decrease in representation of females (38.2% to 35.2%)  
Decrease in representation of white females (27.1% to 23.5%)

Federal Home Loan Bank Board -

Decrease in representation of Hispanics (1.4% to 0.6%)

Federal Trade Commission -

Decrease in representation of Hispanics (1.9% to 1.0%)

National Science Foundation -

Decrease in representation of white females (35.7% to 31.5%)

Nuclear Regulatory Commission -

Decrease in representation of white females (27.5% to 26.6%)

Panama Canal Commission -

Decrease in representation of females (18.5% to 17.1%)  
Decrease in representation of white females (13.7% to 11.7%)

Railroad Retirement Board -

Decrease in representation of white females (34.1% to 31.3%)

Smithsonian Institution -

Decrease in representation of Hispanics (3.9% to 1.3%)

Department of State -

Decrease in representation of white females (27.7% to 25.9%)

Several agencies achieved significant increases in representation of groups previously underrepresented in their work forces during Fiscal Years 1983, 1984, and 1985. Those agencies were:

Department of Agriculture -

Increase in representation of females (30.8% to 32.7%)

Department of the Interior -

Increase in representation of Hispanics (2.8% to 3.8%)

Tennessee Valley Authority -

Increase in representation of females (13.5% to 17.4%)

U.S. Postal Service -

Increase in representation of females (25.0% to 28.5%)

Increase in representation of white females (16.3% to 18.2)

Increase in representation of Hispanics (4.6% to 5.5%)

## 2. White-Collar Employment

Each of the Federal white-collar occupational series reflects a specialized line of work with specific classifications. During the 1970's, the former Civil Service Commission (now the Office of Personnel Management) created and defined five employment categories by which federal agencies could group occupational series for various purposes (e.g., coverage under the Fair Labor Standards Act): Professional, Administrative, Technical, Clerical, and Other (PATCO).<sup>4</sup> Those categories are now used in many →

<sup>4</sup> The PATCO categories are described as follows:

Professional occupations 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. These occupations follow a two-grade interval pattern in the GS and equivalent grades through GS-11 and one grade intervals to GS/GM-15.

Administrative occupations are those that involve the exercise of analytical ability, judgment, discretion, and personal responsibility, and application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. These positions do not require specialized educational majors and typically follow a two-grade interval pattern through GS-11 and one grade intervals to GS/GM-15.

Technical occupations 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. These jobs typically follow a one-grade interval pattern in all grades.

Clerical occupations 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 knowledge related to the tasks to be performed. These jobs typically follow a one-grade interval pattern.

Other occupations are those that cannot be related to the above categories. Predominant occupations in this category are fire prevention, police, guard, and correctional jobs.

areas of Federal personnel administration and they are a key element in the Central Personnel Data File.

In 1985, 80.0% (1,477,619) of the Federal work force covered by the CPDF (excludes USPS and TVA) were in white-collar jobs, while in 1984, 79.4% (1,437,475) were in white-collar jobs. ~~The majority of white-collar positions are in the Administrative category, 29.5% in 1985, up from 29.3% in 1984. The Clerical category accounts for about 23.8% of white-collar positions, while Professional and Technical categories were 22.9% and 21.2% in 1985, respectively. The Other category accounted for 2.7% of white-collar employment in 1985.~~

a. Minorities - ~~Minorities comprised 23.31% (344,448 of 1,477,619) of all white-collar Federal employees in 1985, an increase from 22.6% in 1984. As a group, minorities comprised 18.4% of the 1980 white-collar CLF.<sup>5</sup>~~ The only group which is underrepresented in comparison with the 1980 white-collar CLF are Hispanics who are 4.5% of the white-collar CLF but only 4.25% of all white-collar Federal workers. (See Figure 3.)

o Blacks - Blacks held 14.6% of all white-collar Federal jobs in 1983, increasing to 14.9% in 1984, and again increasing to 15.25% in 1985. Blacks were 9.7% of the white-collar CLF in 1980. Blacks' participation rates increased in all PATCO categories except the Other category during FY 1985. The distribution of white-collar blacks in Professional positions increased from 9.5% in 1984 to 9.7% in 1985, and Administrative distribution increased from 22.9% in 1984 to 23.0% in 1985. (See Table I-3.)

o Hispanics - Hispanics held 4.1% of all white-collar Federal jobs in 1984, increasing to 4.25% in 1985. The participation rate for Hispanics increased in each PATCO category during this period. The distribution of white-collar Hispanics in Professional jobs increased from 15.2% in 1984 to 15.4% in 1985, and Administrative distribution increased from 26.8% in 1984 to 26.9% in 1985. (See Table I-3.)

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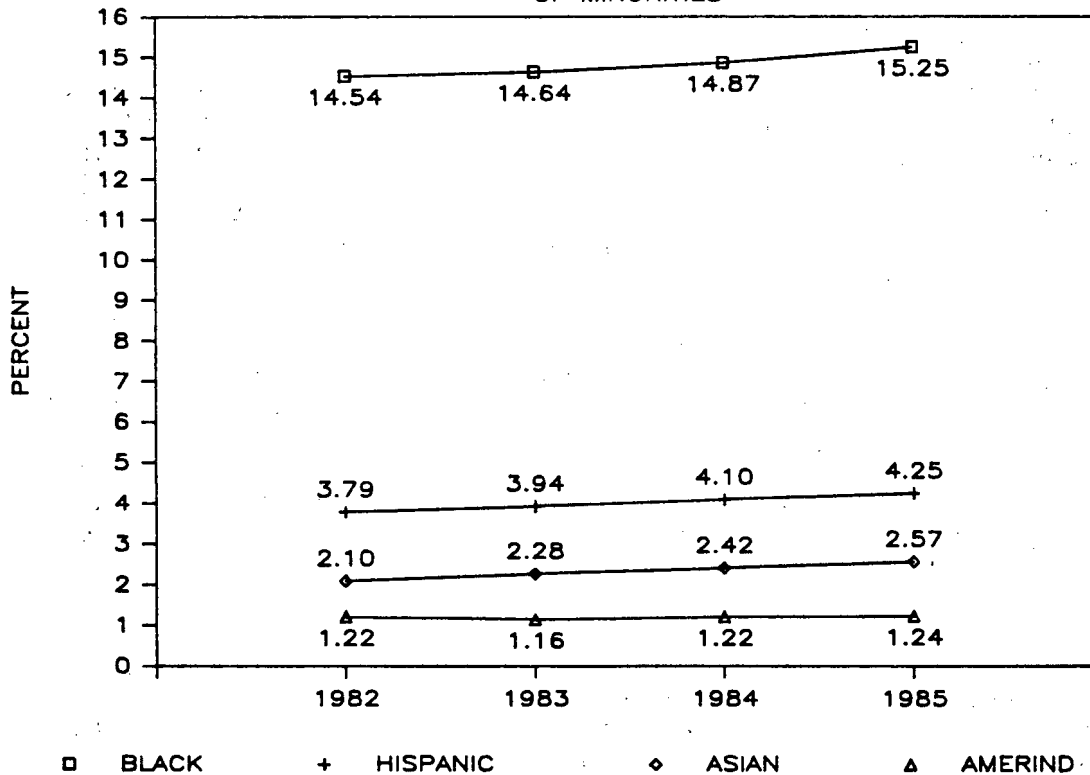
<sup>5</sup> White-collar CLF data describe employees and persons seeking work and have been differentiated into five categories to match the PATCO categories: Professional, Administrative, Technical, Clerical, and Other. The PATCO CLF data were derived by EEOC from the 1980 Census EEO tape by matching each of the approximately 420 federal occupational series with the appropriate counterpart employment occupation(s) in the EEO tape occupation listing. The white-collar CLF data excludes census categories of sales workers, craft workers, operatives, and laborers.

o Asian Americans/Pacific Islanders - Asian Americans held 2.42 of all white-collar Federal jobs in 1984, increasing to 2.57% in 1985. Asian Americans were 1.9% of the white-collar CLF in 1980. The participation rate for Asian Americans increased in each PATCO category during this period. The distribution of Asian Americans who were Professionals increased from 38.5% to 39.5% in 1985 and the distribution of Asian Americans in Administrative jobs decreased from 20.3% to 19.8% in 1985. (See Table I-3.)

o American Indians/Alaskan Natives - American Indians held 1.22% of all white-collar Federal jobs in 1984, increasing to 1.24% in 1985. American Indians represented 0.5% of all persons in the white-collar CLF in 1980. The participation rate for American Indians increased in each PATCO category during this period.

FIGURE 3

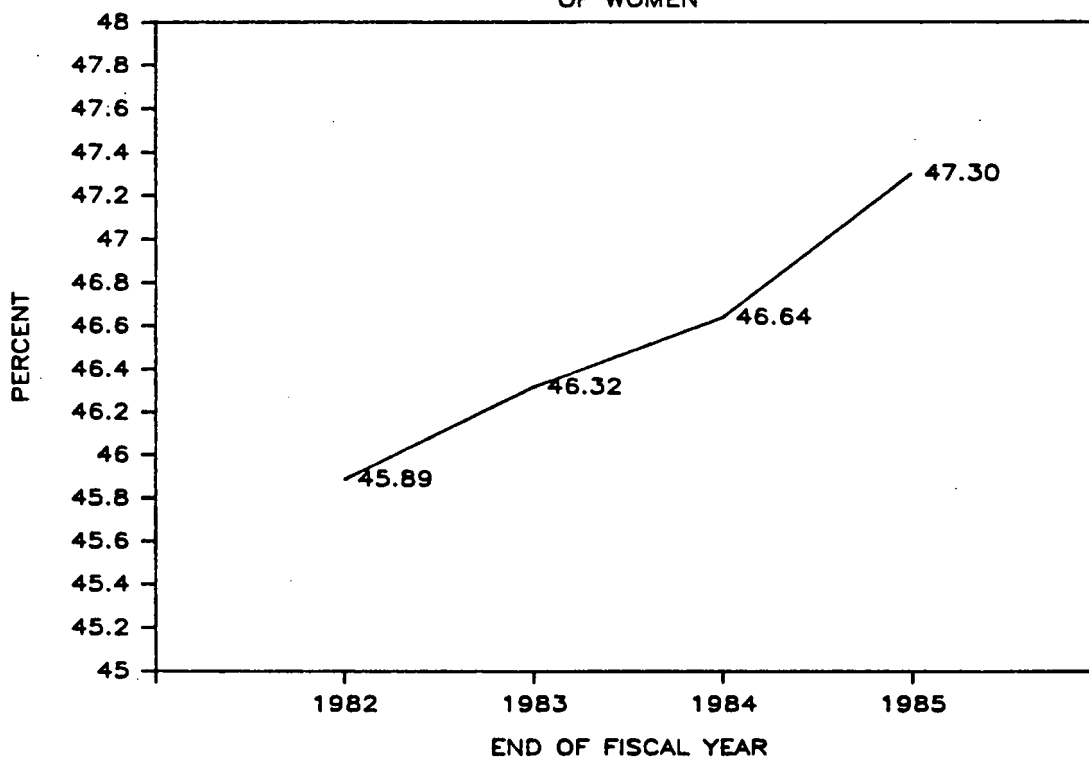
WHITE COLLAR EMPLOYMENT  
OF MINORITIES



b. Women - Women held 46.64% of all white-collar jobs in 1984, increasing to 47.30% in 1985. (See Figure 4.) Women were 54.1% of the 1980 white-collar CLF. The participation rate of women in each PATCO category, except in Clerical, increased from 1984 to 1985. (See Table I-6.) The representation in all groups of minority women in the white-collar work force increased over this period. The Clerical category continues to be predominately female, who held 86.35% of Clerical jobs in 1985. When using differentiated PATCO CLF data, women as a group equaled or exceeded their representation in the Administrative, Technical, and Clerical categories during 1985. (See Table I-1.)

FIGURE 4

## WHITE COLLAR EMPLOYMENT OF WOMEN

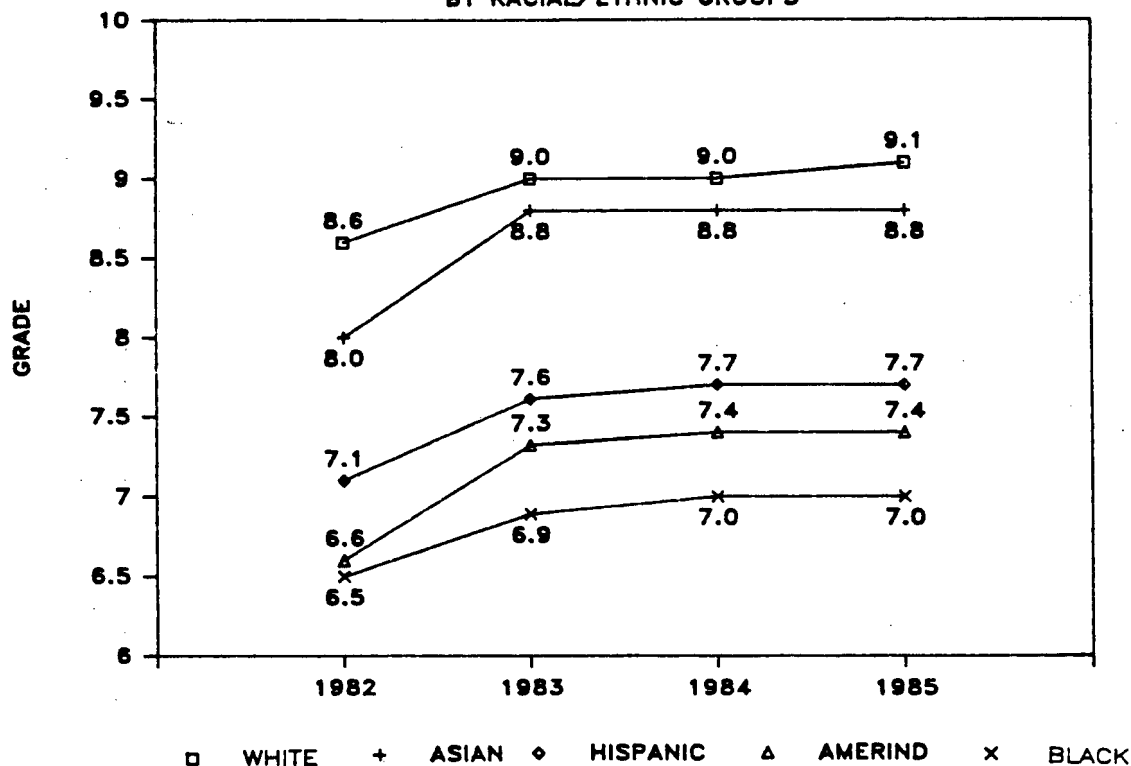


### 3. White-Collar Pay (GS/GM & SES Pay Systems)

a. Minorities - The average grade for each minority group either increased or remained the same during FY 1985. The average grades in 1985 were: Asian Americans (8.83), Hispanics (7.70), American Indians (7.41), and blacks (6.97). The average grade for whites was 9.06 and the white-collar total was 8.65.

FIGURE 5

### AVERAGE GRADE WHITE COLLAR BY RACIAL/ETHNIC GROUPS



o Blacks - Blacks remain concentrated in the lower white-collar grade levels. In 1985, 67.99% of blacks were in grades 1-8, down from 68.3% in 1984. Government-wide, 45.64% of white-collar employees were in grades 1-8 in 1985. ~~The percentage of blacks in grades 9-12 increased from 25.7% in 1984 to 25.98% in 1985.~~ (See Table I-5.)

- o Hispanics - Hispanics were also concentrated in the lower white-collar grade levels. In 1985, 56.01% of Hispanics were in grades 1-8, down from 56.03% in 1984. The percentage of Hispanics in grades 9-12 decreased from 35.7% in 1984 to 35.6% in 1985. This compares with the governmentwide representation of 37.69% for grades 9-12 in 1985. (See Table I-5.)
- o Asian Americans/Pacific Islanders - The percentage of Asian Americans in grades 1-8 in 1985 was 41.3%, lower than the governmentwide percentage of 45.6%. In grades 9-12, the percentage of Asian Americans was 42.67% in 1985, higher than the governmentwide percentage of 37.69%. (See Table I-5.)
- o American Indians/Alaskan Natives - Of all American Indians in white-collar jobs, 61.4% were in grades 1-8 in 1984, and 60.8% in 1985. The percentage in grades 9-12 rose from 30.6% in 1984 to 31.3% in 1985.



#### 4. Blue-Collar Employment

In 1984, 20.6% of the Federal work force covered by the CPDF (excludes USPS and TVA) were in blue-collar jobs while in 1985, 20.0% were in blue-collar jobs. The representation of minorities in blue-collar jobs increased from 31.8% in 1984 to 31.9% in 1985. The representation of blacks in blue-collar jobs continued to decline in FY 1985 as in FY 1984 and 1983. The representation of blacks has declined from 20.3% in 1982 to 19.8% in 1983, to 19.7% in 1984, and to 19.5% in 1985. The representation of blacks in the 1980 blue-collar CLF is 11.4%. Hispanic representation increased to 7.00% in 1985 from 6.95% in 1984.

In comparison with their representation in the 1980 blue-collar civilian labor force, Hispanics, women, and white women are underrepresented in blue-collar jobs in the Federal work force. (See Table I-1.)

## 5. Agency Rankings

This is the third year that the Commission has attempted to rank Federal agencies by their EEO Profiles. ~~Numerous pitfalls exist in comparing one agency's work force profile with that of another agency.~~ The work force<sup>6</sup> of each agency has a unique mission. One is, therefore, to some extent comparing apples and oranges when comparing the work force profile of one agency with that of another. If an agency which has a large clerical work force is compared with another agency which has a relatively smaller clerical work force, then the EEO profiles of these two agencies will probably be very different (the agency with a large clerical work force will usually have a higher percentage of women and minorities in the work force as a whole than an agency with a small clerical work force), regardless of the effectiveness of the EEO programs of the two agencies. Similarly, an agency with a large professional work force will usually have fewer minorities and women than an agency in which professionals constitute a smaller percentage of the agency work force, again, regardless of the effectiveness of the agencies' EEO programs.

We have done as much as is practical to mitigate the difficulties in comparing agencies with each other. For example, rather than comparing absolute average grades of specific groups across agencies, we first calculated the difference between the average grade of whites in an agency and the average grade of blacks in that agency, etc. We could then rank agencies based upon the magnitude of that difference. With such a ranking, the highest ranking agency would have the smallest difference between the average grade of whites and the average grade of blacks.

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6 Source of Data - Virtually all the data used in this analysis of minorities and women come from OPM's Civilian Personnel Data File (CPDF) and cover permanent employees only (part-time and full-time) as of September 30, 1985. However, the CPDF has no data for the following agencies within the jurisdiction of Section 717 of Title VII of the Civil Rights Act of 1964, as amended: Tennessee Valley Authority, U.S. Postal Service, Army-Air Force Exchange Service, Central Intelligence Agency, National Security Agency and the Federal Bureau of Investigation in the Department of Justice. Where data appear in the tables which follow for these agencies (other than the composite tables), they were taken from the FY 1985 accomplishment reports submitted to the Commission. 13 agencies for which only partial data are available are not included in the composite ranking table. All Department of Defense agencies listed in the attached tables are separate planning and reporting units for affirmative employment purposes, as determined by the Department of Defense.

However, even that measure is not as fair to agencies with lower average grades, since a three grade gap in an agency with low average grade overall is not comparable to a three-grade gap in an agency with a high average grade. Therefore, the measure we used in comparing average grades of EEO groups was the difference in average grades as a percent of the average grade of the agency as a whole. This measure is probably the fairest that can be used when basing the ranking on average grades.

Tables I-7 through I-18 only cover Federal agencies with 100 or more employees. Tables I-9 through I-18 provide a government-wide bench mark for comparison against a standard. Table I-7 offers a comparison between the FY 1983, FY 1984, and FY 1985 composite rankings. Federal agencies can compare their relative change during FY 1985.

Table I-8 is a composite of FY 1985 agency rankings of 10 different comparisons of employment representation of minorities and women. The composite was prepared by summing the rankings agencies received in Tables I-9 through I-18. Agencies were then ranked according to the sum of their rankings. This mitigates the effects of the unfairness of any one measure through sheer number of criteria used. We believe this composite ranking is a reasonably fair measure by which to rank agency work force profiles.

### E. ONSITE PROGRAM REVIEWS

During FY 85, EEOC conducted 227 onsite program reviews of affirmative employment programs for minorities and women at Federal agency field installations. This was the third year of onsite program reviews covering the women and minorities affirmative employment program. The onsite program reviews are conducted to evaluate an agency's affirmative employment program; to assess affirmative employment program policies and procedures; and to assess the implementation of affirmative employment program plans. Our experience during this period indicates that these reviews are a very effective tool for assisting Federal agency field installations to comply with Section 717 of the Civil Rights Act of 1964, as amended, and EEOC regulations, instructions and guidance implementing this statute.

In conducting onsite program reviews, EEOC provides technical assistance, recognizes accomplishments and achievements, makes recommendations for corrective action, and monitors recommendations to ensure that they are implemented. Installations of the following major agencies were reviewed:

- Department of Agriculture
- Department of Air Force
- Department of the Army
- Army/Air Force Exchange Service
- Department of Commerce
- Defense Contract Audit Agency
- Defense Logistics Agency
- Department of Energy
- Environmental Protection Agency
- General Services Administration
- Department of Health and Human Services
- Department of Housing and Urban Development
- Department of Interior
- Department of Justice
- Department of Labor
- National Aeronautics and Space Administration
- Department of Navy
- Office of Personnel Management
- United States Postal Service
- Department of Transportation
- Department of the Treasury
- Veterans Administration

The onsite program reviews covered seven primary program areas: program management, data collection, personnel practices including barrier analysis, monitoring and evaluation, plan for prevention of sexual harassment, training, and recruitment. A summary of the onsite program reviews for each of the above program areas is provided below.

PROGRAM MANAGEMENT - This area covers the assignment of qualified staff resources for effective implementation of affirmative employment programs for minorities and women. This includes review of the following elements necessary for effective program management: experience of program managers, their program knowledge, and the extent of their responsibility and authority.

Of the 227 reports reviewed, 193 installations had designated a program manager with direct responsibility for implementing their affirmative employment program. While many managers have held positions for several years, others were new to their positions. Eight percent of the installations reviewed had merged their EEO program with the personnel management function.

Forty-three percent of the installations reviewed have established EEO Committees to assist in the development and implementation of EEO programs. In the majority of the installations, the committee members met on a quarterly basis.

Special emphasis program managers have been designated at many installations to assist in implementing programs targeted for specific needs. Usually, the special emphasis program manager's position is a collateral duty. Frequently, their EEO program duties and responsibilities were not included in their position descriptions. On the average, collateral duty special emphasis managers spent about 20 to 30 percent of their time on EEO responsibilities.

DATA COLLECTION - This area covers the ability of an installation to collect and provide comprehensive, accurate work force data covering minorities and women for EEOC's and OPM's affirmative employment program reporting requirements. In addition, this data provides a tool for an installation's self-evaluation of its affirmative employment program efforts.

Some installation program managers have indicated that race/national origin/sex data were not always accurate or timely. Some installations were also unable to provide additional data on promotions, training, and awards.

EEOC has emphasized to all Federal agencies the importance of collecting accurate data for tracking and monitoring goal accomplishments for affirmative employment program plans.

PERSONNEL PRACTICES - This area covers the installation's procedures, practices, and policies for hiring, promotions, internal movement, training and other employment decisions. Included is an assessment of the installation's barrier analysis. Most personnel management specialists (PMS) interviewed during our reviews appeared to be knowledgeable of the EEO program and had a good working relationship with EEO staff.

Fifty-one percent of the installations were successful in identifying and taking action steps toward the elimination of barriers. These barriers were examined in the context of the entire recruiting and staffing process.

MONITORING AND EVALUATION - This area covers review of the systems that agencies have established for monitoring and evaluating the effectiveness of their internal affirmative employment programs.

Seventy-five percent of the installations reviewed had established adequate internal monitoring and evaluation systems. The most common monitoring problem was in identifying vacancies for affirmative employment efforts. Some installations had no system for monitoring selections, promotions, training, or awards.

PLAN FOR THE PREVENTION OF SEXUAL HARASSMENT - This area covers review of the installation's program efforts for the prevention of sexual harassment in the work place.

Seventy-five percent of the installations met EEOC's Prevention of Sexual Harassment guidelines. These installations had developed and distributed a copy of their installation's policy statement to all employees. Training had been provided to managers, supervisors, and employees on the definition of sexual harassment and the behaviors prohibited.

EEOC recommended that installations develop a plan with action items aimed at prevention of sexual harassment in the work place.

TRAINING - This area covers review of the installation's training programs. Internal training programs are an effective mechanism for providing a pool of qualified minorities and women. In our reviews, the most frequently used training program is the Upward Mobility Program (UMP). Forty-nine percent of the installations reviewed had an active UMP. Fifty-one percent of the installations participated in other types of training which enhanced the promotional opportunities of minorities and women in underrepresented occupations.

RECRUITMENT - This area covers review of activities aimed at recruiting minorities and women for underrepresented occupations. Internal and external recruitment activities are identified in the installation's Federal Equal Opportunity Recruitment Program (FEORP).

## F. FEDERAL AGENCY PROGRAM INITIATIVES

Many federal agencies develop innovative program activities or initiatives which promote employment opportunities for minorities and women. They were invited to share innovative initiatives and activities they have developed to promote affirmative employment efforts in the Federal Government. This section acts as a forum for recognizing and sharing innovative activities that improve employment opportunities for women and minorities. The following agencies responded to EEOC's invitation for the sharing of innovative program initiatives:

- Department of the Air Force
- Agency for International Development
- Department of the Army
- Department of Commerce
- Defense Logistics Agency
- Defense Mapping Agency
- Department of Energy
- Department of Health and Human Services
- Department of the Interior
- National Aeronautics and Space Administration
- Office of Personnel Management
- Panama Canal Commission
- Railroad Retirement Board
- Tennessee Valley Authority
- Department of Transportation
- Department of the Treasury
- Veterans Administration
- United States Postal Service

Because of limited space, we were unable to list each initiative submitted. Following is a summary of selected initiatives which other agencies may wish to consider:

### DEPARTMENT OF THE AIR FORCE - AIR FORCE LOGISTICS COMMAND

In October of 1981, Air Force Logistics Command (AFLC) and the University of Dayton entered into a program which increases the number of qualified female and minority engineering candidates. This program recruits individuals with baccalaureate or advanced degrees in math, physics, or the technical sciences, and enrolls them in a concentrated 12 month curriculum which upon completion qualifies them for a B.S. Degree in Electrical Engineering. Upon completion of this program, graduates receive a job offer which includes a three-year commitment to AFLC. Each April, twenty-eight persons begin classes in this program, which is now in its fifth year. Since the beginning of this program, 26% of the graduates have been female and 18% have been minorities.

Air Force Logistics Command's (AFLC) professional engineering work force has grown by more than 800 positions within the past three years. During this period, female engineer representation has increased from 2.6% to 5.7%, black engineers from 2.1% to 5.0%, with total minority representation increasing from 10% to 18.6%. These increases were made possible through programs such as the above and aggressive college recruitment efforts.

#### DEPARTMENT OF THE ARMY

Army has used Schedule B appointing authority to increase the percentages of minorities and women hired as interns. Prior to the establishment of the Schedule B Professional and Administrative Career authority, Army experience in hiring minority interns from the PACE examination had been 3-5% annually. Subsequent to the establishment of Schedule B, in order to facilitate direct recruiting, Army requested from and was granted by OPM, authority to hire under Schedule B without obtaining prior approval on a case by case basis. Between 1983 and June 1986, Army used the Schedule B authority to appoint 2,272 interns into 20 different occupations. 672 or 29.5% of the appointments were black, 134 or 5.9% were Hispanic, and 1,075 or 47.3% were women. As of June 30, 740 of the appointees had been converted to the competitive service, 186 or 25.1% were black, 34 or 4.6% were Hispanic, and 50.1% were women.

#### DEPARTMENT OF COMMERCE

The Patent and Trademark Office (PTO) hired over 900 new patent examiners over a five-year period (FY81-FY85). All patent examiners must have a technical degree. About 80% of the 900 hires were to be engineers while the other jobs would require degrees in physics, chemistry, biology, etc. Approximately 12% of the national engineering work force is comprised of women and minorities. In addition, Federal salaries are below those offered by private industry.

In order to increase the number of minorities and women in the Patent Corps, PTO committed resources for a major recruiting campaign. Although the number of campuses visited varied from year to year, as many as 168 colleges and universities were visited. Included were all historically black colleges with engineering schools and any school with a significant minority population. More than 9,000 interviews were conducted on campus during the five years. Over 180 patent examiners, supervisors, and group directors were trained on recruiting and the art of selling the PTO. Steps were taken to insure that minorities and women were included among the recruiters. Of the 917 patent examiners hired during the five year period, 314 or 34% were minorities and women.



DEFENSE LOGISTICS AGENCY (DLA)

1. DLA's Logistics Service Center in Battle Creek, Michigan has initiated a Management Development Program to develop a pool of qualified employees, particularly women, interested in management positions. The objective of the program is to provide self-motivated employees with a series of training courses designed to enhance and develop their career potential for supervisory, managerial, and executive opportunities. Participants are offered training that parallels the managerial skills and effectiveness levels needed by supervisors and managers. The program uses self-instructional training modules along with a tutor (GS-12 or above). The program has 29 tutors to assist program participants. The course covers skills in communications, decision-making, delegating, finance and control, leadership, motivating, organizing, planning, and computers.

2. Defense Contract Administration Services Region (DCASR), Dallas has established as a priority the improvement of the employment profiles of minorities and women in middle and upper-level positions. Two programs have been initiated to prepare and assist current employees competing for higher graded positions. The first program assists employees (GS-9 and below) with recognition of personal values, time management, working within the "system," interviewing techniques, and preparation of their application. Also, a "role model," an employee who has come up through the ranks discusses their frustrations and successes along the way. The second program offers advice to employees competing for merit promotion opportunities. The EEO Committee offers KSA review package seminars weekly at lunchtime. This assists employees in developing complete employment application packages which more accurately reflect their experience and training.

DEFENSE MAPPING AGENCY

As part of the President's National Partnership in Educational Program, Defense Mapping Agency (DMA) and the University of Texas at San Antonio (UTSA) launched a program, San Antonio Prefreshman Engineering Program (PREP) to identify high school and middle school students with potential to become engineers and scientists and encourage them to pursue these fields.

PREP operates for eight weeks, June through August, on the campuses of the UTSA and San Antonio College. The academic program consists of lectures by guest speakers in logic, mathematics, computer science, and engineering. Since 1979, over 1,100 students have enrolled in the program. In 1985, 360 students (75% minority, 70% Hispanic, 54% female) enrolled in the program. PREP operates with financial and full-time manpower support from local, state, and national colleges, military,

government agencies, and industry. A 1984 summer follow-up of former PREP participants indicated that 228 of 300 plan to attend college, listing their majors as Engineering (128), Science (45), and other (62). PREP presents a unique opportunity for DMA to inform pre-college level students about career opportunities in mapping, charting, and geodesy.

In the summer of 1984, DMA began participating in the PREP in support of the President's program as well as the agency's affirmative action efforts to increase the availability of qualified minority candidates for professional positions. In 1985, DMA sponsored eight program assistants to serve as PREP aides in physical science, computer science, engineering, and mathematics.

#### DEPARTMENT OF HEALTH AND HUMAN SERVICES

1. Women's Management Training Initiative (WMTI) is designed to provide supervisory and managerial training to non-supervisory HHS employees in grades 9-12 in order to make them more competitive for positions in grades 13-15. FY 1985 was the first full year of the WMTI. 122 participants received a minimum of 80 hours of supervisory/managerial training and at least one developmental assignment. Of the participants in the program, 28.8% were black, 3.2% were Hispanic, and 2.4% were other minorities. Since the program began, 16.2% of those selected for the program have been placed into supervisory or managerial positions, and 39% have been promoted.

2. Hispanic Employment Initiative (HEI) is designed to provide experience and increasing the visibility of Hispanic employees through mentorships and short-term developmental assignments. During FY 1985, this program was expanded to include all regional offices with HHS. Since the HEI began, 52 participants have been matched with mentors and 70 participants have been placed into developmental assignments.

#### DEPARTMENT OF THE INTERIOR

1. Bureau of Land Management (BLM) recognized a scarcity of and keen competition for minority and female natural resource professionals. Therefore, BLM has augmented its affirmative recruitment efforts with a long-term strategy for developing a minority and female applicant pool for its natural resource professional positions. One initiative is Intergovernmental Personnel Act (IPA) mobility assignments of BLM professionals to academic institutions with predominately minority and female students. Through the IPA designees, BLM aims to assist the cooperating institutions in developing and implementing professional natural resource curricula for the purpose of attracting

minorities and women into natural resource disciplines and thereby create a feeder pool of minority and female professionals for BLM occupations.

2. The Western Region of the National Park Service utilized the combination of education and work experience embodied in the Cooperative Education Program, developing a Ranger Intake Program for recruiting minorities. Santa Monica Mountains National Recreational Area, because of its proximity to numerous colleges and universities in the Los Angeles area, was responsible for recruiting 15 highly qualified and motivated individuals and serving as their initial training station. Each person is provided a comprehensive orientation to the National Park Service history, mission, organization and goals. They are rotated through various work assignments, including formal training classes and other special training opportunities. When two separate six-month courses are completed, they are eligible for non-competitive hiring for full-time National Park Service positions as a GS-4 or GS-5. The first two classes included five blacks, five Hispanics, three Asian-Americans, and two white females.

3. The Western Region of the National Park Service restructured 12 existing maintenance (Engineering Equipment Operator and Maintenance Worker) vacancies to provide upward mobility opportunities for minorities and women. Intense external and internal recruitment efforts were made to identify and encourage "qualified" or "qualifiable" female and minority candidates to apply. Also, Veterans Readjustment Act hiring authority was used to hire applicants. Twelve hires were enrolled in a one-year formal training program designed to provide the necessary skills, knowledges, and abilities for these careers. Eleven employees including seven Hispanic males, two white females, one white male, and one black male completed the program.

#### NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

1. NASA has an annual agencywide recruitment effort at the University of Puerto Rico at Mayaguez designed to recruit entry-level and cooperative education engineering Hispanic students, and to encourage faculty members to apply for NASA Summer Faculty Fellowships and graduates to participate in the Graduate Student Researchers Programs. Usually, four days are dedicated to interviewing students and briefing students and faculty about career and research opportunities at NASA. This recruitment activity has strengthened and expanded the relationship between NASA and the University into other areas of mutual benefit and interest. For example, visits have been made to the University by top NASA managers. NASA employees have served on temporary teaching assignments, from four to six weeks, at the University. As a result of this relationship, in FY 1985,

Hispanics graduating from the University of Puerto Rico represented 42% of total Hispanic scientists and engineers hired by NASA. Also, a substantial grant was awarded to the University to conduct research in earth remote sensing.

2. In FY 1985, NASA with a permanent full time work force of about 21,800 employees, had 1,111 Cooperative Education Program (Co-op) participants. NASA uses the Co-op program primarily as a recruitment source for its scientific and engineering work force, but it is also employed for administrative positions which require baccalaureate degrees, for secretarial and technician positions requiring associate degrees, and for pre-college programs. Students alternate a semester or term of college study with an actual work assignment at NASA. After they obtain their degree, they may be offered permanent positions.

NASA has been a very active user of the Co-op program, not just for minorities and women, but as a major feeder program for the agency's permanent work force. There were 188 hires from the Co-op program into the permanent work force in FY 1985. Of these hires, 15.4% were minority women, 6.9% were minority men, and 33.0% were non-minority women.

3. The Lewis Research Center Equal Opportunity Office and Personnel Office jointly developed a novel computerized applicant tracking system that went into effect during FY 1985. The purpose of this system is to allow quick referral of candidates for available positions and maintain accurate and systematic records of disposition and status of all applications for scientific and engineering positions.

Through this system, management is able to locate all applications and determine the status of these applications within one hour of any request. This system permits available applications for minorities and women to be quickly referred to selecting officials. Information about the disposition of applications will assist the Center in refining recruiting methods.

4. Women in Engineering and Science Program was implemented between the Lewis Research Center (LeRC) and Case Western Reserve University. The objective of the project was to address the underrepresentation of women particularly minority women engineers, in NASA. The project was aimed at attracting and employing female graduate student researchers from Case Western Reserve University to conduct research at the LeRC. As a result of this program, undergraduate women have been attracted to possible employment and other educational opportunities at NASA; and LeRC has been able to increase the participation of women engineers in its work force.

5. The Aerospace Fellowship Program is conducted by the School of Engineering, Tuskegee University and the NASA Marshall Space Flight Center. The purpose of this program is to provide talented juniors with stipends for two years, for the study of engineering leading towards a baccalaureate degree, and two summer work periods in hands-on engineering experiences at the NASA Marshall Space Flight Center. During FY 1985, two minority students participated in this program.

6. The Graduate Intern Research Program was designed to allow minority and female graduate students in the fields of science and mathematics from educational institutions near Goddard Space Flight Center (GSFC) to take advantage of the research and educational facilities at GSFC. The program provides the students with an opportunity to work on selected problems under the guidance and supervision of technical monitors from GSFC for a ten-week period. Students are matched with technical monitors according to their background, training, and research interest. During FY 1985, 10 students participated. This program increases the pool of minorities and women who have had some engineering and science experiences at GSFC.

7. The Rotational Assignment Program (RAP) was implemented at the NASA Johnson Space Flight Center. The primary objective of the participants, especially minorities and women, was to fully assume positions of increased responsibility and authority. This is accomplished by placing participants in a special training assignment at the Center's directorate level for six months to one year. Participants work directly for top level managers who guide their development in areas of increased responsibility.

The program is designed so that participants will experience the pressures, requirements, and expectations placed upon those who hold senior management positions. Participants receive assignments that will give them a chance to develop and practice their managerial skills. During FY 1985, 2 minority women, 3 white women, and 2 white males participated in the program.

#### DEPARTMENT OF TRANSPORTATION (DOT)

The Federal Railroad Administration (FRA) has initiated the Senior Executive Service (SES) Candidate Development Program. This program is a two-year developmental training program designed to prepare candidates with the appropriate managerial skills for entering into an SES position. One candidate, a female, is currently on a rotational assignment with the National Highway Transportation Administration. At the completion of the two years, all training will be documented at OPM and she will be certified for five years. This certification will enable her to apply for future SES positions.



APPENDIX PART I

STATISTICAL DATA - MINORITIES AND WOMEN

TABLE I-1

CIVILIAN LABOR FORCE AND TOTAL FEDERAL EMPLOYEES (ALL PAY SYSTEMS)  
FOR 1982, 1983, 1984, AND 1985

	% 1980 CIVILIAN LABOR FORCE	FEDERAL WORK FORCE				ABOVE OR BELOW CLF
		% 1982	% 1983	% 1984	% 1985	
MEN	57.54	64.87	64.29	63.66	62.60	ABOVE
WOMEN	42.46	35.13	35.71	36.34	37.40	BELOW
WHITE:	81.56	75.26	74.92	74.32	73.58	BELOW
MEN	47.48	50.95	50.62	49.46	48.34	ABOVE
WOMEN	34.08	24.31	24.29	24.86	25.24	BELOW
BLACK:	9.78	16.97	16.98	17.17	17.55	ABOVE
MEN	4.94	8.73	8.59	8.58	8.56	ABOVE
WOMEN	4.84	8.24	8.39	8.60	8.99	ABOVE
HISPANIC:	6.44	4.45	4.57	4.75	4.95	BELOW
MEN	3.90	3.16	3.20	3.28	3.35	BELOW
WOMEN	2.54	1.29	1.36	1.47	1.60	BELOW
ASIAN:	1.61	2.36	2.60	2.77	2.93	ABOVE
MEN	0.86	1.56	1.68	1.78	1.85	ABOVE
WOMEN	0.75	0.80	0.92	1.00	1.09	ABOVE
AMERICAN INDIAN:	0.52	0.96	0.93	0.98	0.99	ABOVE
MEN	0.30	0.53	0.50	0.52	0.52	ABOVE
WOMEN	0.22	0.43	0.43	0.46	0.47	ABOVE
TOTAL # OF FEDERAL EMPLOYEES	NOT APPLICABLE	2,550,513	2,574,168	2,607,869	2,680,405	

FEDERAL WORK FORCE IS SUM OF DATA FROM CPDF, UNITED STATES POSTAL SERVICE, TENNESSEE VALLEY AUTHORITY, AND OTHER NON-CPDF AGENCIES.



TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR EMPLOYEES  
FOR 1982, 1983, 1984, AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 WHITE COLLAR LABOR FORCE	FEDERAL WHITE-COLLAR WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	45.9	54.11	53.68	53.36	52.70
WOMEN	42.46	54.1	45.89	46.32	46.64	47.30
WHITE:	81.56	83.3	78.34	77.97	77.40	76.69
MEN	47.48	39.1	45.46	44.96	44.44	43.63
WOMEN	34.08	44.3	32.88	33.01	32.96	33.06
BLACK:	9.78	9.7	14.54	14.64	14.87	15.25
MEN	4.94	3.5	4.82	4.81	4.85	4.88
WOMEN	4.84	6.2	9.72	9.83	10.02	10.37
HISPANIC:	6.44	4.5	3.79	3.94	4.10	4.25
MEN	3.90	2.1	2.11	2.16	2.22	2.27
WOMEN	2.54	2.4	1.68	1.78	1.88	1.98
ASIAN:	1.61	1.9	2.10	2.28	2.42	2.57
MEN	0.86	1.0	1.16	1.26	1.33	1.40
WOMEN	0.75	0.9	0.94	1.02	1.09	1.17
AMERICAN INDIAN:	0.52	0.5	1.22	1.16	1.22	1.24
MEN	0.30	0.2	0.55	0.49	0.51	0.52
WOMEN	0.22	0.3	0.66	0.67	0.71	0.72

WORK FORCE DATA FROM CPDF

TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR PROFESSIONAL EMPLOYEES  
FOR 1982, 1983, 1984, AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 PROF LABOR FORCE	FEDERAL PROFESSIONAL WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	67.95	76.55	76.11	75.15	74.04
WOMEN	42.46	32.05	23.45	23.89	24.85	25.96
WHITE:	81.56	87.47	87.20	86.90	86.30	85.61
MEN	47.48	60.62	68.69	68.10	66.91	65.50
WOMEN	34.08	26.85	18.51	18.80	19.39	20.12
BLACK:	9.78	5.12	5.95	6.04	6.21	6.43
MEN	4.94	2.33	3.02	3.04	3.04	3.09
WOMEN	4.84	2.79	2.93	3.00	3.17	3.34
HISPANIC:	6.44	3.30	2.51	2.60	2.74	2.86
MEN	3.90	2.16	1.84	1.90	1.97	2.03
WOMEN	2.54	1.14	0.67	0.70	0.77	0.83
ASIAN:	1.61	3.65	3.53	3.83	4.10	4.43
MEN	0.86	2.53	2.49	2.69	2.85	3.04
WOMEN	0.75	1.12	1.04	1.14	1.25	1.39
AMERICAN INDIAN:	0.52	0.34	0.81	0.63	0.66	0.67
MEN	0.30	0.21	0.51	0.38	0.39	0.39
WOMEN	0.22	0.13	0.30	0.25	0.27	0.28

WORK FORCE DATA FROM CPDF

TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR ADMINISTRATIVE EMPLOYEES  
FOR 1982, 1983, 1984, AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 ADMIN LABOR FORCE	FEDERAL ADMINISTRATIVE WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	68.31	69.03	67.95	66.44	65.11
WOMEN	42.46	31.69	30.97	32.05	33.56	34.89
WHITE:	81.56	87.01	83.45	82.74	81.91	81.42
MEN	47.48	60.44	60.31	58.94	57.20	55.71
WOMEN	34.08	26.57	23.14	23.80	24.71	25.71
BLACK:	9.78	6.76	10.69	11.09	11.64	11.92
MEN	4.94	3.64	4.77	4.89	5.03	5.14
WOMEN	4.84	3.13	5.93	6.20	6.61	6.78
HISPANIC:	6.44	4.06	3.42	3.60	3.75	3.88
MEN	3.90	2.76	2.36	2.46	2.52	2.56
WOMEN	2.54	1.30	1.06	1.14	1.23	1.32
ASIAN:	1.61	1.59	1.47	1.61	1.68	1.73
MEN	0.86	1.08	0.94	1.02	1.04	1.05
WOMEN	0.75	0.51	0.53	0.59	0.64	0.68
AMERICAN INDIAN:	0.52	0.50	0.96	0.96	1.03	1.05
MEN	0.30	0.32	0.65	0.63	0.65	0.65
WOMEN	0.22	0.17	0.31	0.33	0.38	0.41

WORK FORCE DATA FROM CPDF

TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR TECHNICAL EMPLOYEES  
FOR 1982, 1983, 1984, AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 TECHNICAL LABOR FORCE	FEDERAL TECHNICAL WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	53.00	54.64	53.16	52.33	51.20
WOMEN	42.46	47.00	45.36	46.84	47.67	48.80
WHITE:	81.56	82.23	73.99	73.60	73.00	72.46
MEN	47.48	45.22	43.53	42.22	41.27	40.19
WOMEN	34.08	37.02	30.46	31.38	31.73	32.26
BLACK:	9.78	9.88	18.19	18.46	18.63	18.96
MEN	4.94	3.54	6.59	6.47	6.42	6.33
WOMEN	4.84	6.34	11.61	11.98	12.21	12.62
HISPANIC:	6.44	5.12	4.15	4.30	4.50	4.65
MEN	3.90	2.69	2.70	2.71	2.78	2.80
WOMEN	2.54	2.43	1.45	1.59	1.72	1.85
ASIAN:	1.61	2.15	1.76	1.89	2.00	2.07
MEN	0.86	1.24	0.98	1.03	1.07	1.08
WOMEN	0.75	0.91	0.78	0.86	0.93	0.99
AMERICAN INDIAN:	0.52	0.51	1.89	1.78	1.86	1.86
MEN	0.30	0.25	0.84	0.76	0.79	0.80
WOMEN	0.22	0.26	1.06	1.02	1.07	1.06

WORK FORCE DATA FROM CPDF

TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR CLERICAL EMPLOYEES  
FOR 1982, 1983, 1984 AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 CLERICAL LABOR FORCE	FEDERAL CLERICAL WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	27.19	13.41	13.20	13.58	13.65
WOMEN	42.46	72.81	86.59	86.80	86.42	86.35
WHITE:	81.56	79.00	69.40	69.00	68.10	66.71
MEN	47.48	21.69	8.09	7.99	8.19	8.17
WOMEN	34.08	57.32	61.31	61.01	59.91	58.54
BLACK:	9.78	12.06	22.75	22.77	23.25	24.27
MEN	4.94	2.77	3.68	3.60	3.70	3.75
WOMEN	4.84	9.29	19.07	19.17	19.55	20.52
HISPANIC:	6.44	6.13	4.66	4.86	5.08	5.27
MEN	3.90	1.88	1.08	1.07	1.09	1.09
WOMEN	2.54	4.24	3.58	3.80	3.99	4.18
ASIAN:	1.61	2.20	1.91	2.05	2.16	2.31
MEN	0.86	0.68	0.39	0.42	0.45	0.49
WOMEN	0.75	1.52	1.53	1.64	1.71	1.82
AMERICAN INDIAN:	0.52	0.48	1.28	1.32	1.41	1.44
MEN	0.30	0.12	0.18	0.13	0.15	0.15
WOMEN	0.22	0.36	1.10	1.19	1.26	1.29

WORK FORCE DATA FROM CPDF

TABLE I-1

CIVILIAN LABOR FORCE AND BLUE-COLLAR EMPLOYEES  
FOR 1982, 1983, 1984 AND 1985

	% 1980 CIVILIAN LABOR FORCE	% 1980 BLUE-COLLAR LABOR FORCE	FEDERAL BLUE-COLLAR WORK FORCE			
			% 1982	% 1983	% 1984	% 1985
MEN	57.54	80.13	90.51	90.42	90.43	90.35
WOMEN	42.46	19.87	9.49	9.58	9.57	9.65
WHITE:	81.56	78.56	67.99	68.29	68.17	68.11
MEN	47.48	64.22	63.41	63.56	63.44	63.30
WOMEN	34.08	14.34	4.58	4.73	4.73	4.82
BLACK:	9.78	11.36	20.32	19.80	19.66	19.54
MEN	4.94	8.42	16.17	15.76	15.67	15.60
WOMEN	4.84	2.94	4.15	4.05	3.99	3.93
HISPANIC:	6.44	8.14	6.80	6.89	6.95	7.00
MEN	3.90	6.14	6.42	6.47	6.50	6.53
WOMEN	2.54	2.00	0.38	0.42	0.45	0.47
ASIAN:	1.61	1.20	3.53	3.64	3.77	3.86
MEN	0.86	0.76	3.34	3.44	3.55	3.63
WOMEN	0.75	0.44	0.19	0.20	0.22	0.23
AMERICAN INDIAN:	0.52	0.65	1.36	1.37	1.46	1.49
MEN	0.30	0.53	1.17	1.19	1.26	1.29
WOMEN	0.22	0.13	0.19	0.18	0.20	0.20

WORK FORCE DATA FROM CPDF

TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE										
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER									
GOVERNMENT WIDE TOTAL																					
1982	2550513	895872	35.1	620013	24.3	22720	8.7	210064	8.2	80579	3.2	32817	1.3	39875	1.6	20323	0.8	13578	0.5	10960	0.4
1983	2574168	919134	35.7	625353	24.3	22187	8.6	215977	8.4	82477	3.2	35092	1.4	43301	1.7	23555	0.9	12950	0.5	11113	0.4
1984	2607869	949700	36.4	648421	24.9	223644	8.6	224228	8.6	85462	3.3	38418	1.5	46354	1.8	25986	1.0	13575	0.5	11919	0.5
1985	2680405	1002415	37.4	676461	25.2	229414	8.6	241010	9.0	89782	3.3	42959	1.6	49484	1.8	29112	1.1	14011	0.5	12523	0.5
ADMINISTRATIVE OFFICE OF THE U.S. COURTS																					
1982	488	282	57.8	159	32.6	40	8.2	120	24.6	3	0.6	2	0.4	2	0.4	1	0.2	0	0.0	0	0.0
1983	514	290	56.4	163	31.7	43	8.4	124	24.1	3	0.6	2	0.4	2	0.4	1	0.2	1	0.2	0	0.0
1984	514	299	58.2	162	31.5	35	6.8	134	26.1	2	0.4	2	0.4	2	0.4	1	0.2	1	0.2	0	0.0
1985	554	316	57.0	169	30.5	49	8.8	142	25.6	2	0.4	3	0.5	2	0.4	2	0.4	1	0.2	0	0.0
AGENCY FOR INTERNATIONAL DEVELOPMENT*																					
1982	3652	1427	39.1	765	20.9	226	6.2	603	16.5	80	2.2	23	0.6	44	1.2	31	0.8	8	0.2	5	0.1
1983	3655	1430	39.1	756	20.7	222	6.1	610	16.7	84	2.3	26	0.7	43	1.2	33	0.9	7	0.2	5	0.1
1984	3506	1351	38.5	719	20.5	213	6.1	577	16.5	74	2.1	24	0.7	44	1.3	26	0.7	9	0.3	5	0.1
1985	3243	1254	38.7	644	19.9	202	6.2	561	17.3	68	2.1	20	0.6	42	1.3	26	0.8	5	0.2	2	0.1
AGRICULTURE																					
1982	97365	30031	30.8	24690	25.4	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4
1984	96726	31634	32.7	25952	26.8	3547	3.7	3855	4.0	2452	2.5	978	1.0	809	0.8	402	0.4	858	0.9	447	0.5
1985	93921	31099	33.1	25179	26.8	3517	3.7	3999	4.3	2448	2.6	1010	1.1	832	0.9	426	0.5	879	0.9	485	0.5
COMMERCE																					
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	232	0.8	414	1.4	118	0.4	83	0.3	35	0.1
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	215	0.7	459	1.6	133	0.5	83	0.3	36	0.1
1984	29792	12151	40.8	8459	28.4	1715	5.8	3267	11.0	383	1.3	228	0.8	493	1.7	165	0.6	61	0.2	32	0.1
1985	29385	11986	40.8	8226	28.0	1688	5.7	3314	11.3	400	1.4	245	0.8	508	1.7	171	0.6	60	0.2	30	0.1
CONSUMER PRODUCT SAFETY COMMISSION																					
1982	590	277	46.9	201	34.1	34	5.8	70	11.9	6	1.0	3	0.5	8	1.4	3	0.5	2	0.3	0	0.0
1983	554	258	46.6	177	31.9	33	6.0	74	13.4	5	0.9	2	0.4	9	1.6	5	0.9	3	0.5	0	0.0
1984	548	266	48.5	171	31.2	31	5.7	89	16.2	6	1.1	2	0.4	6	1.1	3	0.5	2	0.4	1	0.2
1985	534	255	47.8	161	30.1	32	6.0	85	15.9	6	1.1	5	0.9	8	1.5	4	0.7	2	0.4	0	0.0
DEFENSE SUMMARY																					
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	21650	2.5	7569	0.9	3518	0.4	1708	0.2
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	22921	2.6	8230	0.9	3825	0.4	1914	0.2
1984	899724	289565	32.2	217138	24.1	65317	7.3	49203	5.5	34765	3.9	12350	1.4	23853	2.7	8739	1.0	4099	0.5	2135	0.2
1985	929155	308683	33.2	229083	24.7	66846	7.2	53859	5.8	35365	3.8	13621	1.5	25141	2.7	9753	1.0	4373	0.5	2367	0.3
DEFENSE AIR FORCE																					
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	5024	2.3	2985	1.4	1449	0.7	1057	0.5	618	0.3
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3006	1.4	1553	0.7	1123	0.5	642	0.3
1984	222066	72858	32.8	56577	25.5	11727	5.3	8446	3.8	14701	6.6	5562	2.5	3075	1.4	1605	0.7	1182	0.5	668	0.3
1985	226367	76240	33.7	58781	26.0	11848	5.2	9067	4.0	14689	6.5	5930	2.6	3220	1.4	1742	0.8	1217	0.5	723	0.3

\* DATA PROVIDED BY AGENCY

TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER &	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			MALE NUMBER &	FEMALE NUMBER &	MALE NUMBER &	FEMALE NUMBER &	MALE NUMBER &	FEMALE NUMBER &	MALE NUMBER &	FEMALE NUMBER &	MALE NUMBER &	FEMALE NUMBER &
<b>DEFENSE ARMY</b>												
1982	305770	106069 34.7	19482 6.4	17048 5.6	10552 3.5	3460 1.1	4319 1.4	2628 0.9	1426 0.5	650 0.2		
1983	310826	108661 35.0	19779 6.4	18260 5.9	10944 3.5	3687 1.2	4642 1.5	2843 0.9	1543 0.5	761 0.2		
1984	316801	111846 35.3	20181 6.4	19035 6.0	11210 3.5	3929 1.2	4865 1.5	2977 0.9	1658 0.5	889 0.3		
1985	326631	118810 36.4	20928 6.4	20841 6.4	11469 3.5	4380 1.3	5072 1.6	3182 1.0	1743 0.5	987 0.3		
<b>DEFENSE COMMUNICATIONS AGENCY</b>												
1982	1490	622 41.7	73 4.9	116 7.8	6 0.4	8 0.5	22 1.5	14 0.9	2 0.1	2 0.1		
1983	1506	629 41.8	73 4.8	117 7.8	7 0.5	9 0.6	22 1.5	13 0.9	1 0.1	2 0.1		
1984	1597	709 44.4	75 4.7	148 9.3	8 0.5	7 0.4	28 1.8	15 0.9	1 0.1	4 0.3		
1985	1634	725 44.4	81 5.0	162 9.9	7 0.4	9 0.6	27 1.7	13 0.8	0 0.0	5 0.3		
<b>DEFENSE CONTRACT AUDIT AGENCY</b>												
1982	3467	895 25.8	96 2.8	129 3.7	49 1.4	19 0.5	111 3.2	49 1.4	7 0.2	4 0.1		
1983	3672	1013 27.6	102 2.8	156 4.2	52 1.4	23 0.6	125 3.4	63 1.7	7 0.2	4 0.1		
1984	4146	1228 29.6	136 3.3	204 4.9	75 1.8	36 0.9	149 3.6	84 2.0	9 0.2	3 0.1		
1985	4608	1489 32.3	169 3.7	229 5.0	86 1.9	41 0.9	144 3.1	107 2.3	8 0.2	7 0.2		
<b>DEFENSE INVESTIGATIVE SERVICE</b>												
1982	2295	860 37.5	65 2.8	141 6.1	23 1.0	18 0.8	17 0.7	5 0.2	3 0.1	4 0.2		
1983	2398	910 37.9	68 2.8	152 6.3	26 1.1	24 1.0	17 0.7	6 0.3	3 0.1	4 0.2		
1984	2389	946 39.6	64 2.7	167 7.0	22 0.9	24 1.0	13 0.5	10 0.4	4 0.2	4 0.2		
1985	2309	927 40.1	64 2.8	164 7.1	23 1.0	22 1.0	11 0.5	12 0.5	4 0.2	3 0.1		
<b>DEFENSE LOGISTICS AGENCY</b>												
1982	45563	19273 42.3	5164 11.3	5824 12.8	1001 2.2	477 1.0	300 0.7	212 0.5	159 0.3	128 0.3		
1983	45006	19151 42.6	5072 11.3	5853 13.0	1008 2.2	495 1.1	325 0.7	230 0.5	178 0.4	132 0.3		
1984	46609	19936 42.8	5251 11.3	6173 13.2	1072 2.3	525 1.1	375 0.8	266 0.6	195 0.4	162 0.3		
1985	49213	21433 43.6	5368 10.9	6678 13.6	1110 2.3	614 1.2	426 0.9	272 0.6	233 0.5	174 0.4		
<b>DEFENSE NAVY</b>												
1982	285081	73340 25.7	27790 9.7	13160 4.6	7367 2.6	1841 0.6	13816 4.8	3161 1.1	846 0.3	293 0.1		
1983	288356	75095 26.0	26910 9.3	13478 4.7	7386 2.6	1983 0.7	14637 5.1	3459 1.2	945 0.3	352 0.1		
1984	290074	76560 26.4	26772 9.2	14057 4.8	7402 2.6	2123 0.7	15254 5.3	3710 1.3	1023 0.4	392 0.1		
1985	303916	83955 27.6	27394 9.0	15851 5.2	7724 2.5	2463 0.8	16148 5.3	4357 1.4	1146 0.4	453 0.1		
<b>DEFENSE MAPPING AGENCY*</b>												
1982	8200	2209 26.9	802 9.8	413 5.0	194 2.4	63 0.8	41 0.5	25 0.3	12 0.1	4 0.05		
1983	8601	2394 27.8	801 9.3	446 5.2	190 2.2	64 0.7	48 0.6	36 0.4	14 0.2	5 0.1		
1984	8662	2439 28.2	797 9.2	459 5.3	184 2.1	66 0.8	42 0.5	31 0.4	10 0.1	5 0.1		
1985	8915	2572 28.9	791 8.9	481 5.4	179 2.0	75 0.8	48 0.5	33 0.4	12 0.1	6 0.1		
<b>DEFENSE NUCLEAR AGENCY *</b>												
1982	654	351 53.7	20 3.1	23 3.5	53 8.1	40 6.1	3 0.5	4 0.6	1 0.2	1 0.2		
1983	537	280 52.1	16 3.0	21 3.9	42 7.8	31 5.8	3 0.6	4 0.7	1 0.2	1 0.2		
1984	647	371 43.4	12 1.9	45 7.0	38 5.9	39 6.0	3 0.5	5 0.8	1 0.2	1 0.2		
1985	804	434 54.0	30 3.7	48 6.0	44 5.5	50 6.2	8 1.0	6 0.7	0 0.0	3 0.4		

\* DATA PROVIDED BY AGENCY



TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE FEMALE NUMBER	BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN ALASKAN		INDIAN/ NATIVE FEMALE NUMBER							
				MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER								
DEFENSE OFFICE OF DEPENDENTS																			
1982	9865	7027	71.2	6162	62.5	539	5.5	56	0.6	146	1.5	36	0.4	141	1.4	5	0.1	20	0.2
1983	11676	8106	69.4	7618	65.2	807	6.9	63	0.5	201	1.7	37	0.3	157	1.3	7	0.1	27	0.2
1984	12902	9783	75.8	8446	65.5	895	6.9	69	0.5	246	1.9	37	0.3	166	1.3	8	0.1	30	0.2
1985	14109	10849	76.9	9371	66.4	982	7.0	70	0.5	265	1.9	42	0.3	191	1.4	10	0.1	40	0.3
DEFENSE OFFICE OF THE SECRETARY																			
1982	1031	461	44.7	381	37.0	67	6.5	6	0.6	8	0.8	2	0.2	4	0.4	1	0.1	1	0.1
1983	1178	551	46.8	457	38.8	78	6.6	6	0.5	10	0.8	3	0.3	4	0.3	0	0.0	2	0.2
1984	1186	542	45.7	455	38.4	71	6.0	6	0.5	11	0.9	3	0.3	4	0.3	1	0.1	1	0.1
1985	1127	534	47.4	436	38.7	80	7.1	5	0.4	11	1.0	4	0.4	5	0.4	0	0.0	2	0.2
EDUCATION																			
1982	4985	2780	55.8	1335	26.8	1336	26.8	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
1984	4548	2549	56.0	1274	28.0	400	8.8	74	1.6	59	1.3	39	0.9	26	0.6	11	0.2	9	0.2
1985	4466	2528	56.6	1028	23.0	435	9.7	79	1.8	74	1.7	52	1.2	30	0.7	9	0.2	8	0.2
ENERGY																			
1982	16785	5727	34.1	4329	25.8	567	3.4	1067	6.4	207	1.2	184	1.1	88	0.5	97	0.6	36	0.2
1983	16259	5490	33.8	4142	25.5	550	3.4	1018	6.3	200	1.2	188	1.2	90	0.6	109	0.7	40	0.2
1984	16155	5528	34.2	4205	26.0	521	3.2	966	6.0	221	1.4	205	1.3	95	0.6	105	0.6	41	0.3
1985	15775	5421	34.4	3963	25.1	544	3.4	1077	6.8	242	1.5	211	1.3	101	0.6	105	0.7	38	0.2
ENVIRONMENTAL PROTECTION AGENCY*																			
1982	10390	4230	40.7	2913	28.0	394	3.8	1158	11.1	71	0.7	152	1.5	78	0.8	8	0.1	10	0.1
1983	10082	4084	40.5	2801	27.8	386	3.8	1156	11.5	67	0.7	151	1.5	80	0.8	8	0.1	10	0.1
1984	11187	4731	42.3	3198	28.6	414	3.7	1334	11.9	95	0.8	180	1.6	90	0.8	9	0.1	13	0.1
1985	12115	5309	43.8	3539	29.2	429	3.5	1527	12.6	121	1.0	221	1.8	108	0.9	15	0.1	14	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																			
1982	2934	1652	56.3	615	21.0	569	19.4	875	29.8	138	4.7	24	0.8	16	0.5	7	0.2	8	0.3
1983	2927	1659	56.7	668	22.8	547	18.7	844	28.8	128	4.4	22	0.8	10	0.3	6	0.2	9	0.3
1984	2777	1595	57.4	655	23.6	497	17.9	794	28.6	129	4.6	18	0.6	10	0.4	5	0.2	7	0.3
1985	3085	1852	60.0	781	25.3	516	16.7	913	29.6	136	4.4	19	0.6	13	0.4	8	0.3	9	0.3
FEDERAL COMMUNICATIONS COMMISSION																			
1982	1774	803	45.3	420	23.7	131	7.4	355	20.0	19	1.1	14	0.8	7	0.4	5	0.3	2	0.1
1983	1785	839	47.0	435	24.4	126	7.1	375	21.0	20	1.1	18	1.0	7	0.4	8	0.4	2	0.1
1984	1857	864	46.5	436	23.5	133	7.2	395	21.3	23	1.2	19	1.0	8	0.4	8	0.4	2	0.1
1985	1815	853	47.0	445	24.5	129	7.1	377	20.8	24	1.3	20	1.1	6	0.3	7	0.4	1	0.1
FEDERAL DEPOSIT INSURANCE CORPORATION																			
1982	2981	885	29.7	630	21.1	154	5.2	214	7.2	19	0.6	11	0.4	20	0.7	2	0.1	2	0.1
1983	2906	866	29.8	610	21.0	151	5.2	215	7.4	18	0.6	10	0.3	21	0.7	2	0.1	2	0.1
1984	2956	912	30.9	620	21.0	154	5.2	241	8.2	25	0.8	14	0.5	23	0.8	1	0.03	3	0.1
1985	3254	1075	33.0	700	21.5	184	5.7	305	9.4	37	1.1	17	0.5	27	0.8	6	0.2	6	0.2

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TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN AMERICAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %	
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
<b>FEDERAL EMERGENCY MANAGEMENT AGENCY</b>													
1982	1918	733	38.2	520	27.1	191	10.0	12	0.6	8	0.4	5	0.3
1983	2168	797	36.8	562	25.9	211	9.7	12	0.6	10	0.5	7	0.3
1984	2409	902	37.4	626	26.0	251	10.4	12	0.5	11	0.5	7	0.3
1985	2370	834	35.2	557	23.5	254	10.7	17	0.7	10	0.4	8	0.3
<b>FEDERAL HOME LOAN BANK BOARD</b>													
1982	1480	546	36.9	370	25.0	161	10.9	16	1.1	5	0.3	6	0.4
1983	1401	531	37.9	347	24.8	171	12.2	17	1.2	8	0.6	9	0.6
1984	1362	509	37.4	329	24.2	161	11.8	21	1.5	10	0.7	9	0.7
1985	528	295	55.9	174	33.0	118	22.3	2	0.4	1	0.2	2	0.4
<b>FEDERAL TRADE COMMISSION</b>													
1982	1379	699	50.7	350	25.4	324	23.5	9	0.7	16	1.2	8	0.6
1983	1222	625	51.1	304	24.9	302	24.7	5	0.4	12	1.0	7	0.6
1984	1195	625	52.3	300	25.1	309	25.9	5	0.4	11	0.9	7	0.6
1985	1137	611	53.7	311	27.4	287	25.2	5	0.4	7	0.6	4	0.4
<b>GENERAL SERVICES ADMINISTRATION</b>													
1982	28192	10004	35.5	5341	18.9	4175	14.8	749	2.7	265	0.9	168	0.6
1983	26692	9778	36.6	5212	19.5	4048	15.2	667	2.5	280	1.0	184	0.7
1984	26634	9896	37.2	5353	20.1	4041	15.2	649	2.4	268	1.0	174	0.7
1985	24017	8861	36.9	4530	18.9	3843	16.0	632	2.6	255	1.1	176	0.7
<b>GOVERNMENT PRINTING OFFICE</b>													
1982	5550	1679	30.3	482	8.7	1174	21.2	38	0.7	14	0.3	7	0.1
1983	5373	1641	30.5	463	8.6	1152	21.4	40	0.7	17	0.3	7	0.1
1984	5366	1688	31.5	472	8.8	1172	21.8	77	1.4	31	0.6	7	0.1
1985	5245	1679	32.0	479	9.1	1157	22.1	75	1.4	31	0.6	8	0.2
<b>HEALTH AND HUMAN SERVICES</b>													
1982	130646	85047	65.1	51439	39.4	24785	19.0	1712	1.3	3513	2.7	1096	0.8
1983	129938	84836	65.3	50645	39.0	24809	19.1	1728	1.3	3589	2.8	1149	0.9
1984	125758	82294	65.4	48710	38.7	24314	19.3	1686	1.3	3516	2.8	1151	0.9
1985	122962	81005	65.9	47523	38.6	24087	19.6	1644	1.3	3570	2.9	1174	1.0
<b>HOUSING AND URBAN DEVELOPMENT</b>													
1982	13708	6532	47.7	3788	27.6	2332	17.0	400	2.9	289	2.1	91	0.7
1983	12342	5885	47.7	3294	26.7	2210	17.9	347	2.8	262	2.1	91	0.7
1984	11813	5964	50.5	3183	26.9	2319	19.6	326	2.8	313	2.6	112	0.9
1985	11406	5917	51.9	3120	27.4	2300	20.2	302	2.6	333	2.9	120	1.1
<b>INTERIOR</b>													
1982	49812	14445	29.0	10108	20.3	1016	2.0	854	1.7	424	0.9	176	0.4
1983	58018	18107	31.2	13698	23.6	1810	3.1	1018	1.8	608	1.0	236	0.4
1984	55011	17198	31.3	12194	22.2	1786	3.2	1182	2.1	763	1.4	253	0.5
1985	56660	18447	32.6	13114	23.1	1742	3.1	1297	2.3	830	1.5	294	0.5

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TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN AMERICAN/PACIFIC ISLANDER FEMALE %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE %									
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%								
<b>INTERSTATE COMMERCE COMMISSION</b>																					
1982	1506	652	43.3	316	21.0	111	7.4	325	21.6	12	0.8	9	0.6	2	0.1	1	0.1	4	0.3	1	0.1
1983	1293	555	42.9	269	20.8	100	7.7	275	21.3	10	0.8	8	0.6	2	0.2	2	0.2	4	0.3	1	0.1
1984	1053	452	42.9	209	19.8	78	7.4	232	22.0	8	0.8	8	0.8	2	0.2	2	0.2	4	0.4	1	0.1
1985	843	339	40.2	151	17.9	74	8.8	182	21.6	8	0.9	5	0.6	1	0.1	1	0.1	4	0.5	0	0.0
<b>JUSTICE*</b>																					
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	965	1.8	291	0.5	206	0.4	146	0.3	57	0.1
1983	57948	21252	36.7	13574	23.4	3724	6.4	6276	10.8	2866	4.9	1096	1.9	315	0.5	240	0.4	164	0.3	65	0.1
1984	58568	22505	38.4	14320	24.5	3539	6.0	6594	11.3	2869	4.9	1195	2.0	385	0.7	308	0.5	168	0.3	88	0.2
1985	61138	23274	38.1	14750	24.1	3693	6.0	6811	11.1	3407	5.6	1321	2.2	417	0.7	325	0.5	188	0.3	68	0.1
<b>LABOR</b>																					
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6	76	0.4	84	0.5	52	0.3	23	0.1
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7	92	0.5	110	0.6	53	0.3	30	0.2
1984	16514	7045	42.7	4036	24.4	1129	6.8	2598	15.7	413	2.5	276	1.7	97	0.6	109	0.7	46	0.3	26	0.2
1985	17217	7471	43.4	4270	24.8	1186	6.9	2737	15.9	443	2.6	301	1.7	97	0.6	132	0.8	49	0.3	31	0.2
<b>NATIONAL AERONAUTICS AND SPACE ADMINISTRATION</b>																					
1982	21862	4957	22.7	3899	17.8	813	3.7	791	3.6	388	1.8	146	0.7	279	1.3	95	0.4	44	0.2	26	0.1
1983	22137	5184	23.4	4048	18.3	834	3.8	851	3.8	407	1.8	159	0.7	311	1.4	98	0.4	51	0.2	28	0.1
1984	21616	5280	24.4	4129	19.1	844	3.9	858	4.0	390	1.8	161	0.7	317	1.5	101	0.5	50	0.2	31	0.1
1985	21995	5650	25.7	4411	20.1	851	3.9	884	4.0	425	1.9	193	0.9	344	1.6	127	0.6	49	0.2	35	0.2
<b>NATIONAL ARCHIVES AND RECORDS ADMINISTRATION</b>																					
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1984	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1985	2017	1085	53.8	646	32.0	250	12.4	420	20.8	11	0.5	11	0.5	4	0.2	1	0.05	2	0.1	7	0.3
<b>NATIONAL CREDIT UNION ADMINISTRATION</b>																					
1982	602	161	26.7	112	18.6	27	4.5	39	6.5	8	1.3	5	0.8	4	0.7	4	0.7	3	0.5	1	0.2
1983	616	159	25.8	111	18.0	26	4.2	39	6.3	7	1.1	5	0.8	4	0.6	3	0.5	1	0.2	1	0.2
1984	611	152	24.9	107	17.5	27	4.4	40	6.5	9	1.5	3	0.5	3	0.5	1	0.2	1	0.2	1	0.2
1985	589	145	24.6	103	17.5	21	3.6	37	6.3	11	1.9	3	0.5	6	1.0	2	0.3	0	0.0	0	0.0
<b>NATIONAL LABOR RELATIONS BOARD</b>																					
1982	2443	1231	50.4	759	31.1	134	5.5	383	15.7	51	2.1	63	2.6	8	0.3	23	0.9	1	0.04	3	0.1
1983	2647	1384	52.3	857	32.4	139	5.3	430	16.2	55	2.1	83	3.1	14	0.5	21	0.8	0	0.0	3	0.1
1984	2649	1402	52.9	876	33.1	135	5.1	426	16.1	58	2.2	79	3.0	13	0.5	17	0.6	0	0.0	4	0.2
1985	2554	1377	53.9	853	33.4	125	4.9	430	16.8	56	2.2	68	2.7	13	0.5	22	0.9	0	0.0	4	0.2
<b>NATIONAL SCIENCE FOUNDATION</b>																					
1982	1109	636	57.3	396	35.7	53	4.8	232	20.9	3	0.3	5	0.5	8	0.7	3	0.3	0	0.0	0	0.0
1983	1036	583	56.3	353	34.1	50	4.8	220	21.2	3	0.3	3	0.6	11	1.1	3	0.3	0	0.0	1	0.1
1984	1049	599	57.1	346	33.0	55	5.2	237	22.6	5	0.5	9	0.9	12	1.1	7	0.7	0	0.0	0	0.0
1985	1016	581	57.2	320	31.5	54	5.3	245	24.1	5	0.5	9	0.9	12	1.2	7	0.7	0	0.0	0	0.0

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FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
			MALE NUMBER	FEMALE NUMBER	MALE %	FEMALE %	MALE NUMBER	FEMALE NUMBER	MALE %	FEMALE %	MALE NUMBER	FEMALE NUMBER
<b>NUCLEAR REGULATORY COMMISSION</b>												
1982	3449	1181 34.2	950 27.5	203 5.9	26 0.8	11 0.3	91 2.6	16 0.5	4 0.1	1 0.03		
1983	3180	1122 35.3	893 28.1	199 6.3	27 0.8	11 0.3	98 3.1	17 0.5	4 0.1	2 0.1		
1984	3460	1180 34.1	918 26.5	226 6.5	28 0.8	14 0.4	107 3.1	19 0.5	6 0.2	3 0.1		
1985	3410	1174 34.4	906 26.6	234 6.9	26 0.8	11 0.3	113 3.3	20 0.6	4 0.1	3 0.1		
<b>OFFICE OF PERSONNEL MANAGEMENT</b>												
1982	5894	3502 59.4	2058 34.9	1261 21.4	87 1.5	123 2.1	20 0.3	52 0.9	6 0.1	8 0.1		
1983	5148	3056 59.4	1813 35.2	1092 21.2	74 1.4	99 1.9	20 0.4	46 0.9	6 0.1	7 0.1		
1984	5663	3423 60.4	2027 35.8	1238 21.9	91 1.6	97 1.7	21 0.4	51 0.9	5 0.1	10 0.2		
1985	5489	3301 60.1	1980 36.1	1176 21.4	88 1.6	87 1.6	22 0.4	46 0.8	5 0.1	12 0.2		
<b>PANAMA CANAL COMMISSION</b>												
1982	1787	330 18.5	244 13.7	12 0.7	144 8.1	71 4.0	10 0.6	3 0.2	2 0.1	0 0.0		
1983	1596	280 17.5	197 12.3	12 0.8	141 8.8	67 4.2	11 0.7	4 0.3	1 0.1	0 0.0		
1984	1463	257 17.6	177 12.1	15 1.0	131 9.0	61 4.2	11 0.8	4 0.3	1 0.1	0 0.0		
1985	1357	232 17.1	159 11.7	12 0.9	123 9.1	57 4.2	11 0.8	4 0.3	1 0.1	0 0.0		
<b>RAILROAD RETIREMENT BOARD</b>												
1982	1447	888 61.4	494 34.1	369 25.5	7 0.5	15 1.0	3 0.2	9 0.6	1 0.1	1 0.1		
1983	1507	922 61.2	507 33.6	385 25.5	10 0.7	19 1.3	4 0.3	10 0.7	1 0.1	1 0.1		
1984	1454	884 60.8	479 32.9	378 26.0	7 0.5	18 1.2	4 0.3	8 0.6	1 0.1	1 0.1		
1985	1427	865 60.6	447 31.3	388 27.2	8 0.6	19 1.3	5 0.4	11 0.8	1 0.1	0 0.0		
<b>SECURITIES AND EXCHANGE COMMISSION</b>												
1982	1756	755 43.0	441 25.1	299 17.0	15 0.9	11 0.6	15 0.9	4 0.2	1 0.1	0 0.0		
1983	1731	803 46.4	465 26.9	313 18.1	14 0.8	16 0.9	17 1.0	8 0.5	0 0.0	1 0.1		
1984	1840	864 47.0	473 25.7	359 19.5	15 0.8	17 0.9	22 1.2	14 0.8	0 0.0	1 0.1		
1985	1787	841 47.1	455 25.5	355 19.9	18 1.0	17 1.0	22 1.2	13 0.7	0 0.0	1 0.1		
<b>SMALL BUSINESS ADMINISTRATION</b>												
1982	4087	1900 46.5	1270 31.1	496 12.1	146 3.6	115 2.8	20 0.5	18 0.4	0 0.0	1 0.02		
1983	3930	1817 46.2	1196 30.4	475 12.1	142 3.6	117 3.0	26 0.7	28 0.7	0 0.0	1 0.03		
1984	4022	1845 45.9	1200 29.8	475 11.8	157 3.9	131 3.3	28 0.7	32 0.8	11 0.3	7 0.2		
1985	3853	1805 46.8	1151 29.9	478 12.4	155 4.0	143 3.7	26 0.7	24 0.6	10 0.3	9 0.2		
<b>SMITHSONIAN INSTITUTION*</b>												
1982	3594	1141 31.7	689 19.2	336 9.3	95 2.6	48 1.3	71 2.0	35 1.0	46 1.3	33 0.9		
1983	3467	1086 31.3	656 18.9	322 9.3	91 2.6	44 1.3	69 2.0	32 0.9	43 1.2	32 0.9		
1984	2326	759 32.6	441 19.0	226 9.7	61 2.6	31 1.3	63 2.7	30 1.3	36 1.5	31 1.3		
1985	3316	1134 34.2	758 22.9	344 10.4	26 0.8	16 0.5	31 0.9	12 0.4	4 0.1	4 0.1		
<b>SOLDIER'S AND AIRMEN'S HOME</b>												
1982	672	356 53.0	86 12.8	249 37.1	2 0.3	8 1.2	3 0.4	13 1.9	0 0.0	0 0.0		
1983	730	391 53.6	94 12.9	271 37.1	1 0.1	9 1.2	5 0.7	17 2.3	0 0.0	0 0.0		
1984	754	407 54.0	102 13.5	277 36.7	3 0.4	12 1.6	3 0.4	16 2.1	1 0.1	0 0.0		
1985	769	430 55.9	109 14.2	289 37.6	3 0.4	16 2.1	4 0.5	16 2.1	1 0.1	0 0.0		

\* DATA PROVIDED BY AGENCY

TABLE I-2  
FEDERAL AGENCY TREND SUMMARY  
FOR 1982, 1983, 1984, AND 1985

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE							
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER						
<b>STATE</b>																			
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	10	0.1	5	0.05
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	23	0.2	14	0.1
1984	12506	4684	37.5	3278	26.2	691	5.5	1182	9.5	324	2.6	117	0.9	99	0.8	24	0.2	15	0.1
1985	12762	5021	39.3	3302	25.9	742	5.8	1467	11.5	312	2.4	134	1.0	104	0.8	30	0.2	20	0.2
<b>TENNESSEE VALLEY AUTHORITY*</b>																			
1982	40334	6453	16.0	5451	13.5	2645	6.6	923	2.3	105	0.3	29	0.1	119	0.3	111	0.3	34	0.1
1983	37502	6305	16.8	5339	14.2	2513	6.7	890	2.4	95	0.3	25	0.1	127	0.3	112	0.3	35	0.1
1984	29354	5664	19.3	4789	16.3	1897	6.5	805	2.7	84	0.3	21	0.1	127	0.4	86	0.3	31	0.1
1985	27131	5586	20.6	4727	17.4	1762	6.5	788	2.9	77	0.3	20	0.1	121	0.4	77	0.3	32	0.1
<b>TRANSPORTATION*</b>																			
1982	58486	11522	19.7	8371	14.3	3253	5.6	2515	4.3	1299	2.2	302	0.5	781	1.3	437	0.7	135	0.2
1983	58875	11539	19.6	8342	14.2	3232	5.5	2496	4.2	1403	2.4	367	0.6	820	1.4	430	0.7	135	0.2
1984	59277	12230	20.6	8822	14.9	3221	5.4	2580	4.4	1465	2.5	457	0.8	807	1.4	435	0.7	154	0.3
1985	59221	12621	21.3	9050	15.3	3205	5.4	2691	4.5	1487	2.5	489	0.8	845	1.4	416	0.7	163	0.3
<b>TREASURY</b>																			
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	132	0.1	171	0.2
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	152	0.1	217	0.2
1984	119460	62911	52.7	41117	34.4	6598	5.5	16741	14.0	3153	2.6	3636	3.0	1175	1.0	167	0.1	250	0.2
1985	121914	65313	53.6	42037	34.5	6731	5.5	17793	14.6	3261	2.7	3985	3.3	1179	1.0	198	0.2	291	0.2
<b>U.S. INFORMATION AGENCY</b>																			
1982	3378	1419	42.0	813	24.1	220	6.5	544	16.1	46	1.4	27	0.8	134	4.0	2	0.1	0	0.0
1983	4147	1647	39.7	956	23.1	256	6.2	618	14.9	65	1.6	33	0.8	155	3.7	4	0.1	1	0.02
1984	4439	1786	40.2	1034	23.3	263	5.9	657	14.8	82	1.8	40	0.9	171	3.9	3	0.1	2	0.05
1985	4671	2007	43.0	1136	24.3	222	4.8	732	15.7	128	2.7	69	1.5	192	4.1	2	0.04	5	0.1
<b>U.S. POSTAL SERVICE*</b>																			
1982	1651129	162701	25.0	105919	16.3	86210	13.2	47803	7.3	24657	3.8	5061	0.8	9739	1.5	1064	0.2	642	0.1
1983	1653550	168082	25.7	109464	16.7	85945	13.2	48689	7.4	25339	3.9	5430	0.8	10627	1.6	1151	0.2	702	0.1
1984	1678756	182962	27.0	118074	17.4	88461	13.0	52451	7.7	27488	4.0	6869	1.0	12107	1.8	1258	0.2	805	0.1
1985	1714639	203947	28.5	129731	18.2	92706	13.0	58848	8.2	29927	4.2	9642	1.3	13532	1.9	1370	0.2	908	0.1
<b>VETERANS ADMINISTRATION*</b>																			
1982	208525	113973	54.7	77965	37.4	22437	10.8	30525	14.6	5107	2.4	3363	1.6	1816	0.9	406	0.2	445	0.2
1983	209891	115071	54.8	77327	36.8	22347	10.6	30779	14.7	5188	2.5	3525	1.7	2003	1.0	421	0.2	462	0.2
1984	211858	116904	55.2	78307	37.0	22415	10.6	31183	14.7	5278	2.5	3667	1.7	2134	1.0	458	0.2	499	0.2
1985	211696	117965	55.7	78381	37.0	22003	10.4	31576	14.9	5241	2.5	3825	1.8	2274	1.1	470	0.2	540	0.3

\* DATA PROVIDED BY AGENCY

TABLE I-3  
 GOVERNMENTWIDE DISTRIBUTION WITHIN GROUPS  
 ACROSS PATCO CATEGORIES  
 FOR 1982, 1983, 1984 AND 1985

OCCUPATIONAL CATEGORIES	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER	AMERICAN INDIAN/ALAS. NAT.
<b>PROFESSIONAL</b>								
1982	21.9	30.9	11.2	24.3	8.9	14.4	36.8	14.6
1983	22.6	32.1	11.7	25.2	9.3	15.0	37.9	12.2
1984	22.7	32.0	12.1	25.3	9.5	15.2	38.5	12.2
1985	22.9	32.2	12.6	25.6	9.7	15.4	39.5	12.4
<b>ADMINISTRATIVE</b>								
1982	28.6	36.5	19.3	30.5	21.0	25.8	20.1	22.6
1983	28.1	35.5	19.4	29.8	21.3	25.6	19.8	23.1
1984	29.3	36.5	21.1	31.0	22.9	26.8	20.3	24.5
1985	29.5	36.4	21.7	31.3	23.0	26.9	19.8	25.1
<b>TECHNICAL</b>								
1982	21.5	21.7	21.2	20.3	26.9	23.5	18.0	33.3
1983	21.8	21.6	22.1	20.6	27.5	23.8	18.1	33.4
1984	21.3	20.9	21.7	20.1	26.7	23.4	17.6	32.4
1985	21.2	20.6	21.9	20.0	26.3	23.2	17.1	31.9
<b>CLERICAL</b>								
1982	25.4	6.3	47.9	22.5	39.7	31.2	23.1	26.6
1983	24.8	6.1	46.4	21.9	38.5	30.5	22.3	28.0
1984	24.1	6.1	44.7	21.2	37.7	29.9	21.5	27.9
1985	23.8	6.2	43.4	20.7	37.8	29.4	21.4	27.6
<b>OTHER</b>								
1982	2.7	4.7	0.4	2.5	3.5	5.2	2.0	2.7
1983	2.8	4.8	0.5	2.5	3.4	5.1	2.0	3.3
1984	2.6	4.6	0.4	2.4	3.2	4.7	2.0	3.0
1985	2.7	4.6	0.5	2.4	3.2	5.1	1.8	2.9
<b>TOTAL</b>								
1982	100	100	100	100	100	100	100	100
1983	100	100	100	100	100	100	100	100
1984	100	100	100	100	100	100	100	100
1985	100	100	100	100	100	100	100	100

BASED ON CPDF INFORMATION

TABLE I-4  
 GOVERNMENTWIDE DISTRIBUTION WITHIN GS/GM GRADE RANGES  
 FOR 1982, 1983, 1984 AND 1985

GRADE RANGE	YEAR	TOTAL NUMBER		MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN IND./ALASKAN NAT.	
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
GS 1-4	1982	228,400	22.8	52,111	22.8	176,289	77.2	152,516	66.8	55,331	24.2	11,801	5.2	4,266	1.9	4,486	2
	1983	224,933	23.3	52,432	23.3	172,501	76.7	149,439	66.4	54,803	24.4	12,124	5.4	4,603	2.0	3,965	1
	1984	220,699	23.8	52,599	23.8	168,100	76.2	144,641	65.5	54,783	24.8	12,463	5.6	4,765	2.2	4,047	1
	1985	220,238	23.6	51,985	23.6	168,253	76.4	141,331	64.2	57,162	26.0	12,710	5.8	5,018	2.3	4,017	1
GS 5-8	1982	437,076	32.7	142,791	32.7	294,285	67.3	314,391	71.9	88,888	20.3	19,082	4.4	8,695	2.0	6,020	1
	1983	436,530	32.3	141,014	32.3	295,516	67.7	312,586	71.6	88,731	20.3	19,742	4.5	9,252	2.1	6,219	1
	1984	438,959	32.0	140,426	32.0	298,533	68.0	310,880	70.8	91,203	20.8	20,540	4.7	9,613	2.2	6,723	1
	1985	454,290	31.9	144,700	31.9	309,590	70.0	317,994	70.0	96,040	21.1	22,496	5.0	10,656	2.3	7,104	1
GS 9-12	1982	519,143	70.5	365,872	70.5	153,271	29.5	433,269	83.5	49,724	9.6	18,484	3.6	12,261	2.4	5,405	1
	1983	526,851	69.4	365,439	69.4	161,412	30.6	436,725	82.9	52,061	9.9	19,564	3.7	13,494	2.6	5,007	1
	1984	539,965	68.0	367,433	68.0	172,532	32.0	443,824	82.2	54,927	10.2	21,033	3.9	14,818	2.7	5,363	1
	1985	556,986	66.7	371,293	66.7	185,693	33.3	454,155	81.5	58,538	10.5	22,377	4.0	16,199	2.9	5,717	1
GS/GM 13-15	1982	205,367	90.4	185,650	90.4	19,717	9.6	185,723	90.4	10,519	5.1	3,865	1.9	4,033	2.0	1,227	0
	1983	203,008	89.3	181,322	89.3	21,686	10.7	182,695	90.0	10,814	5.3	3,916	1.9	4,390	2.2	1,193	0
	1984	207,706	88.5	183,815	88.5	23,891	11.5	186,270	89.7	11,179	5.4	4,203	2.0	4,778	2.3	1,276	0
	1985	213,704	87.5	187,019	87.5	26,685	12.5	190,927	89.3	11,816	5.5	4,493	2.1	5,161	2.4	1,307	0
GS/GM 16-18 INCL. SES	1982	6,833	93.6	6,398	93.6	435	6.4	6,395	93.6	291	4.3	58	0.8	43	0.6	46	0
	1983	7,169	93.2	6,683	93.2	486	6.8	6,681	93.2	320	4.5	71	1.0	61	0.9	36	0
	1984	7,487	93.1	6,968	93.1	519	6.9	6,990	93.4	324	4.3	79	1.1	62	0.8	32	0
	1985	7,364	92.5	6,815	92.5	549	7.5	6,866	93.2	327	4.4	78	1.1	63	0.9	30	0
OTHER WHITE COLLAR	1982	18,894	70.1	13,237	70.1	5,657	29.9	16,845	89.2	1,118	5.9	431	2.3	419	2.2	81	0
	1983	21,552	71.5	15,417	71.5	6,135	28.5	19,101	88.6	1,193	5.5	554	2.6	606	2.8	98	0
	1984	22,659	69.7	15,803	69.7	6,856	30.3	19,990	88.2	1,297	5.7	586	2.6	683	3.0	103	0
	1985	25,037	67.4	16,881	67.4	8,156	32.6	21,898	87.5	1,467	5.9	704	2.8	863	3.4	105	0
TOTAL WHITE COLLAR	1982	1,415,713	54.1	766,059	54.1	649,654	45.9	1,109,139	78.3	205,871	14.5	53,721	3.8	29,717	2.1	17,265	1
1983	1,420,043	53.7	762,307	53.7	657,736	46.3	1,107,226	78.0	207,922	14.6	55,971	3.9	32,406	2.3	16,518	1	
1984	1,437,475	53.4	767,044	53.4	670,431	46.6	1,112,595	77.4	213,713	14.9	58,904	4.1	34,719	2.4	17,544	1	
1985	1,477,619	52.7	778,693	52.7	698,926	47.3	1,133,171	76.7	225,350	15.3	62,858	4.3	37,960	2.6	18,280	1	

BASED ON CPDF INFORMATION

TABLE I-5  
GOVERNMENTWIDE DISTRIBUTION ACROSS GRADE RANGES  
FOR 1982, 1983, 1984 AND 1985

GRADE RANGE	YEAR	TOTAL %	MEN %	WOMEN %	WHITE %	BLACK %	HISPANIC %	ASIAN/PACIFIC ISLANDER %	AMERICAN INDIAN/ALAS. NAT. %
GS 1-4	1982	16.13	6.80	27.14	13.75	26.88	21.97	14.36	25.98
	1983	15.84	6.88	26.23	13.50	26.36	21.66	14.20	24.00
	1984	15.35	6.86	25.07	13.04	25.63	21.16	13.72	23.07
	1985	14.90	6.68	24.07	12.47	25.37	20.22	13.22	21.97
GS 5-8	1982	30.87	18.64	45.30	28.35	43.18	35.52	29.26	34.87
	1983	30.74	18.50	44.93	28.23	42.68	35.27	28.55	37.65
	1984	30.54	18.31	44.53	27.94	42.68	34.87	27.69	38.32
	1985	30.74	18.58	44.30	28.06	42.62	35.79	28.07	38.86
GS 9-12	1982	36.67	47.76	23.59	39.06	24.15	34.41	41.26	31.31
	1983	37.10	47.94	24.54	39.44	25.04	34.95	41.64	30.31
	1984	37.56	47.90	25.73	39.89	25.70	35.71	42.68	30.57
	1985	37.69	47.68	26.57	40.08	25.98	35.60	42.67	31.27
GS/GM 13-15	1982	14.51	24.23	3.04	16.74	5.11	7.19	13.57	7.11
	1983	14.30	23.79	3.30	16.50	5.20	7.00	13.55	7.22
	1984	14.45	23.96	3.56	16.74	5.23	7.14	13.76	7.27
	1985	14.46	24.02	3.82	16.85	5.24	7.15	13.60	7.15
GS/GM 16-18 INCL. SES	1982	0.48	0.84	0.07	0.58	0.14	0.11	0.14	0.27
	1983	0.50	0.88	0.07	0.60	0.15	0.13	0.19	0.22
	1984	0.52	0.91	0.08	0.63	0.15	0.13	0.18	0.18
	1985	0.50	0.88	0.08	0.61	0.15	0.12	0.17	0.16
OTHER WHITE COLLAR	1982	1.33	1.73	0.87	1.52	0.54	0.80	1.41	0.47
	1983	1.52	2.02	0.93	1.73	0.57	0.99	1.87	0.59
	1984	1.58	2.06	1.02	1.80	0.61	0.99	1.97	0.59
	1985	1.69	2.17	1.17	1.93	0.65	1.12	2.27	0.57
TOTAL WHITE COLLAR	1982	100	100	100	100	100	100	100	100
	1983	100	100	100	100	100	100	100	100
	1984	100	100	100	100	100	100	100	100
	1985	100	100	100	100	100	100	100	100

BASED ON CPDF INFORMATION



TABLE I-6  
GOVERNMENT WIDE (CPDF)

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN/PACIFIC ISLANDER FEMALE %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE %							
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%						
<b>PROFESSIONAL</b>																			
1982	309421	72574	23.5	57279	18.5	9075	2.9	5679	1.8	2069	0.7	7708	2.5	3215	1.0	1587	0.5	936	0.3
1983	321000	76699	23.9	60340	18.8	9643	3.0	6106	1.9	2259	0.7	8621	2.7	3646	1.1	1211	0.4	811	0.3
1984	326170	81058	24.9	63268	19.4	10328	3.2	6431	2.0	2517	0.8	9299	2.9	4066	1.2	1264	0.4	879	0.3
1985	338911	87966	26.0	68173	20.1	11320	3.3	6879	2.0	2819	0.8	10292	3.0	4706	1.4	1319	0.4	948	0.3
<b>ADMINISTRATIVE</b>																			
1982	404669	125314	31.0	93642	23.1	23978	5.9	9564	2.4	4274	1.1	3813	0.9	2154	0.5	2640	0.7	1266	0.3
1983	398395	127702	32.1	94816	23.8	24689	6.2	9798	2.5	4540	1.1	4065	1.0	2360	0.6	2510	0.6	1297	0.3
1984	419504	141013	33.6	103769	24.7	27795	6.6	10606	2.5	5181	1.2	4357	1.0	2690	0.6	2713	0.6	1578	0.4
1985	435307	151880	34.9	111901	25.7	29520	6.8	11153	2.6	5737	1.3	4556	1.0	2959	0.7	2820	0.6	1763	0.4
<b>TECHNICAL</b>																			
1982	303827	137824	45.4	92555	30.5	35269	11.6	8202	2.7	4419	1.5	2992	1.0	2363	0.8	2539	0.8	3218	1.1
1983	309713	145081	46.8	97202	31.4	37120	12.0	8402	2.7	4929	1.6	3184	1.0	2668	0.9	2355	0.8	3162	1.0
1984	305470	145608	47.7	96942	31.7	37268	12.2	8504	2.8	5271	1.7	3277	1.1	2848	0.9	2405	0.8	3279	1.1
1985	313001	152737	48.8	100984	32.3	39514	12.6	8752	2.8	5801	1.9	3387	1.1	3105	1.0	2493	0.8	3333	1.1
<b>CLERICAL</b>																			
1982	359281	311084	86.6	220269	61.3	13227	3.7	3868	1.1	12874	3.6	1393	0.4	5480	1.5	644	0.2	3956	1.1
1983	351427	305043	86.8	214414	61.0	12657	3.6	3749	1.1	13344	3.8	1459	0.4	5753	1.6	448	0.1	4181	1.2
1984	346062	299056	86.4	207327	59.9	12789	3.7	3779	1.1	13814	4.0	1566	0.5	5911	1.7	513	0.1	4369	1.3
1985	350970	303073	86.4	205474	58.5	13164	3.8	3829	1.1	14664	4.2	1727	0.5	6391	1.8	515	0.1	4525	1.3
<b>OTHER</b>																			
1982	38505	2858	8.1	1729	5.2	822	2.2	2562	6.7	209	0.5	533	1.5	66	0.2	447	1.3	32	0.1
1983	39464	3207	8.1	2045	5.2	853	2.2	2651	6.7	190	0.5	573	1.5	77	0.2	501	1.3	42	0.1
1984	37882	2879	7.6	1804	4.8	785	2.1	2619	6.9	169	0.4	603	1.6	87	0.2	499	1.3	34	0.1
1985	39430	3270	8.3	2027	5.1	875	2.2	2999	7.6	225	0.6	731	1.9	106	0.3	527	1.3	37	0.1
<b>TOTAL WHITE COLLAR</b>																			
1982	1415703	649654	45.9	465474	32.9	68220	4.8	137649	9.7	23845	1.7	16439	1.2	13278	0.9	7857	0.6	9408	0.7
1983	1419999	657732	46.3	468817	33.0	68264	4.8	139656	9.8	25262	1.8	17902	1.3	14504	1.0	7025	0.5	9493	0.7
1984	1435088	669614	46.7	473110	33.0	69585	4.8	143811	10.0	26952	1.9	19102	1.3	15602	1.1	7394	0.5	10139	0.7
1985	1477619	698926	47.3	488559	33.1	72102	4.9	153248	10.4	29246	2.0	20693	1.4	17267	1.2	7674	0.5	10606	0.7
<b>TOTAL BLUE COLLAR</b>																			
1982	381681	36212	9.49	17484	4.58	61727	16.2	15826	4.1	1450	0.4	12758	3.3	733	0.2	4464	1.2	719	0.2
1983	379017	36315	9.58	17936	4.73	59722	15.8	15339	4.0	1604	0.4	13052	3.4	753	0.2	4527	1.2	683	0.2
1984	373723	35776	9.57	17666	4.73	58569	15.7	14900	4.0	1665	0.4	13275	3.6	807	0.2	4694	1.3	738	0.2
1985	370064	35709	9.65	17824	4.82	57738	15.6	14558	3.9	1735	0.5	13437	3.6	853	0.2	4764	1.3	739	0.2
<b>TOTAL GOVERNMENT - CPDF</b>																			
1982	1797384	685866	38.2	482958	26.9	129947	7.2	153475	8.5	54373	3.0	25295	1.4	14011	0.8	12321	0.7	10127	0.6
1983	1799016	694047	38.6	486753	27.1	127986	7.1	154995	8.6	52229	3.1	26866	1.5	15257	0.8	11552	0.6	10176	0.6
1984	1808811	705390	39.0	490776	27.1	128154	7.1	158711	8.8	56248	3.1	28617	1.6	16409	0.9	12088	0.7	10877	0.6
1985	1847683	734635	39.8	506383	27.4	129842	7.0	167806	9.1	57784	3.1	30981	1.7	18120	1.0	12438	0.7	11345	0.6

BASED ON CPDF INFORMATION

**TABLE I-6**  
**AGRICULTURE**

YEAR	TOTAL ALL NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE									
		MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER								
<b>PROFESSIONAL</b>																			
1982	31924	2246	7.0	960	3.0	164	0.5	640	2.0	69	0.2	541	1.7	109	0.3	218	0.7	13	0.04
1983	31608	2521	8.0	991	3.1	184	0.6	649	2.1	74	0.2	538	1.7	113	0.4	223	0.7	14	0.04
1984	32297	2777	8.6	1019	3.2	213	0.7	699	2.2	84	0.3	570	1.8	126	0.4	239	0.7	18	0.1
1985	31423	2799	8.9	1027	3.3	229	0.7	718	2.3	92	0.3	597	1.9	131	0.4	242	0.8	21	0.1
<b>ADMINISTRATIVE</b>																			
1982	13787	3826	27.8	591	4.3	672	4.9	307	2.2	134	1.0	75	0.5	63	0.5	72	0.5	33	0.2
1983	12305	3181	25.9	564	4.6	621	5.0	284	2.3	118	1.0	68	0.5	55	0.4	68	0.6	28	0.2
1984	12928	3529	27.3	589	4.6	639	4.9	298	2.3	126	1.0	63	0.5	67	0.5	75	0.6	33	0.3
1985	13289	3988	30.0	599	4.5	660	5.0	291	2.2	148	1.1	64	0.5	70	0.5	73	0.5	56	0.4
<b>TECHNICAL</b>																			
1982	31131	5505	17.7	1264	4.1	790	2.5	1201	3.9	170	0.5	134	0.4	77	0.2	419	1.3	103	0.3
1983	31055	6411	20.6	1192	3.8	874	2.8	1179	3.8	201	0.6	141	0.5	87	0.3	434	1.4	130	0.4
1984	31753	7005	22.1	1197	3.8	996	3.1	1213	3.8	224	0.7	141	0.4	88	0.3	452	1.4	154	0.5
1985	30986	7000	22.6	1184	3.8	1069	3.4	1206	3.9	241	0.8	135	0.4	94	0.3	467	1.5	167	0.5
<b>CLERICAL</b>																			
1982	16553	12802	77.3	264	1.6	1939	11.7	63	0.4	516	3.1	12	0.1	129	0.8	7	0.04	205	1.2
1983	16101	12504	77.7	224	1.4	1869	11.6	59	0.4	517	3.2	4	0.02	112	0.7	11	0.1	223	1.4
1984	16119	12361	76.7	243	1.5	1941	12.0	56	0.3	532	3.3	4	0.02	112	0.7	8	0.05	228	1.4
1985	14809	11123	75.1	227	1.5	1980	13.4	61	0.4	518	3.5	9	0.1	122	0.8	13	0.1	224	1.5
<b>OTHER</b>																			
1982	670	196	29.3	80	11.9	41	6.1	43	6.4	17	2.5	10	1.5	9	1.3	4	0.6	2	0.3
1983	1058	331	31.3	134	12.7	38	3.6	44	4.2	13	1.2	13	1.2	18	1.7	20	1.9	11	1.0
1984	537	165	30.7	74	13.8	23	4.3	14	2.6	8	1.5	11	2.0	8	1.5	10	1.9	6	1.1
1985	484	143	29.5	72	14.9	21	4.3	14	2.9	7	1.4	10	2.1	7	1.4	13	2.7	8	1.7
<b>TOTAL WHITE COLLAR</b>																			
1982	94065	24575	26.1	3159	3.4	3606	3.8	2254	2.4	906	1.0	772	0.8	387	0.4	720	0.8	356	0.4
1983	92127	24948	27.1	3105	3.4	3586	3.9	2215	2.4	923	1.0	759	0.8	385	0.4	756	0.8	406	0.4
1984	93634	25837	27.6	3122	3.3	3812	4.1	2280	2.4	974	1.0	794	0.8	401	0.4	784	0.8	439	0.5
1985	90991	25053	27.5	3109	3.4	3959	4.4	2290	2.5	1006	1.1	815	0.9	424	0.5	808	0.9	476	0.5
<b>TOTAL BLUE COLLAR</b>																			
1982	3300	115	3.5	470	14.2	76	2.3	179	5.4	3	0.1	13	0.4	0	0.0	69	2.1	7	0.2
1983	3179	120	3.8	451	14.2	65	2.0	175	5.5	3	0.1	16	0.5	1	0.03	72	2.3	7	0.2
1984	3092	115	3.7	425	13.7	43	1.4	172	5.6	4	0.1	15	0.5	1	0.03	74	2.4	8	0.3
1985	2930	126	4.3	408	13.9	40	1.4	158	5.4	4	0.1	17	0.6	2	0.1	71	2.4	9	0.3
<b>TOTAL AGENCY</b>																			
1982	97365	30031	30.8	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4
1984	96726	31634	32.7	3547	3.7	3855	4.0	2452	2.5	978	1.0	809	0.8	402	0.4	858	0.9	447	0.5
1985	93921	31099	33.1	3517	3.7	3999	4.3	2448	2.6	1010	1.1	832	0.9	426	0.5	879	0.9	485	0.5

TABLE I-6  
COMMERCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER		WHITE FEMALE NUMBER		BLACK FEMALE NUMBER		HISPANIC FEMALE NUMBER		ASIAN/PACIFIC ISLANDER FEMALE NUMBER		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER							
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE						
PROFESSIONAL																			
1982	9337	1288	13.8	958	10.3	384	4.1	256	2.7	110	1.2	240	2.6	35	0.4	9	0.10	5	0.05
1983	9566	1414	14.8	1056	11.0	411	4.3	274	2.9	119	1.2	264	2.8	42	0.4	13	0.14	4	0.04
1984	9876	1574	15.9	1187	12.0	417	4.2	282	2.9	137	1.4	296	3.0	58	0.6	13	0.13	5	0.05
1985	9992	1646	16.5	1223	12.2	417	4.2	301	3.0	135	1.4	308	3.1	68	0.7	12	0.12	6	0.06
ADMINISTRATIVE																			
1982	5226	1876	35.9	1377	26.3	343	6.6	411	7.9	90	1.7	38	0.7	31	0.6	13	0.25	5	0.10
1983	4966	1732	34.9	1295	26.1	319	6.4	355	7.1	80	1.6	43	0.9	36	0.7	12	0.24	4	0.08
1984	5418	2023	37.3	1496	27.6	341	6.3	428	7.9	86	1.6	53	1.0	42	0.8	14	0.26	7	0.13
1985	5384	2061	38.3	1530	28.4	338	6.3	426	7.9	94	1.7	62	1.2	42	0.8	15	0.28	5	0.09
TECHNICAL																			
1982	6146	1934	31.5	1233	20.1	412	6.7	651	10.6	111	1.8	80	1.3	14	0.2	29	0.47	6	0.10
1983	6416	2222	34.6	1418	22.1	425	6.6	743	11.6	120	1.9	80	1.2	16	0.2	24	0.37	9	0.14
1984	6235	2234	35.8	1421	22.8	395	6.3	749	12.0	112	1.8	79	1.3	18	0.3	23	0.37	7	0.11
1985	6182	2278	36.8	1425	23.1	396	6.4	791	12.8	113	1.8	77	1.2	16	0.3	23	0.37	7	0.11
CLERICAL																			
1982	7164	6456	90.1	4571	63.8	285	4.0	1722	24.0	14	0.2	5	0.1	36	0.5	1	0.01	17	0.24
1983	6873	6263	91.2	4393	63.9	255	3.7	1719	25.0	13	0.2	5	0.1	38	0.5	1	0.01	18	0.26
1984	6737	6147	91.2	4255	63.2	255	3.8	1743	25.9	10	0.1	6	0.1	44	0.7	0	0.00	13	0.19
1985	6369	5829	91.5	3941	61.9	240	3.8	1740	27.3	12	0.2	4	0.1	41	0.6	0	0.00	11	0.17
OTHER																			
1982	235	66	28.1	44	18.7	25	10.6	13	5.5	12	5.1	3	1.3	2	0.9	0	0.00	1	0.43
1983	313	78	24.9	55	17.6	26	8.3	18	5.8	11	3.5	11	3.5	1	0.3	1	0.32	0	0.00
1984	261	76	29.1	45	17.2	28	10.7	23	8.8	9	3.4	5	1.9	3	1.1	0	0.00	0	0.00
1985	274	79	28.8	53	19.3	29	10.6	18	6.6	17	6.2	4	1.5	4	1.5	1	0.36	0	0.00
TOTAL WHITE COLLAR																			
1982	28108	11620	41.3	8183	29.1	1449	5.2	3053	10.9	337	1.2	366	1.3	118	0.4	52	0.19	34	0.12
1983	28134	11709	41.6	8217	29.2	1436	5.1	3109	11.1	343	1.2	403	1.4	133	0.5	51	0.18	35	0.12
1984	28527	12054	42.3	8404	29.5	1436	5.0	3225	11.3	354	1.2	439	1.5	165	0.6	50	0.18	32	0.11
1985	28201	11893	42.2	8172	29.0	1420	5.0	3276	11.6	371	1.3	455	1.6	171	0.6	51	0.18	29	0.10
TOTAL BLUE COLLAR																			
1982	1383	113	8.2	54	3.9	328	23.7	58	4.2	27	2.0	48	3.5	0	0.0	31	2.24	1	0.07
1983	1312	99	7.5	49	3.7	311	23.7	49	3.7	25	1.9	56	4.3	0	0.0	32	2.44	1	0.08
1984	1265	97	7.7	55	4.3	279	22.1	42	3.3	29	2.3	54	4.3	0	0.0	11	0.87	0	0.00
1985	1184	93	7.9	54	4.6	268	22.6	38	3.2	29	2.4	53	4.5	0	0.0	9	0.76	1	0.08
TOTAL AGENCY																			
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	414	1.4	118	0.4	83	0.28	35	0.12
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	459	1.6	133	0.5	83	0.28	36	0.12
1984	29792	12151	40.8	8459	28.4	1715	5.8	3267	11.0	383	1.3	493	1.7	165	0.6	61	0.20	32	0.11
1985	29385	11986	40.8	8226	28.0	1688	5.7	3314	11.3	400	1.4	508	1.7	171	0.6	60	0.20	30	0.10

TABLE I-6  
DEFENSE SUMMARY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %					
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
<b>PROFESSIONAL</b>																	
1982	105845	13503	12.8	10935	10.3	2914	2.8	1507	1.4	2138	2.0	4001	3.8	290	0.27	45	0.04
1983	111097	14545	13.1	11630	10.5	3127	2.8	1673	1.5	2343	2.1	4598	4.1	304	0.27	48	0.04
1984	114743	15980	13.9	12685	11.1	3270	2.8	1863	1.6	2406	2.1	4987	4.3	318	0.28	56	0.05
1985	122307	18668	15.3	14748	12.1	3604	2.9	2189	1.8	2714	2.2	5668	4.6	331	0.27	59	0.05
<b>ADMINISTRATIVE</b>																	
1982	162771	49149	30.2	39781	24.4	6569	4.0	6678	4.1	3551	2.2	2198	1.4	626	0.38	292	0.18
1983	165804	51289	30.9	41297	24.9	6984	4.2	7017	4.2	3781	2.3	2369	1.4	711	0.43	318	0.19
1984	180002	58426	32.5	46719	26.0	8118	4.5	8141	4.5	4194	2.3	2497	1.4	817	0.45	407	0.23
1985	192046	65823	34.3	52397	27.3	9050	4.7	9233	4.8	4517	2.4	2656	1.4	898	0.47	491	0.26
<b>TECHNICAL</b>																	
1982	123811	48200	38.9	36226	29.3	6438	5.2	8505	6.9	3917	3.2	1969	1.6	441	0.36	314	0.25
1983	128580	52171	40.6	38818	30.2	6740	0.0	9401	7.3	4058	3.2	2102	1.6	493	0.38	359	0.28
1984	127150	53095	41.8	39203	30.8	6699	5.3	9632	7.6	4009	3.2	2179	1.7	473	0.37	380	0.30
1985	131899	56349	42.7	41194	31.2	6986	5.3	10480	7.9	4186	3.2	2289	1.7	526	0.40	421	0.32
<b>CLERICAL</b>																	
1982	168059	144027	85.7	111148	66.1	5052	3.0	21846	13.0	2038	1.2	977	0.6	135	0.08	893	0.53
1983	167246	143059	85.5	109125	65.2	5200	3.1	22470	13.4	2025	1.2	1051	0.6	147	0.09	1000	0.60
1984	165207	140661	85.1	105829	64.1	5386	3.3	23230	14.1	2027	1.2	1136	0.7	195	0.12	1063	0.64
1985	170830	145766	85.3	107612	63.0	5598	3.3	25571	15.0	2042	1.2	1249	0.7	184	0.11	1140	0.67
<b>OTHER</b>																	
1982	18336	905	4.9	590	3.2	2224	12.1	226	1.2	1076	5.9	413	2.3	109	0.59	11	0.06
1983	18392	899	4.9	609	3.3	2199	12.0	201	1.1	1119	6.1	431	2.3	129	0.70	4	0.02
1984	18579	884	4.8	606	3.3	2292	12.3	188	1.0	1125	6.1	465	2.5	141	0.76	6	0.03
1985	19554	1191	6.1	784	4.0	2452	12.5	271	1.4	1156	5.9	562	2.9	148	0.76	10	0.05
<b>TOTAL WHITE COLLAR</b>																	
1982	578822	1255784	44.2	198680	34.3	23197	4.0	38762	6.7	12720	2.2	9558	1.7	1601	0.28	1555	0.27
1983	591119	1261963	44.3	201479	34.1	24250	4.1	40762	6.9	13326	2.3	10551	1.8	1784	0.30	1729	0.29
1984	605681	1269046	44.4	205042	33.9	25765	4.3	43054	7.1	13761	2.3	11264	1.9	1944	0.32	1912	0.32
1985	636636	1287797	45.2	216735	34.0	27690	4.3	47744	7.5	14615	2.3	12424	2.0	2087	0.33	2121	0.33
<b>TOTAL BLUE COLLAR</b>																	
1982	298711	19255	6.4	11156	3.7	41925	14.0	6189	2.1	21174	7.1	12092	4.0	645	0.2	1917	0.64
1983	296836	19977	6.7	11721	3.9	40386	13.6	6153	2.1	21199	7.1	12370	4.2	657	0.2	2041	0.69
1984	294043	20519	7.0	12096	4.1	39552	13.5	6149	2.1	21004	7.1	12589	4.3	721	0.2	2155	0.73
1985	292519	20886	7.1	12348	4.2	39156	13.4	6115	2.1	20750	7.1	12717	4.3	764	0.3	2286	0.78
<b>TOTAL AGENCY</b>																	
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	3518	0.40	1708	0.19
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	3625	0.43	1914	0.22
1984	899724	289565	32.2	217138	24.1	65317	7.3	49203	5.5	34765	3.9	12350	1.4	4099	0.46	2135	0.24
1985	929155	308683	33.2	229083	24.7	66846	7.2	53859	5.8	35365	3.8	13621	1.5	4373	0.47	2367	0.25

TABLE I-6

## AIR FORCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %					
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
<b>PROFESSIONAL</b>																	
1982	17315	1943	11.2	1610	9.3	403	2.3	186	1.1	473	2.7	451	2.6	69	0.40	15	0.09
1983	18031	2038	11.3	1689	9.4	427	2.4	187	1.0	500	2.8	512	2.8	72	0.40	15	0.08
1984	18158	2173	12.0	1806	9.9	424	2.3	195	1.1	489	2.7	519	2.9	75	0.41	12	0.07
1985	18851	2386	12.7	1981	10.5	463	2.5	208	1.1	588	3.1	645	3.4	75	0.40	8	0.04
<b>ADMINISTRATIVE</b>																	
1982	41994	11808	28.1	9904	23.6	1316	3.1	995	2.4	1628	3.9	470	1.1	200	0.48	107	0.25
1983	42338	12083	28.5	10040	23.7	1411	3.3	1066	2.5	1757	4.1	485	1.1	216	0.51	109	0.26
1984	45328	13737	30.3	11275	24.9	1606	3.5	1289	2.8	1897	4.2	502	1.1	250	0.55	128	0.28
1985	48297	15541	32.2	12646	26.2	1844	3.8	1502	3.1	2052	4.2	530	1.1	270	0.56	156	0.32
<b>TECHNICAL</b>																	
1982	30008	11595	38.6	9208	30.7	1181	3.9	1339	4.5	1767	5.9	317	1.1	132	0.44	101	0.34
1983	31039	12623	40.7	9963	32.1	1228	4.0	1453	4.7	1787	5.8	311	1.0	138	0.44	103	0.33
1984	30338	12879	42.5	10082	33.2	1219	4.0	1480	4.9	1769	5.8	296	1.0	127	0.42	112	0.37
1985	31091	13476	43.3	10446	33.6	1229	4.0	1610	5.2	1821	5.9	294	0.9	136	0.44	122	0.39
<b>CLERICAL</b>																	
1982	43900	38713	88.2	30394	69.2	783	1.8	4071	9.3	773	1.8	140	0.3	26	0.06	338	0.77
1983	43442	38316	88.2	29869	68.8	815	1.9	4142	9.5	769	1.8	129	0.3	31	0.07	352	0.80
1984	42388	37486	88.4	28949	68.3	823	1.9	4304	10.2	744	1.8	120	0.3	36	0.08	340	0.81
1985	43127	38138	88.4	29210	67.7	842	2.0	4557	10.6	689	1.6	123	0.3	38	0.09	349	0.81
<b>OTHER</b>																	
1982	4404	242	5.5	178	4.0	420	9.5	38	0.9	304	6.9	50	1.1	24	0.54	5	0.11
1983	4254	185	4.3	134	3.1	389	9.1	29	0.7	298	7.0	45	1.1	24	0.56	0	0.00
1984	4049	189	4.7	147	3.6	370	9.1	24	0.6	289	7.1	45	1.1	27	0.67	2	0.05
1985	4070	209	5.1	146	3.6	367	9.0	36	0.9	281	6.9	57	1.4	29	0.71	2	0.05
<b>TOTAL WHITE COLLAR</b>																	
1982	137621	64301	46.7	51294	37.3	4103	3.0	6629	4.8	4945	3.6	1428	1.0	451	0.33	566	0.41
1983	139104	65245	46.9	51695	37.2	4270	3.1	6877	4.9	5111	3.7	1482	1.1	481	0.35	579	0.42
1984	140261	66464	47.4	52259	37.3	4442	3.2	7292	5.2	5188	3.7	1482	1.1	515	0.37	594	0.42
1985	145436	69750	48.0	54429	37.4	4745	3.3	7913	5.4	5431	3.7	1649	1.1	548	0.38	637	0.44
<b>TOTAL BLUE COLLAR</b>																	
1982	81158	5579	6.9	3793	4.7	7265	9.0	1073	1.3	9740	12.0	1557	1.9	606	0.75	52	0.06
1983	81643	5987	7.3	4025	4.9	7291	8.9	1117	1.4	9715	11.9	1584	1.9	642	0.79	63	0.08
1984	81805	6394	7.8	4318	5.3	7285	8.9	1154	1.4	9513	11.6	1593	1.9	667	0.82	74	0.09
1985	80931	6490	8.0	4352	5.4	7103	8.8	1154	1.4	9258	11.4	1571	1.9	669	0.83	86	0.11
<b>TOTAL AGENCY</b>																	
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	2985	1.4	1057	0.48	618	0.28
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	3066	1.4	1123	0.51	648	0.29
1984	222066	72858	32.8	56577	25.5	11727	5.3	8446	3.8	14701	6.6	3075	1.4	1182	0.53	668	0.30
1985	226367	76240	33.7	58781	26.0	11848	5.2	9067	4.0	14689	6.5	3220	1.4	1217	0.54	723	0.32

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## ARMY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE									
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER								
<b>PROFESSIONAL</b>																					
1982	40187	6118	15.2	4888	12.2	1111	2.8	717	1.8	944	2.3	204	0.5	1262	3.1	292	0.7	120	0.30	17	0.04
1983	41741	6657	15.9	5264	12.6	1205	2.9	830	2.0	1021	2.4	219	0.5	1398	3.3	326	0.8	127	0.30	18	0.04
1984	43323	7329	16.9	5753	13.3	1270	2.9	937	2.2	999	2.3	253	0.6	1536	3.5	358	0.8	127	0.29	28	0.06
1985	45187	8136	18.0	6328	14.0	1363	3.0	1074	2.4	1073	2.4	287	0.6	1699	3.8	421	0.9	135	0.30	26	0.06
<b>ADMINISTRATIVE</b>																					
1982	57358	18451	32.2	14850	25.9	2258	3.9	2451	4.3	948	1.7	408	0.7	783	1.4	355	0.6	236	0.41	97	0.17
1983	59119	18461	31.2	14850	25.1	2494	4.2	2643	4.5	1016	1.7	442	0.7	865	1.5	417	0.7	286	0.48	109	0.18
1984	66214	21521	32.5	17218	26.0	3036	4.6	3129	4.7	1190	1.8	556	0.8	929	1.4	462	0.7	338	0.51	156	0.24
1985	69620	23727	34.1	18944	27.2	3364	4.8	3456	5.0	1293	1.9	631	0.9	909	1.3	510	0.7	351	0.50	186	0.27
<b>TECHNICAL</b>																					
1982	48785	19270	39.5	14484	29.7	2510	5.1	3525	7.2	1446	3.0	591	1.2	530	1.1	537	1.1	198	0.41	133	0.27
1983	50700	20913	41.2	15589	30.7	2628	5.2	3916	7.7	1495	2.9	661	1.3	586	1.2	587	1.2	211	0.42	160	0.32
1984	49185	21173	43.0	15703	31.9	2574	5.2	3926	8.0	1455	3.0	730	1.5	595	1.2	642	1.3	214	0.44	172	0.35
1985	50858	22505	44.3	16614	32.7	2739	5.4	4260	8.4	1540	3.0	790	1.6	591	1.2	646	1.3	235	0.46	195	0.38
<b>CLERICAL</b>																					
1982	67956	56677	83.4	44405	65.3	2247	3.3	8711	12.8	976	1.4	1974	2.9	277	0.4	1243	1.8	82	0.12	344	0.51
1983	68020	56685	83.3	43764	64.3	2399	3.5	9182	13.5	965	1.4	2039	3.0	290	0.4	1302	1.9	82	0.12	398	0.59
1984	67394	55796	82.8	42652	63.3	2424	3.6	9339	13.9	1007	1.5	2068	3.1	305	0.5	1300	1.9	98	0.15	437	0.65
1985	70139	58293	83.1	43772	62.4	2536	3.6	10341	14.7	1030	1.5	2322	3.3	327	0.5	1381	2.0	93	0.13	477	0.68
<b>OTHER</b>																					
1982	5742	167	2.9	121	2.1	703	12.2	34	0.6	400	7.0	7	0.1	38	0.7	3	0.1	33	0.57	2	0.03
1983	5934	228	3.8	168	2.8	709	11.9	46	0.8	432	7.3	9	0.2	38	0.6	5	0.1	50	0.84	0	0.00
1984	6047	237	3.9	175	2.9	750	12.4	49	0.8	441	7.3	4	0.1	40	0.7	7	0.1	43	0.71	2	0.03
1985	6459	321	5.0	225	3.5	817	12.6	70	1.1	454	7.0	13	0.2	57	0.9	11	0.2	47	0.73	2	0.03
<b>TOTAL WHITE COLLAR</b>																					
1982	22028	100693	45.8	78748	35.8	8829	4.0	15438	7.0	4714	2.1	3184	1.4	2890	1.3	2430	1.1	669	0.30	593	0.27
1983	22514	102944	45.6	79635	35.3	9435	4.2	16617	7.4	4929	2.2	3370	1.5	3177	1.4	2637	1.2	756	0.34	685	0.30
1984	232163	106056	45.7	81501	35.1	10054	4.3	17380	7.5	5092	2.2	3611	1.6	3405	1.5	2769	1.2	820	0.35	795	0.34
1985	242263	112982	46.6	85883	35.5	10819	4.5	19201	7.9	5390	2.2	4043	1.7	3583	1.5	2969	1.2	861	0.36	886	0.37
<b>TOTAL BLUE COLLAR</b>																					
1982	85742	5376	6.3	3235	3.8	10653	12.4	1610	1.9	5838	6.8	276	0.3	1429	1.7	198	0.2	757	0.88	57	0.07
1983	85312	5717	6.7	3475	4.1	10344	12.1	1643	1.9	6015	7.1	317	0.4	1465	1.7	206	0.2	787	0.92	76	0.09
1984	84638	5790	6.8	3515	4.2	10127	12.0	1655	2.0	6118	7.2	318	0.4	1460	1.7	208	0.2	838	0.99	94	0.11
1985	84368	5828	6.9	3537	4.2	10109	12.0	1640	1.9	6079	7.2	337	0.4	1489	1.8	213	0.3	882	1.05	101	0.12
<b>TOTAL AGENCY</b>																					
1982	305770	106069	34.7	81983	26.8	19482	6.4	17048	5.6	10552	3.5	3460	1.1	4319	1.4	2628	0.9	1426	0.47	650	0.21
1983	310826	108661	35.0	83110	26.7	19779	6.4	18260	5.9	10944	3.5	3687	1.2	4642	1.5	2843	0.9	1543	0.50	761	0.24
1984	316801	111846	35.3	85016	26.8	20181	6.4	19035	6.0	11210	3.5	3929	1.2	4865	1.5	2977	0.9	1658	0.52	889	0.28
1985	326631	118810	36.4	89420	27.4	20928	6.4	20841	6.4	11469	3.5	4380	1.3	5072	1.6	3182	1.0	1743	0.53	987	0.30

TABLE I-6

NAVY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %					
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
<b>PROFESSIONAL</b>																	
1982	37307	3448	9.2	2812	7.5	908	2.4	335	0.9	503	1.3	2078	5.6	76	0.20	8	0.02
1983	40130	4058	10.1	3259	8.1	992	2.5	395	1.0	605	1.5	2457	6.1	81	0.20	12	0.03
1984	41244	4397	10.7	3506	8.5	1046	2.5	417	1.0	680	1.6	2657	6.4	89	0.22	14	0.03
1985	45434	5654	12.4	4470	9.8	1210	2.7	564	1.2	811	1.8	3044	6.7	95	0.21	20	0.04
<b>ADMINISTRATIVE</b>																	
1982	38249	13312	34.8	10910	28.5	1513	4.0	1714	4.5	529	1.4	757	2.0	87	0.23	47	0.12
1983	38998	13826	35.5	11306	29.0	1566	4.0	1758	4.5	538	1.4	815	2.1	96	0.25	54	0.14
1984	41257	15209	36.9	12362	30.0	1764	4.3	1969	4.8	583	1.4	837	2.0	107	0.26	58	0.14
1985	46356	17805	38.4	14423	31.1	2033	4.4	2307	5.0	639	1.4	969	2.1	132	0.28	72	0.16
<b>TECHNICAL</b>																	
1982	38696	13948	36.0	10264	26.5	2104	5.4	2671	6.9	660	1.7	1086	2.8	98	0.25	51	0.13
1983	40327	14998	37.2	10862	26.9	2211	5.5	2967	7.4	687	1.7	1165	2.9	127	0.31	60	0.15
1984	41247	15456	37.5	11094	26.9	2265	5.5	3120	7.6	699	1.7	1253	3.0	117	0.28	64	0.16
1985	43767	16850	38.5	11883	27.2	2438	5.6	3509	8.0	760	1.7	1364	3.1	142	0.32	78	0.18
<b>CLERICAL</b>																	
1982	41666	35942	86.3	27159	65.2	1371	3.3	6130	14.7	235	0.6	537	1.3	24	0.06	146	0.35
1983	41511	35573	85.7	26556	64.0	1382	3.3	6185	14.9	236	0.6	611	1.5	28	0.07	183	0.44
1984	40865	34772	85.1	25444	62.3	1467	3.6	6400	15.7	220	0.5	681	1.7	45	0.11	207	0.51
1985	42717	36475	85.4	25873	60.6	1504	3.5	7257	17.0	261	0.6	767	1.8	42	0.10	228	0.53
<b>OTHER</b>																	
1982	7635	434	5.7	253	3.3	939	12.3	132	1.7	360	4.7	324	4.2	48	0.63	6	0.08
1983	7554	393	5.2	255	3.4	942	12.5	92	1.2	375	5.0	342	4.5	50	0.66	4	0.05
1984	7906	397	5.0	252	3.2	1006	12.7	92	1.2	387	4.9	377	4.8	68	0.86	2	0.03
1985	8383	563	6.7	360	4.3	1104	13.2	127	1.5	406	4.8	441	5.3	69	0.82	5	0.06
<b>TOTAL WHITE COLLAR</b>																	
1982	163553	67084	41.0	51398	31.4	6835	4.2	10982	6.7	2287	1.4	4782	2.9	333	0.20	258	0.16
1983	168520	68848	40.9	52238	31.0	7093	4.2	11397	6.8	2441	1.4	5390	3.2	382	0.23	313	0.19
1984	172534	70231	40.7	52658	30.5	7548	4.4	11998	7.0	2569	1.5	5805	3.4	426	0.25	345	0.20
1985	186656	77347	41.4	57009	30.5	8289	4.4	13764	7.4	2877	1.5	6585	3.5	480	0.26	403	0.22
<b>TOTAL BLUE COLLAR</b>																	
1982	121528	6256	5.1	3489	2.9	20955	17.2	2178	1.8	5080	4.2	9034	7.4	513	0.42	35	0.03
1983	119836	6247	5.2	3858	3.2	119817	16.5	2081	1.7	4945	4.1	9247	7.7	563	0.47	39	0.03
1984	117540	6329	5.4	3620	3.1	119224	16.4	2059	1.8	4833	4.1	9449	8.0	597	0.51	47	0.04
1985	117260	6608	5.6	3822	3.3	119105	16.3	2087	1.8	4847	4.1	9563	8.2	666	0.57	50	0.04
<b>TOTAL AGENCY</b>																	
1982	285081	73340	25.7	54887	19.3	27790	9.7	13160	4.6	7367	2.6	13816	4.8	846	0.30	293	0.10
1983	288356	75095	26.0	56096	19.5	26910	9.3	13478	4.7	7386	2.6	14637	5.1	945	0.33	352	0.12
1984	290074	76560	26.4	56278	19.4	26772	9.2	14057	4.8	7402	2.6	15254	5.3	1023	0.35	392	0.14
1985	303916	83955	27.6	60831	20.0	27394	9.0	15851	5.2	7724	2.5	16148	5.3	1146	0.38	453	0.15

TABLE I-6

## DEFENSE LOGISTICS AGENCY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN/PACIFIC ISLANDER FEMALE %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE %					
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
<b>PROFESSIONAL</b>																	
1982	1613	152	9.4	107	6.6	34	2.1	27	1.7	6	0.4	40	2.5	7	0.43	2	0.12
1983	1687	168	10.0	125	7.4	37	2.2	24	1.4	3	0.2	46	2.7	7	0.41	0	0.00
1984	1860	211	11.3	150	8.1	50	2.7	29	1.6	3	0.2	58	3.1	8	0.43	0	0.00
1985	2027	272	13.4	196	9.7	59	2.9	28	1.4	6	0.3	70	3.5	6	0.30	1	0.05
<b>ADMINISTRATIVE</b>																	
1982	19144	5329	27.8	3816	19.9	1338	7.0	377	2.0	83	0.4	145	0.8	97	0.51	39	0.20
1983	18994	5364	28.3	3821	20.2	1347	7.1	391	2.1	93	0.5	157	0.8	104	0.55	43	0.23
1984	20181	6056	30.0	4328	21.4	1473	7.3	435	2.2	113	0.6	185	0.9	112	0.55	61	0.30
1985	21940	6943	31.6	4941	22.5	1695	7.7	447	2.0	147	0.7	207	0.9	138	0.63	72	0.33
<b>TECHNICAL</b>																	
1982	4298	2351	54.6	1533	35.7	717	16.7	61	1.4	50	1.2	24	0.6	10	0.23	23	0.54
1983	4383	2482	56.6	1602	36.6	763	17.4	54	1.2	54	1.2	25	0.6	13	0.30	28	0.64
1984	4356	2482	56.9	1574	36.1	794	18.2	50	1.1	54	1.2	23	0.5	12	0.28	27	0.62
1985	4368	2517	57.6	1559	35.7	853	19.5	40	0.9	57	1.3	30	0.7	12	0.27	20	0.46
<b>CLERICAL</b>																	
1982	11015	9453	85.8	6586	59.8	2412	21.9	54	0.5	286	2.6	20	0.2	2	0.02	55	0.50
1983	10622	9130	85.9	6283	59.2	2388	22.5	48	0.5	289	2.7	20	0.2	3	0.03	54	0.51
1984	10916	9265	84.8	6186	56.7	2589	23.7	48	0.4	298	2.7	24	0.2	12	0.11	66	0.60
1985	11554	9795	84.8	6414	55.5	2838	24.6	52	0.5	343	3.0	28	0.2	11	0.10	71	0.61
<b>OTHER</b>																	
1982	400	55	13.7	33	8.3	20	5.0	7	1.8	0	0.0	0	0.0	4	1.00	0	0.00
1983	485	84	17.3	45	9.3	32	6.6	7	1.4	4	0.8	5	1.0	5	1.03	0	0.00
1984	403	50	12.4	21	5.2	23	5.7	6	1.5	2	0.5	3	0.7	3	0.74	0	0.00
1985	457	72	15.8	34	7.4	33	7.2	10	2.2	3	0.7	4	0.9	3	0.66	1	0.22
<b>TOTAL WHITE COLLAR</b>																	
1982	36470	17340	47.5	12075	33.1	4521	12.4	526	1.4	425	1.2	229	0.6	120	0.33	119	0.33
1983	36071	17228	47.7	11876	32.9	4567	12.7	524	1.5	443	1.2	253	0.7	132	0.37	125	0.35
1984	37716	18064	47.8	12259	32.5	4929	13.1	568	1.5	470	1.2	293	0.8	147	0.39	154	0.41
1985	40346	19599	48.6	13144	32.6	5478	13.6	577	1.4	556	1.4	339	0.8	170	0.42	165	0.41
<b>TOTAL BLUE COLLAR</b>																	
1982	9093	1933	21.2	557	6.1	1303	14.3	475	5.2	52	0.6	71	0.8	39	0.43	9	0.10
1983	8935	1923	21.5	565	6.3	1286	14.4	484	5.4	52	0.6	72	0.8	46	0.51	7	0.08
1984	8893	1872	21.0	551	6.2	1244	14.0	504	5.7	55	0.6	82	0.9	48	0.54	8	0.09
1985	8867	1834	20.7	551	6.2	1200	13.5	533	6.0	58	0.7	87	1.0	63	0.71	9	0.10
<b>TOTAL AGENCY</b>																	
1982	45563	19273	42.2	12632	27.7	5824	12.7	1001	2.2	477	1.0	300	0.7	159	0.35	128	0.28
1983	45006	19151	42.5	12441	27.6	5853	13.0	1008	2.2	495	1.1	325	0.7	178	0.40	132	0.29
1984	46609	19936	42.7	12810	27.4	6173	13.2	1072	2.3	525	1.1	375	0.8	195	0.42	162	0.35
1985	49213	21433	43.5	13695	27.8	6678	13.6	1110	2.3	614	1.2	426	0.9	233	0.47	174	0.35



**TABLE I-6**  
EDUCATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
<b>PROFESSIONAL</b>													
1982	1459	505	34.6	329	22.5	118	8.1	159	10.9	31	2.1	10	0.7
1983	1312	451	34.4	320	24.4	89	6.8	122	9.3	26	2.0	4	0.3
1984	1228	432	35.2	291	23.7	93	7.6	129	10.5	26	2.1	5	0.4
1985	1194	442	37.0	260	21.8	100	8.4	160	13.4	29	2.4	15	1.3
<b>ADMINISTRATIVE</b>													
1982	1992	955	47.9	535	26.9	213	10.7	369	18.5	43	2.2	37	1.9
1983	1815	857	47.2	479	26.4	188	10.4	327	18.0	43	2.4	38	2.1
1984	1956	943	48.2	518	26.5	217	11.1	374	19.1	45	2.3	38	1.9
1985	1901	936	49.2	455	23.9	226	11.9	437	23.0	44	2.3	32	1.7
<b>TECHNICAL</b>													
1982	471	394	83.7	150	31.8	40	8.5	232	49.3	2	0.4	8	1.7
1983	493	401	81.3	160	32.5	40	8.1	232	47.1	2	0.4	5	1.0
1984	423	337	79.7	125	29.6	38	9.0	208	49.2	2	0.5	2	0.5
1985	434	340	78.3	100	23.0	45	10.4	231	53.2	3	0.7	6	1.4
<b>CLERICAL</b>													
1982	1041	925	88.9	321	30.8	66	6.3	575	55.2	2	0.2	18	1.7
1983	947	850	89.8	335	35.4	54	5.7	492	52.0	2	0.2	14	1.5
1984	912	831	91.1	335	36.7	39	4.3	469	51.4	1	0.1	14	1.5
1985	912	805	88.3	209	22.9	51	5.6	559	61.3	3	0.3	21	2.3
<b>OTHER</b>													
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	32	6	18.8	5	15.6	5	15.6	1	3.1	0	0.0	0	0.0
1984	10	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1985	7	4	57.1	4	57.1	0	0.0	0	0.0	0	0.0	0	0.0
<b>TOTAL WHITE COLLAR</b>													
1982	4963	2779	56.0	1335	26.9	437	8.8	1335	26.9	78	1.6	73	1.5
1983	4599	2565	55.8	1299	28.2	376	8.2	1174	25.5	73	1.6	61	1.3
1984	4529	2548	56.3	1269	28.0	387	8.5	1180	26.1	74	1.6	59	1.3
1985	4448	2527	56.8	1028	23.1	422	9.5	1387	31.2	79	1.8	74	1.7
<b>TOTAL BLUE COLLAR</b>													
1982	22	1	4.5	0	0.0	15	68.2	1	4.5	0	0.0	0	0.0
1983	21	1	4.8	0	0.0	15	71.4	1	4.8	0	0.0	0	0.0
1984	19	1	5.3	0	0.0	13	68.4	1	5.3	0	0.0	0	0.0
1985	18	1	5.6	0	0.0	13	72.2	1	5.6	0	0.0	0	0.0
<b>TOTAL AGENCY</b>													
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	73	1.6	61	1.3
1984	4548	2549	56.0	1269	27.9	400	8.8	1181	26.0	74	1.6	59	1.3
1985	4466	2528	56.6	1028	23.0	435	9.7	1388	31.1	79	1.8	74	1.7

TABLE I-6

## ENERGY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER %	MALE NUMBER	FEMALE NUMBER %
<b>PROFESSIONAL</b>												
1982	5754	595 10.3	498 8.7	155 2.7	63 1.1	99 1.7	7 0.1	128 2.2	25 0.4	17 0.3	2 0.03	
1983	5423	571 10.5	488 9.0	143 2.6	49 0.9	89 1.6	6 0.1	129 2.4	24 0.4	17 0.3	4 0.1	
1984	5390	628 11.7	537 10.0	133 2.5	52 1.0	100 1.9	8 0.1	150 2.8	26 0.5	19 0.4	5 0.1	
1985	5272	631 12.0	518 9.8	146 2.8	66 1.3	103 2.0	14 0.3	157 3.0	29 0.6	18 0.3	4 0.1	
<b>ADMINISTRATIVE</b>												
1982	4695	1413 30.1	1132 24.1	193 4.1	206 4.4	92 2.0	44 0.9	36 0.8	24 0.5	14 0.3	7 0.1	
1983	4413	1334 30.2	1059 24.0	186 4.2	198 4.5	83 1.9	46 1.0	40 0.9	25 0.6	18 0.4	6 0.1	
1984	4703	1524 32.4	1210 25.7	183 3.9	225 4.8	86 1.8	54 1.1	34 0.7	28 0.6	15 0.3	7 0.1	
1985	4718	1586 33.6	1220 25.9	195 4.1	268 5.7	98 2.1	62 1.3	35 0.7	27 0.6	19 0.4	9 0.2	
<b>TECHNICAL</b>												
1982	1769	873 49.3	649 36.7	81 4.6	158 8.9	31 1.8	48 2.7	13 0.7	10 0.6	12 0.7	8 0.5	
1983	1713	901 52.6	665 38.8	71 4.1	171 10.0	29 1.7	46 2.7	10 0.6	9 0.5	13 0.8	10 0.6	
1984	1552	848 54.6	637 41.0	62 4.0	149 9.6	26 1.7	45 2.9	11 0.7	7 0.5	13 0.8	10 0.6	
1985	1473	813 55.2	587 39.9	64 4.3	169 11.5	24 1.6	37 2.5	10 0.7	9 0.6	12 0.8	11 0.7	
<b>CLERICAL</b>												
1982	3015	2807 93.1	2019 67.0	70 2.3	633 21.0	17 0.6	107 3.5	2 0.1	29 1.0	3 0.1	19 0.6	
1983	2812	2627 93.4	1885 67.0	64 2.3	589 20.9	16 0.6	101 3.6	2 0.1	32 1.1	3 0.1	20 0.7	
1984	2667	2483 93.1	1785 66.9	57 2.1	531 19.9	14 0.5	114 4.3	3 0.1	34 1.3	3 0.1	19 0.7	
1985	2486	2339 94.1	1600 64.4	57 2.3	564 22.7	12 0.5	127 5.1	0 0.0	34 1.4	3 0.1	14 0.6	
<b>OTHER</b>												
1982	445	15 3.4	13 2.9	13 2.9	2 0.4	114 25.6	0 0.0	2 0.4	0 0.0	16 3.6	0 0.0	
1983	430	29 6.7	22 5.1	18 4.2	6 1.4	101 23.5	1 0.2	2 0.5	0 0.0	14 3.3	0 0.0	
1984	368	16 4.3	13 3.5	13 3.5	3 0.8	102 27.7	0 0.0	2 0.5	0 0.0	13 3.5	0 0.0	
1985	414	25 6.0	17 4.1	13 3.1	4 1.0	102 24.6	2 0.5	4 1.0	2 0.5	11 2.7	0 0.0	
<b>TOTAL WHITE COLLAR</b>												
1982	15678	5703 36.4	4311 27.5	512 3.3	1062 6.8	353 2.3	206 1.3	181 1.2	88 0.6	62 0.4	36 0.2	
1983	14791	5462 36.9	4119 27.8	482 3.3	1013 6.8	318 2.1	200 1.4	183 1.2	90 0.6	65 0.4	40 0.3	
1984	14680	5499 37.5	4182 28.5	448 3.1	960 6.5	328 2.2	221 1.5	200 1.4	95 0.6	63 0.4	41 0.3	
1985	14363	5394 37.6	3942 27.4	475 3.3	1071 7.5	339 2.4	242 1.7	206 1.4	101 0.7	63 0.4	38 0.3	
<b>TOTAL BLUE COLLAR</b>												
1982	1107	24 2.2	18 1.6	55 5.0	5 0.5	42 3.8	1 0.1	3 0.3	0 0.0	35 3.2	0 0.0	
1983	1468	28 1.9	23 1.6	68 4.6	5 0.3	39 2.7	0 0.0	5 0.3	0 0.0	44 3.0	0 0.0	
1984	1475	29 2.0	23 1.6	73 4.9	6 0.4	36 2.4	0 0.0	5 0.3	0 0.0	42 2.8	0 0.0	
1985	1412	27 1.9	21 1.5	69 4.9	6 0.4	44 3.1	0 0.0	5 0.4	0 0.0	42 3.0	0 0.0	
<b>TOTAL AGENCY</b>												
1982	16785	5727 34.1	4329 25.8	567 3.4	1067 6.4	395 2.4	207 1.2	184 1.1	88 0.5	97 0.6	36 0.2	
1983	16259	5490 33.8	4142 25.5	550 3.4	1018 6.3	357 2.2	200 1.2	188 1.2	90 0.6	109 0.7	40 0.2	
1984	16155	5528 34.2	4205 26.0	521 3.2	966 6.0	364 2.3	221 1.4	205 1.3	95 0.6	105 0.6	41 0.3	
1985	15775	5421 34.4	3963 25.1	544 3.4	1077 6.8	383 2.4	242 1.5	211 1.3	101 0.6	105 0.7	38 0.2	

TABLE I-6

## ENVIRONMENTAL PROTECTION AGENCY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
<b>PROFESSIONAL</b>												
1982	4748	716 15.1	623 13.1	54 1.1	61 1.3	14 0.3	126 2.7	24 0.5	5 0.11	1 0.02		
1983	4637	718 15.5	624 13.5	57 1.2	63 1.4	11 0.2	122 2.6	26 0.6	4 0.09	0 0.00		
1984	5257	954 18.1	818 15.6	74 1.4	85 1.6	22 0.4	148 2.8	39 0.7	3 0.06	1 0.02		
1985	5712	1166 20.4	982 17.2	98 1.7	100 1.8	31 0.5	190 3.3	54 0.9	6 0.11	1 0.02		
<b>ADMINISTRATIVE</b>												
1982	2688	1121 41.7	874 32.5	204 7.6	28 1.0	11 0.4	19 0.7	28 1.0	3 0.11	4 0.15		
1983	2689	1145 42.6	884 32.9	218 8.1	24 0.9	12 0.4	21 0.8	27 1.0	3 0.11	4 0.15		
1984	2939	1309 44.5	1015 34.5	248 8.4	28 1.0	16 0.5	21 0.7	26 0.9	4 0.14	4 0.14		
1985	3275	1502 45.9	1182 36.1	266 8.1	31 0.9	18 0.5	20 0.6	32 1.0	5 0.15	4 0.12		
<b>TECHNICAL</b>												
1982	927	584 63.0	391 42.2	177 19.1	5 0.5	7 0.8	1 0.1	9 1.0	0 0.00	0 0.00		
1983	863	546 63.3	340 39.4	49 5.7	6 0.7	7 0.8	4 0.5	8 0.9	0 0.00	0 0.00		
1984	915	581 63.5	367 40.1	48 5.2	7 0.8	7 0.8	4 0.4	10 1.1	1 0.11	1 0.11		
1985	916	598 65.3	375 40.9	48 5.2	8 0.9	8 0.9	5 0.5	8 0.9	1 0.11	2 0.22		
<b>CLERICAL</b>												
1982	1942	1803 92.8	1020 52.5	722 37.2	7 0.4	39 2.0	6 0.3	17 0.9	0 0.00	5 0.26		
1983	1819	1669 91.8	948 52.1	689 37.9	6 0.3	37 2.0	4 0.2	19 1.0	1 0.05	6 0.33		
1984	2002	1880 93.9	992 49.6	816 40.8	5 0.2	50 2.5	7 0.3	15 0.7	1 0.05	7 0.35		
1985	2141	2038 95.2	995 46.5	958 44.7	3 0.1	64 3.0	6 0.3	14 0.7	2 0.09	7 0.33		
<b>OTHER</b>												
1982	0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1983	0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1984	0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1985	0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
<b>TOTAL WHITE COLLAR</b>												
1982	10305	4224 41.0	2908 28.2	1157 11.2	101 1.0	71 0.7	152 1.5	78 0.8	8 0.08	10 0.10		
1983	10008	4078 40.7	2796 27.9	1155 11.5	99 1.0	67 0.7	151 1.5	80 0.8	8 0.08	10 0.10		
1984	11113	4724 42.5	3192 28.7	1334 12.0	125 1.1	95 0.9	180 1.6	90 0.8	9 0.08	13 0.12		
1985	12044	5304 44.0	3534 29.3	1527 12.7	142 1.2	121 1.0	221 1.8	108 0.9	14 0.12	14 0.12		
<b>TOTAL BLUE COLLAR</b>												
1982	85	6 7.1	5 5.9	1 1.2	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1983	74	6 8.1	5 6.8	1 1.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1984	74	7 9.5	6 8.1	22 29.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.00	0 0.00		
1985	71	5 7.0	5 7.0	20 28.2	0 0.0	0 0.0	0 0.0	0 0.0	1 1.41	0 0.00		
<b>TOTAL AGENCY</b>												
1982	10390	4230 40.7	2913 28.0	1158 11.1	101 1.0	71 0.7	152 1.5	78 0.8	8 0.08	10 0.10		
1983	10082	4084 40.5	2801 27.8	1156 11.5	99 1.0	67 0.7	151 1.5	80 0.8	8 0.08	10 0.10		
1984	11187	4731 42.3	3198 28.6	1334 11.9	125 1.1	95 0.8	180 1.6	90 0.8	9 0.08	13 0.12		
1985	12115	5309 43.8	3539 29.2	1527 12.6	142 1.2	121 1.0	221 1.8	108 0.9	15 0.12	14 0.12		

DATA PROVIDED BY AGENCY

TABLE I-6

## GENERAL SERVICES ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER %	MALE NUMBER	FEMALE NUMBER %	MALE NUMBER	FEMALE NUMBER %
<b>PROFESSIONAL</b>												
1982	1624	266 16.4	195 12.0	54 3.3	19 1.2	5 0.3	65 4.0	10 0.6	7 0.4	2 0.1		
1983	1606	271 16.9	199 12.4	54 3.4	18 1.1	5 0.3	66 4.1	11 0.7	7 0.4	2 0.1		
1984	1629	282 17.3	212 13.0	85 5.2	13 0.8	5 0.3	72 4.4	10 0.6	7 0.4	3 0.2		
1985	1296	182 14.0	127 9.8	84 6.5	15 1.2	4 0.3	75 5.8	9 0.7	6 0.5	2 0.2		
<b>ADMINISTRATIVE</b>												
1982	6197	2132 34.4	1456 23.5	460 7.4	105 1.7	49 0.8	42 0.7	54 0.9	18 0.3	11 0.2		
1983	6088	2136 35.1	1445 23.7	453 7.4	109 1.8	47 0.8	43 0.7	53 0.9	20 0.3	11 0.2		
1984	6655	2514 37.8	1674 25.2	491 7.4	110 1.7	64 1.0	39 0.6	56 0.8	20 0.3	12 0.2		
1985	6751	2556 37.9	1695 25.1	552 8.2	110 1.6	60 0.9	50 0.7	53 0.8	20 0.3	19 0.3		
<b>TECHNICAL</b>												
1982	2708	1558 57.5	909 33.6	278 10.3	31 1.1	40 1.5	23 0.8	23 0.8	7 0.3	11 0.4		
1983	2767	1610 58.2	931 33.6	292 10.6	36 1.3	43 1.6	25 0.9	28 1.0	7 0.3	10 0.4		
1984	2702	1547 57.3	887 32.8	290 10.7	36 1.3	33 1.2	29 1.1	33 1.2	10 0.4	14 0.5		
1985	2513	1491 59.3	846 33.7	214 8.5	24 1.0	34 1.4	25 1.0	38 1.5	8 0.3	14 0.6		
<b>CLERICAL</b>												
1982	4784	4031 84.3	2439 51.0	296 6.2	39 0.8	138 2.9	14 0.3	60 1.3	1 0.02	25 0.5		
1983	4671	3905 83.6	2331 49.9	292 6.3	35 0.7	148 3.2	10 0.2	69 1.5	1 0.02	25 0.5		
1984	4502	3734 82.9	2279 50.6	293 6.5	35 0.8	129 2.9	10 0.2	52 1.2	2 0.04	26 0.6		
1985	3440	3020 87.8	1596 46.4	159 4.6	31 0.9	124 3.6	6 0.2	55 1.6	2 0.1	18 0.5		
<b>OTHER</b>												
1982	2493	144 5.8	90 3.6	1051 42.2	48 1.9	71 2.8	5 0.2	14 0.6	11 0.4	1 0.04		
1983	2289	151 6.6	89 3.9	983 42.9	52 2.3	58 2.5	8 0.3	11 0.5	8 0.3	0 0.0		
1984	2274	159 7.0	84 3.7	959 42.2	66 2.9	55 2.4	8 0.4	13 0.6	9 0.4	0 0.0		
1985	2034	165 8.1	82 4.0	853 41.9	74 3.6	71 3.5	8 0.4	13 0.6	10 0.5	0 0.0		
<b>TOTAL WHITE COLLAR</b>												
1982	17806	8131 45.7	5089 28.6	2178 12.2	265 1.5	237 1.3	158 0.9	147 0.8	44 0.2	50 0.3		
1983	17421	8073 46.3	4995 28.7	2106 12.1	256 1.5	251 1.4	155 0.9	163 0.9	43 0.2	48 0.3		
1984	17762	8236 46.4	5136 28.9	2118 11.9	2654 14.9	249 1.4	163 0.9	152 0.9	48 0.3	55 0.3		
1985	16034	7414 46.2	4346 27.1	1862 11.6	2629 16.4	251 1.6	169 1.1	156 1.0	46 0.3	53 0.3		
<b>TOTAL BLUE COLLAR</b>												
1982	10386	1873 18.0	252 2.4	3261 31.4	1567 15.1	484 4.7	28 0.3	124 1.2	54 0.5	5 0.05		
1983	9271	1705 18.4	217 2.3	2865 30.9	1432 15.4	411 4.4	29 0.3	116 1.3	50 0.5	6 0.1		
1984	8872	1660 18.7	217 2.4	2683 30.2	1387 15.6	400 4.5	29 0.3	119 1.3	47 0.5	5 0.1		
1985	7983	1447 18.1	184 2.3	2332 29.2	1214 15.2	381 4.8	25 0.3	113 1.4	44 0.6	4 0.1		
<b>TOTAL AGENCY</b>												
1982	28192	10004 35.5	5341 18.9	5439 19.3	4175 14.8	749 2.7	265 0.9	282 1.0	98 0.3	55 0.2		
1983	26692	9778 36.6	5212 19.5	4971 18.6	4048 15.2	667 2.5	280 1.0	271 1.0	93 0.3	54 0.2		
1984	26634	9896 37.2	5353 20.1	4801 18.0	4041 15.2	649 2.4	268 1.0	282 1.1	95 0.4	60 0.2		
1985	24017	8861 36.9	4530 18.9	4194 17.5	3843 16.0	632 2.6	255 1.1	282 1.2	90 0.4	57 0.2		

TABLE I-6

## HEALTH AND HUMAN SERVICES

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %
<b>PROFESSIONAL</b>												
1982	16167	6482 40.1	743 4.6	970 6.0	252 1.6	164 1.0	295 1.8	238 1.5	103 0.6	494 3.1		
1983	16395	6753 41.2	743 4.5	1002 6.1	272 1.7	152 0.9	313 1.9	258 1.6	101 0.6	521 3.2		
1984	16249	6901 42.5	706 4.3	981 6.0	274 1.7	163 1.0	313 1.9	279 1.7	113 0.7	566 3.5		
1985	16121	6978 43.3	693 4.3	982 6.1	268 1.7	174 1.1	334 2.1	274 1.7	124 0.8	624 3.9		
<b>ADMINISTRATIVE</b>												
1982	51694	26916 52.1	2317 4.5	6708 13.0	1012 2.0	1182 2.3	279 0.5	396 0.8	358 0.7	335 0.6		
1983	51476	27187 52.8	2334 4.5	6690 13.0	1015 2.0	1229 2.4	264 0.5	419 0.8	359 0.7	340 0.7		
1984	51752	28016 54.1	2367 4.6	7575 14.6	988 1.9	1235 2.4	271 0.5	419 0.8	390 0.8	436 0.8		
1985	50505	27623 54.7	2318 4.6	7367 14.6	968 1.9	1263 2.5	263 0.5	423 0.8	408 0.8	471 0.9		
<b>TECHNICAL</b>												
1982	17835	14035 78.7	1270 7.1	3832 21.5	189 1.1	609 3.4	44 0.2	126 0.7	348 2.0	1825 10.2		
1983	18439	14589 79.1	1308 7.1	4062 22.0	202 1.1	653 3.5	50 0.3	123 0.7	351 1.9	1881 10.2		
1984	17721	14154 79.9	1192 6.7	3890 22.0	201 1.1	660 3.7	47 0.3	129 0.7	340 1.9	1944 11.0		
1985	17759	14345 80.8	1142 6.4	3925 22.1	192 1.1	691 3.9	47 0.3	137 0.8	316 1.8	1939 10.9		
<b>CLERICAL</b>												
1982	39875	36129 90.6	1443 3.6	12391 31.1	220 0.6	1533 3.8	58 0.1	329 0.8	102 0.3	1197 3.0		
1983	38591	34917 90.5	1402 3.6	12217 31.7	200 0.5	1548 4.0	67 0.2	345 0.9	91 0.2	1236 3.2		
1984	35304	31976 90.6	1296 3.7	11155 31.6	190 0.5	1451 4.1	62 0.2	320 0.9	102 0.3	1260 3.6		
1985	34075	30855 90.6	1254 3.7	11130 32.7	184 0.5	1435 4.2	58 0.2	336 1.0	103 0.3	1239 3.6		
<b>OTHER</b>												
1982	550	249 45.3	147 26.7	92 16.7	7 1.3	24 4.4	3 0.5	5 0.9	4 0.7	4 0.7		
1983	504	185 36.7	137 27.2	72 14.3	6 1.2	6 1.2	3 0.6	2 0.4	4 0.8	1 0.2		
1984	347	112 32.3	113 32.6	49 14.1	3 0.9	7 2.0	1 0.3	2 0.6	11 3.2	0 0.0		
1985	346	135 39.0	88 25.4	56 16.2	3 0.9	7 2.0	6 1.7	2 0.6	14 4.0	0 0.0		
<b>TOTAL WHITE COLLAR</b>												
1982	126121	83811 66.5	5920 4.7	23993 19.0	1680 1.3	3512 2.8	679 0.5	1094 0.9	915 0.7	3855 3.1		
1983	125405	83631 66.7	5924 4.7	24043 19.2	1695 1.4	3588 2.9	697 0.6	1147 0.9	906 0.7	3979 3.2		
1984	121373	81159 66.9	5674 4.7	23650 19.5	1656 1.4	3516 2.9	694 0.6	1149 0.9	956 0.8	4206 3.5		
1985	118806	79936 67.3	5495 4.6	23460 19.7	1615 1.4	3570 3.0	708 0.6	1172 1.0	965 0.8	4273 3.6		
<b>TOTAL BLUE COLLAR</b>												
1982	4525	1236 27.3	1485 32.8	792 17.5	32 0.7	1 0.02	8 0.2	2 0.04	707 15.6	366 8.1		
1983	4533	1205 26.6	1481 32.7	766 16.9	33 0.7	1 0.02	9 0.2	2 0.04	744 16.4	365 8.1		
1984	4385	1135 25.9	1362 31.1	664 15.1	30 0.7	0 0.0	9 0.2	2 0.05	831 19.0	397 9.1		
1985	4156	1069 25.7	1297 31.2	627 15.1	29 0.7	0 0.0	10 0.2	2 0.05	779 18.7	378 9.1		
<b>TOTAL AGENCY</b>												
1982	130646	85047 65.1	7405 5.7	24785 19.0	1712 1.3	3513 2.7	687 0.5	1096 0.8	1622 1.2	4221 3.2		
1983	129938	84836 65.3	7405 5.7	24809 19.1	1728 1.3	3589 2.8	706 0.5	1149 0.9	1650 1.3	4344 3.3		
1984	125758	82294 65.4	7036 5.6	24314 19.3	1686 1.3	3516 2.8	703 0.6	1151 0.9	1787 1.4	4603 3.7		
1985	122962	81005 65.9	6792 5.5	24087 19.6	1644 1.3	3570 2.9	718 0.6	1174 1.0	1744 1.4	4651 3.8		

TABLE I-6

## HOUSING AND URBAN DEVELOPMENT

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
<b>PROFESSIONAL</b>												
1982	1559	282 18.1	183 11.7	78 5.0	144 9.2	61 3.9	13 0.8	36 2.3	7 0.4	5 0.3	1 0.1	
1983	1456	270 18.5	171 11.7	75 5.2	52 3.6	17 1.2	38 2.6	7 0.5	7 0.5	5 0.3	1 0.1	
1984	1332	269 20.2	160 12.0	82 6.2	50 3.8	15 1.1	42 3.2	12 0.9	12 0.9	4 0.3	0 0.0	
1985	1275	275 21.6	166 13.0	80 6.3	44 3.5	14 1.1	39 3.1	13 1.0	13 1.0	7 0.5	2 0.2	
<b>ADMINISTRATIVE</b>												
1982	7953	2592 32.6	1555 19.6	882 11.1	750 9.4	293 3.7	103 1.3	41 0.5	43 0.5	32 0.4	9 0.1	
1983	7165	2403 33.5	1410 19.7	848 11.8	706 9.9	261 3.6	93 1.3	57 0.8	42 0.6	35 0.5	10 0.1	
1984	6596	2289 34.7	1341 20.3	785 11.9	676 10.2	242 3.7	105 1.6	57 0.9	39 0.6	40 0.6	19 0.3	
1985	6394	2364 37.0	1383 21.6	802 12.5	659 10.3	227 3.6	114 1.8	52 0.8	46 0.7	39 0.6	19 0.3	
<b>TECHNICAL</b>												
1982	1204	962 79.9	492 40.9	421 35.0	91 7.6	11 0.9	30 2.5	5 0.4	17 1.4	0 0.0	2 0.2	
1983	1292	1057 81.8	525 40.6	470 36.4	86 6.7	13 1.0	38 2.9	6 0.5	22 1.7	0 0.0	2 0.2	
1984	1230	1027 83.5	460 37.4	495 40.2	78 6.3	10 0.8	45 3.7	4 0.3	23 1.9	0 0.0	4 0.3	
1985	1208	1015 84.0	439 36.3	497 41.1	78 6.5	9 0.7	50 4.1	4 0.3	22 1.8	0 0.0	7 0.6	
<b>CLERICAL</b>												
1982	2947	2693 91.4	1558 52.9	949 32.2	95 3.2	35 1.2	142 4.8	7 0.2	24 0.8	1 0.03	20 0.7	
1983	2326	2139 92.0	1179 50.7	810 34.8	72 3.1	18 0.8	114 4.9	4 0.2	20 0.9	3 0.1	16 0.7	
1984	2598	2367 91.1	1216 46.8	952 36.6	85 3.3	23 0.9	148 5.7	8 0.3	37 1.4	3 0.1	14 0.5	
1985	2458	2250 91.5	1123 45.7	918 37.3	80 3.3	21 0.9	155 6.3	9 0.4	38 1.5	2 0.1	16 0.7	
<b>OTHER</b>												
1982	3	1 33.3	0 0.0	1 33.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	
1983	63	16 25.4	9 14.3	7 11.1	6 9.5	2 3.2	0 0.0	0 0.0	0 0.0	1 1.6	0 0.0	
1984	18	12 66.7	6 33.3	5 27.8	3 16.7	0 0.0	0 0.0	0 0.0	1 5.6	0 0.0	0 0.0	
1985	36	13 36.1	9 25.0	3 8.3	6 16.7	1 2.8	0 0.0	0 0.0	1 2.8	0 0.0	0 0.0	
<b>TOTAL WHITE COLLAR</b>												
1982	13666	6530 47.8	3788 27.7	2331 17.1	1080 7.9	400 2.9	288 2.1	89 0.7	91 0.7	38 0.3	32 0.2	
1983	12302	5885 47.8	3294 26.8	2210 18.0	1005 8.2	346 2.8	262 2.1	105 0.9	91 0.7	44 0.4	29 0.2	
1984	11774	5964 50.7	3183 27.0	2319 19.7	952 8.1	325 2.8	313 2.7	111 0.9	112 1.0	47 0.4	37 0.3	
1985	11371	5917 52.0	3120 27.4	2300 20.2	929 8.2	302 2.7	333 2.9	104 0.9	120 1.1	48 0.4	44 0.4	
<b>TOTAL BLUE COLLAR</b>												
1982	42	2 0.0	0 0.0	1 2.4	33 78.6	0 0.0	1 2.4	1 2.4	0 0.0	0 0.0	0 0.0	
1983	40	0 0.0	0 0.0	0 0.0	31 77.5	1 2.5	0 0.0	1 2.5	0 0.0	0 0.0	0 0.0	
1984	39	0 0.0	0 0.0	0 0.0	29 74.4	1 2.6	0 0.0	1 2.6	0 0.0	0 0.0	0 0.0	
1985	35	0 0.0	0 0.0	0 0.0	30 85.7	0 0.0	0 0.0	1 2.9	0 0.0	0 0.0	0 0.0	
<b>TOTAL AGENCY</b>												
1982	13708	6532 47.7	3788 27.6	2332 17.0	1113 8.1	400 2.9	289 2.1	90 0.7	91 0.7	38 0.3	32 0.2	
1983	12342	5885 47.7	3294 26.7	2210 17.9	1036 8.4	347 2.8	262 2.1	106 0.9	91 0.7	44 0.4	29 0.2	
1984	11813	5964 50.5	3183 26.9	2319 19.6	981 8.3	326 2.8	313 2.6	112 0.9	112 0.9	47 0.4	37 0.3	
1985	11406	5917 51.9	3120 27.4	2300 20.2	959 8.4	302 2.6	333 2.9	105 0.9	120 1.1	48 0.4	44 0.4	

DATA PROVIDED BY AGENCY

TABLE I-6

## INTERIOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %
PROFESSIONAL												
1982	14928	1513 10.1	182 1.2	64 0.4	185 1.2	25 0.2	194 1.3	23 0.2	755 5.1	255 1.7		
1983	16792	1689 10.1	196 1.2	74 0.4	216 1.3	30 0.2	205 1.2	34 0.2	345 2.1	92 0.5		
1984	15693	1586 10.1	194 1.2	77 0.5	278 1.8	34 0.2	216 1.4	34 0.2	362 2.3	97 0.6		
1985	16703	1954 11.7	211 1.3	87 0.5	292 1.7	46 0.3	247 1.5	52 0.3	385 2.3	100 0.6		
ADMINISTRATIVE												
1982	10074	2753 27.3	241 2.4	182 1.8	154 1.5	72 0.7	37 0.4	35 0.3	1045 10.4	419 4.2		
1983	11619	3397 29.2	279 2.4	238 2.0	196 1.7	100 0.9	49 0.4	41 0.4	831 7.2	438 3.8		
1984	12110	3658 30.2	329 2.7	321 2.7	247 2.0	143 1.2	67 0.6	52 0.4	865 7.1	480 4.0		
1985	12334	3886 31.5	351 2.8	335 2.7	239 1.9	143 1.2	70 0.6	55 0.4	872 7.1	507 4.1		
TECHNICAL												
1982	9743	3291 33.8	249 2.6	200 2.1	240 2.5	96 1.0	68 0.7	50 0.5	975 10.0	693 7.1		
1983	11708	4221 36.1	281 2.4	283 2.4	282 2.4	148 1.3	85 0.7	70 0.6	726 6.2	2479 21.2		
1984	10350	3803 36.7	240 2.3	276 2.7	324 3.1	186 1.8	78 0.8	73 0.7	789 7.6	469 4.5		
1985	11250	4253 37.8	274 2.4	339 3.0	355 3.2	215 1.9	89 0.8	87 0.8	820 7.3	455 4.0		
CLERICAL												
1982	7557	6564 86.9	112 1.5	515 6.8	36 0.5	224 3.0	11 0.1	64 0.8	312 4.1	1199 15.9		
1983	9192	8453 92.0	119 1.3	733 8.0	35 0.4	323 3.5	7 0.1	85 0.9	104 1.1	1248 13.6		
1984	8584	7824 91.1	117 1.4	815 9.5	50 0.6	393 4.6	6 0.1	88 1.0	115 1.3	1307 15.2		
1985	8678	8009 92.3	109 1.3	912 10.5	46 0.5	412 4.7	6 0.1	92 1.1	108 1.2	1341 15.5		
OTHER												
1982	879	57 6.5	109 12.4	12 1.4	8 0.9	4 0.5	5 0.6	3 0.3	238 27.1	11 1.3		
1983	1062	101 9.5	143 13.5	15 1.4	14 1.3	4 0.4	3 0.3	5 0.5	250 23.5	18 1.7		
1984	1088	116 10.7	141 13.0	15 1.4	17 1.6	4 0.4	4 0.4	6 0.6	255 23.4	16 1.5		
1985	1117	143 12.8	136 12.2	18 1.6	18 1.6	11 1.0	10 0.9	8 0.7	257 23.0	15 1.3		
TOTAL WHITE COLLAR												
1982	43181	14178 32.8	893 2.1	973 2.3	623 1.4	421 1.0	315 0.7	175 0.4	3325 7.7	2577 6.0		
1983	50373	17861 35.5	1018 2.0	1343 2.7	743 1.5	605 1.2	349 0.7	235 0.5	2256 4.5	4275 8.5		
1984	47825	16987 35.5	1021 2.1	1504 3.1	916 1.9	760 1.6	371 0.8	253 0.5	2386 5.0	2369 5.0		
1985	50082	18245 36.4	1081 2.2	1691 3.4	950 1.9	827 1.7	422 0.8	294 0.6	2442 4.9	2418 4.8		
TOTAL BLUE COLLAR												
1982	6631	267 4.0	685 10.3	43 0.6	231 3.5	3 0.05	40 0.6	1 0.01	1412 21.3	144 2.2		
1983	7645	246 3.2	792 10.4	56 0.7	275 3.6	3 0.04	44 0.6	1 0.01	1312 17.2	71 0.9		
1984	7186	211 2.9	765 10.6	58 0.8	266 3.7	3 0.04	42 0.6	0 0.0	1268 17.6	57 0.8		
1985	6578	202 3.1	661 10.0	51 0.8	347 5.3	3 0.05	36 0.5	0 0.0	1262 19.2	49 0.7		
TOTAL AGENCY												
1982	49812	14445 29.0	1578 3.2	1016 2.0	854 1.7	424 0.9	355 0.7	176 0.4	4737 9.5	2721 5.5		
1983	58018	18107 31.2	1810 3.1	1399 2.4	1018 1.8	608 1.0	393 0.7	236 0.4	3568 6.1	4346 7.5		
1984	55011	17198 31.3	1786 3.2	1562 2.8	1182 2.1	763 1.4	413 0.8	253 0.5	3654 6.6	2426 4.4		
1985	56660	18447 32.6	1742 3.1	1742 3.1	1297 2.3	830 1.5	458 0.8	294 0.5	3704 6.5	2467 4.4		

TABLE I-6

JUSTICE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE					
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER				
<b>PROFESSIONAL</b>																
1982	5412	1235	260	1062	126	2.3	95	1.8	33	0.6	34	0.6	12	0.2	1	0.02
1983	5733	1402	245	1189	152	2.7	102	1.8	43	0.8	36	0.6	12	0.2	2	0.03
1984	6068	1520	248	1303	153	2.5	111	1.8	44	0.7	39	0.6	13	0.2	2	0.03
1985	6308	1634	246	1410	161	2.6	112	1.8	44	0.7	38	0.6	12	0.2	2	0.03
<b>ADMINISTRATIVE</b>																
1982	18237	3008	798	2235	512	2.8	923	5.1	202	1.1	140	0.8	74	0.4	14	0.1
1983	19040	3138	847	2374	512	2.7	1001	5.3	205	1.1	139	0.7	77	0.4	13	0.1
1984	20837	3714	931	2749	609	2.9	1145	5.5	259	1.2	202	1.0	78	0.4	16	0.1
1985	22484	4304	1092	3159	732	3.3	1280	5.7	298	1.3	230	1.0	90	0.4	19	0.1
<b>TECHNICAL</b>																
1982	6369	3530	398	2148	1032	16.2	230	3.6	147	2.3	28	0.4	10	0.2	7	0.1
1983	6065	3483	419	2144	1156	19.1	270	4.5	147	2.4	32	0.5	17	0.2	12	0.2
1984	7099	4189	470	2606	1336	18.8	331	4.7	184	2.6	38	0.5	17	0.2	18	0.3
1985	7450	4434	504	2707	1465	19.7	360	4.8	196	2.6	42	0.6	15	0.2	15	0.2
<b>CLERICAL</b>																
1982	13491	11443	682	6710	4035	29.9	205	1.5	542	4.0	53	0.4	5	0.04	34	0.3
1983	13523	11576	585	6797	3950	29.2	204	1.5	613	4.5	47	0.3	16	0.12	72	0.5
1984	13936	11977	598	6992	4139	29.7	155	1.1	637	4.6	53	0.4	7	0.05	48	0.3
1985	13453	11661	534	6729	4058	30.2	146	1.1	686	5.1	52	0.4	6	0.04	30	0.2
<b>OTHER</b>																
1982	8077	514	1006	296	176	2.2	903	11.2	41	0.5	23	0.3	45	0.6	1	0.01
1983	11676	1665	1355	1067	485	4.2	1130	9.7	91	0.8	61	0.5	58	0.5	4	0.03
1984	10628	1180	1292	670	357	3.4	1127	10.6	71	0.7	53	0.5	53	0.5	4	0.04
1985	9027	1146	998	673	323	3.6	1315	14.6	95	1.1	38	0.4	41	0.5	1	0.01
<b>TOTAL WHITE COLLAR</b>																
1982	51586	19730	3144	12451	5881	11.4	2356	4.6	965	1.9	278	0.5	146	0.3	57	0.1
1983	56037	21264	3451	13571	6255	11.2	2707	4.8	1099	2.0	315	0.6	180	0.3	103	0.2
1984	58568	22580	3539	14320	6594	11.3	2869	4.9	1195	2.0	385	0.7	168	0.3	88	0.2
1985	58722	23179	3374	14678	6739	11.5	3213	5.5	1319	2.2	400	0.7	164	0.3	67	0.1
<b>TOTAL BLUE COLLAR</b>																
1982	1864	48	234	32	16	0.9	137	7.3	0	0.0	13	0.7	0	0.0	0	0.0
1983	1680	45	204	30	13	0.8	159	9.5	2	0.1	10	0.6	14	0.8	0	0.0
1984	2274	124	312	57	66	2.9	167	7.3	2	0.1	18	0.8	16	0.7	1	0.04
1985	2416	147	319	72	72	3.0	194	8.0	2	0.1	17	0.7	24	1.0	1	0.04
<b>TOTAL AGENCY</b>																
1982	53450	19778	3378	12483	5897	11.0	2493	4.7	965	1.8	291	0.5	146	0.3	57	0.1
1983	57717	21309	3655	13601	6268	10.9	2866	5.0	1101	1.9	325	0.6	194	0.3	103	0.2
1984	60842	22704	3851	14377	6660	10.9	3036	5.0	1197	2.0	403	0.7	184	0.3	89	0.1
1985	61138	23326	3693	14750	6811	11.1	3407	5.6	1321	2.2	417	0.7	188	0.3	68	0.1

DATA PROVIDED BY AGENCY



TABLE I-6

## LABOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN/ PACIFIC ISLANDER FEMALE %		AMERICAN INDIAN/ ALASKAN NATIVE FEMALE %	
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
PROFESSIONAL													
1982	3342	833	24.9	653	19.5	182	5.4	146	4.4	76	2.3	19	0.6
1983	3409	849	24.9	664	19.5	183	5.4	148	4.3	74	2.2	21	0.6
1984	3145	782	24.9	605	19.2	158	5.0	146	4.6	62	2.0	13	0.4
1985	3343	898	26.9	691	20.7	179	5.4	159	4.8	70	2.1	22	0.7
ADMINISTRATIVE													
1982	7876	2330	29.6	1466	18.6	748	9.5	725	9.2	262	3.3	97	1.2
1983	7925	2412	30.4	1471	18.6	761	9.6	782	9.9	292	3.7	108	1.4
1984	7270	2303	31.7	1379	19.0	711	9.8	767	10.6	272	3.7	109	1.5
1985	7577	2475	32.7	1471	19.4	735	9.7	834	11.0	294	3.9	113	1.5
TECHNICAL													
1982	2747	978	35.6	513	18.7	87	3.2	426	15.5	52	1.9	27	1.0
1983	2899	1054	36.4	536	18.5	93	3.2	465	16.0	57	2.0	35	1.2
1984	2699	964	35.7	487	18.0	74	2.7	430	15.9	56	2.1	31	1.1
1985	2858	1056	36.9	551	19.3	78	2.7	447	15.6	59	2.1	41	1.4
CLERICAL													
1982	3822	3418	89.4	1791	46.9	204	5.3	1451	38.0	16	0.4	139	3.6
1983	3910	3508	89.7	1876	48.0	186	4.8	1435	36.7	24	0.6	143	3.7
1984	3290	2970	90.3	1551	47.1	149	4.5	1244	37.8	19	0.6	122	3.7
1985	3341	3005	89.9	1534	45.9	164	4.9	1286	38.5	17	0.5	123	3.7
OTHER													
1982	32	12	37.5	6	18.8	4	12.5	4	12.5	2	6.3	1	3.1
1983	68	25	36.8	16	23.5	7	10.3	6	8.8	4	5.9	2	2.9
1984	41	16	39.0	10	24.4	4	9.8	5	12.2	4	9.8	1	2.4
1985	37	25	67.6	18	48.6	4	10.8	4	10.8	3	8.1	2	5.4
TOTAL WHITE COLLAR													
1982	17819	7571	42.5	4429	24.9	1225	6.9	2752	15.4	408	2.3	283	1.6
1983	18211	7848	43.1	4563	25.1	1230	6.8	2836	15.6	451	2.5	309	1.7
1984	16445	7035	42.8	4032	24.5	1096	6.7	2592	15.8	413	2.5	276	1.7
1985	17156	7459	43.5	4265	24.9	1160	6.8	2730	15.9	443	2.6	301	1.8
TOTAL BLUE COLLAR													
1982	71	11	15.5	2	2.8	41	57.7	9	12.7	0	0.0	0	0.0
1983	70	10	14.3	2	2.9	38	54.3	8	11.4	0	0.0	0	0.0
1984	69	10	14.5	4	5.8	33	47.8	6	8.7	0	0.0	0	0.0
1985	61	12	19.7	5	8.2	26	42.6	7	11.5	0	0.0	0	0.0
TOTAL AGENCY													
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7
1984	16514	7045	42.7	4036	24.4	1129	6.8	2598	15.7	413	2.5	276	1.7
1985	17217	7471	43.4	4270	24.8	1186	6.9	2737	15.9	443	2.6	301	1.7

**TABLE I-6**  
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %	MALE NUMBER %	FEMALE NUMBER %
<b>PROFESSIONAL</b>												
1982	11146	731 6.6	289 2.6	78 0.7	224 2.0	22 0.2	208 1.9	35 0.3	18 0.2	3 0.03		
1983	11492	869 7.6	309 2.7	97 0.8	244 2.1	31 0.3	236 2.1	40 0.3	21 0.2	2 0.02		
1984	11240	911 8.1	310 2.8	90 0.8	245 2.2	34 0.3	243 2.2	39 0.3	20 0.2	2 0.02		
1985	11493	1075 9.4	327 2.8	102 0.9	268 2.3	42 0.4	260 2.3	51 0.4	20 0.2	3 0.03		
<b>ADMINISTRATIVE</b>												
1982	3442	1045 30.4	144 4.2	140 4.1	53 1.5	19 0.6	18 0.5	15 0.4	9 0.3	6 0.17		
1983	3456	1093 31.6	153 4.4	145 4.2	55 1.6	21 0.6	18 0.5	15 0.4	10 0.3	7 0.20		
1984	3546	1258 35.5	161 4.5	175 4.9	54 1.5	20 0.6	19 0.5	20 0.6	10 0.3	11 0.31		
1985	3687	1395 37.8	164 4.4	190 5.2	59 1.6	33 0.9	20 0.5	23 0.6	10 0.3	12 0.33		
<b>TECHNICAL</b>												
1982	3012	578 19.2	165 5.5	96 3.2	19 0.6	16 0.5	20 0.7	9 0.3	15 0.5	2 0.07		
1983	2917	635 21.8	171 5.9	113 3.9	22 0.8	17 0.6	19 0.7	11 0.4	17 0.6	4 0.14		
1984	2779	593 21.3	169 6.1	116 4.2	21 0.8	15 0.5	17 0.6	11 0.4	16 0.6	4 0.14		
1985	2685	595 22.2	163 6.1	115 4.3	19 0.7	19 0.7	19 0.7	13 0.5	14 0.5	4 0.15		
<b>CLERICAL</b>												
1982	2547	2465 96.8	34 1.3	453 17.8	2 0.1	84 3.3	5 0.2	31 1.2	0 0.0	15 0.59		
1983	2511	2425 96.6	36 1.4	462 18.4	3 0.1	82 3.3	6 0.2	27 1.1	0 0.0	15 0.60		
1984	2423	2343 96.7	35 1.4	451 18.6	0 0.0	85 3.5	6 0.2	22 0.9	0 0.0	14 0.58		
1985	2478	2398 96.8	35 1.4	453 18.3	1 .0	88 3.6	6 0.2	34 1.4	0 0.0	14 0.56		
<b>OTHER</b>												
1982	384	111 28.9	17 4.4	20 5.2	17 4.4	4 1.0	7 1.8	4 1.0	1 0.3	0 0.00		
1983	398	133 33.4	18 4.5	29 7.3	15 3.8	7 1.8	12 3.0	3 0.8	1 0.3	0 0.00		
1984	341	135 39.6	19 5.6	18 5.3	9 2.6	6 1.8	6 1.8	8 2.3	0 0.0	0 0.00		
1985	376	142 37.8	10 2.7	16 4.3	17 4.5	10 2.7	13 3.5	4 1.1	0 0.0	2 0.53		
<b>TOTAL WHITE COLLAR</b>												
1982	20531	4930 24.0	649 3.2	787 3.8	315 1.5	145 0.7	258 1.3	94 0.5	43 0.2	26 0.13		
1983	20774	5155 24.8	687 3.3	846 4.1	339 1.6	158 0.8	291 1.4	96 0.5	49 0.2	28 0.13		
1984	20329	5240 25.8	694 3.4	850 4.2	329 1.6	160 0.8	291 1.4	100 0.5	46 0.2	31 0.15		
1985	20719	5605 27.1	699 3.4	876 4.2	364 1.8	192 0.9	318 1.5	125 0.6	44 0.2	35 0.17		
<b>TOTAL BLUE COLLAR</b>												
1982	1331	27 2.0	164 12.3	4 0.3	73 5.5	1 0.1	21 1.6	1 0.1	1 0.1	0 0.00		
1983	1363	29 2.1	147 10.8	5 0.4	68 5.0	1 0.1	20 1.5	2 0.1	2 0.1	0 0.00		
1984	1287	40 3.1	150 11.7	8 0.6	61 4.7	1 0.1	26 2.0	2 0.2	4 0.3	0 0.00		
1985	1276	45 3.5	152 11.9	8 0.6	61 4.8	1 0.1	26 2.0	2 0.2	5 0.4	0 0.00		
<b>TOTAL AGENCY</b>												
1982	21862	4957 22.7	813 3.7	791 3.6	388 1.8	146 0.7	279 1.3	95 0.4	44 0.2	26 0.12		
1983	22137	5184 23.4	834 3.8	851 3.8	407 1.8	159 0.7	311 1.4	98 0.4	51 0.2	28 0.13		
1984	21616	5280 24.4	844 3.9	858 4.0	390 1.8	161 0.7	317 1.5	102 0.5	50 0.2	31 0.14		
1985	21995	5650 25.7	851 3.9	884 4.0	425 1.9	193 0.9	344 1.6	127 0.6	49 0.2	35 0.16		

TABLE I-6

STATE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %									
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%								
<b>PROFESSIONAL</b>																					
1982	2818	405	14.4	341	12.1	70	2.5	40	1.4	51	1.8	11	0.4	17	0.6	13	0.5	3	0.11	0	0.00
1983	4642	891	19.2	751	16.2	136	2.9	78	1.7	108	2.3	25	0.5	59	1.3	36	0.8	8	0.17	1	0.02
1984	3673	620	16.9	512	13.9	98	2.7	49	1.3	97	2.6	29	0.8	58	1.6	29	0.8	5	0.14	1	0.03
1985	3396	595	17.5	496	14.6	91	2.7	54	1.6	86	2.5	21	0.6	57	1.7	24	0.7	11	0.32	0	0.00
<b>ADMINISTRATIVE</b>																					
1982	3874	918	23.7	739	19.1	195	5.0	158	4.1	43	1.1	11	0.3	10	0.3	13	0.3	5	0.13	0	0.00
1983	3779	999	26.4	764	20.2	208	5.5	196	5.2	70	1.9	17	0.4	52	1.4	22	0.6	12	0.32	0	0.00
1984	4123	1311	31.8	968	23.5	259	6.3	292	7.1	80	1.9	25	0.6	26	0.6	25	0.6	11	0.27	1	0.02
1985	4194	1377	32.8	993	23.7	271	6.5	323	7.7	84	2.0	32	0.8	31	0.7	28	0.7	11	0.26	1	0.02
<b>TECHNICAL</b>																					
1982	1279	414	32.4	246	19.2	121	9.5	159	12.4	50	3.9	7	0.5	9	0.7	1	0.1	2	0.16	1	0.08
1983	1241	422	34.0	241	19.4	124	10.0	164	13.2	44	3.5	8	0.6	7	0.6	8	0.6	3	0.24	1	0.08
1984	2013	445	22.1	263	13.1	155	7.7	168	8.3	61	3.0	8	0.4	12	0.6	5	0.2	7	0.35	1	0.05
1985	2186	471	21.5	247	11.3	174	8.0	211	9.7	69	3.2	7	0.3	13	0.6	5	0.2	8	0.37	1	0.05
<b>CLERICAL</b>																					
1982	2553	2289	89.7	1648	64.6	152	6.0	586	23.0	8	0.3	34	1.3	1	0	17	0.7	0	0.00	0	0.00
1983	2440	2224	91.1	1528	62.6	115	4.7	605	24.8	6	0.2	50	2.0	1	0	29	1.2	0	0.00	0	0.00
1984	2484	2287	92.1	1533	61.7	110	4.4	657	26.4	5	0.2	52	2.1	2	0.1	33	1.3	2	0.08	0	0.00
1985	2794	2560	91.6	1563	55.9	138	4.9	865	31.0	6	0.2	73	2.6	2	0.1	41	1.5	0	0.00	0	0.00
<b>OTHER</b>																					
1982	10	2	20.0	2	20.0	1	10.0	0	0.0	5	50.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1983	11	0	0.0	0	0.0	1	9.1	0	0.0	7	63.6	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1984	8	0	0.0	0	0.0	1	12.5	0	0.0	6	50.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1985	12	1	8.3	1	8.3	1	8.3	0	0.0	6	50.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
<b>TOTAL WHITE COLLAR</b>																					
1982	10534	4028	38.2	2976	28.3	539	5.1	943	9.0	157	1.5	63	0.6	37	0.4	44	0.4	10	0.09	5	0.05
1983	12113	4536	37.4	3284	27.1	584	4.8	1043	8.6	235	1.9	100	0.8	119	1.0	95	0.8	23	0.19	14	0.12
1984	12301	4663	37.9	3276	26.6	623	5.1	1166	9.5	243	2.0	114	0.9	98	0.8	92	0.7	25	0.20	15	0.12
1985	12582	5004	39.8	3300	26.2	675	5.4	1453	11.5	251	2.0	133	1.1	103	0.8	98	0.8	30	0.24	20	0.16
<b>TOTAL BLUE COLLAR</b>																					
1982	195	18	9.2	1	0.5	59	30.3	17	8.7	80	41.0	0	0.0	1	0.5	0	0.0	0	0.00	0	0.00
1983	213	21	9.9	4	1.9	65	30.5	15	7.0	84	39.4	2	0.9	0	0.0	0	0.0	0	0.00	0	0.00
1984	205	21	10.2	2	1.0	68	33.2	16	7.8	76	37.1	3	1.5	1	0.5	0	0.0	0	0.00	0	0.00
1985	180	17	9.4	2	1.1	67	37.2	14	7.8	61	33.9	1	0.6	1	0.6	0	0.0	0	0.00	0	0.00
<b>TOTAL AGENCY</b>																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	44	0.4	10	0.09	5	0.05
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	95	0.8	23	0.19	14	0.11
1984	12506	4684	37.5	3278	26.2	691	5.5	1182	9.5	319	2.6	117	0.9	99	0.8	92	0.7	25	0.20	15	0.12
1985	12762	5021	39.3	3302	25.9	742	5.8	1467	11.5	312	2.4	134	1.0	104	0.8	98	0.8	30	0.24	20	0.16

TABLE I-6

## TRANSPORTATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
			NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
<b>PROFESSIONAL</b>												
1982	6383	432 6.8	345 5.4	68 1.1	240 3.8	240 3.8	68 1.1	130 2.0	10 0.2	189 3.0	26 0.41	2 0.03
1983	6346	452 7.1	356 5.6	245 3.9	67 1.1	245 3.9	67 1.1	166 2.6	18 0.3	201 3.2	26 0.41	3 0.05
1984	6352	523 8.2	406 6.4	265 4.2	83 1.3	265 4.2	83 1.3	200 3.1	19 0.3	198 3.1	26 0.41	3 0.05
1985	6460	569 8.8	424 6.6	282 4.4	97 1.5	282 4.4	97 1.5	218 3.4	27 0.4	237 3.7	25 0.39	1 0.02
<b>ADMINISTRATIVE</b>												
1982	29376	3833 13.0	2997 10.2	1248 4.2	657 2.2	1248 4.2	657 2.2	556 1.9	76 0.3	223 0.8	165 0.56	35 0.12
1983	29887	4032 13.5	3158 10.6	1230 4.1	682 2.3	1230 4.1	682 2.3	579 1.9	89 0.3	249 0.8	167 0.56	36 0.12
1984	30624	4539 14.8	3477 11.4	1289 4.2	816 2.7	1289 4.2	816 2.7	612 2.0	123 0.4	252 0.8	177 0.58	49 0.16
1985	31586	4965 15.7	3804 12.0	1348 4.3	874 2.8	1348 4.3	874 2.8	624 2.0	143 0.5	256 0.8	179 0.57	63 0.20
<b>TECHNICAL</b>												
1982	12250	2006 16.4	1379 11.3	780 6.4	507 4.1	780 6.4	507 4.1	402 3.3	54 0.4	256 2.1	135 1.10	25 0.20
1983	12645	2175 17.2	1481 11.7	798 6.3	554 4.4	798 6.3	554 4.4	413 3.3	66 0.5	258 2.0	135 1.07	28 0.22
1984	12506	2222 17.8	1546 12.4	826 6.6	509 4.1	826 6.6	509 4.1	420 3.4	81 0.6	258 2.1	131 1.05	37 0.30
1985	12013	2320 19.3	1614 13.4	783 6.5	525 4.4	783 6.5	525 4.4	430 3.6	99 0.8	248 2.1	127 1.06	30 0.25
<b>CLERICAL</b>												
1982	5586	5126 91.7	3570 63.9	171 3.1	1246 22.3	171 3.1	1246 22.3	29 0.5	159 2.8	13 0.2	5 0.09	70 1.25
1983	5219	4763 91.2	3267 62.6	180 3.4	1162 22.3	180 3.4	1162 22.3	33 0.6	191 3.7	12 0.2	5 0.10	65 1.25
1984	5213	4832 92.6	3314 63.6	117 2.2	1146 22.0	117 2.2	1146 22.0	26 0.5	230 4.4	10 0.2	4 0.08	62 1.19
1985	5015	4664 93.0	3136 62.5	111 2.2	1173 23.4	111 2.2	1173 23.4	21 0.4	216 4.3	7 0.1	4 0.08	65 1.30
<b>OTHER</b>												
1982	345	36 10.4	22 6.4	58 16.8	10 2.9	58 16.8	10 2.9	5 1.4	2 0.6	1 0.3	0 0.00	0 0.00
1983	394	32 8.1	20 5.1	59 15.0	10 2.5	59 15.0	10 2.5	16 4.1	2 0.5	6 1.5	1 0.25	0 0.00
1984	445	49 11.0	32 7.2	62 13.9	12 2.7	62 13.9	12 2.7	15 3.4	3 0.7	3 0.7	1 0.22	0 0.00
1985	428	45 10.5	31 7.2	49 11.4	10 2.3	49 11.4	10 2.3	17 4.0	4 0.9	8 1.9	1 0.23	0 0.00
<b>TOTAL WHITE COLLAR</b>												
1982	53940	11433 21.2	8313 15.4	2497 4.6	2488 4.6	2497 4.6	2488 4.6	1122 2.1	301 0.6	682 1.3	331 0.61	132 0.24
1983	54491	11454 21.0	8282 15.2	2512 4.6	2475 4.5	2512 4.6	2475 4.5	1207 2.2	366 0.7	726 1.3	334 0.61	132 0.24
1984	55140	12165 22.1	8775 15.9	2559 4.6	2566 4.7	2559 4.6	2566 4.7	1273 2.3	456 0.8	721 1.3	339 0.61	151 0.27
1985	55502	12563 22.6	9009 16.2	2573 4.6	2679 4.8	2573 4.6	2679 4.8	1310 2.4	489 0.9	756 1.4	336 0.61	159 0.29
<b>TOTAL BLUE COLLAR</b>												
1982	4546	89 2.0	58 1.3	756 16.6	27 0.6	756 16.6	27 0.6	177 3.9	1 .0	99 2.2	106 2.33	3 0.07
1983	4384	85 1.9	60 1.4	720 16.4	21 0.5	720 16.4	21 0.5	196 4.5	1 .0	94 2.1	96 2.19	3 0.07
1984	4137	65 1.6	47 1.1	662 16.0	14 0.3	662 16.0	14 0.3	192 4.6	1 .0	86 2.1	96 2.32	3 0.07
1985	3719	58 1.6	41 1.1	632 17.0	12 0.3	632 17.0	12 0.3	177 4.8	0 0.0	89 2.4	80 2.15	4 0.11
<b>TOTAL AGENCY</b>												
1982	58486	11522 19.7	8371 14.3	3253 5.6	2515 4.3	3253 5.6	2515 4.3	1299 2.2	302 0.5	781 1.3	437 0.75	135 0.23
1983	58875	11539 19.6	8342 14.2	3232 5.5	2496 4.2	3232 5.5	2496 4.2	1403 2.4	367 0.6	820 1.4	430 0.73	135 0.23
1984	59277	12230 20.6	8822 14.9	3221 5.4	2580 4.4	3221 5.4	2580 4.4	1465 2.5	457 0.8	807 1.4	435 0.73	154 0.26
1985	59221	12621 21.3	9050 15.3	3205 5.4	2691 4.5	3205 5.4	2691 4.5	1487 2.5	489 0.8	845 1.4	416 0.70	163 0.28

TABLE I-6

## TREASURY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK FEMALE NUMBER %		HISPANIC FEMALE NUMBER %		ASIAN/PACIFIC ISLANDER FEMALE NUMBER %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER %	
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
		3280	18.9	2439	14.1	729	4.2	564	3.2	353	2.0	32	0.18
PROFESSIONAL													
1982	17354	3280	18.9	2439	14.1	729	4.2	564	3.2	353	2.0	32	0.18
1983	17698	3699	20.9	2734	15.4	742	4.2	645	3.6	377	2.1	38	0.21
1984	18876	4547	24.1	3339	17.7	796	4.2	797	4.2	435	2.3	38	0.20
1985	18398	4594	25.0	3336	18.1	798	4.3	835	4.5	415	2.3	38	0.21
ADMINISTRATIVE													
1982	34792	8871	25.5	6276	18.0	1720	4.9	2026	5.8	253	0.7	63	0.18
1983	35986	9510	26.4	6712	18.7	1830	5.1	2117	5.9	313	0.9	68	0.19
1984	37711	10687	28.3	7490	19.9	1938	5.1	2386	6.3	413	1.1	81	0.21
1985	38061	11236	29.5	7864	20.7	1916	5.0	2504	6.6	418	1.1	94	0.25
TECHNICAL													
1982	20834	15594	74.8	11223	53.9	740	3.6	3599	17.3	96	0.5	13	0.06
1983	21379	16222	75.9	11460	53.6	773	3.6	3884	18.2	105	0.5	16	0.07
1984	21451	16408	76.5	11367	53.0	819	3.8	4083	19.0	106	0.5	14	0.07
1985	22666	17404	76.8	11936	52.7	906	4.0	4375	19.3	110	0.5	17	0.08
CLERICAL													
1982	30211	26197	86.7	16718	55.3	1136	3.8	7472	24.7	84	0.3	14	0.05
1983	32545	28292	86.9	17718	54.4	1161	3.6	8274	25.4	92	0.3	17	0.05
1984	35339	30303	85.7	18666	52.8	1347	3.8	8823	25.0	112	0.3	22	0.06
1985	37094	31222	84.2	18683	50.4	1531	4.1	9488	25.6	135	0.4	31	0.08
OTHER													
1982	2633	338	12.8	161	6.1	441	16.7	123	4.7	35	1.3	6	0.23
1983	2811	395	14.1	204	7.3	445	15.8	138	4.9	36	1.3	8	0.28
1984	2695	413	15.3	228	8.5	431	16.0	137	5.1	42	1.6	7	0.26
1985	2477	315	12.7	190	7.7	377	15.2	86	3.5	38	1.5	12	0.48
TOTAL WHITE COLLAR													
1982	105824	54280	51.3	36817	34.8	4766	4.5	13784	13.0	821	0.8	128	0.12
1983	110419	58118	52.6	38828	35.2	4951	4.5	15058	13.6	923	0.8	147	0.13
1984	116072	62358	53.7	41090	35.4	5331	4.6	16226	14.0	1108	1.0	162	0.14
1985	118696	64771	54.6	42009	35.4	5528	4.7	17288	14.6	1116	0.9	192	0.16
TOTAL BLUE COLLAR													
1982	3594	595	16.6	22	0.6	1303	36.3	563	15.7	66	1.8	4	0.11
1983	3484	571	16.4	26	0.7	1303	37.4	534	15.3	68	2.0	5	0.14
1984	3388	553	16.3	27	0.8	1267	37.4	515	15.2	67	2.0	5	0.15
1985	3218	542	16.8	28	0.9	1203	37.4	505	15.7	63	2.0	6	0.19
TOTAL AGENCY													
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	887	0.8	132	0.12
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	991	0.9	152	0.13
1984	119460	62911	52.7	41117	34.4	6598	5.5	16741	14.0	1175	1.0	167	0.14
1985	121914	65313	53.6	42037	34.5	6731	5.5	17793	14.6	1179	1.0	198	0.16

TABLE I-6

## VETERANS ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK FEMALE		HISPANIC FEMALE		ASIAN/PACIFIC ISLANDER FEMALE		AMERICAN INDIAN/ALASKAN NATIVE FEMALE	
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
<b>PROFESSIONAL</b>													
1982	60584	36831	60.8	28842	47.6	4712	7.8	933	1.5	1184	2.0	47	0.1
1983	62784	38427	61.2	29751	47.4	5047	8.0	975	1.6	1275	2.0	52	0.1
1984	65210	40305	61.8	30976	47.5	5355	8.2	1010	1.5	1390	2.1	58	0.1
1985	66708	41238	61.8	31410	47.1	5527	8.3	1034	1.6	1458	2.2	60	0.1
<b>ADMINISTRATIVE</b>													
1982	13312	3895	29.3	2965	22.3	757	5.7	292	2.2	104	0.8	38	0.3
1983	13433	4066	30.3	3077	22.9	793	5.9	321	2.4	116	0.9	41	0.3
1984	13460	4203	31.2	3170	23.6	826	6.1	326	2.4	119	0.9	39	0.3
1985	13371	4361	32.6	3297	24.7	839	6.3	320	2.4	133	1.0	40	0.3
<b>TECHNICAL</b>													
1982	56091	32335	57.6	18392	32.8	12686	22.6	1387	2.5	773	1.4	122	0.2
1983	55490	32375	58.3	18396	33.2	12673	22.8	1379	2.5	778	1.4	119	0.2
1984	55645	33066	59.4	18871	33.9	12805	23.0	1398	2.5	822	1.5	121	0.2
1985	55534	33741	60.8	19210	34.6	13016	23.4	1356	2.4	883	1.6	131	0.2
<b>CLERICAL</b>													
1982	36357	28585	78.6	22152	60.9	6101	16.8	681	1.9	966	2.7	58	0.2
1983	35833	28144	78.5	20564	57.4	6199	17.3	655	1.8	1019	2.8	63	0.2
1984	35288	27502	77.9	19904	56.4	6219	17.6	660	1.9	992	2.8	61	0.2
1985	34420	26968	78.3	19202	55.8	6344	18.4	646	1.9	1008	2.9	55	0.2
<b>OTHER</b>													
1982	2383	81	3.4	47	2.0	25	1.0	90	3.8	6	0.3	13	0.5
1983	2431	103	4.2	61	2.5	36	1.5	98	4.0	4	0.2	16	0.7
1984	2433	99	4.1	61	2.5	29	1.2	100	4.1	4	0.2	15	0.6
1985	2453	108	4.4	77	3.1	28	1.1	108	4.4	2	0.1	17	0.7
<b>TOTAL WHITE COLLAR</b>													
1982	168727	101727	60.3	72398	42.9	24281	14.4	3383	2.0	3033	1.8	2606	1.5
1983	169971	103115	60.7	71849	42.3	24748	14.6	3428	2.0	3192	1.9	2896	1.7
1984	172036	105175	61.1	72982	42.4	25234	14.7	3494	2.0	3327	1.9	3164	1.8
1985	172486	106416	61.7	73196	42.4	25754	14.9	3464	2.0	3484	2.0	3476	2.0
<b>TOTAL BLUE COLLAR</b>													
1982	39798	12246	30.8	5567	14.0	6244	15.7	1724	4.3	330	0.8	128	0.3
1983	39920	11956	29.9	5478	13.7	6031	15.1	1760	4.4	333	0.8	130	0.3
1984	39822	11729	29.5	5325	13.4	5949	14.9	1784	4.5	340	0.9	164	0.4
1985	39210	11475	29.3	5185	13.2	5822	14.8	1777	4.5	341	0.9	167	0.4
<b>TOTAL AGENCY</b>													
1982	208525	113973	54.7	77965	37.4	30525	14.6	5107	2.4	3363	1.6	406	0.2
1983	209891	115071	54.8	77327	36.8	30779	14.7	5188	2.5	3525	1.7	421	0.2
1984	211858	116904	55.2	78307	37.0	31183	14.7	5278	2.5	3667	1.7	458	0.2
1985	211696	117891	55.7	78381	37.0	31576	14.9	5241	2.5	3825	1.8	470	0.2

DATA PROVIDED BY AGENCY

TABLE I-6  
UNITED STATES POSTAL SERVICE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE									
		NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER								
		LEVELS 1-14 CRAFTS/CLERICAL																			
1982	594558	154098	25.9	100212	16.9	79322	13.3	45244	7.6	22862	3.8	4874	0.8	9130	1.5	3168	0.5	938	0.2	600	0.10
1983	596297	158340	26.6	103122	17.3	78771	13.2	45701	7.7	23415	3.9	5202	0.9	9961	1.7	3667	0.6	1012	0.2	648	0.11
1984	619358	172054	27.8	111086	17.9	81102	13.1	49013	7.9	25457	4.1	6601	1.1	11408	1.8	4613	0.7	1108	0.2	741	0.12
1985	653162	191645	29.3	121987	18.7	85089	13.0	54856	8.4	27773	4.3	8325	1.3	12791	2.0	5641	0.9	1198	0.2	836	0.13
		LEVELS 15-17 INITIAL LEVEL SUPERVISOR																			
1982	35795	6779	18.9	4394	12.3	5106	14.3	2129	5.9	1198	3.3	152	0.4	381	1.1	75	0.2	66	0.2	29	0.08
1983	36943	7641	20.7	4869	13.2	5301	14.3	2565	6.9	1286	3.5	184	0.5	410	1.1	85	0.2	70	0.2	38	0.10
1984	38355	8590	22.4	5370	14.0	5465	14.2	2863	7.5	1360	3.5	216	0.6	461	1.2	100	0.3	76	0.2	41	0.11
1985	39742	9615	24.2	5879	14.8	5637	14.2	3318	8.3	1446	3.6	253	0.6	490	1.2	119	0.3	85	0.2	46	0.12
		LEVELS 18-22 TECHNICAL/PROFESSIONAL/MANAGERIAL																			
1982	16011	1616	10.1	1157	7.2	1412	8.8	386	2.4	490	3.1	34	0.2	168	1.0	26	0.2	46	0.3	13	0.08
1983	16203	1850	11.4	1292	8.0	1465	9.0	367	2.3	518	3.2	41	0.3	188	1.2	34	0.2	56	0.3	16	0.10
1984	16095	2036	12.6	1415	8.8	1475	9.2	512	3.2	546	3.4	49	0.3	164	1.0	40	0.2	61	0.4	20	0.12
1985	16650	2346	14.1	1622	9.7	1555	9.3	596	3.6	574	3.4	60	0.4	174	1.0	43	0.3	70	0.4	25	0.15
		LEVELS 23 AND ABOVE PROFESSIONAL/MANAGER																			
1982	3946	179	4.5	131	3.3	315	8.0	42	1.1	91	2.3	1	0.03	58	1.5	5	0.1	9	0.2	0	0.00
1983	4163	223	5.4	157	3.8	352	8.5	54	1.3	104	2.5	3	0.1	65	1.6	9	0.2	9	0.2	0	0.00
1984	4171	250	6.0	177	4.2	362	8.7	59	1.4	105	2.5	3	0.1	70	1.7	10	0.2	9	0.2	1	0.02
1985	4333	302	7.0	212	4.9	363	8.4	72	1.7	115	2.7	4	0.1	73	1.7	13	0.3	13	0.3	1	0.02
		PCES I & II EXECUTIVES/OFFICERS																			
1982	819	29	3.5	25	3.1	55	6.7	2	0.2	16	2.0	0	0.0	2	0.2	2	0.2	5	0.6	0	0.00
1983	789	28	3.5	24	3.0	56	7.1	2	0.3	16	2.0	0	0.0	3	0.4	2	0.3	4	0.5	0	0.00
1984	777	32	4.1	26	3.3	57	7.3	4	0.5	20	2.6	0	0.0	4	0.5	2	0.3	4	0.5	0	0.00
1985	752	39	5.2	31	4.1	62	8.2	6	0.8	19	2.5	0	0.0	4	0.5	2	0.3	4	0.5	0	0.00
		TOTAL UNITED STATES POSTAL SERVICE																			
1982	651129	162701	25.0	105919	16.3	86210	13.2	47803	7.3	24657	3.8	5061	0.8	9739	1.5	3276	0.5	1064	0.2	642	0.10
1983	654395	168082	25.7	109464	16.7	85945	13.1	48689	7.4	25339	3.9	5430	0.8	10627	1.6	3797	0.6	1151	0.2	702	0.11
1984	678756	182962	27.0	118074	17.4	88461	13.0	52451	7.7	27488	4.0	6869	1.0	12107	1.8	4765	0.7	1258	0.2	803	0.12
1985	714639	203947	28.5	129731	18.2	92706	13.0	58848	8.2	29927	4.2	8642	1.2	13532	1.9	5818	0.8	1370	0.2	908	0.13

DATA PROVIDED BY AGENCY

TABLE I-7

~~COMPOSITE RANKING FOR~~ MINORITIES AND WOMEN  
1983, 1984, and 1985

AGENCY OR DEPARTMENT	RANK 1985	RANK 1984	RANK 1983
EQUAL EMPLOYMENT OPPORTUNITY COMM.	1	1	1
COMMISSION ON CIVIL RIGHTS	2	2	3
EDUCATION	3	3	4
SOLDIER'S AND AIRMEN'S HOME	4	5	8
HEALTH AND HUMAN SERVICES	5	7	6
FEDERAL HOME LOAN BANK BOARD	6	31	48
VETERANS ADMINISTRATION	7	8	7
ACTION	8	9	13
MERIT SYSTEMS PROTECTION BOARD	9	17	10
HOUSING & URBAN DEVELOPMENT	10	10	9
FEDERAL LABOR RELATIONS AUTHORITY	11	23	--
RAILROAD RETIREMENT BOARD	12	18	27
ADMINISTRATIVE OFFICE US COURTS	13	22	14
OFFICE OF PERSONNEL MANAGEMENT	14	14	18
FEDERAL ELECTION COMMISSION	15	34	23
DEFENSE USUHS	16	11	22
NATIONAL ENDOWMENT FOR THE ARTS	17	16	--
CONSUMER PRODUCT SAFETY COMMISSION	18	13	12
NATIONAL ARCHIVES & RECORDS ADMIN.	19	--	--
US INFORMATION AGENCY	20	28	21
FEDERAL COMMUNICATIONS COMMISSION	21	24	20
GENERAL SERVICES ADMINISTRATION	22	15	17
SMALL BUSINESS ADMINISTRATION	23	25	25
SELECTIVE SERVICE SYSTEM	24	27	11
NATIONAL ENDOWMENT FOR THE HUMANITIES	25	12	--
LABOR	26	19	19
PENSION BENEFIT GUARANTY CORPORATION	27	26	15
DEFENSE MAPPING AGENCY	28	29	24
FEDERAL TRADE COMMISSION	29	21	26
DEFENSE LOGISTICS AGENCY	30	30	32
COMMERCE	31	32	29
OVERSEAS PRIVATE INVESTMENT CORPORATION	32	35	--
DEFENSE CONTRACT AUDIT AGENCY	33	33	28
FEDERAL EMERGENCY MANAGEMENT AGENCY	34	37	44
NATIONAL GALLERY OF ART	35	47	--
GOVERNMENT PRINTING OFFICE	36	43	43
AGENCY FOR INTERNATIONAL DEVELOPMENT	37	36	33
ARMS CONTROL & DISARMAMENT AGENCY	38	55	40
SMITHSONIAN INSTITUTION	39	6	5
INTERNATIONAL TRADE COMMISSION	40	58	50
TREASURY	41	40	42
DEFENSE INSPECTOR GENERAL	42	--	--
DEFENSE OCHAMPUS	43	44	46
INTERSTATE COMMERCE COMMISSION	44	50	34
PANAMA CANAL COMMISSION	45	45	49
SECURITIES AND EXCHANGE COMMISSION	46	53	56



TABLE I-7

COMPOSITE RANKING FOR MINORITIES AND WOMEN  
1983, 1984, and 1985

AGENCY OR DEPARTMENT	RANK 1985	RANK 1984	RANK 1983
STATE	47	38	39
NATIONAL LABOR RELATIONS BOARD	48	39	36
DEFENSE ARMY	49	42	45
ENVIRONMENTAL PROTECTION AGENCY	50	41	38
DEFENSE SUMMARY	51	54	52
DEFENSE AIR FORCE	52	63	60
NUCLEAR REGULATORY COMMISSION	53	48	37
DEFENSE INVESTIGATIVE SERVICE	54	52	35
AGRICULTURE	55	56	47
NATIONAL SCIENCE FOUNDATION	56	51	30
EXPORT-IMPORT BANK	57	49	41
COMMODITY FUTURES TRADING COMMISSION	58	46	31
DEFENSE NAVY	59	61	59
DEFENSE COMMUNICATIONS AGENCY	60	57	63
INTERIOR	61	62	57
ENERGY	62	66	64
TRANSPORTATION	63	64	61
NATIONAL TRANSPORTATION SAFETY BOARD	64	59	51
FEDERAL DEPOSIT INSURANCE CORPORATION	65	67	62
FEDERAL MARITIME COMMISSION	66	60	53
NATIONAL AERONAUTICS & SPACE ADMIN.	67	68	65
NATIONAL CREDIT UNION ADMINISTRATION	68	69	66
FARM CREDIT ADMINISTRATION	69	70	67
DEFENSE OFFICE OF SECRETARY	70	72	68
FEDERAL MEDIATION CONCILIATION SERVICE	71	71	58

The following agencies were not ranked because of a lack of complete white collar data:

ARMY/AIR FORCE EXCHANGE SERVICE  
CENTRAL INTELLIGENCE AGENCY  
DEFENSE INTELLIGENCE AGENCY  
DEFENSE NATIONAL GUARD BUREAU  
DEFENSE NATIONAL SECURITY AGENCY  
DEFENSE NUCLEAR AGENCY  
DEFENSE OFFICE DEPENDENT SCHOOLS  
EXECUTIVE OFFICE PRESIDENT  
FEDERAL RESERVE BOARD  
JUSTICE  
PEACE CORPS  
TENNESSEE VALLEY AUTHORITY  
US POSTAL SERVICE

## TABLE I-8

## 1985 COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	COMPOSITE RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM.	1
COMMISSION ON CIVIL RIGHTS	2
EDUCATION	3
SOLDIER'S AND AIRMEN'S HOME	4
HEALTH AND HUMAN SERVICES	5
FEDERAL HOME LOAN BANK BOARD	6
VETERANS ADMINISTRATION	7
ACTION	8
MERIT SYSTEMS PROTECTION BOARD	9
HOUSING & URBAN DEVELOPMENT	10
FEDERAL LABOR RELATIONS AUTHORITY	11
RAILROAD RETIREMENT BOARD	12
ADMINISTRATIVE OFFICE US COURTS	13
OFFICE OF PERSONNEL MANAGEMENT	14
FEDERAL ELECTION COMMISSION	15
DEFENSE USUHS	16
NATIONAL ENDOWMENT FOR THE ARTS	17
CONSUMER PRODUCT SAFETY COMMISSION	18
NATIONAL ARCHIVES & RECORDS ADMIN.	19
US INFORMATION AGENCY	20
FEDERAL COMMUNICATIONS COMMISSION	21
GENERAL SERVICES ADMINISTRATION	22
SMALL BUSINESS ADMINISTRATION	23
SELECTIVE SERVICE SYSTEM	24
NATIONAL ENDOWMENT FOR THE HUMANITIES	25
LABOR	26
PENSION BENEFIT GUARANTY CORPORATION	27
DEFENSE MAPPING AGENCY	28
FEDERAL TRADE COMMISSION	29
DEFENSE LOGISTICS AGENCY	30
COMMERCE	31
OVERSEAS PRIVATE INVESTMENT CORP.	32
DEFENSE CONTRACT AUDIT AGENCY	33
FEDERAL EMERGENCY MANAGEMENT AGENCY	34
NATIONAL GALLERY OF ART	35
GOVERNMENT PRINTING OFFICE	36
AGENCY FOR INTERNATIONAL DEVELOPMENT	37
ARMS CONTROL & DISARMAMENT AGENCY	38
SMITHSONIAN INSTITUTION	39
INTERNATIONAL TRADE COMMISSION	40
TREASURY	41
DEFENSE INSPECTOR GENERAL	42
DEFENSE OCHAMPUS	43
INTERSTATE COMMERCE COMMISSION	44
PANAMA CANAL COMMISSION	45
SECURITIES AND EXCHANGE COMMISSION	46
STATE	47

TABLE I-8

## 1985 COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	COMPOSITE RANK
NATIONAL LABOR RELATIONS BOARD	48
DEFENSE ARMY	49
ENVIRONMENTAL PROTECTION AGENCY	50
DEFENSE SUMMARY	51
DEFENSE AIR FORCE	52
NUCLEAR REGULATORY COMMISSION	53
DEFENSE INVESTIGATIVE SERVICE	54
AGRICULTURE	55
NATIONAL SCIENCE FOUNDATION	56
EXPORT-IMPORT BANK	57
COMMODITY FUTURES TRADING COMMISSION	58
DEFENSE NAVY	59
DEFENSE COMMUNICATIONS AGENCY	60
INTERIOR	61
ENERGY	62
TRANSPORTATION	63
NATIONAL TRANSPORTATION SAFETY BOARD	64
FEDERAL DEPOSIT INSURANCE CORP.	65
FEDERAL MARITIME COMMISSION	66
NATIONAL AERONAUTICS & SPACE ADMIN.	67
NATIONAL CREDIT UNION ADMINISTRATION	68
FARM CREDIT ADMINISTRATION	69
DEFENSE OFFICE OF SECRETARY	70
FEDERAL MEDIATION CONCILIATION SER.	71

The following agencies were not ranked because of a lack of complete white collar data:

ARMY/AIR FORCE EXCHANGE SERVICE  
CENTRAL INTELLIGENCE AGENCY  
DEFENSE INTELLIGENCE AGENCY  
DEFENSE NATIONAL GUARD BUREAU  
DEFENSE NATIONAL SECURITY AGENCY  
DEFENSE NUCLEAR AGENCY  
DEFENSE OFFICE DEPENDENT SCHOOLS  
EXECUTIVE OFFICE PRESIDENT  
FEDERAL RESERVE BOARD  
JUSTICE  
PEACE CORPS  
TENNESSEE VALLEY AUTHORITY  
US POSTAL SERVICE

TABLE I-9

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - BLACKS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE	
					% OF AGENCY AVERAGE GRADE	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	3067	9.96	9.72	10.02	-3.01	1
DEFENSE MAPPING AGENCY	8007	9.76	9.91	8.76	11.78	2
AGRICULTURE	90991	8.68	8.84	7.49	15.55	3
HOUSING & URBAN DEVELOPMENT	11371	10.06	10.58	9.00	15.71	4
SMALL BUSINESS ADMINISTRATION	3839	9.91	10.31	8.59	17.36	5
DEFENSE CONTRACT AUDIT AGENCY	4608	10.25	10.46	8.63	17.85	6
COMMISSION ON CIVIL RIGHTS	177	10.77	11.60	9.65	18.11	7
DEFENSE OCHAMPUS	197	9.90	10.25	8.42	18.48	8
DEFENSE INSPECTOR GENERAL	979	11.30	11.51	9.39	18.76	9
TRANSPORTATION	55502	10.95	11.21	9.15	18.81	10
DEFENSE INVESTIGATIVE SERVICE	2308	8.82	9.01	7.34	18.93	11
DEFENSE USUHS	485	7.30	7.52	6.02	20.55	12
DEFENSE AIR FORCE	145436	8.13	8.38	6.69	20.79	13
DEFENSE LOGISTICS AGENCY	40346	8.15	8.54	6.78	21.60	14
INTERIOR	50082	9.20	9.57	7.53	22.17	15
OFFICE OF PERSONNEL MANAGEMENT	5435	8.01	8.56	6.78	22.22	16
NATIONAL ENDOWMENT FOR THE ARTS	203	9.32	9.97	7.86	22.64	17
ACTION	467	10.33	11.14	8.79	22.75	18
DEFENSE ARMY	242263	8.12	8.41	6.56	22.78	19
DEFENSE SUMMARY	636636	8.30	8.61	6.70	23.01	20
LABOR	17156	10.10	10.69	8.34	23.27	21
FEDERAL EMERGENCY MANAGEMENT AGENCY	2119	10.59	10.99	8.49	23.61	22
ENERGY	14363	10.58	10.97	8.46	23.72	23
HEALTH AND HUMAN SERVICES	118806	8.54	9.21	7.16	24.00	24
GOVERNMENT WIDE	1477619	8.65	9.06	6.97	24.16	
NATIONAL AERONAUTICS & SPACE ADMIN	20719	11.11	11.38	8.63	24.75	25
DEFENSE COMMUNICATIONS AGENCY	1619	10.68	11.12	8.40	25.47	26
GENERAL SERVICES ADMINISTRATION	16034	8.65	9.34	7.13	25.55	27
FEDERAL LABOR RELATIONS AUTHORITY	268	11.44	12.37	9.43	25.70	28
DEFENSE NAVY	186656	8.51	8.87	6.68	25.73	29
EDUCATION	4448	10.25	11.38	8.72	25.95	30
SELECTIVE SERVICE SYSTEM	267	7.82	8.44	6.41	25.96	31
NUCLEAR REGULATORY COMMISSION	3393	11.73	12.01	8.96	26.00	32
COMMERCE	28201	9.65	10.07	7.55	26.11	33
VETERANS ADMINISTRATION	172486	7.68	8.10	6.09	26.17	34
NATIONAL CREDIT UNION ADMIN	589	10.71	11.06	8.21	26.61	35
FEDERAL ELECTION COMMISSION	209	10.01	10.71	7.98	27.27	36
OVERSEAS PRIVATE INVESTMENT CORP	122	10.49	11.49	8.59	27.65	37
TREASURY	118696	8.18	8.75	6.47	27.87	38
CONSUMER PRODUCT SAFETY COMMISSION	534	10.84	11.57	8.42	29.06	39
FEDERAL COMMUNICATIONS COMMISSION	1779	10.12	11.01	8.02	29.55	40
MERIT SYSTEMS PROTECTION BOARD	418	10.95	12.10	8.80	30.14	41
STATE	12582	10.31	10.96	7.71	31.52	42
NATIONAL TRANSPORTATION SAFETY BD	279	11.77	12.42	8.70	31.61	43
NATIONAL ARCHIVES & RECORDS ADMIN	1965	7.46	8.26	5.87	32.04	44

TABLE I-9

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - BLACKS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE	
					% OF AGENCY AVERAGE GRADE	RANK
NATIONAL ENDOWMENT FOR THE HUMAN	241	9.40	10.23	7.20	32.23	45
FEDERAL MEDIATION CONCILIATION SER	320	12.52	13.17	9.04	32.99	46
FEDERAL HOME LOAN BANK BOARD	516	10.54	11.56	8.05	33.30	47
RAILROAD RETIREMENT BOARD	1411	8.53	9.54	6.68	33.53	48
NATIONAL LABOR RELATIONS BOARD	2534	10.39	11.27	7.77	33.69	49
ENVIRONMENTAL PROTECTION AGENCY	12044	10.43	11.06	7.54	33.75	50
FEDERAL DEPOSIT INSURANCE CORP	3230	10.28	10.88	7.41	33.75	51
AGENCY FOR INTER DEVELOPMENT	3232	11.72	12.77	8.71	34.64	52
US INFORMATION AGENCY	4671	11.07	11.96	7.97	36.04	53
ARMS CONTROL & DISARMAMENT AGENCY	151	10.63	11.53	7.68	36.22	54
EXPORT-IMPORT BANK	308	10.43	11.33	7.55	36.24	55
ADMINISTRATIVE OFFICE US COURTS	539	10.13	11.37	7.68	36.43	56
NATIONAL SCIENCE FOUNDATION	1008	9.60	10.86	7.34	36.67	57
DEFENSE OFFICE OF SECRETARY	1124	11.19	11.63	7.49	37.00	58
FARM CREDIT ADMINISTRATION	281	11.12	11.53	7.32	37.86	59
PANAMA CANAL COMMISSION	733	9.25	9.73	6.11	39.14	60
COMMODITY FUTURES TRADING COMM	484	10.42	11.59	7.51	39.16	61
PENSION BENEFIT GUARANTY CORP	456	10.33	12.02	7.87	40.17	62
SECURITIES AND EXCHANGE COMMISSION	1763	10.69	11.96	7.46	42.10	63
GOVERNMENT PRINTING OFFICE	2286	8.35	10.13	6.58	42.51	64
SMITHSONIAN INSTITUTION	2552	9.05	10.33	6.42	43.20	65
SOLDIER'S AND AIRMEN'S HOME	490	7.25	9.05	5.91	43.31	66
INTERNATIONAL TRADE COMMISSION	412	10.45	11.76	7.19	43.73	67
INTERSTATE COMMERCE COMMISSION	840	10.67	12.16	7.42	44.42	68
FEDERAL TRADE COMMISSION	1137	10.98	12.58	7.70	44.44	69
FEDERAL MARITIME COMMISSION	208	10.36	11.71	6.98	45.66	70
NATIONAL GALLERY OF ART	515	6.87	9.51	4.80	68.56	71

## FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE SERVICE	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE NUCLEAR AGENCY	complete data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	complete data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	complete data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF report
PEACE CORPS	complete data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISPANIC	DIFFERENCE	
					WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
ARMS CONTROL & DISARMAMENT AGENCY	151	10.63	11.53	14.00	-23.24	1
FEDERAL ELECTION COMMISSION	209	10.01	10.71	12.00	-12.89	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	3067	9.96	9.72	10.58	-8.63	3
DEFENSE INSPECTOR GENERAL	979	11.30	11.51	11.85	-3.01	4
ADMINISTRATIVE OFFICE US COURTS	539	10.13	11.37	11.60	-2.27	5
COMMISSION ON CIVIL RIGHTS	177	10.77	11.60	11.73	-1.21	6
NATIONAL TRANSPORTATION SAFETY BD	279	11.77	12.42	12.20	1.87	7
DEFENSE MAPPING AGENCY	8007	9.76	9.91	9.68	2.36	8
NATIONAL ENDOWMENT FOR THE HUMAN	241	9.40	10.23	10.00	2.45	9
NUCLEAR REGULATORY COMMISSION	3393	11.73	12.01	11.65	3.07	10
AGENCY FOR INTER DEVELOPMENT	3232	11.72	12.77	12.41	3.07	11
EDUCATION	4448	10.25	11.38	10.94	4.29	12
COMMERCE	28201	9.65	10.07	9.48	6.11	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	2119	10.59	10.99	10.33	6.23	14
FEDERAL MARITIME COMMISSION	208	10.36	11.71	11.00	6.85	15
US INFORMATION AGENCY	4671	11.07	11.96	11.18	7.05	16
LABOR	17156	10.10	10.69	9.95	7.33	17
DEFENSE INVESTIGATIVE SERVICE	2308	8.82	9.01	8.36	7.37	18
SMALL BUSINESS ADMINISTRATION	3839	9.91	10.31	9.48	8.38	19
FEDERAL HOME LOAN BANK BOARD	516	10.54	11.56	10.67	8.44	20
VETERANS ADMINISTRATION	172486	7.68	8.10	7.41	8.98	21
FEDERAL MEDIATION CONCILIATION SER	320	12.52	13.17	12.00	9.35	22
OFFICE OF PERSONNEL MANAGEMENT	5435	8.01	8.56	7.80	9.49	23
SOLDIER'S AND AIRMEN'S HOME	490	7.25	9.05	8.26	10.90	24
ACTION	467	10.33	11.14	10.00	11.04	25
DEFENSE LOGISTICS AGENCY	40346	8.15	8.54	7.62	11.29	26
DEFENSE CONTRACT AUDIT AGENCY	4608	10.25	10.46	9.24	11.90	27
TRANSPORTATION	55502	10.95	11.21	9.85	12.42	28
STATE	12582	10.31	10.96	9.64	12.80	29
HOUSING & URBAN DEVELOPMENT	11371	10.06	10.58	9.25	13.22	30
NATIONAL AERONAUTICS & SPACE ADMIN	20719	11.11	11.38	9.90	13.32	31
FEDERAL LABOR RELATIONS AUTHORITY	268	11.44	12.37	10.83	13.46	32
AGRICULTURE	90991	8.68	8.84	7.67	13.48	33
DEFENSE AIR FORCE	145436	8.13	8.38	7.25	13.90	34
HEALTH AND HUMAN SERVICES	118806	8.54	9.21	8.02	13.93	35
DEFENSE USUHS	485	7.30	7.52	6.50	13.97	36
MERIT SYSTEMS PROTECTION BOARD	418	10.95	12.10	10.55	14.16	37
NATIONAL LABOR RELATIONS BOARD	2534	10.39	11.27	9.76	14.53	38
EXPORT-IMPORT BANK	308	10.43	11.33	9.78	14.86	39
INTERSTATE COMMERCE COMMISSION	840	10.67	12.16	10.50	15.56	40
DEFENSE SUMMARY	636636	8.30	8.61	7.31	15.66	41
GOVERNMENT WIDE	1477619	8.65	9.06	7.70	15.72	
DEFENSE NAVY	186656	8.51	8.87	7.51	15.98	42
DEFENSE ARMY	242263	8.12	8.41	7.11	16.01	43
NATIONAL CREDIT UNION ADMIN	589	10.71	11.06	9.31	16.34	44

TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISPANIC	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE RANK	
DEFENSE OFFICE OF SECRETARY	1124	11.19	11.63	9.77	16.62	45
INTERNATIONAL TRADE COMMISSION	412	10.45	11.76	10.00	16.84	46
NATIONAL ARCHIVES & RECORDS ADMIN	1965	7.46	8.26	7.00	16.89	47
PANAMA CANAL COMMISSION	733	9.25	9.73	8.14	17.19	48
FEDERAL DEPOSIT INSURANCE CORP	3230	10.28	10.88	9.10	17.32	49
CONSUMER PRODUCT SAFETY COMMISSION	534	10.84	11.57	9.64	17.80	50
COMMODITY FUTURES TRADING COMM	484	10.42	11.59	9.60	19.10	51
INTERIOR	50082	9.20	9.57	7.80	19.24	52
ENVIRONMENTAL PROTECTION AGENCY	12044	10.43	11.06	9.00	19.75	53
GENERAL SERVICES ADMINISTRATION	16034	8.65	9.34	7.61	20.00	54
FEDERAL TRADE COMMISSION	1137	10.98	12.58	10.33	20.49	55
NATIONAL SCIENCE FOUNDATION	1008	9.60	10.86	8.82	21.25	56
SECURITIES AND EXCHANGE COMMISSION	1763	10.69	11.96	9.60	22.08	57
TREASURY	118696	8.18	8.75	6.93	22.25	58
FEDERAL COMMUNICATIONS COMMISSION	1779	10.12	11.01	8.73	22.53	59
ENERGY	14363	10.58	10.97	8.51	23.25	60
GOVERNMENT PRINTING OFFICE	2286	8.35	10.13	8.09	24.43	61
DEFENSE COMMUNICATIONS AGENCY	1619	10.68	11.12	8.44	25.09	62
DEFENSE OCHAMPUS	197	9.90	10.25	7.74	25.35	63
SMITHSONIAN INSTITUTION	2552	9.05	10.33	7.83	27.62	64
RAILROAD RETIREMENT BOARD	1411	8.53	9.54	7.15	28.02	65
NATIONAL GALLERY OF ART	515	6.87	9.51	7.29	32.31	66
FARM CREDIT ADMINISTRATION	281	11.12	11.53	7.00	40.74	67
OVERSEAS PRIVATE INVESTMENT CORP	122	10.49	11.49	6.00	52.34	68
NATIONAL ENDOWMENT FOR THE ARTS	203	9.32	9.97	5.00	53.33	69
PENSION BENEFIT GUARANTY CORP	456	10.33	12.02	6.00	58.28	70
SELECTIVE SERVICE SYSTEM	267	7.82	8.44	0.00	NA	71

## FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE SERVICE	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE NUCLEAR AGENCY	complete data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	complete data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	complete data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF report
PEACE CORPS	complete data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-11

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN % OF AGENCY AVERAGE GRADE RANK	
VETERANS ADMINISTRATION	172486	7.68	8.10	10.01	-24.87	1
DEFENSE USUHS	485	7.30	7.52	9.00	-20.27	2
INTERNATIONAL TRADE COMMISSION	412	10.45	11.76	13.00	-11.87	3
EQUAL EMPLOYMENT OPPORTUNITY COMM	3067	9.96	9.72	10.78	-10.64	4
NUCLEAR REGULATORY COMMISSION	3393	11.73	12.01	13.25	-10.57	5
COMMERCE	28201	9.65	10.07	10.90	-8.60	6
COMMISSION ON CIVIL RIGHTS	177	10.77	11.60	12.50	-8.36	7
FEDERAL EMERGENCY MANAGEMENT AGENCY	2119	10.59	10.99	11.86	-8.22	8
AGRICULTURE	90991	8.68	8.84	9.55	-8.18	9
SOLDIER'S AND AIRMEN'S HOME	490	7.25	9.05	9.50	-6.21	10
OVERSEAS PRIVATE INVESTMENT CORP	122	10.49	11.49	12.00	-4.86	11
ARMS CONTROL & DISARMAMENT AGENCY	151	10.63	11.53	12.00	-4.42	12
FARM CREDIT ADMINISTRATION	281	11.12	11.53	12.00	-4.23	13
FEDERAL HOME LOAN BANK BOARD	516	10.54	11.56	11.90	-3.23	14
HEALTH AND HUMAN SERVICES	118806	8.54	9.21	9.47	-3.04	15
DEFENSE MAPPING AGENCY	8007	9.76	9.91	10.15	-2.46	16
ENERGY	14363	10.58	10.97	11.11	-1.32	17
DEFENSE INSPECTOR GENERAL	979	11.30	11.51	11.55	-0.35	18
CONSUMER PRODUCT SAFETY COMMISSION	534	10.84	11.57	11.58	-0.09	19
NATIONAL ARCHIVES & RECORDS ADMIN	1965	7.46	8.26	8.25	0.13	20
ADMINISTRATIVE OFFICE US COURTS	539	10.13	11.37	11.25	1.18	21
SELECTIVE SERVICE SYSTEM	267	7.82	8.44	8.33	1.41	22
DEFENSE COMMUNICATIONS AGENCY	1619	10.68	11.12	10.95	1.59	23
DEFENSE CONTRACT AUDIT AGENCY	4608	10.25	10.46	10.26	1.95	24
DEFENSE ARMY	242263	8.12	8.41	8.25	1.97	25
US INFORMATION AGENCY	4671	11.07	11.96	11.73	2.08	26
NATIONAL ENDOWMENT FOR THE HUMAN	241	9.40	10.23	10.00	2.45	27
DEFENSE LOGISTICS AGENCY	40346	8.15	8.54	8.34	2.45	28
ENVIRONMENTAL PROTECTION AGENCY	12044	10.43	11.06	10.80	2.49	29
GOVERNMENT WIDE	1477619	8.65	9.06	8.83	2.66	
TREASURY	118696	8.18	8.75	8.47	3.42	30
INTERIOR	50082	9.20	9.57	9.25	3.48	31
FEDERAL COMMUNICATIONS COMMISSION	1779	10.12	11.01	10.64	3.66	32
NATIONAL AERONAUTICS & SPACE ADMIN	20719	11.11	11.38	10.93	4.05	33
TRANSPORTATION	55502	10.95	11.21	10.63	5.30	34
DEFENSE SUMMARY	636636	8.30	8.61	8.14	5.66	35
PANAMA CANAL COMMISSION	733	9.25	9.73	9.17	6.05	36
GENERAL SERVICES ADMINISTRATION	16034	8.65	9.34	8.81	6.13	37
GOVERNMENT PRINTING OFFICE	2286	8.35	10.13	9.58	6.59	38
DEFENSE AIR FORCE	145436	8.13	8.38	7.80	7.13	39
SMALL BUSINESS ADMINISTRATION	3839	9.91	10.31	9.60	7.16	40
AGENCY FOR INTER DEVELOPMENT	3232	11.72	12.77	11.93	7.17	41
EDUCATION	4448	10.25	11.38	10.63	7.32	42
FEDERAL TRADE COMMISSION	1137	10.98	12.58	11.77	7.38	43
HOUSING & URBAN DEVELOPMENT	11371	10.06	10.58	9.80	7.75	44



TABLE I-11

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN	
					% OF AGENCY AVERAGE GRADE	RANK
DEFENSE OFFICE OF SECRETARY	1124	11.19	11.63	10.75	7.86	45
SECURITIES AND EXCHANGE COMMISSION	1763	10.69	11.96	11.09	8.14	46
STATE	12582	10.31	10.96	10.08	8.54	47
DEFENSE NAVY	186656	8.51	8.87	8.07	9.40	48
PENSION BENEFIT GUARANTY CORP	456	10.33	12.02	11.00	9.87	49
NATIONAL ENDOWMENT FOR THE ARTS	203	9.32	9.97	9.00	10.41	50
RAILROAD RETIREMENT BOARD	1411	8.53	9.54	8.63	10.67	51
DEFENSE INVESTIGATIVE SERVICE	2308	8.82	9.01	7.96	11.90	52
SMITHSONIAN INSTITUTION	2552	9.05	10.33	9.18	12.71	53
NATIONAL SCIENCE FOUNDATION	1008	9.60	10.86	9.50	14.17	54
LABOR	17156	10.10	10.69	9.10	15.74	55
NATIONAL GALLERY OF ART	515	6.87	9.51	8.25	18.34	56
MERIT SYSTEMS PROTECTION BOARD	418	10.95	12.10	10.00	19.18	57
NATIONAL CREDIT UNION ADMIN ACTION	589	10.71	11.06	9.00	19.23	58
EXPORT-IMPORT BANK	467	10.33	11.14	9.13	19.46	59
OFFICE OF PERSONNEL MANAGEMENT	308	10.43	11.33	9.29	19.56	60
FEDERAL DEPOSIT INSURANCE CORP	5435	8.01	8.56	6.96	19.98	61
INTERSTATE COMMERCE COMMISSION	3230	10.28	10.88	8.80	20.23	62
NATIONAL TRANSPORTATION SAFETY BD	840	10.67	12.16	10.00	20.24	63
FEDERAL MARITIME COMMISSION	279	11.77	12.42	10.00	20.56	64
NATIONAL LABOR RELATIONS BOARD	208	10.36	11.71	9.00	26.16	65
COMMODITY FUTURES TRADING COMM	2534	10.39	11.27	8.37	27.91	66
FEDERAL ELECTION COMMISSION	484	10.42	11.59	8.60	28.69	67
FEDERAL LABOR RELATIONS AUTHORITY	209	10.01	10.71	7.67	30.37	68
FEDERAL MEDIATION CONCILIATION SER	268	11.44	12.37	8.00	38.20	69
DEFENSE OCHAMPUS	320	12.52	13.17	0.00	NA	70
	197	9.90	10.25	0.00	NA	71

## FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE SERVICE	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE NUCLEAR AGENCY	complete data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	complete data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	complete data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF report
PEACE CORPS	complete data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE		RANK
PANAMA CANAL COMMISSION	733	9.25	9.73	12.00	-24.54		1
ACTION	467	10.33	11.14	13.00	-18.01		2
ADMINISTRATIVE OFFICE US COURTS	539	10.13	11.37	13.00	-16.09		3
INTERSTATE COMMERCE COMMISSION	840	10.67	12.16	13.33	-10.97		4
EQUAL EMPLOYMENT OPPORTUNITY COMM	3067	9.96	9.72	10.53	-8.13		5
FEDERAL COMMUNICATIONS COMMISSION	1779	10.12	11.01	11.75	-7.31		6
FEDERAL LABOR RELATIONS AUTHORITY	268	11.44	12.37	13.00	-5.51		7
RAILROAD RETIREMENT BOARD	1411	8.53	9.54	10.00	-5.39		8
NATIONAL TRANSPORTATION SAFETY BD	279	11.77	12.42	13.00	-4.93		9
FEDERAL HOME LOAN BANK BOARD	516	10.54	11.56	12.00	-4.17		10
GOVERNMENT PRINTING OFFICE	2286	8.35	10.13	10.40	-3.23		11
SMALL BUSINESS ADMINISTRATION	3839	9.91	10.31	10.37	-0.61		12
CONSUMER PRODUCT SAFETY COMMISSION	534	10.84	11.57	11.50	0.65		13
FEDERAL EMERGENCY MANAGEMENT AGENCY	2119	10.59	10.99	10.91	0.76		14
DEFENSE LOGISTICS AGENCY	40346	8.15	8.54	8.44	1.23		15
AGENCY FOR INTER DEVELOPMENT	3232	11.72	12.77	12.43	2.90		16
COMMERCE	28201	9.65	10.07	9.63	4.56		17
HOUSING & URBAN DEVELOPMENT	11371	10.06	10.58	9.97	6.06		18
LABOR	17156	10.10	10.69	9.99	6.93		19
DEFENSE AIR FORCE	145436	8.13	8.38	7.72	8.12		20
DEFENSE MAPPING AGENCY	8007	9.76	9.91	9.07	8.61		21
DEFENSE CONTRACT AUDIT AGENCY	4608	10.25	10.46	9.53	9.07		22
DEFENSE ARMY	242263	8.12	8.41	7.62	9.73		23
TRANSPORTATION	55502	10.95	11.21	10.12	9.95		24
GENERAL SERVICES ADMINISTRATION	16034	8.65	9.34	8.42	10.64		25
DEFENSE SUMMARY	636636	8.30	8.61	7.71	10.84		26
STATE	12582	10.31	10.96	9.84	10.86		27
DEFENSE INVESTIGATIVE SERVICE	2308	8.82	9.01	8.00	11.45		28
NATIONAL AERONAUTICS & SPACE ADMIN	20719	11.11	11.38	10.06	11.88		29
DEFENSE OFFICE OF SECRETARY	1124	11.19	11.63	10.00	14.57		30
US INFORMATION AGENCY	4671	11.07	11.96	10.33	14.72		31
DEFENSE NAVY	186656	8.51	8.87	7.45	16.69		32
ENERGY	14363	10.58	10.97	9.12	17.49		33
OFFICE OF PERSONNEL MANAGEMENT	5435	8.01	8.56	7.12	17.98		34
AGRICULTURE	90991	8.68	8.84	7.27	18.09		35
FEDERAL DEPOSIT INSURANCE CORP	3230	10.28	10.88	9.00	18.29		36
EDUCATION	4448	10.25	11.38	9.50	18.34		37
NUCLEAR REGULATORY COMMISSION	3393	11.73	12.01	9.83	18.58		38
TREASURY	118696	8.18	8.75	7.19	19.07		39
GOVERNMENT WIDE	1477619	8.65	9.06	7.41	19.08		
MERIT SYSTEMS PROTECTION BOARD	418	10.95	12.10	10.00	19.18		40
INTERIOR	50082	9.20	9.57	7.59	21.52		41
VETERANS ADMINISTRATION	172486	7.68	8.10	6.39	22.27		42
ENVIRONMENTAL PROTECTION AGENCY	12044	10.43	11.06	8.71	22.53		43
DEFENSE INSPECTOR GENERAL	979	11.30	11.51	8.67	25.13		44

TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS  
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1985 AGENCY OR DEPARTMENT	TOTAL WC WORK FORCE	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE	
					GRADE	RANK
NATIONAL ARCHIVES & RECORDS ADMIN	1965	7.46	8.26	6.00	30.29	45
HEALTH AND HUMAN SERVICES	118806	8.54	9.21	6.60	30.56	46
ARMS CONTROL & DISARMAMENT AGENCY	151	10.63	11.53	8.00	33.21	47
SMITHSONIAN INSTITUTION	2552	9.05	10.33	7.17	34.92	48
FEDERAL TRADE COMMISSION	1137	10.98	12.58	8.50	37.16	49
DEFENSE COMMUNICATIONS AGENCY	1619	10.68	11.12	7.00	38.58	50
NATIONAL LABOR RELATIONS BOARD	2534	10.39	11.27	5.25	57.94	51
SECURITIES AND EXCHANGE COMMISSION	1763	10.69	11.96	4.00	74.46	52
NATIONAL GALLERY OF ART	515	6.87	9.51	4.33	75.40	53
SELECTIVE SERVICE SYSTEM	267	7.82	8.44	2.00	82.35	54
OVERSEAS PRIVATE INVESTMENT CORP	122	10.49	11.49	0.00	NA	55
COMMISSION ON CIVIL RIGHTS	177	10.77	11.60	0.00	NA	56
DEFENSE OCHAMPUS	197	9.90	10.25	0.00	NA	57
NATIONAL ENDOWMENT FOR THE ARTS	203	9.32	9.97	0.00	NA	58
FEDERAL MARITIME COMMISSION	208	10.36	11.71	0.00	NA	59
FEDERAL ELECTION COMMISSION	209	10.01	10.71	0.00	NA	60
NATIONAL ENDOWMENT FOR THE HUMAN	241	9.40	10.23	0.00	NA	61
FARM CREDIT ADMINISTRATION	281	11.12	11.53	0.00	NA	62
EXPORT-IMPORT BANK	308	10.43	11.33	0.00	NA	63
FEDERAL MEDIATION CONCILIATION SER	320	12.52	13.17	0.00	NA	64
INTERNATIONAL TRADE COMMISSION	412	10.45	11.76	0.00	NA	65
PENSION BENEFIT GUARANTY CORP	456	10.33	12.02	0.00	NA	66
COMMODITY FUTURES TRADING COMM	484	10.42	11.59	0.00	NA	67
DEFENSE USUHS	485	7.30	7.52	0.00	NA	68
SOLDIER'S AND AIRMEN'S HOME	490	7.25	9.05	0.00	NA	69
NATIONAL CREDIT UNION ADMIN	589	10.71	11.06	0.00	NA	70
NATIONAL SCIENCE FOUNDATION	1008	9.60	10.86	0.00	NA	71

## FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE SERVICE	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE NUCLEAR AGENCY	complete data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	complete data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	complete data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF report
PEACE CORPS	complete data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-13

## RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL	TOTAL	TOTAL	
AGENCY OR DEPARTMENT	PROF	FEMALE	FEMALE	RANK
	FORCE	NUMBER	%	
DEFENSE INVESTIGATIVE SERVICE	1	1	100.00	1
SOLDIER'S AND AIRMEN'S HOME	132	102	77.27	2
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,946	8,948	74.90	3
VETERANS ADMINISTRATION*	66,708	41,238	61.82	4
NATIONAL GALLERY OF ART	68	42	61.76	5
NATIONAL ENDOWMENT FOR THE HUMAN	88	52	59.09	6
COMMISSION ON CIVIL RIGHTS	23	13	56.52	7
SELECTIVE SERVICE SYSTEM	6	3	50.00	8
PEACE CORPS*	81	38	46.91	9
HEALTH AND HUMAN SERVICES	16,121	6,978	43.29	10
EQUAL EMPLOYMENT OPPORTUNITY COMM	488	206	42.21	11
FEDERAL RESERVE BOARD*	781	322	41.23	12
FEDERAL HOME LOAN BANK BOARD	112	44	39.29	13
DEFENSE USUHS	222	86	38.74	14
MERIT SYSTEMS PROTECTION BOARD	184	70	38.04	15
EDUCATION	1,194	442	37.02	16
INTERNATIONAL TRADE COMMISSION	95	35	36.84	17
NATIONAL ENDOWMENT FOR THE ARTS	11	4	36.36	18
EXECUTIVE OFFICE PRESIDENT	173	62	35.84	19
CONSUMER PRODUCT SAFETY COMMISSION	137	49	35.77	20
DEFENSE OCHAMPUS	38	13	34.21	21
PENSION BENEFIT GUARANTY CORP	181	61	33.70	22
GOVERNMENT PRINTING OFFICE	110	37	33.64	23
FEDERAL LABOR RELATIONS AUTHORITY	108	36	33.33	24
OVERSEAS PRIVATE INVESTMENT CORP	19	6	31.58	25
NATIONAL ARCHIVES & RECORDS ADMIN	399	122	30.58	26
NATIONAL LABOR RELATIONS BOARD	930	284	30.54	27
EXPORT-IMPORT BANK	59	18	30.51	28
OFFICE OF PERSONNEL MANAGEMENT	195	58	29.74	29
RAILROAD RETIREMENT BOARD	41	12	29.27	30
SECURITIES AND EXCHANGE COMMISSION	744	216	29.03	31
FEDERAL TRADE COMMISSION	559	162	28.98	32
ACTION	21	6	28.57	33
FARM CREDIT ADMINISTRATION	21	6	28.57	34
US INFORMATION AGENCY	1,261	356	28.23	35
SMITHSONIAN INSTITUTION	514	142	27.63	36
FEDERAL DEPOSIT INSURANCE CORP	203	55	27.09	37
ADMINISTRATIVE OFFICE US COURTS	93	25	26.88	38
LABOR	3,343	898	26.86	39
COMMODITY FUTURES TRADING COMM	217	58	26.73	40
TOTAL PROFESSIONAL IN CPDF	338,911	87,966	25.96	
JUSTICE*	6,308	1,634	25.90	41
TREASURY	18,398	4,594	24.97	42
FEDERAL ELECTION COMMISSION	59	14	23.73	43
DEFENSE NUCLEAR AGENCY*	162	38	23.46	44
FEDERAL MARITIME COMMISSION	35	8	22.86	45

TABLE I-13

## RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL PROF FORCE	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
DEFENSE CONTRACT AUDIT AGENCY	3,850	857	22.26	46
SMALL BUSINESS ADMINISTRATION	301	65	21.59	47
HOUSING & URBAN DEVELOPMENT*	1,275	275	21.57	48
ENVIRONMENTAL PROTECTION AGENCY*	5,712	1,166	20.41	49
DEFENSE MAPPING AGENCY	4,721	894	18.94	50
PANAMA CANAL COMMISSION	101	19	18.81	51
NATIONAL SCIENCE FOUNDATION	308	56	18.18	52
DEFENSE ARMY	45,187	8,136	18.01	53
STATE	3,396	595	17.52	54
ARMS CONTROL & DISARMAMENT AGENCY	64	11	17.19	55
INTERSTATE COMMERCE COMMISSION	211	36	17.06	56
DEFENSE INSPECTOR GENERAL	449	76	16.93	57
COMMERCE	9,992	1,646	16.47	58
DEFENSE SUMMARY	122,307	18,668	15.26	59
FEDERAL COMMUNICATIONS COMMISSION	691	103	14.91	60
GENERAL SERVICES ADMINISTRATION	1,296	182	14.04	61
AGENCY FOR INTER DEVELOPMENT	783	106	13.54	62
DEFENSE LOGISTICS AGENCY	2,027	272	13.42	63
DEFENSE AIR FORCE	18,851	2,386	12.66	64
DEFENSE COMMUNICATIONS AGENCY	393	49	12.47	65
DEFENSE NAVY	45,434	5,654	12.44	66
ENERGY	5,272	631	11.97	67
NATIONAL TRANSPORTATION SAFETY BD	42	5	11.90	68
INTERIOR	16,703	1,954	11.70	69
FEDERAL EMERGENCY MANAGEMENT AGENCY	297	33	11.11	70
AGRICULTURE	31,723	3,272	10.31	71
NATIONAL CREDIT UNION ADMIN	445	45	10.11	72
NATIONAL AERONAUTICS & SPACE ADMIN	11,493	1,075	9.35	73
TRANSPORTATION	6,460	569	8.81	74
NUCLEAR REGULATORY COMMISSION	1,955	170	8.70	75
DEFENSE OFFICE OF SECRETARY	268	20	7.46	76
FEDERAL MEDIATION CONCILIATION SER.	3	0	0.00	77

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	does not use PATCO groupings
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 report
US POSTAL SERVICE	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-14

RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL PROF FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
AGENCY OR DEPARTMENT				
COMMISSION ON CIVIL RIGHTS	23	12	52.17	1
SOLDIER'S AND AIRMEN'S HOME	132	66	50.00	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	488	199	40.78	3
EDUCATION	1,194	339	28.39	4
PENSION BENEFIT GUARANTY CORP	181	47	25.97	5
HOUSING & URBAN DEVELOPMENT*	1,275	305	23.92	6
ACTION	21	5	23.81	7
MERIT SYSTEMS PROTECTION BOARD	184	40	21.74	8
HEALTH AND HUMAN SERVICES	16,121	3,473	21.54	9
VETERANS ADMINISTRATION*	66,708	13,797	20.68	10
OFFICE OF PERSONNEL MANAGEMENT	195	39	20.00	11
FEDERAL RESERVE BOARD*	781	151	19.33	12
SMALL BUSINESS ADMINISTRATION	301	57	18.94	13
PANAMA CANAL COMMISSION	101	19	18.81	14
EXPORT-IMPORT BANK	59	11	18.64	15
FEDERAL LABOR RELATIONS AUTHORITY	108	20	18.52	16
GENERAL SERVICES ADMINISTRATION	1,296	235	18.13	17
GOVERNMENT PRINTING OFFICE	110	19	17.27	18
FEDERAL HOME LOAN BANK BOARD	112	19	16.96	19
FEDERAL ELECTION COMMISSION	59	10	16.95	20
SELECTIVE SERVICE SYSTEM	6	1	16.67	21
TREASURY	18,398	3,020	16.41	22
DEFENSE INSPECTOR GENERAL	449	71	15.81	23
FEDERAL COMMUNICATIONS COMMISSION	691	109	15.77	24
FEDERAL DEPOSIT INSURANCE CORP	203	32	15.76	25
DEFENSE CONTRACT AUDIT AGENCY	3,850	593	15.40	26
LABOR	3,343	501	14.99	27
DEFENSE SUMMARY	122,307	17,764	14.52	28
FEDERAL EMERGENCY MANAGEMENT AGENCY	297	43	14.48	29
NATIONAL LABOR RELATIONS BOARD	930	134	14.41	30
TOTAL PROFESSIONAL IN CPDF	338,911	48,760	14.39	
AGENCY FOR INTER DEVELOPMENT	783	111	14.18	31
TRANSPORTATION	6,460	907	14.04	32
DEFENSE NAVY	45,434	6,344	13.96	33
CONSUMER PRODUCT SAFETY COMMISSION	137	19	13.87	34
DEFENSE LOGISTICS AGENCY	2,027	275	13.57	35
DEFENSE ARMY	45,187	6,078	13.45	36
NATIONAL GALLERY OF ART	68	9	13.24	37
US INFORMATION AGENCY	1,261	164	13.01	38
COMMERCE	9,992	1,295	12.96	39
RAILROAD RETIREMENT BOARD	41	5	12.20	40
NATIONAL TRANSPORTATION SAFETY BD	42	5	11.90	41
ENVIRONMENTAL PROTECTION AGENCY*	5,712	674	11.80	42
DEFENSE MAPPING AGENCY	4,721	548	11.61	43
DEFENSE AIR FORCE	18,851	2,176	11.54	44
INTERSTATE COMMERCE COMMISSION	211	24	11.37	45

TABLE I-14

## RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL PROF FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
AGENCY OR DEPARTMENT				
DEFENSE NUCLEAR AGENCY	162	18	11.11	46
NUCLEAR REGULATORY COMMISSION	1,955	211	10.79	47
DEFENSE COMMUNICATIONS AGENCY	393	42	10.69	48
DEFENSE OCHAMPUS	38	4	10.53	49
OVERSEAS PRIVATE INVESTMENT CORP	19	2	10.53	50
SECURITIES AND EXCHANGE COMMISSION	744	78	10.48	51
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,946	1,248	10.45	52
NATIONAL ENDOWMENT FOR THE HUMAN ENERGY	88	9	10.23	53
STATE	5,272	537	10.19	54
JUSTICE*	3,396	344	10.13	55
DEFENSE USUHS	6,308	632	10.02	56
FEDERAL TRADE COMMISSION	222	22	9.91	57
AGRICULTURE	559	54	9.66	58
FARM CREDIT ADMINISTRATION	31,723	3,057	9.64	59
NATIONAL SCIENCE FOUNDATION	21	2	9.52	60
NATIONAL AERONAUTICS & SPACE ADMIN	308	29	9.42	61
COMMODITY FUTURES TRADING COMM	11,493	1,073	9.34	62
PEACE CORPS*	217	19	8.76	63
FEDERAL MARITIME COMMISSION	81	7	8.64	64
INTERIOR	35	3	8.57	65
SMITHSONIAN INSTITUTION	16,703	1,420	8.50	66
NATIONAL CREDIT UNION ADMIN	514	43	8.37	67
ADMINISTRATIVE OFFICE US COURTS	445	37	8.31	68
EXECUTIVE OFFICE PRESIDENT	93	7	7.53	69
NATIONAL ARCHIVES & RECORDS ADMIN	173	13	7.51	70
INTERNATIONAL TRADE COMMISSION	399	27	6.77	71
ARMS CONTROL & DISARMAMENT AGENCY	95	6	6.32	72
DEFENSE OFFICE OF SECRETARY	64	3	4.69	73
DEFENSE INVESTIGATIVE SERVICE	268	6	2.24	74
FEDERAL MEDIATION CONCILIATION SER.	1	0	0.00	75
NATIONAL ENDOWMENT FOR THE ARTS	3	0	0.00	76
	11	0	0.00	77

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	does not use PATCO groupings
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 report
US POSTAL SERVICE	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-15

~~RANKING BY % OF FEMALES IN ADMINISTRATIVE WORK FORCE~~

DATA AS OF SEPTEMBER 30, 1985	TOTAL	TOTAL	TOTAL	
AGENCY OR DEPARTMENT	ADMIN	FEMALE	FEMALE	RANK
	FORCE	NUMBER	%	
NATIONAL ENDOWMENT FOR THE ARTS	118	80	67.80	1
FEDERAL RESERVE BOARD*	93	63	67.74	2
FEDERAL TRADE COMMISSION	210	126	60.00	3
FEDERAL ELECTION COMMISSION	130	74	56.92	4
NATIONAL GALLERY OF ART	52	29	55.77	5
HEALTH AND HUMAN SERVICES	50,505	27,623	54.69	6
NATIONAL ARCHIVES & RECORDS ADMIN	239	129	53.97	7
RAILROAD RETIREMENT BOARD	616	325	52.76	8
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,802	936	51.94	9
FEDERAL COMMUNICATIONS COMMISSION	341	176	51.61	10
DEFENSE NUCLEAR AGENCY	249	128	51.41	11
SELECTIVE SERVICE SYSTEM	103	52	50.49	12
DEFENSE USUHS	38	19	50.00	13
EDUCATION	1,901	936	49.24	14
SMITHSONIAN INSTITUTION	522	257	49.23	15
NATIONAL SCIENCE FOUNDATION	289	141	48.79	16
MERIT SYSTEMS PROTECTION BOARD	107	52	48.60	17
SOLDIER'S AND AIRMEN'S HOME	70	34	48.57	18
COMMISSION ON CIVIL RIGHTS	105	50	47.62	19
ARMS CONTROL & DISARMAMENT AGENCY	32	15	46.88	20
PEACE CORPS*	334	154	46.11	21
ENVIRONMENTAL PROTECTION AGENCY*	3,275	1,502	45.86	22
NATIONAL CREDIT UNION ADMIN	57	26	45.61	23
PENSION BENEFIT GUARANTY CORP	128	58	45.31	24
FEDERAL LABOR RELATIONS AUTHORITY	91	41	45.05	25
OVERSEAS PRIVATE INVESTMENT CORP	54	24	44.44	26
DEFENSE OCHAMPUS	89	38	42.70	27
FEDERAL HOME LOAN BANK BOARD	237	99	41.77	28
ADMINISTRATIVE OFFICE US COURTS	198	80	40.40	29
NUCLEAR REGULATORY COMMISSION	591	237	40.10	30
OFFICE OF PERSONNEL MANAGEMENT	2,580	1,033	40.04	31
COMMODITY FUTURES TRADING COMM	125	50	40.00	32
DEFENSE COMMUNICATIONS AGENCY	667	260	38.98	33
DEFENSE NAVY	46,356	17,805	38.41	34
COMMERCE	5,384	2,061	38.28	35
GENERAL SERVICES ADMINISTRATION	6,751	2,556	37.86	36
NATIONAL AERONAUTICS & SPACE ADMIN	3,687	1,395	37.84	37
NATIONAL LABOR RELATIONS BOARD	740	278	37.57	38
AGRICULTURE	13,289	4,922	37.04	39
CONSUMER PRODUCT SAFETY COMMISSION	273	101	37.00	40
HOUSING & URBAN DEVELOPMENT*	6,394	2,364	36.97	41
ACTION	301	111	36.88	42
DEFENSE AIR FORCE	42,297	15,541	36.74	43
SECURITIES AND EXCHANGE COMMISSION	519	190	36.61	44
EXECUTIVE OFFICE PRESIDENT	453	164	36.20	45
DEFENSE CONTRACT AUDIT AGENCY	143	50	34.97	46



TABLE I-15

## RANKING BY % OF FEMALES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL ADMIN FORCE	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
TOTAL ADMINISTRATIVE IN CPDF	435,307	151,880	34.89	
US INFORMATION AGENCY	2,164	755	34.89	47
NATIONAL ENDOWMENT HUMANITIES	46	16	34.78	48
DEFENSE SUMMARY	192,046	65,823	34.27	49
DEFENSE ARMY	69,620	23,727	34.08	50
ENERGY	4,718	1,586	33.62	51
INTERNATIONAL TRADE COMMISSION	184	61	33.15	52
STATE	4,194	1,377	32.83	53
LABOR	7,577	2,475	32.66	54
VETERANS ADMINISTRATION*	13,371	4,361	32.62	55
INTERSTATE COMMERCE COMMISSION	373	120	32.17	56
DEFENSE LOGISTICS AGENCY	21,940	6,943	31.65	57
INTERIOR	12,334	3,886	31.51	58
EXPORT-IMPORT BANK	125	39	31.20	59
DEFENSE MAPPING AGENCY	1,370	421	30.73	60
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,159	343	29.59	61
TREASURY	38,061	11,236	29.52	62
AGENCY FOR INTER DEVELOPMENT	1,722	490	28.46	63
DEFENSE INVESTIGATIVE SERVICE	1,821	496	27.24	64
SMALL BUSINESS ADMINISTRATION	2,236	588	26.30	65
DEFENSE OFFICE OF SECRETARY	445	112	25.17	66
PANAMA CANAL COMMISSION	301	73	24.25	67
GOVERNMENT PRINTING OFFICE	867	200	23.07	68
FEDERAL DEPOSIT INSURANCE CORP	2,449	513	20.95	69
DEFENSE INSPECTOR GENERAL	365	76	20.82	70
FEDERAL MARITIME COMMISSION	106	22	20.75	71
DEFENSE OFFICE DEPENDENT SCHOOLS*	137	28	20.44	72
NATIONAL TRANSPORTATION SAFETY BD	192	37	19.27	73
JUSTICE*	22,484	4,304	19.14	74
FARM CREDIT ADMINISTRATION	186	35	18.82	75
TRANSPORTATION	31,586	4,965	15.72	76
FEDERAL MEDIATION CONCILIATION SER.	266	28	10.53	77

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	does not use PATCO groupings
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 report
US POSTAL SERVICE	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-16

RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL	TOTAL	TOTAL	
AGENCY OR DEPARTMENT	WORK	MINORITY	MINORITY	RANK
	FORCE	NUMBER	%	
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,802	1,153	63.98	1
COMMISSION ON CIVIL RIGHTS	105	59	56.19	2
PEACE CORPS*	249	102	40.96	3
EDUCATION	1,901	776	40.82	4
SOLDIER'S AND AIRMEN'S HOME	70	23	32.86	5
RAILROAD RETIREMENT BOARD	616	193	31.33	6
HOUSING & URBAN DEVELOPMENT*	6,394	1,958	30.62	7
FEDERAL TRADE COMMISSION	210	62	29.52	8
FEDERAL COMMUNICATIONS COMMISSION	341	99	29.03	9
MERIT SYSTEMS PROTECTION BOARD	107	31	28.97	10
ACTION	301	85	28.24	11
LABOR	7,577	2,104	27.77	12
HEALTH AND HUMAN SERVICES	50,505	13,481	26.69	13
FEDERAL LABOR RELATIONS AUTHORITY	91	24	26.37	14
GOVERNMENT PRINTING OFFICE	867	222	25.61	15
COMMODITY FUTURES TRADING COMM	125	32	25.60	16
US INFORMATION AGENCY	2,164	535	24.72	17
FEDERAL ELECTION COMMISSION	130	32	24.62	18
NATIONAL ENDOWMENT FOR THE ARTS	118	29	24.58	19
SMALL BUSINESS ADMINISTRATION	2,236	541	24.19	20
DEFENSE OFFICE DEPENDENT SCHOOLS*	137	33	24.09	21
NATIONAL SCIENCE FOUNDATION	289	69	23.88	22
GENERAL SERVICES ADMINISTRATION	6,751	1,593	23.60	23
DEFENSE NUCLEAR AGENCY*	249	57	22.89	24
OFFICE OF PERSONNEL MANAGEMENT	2,580	584	22.64	25
CONSUMER PRODUCT SAFETY COMMISSION	273	60	21.98	26
SECURITIES AND EXCHANGE COMMISSION	519	113	21.77	27
ADMINISTRATIVE OFFICE US COURTS	198	42	21.21	28
NATIONAL ARCHIVES & RECORDS ADMIN	239	50	20.92	29
INTERIOR	12,334	2,572	20.85	30
PENSION BENEFIT GUARANTY CORP	128	26	20.31	31
SMITHSONIAN INSTITUTION	522	104	19.92	32
FEDERAL HOME LOAN BANK BOARD	237	47	19.83	33
DEFENSE LOGISTICS AGENCY	21,940	4,344	19.80	34
AGENCY FOR INTER DEVELOPMENT	1,722	339	19.69	35
NATIONAL ENDOWMENT HUMANITIES	46	9	19.57	36
FEDERAL RESERVE BOARD*	93	18	19.35	37
COMMERCE	5,384	1,040	19.32	38
INTERSTATE COMMERCE COMMISSION	373	72	19.30	39
TREASURY	38,061	7,284	19.14	40
JUSTICE*	22,484	4,294	19.10	41
FEDERAL MARITIME COMMISSION	106	20	18.87	42
NATIONAL LABOR RELATIONS BOARD	740	139	18.78	43
STATE	4,194	781	18.62	44
TOTAL ADMINISTRATIVE IN CPDF	435,307	80,896	18.58	
DEFENSE AIR FORCE	42,297	7,591	17.95	45

TABLE I-16

## RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL WORK FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
INTERNATIONAL TRADE COMMISSION	184	32	17.39	46
VETERANS ADMINISTRATION*	13,371	2,307	17.25	47
DEFENSE MAPPING AGENCY	1,370	235	17.15	48
PANAMA CANAL COMMISSION	301	51	16.94	49
OVERSEAS PRIVATE INVESTMENT CORP	54	9	16.67	50
SELECTIVE SERVICE SYSTEM	103	17	16.50	51
DEFENSE SUMMARY	192,046	30,465	15.86	52
DEFENSE USUHS	38	6	15.79	53
ARMS CONTROL & DISARMAMENT AGENCY	32	5	15.63	54
DEFENSE NAVY	46,356	7,155	15.43	55
NUCLEAR REGULATORY COMMISSION	591	91	15.40	56
DEFENSE ARMY	69,620	10,700	15.37	57
ENVIRONMENTAL PROTECTION AGENCY*	3,275	502	15.33	58
ENERGY	4,718	713	15.11	59
AGRICULTURE	13,289	1,961	14.76	60
DEFENSE CONTRACT AUDIT AGENCY	143	21	14.69	61
DEFENSE COMMUNICATIONS AGENCY	667	95	14.24	62
NATIONAL AERONAUTICS & SPACE ADMIN	3,687	511	13.86	63
NATIONAL GALLERY OF ART	52	7	13.46	64
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,159	155	13.37	65
EXECUTIVE OFFICE PRESIDENT	453	55	12.14	66
FEDERAL DEPOSIT INSURANCE CORP	2,449	290	11.84	67
TRANSPORTATION	31,586	3,568	11.30	68
EXPORT-IMPORT BANK	125	14	11.20	69
DEFENSE INVESTIGATIVE SERVICE	1,821	198	10.87	70
FEDERAL MEDIATION CONCILIATION SER.	266	28	10.53	71
NATIONAL CREDIT UNION ADMIN	57	6	10.53	72
NATIONAL TRANSPORTATION SAFETY BD	192	20	10.42	73
DEFENSE OCHAMPUS	89	8	8.99	74
DEFENSE INSPECTOR GENERAL	365	25	6.85	75
DEFENSE OFFICE OF SECRETARY	445	22	4.94	76
FARM CREDIT ADMINISTRATION	186	6	3.23	77

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	does not use PATCO groupings
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 report
US POSTAL SERVICE	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-17

## RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL WORK FORCE	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
DEFENSE OFFICE DEPENDENT SCHOOLS*	14,109	10,849	76.89	1
NATIONAL ENDOWMENT FOR THE ARTS	204	148	72.55	2
SELECTIVE SERVICE SYSTEM	268	194	72.39	3
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	38,020	68.79	4
NATIONAL ENDOWMENT FOR THE HUMAN HEALTH AND HUMAN SERVICES	241	165	68.46	5
COMMISSION ON CIVIL RIGHTS	122,962	81,005	65.88	6
RAILROAD RETIREMENT BOARD	177	110	62.15	7
OVERSEAS PRIVATE INVESTMENT CORP	1,427	865	60.62	8
EQUAL EMPLOYMENT OPPORTUNITY COMM	124	75	60.48	9
OFFICE OF PERSONNEL MANAGEMENT	3,076	1,852	60.21	10
DEFENSE USUHS	5,489	3,301	60.14	11
NATIONAL SCIENCE FOUNDATION	500	299	59.80	12
MERIT SYSTEMS PROTECTION BOARD	1,016	581	57.19	13
ADMINISTRATIVE OFFICE US COURTS EDUCATION	422	241	57.11	14
PEACE CORPS*	554	316	57.04	15
SOLDIER'S AND AIRMEN'S HOME	4,466	2,528	56.61	16
FEDERAL HOME LOAN BANK BOARD	693	391	56.42	17
VETERANS ADMINISTRATION*	769	430	55.92	18
DEFENSE OCHAMPUS	528	295	55.87	19
DEFENSE NUCLEAR AGENCY*	211,696	117,965	55.72	20
FEDERAL RESERVE BOARD	200	110	55.00	21
ACTION	795	434	54.59	22
NATIONAL LABOR RELATIONS BOARD	1,263	689	54.55	23
NATIONAL ARCHIVES & RECORDS ADMIN	467	254	54.39	24
TREASURY	2,554	1,377	53.92	25
FEDERAL TRADE COMMISSION	2,021	1,085	53.69	26
PENSION BENEFIT GUARANTY CORP	121,914	65,313	53.57	27
FEDERAL LABOR RELATIONS AUTHORITY	1,156	613	53.03	28
HOUSING & URBAN DEVELOPMENT*	457	240	52.52	29
EXECUTIVE OFFICE PRESIDENT	269	141	52.42	30
FEDERAL ELECTION COMMISSION	11,406	5,917	51.88	31
ARMS CONTROL & DISARMAMENT AGENCY	925	478	51.68	32
INTERNATIONAL TRADE COMMISSION	209	108	51.67	33
EXPORT-IMPORT BANK	151	77	50.99	34
CONSUMER PRODUCT SAFETY COMMISSION	419	209	49.88	35
COMMODITY FUTURES TRADING COMM	312	154	49.36	36
DEFENSE OFFICE OF SECRETARY	534	255	47.75	37
SECURITIES AND EXCHANGE COMMISSION	487	231	47.43	38
FEDERAL COMMUNICATIONS COMMISSION	1,127	534	47.38	39
SMALL BUSINESS ADMINISTRATION	1,787	841	47.06	40
DEFENSE COMMUNICATIONS AGENCY	1,815	853	47.00	41
ENVIRONMENTAL PROTECTION AGENCY*	3,853	1,805	46.85	42
DEFENSE LOGISTICS AGENCY	1,634	725	44.37	43
LABOR	12,115	5,309	43.82	44
	49,213	21,433	43.55	45
	17,217	7,471	43.39	46

TABLE I-17

## RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL WORK FORCE	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
US INFORMATION AGENCY	4,928	2,017	40.93	47
FEDERAL MARITIME COMMISSION	208	85	40.87	48
COMMERCE	29,385	11,986	40.79	49
INTERSTATE COMMERCE COMMISSION	843	339	40.21	50
DEFENSE INVESTIGATIVE SERVICE	2,309	927	40.15	51
STATE	12,762	5,021	39.34	52
AGENCY FOR INTER DEVELOPMENT	3,243	1,254	38.67	53
FARM CREDIT ADMINISTRATION	281	108	38.43	54
JUSTICE*	61,138	23,274	38.07	55
GOVERNMENTWIDE	2,680,405	1,002,415	37.40	
GENERAL SERVICES ADMINISTRATION	24,017	8,861	36.89	56
DEFENSE ARMY	326,631	118,810	36.37	57
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,370	834	35.19	58
NUCLEAR REGULATORY COMMISSION	3,410	1,174	34.43	59
ENERGY	15,775	5,421	34.36	60
SMITHSONIAN INSTITUTION	3,316	1,134	34.20	61
DEFENSE AIR FORCE	226,367	76,243	33.68	62
DEFENSE SUMMARY	929,155	308,683	33.22	63
AGRICULTURE	93,921	31,099	33.11	64
FEDERAL DEPOSIT INSURANCE CORP	3,254	1,075	33.04	65
INTERIOR	56,660	18,447	32.56	66
DEFENSE CONTRACT AUDIT AGENCY	4,608	1,489	32.31	67
GOVERNMENT PRINTING OFFICE	5,245	1,679	32.01	68
DEFENSE INSPECTOR GENERAL	979	298	30.44	69
NATIONAL GALLERY OF ART	685	200	29.20	70
NATIONAL TRANSPORTATION SAFETY BD	279	81	29.03	71
DEFENSE MAPPING AGENCY*	8,915	2,572	28.85	72
US POSTAL SERVICE*	714,639	203,947	28.54	73
DEFENSE NAVY	303,916	83,955	27.62	74
NATIONAL AERONAUTICS & SPACE ADMIN.	22,006	5,645	25.65	75
NATIONAL CREDIT UNION ADMIN	589	145	24.62	76
FEDERAL MEDIATION CONCILIATION SER.	320	72	22.50	77
TRANSPORTATION	59,221	12,621	21.31	78
TENNESSEE VALLEY AUTHORITY*	27,131	5,586	20.59	79
PANAMA CANAL COMMISSION	1,357	232	17.10	80

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security

TABLE I-18

## RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
SOLDIER'S AND AIRMEN'S HOME	769	532	69.18	1
NATIONAL GALLERY OF ART	685	421	61.46	2
COMMISSION ON CIVIL RIGHTS	177	106	59.89	3
EQUAL EMPLOYMENT OPPORTUNITY COMM	3,076	1,767	57.44	4
GOVERNMENT PRINTING OFFICE	5,245	3,001	57.22	5
EDUCATION	4,466	2,075	46.46	6
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	24,422	44.19	7
PENSION BENEFIT GUARANTY CORP	457	191	41.79	8
GENERAL SERVICES ADMINISTRATION	24,017	9,529	39.68	9
SMITHSONIAN INSTITUTION	3,316	1,306	39.38	10
ACTION	467	173	37.04	11
HOUSING & URBAN DEVELOPMENT*	11,406	4,211	36.92	12
MERIT SYSTEMS PROTECTION BOARD	422	155	36.73	13
RAILROAD RETIREMENT BOARD	1,427	521	36.51	14
ADMINISTRATIVE OFFICE US COURTS	554	201	36.28	15
HEALTH AND HUMAN SERVICES	122,962	44,380	36.09	16
NATIONAL ARCHIVES & RECORDS ADMIN	2,021	706	34.93	17
FEDERAL TRADE COMMISSION	1,156	397	34.34	18
OFFICE OF PERSONNEL MANAGEMENT	5,489	1,813	33.03	19
VETERANS ADMINISTRATION*	211,696	69,480	32.82	20
INTERSTATE COMMERCE COMMISSION	843	276	32.74	21
NATIONAL SCIENCE FOUNDATION	1,016	332	32.68	22
FEDERAL LABOR RELATIONS AUTHORITY	269	87	32.34	23
FEDERAL COMMUNICATIONS COMMISSION	1,815	587	32.34	24
FEDERAL HOME LOAN BANK BOARD	528	170	32.20	25
FEDERAL RESERVE BOARD*	1,263	403	31.91	26
NATIONAL ENDOWMENT FOR THE ARTS	204	64	31.37	27
INTERNATIONAL TRADE COMMISSION	419	130	31.03	28
SELECTIVE SERVICE SYSTEM	268	83	30.97	29
FEDERAL MARITIME COMMISSION	208	64	30.77	30
SECURITIES AND EXCHANGE COMMISSION	1,787	547	30.61	31
PEACE CORPS*	693	212	30.59	32
DEFENSE LOGISTICS AGENCY	49,213	14,875	30.23	33
US INFORMATION AGENCY	4,928	1,474	29.91	34
OVERSEAS PRIVATE INVESTMENT CORP	124	37	29.84	35
US POSTAL SERVICE*	714,639	212,751	29.77	36
NATIONAL ENDOWMENT FOR THE HUMAN	241	71	29.46	37
SMALL BUSINESS ADMINISTRATION	3,853	1,117	28.99	38
LABOR	17,217	4,976	28.90	39
COMMODITY FUTURES TRADING COMM	487	140	28.75	40
AGENCY FOR INTER DEVELOPMENT	3,243	927	28.58	41
TREASURY	121,914	34,645	28.42	42
NATIONAL LABOR RELATIONS BOARD	2,554	718	28.11	43
EXPORT-IMPORT BANK	312	85	27.24	44
FEDERAL ELECTION COMMISSION	209	56	26.79	45
CONSUMER PRODUCT SAFETY COMMISSION	534	142	26.59	46

TABLE I-18

## RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1985	TOTAL WORK FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
AGENCY OR DEPARTMENT				
JUSTICE*	61,138	16,230	26.55	47
GOVERNMENTWIDE	2,680,405	708,295	26.42	
EXECUTIVE OFFICE PRESIDENT	925	233	25.19	48
DEFENSE NAVY	303,916	75,536	24.85	49
DEFENSE NUCLEAR AGENCY*	795	189	23.77	50
DEFENSE SUMMARY	929,155	212,599	22.88	51
STATE	12,762	2,907	22.78	52
INTERIOR	56,660	12,534	22.12	53
COMMERCE	29,385	6,416	21.83	54
DEFENSE AIR FORCE	226,367	48,436	21.40	55
ENVIRONMENTAL PROTECTION AGENCY*	12,115	2,577	21.27	56
ARMS CONTROL & DISARMAMENT AGENCY	151	32	21.19	57
DEFENSE ARMY	326,631	68,602	21.00	58
FEDERAL DEPOSIT INSURANCE CORP	3,254	642	19.73	59
NATIONAL TRANSPORTATION SAFETY BD	279	55	19.71	60
DEFENSE COMMUNICATIONS AGENCY	1,634	304	18.60	61
PANAMA CANAL COMMISSION	1,357	251	18.50	62
DEFENSE MAPPING AGENCY*	8,915	1,625	18.23	63
DEFENSE USUHS	500	87	17.40	64
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,370	408	17.22	65
DEFENSE CONTRACT AUDIT AGENCY	4,608	791	17.17	66
ENERGY	15,775	2,701	17.12	67
FEDERAL MEDIATION CONCILIATION SER.	320	54	16.88	68
DEFENSE OCHAMPUS	200	33	16.50	69
TRANSPORTATION	59,221	9,524	16.08	70
NUCLEAR REGULATORY COMMISSION	3,410	529	15.51	71
AGRICULTURE	93,921	13,596	14.48	72
NATIONAL CREDIT UNION ADMIN	589	80	13.58	73
DEFENSE INSPECTOR GENERAL	979	132	13.48	74
NATIONAL AERONAUTICS & SPACE ADMIN	22,006	2,905	13.20	75
DEFENSE INVESTIGATIVE SERVICE	2,309	303	13.12	76
DEFENSE OFFICE DEPENDENT SCHOOLS*	14,109	1,740	12.33	77
DEFENSE OFFICE OF SECRETARY	1,127	122	10.83	78
TENNESSEE VALLEY AUTHORITY*	27,131	2,896	10.67	79
FARM CREDIT ADMINISTRATION	281	27	9.61	80

## FOOTNOTES:

\* DATA OBTAINED FROM FY 1985 ACCOMPLISHMENT REPORT

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1985 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security





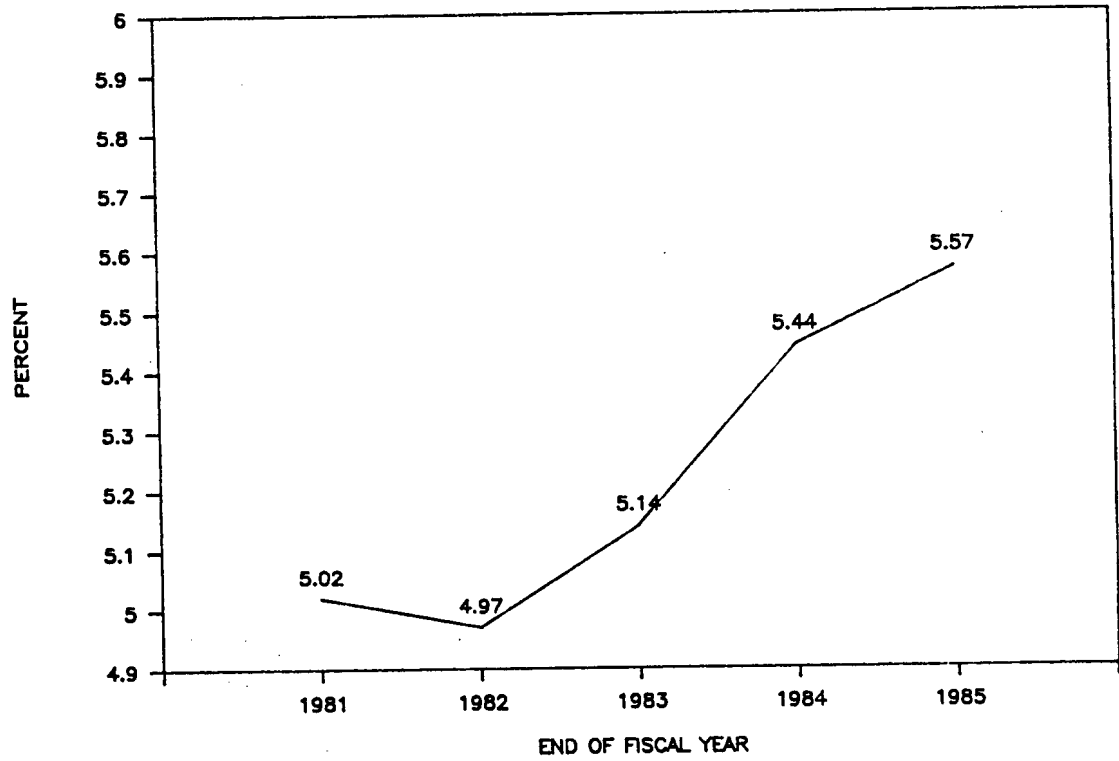
**PART II**

**EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS  
IN THE  
FEDERAL GOVERNMENT**

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**



**PART II**  
**EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS**  
**IN THE**  
**FEDERAL GOVERNMENT**



**REPORT PREPARED FOR:**  
**SENATE COMMITTEE ON HUMAN RESOURCES**  
**HOUSE COMMITTEE ON EDUCATION AND LABOR**  
**SEPTEMBER 30, 1985**

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**



## EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS IN THE FEDERAL GOVERNMENT

### A. BACKGROUND

This is the tenth annual report to the Congress on the employment of individuals with handicaps in the Federal Government. It covers the period October 1, 1984, through September 30, 1985, and caps a decade of major improvements in the hiring, placement, and advancement of people with disabilities in our Government. Fiscal Year 1985 was a time of firsts for both the Equal Employment Opportunity Commission (EEOC) and Federal Sector Programs (FSP), the office within EEOC that is responsible for monitoring implementation of affirmative action for individuals with handicaps in the Federal Government. EEOC celebrated its 20th anniversary and in many ways reaffirmed its commitment to full employment opportunities for individuals with disabilities. This was evidenced by the establishment and implementation of an onsite program to review Federal agencywide comprehensive affirmative employment programs for individuals with handicaps. FSP also increased the coordination and efficiency of field onsite program reviews, as well as the provision of technical assistance to Federal agency installations.

Most Federal agencies are making significant progress in increasing employment opportunities for individuals with handicaps and in obtaining support from top level personnel. EEOC has estimated that the availability of persons with targeted disabilities who are work force age and able to work is 5.95 percent of the entire work force age population. During FY 1985, there was a substantial increase of 8.3 percent in the number of individuals with specified severe disabilities in the Federal Government. While we cannot ignore the fact that severe underrepresentation still exists, there has been a continued steady increase in the employment of persons with handicaps in the Federal Government.

This report is submitted in accordance with section 501 of the Rehabilitation Act of 1973, 29 U.S.C. 791 (Public Law 93-112), as amended (Public Law 93-516), which requires all agencies, departments, and instrumentalities of the executive branch of the Federal Government, including the United States Postal Service and Postal Rate Commission, to submit (pursuant to the President's Reorganization Plan of 1978) to the Equal Employment Opportunity Commission (EEOC) annual affirmative action program plans for hiring, placement, and advancement of individuals with handicaps.

The Interagency Committee on Handicapped Employees (ICHE), established by section 501(a) of the Rehabilitation Act, provides a focus for Federal and other employment of individuals with handicaps. The ICHE reviews, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to individuals with handicaps in the Federal service. It also addresses issues to assure that the special needs of these persons are met. This report was prepared in consultation with the Standing Committee of the ICHE.

The Federal Government continues to be challenged as it meets its commitment to become a model employer of individuals with handicaps. There has been ongoing progress in the number of employees with handicaps who are hired and advanced within our Government. Federal agencies must continue to increase awareness of the capabilities of citizens with disabilities in order to assure that they are provided with equal opportunities for entering and maintaining employment in the Federal service. This report provides an overview of the achievements of Federal agencies during fiscal year 1985 as they endeavored to meet their obligations under section 501 of the Rehabilitation Act of 1973, as amended.

## B. PROGRAM TRENDS AND MILESTONES

### 1. Leadership and Guidance

EEOC has responsibility for enforcing nondiscrimination and affirmative action provisions of laws and regulations concerning Federal employment of individuals with handicaps. Specifically, EEOC:

- o reviews and approves agency affirmative action program plans for hiring, placement, and advancement of individuals with handicaps;
- o processes appeals of agency decisions in regard to complaints of discrimination on the basis of handicap;
- o issues rules, regulations, orders, and instructions to enforce equal employment opportunity for individuals with handicaps;
- o provides ongoing technical assistance to Federal agencies on developing and implementing comprehensive affirmative action programs;
- o conducts onsite reviews of agency affirmative action programs and prepares reports of results and recommendations;
- o requests information from agencies as necessary; and
- o cochairs the Interagency Committee on Handicapped Employees and provides staff and space for the Committee Secretariat.

In addition, Executive Order 12067, dated June 30, 1978, provides that EEOC is to coordinate Federal equal employment opportunity programs, including those for individuals with handicaps. EEOC's Office of Legal Counsel leads and coordinates the efforts of Federal agencies to enforce all Federal statutes, executive orders, regulations, and policies that require equal employment opportunity without regard to handicap, race, color, religion, sex, national origin, or age.

EEOC provides leadership and guidance for enforcement of section 501 of the Rehabilitation Act of 1973, as amended. The EEOC develops and recommends policy concerning equal employment opportunity for individuals with handicaps in Federal employment, provides instructions for Federal agency affirmative action programs, and assists agencies in complying with their legal obligations under the Act. It also provides support to the Interagency Committee on Handicapped Employees, disseminates

reports and educational materials, and prepares the annual report to Congress as required by law.

EEOC works with the Office of Personnel Management (OPM) in carrying out its mandate pursuant to section 501 of the Rehabilitation Act of 1973, as amended. As the agency charged with overall responsibility for Federal personnel policy and practices, OPM provides personnel flexibilities to help Federal agencies implement affirmative action program plans for employment of individuals with handicaps. OPM works closely with selective placement coordinators in Federal agencies and provides guidance through Federal Personnel Manual issuances and other means.

Comprehensive Affirmative Action Programs - Management Directive 712 (hereafter referred to as EEO-MD-712) was issued on March 29, 1983. It replaced affirmative action provisions previously contained in Federal Personnel Manual Chapter 306, Subchapter 11. EEO-MD-712 prescribes instructions, procedures, and guidance to Federal agencies on implementing and documenting comprehensive affirmative action programs.

The following objectives should be addressed in an agency program:

- a. Ensuring that individuals with handicaps have opportunities to be hired, placed, and advanced;
- b. Ensuring that individuals with handicaps have opportunities to be trained;
- c. Including individuals with handicaps in merit promotion, upward mobility, apprenticeship, student employment, cooperative education, and other development and advancement programs;
- d. Including sources of applicants with applicants in ongoing recruitment efforts;
- e. Making facilities accessible to and useable by employees and applicants with handicaps;
- f. Providing reasonable accommodation for the disabilities of employees and applicants;
- g. Maintaining an internal data collection system for purposes of program assessment and planning;
- h. Evaluating program status and achievement in a systematic manner;
- i. Delegating appropriate authority to direct and accomplish program efforts;



- j. Committing adequate resources to support program efforts; and
- k. Achieving full commitment to program goals.

Agencies may also include additional objectives specifically tailored to agency mission, character, or size.

EEO-MD-712 generates no reporting requirements.

One of EEOC's responsibilities in regard to this management directive is to conduct onsite reviews of program implementation by Federal agencies at the headquarters level as well as at subordinate organizational units and installations. During fiscal year 1985, EEOC began its onsite program review of agencywide implementation and administration of EEO-MD-712.

A pilot review of an agencywide comprehensive affirmative action program was conducted at the Securities and Exchange Commission (SEC). Interview guides and materials for use by both the reviewed agency and EEOC staff were developed for the onsite program review.

## 2. Program Development

Training Program - For the third consecutive year, EEOC co-sponsored a symposium with the Department of Navy/Marine Corps, Department of State, Office of Personnel Management, President's Committee on Employment of the Handicapped, Public Health Service, and Veterans Administration on "Perspectives on Employment of Handicapped Individuals." EEOC also conducted training sessions on EEO-MD-712 using materials developed for the training symposium.

Staff Guidance - A comprehensive staff guide for use by EEOC Federal Sector Programs' staff and field Federal Affirmative Action Unit personnel was issued during this fiscal year. This staff guide contains information applicable to EEOC's programs for individuals with handicaps, women, and minorities. It provides uniform guidelines for evaluation of plans and reports developed by Federal agencies pursuant to EEOC management directives as well as guidance for conducting onsite reviews of agency equal employment opportunity and affirmative action programs.

### C. INSTRUCTIONS TO AGENCIES

When affirmative action responsibility for individuals with handicaps in Federal employment was transferred to EEOC in 1979, Federal agencies were instructed to redirect their efforts to achieve measurable results in a limited number of clearly defined areas. EEOC's instructions to agencies have emphasized development of plans to produce objective means of measuring progress.

Nine categories of severe disabilities are targeted for emphasis in affirmative action programs for individuals with handicaps. These disabilities (and applicable codes on Standard Form 256) are as follows: deafness (16 and 17), blindness (23 and 25), missing extremities (28 and 32-38), partial paralysis (64-68), complete paralysis (71-78), convulsive disorders (82), mental retardation (90), mental illness (91), and distortion of limbs and/or spine (92). These particular disabilities were selected on the basis of severity of handicap, availability of statistical work force data, and ease in identification as a group for recruitment and data collection purposes. The Standard Form 256, Self-Identification of Reportable Handicap, is a voluntary self-identification form that was developed by OPM and is completed by employees of the Federal Government to identify and track the number and types of disabilities that are represented in the Federal work force.

EEOC provided instructions to Federal agencies for annual reporting of affirmative action plans and accomplishment reports by issuing management directives. EEO-Management Directive-711, issued on November 2, 1982, was extended through FY 1986, pursuant to EEO-Management Directive-711A, issued October 4, 1983.

Accomplishment reports describe the accomplishments and achievements of Federal agencies in regard to affirmative action and equal employment opportunity during the previous fiscal year. Affirmative action plans set forth actions and objectives to be met during the current fiscal year. This includes specific objectives for increasing representation of persons with targeted disabilities in the Federal work force; establishment of special recruitment programs; and elimination of selection and architectural barriers. The purpose of these affirmative action efforts is to increase representation of persons with targeted disabilities in the Federal Government.

D. AGENCY REPORTS AND PLANS

1. Criteria for Evaluation of FY 1985 Accomplishments

This report covers agency accomplishments during the period October 1, 1984, through September 30, 1985.

EEOC evaluated agency accomplishments during FY 1985 using criteria established to assess changes in the percent representation of persons with targeted disabilities. In FY 1985 program plans, agencies had established goals for achievement of specific increases in representation of persons with targeted disabilities. Six categories were established for evaluation of agency accomplishments:

- a. Agency exceeded goals it had established for increasing the representation of individuals with targeted disabilities in its work force.
- b. Agency met goals it had established.
- c. Agency did not meet goals it had established, but representation of individuals with targeted disabilities in its work force increased.
- d. Representation of individuals with targeted disabilities did not increase, but the rate of accessions of these individuals (percent) during the reporting period exceeded the representation of these individuals (percent) as of the beginning of the reporting period.
- e. Representation of individuals with targeted disabilities did not increase, and there were minimal hiring opportunities (less than 20 accessions), but training and promotion percentages (when the two are averaged) are at least as high for employees who are not handicapped. In addition, if placements were made during the year in upward mobility, apprenticeship, student cooperative education, and management and executive development slots, there is representation of persons with targeted disabilities in two of the four program categories.
- f. There was no increase in representation of individuals with targeted disabilities in the agency work force, and the accession rate (percent) during the reporting period was less than the representation (percent) at the beginning of the reporting period.

If agencies met the accomplishments described in categories a, b, c, d, and e, then they were considered satisfactory. Those agencies that fell into category f were considered to be unsatisfactory, unless it could be shown that there were minimal opportunities to hire (less than 20 accessions for the entire fiscal year). These agencies are rated on the basis of career development actions.

EEOC responded to agencies submitting accomplishment reports by informing them that their accomplishments were satisfactory or unsatisfactory or that their reports were incomplete. Recommendations for improved program planning were provided to agencies with unsatisfactory accomplishments. Specific program areas which were addressed with recommendations for improvement were: recruitment; tracking of applicant data; facility accessibility; selection procedures; and staffing commitments. Agencies with unsatisfactory accomplishments were provided with an opportunity to respond with an explanation of any unique or extenuating circumstances which may have prevented them from being rated satisfactory.

## 2. Analysis of FY 1985 Accomplishment Reports

These accomplishment reports cover the period October 1, 1984, through September 30, 1985. As shown in Table II-I on pages 134-138, the accomplishments of 82 agencies were satisfactory, and the accomplishments of 15 agencies were unsatisfactory. Five agencies did not submit accomplishment reports.

The accomplishment reports of the following agencies were unsatisfactory:

- Army/Air Force Exchange Service
- Consumer Product Safety Commission
- Defense Contract Audit Agency
- Department of Defense, Office of the Secretary
- Department of Education
- Environmental Protection Agency
- Farm Credit Administration
- General Services Administration
- Merit Systems Protection Board
- National Archives and Records Administration
- National Endowment for the Arts
- National Science Foundation
- Railroad Retirement Board
- Selective Service System
- Small Business Administration

The following agencies did not submit accomplishment reports:

Architectural and Transportation Barriers Compliance Board  
 Federal Mediation and Conciliation Service  
 National Mediation Board  
 Navajo and Hopi Indian Relocation Commission  
 Peace Corps

Data provided by the 97 agencies that submitted affirmative action accomplishment reports for the period October 1, 1984, through September 30, 1985, are presented in Tables II-3, II-4, and II-5.

Combined work force data from these 97 agencies are presented below in Figure 1. The percentage of individuals with handicaps (that is, the combined total for persons with targeted disabilities and persons with other handicaps) increased during the reporting period from 5.44 percent to 5.57 percent.

Figure 1 also shows an increase in employment of individuals with targeted disabilities. Representation of individuals with targeted disabilities increased from 27,052 to 29,282. This is a 8.21 percent increase in the number of employees with targeted disabilities which compares favorably with an increase of 2.70 percent in the size of the total work force.

The rate of accessions of individuals with targeted disabilities was 1.09 percent during FY 1985 while the rate of losses was 0.95 percent. As long as this trend continues, the percent representation of individuals with targeted disabilities in the Federal work force will steadily increase.

FIGURE 1

	Total Work Force	Individuals with Handicaps	%	Persons with Targeted Disabilities	%
10/1/84	2,818,948	153,458	5.44	27,052	0.96
9/30/85	2,892,225	161,022	5.57	29,282	1.01
Accessions from 10/1/84 through 9/30/85	552,074			6,025	1.09
Losses from 10/1/84 through 9/30/85	469,347			4,452	0.95

While there was a decline in the percent representation of individuals with handicaps in the Federal work force from 1981 to 1982, there has been a steady increase in this population since 1982. (See Figure 2.)

FIGURE 2

### INDIVIDUALS WITH HANDICAPS PERCENT IN FEDERAL WORK FORCE

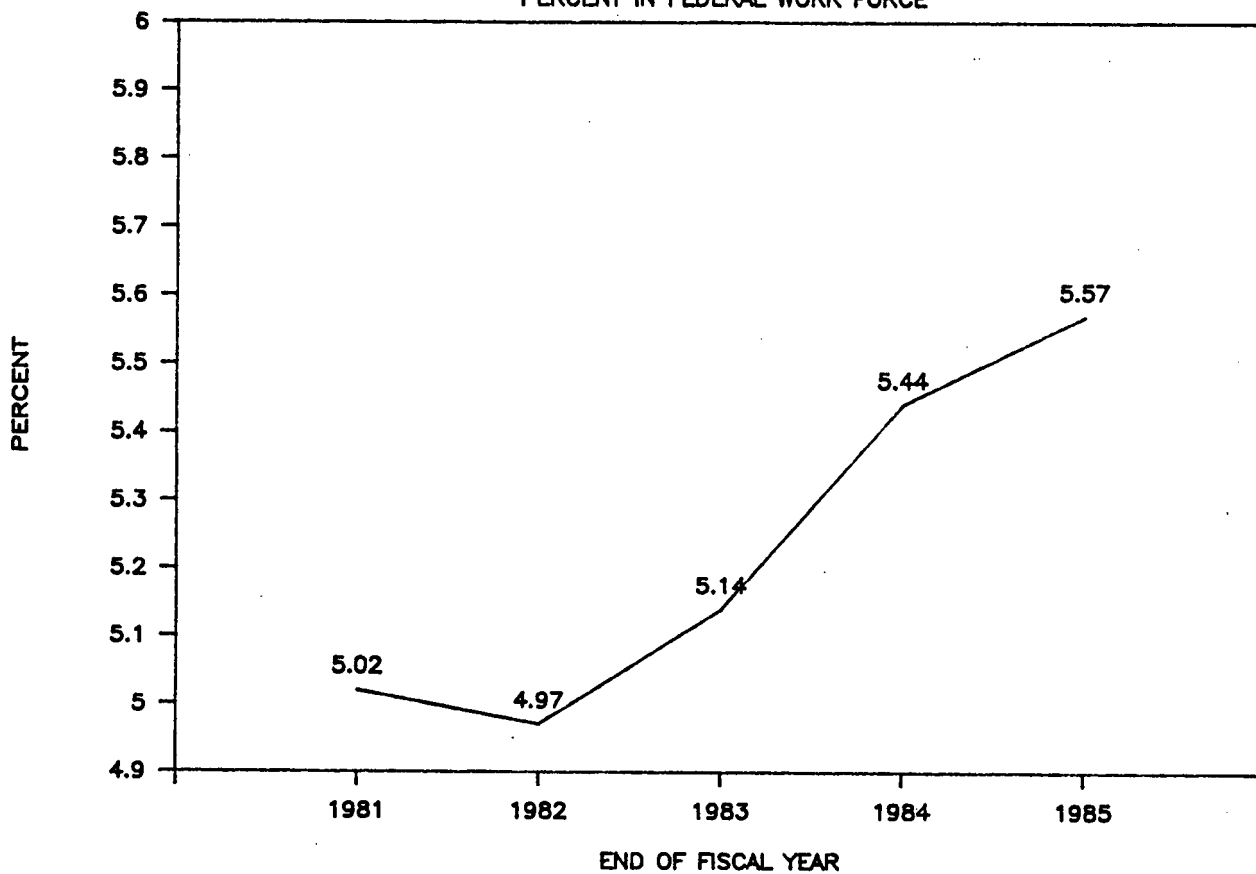
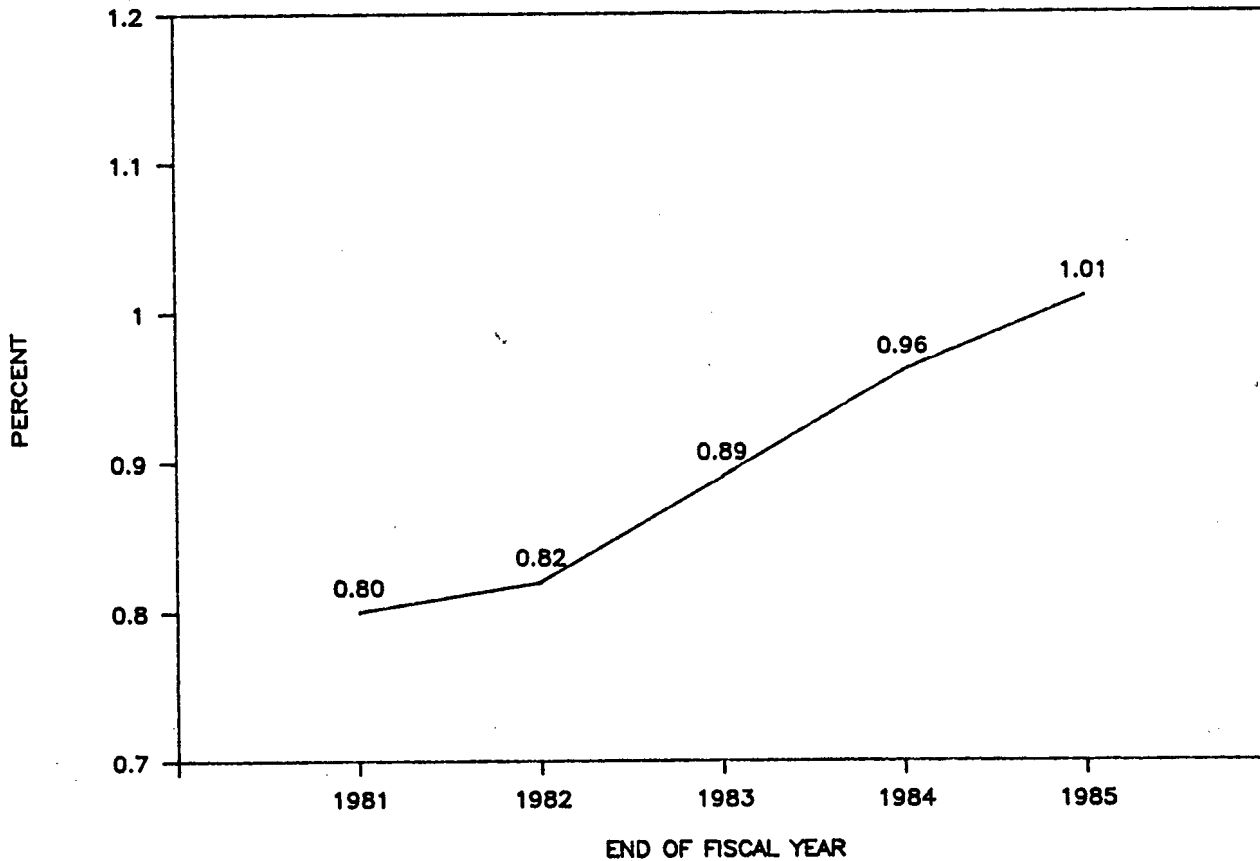


Figure 3 shows a continued increase in percent representation of persons with targeted disabilities from 1981 to the end of 1985 (from 0.80 percent to 1.01 percent). Between 1984 and 1985, there was an increase from 0.96 percent to 1.01 percent. There has been a 26.3 percent increase in percent representation of persons with targeted disabilities from 1981 to 1985.

FIGURE 3

### PERSONS WITH TARGETED DISABILITIES

PERCENT IN FEDERAL WORK FORCE



Figures 4 and 5 show the distribution of targeted disabilities in the Federal work force as of September 30, 1984 and 1985. The targeted disability with the highest representation is mental illness. Distortion of limbs and spine is the targeted disability with the lowest representation. While distribution of most of the targeted disability categories remained constant during FY 1985, there was a significant increase of 1.2 percent in the representation of persons who are deaf.



FIGURE 4

### DISTRIBUTION OF TARGETED DISABILITIES WITHIN FEDERAL WORK FORCE AS OF 9/30/84

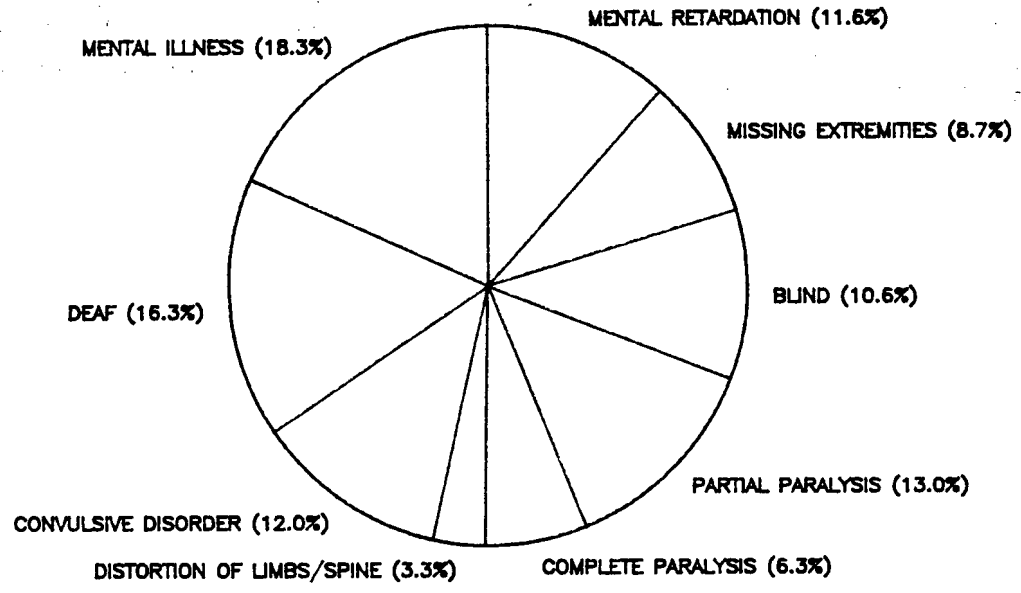
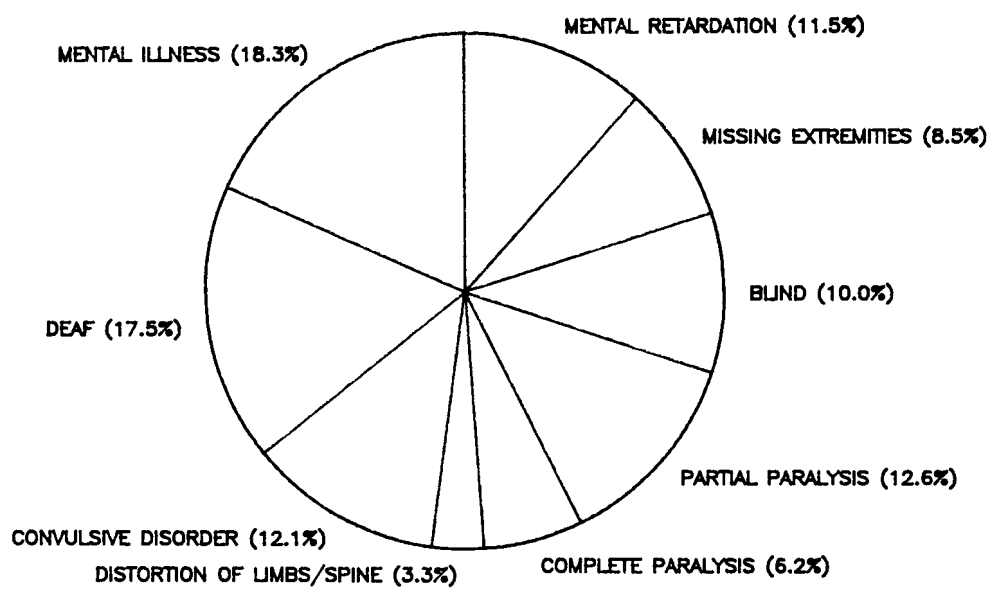


FIGURE 5

### DISTRIBUTION OF TARGETED DISABILITIES WITHIN FEDERAL WORK FORCE AS OF 9/30/85



### 3. FY 1986 Affirmative Action Program Plans

Agencies were required to submit affirmative action program plans for the period October 1, 1985, through September 30, 1986, with their reports of accomplishments for FY 1985. This section of the annual report describes the status of agency submissions of these FY 1986 program plans. Agencies are required to include the following five elements in their plans:

- o a work force analysis by grade, type of occupation, and disability category;
- o employment goals that will result in increased representation of persons with targeted disabilities;
- o a special recruitment plan that provides reasonable assurances that applicant pools will be expanded to increase representation of qualified individuals with handicaps;
- o a plan for removal of facility barriers that includes timetables for accomplishment of specified objectives; and
- o a plan for analysis of selection procedures and elimination of selection barriers that impede hiring, placement, and advancement of individuals with handicaps.

Plans from agencies with 501 or more employees were considered complete if they included the above elements.

Agencies with 500 or fewer employees were permitted to submit abbreviated plans. These were considered complete if they included the following:

- o a work force analysis indicating the total number of employees, the number of employees with handicaps, and the number of employees with targeted disabilities;
- o a statement indicating that potential sources of applicants with handicaps would be notified well before vacancies were filled; and
- o a statement specifying actions planned to remove facility barriers.

Ninety-one agencies submitted complete plans for FY 1986. The Federal Trade Commission, Office of Personnel Management, and U.S. Departments of Education and Justice submitted incomplete plans because these agencies did not provide goals for employment

Intelligence Agency and National Guard Bureau, submitted unacceptable goals (the goals did not indicate an increase in representation of persons with targeted disabilities), and therefore, their plans were not approved.

The following agencies did not submit plans:

- Architectural and Transportation Barriers Compliance Board
- Federal Mediation and Conciliation Service
- National Mediation Board
- Navajo and Hopi Indian Relocation Commission
- Peace Corps

#### E. INTERAGENCY COMMITTEE ON HANDICAPPED EMPLOYEES

The Interagency Committee on Handicapped Employees (ICHE) was established by section 501(a) of the Rehabilitation Act of 1973 (Public Law 93-112). The purpose of the Committee is to provide a focus for Federal and other employment of individuals with handicaps and to review, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to individuals with handicaps in the Federal service. ICHE goals are to increase employment of individuals with handicaps and to ensure an equitable, suitable, and functional work environment in the Federal service. The Committee makes recommendations for policy, procedural, regulatory, and legislative changes that will improve employment opportunities for qualified persons with disabilities.

The ICHE is co-chaired by Clarence Thomas, Chairman, Equal Employment Opportunity Commission, and Madeleine Will, Assistant Secretary for Special Education and Rehabilitative Services, Department of Education. Other members during FY 1985 were Lawrence J. Korb, Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), Department of Defense; Susan R. Meisinger, Deputy Undersecretary for Employment Standards, Department of Labor; Loretta Cornelius, Deputy Director, Office of Personnel Management; Everett Alvarez, Jr., Deputy Administrator, Veterans Administration; Dwight Ink, Acting Administrator, General Services Administration; Dennis R. Patrick, Commissioner, Federal Communications Commission; and Thomas McFee, Assistant Secretary for Personnel Administration, Department of Health and Human Services.

To date, the ICHE has issued 13 reports and adopted 122 recommendations. The reports relate to: definition and interpretation of the term "handicapped individual" (1975); evaluation of agency affirmative action program plans and achievement in employment of individuals with handicaps including disabled veterans (1975); removal of attitudinal, communication, and procedural barriers (1975); establishment of a system for collecting data on Federal employees with handicaps (1975); establishment of a public affairs program (1976); development of improved training opportunities for Federal employees with handicaps (1976); study of issues affecting employment of disabled veterans (1977); establishment of modified affirmative action requirements for small agencies (1978); establishment of priorities for future ICHE attention (1978); Federal employment of individuals who are mentally restored (1979); employment of individuals with handicaps in times of economic restraint (1982); effects of reductions-in-force on Federal employees with handicaps (1983); and criteria for evaluation of affirmative action programs for individuals with handicaps (1983).

The Interagency Committee on Handicapped Employees held its 22nd meeting in FY 1985. It continued its study of handicap case law including how to better coordinate the exchange of information on handicap case law among Federal executive branch agencies; and how to inform staff working with related disability programs about the most recent case law developments.

The Committee approved two recommendations which were forwarded to the General Services Administration for implementation. The General Services Administration immediately implemented one recommendation by establishing a system for the transfer of reasonable accommodation equipment from one Federal agency to another. A second recommendation addressed the attachment of special devices for reasonable accommodation to computers without invalidating warranties. This matter is under consideration by a newly formed committee known as the Interagency Committee for the Computer Support of Disabled Federal Employees.

In FY 1985, the ICHE Secretariat, at the instruction of the Committee, began a series of meetings with Senator Ted Steven's staff for the purpose of offering technical assistance to a task force established to review employment of individuals with handicaps in the legislative branch. Legislative branch agencies are not covered by any legislation requiring affirmative action for hiring, placement, and advancement of individuals with handicaps.

The Interagency Committee on Handicapped Employees coordinated with the President's Committee on Employment of the Handicapped and the President's Committee on Mental Retardation to share resources and to prevent duplication of efforts.

#### F. ONSITE PROGRAM REVIEWS

During FY 1985, EEOC conducted 217 onsite reviews of affirmative action programs for individuals with handicaps at Federal agency field installations. The following major agencies were involved:

- Department of Agriculture
- Department of Air Force
- Department of the Army
- Army/Air Force Exchange Service
- Department of Commerce
- Defense Audiovisual Agency
- Defense Contract Audit Agency
- Defense Logistics Agency
- Department of Energy
- Environmental Protection Agency
- General Services Administration
- Department of Health and Human Services
- Department of Housing and Urban Development
- Department of Interior
- Department of Labor
- National Aeronautics and Space Administration
- Department of the Navy
- Office of Personnel Management
- U.S. Postal Service
- Small Business Administration
- Department of Transportation
- Department of the Treasury
- Veterans Administration

The onsite reviews focus on four primary program areas: program management, special recruitment programs, data collection, and facility accessibility. Reports of the evaluation are sent to installations and to agency headquarters. Results of the reviews are summarized by program area in the paragraphs that follow.

Program Management: This involves assignment of adequate personnel resources to implement an effective affirmative action program for hiring, placement, and advancement of individuals with handicaps. It includes appointment of properly trained and adequately experienced persons at a level of responsibility and authority that allows effective management of programs for employment of persons with handicaps.

Of the 217 agency installations reviewed, 202 (93%) had designated a handicapped program manager and/or a selective placement coordinator. Most of them were of a sufficient grade level to have access to top management at their respective installations. The majority were equal in grade level to managers of other special emphasis programs. Most installation program managers spent only 10% or less of their time on the employment program

for individuals with handicaps. Furthermore, interviews with these managers indicated that only 18% had been given adequate training or had adequate job experience. Also, only 18% of these managers had their responsibilities for this program incorporated into their position descriptions.

EEOC has urged all agency installations to designate a qualified, trained person to manage their employment program for individuals with handicaps. EEOC has also indicated that these persons should be given the time and authority to implement a viable local program and that their responsibilities should be specified in their position descriptions.

Special Recruitment Programs: This involves the development of recruitment plans and hiring goals. It also includes the establishment of tracking systems for monitoring the hiring, placement, and advancement of individuals with handicaps; and the maintenance of adequate applicant pools.

Onsite reviews revealed that only 35% of agency installations had clearly delineated hiring goals. Twenty-five percent of agency installations reviewed had systems for tracking applications from individuals with handicaps. Fifty-two percent of the installations reviewed had established applicant pools, while almost all installations had established and maintained liaison with state vocational rehabilitation offices, state employment offices, veterans organizations, and other appropriate recruitment sources for applicants with handicaps in their local area. It should be noted that several installations had undergone a reduction in force and/or were under a hiring freeze at the time of their onsite review. Many of these installations, however, had participated in the unpaid work experience programs through vocational rehabilitation services and the Veterans Administration. The purpose of these programs is to place clients of state vocational rehabilitation agencies and disabled veterans in a work setting at a Federal agency that would help them acquire the necessary skills and training to enter the work force. Specific recommendations have been transmitted to those installations that were reviewed, and technical assistance in this and other areas has been offered to local program managers.

Data Collection: This concerns the ability of an installation to provide adequate and accurate data to EEOC and OPM regarding the number of individuals with handicaps employed at the local level. For the most part, installations reviewed had implemented an adequate employment data reporting system. Virtually all of these installations asked new employees to complete a Standard Form 256 or its equivalent form for identifying disabling conditions. However, 76% of the installations reviewed report that new employees frequently fail to code themselves accurately on the Standard Form 256 or equivalent form. Many of these installations reported that a high percentage of their employees

had refused to reveal their disability status by coding themselves "01" (not identified) on Standard Form 256 or its equivalent.

Facility Accessibility: This examines the accessibility of the installations' buildings for individuals with mobility and sensory impairments. Emphasis is placed on minimums necessary to permit individuals with disabilities to be employed at the installation rather than on full compliance with standards published by any of the standard setting agencies.

Fifty-three percent of all the installations reviewed were found to be from basically to fully accessible. Most of the remaining installations were either removing existing architectural barriers or had plans for eventual barrier removal. Of the few installations found to be substantially inaccessible, most were relatively old and in a few cases could not be changed due to concerns with historical preservation. However, the staff at these installations stressed that needed renovations would be made on a case-by-case basis if a prospective employee with a disability or an employee who became disabled needed access to their worksite.

Based on the overall findings and observations of the onsite reviews, the ingredients of a good employment program for individuals with handicaps should include commitment, top management support, an adequately trained handicapped program manager and/or selective placement coordinator, sufficient time and resources devoted to the implementation and management of this program, and program guidance and direction from agency headquarters. When the above ingredients are added together, the results should be a very effective and viable program.

Experience indicates that onsite program reviews of agency installations have been very instrumental in the development of effective affirmative action programs for individuals with handicaps. These reviews have had an obvious impact on the installations visited. It is apparent in the correspondence and/or telephone contacts from the agency installations following an onsite review of their facility. Many of them ask for technical assistance to implement the recommendations made in the onsite review report. Others inform EEOC field staff that the recommendations are being implemented. This impact is also evident in those installations that were re-visited by EEOC staff this year. Of the 56 installations reviewed for the second time, 40 showed improvement in their programs for employment of individuals with handicaps. EEOC's findings submitted to agency headquarters have provided them with valuable information to improve their overall program for hiring, placement, and advancement of individuals with handicaps.



G. FEDERAL AGENCY PROGRAM INITIATIVES

Many agencies develop innovative programs to promote employment of individuals with handicaps. This section acts as a forum for recognizing and encouraging replication of innovative activities that promote opportunities for individuals with handicaps in Federal employment. The following agencies responded to EEOC's invitation to submit innovative program activities:

DEPARTMENT OF DEFENSE

Department of the Army  
Army and Air Force Exchange Service  
Defense Logistics Agency  
Department of the Navy

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FEDERAL LABOR RELATIONS AUTHORITY

GENERAL SERVICES ADMINISTRATION

DEPARTMENT OF HEALTH AND HUMAN SERVICES

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

OFFICE OF PERSONNEL MANAGEMENT

NATIONAL LABOR RELATIONS BOARD

PANAMA CANAL COMMISSION

SECURITIES AND EXCHANGE COMMISSION

SMITHSONIAN INSTITUTION

DEPARTMENT OF TRANSPORTATION

TENNESSEE VALLEY AUTHORITY

VETERANS ADMINISTRATION

Following is a summary of selected initiatives which other agencies might wish to replicate:

DEPARTMENT OF DEFENSE

Department of the Army

1. Windmills training is a high impact attitudinal training program which was developed by the California Governor's Committee for Employment of the Handicapped to help people overcome stereotyping, fears, biases, and myths toward individuals with handicaps. The Department of the Army sponsored a pilot Windmills program for representatives from ten of its largest Major Commands (MACOMS) to prepare them as trainers. The pilot program proved to be so successful that two representatives from each of the training MACOMS and independent reporting activities were provided with the same training. Each MACOM was requested to train two trainers at each of their installations and activities, and each installation was also to purchase a Windmills training kit.

2. A two-day planning session for agencywide handicapped individuals program managers included development of responsibilities and tasks that must be performed at both the MACOM and installation level. Practical solutions were developed for problems that program managers encounter as they perform their responsibilities and tasks. Since there are frequent changes of the MACOM program managers, the planning session affords an opportunity for new managers to meet with other managers and discuss concerns directly with the Director of the Handicapped Individuals Program.

3. The Director of the Handicapped Individuals Program edited a handbook on the program for handicapped individuals which was distributed to Army MACOMS and installations. The handbook provides easily accessible information to new managers. It includes general guidance on their role, information on special appointing authorities, information regarding complaints of discrimination on the basis of handicap, and guidance on preparation of the affirmative action plan and implementation of EEO-MD-712.

#### Army and Air Force Exchange Service (AAFES)

1. Headquarters AAFES Handicapped Awareness Committee met periodically to coordinate and present special programs to the work force. Included among the special events were (a) a presentation by a co-founder of the Deaf Action Center who is also a prominent television newscaster, and (b) a puppet show focussing on communication barriers to convey what it is like to be handicapped and to foster understanding and sensitivity toward individuals with disabilities. In addition, sixty supervisors were given training by staff from Project Link on working with individuals with handicaps.

2. An article describing the philosophy, goals, and objectives of AAFES handicapped individuals program managers was included in the October issue of the agency newspaper.

3. All new construction and renovation projects in Europe included accessibility provisions for employees, applicants, and customers with handicaps. A total of 47 projects were designed\ constructed during Fiscal Year 1985.

#### Department of the Navy

1. Three engineering students with handicaps were placed in the Naval Research Laboratory (NRL) CO-OP program. NRL acquired a closed circuit magnification system which magnifies images to enable an electrical engineering student with a visual impairment to read, write, and see small objects. It was found that the

magnification system was useful in magnifying digital integrated circuitry and plug-in terminal boards. This permitted the engineering student to design and develop circuitry for digital systems. The student was assigned the task of developing an automatic overload control for a radar transponder used in target identification.

2. The "Unpaid Work Experience Program" as utilized by a Navy facility at Pensacola, has been extremely successful. Navy furnishes the work sites, provides supervision, and other support services. The enrollees are clients of various state agencies. They are paid by the sponsoring state agency while receiving on-the-job training at Navy. Once they have completed their four month training programs and have acquired the necessary experience, they are placed in the Federal service or private industry. This program has been 95% successful. Individuals with handicaps placed under this program have performed in a successful manner and were able to obtain Federal employment upon completion of training.

3. The summer internship program at the David Taylor Naval Ship Research and Development Center provides work experience for approximately 40 college students who have a range of abilities and functional limitations. These students are placed in technical positions such as engineering aide, library assistant, computer aide, mathematics aide or in support positions such as media or graphic aide, technical writer, clerk/typist, administrative aide or financial management aide. For the 1985 summer internship program, 37 college students with disabilities were placed in positions at the Carderock and Annapolis sites. Of these, 3 persons have become full-time employees of the Center.

4. Managers who have hired individuals with handicaps are publicly recognized by the Commanding Officer at a Honolulu facility for their support of the program. Likewise, successful placements are publicized throughout the Command and, if possible, throughout the Federal community.

#### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

1. EEOC sponsored a sign language training program. The purpose of this program was to enhance communication between EEOC's employees with hearing impairments and their co-workers. Both introductory and intermediate courses were offered.

EEOC developed a handbook and orientation program for employees on the use of Telecommunications Devices for the Deaf (TDDs).

2. EEOC implemented a "Brown Bag" lunch series on EEO topics such as the employment of individuals with handicaps. Some of the topics discussed were: (1) Psychological Aspects of Deafness

and Its Implications in the Workplace; (2) Post Traumatic Stress Disorder and Employment of Disabled Veterans; (3) Multiple Sclerosis in the Workplace--Facts for Employers; and (4) Drug and Alcohol Abuse--An Office of Personnel Management Perspective.

3. The Chairman of EEOC reserved ten (10) full-time equivalent (FTE) slots for the provision of reasonable accommodation. The central pool was established for hiring readers, interpreters, and personal assistants and to remove disincentives to hiring and promoting individuals with handicaps caused by FTE ceiling constraints. When a request is approved, the position will be added to an existing office ceiling and used as long as it is needed to provide the specific accommodation for which it is required. When a need no longer exists, the position is returned to the pool.

The availability of the pool has enhanced accommodation capacity throughout EEOC. Although it may, in some instances, help ameliorate existing problems, it is in no way meant to relieve managers of their ongoing statutory obligation to provide reasonable accommodation.

#### GENERAL SERVICES ADMINISTRATION (GSA)

1. With the assistance of an organization of and for persons with disabilities, a regional office of the GSA developed a half-day training program which addressed attitudinal barriers and provide experiences and information designed to promote effective interaction skills for those who work with and supervise workers with disabilities.

2. One of GSA's regional offices scheduled its top management officials to tour, on a cyclical basis, such facilities as the Jewish Guild for the Blind (nonsectarian) and provided exposure the job training methods used and the types of experiences gained by individuals with disabilities. The tour arrangement also provided an opportunity for GSA managers to have open discussion with the trainers about such topics as limitations, accommodations, and qualifying experience/education. The region has found this to be an effective tool for dispelling myths and breaking down the barriers to hiring persons with disabilities.

3. A-76 implementation and the Office of Management and Budget's concern regarding the placement of affected veterans and employees with handicaps prompted GSA's Office of Personnel to encourage vigorous and continued managerial and supervisory involvement in outplacement efforts designed to benefit employees subject to displacement. In addition to meeting the regulatory requirements, GSA solicited (1) a firm commitment from management to support placement efforts; (2) open and honest communication between management and employees about the agency's A-76 posture and the placement assistance available; and (3) direct personal

involvement of supervisors in assisting employees to locate other employment. A manager's guide to alternative placement was developed which addressed the responsibilities of agency officials; employee counseling; governmentwide placement programs managed by the Office of Personnel Management; Federal, state, and local government employment sources; SF-171 and resume preparation tips; and a manager's placement assistance checklist. To enhance the possibilities for developing placement opportunities within the agency, the Acting Administrator required the review of individual circumstances at higher levels when an employee with handicaps could not be placed within the losing service or staff office. These instances dictated that the Regional Administrator work with the Associate Administrator for Operations and the Heads of Services and Staff Offices to develop employment opportunities elsewhere at GSA. If these efforts did not produce positive results, before separation could occur the Regional Administrator was required to provide the Associate Administrator for Operations with a report of the situation including details of actions taken on the employee's behalf.

4. A GSA regional office established a Civil Rights Committee comprised of two representatives from each service and staff office, a legal representative, the EEO Officer, and the Employment and Training Officer. From that committee, a standing subcommittee was established to address barriers to employment and advancement of persons with disabilities and related concerns.

5. In order to minimize the impact of a pending reduction in force, GSA changed the competitive area at one regional office and was able to prevent any custodial workers with handicaps from being displaced.

#### DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)

1. HHS continues to have an active and viable Handicapped Employee Committee which represents a cross section of employees with handicaps in HHS. This Committee meets with the Agency Head on matters that affect the employment status of employees with disabilities in the Department. The HHS Committee has been in existence since June 1975.

2. The Social Security Administration (SSA) issued an administrative instruction which describes reasonable accommodation for applicants and/or employees with disabilities and which establishes SSA policies and procedures for processing requests for reasonable accommodation. This instruction not only formalizes the procedure for requesting accommodation, but outlines the supervisor's responsibility in evaluating the employee's request. Supervisors are required to give written notice of their decisions to employees with disabilities making requests for reasonable accommodation.

3. A special accommodation task force was established at SSA to provide advice and assistance on a computer modernization project, making sure that the needs of employees with disabilities are considered. The task force is responsible for ensuring that new computer equipment being installed in SSA District offices is usable by and accessible to individuals with disabilities. The task force is also providing advice on purchases and the testing of new computer equipment.

4. The Public Health Service initiated a special program to recruit individuals with handicaps and disabled veterans for its most populous occupations. The qualifications of applicants who meet basic requirements are entered into a computerized applicant file. As vacancies occur among the most populous PHS occupations, the names of eligibles are referred to the appropriate PHS agency. The names of eligibles not selected for a particular vacancy are returned to the computerized file so that they may be considered for other opportunities. Applicants are requested to update their qualifications annually.

#### NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA)

1. A NASA center initiated an on-call vanpool service centerwide to provide transportation for employees or visitors with mobility impairments.

2. A NASA center hired a public affairs specialist who is disabled to examine all of its publications, brochures, and films for the purpose of making them available in captioned and brailled form for employees with hearing and sight impairments, and for use by the general public.

3. NASA initiated an agreement with the American Association for the Advancement of Science (AAAS) to conduct a study at NASA's installations and to identify all special employment programs for the purpose of recruitment and placement of students with disabilities.

4. A NASA center participated in launching a pilot program in North Alabama called Future Assets, Student Talent (FAST). FAST is a special project which provides enrichment opportunities for talented high school students with disabilities. The President's Committee on Employment of the Handicapped selected this area because of its high technology and industrial development and the existing work relationship between business, government and vocational rehabilitation professionals. NASA scientists and engineers serve as role models, and the center is utilized to provide exposure and work experience in science and engineering areas.

5. Arrangements were made for the Handicapped Employment Program Coordinators at NASA installations to participate in a "train the

trainers" program which was conducted by a consultant to the Windmills Training Group. NASA installations are now conducting the Windmills training program for supervisors, managers, and employees.

#### OFFICE OF PERSONNEL MANAGEMENT (OPM)

1. OPM was formally identified as the Public Employer of the Year by the District of Columbia's Rehabilitation Services Administration in 1985. Working closely and continuously with that organization, OPM was able to provide employment for 54 individuals with severe handicaps. Serving as GS-1 clerks in the OPM Compensation Group, these individuals were employed through Schedule A intermittent appointments made to meet staffing needs required for processing enrollment elections, resulting from the Federal Employees Health Benefits Open Season. Based upon the performance of these individuals, 13 employees were later converted to permanent employment.

2. Prior to 1985, sign language interpreting services were provided for OPM central office employees who are deaf when the need was identified. The procurement of qualified interpreters, however, was difficult and a time consuming process. In 1985, in an effort to streamline the procurement process, OPM contracted with a local company to arrange for on-going interpreting services for employees who are deaf attending employee assemblies, formal ceremonies, special programs, and new employee orientations. As a result, this arrangement has allowed interpreting services to be obtained within one or two days by telephone as opposed to 1 week or more under the former process. In addition, this service has been extended to the EEO Counseling Program where clear, concise communication between the EEO Counselor and the aggrieved person is so vital to successful resolution.

#### PANAMA CANAL COMMISSION

The Panama Canal Commission's Office of Equal Opportunity sponsored a two-hour workshop on "Working with the Handicapped" for all employees during National Employ the Handicapped Week. The agency's reference librarian provided an annotated bibliography on selected references about individuals with handicaps and spoke about the talking books program sponsored by the Library of Congress Division of Blind and Physically Handicapped. The workshop was designed to provide an in-depth overview of the agency's policies, programs, and other assistance available to individuals with handicaps.

#### SECURITIES AND EXCHANGE COMMISSION (SEC)

1. In an effort to integrate employees with hearing impairments into the work force, the SEC has designated individual telephone numbers that have a Telecommunications Device for the Deaf (TDD) in the staff telephone directory. SEC also included detailed instructions on the use of the TDD. This enables people to communicate by telephone with individuals with hearing impairments.
2. To insure maximum consideration and exposure, the SEC has preprinted on its vacancy announcement forms a statement encouraging individuals with handicaps to apply for vacancies. This assures that the consideration of individuals with handicaps is not an afterthought, but a positive, ongoing effort to consider them for jobs.
3. In an effort to reach and encourage persons with disabilities to apply for positions, the SEC has developed a special brochure entitled "Career Opportunities for Disabled Persons." The brochure lists the types of positions available, benefits of being a Federal employee, accommodations and services available to individuals with disabilities, the application process, and a listing of headquarters and regional office addresses. This brochure is sent to various organizations of and for persons with disabilities and is disseminated at Job Fairs.

#### TENNESSEE VALLEY AUTHORITY (TVA)

A seminar, "Barrier-Free-Design: A national Challenge for the Eighties," focused on the new Uniform Federal Accessibility Standards and how the standards will affect both the public and private sectors of our society. The seminar was conducted to familiarize architects, government officials, educators, and advocates of barrier-free design with the new design criteria. Some 65 TVA managers and affirmative action coordinators and approximately 100 representatives and private companies, institutions of higher education, architects, health service providers and other representative groups attended the seminar which included several recognized experts on accessibility. TVA developed a special accessibility display for this seminar and is making the display available to local communities.

#### VETERANS ADMINISTRATION (VA)

1. In an effort to increase program monitoring and to provide technical assistance to management officials in achieving their affirmative action goals for individuals with handicaps, the VA Office of Equal Opportunity adopted strategies used by the Equal Employment Opportunity Commission for providing feedback on program achievements. Using criteria established by EEOC, the VA field facilities were evaluated on their accomplishments in the



hiring, placement, and advancement of individuals with handicaps and assigned ratings. Those that excelled, by exceeding the agencywide goal, were recognized. Local directors of field facilities were notified of the satisfactory or unsatisfactory rating for their achievements. Those facilities which were assigned an unsatisfactory rating were advised on areas to review for making improvement. Publishing the ratings and involving top level officials who have responsibility for evaluating field directors on EEO performance produced very positive results. The VA exceeded their FY 1985 goal and increased the representation of individuals with targeted disabilities from 1.60 percent to 1.65 percent.

2. Over the past few years in the VA, the number of employees with handicaps leaving the work force exceeded the number of hires. Some of the losses might be explained by the age factor which suggests that a higher percentage of disabled veterans from World War II and the Korean Conflict became eligible for retirement. Despite this probability, the Office of Equal Opportunity proposed that a study be conducted to determine if there was a correlation between the high exit rate and perception of the treatment employees with handicaps received in the area of reasonable accommodation. Information provided on the Agency's revised "Record of Exit Interview" form, which included questions regarding the employment environment and, specifically accommodations for handicap, for almost 600 employees for a three months sampling period, was analyzed by the VA National Committee on the Employment of Disabled Veterans and Handicapped Individuals. No correlation could be found between the high loss rate and the employees' perception of their treatment. The results, generally speaking, reflected favorably on VA's treatment of employees with handicaps and on the provision of reasonable accommodations. The survey, however, did indicate, in some instances, the need for career counseling to assist employees with handicaps in a better understanding of the avenues available to them for training and advancement opportunities in the early years of employment.

**APPENDIX PART II**

**STATISTICAL DATA - INDIVIDUALS WITH HANDICAPS**

TABLE II-1  
EVALUATION OF 1985 ACCOMPLISHMENTS AND FY 1986 PLANS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FY 1985 ACCOMPLISHMENTS				FY 1986 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
ACTION	X				X		
ADMINISTRATIVE CONFERENCE OF THE U.S.	X				X		
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	X				X		
ADVISORY COMMITTEE ON FEDERAL PAY	X				X		
AGENCY FOR INTERNATIONAL DEVELOPMENT	X				X		
AGRICULTURE	X				X		
AMERICAN BATTLE MONUMENTS COMMISSION	X				X		
APPALACHIAN REGIONAL COMMISSION	X				X		
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD			X				X
ARMS CONTROL & DISARMAMENT AGENCY	X				X		
BOARD FOR INTERNATIONAL BROADCASTING	X				X		
CENTRAL INTELLIGENCE AGENCY	X				X		
COMMERCE	X				X		
COMMISSION ON CIVIL RIGHTS	X				X		
COMMITTEE FOR PURCHASE FROM BLIND ETC.	X				X		
COMMODITY FUTURES TRADING COMMISSION	X				X		
CONSUMER PRODUCT SAFETY COMMISSION		X					
DEFENSE, DEPARTMENT OF							
AIR FORCE	X				X		
ARMY	X				X		
ARMY/AIR FORCE EXCHANGE SERVICE		X					
DEFENSE COMMUNICATIONS AGENCY	X				X		
DEFENSE CONTRACT AUDIT AGENCY		X					

TABLE II-1  
EVALUATION OF 1985 ACCOMPLISHMENTS AND FY 1986 PLANS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FY 1985 ACCOMPLISHMENTS				FY 1986 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
DEFENSE INTELLIGENCE AGENCY	X					X	
DEFENSE INVESTIGATIVE SERVICE	X				X		
DEFENSE LOGISTICS AGENCY	X				X		
DEFENSE MAPPING AGENCY	X				X		
DEFENSE NUCLEAR AGENCY	X				X		
NATIONAL GUARD BUREAU	X					X	
NATIONAL SECURITY AGENCY	X				X		
NAVY	X				X		
OCHAMPUS	X				X		
OFFICE OF DEPENDENTS SCHOOLS	X				X		
OFFICE OF SECRETARY		X			X		
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	X				X		
EDUCATION		X				X	
ENERGY	X				X		
ENVIRONMENTAL PROTECTION AGENCY		X			X		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	X				X		
EXECUTIVE OFFICE OF THE PRESIDENT	X				X		
EXPORT-IMPORT BANK	X				X		
FARM CREDIT ADMINISTRATION		X			X		
FEDERAL COMMUNICATIONS COMMISSION	X				X		
FEDERAL DEPOSIT INSURANCE CORPORATION	X				X		
FEDERAL ELECTION COMMISSION	X				X		
FEDERAL EMERGENCY MANAGEMENT AGENCY	X				X		

TABLE II-1  
EVALUATION OF 1985 ACCOMPLISHMENTS AND FY 1986 PLANS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FY 1985 ACCOMPLISHMENTS			FY 1986 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	COMPLETE	INCOMPLETE	NOT SUBMITTED
FEDERAL HOME LOAN BANK BOARD	X			X		
FEDERAL LABOR RELATIONS AUTHORITY	X			X		
FEDERAL MARITIME COMMISSION	X			X		
FEDERAL MEDIATION & CONCILIATION SERVICE			X			
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	X			X		X
FEDERAL RESERVE SYSTEM	X			X		
FEDERAL TRADE COMMISSION	X				X	
GENERAL SERVICES ADMINISTRATION		X		X		
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	X			X		
HEALTH AND HUMAN SERVICES	X			X		
HOUSING & URBAN DEVELOPMENT	X			X		
INTER-AMERICAN FOUNDATION	X			X		
INTERIOR	X			X		
INTERNATIONAL TRADE COMMISSION	X			X		
INTERSTATE COMMERCE COMMISSION	X			X		
JAPAN-US FRIENDSHIP COMMISSION	X			X		
JUSTICE	X				X	
LABOR	X			X		
MARINE MAMMAL COMMISSION	X			X		
MERIT SYSTEMS PROTECTION BOARD				X		
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	X			X		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		X		X		
NATIONAL CAPITOL PLANNING COMMISSION	X			X		

TABLE II-1  
EVALUATION OF 1985 ACCOMPLISHMENTS AND FY 1986 PLANS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FY 1985 ACCOMPLISHMENTS				FY 1986 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	X				X		
NATIONAL COUNCIL ON THE HANDICAPPED	X				X		
NATIONAL CREDIT UNION ADMINISTRATION	X				X		
NATIONAL ENDOWMENT FOR THE ARTS		X			X		
NATIONAL ENDOWMENT FOR THE HUMANITIES	X				X		
NATIONAL GALLERY OF ART	X				X		
NATIONAL LABOR RELATIONS BOARD	X				X		
NATIONAL MEDIATION BOARD			X				X
NATIONAL SCIENCE FOUNDATION		X			X		
NATIONAL TRANSPORTATION SAFETY BOARD	X				X		
NAVAJO & HOPI INDIAN RELOCATION COMMISSION			X				X
NUCLEAR REGULATORY COMMISSION	X				X		
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	X				X		
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	X				X		
OFFICE OF PERSONNEL MANAGEMENT	X					X	
OVERSEAS PRIVATE INVESTMENT CORPORATION	X				X		
PANAMA CANAL COMMISSION	X				X		
PEACE CORPS			X				X
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	X				X		
PENSION BENEFIT GUARANTY CORPORATION	X				X		
POSTAL RATE COMMISSION	X				X		
RAILROAD RETIREMENT BOARD				X	X		
SECURITIES AND EXCHANGE COMMISSION	X				X		

TABLE II-1  
EVALUATION OF 1985 ACCOMPLISHMENTS AND FY 1986 PLANS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FY 1985 ACCOMPLISHMENTS				FY 1986 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
SELECTIVE SERVICE SYSTEM		X			X		
SMALL BUSINESS ADMINISTRATION		X			X		
SMITHSONIAN INSTITUTION	X				X		
SOLDIERS' AND AIRMEN'S HOME	X				X		
STATE	X				X		
TENNESSEE VALLEY AUTHORITY	X				X		
TRANSPORTATION	X				X		
TREASURY	X				X		
U.S. INFORMATION AGENCY	X				X		
U.S. POSTAL SERVICE	X				X		
VETERANS ADMINISTRATION	X				X		
TOTAL	82	15	5	0	91	6	5

TABLE II-2  
 FY 1986 HIRING GOALS BY AGENCY  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	%	PERSONS WITH TARGETED DISABILITIES	%	NUMBER	%	% REPRESENTATION PLANNED
ACTION	486	25	5.14	7	1.44	1	2.10	1.20
ADMINISTRATIVE CONFERENCE OF THE U.S.	18	0	0.00	0	0.00	NA	NA	NA
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	27	2	7.41	0	0.00	NA	NA	NA
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	0	0.00	NA	NA	NA
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,591	83	2.31	16	0.45	2	0.88	0.54
AGRICULTURE	119,682	5,146	4.30	774	0.65	99	0.35	0.69
AMERICAN BATTLE MONUMENTS COMMISSION	47	0	0.00	0	0.00	NA	NA	NA
APPALACHIAN REGIONAL COMMISSION	4	0	0.00	0	0.00	NA	NA	NA
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	REPORT NOT SUBMITTED							
ARMS CONTROL & DISARMAMENT AGENCY	189	14	7.41	4	2.12	NA	NA	NA
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	0	0.00	NA	NA	NA
CENTRAL INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY							
COMMERCE	32,196	1,354	4.21	309	0.96	30	0.70	1.00
COMMISSION ON CIVIL RIGHTS	236	9	3.81	5	2.12	NA	NA	NA
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16	3	18.75	3	18.75	NA	NA	NA
COMMODITY FUTURES TRADING COMMISSION	489	15	3.07	2	0.41	NA	NA	NA
CONSUMER PRODUCT SAFETY COMMISSION	550	9	1.64	2	0.36	2	8.00	0.70
DEFENSE, DEPARTMENT OF	1,049,722	71,225	6.79	11,141	1.06	2,042		
AIR FORCE	217,588	21,954	10.09	2,890	1.33	475	1.38	1.38
ARMY	354,634	23,907	6.74	3,828	1.08	680	1.16	1.11
ARMY/AIR FORCE EXCHANGE SERVICE	54,343	547	1.01	133	0.24	190	0.48	0.36
DEFENSE COMMUNICATIONS AGENCY	1,974	88	4.46	17	0.86	5	2.50	1.02
DEFENSE CONTRACT AUDIT AGENCY	4,719	223	4.73	26	0.55	9	0.73	0.59



TABLE II-2  
FY 1986 HIRING GOALS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES	%	NUMBER	%	% REPRESENTATION PLANNED
		EXEMPT FOR NATIONAL SECURITY	%					
DEFENSE INTELLIGENCE AGENCY								
DEFENSE INVESTIGATIVE SERVICE	3,521	202	5.74	36	1.02	9	1.13	0.93
DEFENSE LOGISTICS AGENCY	52,092	3,312	6.36	711	1.36	65	2.08	1.38
DEFENSE MAPPING AGENCY	9,221	722	7.83	132	1.43	21	2.20	1.58
DEFENSE NUCLEAR AGENCY	776	28	3.61	12	1.55	4	6.00	2.00
NATIONAL GUARD BUREAU	2,351	71	3.02	21	0.89	INCOMPLETE		
NATIONAL SECURITY AGENCY								
EXEMPT FOR NATIONAL SECURITY								
NAVY	329,689	19,748	5.99	3,280	0.99	566	1.16	1.00
OCHAMPUS	218	9	4.13	3	1.38	NA	NA	NA
OFFICE OF DEPENDENTS SCHOOLS	14,059	220	1.56	17	0.12	5	0.42	0.13
OFFICE OF SECRETARY	3,724	136	3.65	20	0.54	9	0.83	0.61
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	813	58	7.13	15	1.85	4	2.86	1.88
EDUCATION	5,021	384	7.65	113	2.25	NO GOALS SUBMITTED		
ENERGY	16,759	621	3.71	111	0.66	7	0.64	0.70
ENVIRONMENTAL PROTECTION AGENCY	14,150	483	3.41	102	0.72	16	2.00	0.79
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,156	393	12.45	61	1.93	3	0.84	1.96
EXECUTIVE OFFICE OF THE PRESIDENT	1,266	14	1.11	3	0.24	1	0.28	0.25
EXPORT-IMPORT BANK	351	26	7.41	6	1.71	NA	NA	NA
FARM CREDIT ADMINISTRATION	322	7	2.17	0	0.00	NA	NA	NA
FEDERAL COMMUNICATIONS COMMISSION	1,907	97	5.09	21	1.10	2	1.50	1.20
FEDERAL DEPOSIT INSURANCE CORPORATION	6,328	393	6.21	66	1.04	20	8.10	1.20
FEDERAL ELECTION COMMISSION	227	9	3.96	0	0.00	NA	NA	NA
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,440	126	5.16	17	0.70	1	4.00	0.90

FY 1986 HIRING GOALS FOR PERSONS  
WITH TARGETED DISABILITIES FROM  
OCT. 1, 1985 TO SEPT. 30, 1986

TABLE II-2  
FY 1986 HIRING GOALS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	%	PERSONS WITH TARGETED DISABILITIES	%	FY 1986 HIRING GOALS FOR PERSONS WITH TARGETED DISABILITIES FROM OCT. 1, 1985 TO SEPT. 30, 1986		
						NUMBER	%	% REPRESENTATION PLANNED
FEDERAL HOME LOAN BANK BOARD	654	26	3.98	6	0.92	3	1.06	1.01
FEDERAL LABOR RELATIONS AUTHORITY	282	2	0.71	1	0.35	NA	NA	NA
FEDERAL MARITIME COMMISSION	220	20	9.09	7	3.18	NA	NA	NA
FEDERAL MEDIATION & CONCILIATION SERVICE	47	9	19.15	1	2.13	NA	NA	NA
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	1,493	47	3.15	30	2.01	6	4.00	2.20
FEDERAL RESERVE SYSTEM	1,354	57	4.21	11	0.81	NO GOALS SUBMITTED		
FEDERAL TRADE COMMISSION	25,835	1,215	4.70	346	1.34	90	0.80	1.60
GENERAL SERVICES ADMINISTRATION	4	0	0.00	0	0.00	NA	NA	NA
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	144,495	7,401	5.12	1,808	1.25	185	3.60	1.30
HEALTH AND HUMAN SERVICES	12,374	832	6.72	139	1.12	3	1.30	1.20
HOUSING & URBAN DEVELOPMENT	73	0	0.00	0	0.00	NA	NA	NA
INTER-AMERICAN FOUNDATION	79,293	3,643	4.59	658	0.83	--	--	1.00
INTERIOR	472	20	4.24	4	0.85	NA	NA	NA
INTERNATIONAL TRADE COMMISSION	862	64	7.42	8	0.93	2	3.00	1.20
INTERSTATE COMMERCE COMMISSION	4	0	0.00	0	0.00	NA	NA	NA
JAPAN-U.S. FRIENDSHIP COMMISSION	65,562	1,419	2.16	288	0.44	NO GOALS SUBMITTED		
JUSTICE	18,307	1,018	5.56	220	1.20	5	3.30	1.21
LABOR	9	0	0.00	0	0.00	NA	NA	NA
MARINE MAMMAL COMMISSION	336	14	4.17	3	0.89	NA	NA	NA
MERIT SYSTEMS PROTECTION BOARD	23,648	1,255	5.31	188	0.79	14	0.87	0.83
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	2,178	143	6.57	62	2.85	3	4.80	3.10
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	46	6	13.04	1	2.17	NA	NA	NA
NATIONAL CAPITOL PLANNING COMMISSION								

REPORT NOT SUBMITTED

TABLE II-2  
FY 1986 HIRING GOALS BY AGENCY  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONS WITH TARGETED DISABILITIES	%	NUMBER	%	% REPRESENTATION PLANNED
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	11	0	0	0.00	NA	0.00	NA
NATIONAL COUNCIL ON THE HANDICAPPED	6	3	3	50.00	NA	50.00	NA
NATIONAL CREDIT UNION ADMINISTRATION	585	23	3	3.93	1	0.51	0.60
NATIONAL ENDOWMENT FOR THE ARTS	268	8	1	2.99	NA	0.37	NA
NATIONAL ENDOWMENT FOR THE HUMANITIES	245	13	4	5.31	NA	1.63	NA
NATIONAL GALLERY OF ART	708	25	13	3.53	3	1.84	1.90
NATIONAL LABOR RELATIONS BOARD	2,609	115	28	4.41	3	1.07	1.20
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED						
NATIONAL SCIENCE FOUNDATION	1,162	50	9	4.30	10	0.77	1.38
NATIONAL TRANSPORTATION SAFETY BOARD	327	11	2	3.36	NA	0.61	NA
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	REPORT NOT SUBMITTED						
NUCLEAR REGULATORY COMMISSION	3,786	204	21	5.39	2	0.55	0.59
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	78	2	2	2.56	NA	2.56	NA
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	8	0	0	0.00	NA	0.00	NA
OFFICE OF PERSONNEL MANAGEMENT	6,626	369	89	5.57	NO GOALS SUBMITTED	1.34	NO GOALS SUBMITTED
OVERSEAS PRIVATE INVESTMENT CORPORATION	137	4	0	2.92	NA	0.00	NA
PANAMA CANAL COMMISSION	8,449	223	41	2.64	5	0.49	0.52
PEACE CORPS	REPORT NOT SUBMITTED						
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	32	0	0	0.00	NA	0.00	NA
PENSION BENEFIT GUARANTY CORPORATION	460	35	11	7.61	NA	2.39	NA
POSTAL RATE COMMISSION	58	7	4	12.07	NA	6.90	NA
RAILROAD RETIREMENT BOARD	1,546	84	14	5.43	1	0.91	1.00
SECURITIES AND EXCHANGE COMMISSION	1,903	81	28	4.26	6	1.47	1.70

TABLE II-2  
 FY 1986 HIRING GOALS BY AGENCY  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH		PERSONS WITH		PERCENTAGE REPRESENTATION PLANNED
		HANDICAPS	%	TARGETED DISABILITIES	%	
SELECTIVE SERVICE SYSTEM	253	17	6.72	0	0.00	NA
SMALL BUSINESS ADMINISTRATION	4,960	250	5.04	41	0.83	0.90
SMITHSONIAN INSTITUTION	4,281	148	3.46	31	0.72	0.76
SOLDIERS' AND AIRMEN'S HOME	855	39	4.56	4	0.47	0.83
STATE	15,996	522	3.26	60	0.38	0.40
TENNESSEE VALLEY AUTHORITY	32,032	1320	4.12	159	0.50	0.76
TRANSPORTATION	62,920	2,284	3.63	264	0.42	0.44
TREASURY	136,427	9,011	6.60	2,095	1.54	1.60
U.S. INFORMATION AGENCY	5,343	170	3.18	36	0.67	0.79
U.S. POSTAL SERVICE	716,260	25,841	3.61	5,702	0.80	0.84
VETERANS ADMINISTRATION	247,156	22,534	9.12	4,073	1.65	1.66
TOTAL	2,892,225	161,022	5.57	29,282	1.01	

FY 1986 HIRING GOALS FOR PERSONS  
 WITH TARGETED DISABILITIES FROM  
 OCT. 1, 1985 TO SEPT. 30, 1986



TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/84 9/85		PERSONS WITH HANDICAPS 10/84 9/85		PERSONS WITH TARGETED DISABILITIES 10/84 9/85		GOALS/AVERAGE GRADE ACCN. 10/84   9/85 RATE/WHITE COLLAR % REP BLUE COLLAR		TOTAL ACCNS* LOSSES		TOTAL ACCNS* LOSSES		TD ACCNS* LOSSES		TD ACCNS* LOSSES		TD APPLS*		* A I S B P	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16 16	3 18.75	3 18.75	3 18.75	3 18.75	3 18.75	3 18.75	NOT REQ	14.00 NONE	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0	
COMMODITY FUTURES TRADING COMMISSION	553 489	16 2.89	15 3.07	2 0.36	2 0.41	2 0.41	2 0.41	NOT REQ	9.50 NONE	96	145	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	12		
CONSUMER PRODUCT SAFETY COMMISSION	596 550	5 0.84	9 1.64	5 0.84	5 0.84	5 0.84	2 0.36	4.00 0.90	5.70 NONE	43	49	0 0.00	0 0.00	2 4.08	2 4.08	2 4.08	2 4.08	7		
DEFENSE, DEPARTMENT OF	1,004,047 1,049,722	68,156 6.79	71,225 6.79	10,283 1.02	11,141 1.06	11,141 1.06	2,890 1.33	1.05 1.25	6.53 6.42	203756	168432	2039 1.00	1284 0.76	1284 0.76	1284 0.76	1284 0.76	1284 0.76	2169		
AIR FORCE	207,441 217,588	20,136 9.71	21,954 10.09	2,568 1.24	2,890 1.33	2,890 1.33	1.05 1.25	6.30 5.80	6.32 6.43	44511	34364	598 1.34	276 0.80	276 0.80	276 0.80	276 0.80	276 0.80	1670		
ARMY	338,626 354,634	23,586 6.97	23,907 6.74	3,565 1.05	3,828 1.08	3,828 1.08	1.30 1.05	6.20 5.80	6.20 5.80	58178	42170	624 1.07	393 0.93	393 0.93	393 0.93	393 0.93	393 0.93	NOT RPTD		
ARMY/AIR FORCE EXCHANGE SERVICE	51,641 54,343	479 0.93	547 1.01	255 0.49	255 0.49	255 0.49	0.11 0.31	10.00 3.00	10.00 3.00	39431	38473	126 0.32	124 0.32	124 0.32	124 0.32	124 0.32	124 0.32	20		
DEFENSE COMMUNICATIONS AGENCY	1,614 1,974	72 4.46	88 4.46	14 0.87	17 0.86	17 0.86	1.13 0.98	10.00 5.00	10.00 5.00	398	295	3 0.75	6 2.03	6 2.03	6 2.03	6 2.03	6 2.03	0		
DEFENSE CONTRACT AUDIT AGENCY	4,223 4,719	163 3.86	223 4.73	23 0.54	26 0.55	26 0.55	0.26 0.45	9.00 NONE	9.00 NONE	1240	744	6 0.48	4 0.54	4 0.54	4 0.54	4 0.54	4 0.54	6		
DEFENSE INTELLIGENCE AGENCY	EXEMPT	5.10	5.00	0.40	0.40	0.30														
DEFENSE INVESTIGATIVE SERVICE	3,266 3,521	140 4.29	202 5.74	32 0.98	36 1.02	36 1.02	1.08 0.84	8.50 NONE	7.20 NONE	793	538	9 1.13	5 0.93	5 0.93	5 0.93	5 0.93	5 0.93	37		
DEFENSE LOGISTICS AGENCY	49,361 52,092	3,243 6.57	3,312 6.36	658 1.33	711 1.36	711 1.36	0.41 1.31	5.60 5.50	7.00 6.00	4896	2165	61 1.25	8 0.37	8 0.37	8 0.37	8 0.37	8 0.37	108		
DEFENSE MAPPING AGENCY	8,866 9,221	726 8.19	722 7.83	115 1.30	132 1.43	132 1.43	2.45 1.37	7.80 5.90	7.24 6.17	1398	1121	22 1.57	5 0.45	5 0.45	5 0.45	5 0.45	5 0.45	221		
DEFENSE NUCLEAR AGENCY	733 776	22 3.00	28 3.61	6 0.82	12 1.55	12 1.55	1.02 1.09	5.00 4.00	7.00 7.00	106	126	7 6.60	1 0.79	1 0.79	1 0.79	1 0.79	1 0.79	7		

\* SEE PAGE 8 FOR LEGEND

TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES		GOALS ACCN. RATE/ %		TD* AVERAGE GRADE		TOTAL ACCNS*		TD ACCNS*		TD APPLS*		* [ ]
	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	
NATIONAL GUARD BUREAU	1,953	2,351	59	71	16	21	1.96	0.89	5.90	5.80	508	110	9	4	NOT RPTD	NOT RPTD	[ ]
NATIONAL SECURITY AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS																
Navy	319,038	329,689	19,158	19,748	2,980	3,280	1.69	0.99	6.60	6.00	48787	46215	561	448	NOT RPTD	NOT RPTD	[ ]
OCHAMPUS	216	218	11	9	2	3	NOT REQ	1.38	10.50	11.00	53	58	0	0	2		[ ]
OFFICE OF DEPENDENTS SCHOOLS	12,905	14,059	193	220	15	17	0.11	0.12	10.50	12.50	2200	1046	6	4	10		[ ]
OFFICE OF SECRETARY	3,379	3,724	138	136	20	20	1.50	0.54	9.40	9.90	927	705	3	3	55		[ ]
UNIFORMED SERVICES UNIV. OF THE HLTH SCI.	785	813	30	58	14	15	1.00	1.85	5.30	6.11	330	302	4	3	33		[ ]
EDUCATION	5,543	5,021	421	384	126	113	NONE	2.25	11.60	2.25	526	870	3	11	16		[ ]
ENERGY	17,138	16,759	648	621	109	111	1.01	0.66	9.05	10.50	1105	1484	7	5	NOT RPTD	NOT RPTD	[ ]
ENVIRONMENTAL PROTECTION AGENCY	13,255	14,150	443	483	100	102	1.00	0.72	7.90	6.90	2734	1839	9	5	NOT RPTD	NOT RPTD	[ ]
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,084	3,156	409	393	59	61	4.00	1.93	NOT RPTD	8.40	568	502	9	11	NOT RPTD	NOT RPTD	[ ]
EXECUTIVE OFFICE OF THE PRESIDENT	1,451	1,266	22	14	3	3	NOT RPTD	0.24	9.30	11.00	365	505	0	1	1		[ ]
EXPORT-IMPORT BANK	359	351	27	26	6	6	NOT REQ	1.71	6.80	7.50	93	101	0	0	0		[ ]
FARM CREDIT ADMINISTRATION	307	322	6	7	0	0	NOT REQ	0.00	NONE	NONE	90	84	0	0	1		[ ]

\* SEE PAGE 8 FOR LEGEND

TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	FROM 10/84 TO 9/85										* * A I S B P			
	TOTAL WORK FORCE		PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES		TD* AVERAGE GRADE		TOTAL ACCNS*	TOTAL LOSSES		TD ACCNS* %	TD LOSSES %	TD APPLS*
	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	ACCNS*	LOSSES		ACCNS* %	LOSSES %	TD
FEDERAL COMMUNICATIONS COMMISSION	2,027 1,907	97 5.09	100 4.93	20 0.99	21 1.10	1.20 0.95	10.00 3.00	9.40 3.00	137	257	5 3.65	3 1.17	22	
FED. DEPOSIT INSURANCE CORPORATION	4,628 6,328	393 6.21	248 5.36	27 0.58	66 1.04	0.36 0.93	7.60 NONE	NONE NONE	3043	1314	13 0.43	0 0.00	NOT RPTD	
FEDERAL ELECTION COMMISSION	225 227	9 3.96	7 3.11	1 0.44	0 0.00	NOT REQ	4.00 NONE	NONE NONE	49	47	0 0.00	0 0.00	NOT RPTD	
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,562 2,440	126 5.16	138 5.39	18 0.70	17 0.70	1.00 0.79	10.00 10.00	10.00 10.00	50	100	0 0.00	1 1.00	0	
FEDERAL HOME LOAN BANK BOARD	1,473 654	26 3.98	88 5.97	9 0.61	6 0.92	0.51 0.67	11.00 9.00	11.20 11.00	118	1016	2 1.69	5 0.49	5	
FEDERAL LABOR RELATIONS AUTHORITY	319 282	2 0.71	3 0.94	3 0.94	1 0.35	NOT REQ	5.66 NONE	7.50 NONE	84	47	0 0.00	0 0.00	1	
FEDERAL MARITIME COMMISSION	235 220	20 9.09	25 10.64	8 3.40	7 3.18	NOT REQ	7.25 NONE	6.00 NONE	17	32	0 0.00	2 6.25	12	
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED													
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	56 47	9 19.15	9 16.07	1 1.79	1 2.13	NOT REQ	16.00 NONE	16.00 NONE	11	16	0 0.00	0 0.00	0	
FEDERAL RESERVE SYSTEM	1,566 1,493	47 3.15	47 3.00	35 2.23	30 2.01	4.00 2.30	9.90 10.00	9.90 10.00	182	151	11 6.04	2 1.32	NOT RPTD	
FEDERAL TRADE COMMISSION	1,411 1,354	57 4.21	56 3.97	13 0.92	11 0.81	NONE	9.90 NONE	9.00 NONE	226	283	3 1.33	5 1.77	10	
GENERAL SERVICES ADMINISTRATION	29,508 25,835	1,215 4.70	1,412 4.79	407 1.38	346 1.34	1.00 1.43	5.22 3.20	6.00 3.10	4526	8298	34 0.75	81 0.98	237	
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	0 0.00	0 0.00	0	
HEALTH & HUMAN SERVICES	146,915 144,495	7,401 5.12	7,301 4.97	1,740 1.18	1,808 1.25	1.22 1.20	6.30 4.00	6.08 3.84	20513	24092	227 1.11	238 0.99	446	



TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES		GOALS/AVERAGE GRADE		TD*		FROM 10/84 TO 9/85				* S B P	* A X
	10/84	9/85	10/84	9/85	10/84	9/85	ACCN. 10/84	ACCN. 9/85	10/84	9/85	ACCNS*	TOTAL LOSSES	TD ACCNS*	TD LOSSES		
HOUSING & URBAN DEVELOPMENT	12,465	12,374	825	832	132	139	1.18	1.12	8.20	8.12	1989	1996	20	15	NOT RPTD	X
INTER-AMERICAN FOUNDATION	74	73	0.00	0.00	0.00	0.00	NOT REQ	NOT REQ	NONE	NONE	8	9	0.00	0.00	0	N
INTERIOR	80,468	79,293	3,672	3,643	618	658	1.00	0.91	6.40	6.30	19773	18282	61	50	166	X
INTERNATIONAL TRADE COMMISSION	429	472	18	20	4	4	NOT REQ	NOT REQ	5.00	7.00	92	101	0.00	0.00	10	X
INTERSTATE COMMERCE COMMISSION	1,068	862	75	64	11	8	3.50	1.09	10.00	10.00	23	206	0.00	3	12	N
JAPAN-U.S. FRIENDSHIP COMMISSION	4	4	0.00	0.00	0.00	0.00	NOT REQ	NOT REQ	NONE	NONE	3	0	0.00	0.00	0	N
JUSTICE	62,466	65,562	1,356	1,419	260	288	NONE	NONE	6.00	6.10	13250	7270	62	34	NOT RPTD	X
LABOR	18,314	18,307	992	1,018	218	220	1.10	0.98	6.80	6.80	2806	2858	7	5	80	X
MARINE MAMMAL COMMISSION	7	9	0.00	0.00	0.00	0.00	NOT REQ	NOT REQ	NONE	NONE	3	0	0.00	0.00	0	N
MERIT SYSTEMS PROTECTION BOARD	373	336	14	14	5	3	NOT REQ	NOT REQ	8.00	10.00	49	82	0.00	0.00	0	N
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,100	23,648	1,290	1,255	185	188	1.20	0.80	9.20	9.20	3464	2918	33	34	NOT RPTD	X
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION*	1,888	2,178	152	143	64	62	NEW AGENCY	AGENCY	4.80	5.00	290	NOT RPTD	3	5	NOT RPTD	N
NATIONAL CAPITOL PLANNING COMMISSION	46	46	7	6	1	1	NOT REQ	NOT REQ	5.50	5.50	3	4	0.00	0.00	6	N
NAT. COMM. ON LIBRARY AND INFORMATION SCIENCE	11	11	0.00	0.00	0.00	0.00	NOT REQ	NOT REQ	NONE	NONE	0	0	0.00	0.00	0	X

\* SEE PAGE 8 FOR LEGEND

TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES		GOALS ACCN. RATE/ %		AVERAGE GRADE		TOTAL ACCNS*		TOTAL LOSSES		TD ACCNS* LOSSES %		TD APPLS*		* I A S B P
	10/84	9/85	10/84	9/85	10/84	9/85	%	REP	10/84	9/85	WHITE COLLAR	BLUE COLLAR	%	%	%	%	%	%	
NATIONAL COUNCIL ON THE HANDICAPPED	5	6	0	3	0	3	0.00	50.00	NOT REQ	NONE	14.00	3	2	0	0	0	0	0	X
NATIONAL CREDIT UNION ADMINISTRATION	610	585	24	23	2	3	3.93	0.51	0.87	9.00	NONE	70	93	1	0	0	1	1	N
NATIONAL ENDOWMENT FOR THE ARTS	259	268	7	8	1	1	2.99	0.37	NOT REQ	4.00	4.00	34	46	0	0	0	7	7	X
NATIONAL ENDOWMENT FOR THE HUMANITIES	262	245	13	13	3	4	5.31	1.63	NOT REQ	5.67	6.50	52	65	1	0	0	0	0	X
NATIONAL GALLERY OF ART	779	708	14	25	14	13	3.53	1.84	0.40	4.00	6.50	459	372	1	2	0.54	31	31	X
NATIONAL LABOR RELATIONS BOARD	2,755	2,609	122	115	28	28	4.41	1.07	0.95	10.00	10.00	243	389	5	5	1.29	8	8	X
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED																		
NATIONAL SCIENCE FOUNDATION	1,214	1,162	53	50	13	9	4.30	0.77	7.70	8.50	7.30	200	253	1	5	1.98	19	19	X
NATIONAL TRANSPORTATION SAFETY BOARD	331	327	13	11	2	2	3.36	0.61	NOT REQ	8.50	8.50	0	4	0	0	0.00	0	0	N
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	REPORT NOT SUBMITTED																		
NUCLEAR REGULATORY COMMISSION	3,836	3,786	175	204	19	21	5.39	0.55	0.61	11.10	9.40	440	473	3	1	0.21	36	36	N
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	88	78	2	2	2	2	2.56	2.56	NOT REQ	7.00	7.00	9	18	0	0	0.00	0	0	N
OFFICE FED. INSPEC. ALASKA NAT. GAS TRANS. SYS.	17	8	0	0	0	0	0.00	0.00	NOT REQ	NONE	NONE	1	10	0	0	0.00	0	0	N
OFFICE OF PERSONNEL MANAGEMENT	6,880	6,626	381	369	93	89	5.57	1.34	1.00	4.80	4.80	1315	1569	23	27	1.72	NOT RPTD	NOT RPTD	X

\* SEE PAGE 8 FOR LEGEND

TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/84 9/85		PERSONS WITH HANDICAPS 10/84 9/85		PERSONS WITH TARGETED DISABILITIES 10/84 9/85		GOALS ACCN. RATE/ % REP		TD* AVERAGE GRADE 10/84 9/85		TOTAL ACCNS*	TOTAL LOSSES	FROM 10/84 TO 9/85		TD APPLS*	A	B
	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	WHITE COLLAR	BLUE COLLAR			ACCNS*	LOSSES			
OVERSEAS PRIVATE INVESTMENT CORPORATION	137	137	4	2.92	0	0.00	0	0.00	NOT REQ	NONE NONE	21	21	0	0	9		
PANAMA CANAL COMMISSION	8,122	8,449	215	2.65	34	0.42	41	0.49	3.50 0.38	5.00 3.00	278	262	9	2	19		
PEACE CORPS	REPORT NOT SUBMITTED																
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	35	32	0	0.00	0	0.00	0	0.00	NOT REQ	NONE NONE	8	11	0	0	1		
PENSION BENEFIT GUARANTY CORPORATION	440	460	35	7.95	11	2.50	11	2.39	NOT REQ	8.70 NONE	61	56	2	2	11		
POSTAL RATE COMMISSION	63	58	7	11.11	4	6.35	4	6.90	NOT REQ	11.00 NONE	1	1	0	0	4		
RAILROAD RETIREMENT BOARD	1,513	1,546	91	6.01	14	0.93	14	0.91	2.10 0.84	6.70 NONE	62	29	0	0	2		
SECURITIES AND EXCHANGE COMMISSION	1,979	1,903	72	3.64	28	1.41	28	1.47	1.13 1.33	6.00 6.00	333	402	6	7	66		
SELECTIVE SERVICE SYSTEM	261	253	17	6.51	1	0.38	0	0.00	NOT REQ	13.00 NONE	41	70	0	1	6		
SMALL BUSINESS ADMINISTRATION	4,970	4,960	265	5.33	50	1.01	41	0.83	1.25 1.05	7.10 NONE	1171	1181	3	12	NOT RPTD		
SMITHSONIAN INSTITUTION	4,216	4,281	149	3.53	30	0.71	31	0.72	0.36 0.69	6.70 NONE	704	791	4	5	38		
SOLDIERS' AND AIRMEN'S HOME	829	855	32	3.86	1	0.12	4	0.47	2.00 0.48	4.00 2.00	168	142	3	0	23		
STATE	15,306	15,996	368	2.40	49	0.32	60	0.38	1.00 0.41	7.90 NONE	2824	2134	20	9	41		
TENNESSEE VALLEY AUTHORITY	33,944	32,032	1,412	4.16	168	0.49	159	0.50	5.95 NA	DIFFERENT PERSONNEL SYSTEM	11251	13022	59	70	121		

\* SEE PAGE 8 FOR LEGEND

TABLE II-3  
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
OCTOBER 1, 1984, TO SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PERSONS WITH HANDICAPS		PERSONS WITH TARGETED DISABILITIES		GOALS ACCN. RATE/ %		TD* AVERAGE GRADE		TOTAL LOSSES		ACCNS* LOSSES		TD APPLS*		* * * A I S B I P
	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	10/84	9/85	TOTAL	ACCNS* %	LOSSES	TD	APPLS* %	TD	
TRANSPORTATION	63,447	2,284	2,263	2,284	260	264	1.50	8.00	8.03	7.00	7.93	7744	8806	151	367	NOT RPTD	X
	62,920	3.63	3.57	3.63	0.41	0.42	0.38	7.00	7.93			1.95		1.95	4.17	RPTD	X
TREASURY	139,916	9,011	9,611	9,011	2,022	2,095	2.00	5.00	6.00	4.00	4.00	32841	36330	559	486	1565	
	136,427	6.60	6.87	6.60	1.45	1.54	1.40	4.00	4.00			1.70		1.70	1.34		X
U.S. INFORMATION AGENCY	4,795	170	152	170	36	36	0.49	7.50				1178	633	6	6	NOT RPTD	N
	5,343	3.17	3.17	3.18	0.75	0.67	0.69	3.83				0.51		0.51	0.95	RPTD	N
U.S. POSTAL SERVICE	679,598	25,841	20,381	25,841	4,738	5,702	0.99	DIFFERENT PERSONNEL SYSTEM				94302	57306	1340	511	7686	
	716,260	3.61	3.00	3.61	0.70	0.80	0.62					1.42		1.42	0.89		X
VETERANS ADMINISTRATION	239,923	22,534	22,761	22,534	3,836	4,073	1.60	6.50	6.44	2.77		65795	58343	1066	917	NOT RPTD	X
	247,156	9.12	9.49	9.12	1.60	1.65	1.62	2.80				1.62		1.62	1.57	RPTD	X
TOTAL	2,818,948	161,022	153,458	161,022	27,052	29,282						552074	469347	6,025	4,452	13321	
	2,892,225	5.57	5.44	5.57	0.96	1.01						1.09		1.09	0.95		

LEGEND:  
 NA - NOT AVAILABLE  
 X - AGENCY IS REPORTING CORRECTIVE ACTIONS  
 N - NO BARRIERS IDENTIFIED  
 NOT REQD - GOALS NOT REQUIRED WHEN AGENCY LESS THAN 500  
 AB - ARCHITECTURAL BARRIERS  
 TD - PERSONS WITH TARGETED DISABILITIES  
 NATIONAL ARCHIVES AND RECORDS ADMINISTRATION WAS CREATED ON APRIL 1, 1985.

ACCNS - ACCESSIONS  
 APPLS - APPLICATIONS  
 REP - REPRESENTATION  
 NOT RPTD - INFORMATION NOT REPORTED  
 SP - SELECTION PROCEDURES

TABLE II-4  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE  
 NUMBER OF PERSONS WITH HANDICAPS, AND STAFFING COMMITMENTS  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF # TIME SPENT BY COMPONENT COORDINATORS
ACTION	486	25	1	1	0.25	1-5
ADMINISTRATIVE CONFERENCE OF THE U.S.	18	0	1	NA	2 HRS	NA
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	27	2	1	NA	2 HRS	NA
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	1	NA	6 HRS	NA
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,591	83	1	NA	0.56	NA
AGRICULTURE	119,682	5,146	264	269	2.92	1-25
AMERICAN BATTLE MONUMENTS COMMISSION	47	0	1	NA	6 HRS	NA
APPALACHIAN REGIONAL COMMISSION	4	0	1	NA	10 HRS	NA
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	REPORT NOT SUBMITTED					
ARMS CONTROL & DISARMAMENT AGENCY	189	14	1	NA	24 HRS	NA
BOARD FOR INTERNATIONAL BROADCASTING	8	0	1	NA	40 HRS	NA
CENTRAL INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY					
COMMERCE	32,196	1,354	12	41	2.90	1-75
COMMISSION ON CIVIL RIGHTS	236	9	1	NA	1.70	NA
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16	3	1	NA	10 HRS	NA
COMMODITY FUTURES TRADING COMMISSION	489	15	1	NA	0.20	NA
CONSUMER PRODUCT SAFETY COMMISSION	550	9	1			6-100
DEFENSE, DEPARTMENT OF	1,049,722	71,225	577	1,134	13.17	
AIR FORCE	217,588	21,954	94	112	4.00	1-100
ARMY	354,634	23,907	145	302	4.64	1-100
ARMY/AIR FORCE EXCHANGE SERVICE	54,343	547	53	9	0.40	11-25

TABLE II-4  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE  
 NUMBER OF PERSONS WITH HANDICAPS, AND STAFFING COMMITMENTS  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
DEFENSE COMMUNICATIONS AGENCY	1,974	88	3	1	0.33	6-10
DEFENSE CONTRACT AUDIT AGENCY	4,719	223	7	7	0.25	1-10
DEFENSE INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY					
DEFENSE INVESTIGATIVE SERVICE	3,521	202	4	6	0.40	1-5
DEFENSE LOGISTICS AGENCY	52,092	3,312	20	20	0.20	6-75
DEFENSE MAPPING AGENCY	9,221	722	14	27	0.30	1-75
DEFENSE NUCLEAR AGENCY	776	28	2	1	0.20	1-5
NATIONAL GUARD BUREAU	2,351	71	54	54	0.10	1-5
NATIONAL SECURITY AGENCY	EXEMPT FOR NATIONAL SECURITY					
NAVY	329,689	19,748	119	474	0.20	1-100
OCHAMPUS	218	9	1	NA	48 HRS	NA
OFFICE OF DEPENDENTS SCHOOLS	14,059	220	57	120	0.40	1-5
OFFICE OF SECRETARY	3,724	136	3	NA	1.40	NA
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	813	58	1	1	0.35	26-75
EDUCATION	5,021	384	1	1	0.65	NA
ENERGY	16,759	621	20	20	208 HRS	6-10
ENVIRONMENTAL PROTECTION AGENCY	14,150	483	15	15	0.10	6-10
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,156	393	23	23	1.00	11-25
EXECUTIVE OFFICE OF THE PRESIDENT	1,266	14	2	1	0.10	1-5
EXPORT-IMPORT BANK	351	26	1	NA	10 HRS	NA
FARM CREDIT ADMINISTRATION	322	7	1	NA	80 HRS	NA
FEDERAL COMMUNICATIONS COMMISSION	1,907	97	1	NA	0.20	NA

TABLE II-4  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE  
 NUMBER OF PERSONS WITH HANDICAPS, AND STAFFING COMMITMENTS  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
EDERAL DEPOSIT INSURANCE CORPORATION	6,328	393	1	18	1.00	6-10
EDERAL ELECTION COMMISSION	227	9	1	NA	104 HRS	NA
EDERAL EMERGENCY MANAGEMENT AGENCY	2,440	126	1	NA	0.50	NA
EDERAL HOME LOAN BANK BOARD	654	26	1	NA	0.10	NA
FEDERAL LABOR RELATIONS AUTHORITY	282	2	1	NA	44 HRS	NA
EDERAL MARITIME COMMISSION	220	20	1	NA	104 HRS	NA
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED					
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	47	9	1	NA	36 HRS	NA
FEDERAL RESERVE SYSTEM	1,493	47	1	NA	0.40	NA
FEDERAL TRADE COMMISSION	1,354	57	1	10	1.00	NA
GENERAL SERVICES ADMINISTRATION	25,835	1,215	9	9	0.40	11-25
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	1	NA	<0.01	NA
HEALTH AND HUMAN SERVICES	144,495	7,401	32	75	11.95	1-100
HOUSING & URBAN DEVELOPMENT	12,374	832	11	43	0.33	11-75
INTER-AMERICAN FOUNDATION	73	0	1	NA	48 HRS	NA
INTERIOR	79,293	3,643	65	76	3.00	1-25
INTERNATIONAL TRADE COMMISSION	472	20	1	NA	250 HRS	NA
INTERSTATE COMMERCE COMMISSION	862	64	1	NA	0.20	NA
JAPAN-U.S. FRIENDSHIP COMMISSION	4	0	1	NA	10 HRS	NA
JUSTICE	65,562	1,419	67	264	3.20	1-25
LABOR	18,307	1,018	10	10	0.50	6-10
MARINE MAMMAL COMMISSION	9	0	1	NA	6 HRS	NA

TABLE II-4  
DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE  
NUMBER OF PERSONS WITH HANDICAPS, AND STAFFING COMMITMENTS  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
MERIT SYSTEMS PROTECTION BOARD	336	14	1	NA	182 HRS	NA
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,648	1,255	8	9	1.00	1-100
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,178	143	2	2	1.00	1-5
NATIONAL CAPITOL PLANNING COMMISSION	46	6	1	NA	200 HRS	NA
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	11	0	1	NA	2 HRS	NA
NATIONAL COUNCIL ON THE HANDICAPPED	6	3	1	NA	30 HRS	NA
NATIONAL CREDIT UNION ADMINISTRATION	585	23	1	NA	178 HRS	NA
NATIONAL ENDOWMENT FOR THE ARTS	268	8	1	NA	624 HRS	NA
NATIONAL ENDOWMENT FOR THE HUMANITIES	245	13	1	NA	50 HRS	NA
NATIONAL GALLERY OF ART	708	25	1	NA	520 HRS	NA
NATIONAL LABOR RELATIONS BOARD	2,609	115	34	33	0.50	1-5
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED					
NATIONAL SCIENCE FOUNDATION	1,162	50	1	NA	0.25	NA
NATIONAL TRANSPORTATION SAFETY BOARD	327	11	9	NA	40 HRS	NA
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	REPORT NOT SUBMITTED					
NUCLEAR REGULATORY COMMISSION	3,786	204	6	0	0.50	NA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	78	2	1	NA	20 HRS	NA
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	8	0	1	NA	8 HRS	NA
OFFICE OF PERSONNEL MANAGEMENT	6,626	369	11	10	1.50	1-5
OVERSEAS PRIVATE INVESTMENT CORPORATION	137	4	1	NA	40 HRS	NA
PANAMA CANAL COMMISSION	8,449	223	1	34	1.00	1-10
PEACE CORPS	REPORT NOT SUBMITTED					



TABLE II-4  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE  
 NUMBER OF PERSONS WITH HANDICAPS, AND STAFFING COMMITMENTS  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PERSONS WITH HANDICAPS	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	32	0	0.00	1	NA	40 HRS	NA
PENSION BENEFIT GUARANTY CORPORATION	460	35	7.61	1	NA	290 HRS	NA
POSTAL RATE COMMISSION	58	7	12.07	1	NA	100 HRS	NA
RAILROAD RETIREMENT BOARD	1,546	84	5.43	1	1	0.20	1-5
SECURITIES AND EXCHANGE COMMISSION	1,903	81	4.26	1	8	0.50	1-10
SELECTIVE SERVICE SYSTEM	253	17	6.72	1	NA	40 HRS	NA
SMALL BUSINESS ADMINISTRATION	4,960	250	5.04	15	15	0.12	1-5
SMITHSONIAN INSTITUTION	4,281	148	3.46	1	NA	1.00	1-5
SOLDIERS' AND AIRMEN'S HOME	855	39	4.56	1	NA	0.50	NA
STATE	15,996	522	3.26	1	NA	2.00	NA
TENNESSEE VALLEY AUTHORITY	32,032	1,320	4.12	6	37	3.50	1-25
TRANSPORTATION	62,920	2,284	3.63	35	55	0.30	1-25
TREASURY	136,427	9,011	6.60	97	162	3.05	1-100
U.S. INFORMATION AGENCY	5,343	170	3.18	2	NA	1.00	NA
U.S. POSTAL SERVICE	716,260	25,841	3.61	29,750	286	2.00	1-10
VETERANS ADMINISTRATION	247,156	22,534	9.12	214	544	2.00	1-75
TOTAL	2,892,225	161,022	5.57	31,350	3,211	69.95	

TABLE II-5  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREM- ITIES	PART. PARAL- YSIS	COMP. PARAL- YSIS	CONVUL- SIVE DISORD.	MENTAL RETAR- DATION	MENTAL ILL- NESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
ACTION	0	2	1	2	0	0	0	2	0	7	486	1.44
ADMINISTRATIVE CONFERENCE OF THE U.S.	0	0	0	0	0	0	0	0	0	0	18	0.00
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	0	0	0	0	0	0	0	0	0	0	27	0.00
ADVISORY COMMITTEE ON FEDERAL PAY	0	0	0	0	0	0	0	0	0	0	2	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	4	2	1	3	1	2	2	1	0	16	3,591	0.45
AGRICULTURE	91	56	115	151	73	89	62	103	34	774	119,682	0.65
AMERICAN BATTLE MONUMENTS COMMISSION	0	0	0	0	0	0	0	0	0	0	47	0.00
APPALACHIAN REGIONAL COMMISSION	0	0	0	0	0	0	0	0	0	0	4	0.00
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD												
ARMS CONTROL & DISARMAMENT AGENCY	0	0	1	1	1	1	0	0	0	4	189	2.12
BOARD FOR INTERNATIONAL BROADCASTING	0	0	0	0	0	0	0	0	0	0	8	0.00
CENTRAL INTELLIGENCE AGENCY			EXEMPT FROM DATA REPORTING REQUIREMENTS									
COMMERCE	42	29	11	48	22	44	72	37	4	309	32,196	0.96
COMMISSION ON CIVIL RIGHTS	0	1	0	1	1	0	0	1	1	5	236	2.12
COMMITTEE FOR PURCHASE FROM BLIND ETC.	0	1	0	1	0	1	0	0	0	3	16	18.75
COMMODITY FUTURES TRADING COMMISSION	0	0	1	0	0	0	0	1	0	2	489	0.41
CONSUMER PRODUCT SAFETY COMMISSION	0	0	0	1	1	0	0	0	0	2	550	0.36
DEFENSE, DEPARTMENT OF	1591	1068	1040	1768	818	1434	1297	1724	401	11141	1,049,722	1.06
AIR FORCE	347	264	238	454	242	368	363	506	108	2890	217,588	1.33
ARMY	554	375	381	659	302	491	378	552	136	3828	354,634	1.08
ARMY/AIR FORCE EXCHANGE SERVICE	13	4	9	8	6	31	41	19	2	133	54,343	0.24
DEFENSE COMMUNICATIONS AGENCY	4	0	1	2	0	3	2	5	0	17	1,974	0.86
DEFENSE CONTRACT AUDIT AGENCY	2	0	1	11	3	2	0	6	1	26	4,719	0.55

TABLE II-5  
DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES  
STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREM- ITYES			PART- PARAL- YSIS	COMP. PARAL- YSIS			CONVUL- SIVE DISORD.	MENTAL RETAR- DATION	MENTAL ILL- NESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
			EXEMPT FROM DATA REPORTING REQUIREMENTS	EXEMPT FROM DATA REPORTING REQUIREMENTS	EXEMPT FROM DATA REPORTING REQUIREMENTS		EXEMPT FROM DATA REPORTING REQUIREMENTS	EXEMPT FROM DATA REPORTING REQUIREMENTS	EXEMPT FROM DATA REPORTING REQUIREMENTS							
DEFENSE INTELLIGENCE AGENCY																
DEFENSE INVESTIGATIVE SERVICE	10	0	5	6	4				3	1	1	6	36	3,521	1.02	
DEFENSE LOGISTICS AGENCY	116	54	55	94	40				105	75	124	48	711	52,092	1.36	
DEFENSE MAPPING AGENCY	60	5	9	19	6				13	4	13	3	132	9,221	1.43	
DEFENSE NUCLEAR AGENCY	5	1	0	3	0				3	0	0	0	12	776	1.55	
NATIONAL GUARD BUREAU	1	0	3	1	0				3	0	5	8	21	2,351	0.89	
NATIONAL SECURITY AGENCY																
NAVY	469	362	332	501	210				403	428	489	86	3280	329,689	0.99	
OCHAMPUS	0	0	0	0	0				1	0	0	2	3	218	1.38	
OFFICE OF DEPENDENTS SCHOOLS	0	0	3	7	1				4	0	2	0	17	14,059	0.12	
OFFICE OF SECRETARY	0	3	2	2	3				4	4	1	1	20	3,724	0.54	
UNIFORMED SERV. UNIV. OF THE HEALTH SCI.	10	0	1	1	1				0	1	1	0	15	813	1.85	
EDUCATION	9	35	6	19	18				5	10	9	2	113	5,021	2.25	
ENERGY	14	13	11	23	10				18	0	17	5	111	16,759	0.66	
ENVIRONMENTAL PROTECTION AGENCY	16	10	6	20	8				12	19	9	2	102	14,150	0.72	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	6	12	2	10	5				6	0	16	4	61	3,156	1.93	
EXECUTIVE OFFICE OF THE PRESIDENT	0	2	0	0	0				0	0	0	1	3	1,266	0.24	
EXPORT-IMPORT BANK	2	0	0	1	0				2	0	1	0	6	351	1.71	
FARM CREDIT ADMINISTRATION	0	0	0	0	0				0	0	0	0	0	322	0.00	
FEDERAL COMMUNICATIONS COMMISSION	1	3	3	4	0				5	1	4	0	21	1,907	1.10	
FEDERAL DEPOSIT INSURANCE CORPORATION	8	6	5	12	15				9	0	9	2	66	6,328	1.04	
FEDERAL ELECTION COMMISSION	0	0	0	0	0				0	0	0	0	0	227	0.00	
FEDERAL EMERGENCY MANAGEMENT AGENCY	3	4	2	3	0				4	0	1	0	17	2,440	0.70	

TABLE II-5  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREM-ITYES	PART. PARALYSIS	COMP. PARALYSIS	CONVULSIVE DISORD.	MENTAL RETARDATION	MENTAL ILLNESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
FEDERAL HOME LOAN BANK BOARD	1	1	1	1	0	1	0	1	0	6	654	0.92
FEDERAL LABOR RELATIONS AUTHORITY	0	0	1	0	0	0	0	0	0	1	282	0.35
FEDERAL MARITIME COMMISSION	1	0	1	2	0	1	1	1	0	7	220	3.18
FEDERAL MEDIATION & CONCILIATION SERVICE			REPORT NOT SUBMITTED									
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	0	0	1	0	0	0	0	0	0	1	47	2.13
FEDERAL RESERVE SYSTEM	7	11	0	6	0	2	0	4	0	30	1,493	2.01
FEDERAL TRADE COMMISSION	0	1	0	4	1	1	2	1	1	11	1,354	0.81
GENERAL SERVICES ADMINISTRATION	26	36	21	34	25	19	153	27	5	346	25,835	1.34
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	0	0	0	0	0	0	0	0	0	4	0.00
HEALTH AND HUMAN SERVICES	267	315	95	228	147	177	243	297	39	1808	144,495	1.25
HOUSING & URBAN DEVELOPMENT	15	13	13	37	10	20	7	19	5	139	12,374	1.12
INTER-AMERICAN FOUNDATION	0	0	0	0	0	0	0	0	0	0	73	0.00
INTERIOR	101	71	67	127	59	85	68	67	13	658	79,293	0.83
INTERNATIONAL TRADE COMMISSION	0	1	0	0	0	0	2	1	0	4	472	0.85
INTERSTATE COMMERCE COMMISSION	1	2	0	3	0	1	0	1	0	8	862	0.93
JAPAN-U.S. FRIENDSHIP COMMISSION	0	0	0	0	0	0	0	0	0	0	4	0.00
JUSTICE	36	45	28	35	26	59	25	28	6	288	65,562	0.44
LABOR	17	63	20	35	17	19	12	32	5	220	18,307	1.20
MARINE MAMMAL COMMISSION	0	0	0	0	0	0	0	0	0	0	9	0.00
MERIT SYSTEMS PROTECTION BOARD	0	1	0	1	0	0	1	0	0	3	336	0.89
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	16	23	21	40	25	20	10	23	10	188	23,648	0.79
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	2	3	0	4	1	6	41	4	1	62	2,178	2.85
NATIONAL CAPITOL PLANNING COMMISSION	0	0	0	0	0	0	0	1	0	1	46	2.17

TABLE II-5  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREM- ITIES	PART. PARAL- YSIS	COMP. PARAL- YSIS	CONVUL- SIVE DISORD.	MENTAL RETAR- DATION	MENTAL ILL- NESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	%
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	0	0	0	0	0	0	0	0	0	0	11	0.00
NATIONAL COUNCIL ON THE HANDICAPPED	0	0	0	0	3	0	0	0	0	3	6	50.00
NATIONAL CREDIT UNION ADMINISTRATION	0	1	0	1	0	1	0	0	0	3	585	0.51
NATIONAL ENDOWMENT FOR THE ARTS	1	0	0	0	0	0	0	0	0	1	268	0.37
NATIONAL ENDOWMENT FOR THE HUMANITIES	0	1	0	1	2	0	0	0	0	4	245	1.63
NATIONAL GALLERY OF ART	0	3	3	0	0	1	6	0	0	13	708	1.84
NATIONAL LABOR RELATIONS BOARD	2	4	4	9	1	2	1	5	0	28	2,609	1.07
NATIONAL MEDIATION BOARD			REPORT NOT SUBMITTED									
NATIONAL SCIENCE FOUNDATION	0	2	0	2	2	1	0	1	1	9	1,162	0.77
NATIONAL TRANSPORTATION SAFETY BOARD	0	1	0	1	0	0	0	0	0	2	327	0.61
NAVAJO & HOPI INDIAN RELOCATION COMMISSION			REPORT NOT SUBMITTED									
NUCLEAR REGULATORY COMMISSION	2	5	0	4	2	4	1	3	0	21	3,786	0.55
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	0	1	0	0	0	0	0	0	1	2	78	2.56
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS	0	0	0	0	0	0	0	0	0	0	8	0.00
OFFICE OF PERSONNEL MANAGEMENT	21	15	9	18	5	4	5	11	1	89	6,626	1.34
OVERSEAS PRIVATE INVESTMENT CORPORATION	0	0	0	0	0	0	0	0	0	0	137	0.00
PANAMA CANAL COMMISSION	18	1	6	7	0	0	7	0	2	41	8,449	0.49
PEACE CORPS			REPORT NOT SUBMITTED									
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	0	0	0	0	0	0	0	0	0	0	32	0.00
PENSION BENEFIT GUARANTY CORPORATION	1	0	1	0	1	1	3	3	1	11	460	2.39
POSTAL RATE COMMISSION	1	0	0	0	0	0	0	2	1	4	58	6.90
RAILROAD RETIREMENT BOARD	0	2	0	0	0	3	0	7	2	14	1,546	0.91
SECURITIES AND EXCHANGE COMMISSION	11	4	0	2	3	2	6	0	0	28	1,903	1.47

TABLE II-5  
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES  
 STATUS AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREMITIES	PART. PARALYSIS	COMP. PARALYSIS	CONVULSIVE DISORD.	MENTAL RETARDATION	MENTAL ILLNESS	LIMBS SPINE	DIST. TARGET	TOTAL TARGET	TOTAL WORK FORCE	% TARGET DISABL
SELECTIVE SERVICE SYSTEM	0	0	0	0	0	0	0	0	0	0	0	253	0.00
SMALL BUSINESS ADMINISTRATION	1	1	7	5	7	9	2	6	3	41	41	4,960	0.83
SMITHSONIAN INSTITUTION	9	4	2	5	0	2	5	4	0	31	31	4,281	0.72
SOLDIERS' AND AIRMEN'S HOME	0	2	0	0	0	1	1	0	0	4	4	855	0.47
STATE	6	10	5	15	2	8	1	10	3	60	60	15,996	0.38
TENNESSEE VALLEY AUTHORITY	18	37	18	24	16	17	4	22	3	159	159	32,032	0.50
TRANSPORTATION	34	36	26	51	24	22	23	36	12	264	264	62,920	0.42
TREASURY	474	338	149	285	148	223	185	220	73	2095	2095	136,427	1.54
U.S. INFORMATION AGENCY	4	4	4	3	2	3	12	3	1	36	36	5,343	0.67
U.S. POSTAL SERVICE	1880	121	440	152	55	645	592	1629	188	5702	5702	716,260	0.80
VETERANS ADMINISTRATION	358	518	352	479	258	538	488	961	121	4073	4073	247,156	1.65
TOTAL	5118	2941	2500	3689	1815	3530	3370	5365	954	29282	29282	2,892,225	1.01

TABLE I-6

RANKING BY % OF PERSONS WITH TARGETED DISABILITES  
AGENCIES WITH 500 OR MORE EMPLOYEES

DATA AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
NATIONAL ARCHIVES AND RECORDS ADMIN.	2,178	62	2.85	1
EDUCATION	5,021	113	2.25	2
FEDERAL RESERVE SYSTEM	1,493	30	2.01	3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,156	61	1.93	4
DEFENSE USUHS	813	15	1.85	5
NATIONAL GALLERY OF ART	708	13	1.84	6
VETERANS ADMINISTRATION	247,156	4,073	1.65	7
DEFENSE NUCLEAR AGENCY	776	12	1.55	8
TREASURY	136,427	2,095	1.54	9
SECURITIES AND EXCHANGE COMMISSION	1,903	28	1.47	10
DEFENSE MAPPING AGENCY	9,221	132	1.43	11
DEFENSE LOGISTICS AGENCY	52,092	711	1.36	12
OFFICE OF PERSONNEL MANAGEMENT	6,626	89	1.34	13
GENERAL SERVICES ADMINISTRATION	25,835	346	1.34	14
AIR FORCE	217,588	2,890	1.33	15
HEALTH AND HUMAN SERVICES	144,495	1,808	1.25	16
LABOR	18,307	210	1.15	17
HOUSING & URBAN DEVELOPMENT	12,374	139	1.12	18
FEDERAL COMMUNICATIONS COMMISSION	1,907	21	1.10	19
ARMY	354,634	3,828	1.08	20
NATIONAL LABOR RELATIONS BOARD	2,609	28	1.07	21
DEFENSE, DEPARTMENT OF (SUMMARY)	1,049,722	11,141	1.06	22
FEDERAL DEPOSIT INSURANCE CORPORATION	6,328	66	1.04	23
DEFENSE INVESTIGATIVE SERVICE	3,521	36	1.02	24
GOVERNMENTWIDE	2,892,225	29,282	1.01	
NAVY	329,689	3,280	0.99	25
COMMERCE	32,196	309	0.96	26
INTERSTATE COMMERCE COMMISSION	862	8	0.93	27
FEDERAL HOME LOAN BANK BOARD	654	6	0.92	28
RAILROAD RETIREMENT BOARD	1,546	14	0.91	29
NATIONAL GUARD BUREAU	2,351	21	0.89	30
DEFENSE COMMUNICATIONS AGENCY	1,974	17	0.86	31
INTERIOR	79,293	658	0.83	32
SMALL BUSINESS ADMINISTRATION	4,960	41	0.83	33
FEDERAL TRADE COMMISSION	1,354	11	0.81	34
U.S. POSTAL SERVICE	716,260	5,702	0.80	35
NATIONAL AERONAUTICS & SPACE ADMIN.	23,648	188	0.79	36
NATIONAL SCIENCE FOUNDATION	1,162	9	0.77	37
SMITHSONIAN INSTITUTION	4,281	31	0.72	38
ENVIRONMENTAL PROTECTION AGENCY	14,150	102	0.72	39
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,440	17	0.70	40

TABLE I-6

RANKING BY % OF PERSONS WITH TARGETED DISABILITIES  
AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	DATA AS OF SEPTEMBER 30, 1985			
	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
U.S. INFORMATION AGENCY	5,343	36	0.67	41
ENERGY	16,759	111	0.66	42
AGRICULTURE	119,682	774	0.65	43
NUCLEAR REGULATORY COMMISSION	3,786	21	0.55	44
DEFENSE CONTRACT AUDIT AGENCY	4,719	26	0.55	45
DEFENSE OFFICE OF SECRETARY	3,724	20	0.54	46
NATIONAL CREDIT UNION ADMINISTRATION	585	3	0.51	47
TENNESSEE VALLEY AUTHORITY	32,032	159	0.50	48
PANAMA CANAL COMMISSION	8,449	41	0.49	49
SOLDIERS' AND AIRMEN'S HOME	855	4	0.47	50
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,591	16	0.45	51
JUSTICE	65,562	288	0.44	52
TRANSPORTATION	62,920	264	0.42	53
STATE	15,996	60	0.38	54
CONSUMER PRODUCT SAFETY COMMISSION	550	2	0.36	55
ARMY/AIR FORCE EXCHANGE SERVICE	54,343	133	0.24	56
EXECUTIVE OFFICE OF THE PRESIDENT	1,266	3	0.24	57
DEFENSE OFFICE OF DEPENDENTS SCHOOLS	14,059	17	0.12	58
PEACE CORPS				REPORT NOT SUBMITTED
DEFENSE INTELLIGENCE AGENCY				EXEMPT FOR NATIONAL SECURITY
NATIONAL SECURITY AGENCY				EXEMPT FOR NATIONAL SECURITY
CENTRAL INTELLIGENCE AGENCY				EXEMPT FOR NATIONAL SECURITY



TABLE I-7

RANKING BY % OF PERSONS WITH TARGETED DISABILITIES  
AGENCIES WITH LESS THAN 500 EMPLOYEES

DATA AS OF SEPTEMBER 30, 1985

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16	3	18.75	1
POSTAL RATE COMMISSION	58	4	6.90	2
FEDERAL MARITIME COMMISSION	220	7	3.18	3
OCCUPATIONAL SAFETY & HEALTH REVIEW COMM.	78	2	2.56	4
PENSION BENEFIT GUARANTY CORPORATION	460	11	2.39	5
NATIONAL CAPITOL PLANNING COMMISSION	46	1	2.17	6
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	47	1	2.13	7
COMMISSION ON CIVIL RIGHTS	236	5	2.12	8
ARMS CONTROL & DISARMAMENT AGENCY	189	4	2.12	9
EXPORT-IMPORT BANK	351	6	1.71	10
NATIONAL ENDOWMENT FOR THE HUMANITIES ACTION	245	4	1.63	11
DEFENSE OCHAMPUS	486	7	1.44	12
	218	3	1.38	13
GOVERNMENTWIDE	2,892,225	29,282	1.01	
MERIT SYSTEMS PROTECTION BOARD	336	3	0.89	14
INTERNATIONAL TRADE COMMISSION	472	4	0.85	15
NATIONAL TRANSPORTATION SAFETY BOARD	327	2	0.61	16
COMMODITY FUTURES TRADING COMMISSION	489	2	0.41	17
NATIONAL ENDOWMENT FOR THE ARTS	268	1	0.37	18
FEDERAL LABOR RELATIONS AUTHORITY	282	1	0.35	19
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	20
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	21
JAPAN-U.S. FRIENDSHIP COMMISSION	4	0	0.00	22
APPALACHIAN REGIONAL COMMISSION	4	0	0.00	23
NATIONAL COUNCIL ON THE HANDICAPPED	6	0	0.00	24
OFF. FED. INSPEC. AL. NAT. GAS TRANS. SYS.	8	0	0.00	25
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	26
MARINE MAMMAL COMMISSION	9	0	0.00	27
NAT. COMM. ON LIBRARY & INFO. SCIENCE	11	0	0.00	28
ADMINISTRATIVE CONFERENCE OF THE U.S.	18	0	0.00	29
ADVISORY COMM. INTERGOVERNMENT RELATIONS	27	0	0.00	30
PENNSYLVANIA AVENUE DEVELOPMENT CORP.	32	0	0.00	31
AMERICAN BATTLE MONUMENTS COMMISSION	47	0	0.00	32
INTER-AMERICAN FOUNDATION	73	0	0.00	33
OVERSEAS PRIVATE INVESTMENT CORP.	137	0	0.00	34
FEDERAL ELECTION COMMISSION	227	0	0.00	35
SELECTIVE SERVICE SYSTEM	253	0	0.00	36
FARM CREDIT ADMINISTRATION	322	0	0.00	37
NATIONAL MEDIATION BOARD			REPORT NOT SUBMITTED	
NAVAJO & HOPI INDIAN RELOCATION COMM.			REPORT NOT SUBMITTED	
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD			REPORT NOT SUBMITTED	
FEDERAL MEDIATION & CONCILIATION SERVICE			REPORT NOT SUBMITTED	