



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 1986

U.S. Equal Employment Opportunity Commission

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FOREWORD

This is the fifth annual report to the President and to the Congress on affirmative employment programs for minorities and women, and the eleventh 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, 1985, through September 30, 1986. The report is divided into two parts: Part I describes 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 both 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 into mid-level and upper level 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 but their representation is increasing yearly;
- 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 The size of the Federal work force 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**

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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, 1985, through September 30, 1986. However, the report will highlight some of the trends and changes in the Federal work force from FY 1982 through FY 1986.

The data¹ upon which Part I of this report is based come from the Central Personnel Data File (CPDF)² 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.

¹ 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.

² 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.

Civilian Labor Force (CLF) data for 1980 (see Table I-1) comes from Appendix B of EEO-MD-707A which was derived from the 1980 Census EEO tape. Civilian Labor Force includes all persons, 16 years of age or older, excluding those in the Armed Forces, who are employed or seeking employment. The CLF provides an index of availability of minorities and women for Federal jobs.

Several other Federal agencies have issued revised Civilian Labor Force percentages covering the representation of minorities and women in the work force. However, these revised percentages for 1985 and 1986 incorporate a number of questionable assumptions. These projections are based on population increases from surveys which cover small samples. Therefore, EEOC will continue to use 1980 Census data to evaluate the Federal government's progress toward providing equal employment opportunity until 1990 Census data is available.

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 1986, 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 1986, EEOC held over 25 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 1,149 telephone calls from Federal agency staff, responded to over 56 written requests for technical assistance and guidance, and provided training at over 20 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, 1985, through September 30, 1986. EEOC conducted a comprehensive evaluation of each FY 86 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 1986 accomplishment reports cover the period October 1, 1985, through September 30, 1986. Of 112 agencies required to submit reports, 87 agencies submitted reports. The following agencies did not submit accomplishment reports:

- Administrative Conference of the U. S.
- Administrative Office the U. S. Courts
- African Development Foundation
- Alaska Land Use Council
- Alaska Natural Gas Transportation System
- Office of the Federal Inspector
- Appalachian Regional Commission
- Architectural and Transportation Barriers Compliance Board
- Commission on Fine Arts
- Committee for the Purchase from the Blind and Severely Handicapped
- Consumer Product Safety Commission
- Defense Investigative Agency
- Executive Office of the President
- Federal Election Commission
- Holocaust Memorial Commission
- International Trade Commission
- Japan - U.S. Friendship Commission
- Marine Mammal Commission
- National Capitol Planning Commission
- National Commission on Employment Policy
- National Council on the Handicapped

National Mediation Board
National Transportation Safety Board
Navajo - Hopi Relocation Commission
Securities and Exchange Commission
Soldier's and Airmen's Home

Some agencies submitted incomplete accomplishment reports for FY 1986. Several agencies did not establish goals for internal movement and hiring. They were:

Department of Education
Federal Trade Commission
Department of Justice

Despite EEOC technical assistance, some agencies provided goals but they did not meet other EEOC reporting requirements and were subsequently rated incomplete. They were:

Federal Mediation and Conciliation Service
Department of State

2. Evaluation of FY 1987 Plan Updates

Agencies were required to submit plan updates for the period October 1, 1986, through September 30, 1987 (FY87), with their reports of accomplishments for FY 1986. This section of the annual report describes the status of agency submissions of FY 1987 plan updates.

EEOC conducted a comprehensive evaluation of each FY 87 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.

87 of 112 agencies submitted complete plans for FY 1987. The following agencies did not submit plan updates for FY 1987:

Administrative Conference of the U. S.
Administrative Office the U. S. Courts
African Development Foundation
Alaska Land Use Council
Alaska Natural Gas Transportation System
Office of the Federal Inspector
Appalachian Regional Commission
Architectural and Transportation Barriers Compliance Board
Commission on Fine Arts
Committee for the Purchase from the Blind and Severely
Handicapped
Consumer Product Safety Commission
Defense Investigative Agency

Executive Office of the President
Federal Election Commission
Holocaust Memorial Commission
International Trade Commission
Japan - U.S. Friendship Commission
Marine Mammal Commission
National Capitol Planning Commission
National Commission on Employment Policy
National Council on the Handicapped
National Mediation Board
National Transportation Safety Board
Navajo - Hopi Relocation Commission
Securities and Exchange Commission
Soldier's and Airmen's Home

A number of agencies submitted incomplete updates for FY 1987. 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

D. ANALYSIS OF STATISTICAL DATA

1. Total Work Force Summary

In this section, we analyze work force totals generated by combining CPDF information, and work force information from non-CPDF agencies. In 1982, minorities³ 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, to 26.4% in 1985, and to 27.0% in 1986. In 1986, 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), in 1985, again increased to 17.55% (470,424), and in 1986, blacks rose to 17.75% (479,893) of all employees. Black representation is well above the 1980 CLF for blacks, 9.8%. (See Figure 1.)

³ 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.

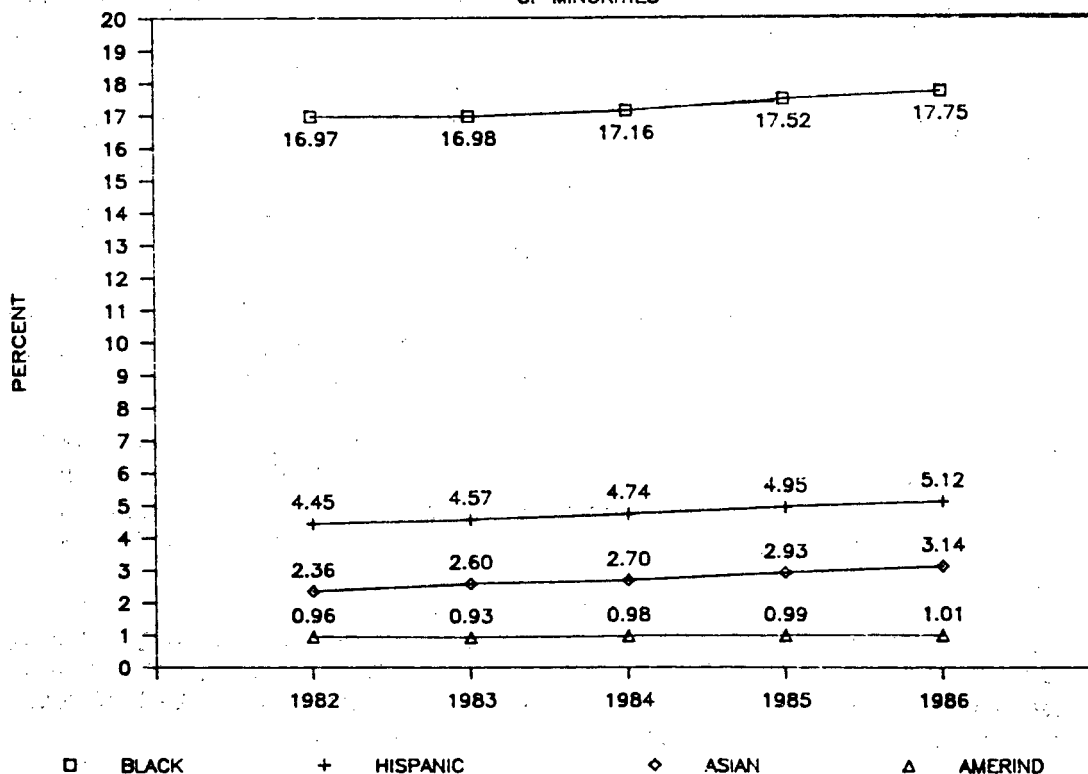
Hispanics were 4.45% (113,396) of all employees in 1982, increasing to 4.57% (117,569) in 1983, rising to 4.75% (123,808) in 1984, increasing to 4.95% (132,741) in 1985, and again increasing to 5.12% (138,473) in 1986. (See Figure 1.) Hispanics were the only minority group whose participation in the 1986 Federal work force (5.12%) 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 67% of their CLF rate compared to Hispanic men who were employed at 88% 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, to 2.93% (78,596) in 1985, and to 3.14 (84,881) in 1986. 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, 1.0% (26,534) in 1985, and 1.01% (27,227) in 1986. The 1980 CLF for American Indians is 0.5%.

FIGURE 1

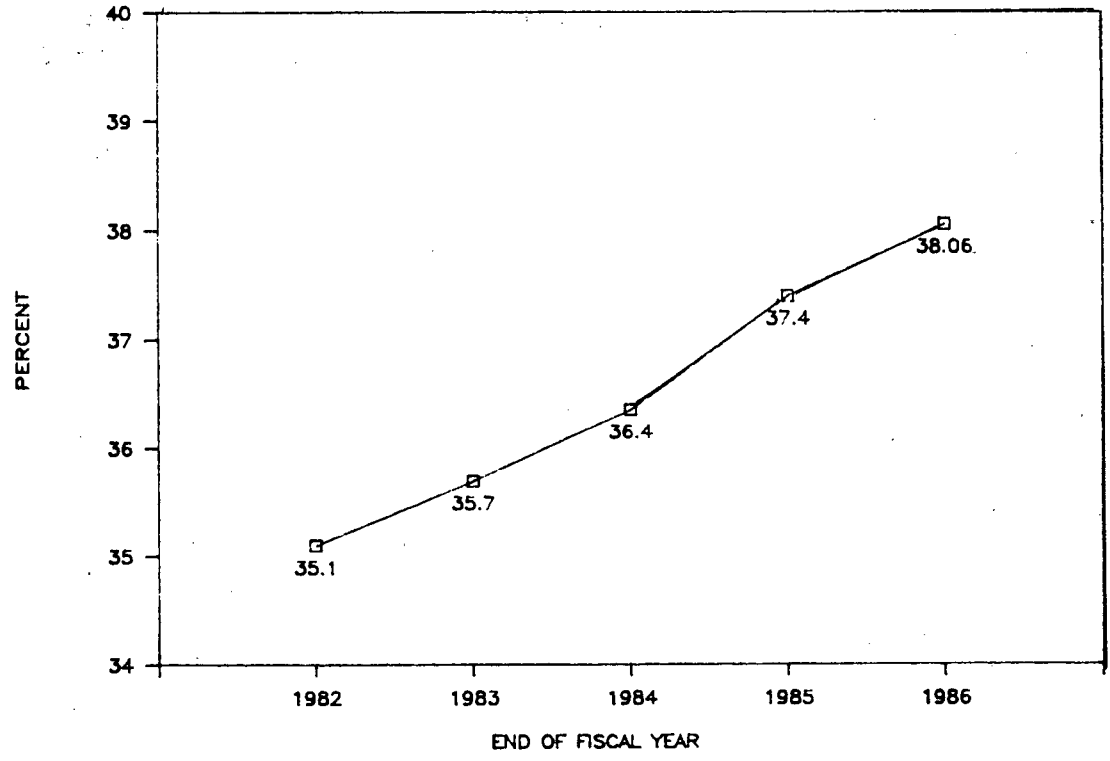
TOTAL FEDERAL EMPLOYMENT OF MINORITIES



The percentage of women in the Federal work force rose steadily between 1982 and 1986. They were 35.1% (895,872) in 1982, 35.7% (919,134) in 1983, 36.4% (947,717) in 1984, 37.4% (1,002,415) in 1985, and 38.1% (1,028,806) in 1986. (See Figure 2.) 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 75% of their 1980 CLF rate and Hispanic women were employed at only 67% of their 1980 CLF rate.

FIGURE 2

TOTAL FEDERAL EMPLOYMENT
OF WOMEN



Agencywide data for 1982, 1983, 1984, 1985, and 1986 for agencies with 500 or more employees (see Table I-12) show that women and minority groups, with a few exceptions, increased as a percentage of the agency work force during Fiscal Years 1983, 1984, 1985, and 1986. 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, 1986:

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 23.1%)

Federal Emergency Management Agency -

Decrease in representation of females (38.2% to 33.8%)
Decrease in representation of white females (27.1% to 22.9%)

Federal Home Loan Bank Board -

Decrease in representation of Hispanics (1.4% to 0.5%)

Federal Trade Commission -

Decrease in representation of Hispanics (1.9% to 1.3%)

National Science Foundation -

Decrease in representation of white females (35.7% to 29.4%)

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 17.3%)
Decrease in representation of white females (13.7% to 11.9%)

Railroad Retirement Board -

Decrease in representation of white females (34.1% to 32.1%)

Smithsonian Institution -

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

Department of State -

Decrease in representation of white females (27.7% to 26.1%)

Several agencies achieved significant increases in representation of groups previously underrepresented in their work forces during Fiscal Years 1983, 1984, 1985, and 1986. Those agencies were:

Department of Agriculture -

Increase in representation of females (30.8% to 34.1%)

Department of the Interior -

Increase in representation of Hispanics (2.6% to 3.7%)

Tennessee Valley Authority -

Increase in representation of females (13.5% to 17.0%)

Increase in representation of white females (16.0% to 20.0%)

U.S. Postal Service -

Increase in representation of females (25.0% to 30.0%)

Increase in representation of white females (16.3% to 18.9%)

Increase in representation of Hispanics (4.6% to 5.7%)

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).⁴ Those categories are now used in many areas of Federal personnel administration and they are a key element in the Central Personnel Data File.

⁴ 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.

In 1986, 80.4% (1,470,175) of the Federal work force covered by the CPDF (excludes USPS and TVA) were in white-collar jobs, while in 1985, 80.0% (1,477,619) were in white-collar jobs. Most of white-collar positions are in the Administrative category, 30.1% in 1986, up from 29.5% in 1985. The Clerical category accounts for about 23.0% of white-collar positions, while Professional and Technical categories were 23.2% and 21.1% in 1986, respectively. The Other category accounted for 2.6% of white-collar employment in 1986.

a. Minorities - Minorities comprised 23.76% of all white collar Federal employees in 1986, an increase from 23.31% in 1985. As a group, minorities comprised 18.4% of the 1980 white-collar CLF.⁵ 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 4.37% of all white-collar Federal workers. (See Figure 3.)

o Blacks - Blacks held 14.6% of all white-collar Federal jobs in 1983, to 14.9% in 1984, 15.25% in 1985, and 15.44% in 1986. Blacks were 9.7% of the white-collar CLF in 1980. Blacks' participation rates increased in all PATCO categories during FY 1986. The distribution of white-collar blacks in Professional positions increased from 9.7% in 1985 to 9.9% in 1986, and Administrative distribution increased from 23.0% in 1985 to 23.5% in 1986. (See Table I-9.)

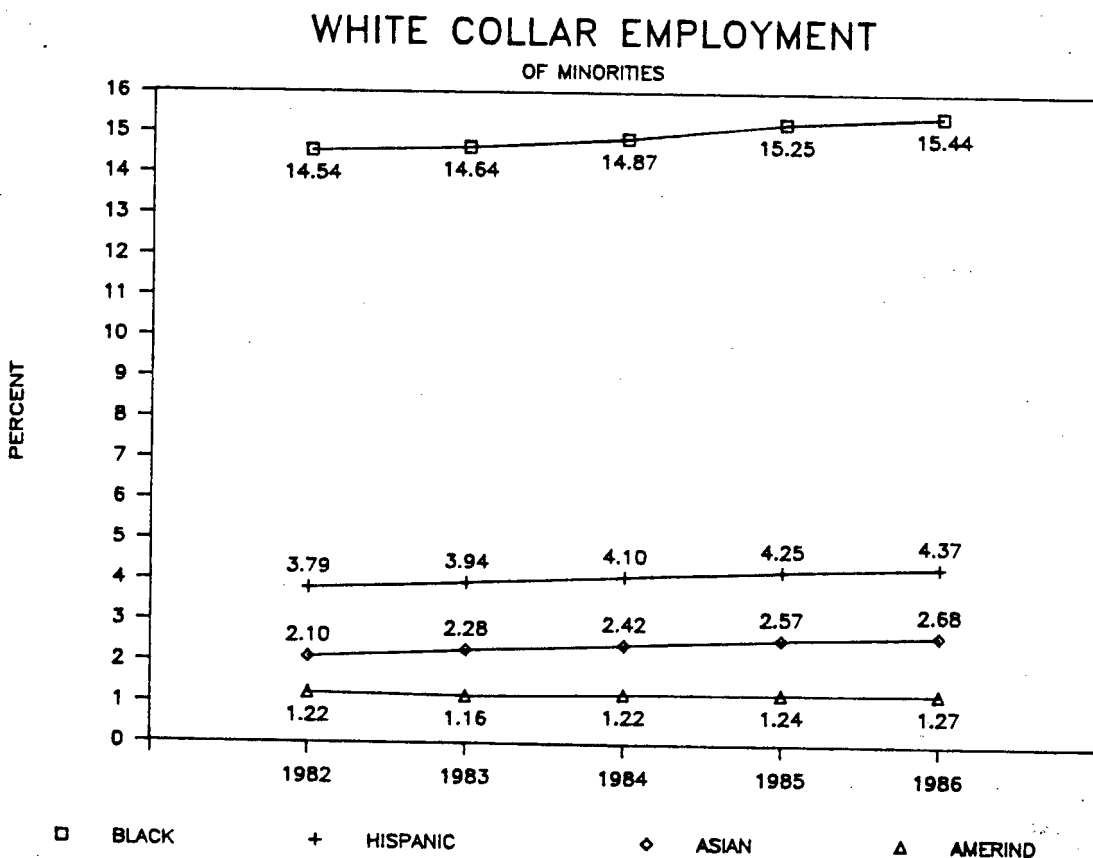
o Hispanics - Hispanics held 4.25% of all white-collar Federal jobs in 1985, increasing to 4.37% in 1986. The participation rate for Hispanics increased in each PATCO category during this period. The distribution of white-collar Hispanics in Professional jobs increased from 15.4% in 1985 to 15.7% in 1986, and Administrative distribution increased from 26.9% in 1985 to 27.4% in 1986. (See Table I-9.)

⁵ 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 2.57% of all white-collar Federal jobs in 1985, increasing to 2.68% in 1986. 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 39.5% to 40.6% in 1986 and the distribution of Asian Americans in Administrative jobs increased from 19.8% to 19.9% in 1986. (See Table I-9.)

o American Indians/Alaskan Natives - American Indians held 1.24% of all white-collar Federal jobs in 1985, increasing to 1.27% in 1986. 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.

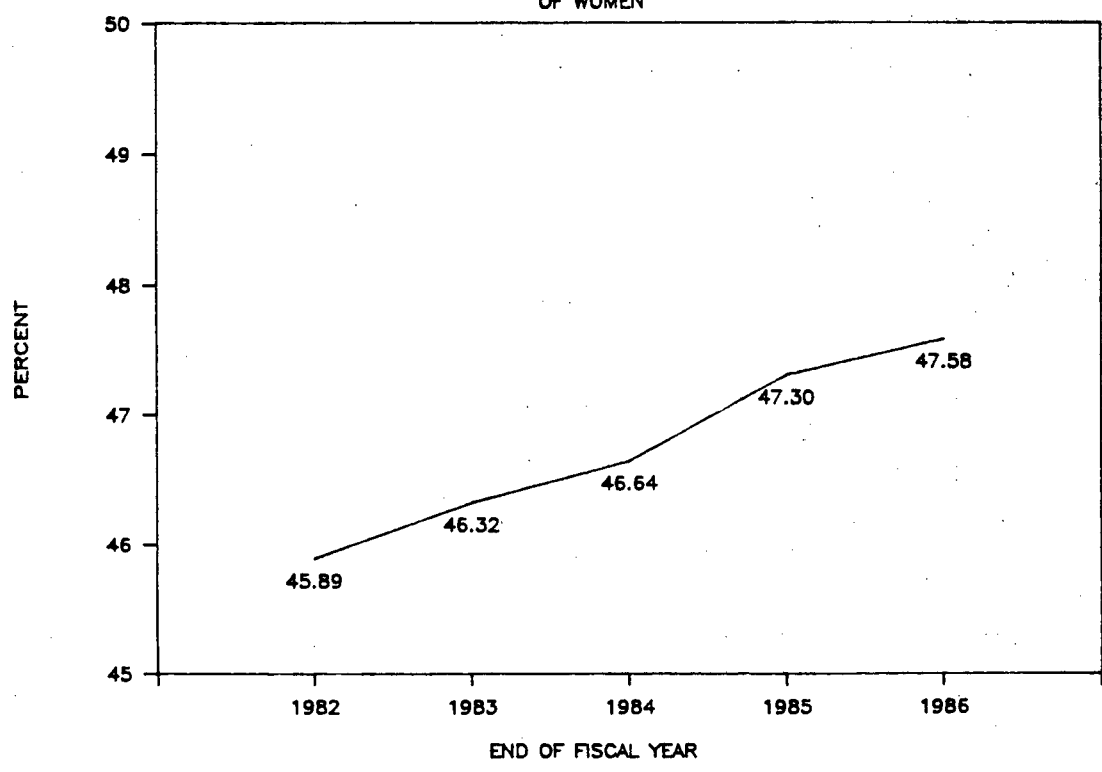
FIGURE 3



b. Women - Women held 47.30% of all white-collar jobs in 1985, increasing to 47.58% in 1986. (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 during FY 1986. (See Table I-9.) 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, 86.19% of Clerical jobs in 1986 were held by women. When using differentiated PATCO CLF data, women as a group equaled or exceeded their representation in the Administrative, Technical, and Clerical categories during 1986. (See Tables I-4, I-5, and I-6.)

FIGURE 4

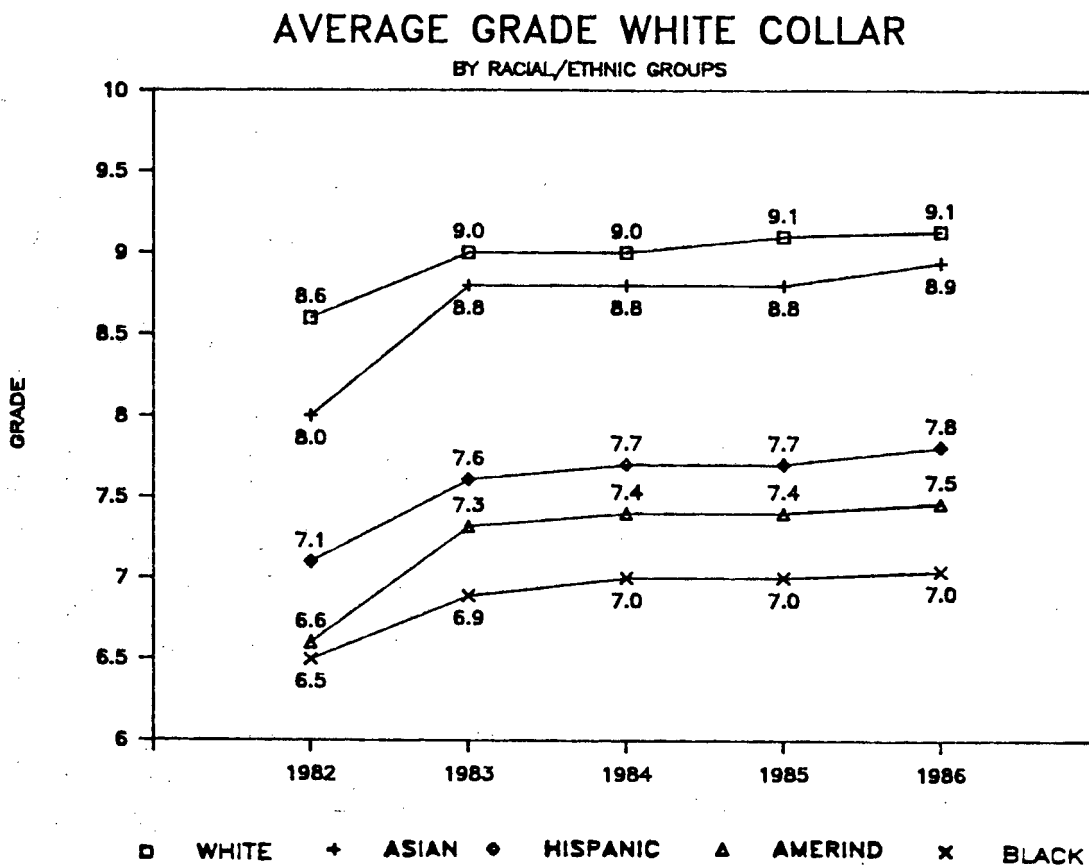
WHITE COLLAR EMPLOYMENT
OF WOMEN



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 1986. The average grades in 1986 were: Asian Americans (8.94), Hispanics (7.81), American Indians (7.46), and blacks (7.04). The average grade for whites was 9.13 and the white-collar total was 8.71.

FIGURE 5



o Blacks - Blacks remain concentrated in the lower white-collar grade levels. In 1986, 66.82% of blacks were in grades 1-8, down from 67.99% in 1985. Government wide, 44.3% of white-collar employees were in grades 1-8 in 1986. The percentage of blacks in grades 9-12 increased from 25.98% in 1985 to 27.04% in 1986. Black representation in grades 13-15 increased from 14.16% in 1985 to 14.76% in 1986. (See Table I-11.)

o Hispanics - Hispanics were also concentrated in the lower white-collar grade levels. In 1986, 54.64% of Hispanics were in grades 1-8, down from 56.01% in 1985. The percentage of Hispanics in grades 9-12 increased from 35.6% in 1985 to 36.83% in 1986. This compares with the governmentwide representation of 38.58% for grades 9-12 in 1986. (See Table I-11.)

o Asian Americans/Pacific Islanders - The percentage of Asian Americans in grades 1-8 in 1985 was 40.19%, lower than the governmentwide percentage of 44.3%. In grades 9-12, the percentage of Asian Americans was 43.55% in 1986, higher than the governmentwide percentage of 38.58%. (See Table I-11.)

o American Indians/Alaskan Natives - Of all American Indians in white-collar jobs, 60.8% were in grades 1-8 in 1985, and 60.02% in 1986. The percentage in grades 9-12 rose from 31.27% in 1985 to 31.87% in 1986.

4. Average Grade within White-Collar Occupational Categories

Beginning with this report, we will provide an analysis of average grade by white-collar occupational category (professional, administrative, technical, and clerical) by sex and racial/ethnic groups. Because of the concentration of women in the clerical occupational category (41.7% of women in white-collar positions are in clerical positions, while only 6.1% of men are in clerical positions) any analysis of average grade by sex which fails to adjust for this fact is flawed. Therefore, we have obtained from OPM's CPDF average grade data for each of the professional, administrative, technical and clerical occupational categories. (See Table I-13.) Our analysis follows:

a. Professional - Within this occupational category, the average grade for males is 12.08, while the average grade for females is 10.57. Among the race/ethnic groups, the average grade for whites is 11.67, blacks - 10.94, Hispanics - 11.11, Asians - 11.42, and American Indians - 10.82. White males have the highest average grade - 12.08, while American Indian females have the lowest - 9.85. Asian females have the highest average grade among women - 10.64.

b. Administrative - Within this occupational category, the average grade for males is 11.50, while the average grade for females is 10.20. Among the race/ethnic groups, the average grade for whites is 11.16, blacks - 10.42, Hispanics - 10.45, Asians - 10.54, and American Indians - 10.71. White males have the highest average grade - 11.50, while Hispanic females have the lowest - 9.75. White females have the highest average grade among women - 10.28.

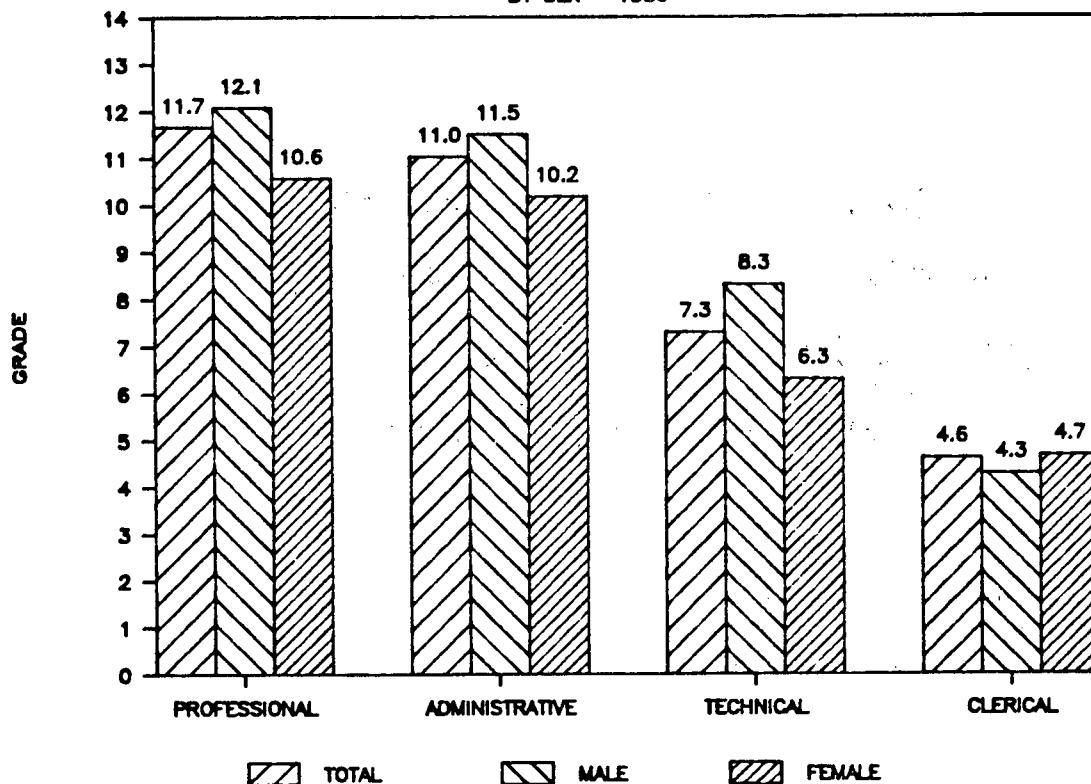
c. Technical - Within this occupational category, the average grade for males is 8.31, while the average grade for females is 6.30. Among the race/ethnic groups, the average grade for whites is 7.60, blacks - 6.37, Hispanics - 7.12, Asians - 7.18, and American Indians - 6.37. White males have the highest average grade - 8.61, while American Indian females have the lowest - 5.53. White females have the highest average grade among women - 6.41.

d. Clerical - Within this occupational category, the average grade for males is 4.29, while the average grade for females is 4.67. Among the race/ethnic groups, the average grade for whites is 4.67, blacks - 4.54, Hispanics - 4.42, Asians - 4.56, and American Indians - 4.46. White females have the highest average grade - 4.72, while black males have the lowest - 4.20. Asian males have the highest average grade among men - 4.40. In this category, women have a higher average grade than men for each of the race/ethnic groups.

FIGURE 6

AVERAGE GRADE

BY SEX - 1986

5. Blue-Collar Employment

In 1985, 20.0% of the Federal work force covered by the CPDF (excludes USPS and TVA) were in blue-collar jobs while in 1986, 19.57% were in blue-collar jobs. The representation of minorities in blue-collar jobs increased from 31.9% in 1985 to 32.0% in 1986. The representation of blacks in blue-collar jobs continued to decline in FY 1986 as in FY 1985, 1984, and 1983. The representation of blacks has declined from 20.3% in 1982 to 19.8% in 1983, to 19.7% in 1984, to 19.5% in 1985, and to 19.43% in 1986. The representation of blacks in the 1980 blue-collar CLF is 11.4%. Hispanic representation increased to 7.12% in 1986 from 7.00% in 1985.

6. Agency Rankings

This is the fourth 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 force⁶ 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.

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, 1986. 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 1986 accomplishment reports submitted to the Commission. 12 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-14 through I-38 only cover Federal agencies with 500 or more employees. Table I-14 is a composite of FY 1986 agency rankings of 24 different comparisons of employment representation of minorities and women. The composite was prepared by summing the rankings agencies received in Tables I-15 through I-38. 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 86, EEOC conducted 173 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 Commerce
- Defense Contract Audit Agency
- Defense Logistics Agency
- Defense Mapping Agency
- Department of Energy
- General Services Administration
- Department of Health and Human Services
- Department of Interior
- Department of Justice
- Department of Labor
- National Guard Bureau
- 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 173 reports reviewed, 128 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. Twenty percent of the installations reviewed were managed by the Personnel Office.

Fifty 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 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.

Seventy-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.

Eighty-six 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.

Eighty-three 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). Thirty-nine percent of the installations reviewed had an active UMP. Forty-seven 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 sixth 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.

UNITED STATES POSTAL SERVICE (USPS)

Through an initiative from the Postmaster General, where possible, qualified women and minorities receive serious consideration for executive positions. The plan states that at least one qualified woman and one qualified minority executive or candidate should be contacted to assess interest in a vacant executive position and, if interested, should be interviewed and considered for the appointment. Nearly 25 percent of the newly appointed executives in FY86 were women or minority employees.

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, 1985, AND 1986**

	% 1980 CIVILIAN LABOR FORCE	FEDERAL WORK FORCE				
		% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	64.87	64.29	63.64	62.59	62.15
WOMEN	42.46	35.13	35.71	36.36	37.41	37.85
WHITE:	81.56	75.26	74.92	74.43	73.60	72.98
MEN	47.48	50.95	50.62	49.58	48.36	47.69
WOMEN	34.08	24.31	24.29	24.85	25.24	25.29
BLACK:	9.78	16.97	16.98	17.16	17.52	17.75
MEN	4.94	8.73	8.59	8.57	8.56	8.50
WOMEN	4.84	8.24	8.39	8.59	8.96	9.25
HISPANIC:	6.44	4.45	4.57	4.74	4.95	5.12
MEN	3.90	3.16	3.20	3.27	3.35	3.42
WOMEN	2.54	1.29	1.36	1.47	1.60	1.71
ASIAN:	1.61	2.36	2.60	2.70	2.93	3.14
MEN	0.86	1.56	1.68	1.72	1.85	1.95
WOMEN	0.75	0.80	0.92	0.98	1.09	1.19
AMERICAN INDIAN:	0.52	0.96	0.93	0.98	0.99	1.01
MEN	0.30	0.53	0.50	0.52	0.52	0.53
WOMEN	0.22	0.43	0.43	0.46	0.47	0.48
TOTAL # OF FEDERAL EMPLOYEES	N/A	2,550,513	2,574,168	2,606,326	2,678,998	2,703,466

TABLE I-2

CIVILIAN LABOR FORCE AND WHITE-COLLAR EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 WHITE COLLAR LABOR FORCE	FEDERAL WHITE-COLLAR WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	45.9	54.11	53.68	53.36	52.70	52.42
WOMEN	42.46	54.1	45.89	46.32	46.64	47.30	47.58
WHITE:	81.56	83.3	78.34	77.97	77.40	76.69	76.24
MEN	47.48	39.1	45.46	44.96	44.44	43.63	43.24
WOMEN	34.08	44.3	32.88	33.01	32.96	33.06	33.00
BLACK:	9.78	9.7	14.54	14.64	14.87	15.25	15.44
MEN	4.94	3.5	4.82	4.81	4.85	4.88	4.88
WOMEN	4.84	6.2	9.72	9.83	10.02	10.37	10.56
HISPANIC:	6.44	4.5	3.79	3.94	4.10	4.25	4.37
MEN	3.90	2.1	2.11	2.16	2.22	2.27	2.31
WOMEN	2.54	2.4	1.68	1.78	1.88	1.98	2.06
ASIAN:	1.61	1.9	2.10	2.28	2.42	2.57	2.68
MEN	0.86	1.0	1.16	1.26	1.33	1.40	1.45
WOMEN	0.75	0.9	0.94	1.02	1.09	1.17	1.22
AMERICAN INDIAN:	0.52	0.5	1.22	1.16	1.22	1.24	1.27
MEN	0.30	0.2	0.55	0.49	0.51	0.52	0.52
WOMEN	0.22	0.3	0.66	0.67	0.71	0.72	0.74

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-3

CIVILIAN LABOR FORCE AND WHITE-COLLAR PROFESSIONAL EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 PROF LABOR FORCE	FEDERAL PROFESSIONAL WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	67.95	76.55	76.11	75.15	74.04	73.23
WOMEN	42.46	32.05	23.45	23.89	24.85	25.96	26.77
WHITE:	81.56	87.47	87.20	86.90	86.30	85.61	85.08
MEN	47.48	60.62	68.69	68.10	66.91	65.50	64.47
WOMEN	34.08	26.85	18.51	18.80	19.39	20.12	20.61
BLACK:	9.78	5.12	5.95	6.04	6.21	6.43	6.58
MEN	4.94	2.33	3.02	3.04	3.04	3.09	3.11
WOMEN	4.84	2.79	2.93	3.00	3.17	3.34	3.47
HISPANIC:	6.44	3.30	2.51	2.60	2.74	2.86	2.97
MEN	3.90	2.16	1.84	1.90	1.97	2.03	2.08
WOMEN	2.54	1.14	0.67	0.70	0.77	0.83	0.89
ASIAN:	1.61	3.65	3.53	3.83	4.10	4.43	4.68
MEN	0.86	2.53	2.49	2.69	2.85	3.04	3.19
WOMEN	0.75	1.12	1.04	1.14	1.25	1.39	1.49
AMERICAN INDIAN:	0.52	0.34	0.81	0.63	0.66	0.67	0.69
MEN	0.30	0.21	0.51	0.38	0.39	0.39	0.39
WOMEN	0.22	0.13	0.30	0.25	0.27	0.28	0.30

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-4

CIVILIAN LABOR FORCE AND WHITE-COLLAR ADMINISTRATIVE EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 ADMIN LABOR FORCE	FEDERAL ADMINISTRATIVE WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	68.31	69.03	67.95	66.44	65.11	64.11
WOMEN	42.46	31.69	30.97	32.05	33.56	34.89	35.89
WHITE:	81.56	87.01	83.45	82.74	81.91	81.42	81.09
MEN	47.48	60.44	60.31	58.94	57.20	55.71	54.67
WOMEN	34.08	26.57	23.14	23.80	24.71	25.71	26.42
BLACK:	9.78	6.76	10.69	11.09	11.64	11.92	12.09
MEN	4.94	3.64	4.77	4.89	5.03	5.14	5.15
WOMEN	4.84	3.13	5.93	6.20	6.61	6.78	6.94
HISPANIC:	6.44	4.06	3.42	3.60	3.75	3.88	3.98
MEN	3.90	2.76	2.36	2.46	2.52	2.56	2.59
WOMEN	2.54	1.30	1.06	1.14	1.23	1.32	1.40
ASIAN:	1.61	1.59	1.47	1.61	1.68	1.73	1.77
MEN	0.86	1.08	0.94	1.02	1.04	1.05	1.05
WOMEN	0.75	0.51	0.53	0.59	0.64	0.68	0.72
AMERICAN INDIAN:	0.52	0.50	0.96	0.96	1.03	1.05	1.07
MEN	0.30	0.32	0.65	0.63	0.65	0.65	0.65
WOMEN	0.22	0.17	0.31	0.33	0.38	0.41	0.42

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-5

CIVILIAN LABOR FORCE AND WHITE-COLLAR TECHNICAL EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 TECHNICAL LABOR FORCE	FEDERAL TECHNICAL WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	53.00	54.64	53.16	52.33	51.20	50.09
WOMEN	42.46	47.00	45.36	46.84	47.67	48.80	49.91
WHITE:	81.56	82.23	73.99	73.60	73.00	72.46	71.85
MEN	47.48	45.22	43.53	42.22	41.27	40.19	39.14
WOMEN	34.08	37.02	30.46	31.38	31.73	32.26	32.71
BLACK:	9.78	9.88	18.19	18.46	18.63	18.96	19.33
MEN	4.94	3.54	6.59	6.47	6.42	6.33	6.28
WOMEN	4.84	6.34	11.61	11.98	12.21	12.62	13.05
HISPANIC:	6.44	5.12	4.15	4.30	4.50	4.65	4.81
MEN	3.90	2.69	2.70	2.71	2.78	2.80	2.80
WOMEN	2.54	2.43	1.45	1.59	1.72	1.85	2.01
ASIAN:	1.61	2.15	1.76	1.89	2.00	2.07	2.13
MEN	0.86	1.24	0.98	1.03	1.07	1.08	1.09
WOMEN	0.75	0.91	0.78	0.86	0.93	0.99	1.04
AMERICAN INDIAN:	0.52	0.51	1.89	1.78	1.86	1.86	1.88
MEN	0.30	0.25	0.84	0.76	0.79	0.80	0.77
WOMEN	0.22	0.26	1.06	1.02	1.07	1.06	1.10

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-6

CIVILIAN LABOR FORCE AND WHITE-COLLAR CLERICAL EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 CLERICAL LABOR FORCE	FEDERAL CLERICAL WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	27.19	13.41	13.20	13.58	13.65	13.81
WOMEN	42.46	72.81	86.59	86.80	86.42	86.35	86.19
WHITE:	81.56	79.00	69.40	69.00	68.10	66.71	65.79
MEN	47.48	21.69	8.09	7.99	8.19	8.17	8.26
WOMEN	34.08	57.32	61.31	61.01	59.91	58.54	57.53
BLACK:	9.78	12.06	22.75	22.77	23.25	24.27	24.90
MEN	4.94	2.77	3.68	3.60	3.70	3.75	3.79
WOMEN	4.84	9.29	19.07	19.17	19.55	20.52	21.10
HISPANIC:	6.44	6.13	4.66	4.86	5.08	5.27	5.43
MEN	3.90	1.88	1.08	1.07	1.09	1.09	1.11
WOMEN	2.54	4.24	3.58	3.80	3.99	4.18	4.32
ASIAN:	1.61	2.20	1.91	2.05	2.16	2.31	2.38
MEN	0.86	0.68	0.39	0.42	0.45	0.49	0.49
WOMEN	0.75	1.52	1.53	1.64	1.71	1.82	1.89
AMERICAN INDIAN:	0.52	0.48	1.28	1.32	1.41	1.44	1.51
MEN	0.30	0.12	0.18	0.13	0.15	0.15	0.16
WOMEN	0.22	0.36	1.10	1.19	1.26	1.29	1.35

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-7

CIVILIAN LABOR FORCE AND BLUE-COLLAR EMPLOYEES
FOR 1982, 1983, 1984, 1985 AND 1986

	% 1980 CIVILIAN LABOR FORCE	% 1980 BLUE-COLLAR LABOR FORCE	FEDERAL BLUE-COLLAR WORK FORCE				
			% 1982	% 1983	% 1984	% 1985	% 1986
MEN	57.54	80.1	90.51	90.42	90.43	90.35	90.22
WOMEN	42.46	19.9	9.49	9.58	9.57	9.65	9.78
WHITE:	81.56	78.6	67.99	68.29	68.17	68.11	67.99
MEN	47.48	64.2	63.41	63.56	63.44	63.30	63.11
WOMEN	34.08	14.3	4.58	4.73	4.73	4.82	4.89
BLACK:	9.78	11.4	20.32	19.80	19.66	19.54	19.43
MEN	4.94	8.4	16.17	15.76	15.67	15.60	15.46
WOMEN	4.84	2.9	4.15	4.05	3.99	3.93	3.96
HISPANIC:	6.44	8.1	6.80	6.89	6.95	7.00	7.12
MEN	3.90	6.1	6.42	6.47	6.50	6.53	6.63
WOMEN	2.54	2.0	0.38	0.42	0.45	0.47	0.48
ASIAN:	1.61	1.2	3.53	3.64	3.77	3.86	3.92
MEN	0.86	0.8	3.34	3.44	3.55	3.63	3.68
WOMEN	0.75	0.4	0.19	0.20	0.22	0.23	0.24
AMERICAN INDIAN:	0.52	0.7	1.36	1.37	1.46	1.49	1.54
MEN	0.30	0.5	1.17	1.19	1.26	1.29	1.33
WOMEN	0.22	0.1	0.19	0.18	0.20	0.20	0.21

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER &	WHITE FEMALE NUMBER &	BLACK		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN INDIAN/NATIVE	
				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	222720 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	221187 8.6	215977 8.4	82477 3.2	35092 1.4	43301 1.7	23555 0.9	12950 0.5	11113 0.4
1984	2606326	947117 36.4	647607 24.8	223478 8.6	223755 8.6	85243 3.3	38185 1.5	44751 1.7	25529 1.0	13563 0.5	11913 0.5
1985	2678998	1002260 37.4	676107 25.2	229271 8.6	240170 9.0	89730 3.3	42458 1.6	49458 1.8	29103 1.1	14005 0.5	12523 0.5
1986	2703466	1028806 38.1	686981 25.4	229913 8.5	249980 9.2	92325 3.4	46148 1.7	52777 2.0	32104 1.2	14234 0.5	12993 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
1986	NO DATA PROVIDED FOR FY 1986										
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
1986	3047	1192 39.1	590 19.4	194 6.4	556 18.2	65 2.1	18 0.6	42 1.4	24 0.8	3 0.1	4 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
1986	88607	30188 34.1	24244 27.4	3260 3.7	4035 4.6	2259 2.5	1005 1.1	819 0.9	446 0.5	779 0.9	458 0.5
ARMY/AIR FORCE EXCHANGE SERVICE											
1982	51801	33825 65.3	19523 37.7	3715 7.2	7324 14.1	1388 2.7	2286 4.4	784 1.5	2879 5.6	77 0.1	137 0.3
1983	52778	34275 64.9	19969 37.8	3798 7.2	7646 14.5	1417 2.7	2268 4.3	1431 2.7	4256 8.1	90 0.2	154 0.3
1984	51847	34988 67.5	19364 37.3	3770 7.3	8157 15.7	1386 2.7	2477 4.8	1440 2.8	4491 8.7	83 0.2	152 0.3
1985	55271	38020 68.8	20358 36.8	4082 7.4	9469 17.1	1460 2.6	2783 5.0	1494 2.7	4878 8.8	75 0.1	181 0.3
1986	62296	43555 69.9	23661 38.0	4461 7.2	11148 17.9	1659 2.7	3195 5.1	1759 2.8	5313 8.5	109 0.2	238 0.4
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
1986	28813	11864 41.2	8137 28.2	1612 5.6	3272 11.4	378 1.3	247 0.9	515 1.8	173 0.6	59 0.2	35 0.1

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL SAFETY COMMISSION	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN ALASKAN NATIVE		INDIAN NATIVE	
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
1982	590	277	34	70	6	3	8	3	8	3	2	0	0	0.0
1983	554	258	33	74	5	2	9	2	9	5	3	0	0.0	
1984	548	266	31	89	6	2	6	2	6	3	2	1	0.2	
1985	534	255	32	85	6	5	8	5	8	4	2	0	0.0	
1986	501	235	28	80	6	3	7	3	7	3	2	0	0.0	
DEFENSE SUMMARY														
1982	877533	275039	65122	44951	33894	5.1	10975	1.3	21650	2.5	3518	0.4	1708	0.2
1983	887955	281940	64636	46915	34525	5.3	11681	1.3	22921	2.6	3825	0.4	1914	0.2
1984	899724	289565	65317	49203	34765	5.5	12350	1.4	23853	2.7	4099	0.5	2135	0.2
1985	929155	308683	66846	53859	35365	5.8	13621	1.5	25141	2.7	4373	0.5	2367	0.3
1986	926071	312355	66100	55887	35462	6.0	14283	1.5	25431	2.7	4537	0.5	2481	0.3
DEFENSE AIR FORCE														
1982	218779	69880	11368	7702	14685	6.7	5024	2.3	2985	1.4	1057	0.5	618	0.3
1983	220747	71232	11561	7994	14826	6.7	5323	2.4	3006	1.4	1123	0.5	642	0.3
1984	222066	72858	11727	8446	14701	6.6	5592	2.5	3075	1.4	1182	0.5	668	0.3
1985	226367	76240	11848	9067	14689	6.5	5930	2.6	3220	1.4	1217	0.5	723	0.3
1986	227840	77710	11882	9398	14604	6.4	6146	2.7	3308	1.5	1252	0.5	770	0.3
DEFENSE ARMY														
1982	305770	106059	19482	17048	10552	3.5	3460	1.1	4319	1.4	1426	0.5	650	0.2
1983	310826	108661	19779	18260	10944	3.5	3687	1.2	4642	1.5	1543	0.5	761	0.2
1984	316801	111846	20181	19035	11210	3.5	3929	1.2	4865	1.5	1658	0.5	889	0.3
1985	326631	118810	20928	20841	11469	3.5	4380	1.3	5072	1.6	1743	0.5	987	0.3
1986	324822	119295	20866	21314	11471	3.5	4597	1.4	5183	1.6	1838	0.6	1026	0.3
DEFENSE COMMUNICATIONS AGENCY														
1982	1490	622	73	116	6	0.4	8	0.5	22	1.5	14	0.9	2	0.1
1983	1506	629	73	117	7	0.5	9	0.6	22	1.5	13	0.9	1	0.1
1984	1597	709	75	148	8	0.5	7	0.4	28	1.8	15	0.9	1	0.1
1985	1634	725	81	162	7	0.4	9	0.6	27	1.7	13	0.8	0	0.0
1986	1764	792	91	194	10	0.6	7	0.4	35	2.0	22	1.2	0	0.0
DEFENSE CONTRACT AUDIT AGENCY														
1982	3467	895	96	129	49	1.4	19	0.5	111	3.2	49	1.4	4	0.1
1983	3672	1013	102	156	52	1.4	23	0.6	125	3.4	63	1.7	4	0.1
1984	4146	1228	136	204	75	1.8	36	0.9	149	3.6	84	2.0	7	0.2
1985	4608	1489	169	229	86	1.9	41	0.9	144	3.1	107	2.3	8	0.2
1986	4942	1739	177	255	92	1.9	57	1.2	154	3.1	121	2.4	7	0.1

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER &		WHITE FEMALE NUMBER &		BLACK FEMALE NUMBER &		HISPANIC MALE NUMBER &		HISPANIC FEMALE NUMBER &		ASIAN AMERICAN/PACIFIC ISLANDER MALE NUMBER &		ASIAN AMERICAN/PACIFIC ISLANDER FEMALE NUMBER &		AMERICAN INDIAN/ALASKAN NATIVE MALE NUMBER &		AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER &		
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER
DEFENSE INSPECTOR GENERAL																				
1982																				
AGENCY CREATED IN 1985																				
1983																				
1984																				
1985	979	298	30.4	228	23.3	59	6.0	10	1.0	4	0.4	15	1.5	5	0.5	1	0.1	2	0.2	
1986	1029	316	30.7	228	22.2	73	7.1	9	0.9	6	0.6	17	1.7	7	0.7	1	0.1	2	0.2	
DEFENSE INVESTIGATIVE SERVICE																				
1982	2295	860	37.5	692	30.2	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	724	30.2	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	741	31.0	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	726	31.4	164	7.1	23	1.0	22	1.0	11	0.5	12	0.5	4	0.2	3	0.1	
1986	3314	1527	46.1	1197	36.1	279	8.4	26	0.8	36	1.1	15	0.5	14	0.4	4	0.1	1	0.0	
DEFENSE LOGISTICS AGENCY																				
1982	45563	19273	42.3	12632	27.7	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	12441	27.6	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	12810	27.5	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	13695	27.8	6678	13.6	1110	2.3	614	1.2	426	0.9	272	0.6	233	0.5	174	0.4	
1986	50602	22254	44.0	13919	27.5	7190	14.2	1152	2.3	669	1.3	486	1.0	297	0.6	231	0.5	179	0.4	
DEFENSE NAVY																				
1982	285081	73340	25.7	54887	19.3	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	56096	19.5	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	56278	19.4	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	60831	20.0	15851	5.2	7724	2.5	2463	0.8	16148	5.3	4357	1.4	1146	0.4	453	0.1	
1986	298447	83892	28.1	59974	20.1	16324	5.5	7845	2.6	2605	0.9	16155	5.4	4512	1.5	1180	0.4	477	0.2	
DEFENSE MAPPING AGENCY																				
1982	8025	2163	27.0	1669	20.8	407	5.1	191	2.4	63	0.8	40	0.5	21	0.3	11	0.1	3	0.04	
1983	8426	2354	27.9	1824	21.6	436	5.2	189	2.2	63	0.7	41	0.5	26	0.3	13	0.2	5	0.1	
1984	8649	2453	28.4	1891	21.9	461	5.3	184	2.1	66	0.8	42	0.5	30	0.3	10	0.1	5	0.1	
1985	8941	2593	29.0	1994	22.3	481	5.4	179	2.0	78	0.9	47	0.5	33	0.4	12	0.1	7	0.1	
1986	8793	2570	29.2	1966	22.4	486	5.5	176	2.0	77	0.9	46	0.5	34	0.4	14	0.2	7	0.1	
DEFENSE NUCLEAR AGENCY*																				
1982	654	351	53.7	283	43.3	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	223	41.5	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	281	43.4	45	7.0	38	5.9	39	6.0	3	0.5	5	0.8	1	0.2	1	0.2	
1985	795	434	54.6	327	41.1	48	6.0	44	5.5	50	6.3	8	1.0	6	0.8	0	0.0	3	0.4	
1986	818	438	53.5	327	40.0	52	6.4	49	6.0	49	6.0	8	1.0	6	0.7	0	0.0	4	0.5	

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE FEMALE NUMBER	BLACK MALE NUMBER	BLACK FEMALE NUMBER	HISPANIC MALE NUMBER	HISPANIC FEMALE NUMBER	ASIAN AMERICAN/PACIFIC ISLANDER		AMERICAN ALASKAN		INDIAN/NATIVE FEMALE NUMBER
								MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	
DEFENSE OFFICE OF DEPENDENTS												
1982	9865	7027 71.2	6162 62.5	203 2.1	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	103 0.9	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	117 0.9	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	140 1.0	982 7.0	70 0.5	265 1.9	42 0.3	191 1.4	10 0.1	40 0.3	
1986	13528	10849 80.2	8735 64.6	147 1.1	1007 7.4	76 0.6	285 2.1	34 0.3	189 1.4	10 0.1	38 0.3	
DEFENSE OFFICE OF THE SECRETARY												
1982	1031	461 44.7	381 37.0	20 1.9	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	24 2.0	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	20 1.7	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	15 1.3	80 7.1	5 0.4	11 1.0	4 0.4	5 0.4	0 0.0	2 0.2	
1986	1153	540 46.8	426 36.9	18 1.6	96 8.3	5 0.4	9 0.8	5 0.4	6 0.5	0 0.0	3 0.3	
EDUCATION												
1982	4985	2780 55.8	1335 26.8	452 9.1	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	1175 25.4	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	1181 26.0	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	1388 31.1	79 1.8	74 1.7	52 1.2	30 0.7	9 0.2	8 0.2	
1986	4182	2381 56.9	968 23.1	408 9.8	1307 31.3	78 1.9	68 1.6	48 1.1	30 0.7	8 0.2	8 0.2	
ENERGY												
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	
1986	15789	5503 34.9	3997 25.3	525 3.3	1105 7.0	378 2.4	257 1.6	224 1.4	101 0.6	106 0.7	43 0.3	
ENVIRONMENTAL PROTECTION AGENCY*												
1982	10390	4230 40.7	2913 28.0	394 3.8	1158 11.1	101 1.0	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	99 1.0	67 0.7	151 1.5	80 0.8	8 0.1	10 0.1	
1984	11113	4724 42.5	3192 28.7	392 3.5	1334 12.0	125 1.1	95 0.9	180 1.6	90 0.8	9 0.1	13 0.1	
1985	12044	5304 44.0	3534 29.3	409 3.4	1527 12.7	142 1.2	121 1.0	221 1.8	108 0.9	14 0.1	14 0.1	
1986	12493	5608 44.9	3665 29.3	455 3.6	1663 13.3	144 1.2	139 1.1	224 1.8	126 1.0	11 0.1	15 0.1	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION												
1982	2934	1652 56.3	615 21.0	569 19.4	875 29.8	180 6.1	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	172 5.9	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	163 5.9	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	161 5.2	136 4.4	19 0.6	13 0.4	8 0.3	9 0.3	
1986	2945	1766 60.0	650 22.1	493 16.7	946 32.1	163 5.5	143 4.9	21 0.7	18 0.6	7 0.2	9 0.3	

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YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ ISLANDER		AMERICAN ALASKAN		INDIAN/ NATIVE				
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER			
FEDERAL COMMUNICATIONS COMMISSION																	
1982	1774	803	420	23.7	131	7.4	355	20.0	19	1.1	14	0.8	7	0.4	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	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	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	1	0.1
1986	1765	839	47.5	421	23.9	117	6.6	385	21.8	23	1.3	19	1.1	8	0.5	2	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
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
1984	2956	912	30.9	620	21.0	154	5.2	241	8.2	25	0.8	14	0.5	23	0.8	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
1986	3936	1453	36.9	930	23.6	216	5.5	426	10.8	47	1.2	29	0.7	41	1.0	5	0.1
FEDERAL EMERGENCY MANAGEMENT AGENCY																	
1982	1918	733	38.2	520	27.1	71	3.7	191	10.0	8	0.4	9	0.5	5	0.3	7	0.4
1983	2168	797	36.8	562	25.9	73	3.4	211	9.7	10	0.5	11	0.5	7	0.3	8	0.4
1984	2409	902	37.4	626	26.0	85	3.5	251	10.4	11	0.5	11	0.5	7	0.3	8	0.3
1985	2370	834	35.2	557	23.5	93	3.9	254	10.7	10	0.4	14	0.6	8	0.3	7	0.3
1986	1985	670	33.8	455	22.9	79	4.0	196	9.9	8	0.4	12	0.6	7	0.4	7	0.4
FEDERAL HOME LOAN BANK BOARD																	
1982	1480	546	36.9	370	25.0	71	4.8	161	10.9	5	0.3	12	0.8	6	0.4	1	0.1
1983	1401	531	37.9	347	24.8	76	5.4	171	12.2	8	0.6	17	1.2	9	0.6	1	0.1
1984	1362	509	37.4	329	24.2	79	5.8	161	11.8	10	0.7	17	1.2	9	0.7	4	0.3
1985	528	295	55.9	174	33.0	37	7.0	118	22.3	1	0.2	8	1.5	2	0.4	0	0.0
1986	669	383	57.2	216	32.3	52	7.8	161	24.1	1	0.1	9	1.3	5	0.7	2	0.3
FEDERAL TRADE COMMISSION																	
1982	1379	699	50.7	350	25.4	118	8.6	324	23.5	16	1.2	14	1.0	8	0.6	1	0.1
1983	1222	625	51.1	304	24.9	100	8.2	302	24.7	12	1.0	11	0.9	0	0.0	0	0.0
1984	1195	625	52.3	300	25.1	94	7.9	309	25.9	5	0.4	8	0.7	4	0.3	0	0.0
1985	1156	613	53.0	311	26.9	80	6.9	289	25.0	7	0.6	10	0.9	4	0.3	0	0.0
1986	1062	544	51.2	280	26.4	68	6.4	254	23.9	8	0.8	8	0.8	2	0.2	0	0.0
GENERAL SERVICES ADMINISTRATION																	
1982	28192	10004	35.5	5341	18.9	5439	19.3	4175	14.8	265	0.9	282	1.0	168	0.6	55	0.2
1983	26692	9778	36.6	5212	19.5	4971	18.6	4048	15.2	280	1.0	271	1.0	184	0.7	54	0.2
1984	26634	9896	37.2	5353	20.1	4801	18.0	4041	15.2	268	1.0	282	1.1	174	0.7	60	0.2
1985	24017	8861	36.9	4530	18.9	4194	17.5	3843	16.0	255	1.1	282	1.2	176	0.7	57	0.2
1986	21497	7969	37.1	4102	19.1	3702	17.2	3438	16.0	233	1.1	250	1.2	143	0.7	53	0.2

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FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN ALASKAN		INDIAN/ NATIVE		
			MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	
GOVERNMENT PRINTING OFFICE															
1982	5550	1679	32.1	1174	21.2	38	0.7	14	0.3	12	0.2	0	0.0	2	0.04
1983	5373	1641	30.5	1152	21.4	40	0.7	17	0.3	13	0.2	0	0.0	2	0.04
1984	5366	1688	31.5	1172	21.8	77	1.4	31	0.6	19	0.4	0	0.0	6	0.11
1985	5245	1679	32.0	1157	22.1	75	1.4	31	0.6	22	0.4	1	0.02	4	0.08
1986	5081	1648	32.4	1135	22.3	73	1.4	28	0.6	22	0.4	1	0.02	4	0.08
HEALTH AND HUMAN SERVICES															
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	687	0.5	1096	0.8	4221	3.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	706	0.5	1149	0.9	4344	3.3
1984	125758	82294	65.4	48710	38.7	7036	5.6	24314	19.3	703	0.6	1151	0.9	4603	3.7
1985	122962	81005	65.9	47523	38.6	6792	5.5	24087	19.6	718	0.6	1174	1.0	4651	3.8
1986	118845	78376	65.9	45694	38.4	6517	5.5	23357	19.7	702	0.6	1179	1.0	4634	3.9
HOUSING AND URBAN DEVELOPMENT															
1982	13708	6532	47.7	3788	27.6	1113	8.1	2332	17.0	90	0.7	91	0.7	32	0.2
1983	12342	5885	47.7	3294	26.7	1036	8.4	2210	17.9	106	0.9	91	0.7	29	0.2
1984	11747	5810	49.5	3191	27.2	981	8.4	2199	18.7	106	0.9	104	0.9	29	0.2
1985	11403	5818	51.0	3165	27.8	959	8.4	2191	19.2	101	0.9	116	1.0	34	0.3
1986	11337	6094	53.8	3172	28.0	955	8.4	2383	21.0	105	0.9	140	1.2	55	0.5
INTERIOR															
1982	49812	14445	29.0	10108	20.3	1578	3.2	424	0.9	355	0.7	176	0.4	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	608	1.0	393	0.7	236	0.4	4346	7.5
1984	55011	17198	31.3	12194	22.2	1786	3.2	763	1.4	413	0.8	253	0.5	2426	4.4
1985	56660	18447	32.6	13114	23.1	1742	3.1	830	1.5	458	0.8	294	0.5	2467	4.4
1986	55141	18143	32.9	12830	23.3	1658	3.0	789	1.4	457	0.8	281	0.5	2569	4.7
INTERSTATE COMMERCE COMMISSION															
1982	1506	652	43.3	316	21.0	111	7.4	325	21.6	2	0.1	1	0.1	1	0.1
1983	1293	555	42.9	269	20.8	100	7.7	275	21.3	2	0.2	2	0.2	1	0.1
1984	1053	452	42.9	209	19.8	78	7.4	232	22.0	2	0.2	2	0.2	1	0.1
1985	843	339	40.2	151	17.9	74	8.8	182	21.6	2	0.2	1	0.1	0	0.0
1986	722	300	41.6	123	17.0	65	9.0	170	23.5	2	0.3	1	0.1	0	0.0
JUSTICE*															
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	291	0.5	206	0.4	57	0.1
1983	57717	21309	36.9	13601	23.6	3655	6.3	6268	10.9	325	0.6	240	0.4	103	0.2
1984	60842	23499	38.6	14377	23.6	3851	6.3	6660	10.9	403	0.7	308	0.5	89	0.1
1985	63014	23499	37.3	14922	23.7	3873	6.1	6846	10.9	431	0.7	321	0.5	68	0.1
1986	64874	24240	37.4	15349	23.7	3973	6.1	7100	10.9	455	0.7	322	0.5	68	0.1

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FOR 1982, 1983, 1984, 1985 AND 1986

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 %
LABOR												
1982	17890	7582 42.4	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	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	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	1186 6.9	2737 15.9	443 2.6	301 1.7	97 0.6	132 0.8	49 0.3	31 0.2		
1986	16648	7270 43.7	1135 6.8	2734 16.4	419 2.5	291 1.7	99 0.6	124 0.7	47 0.3	32 0.2		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION												
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 0.1		
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 0.1		
1984	21616	5280 24.4	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	851 3.9	884 4.0	425 1.9	193 0.9	344 1.6	127 0.6	49 0.2	35 0.2		
1986	21759	5784 26.6	860 4.0	903 4.2	419 1.9	195 0.9	372 1.7	132 0.6	52 0.2	39 0.2		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION												
1982												
1983												
AGENCY CREATED IN 1985												
1985	2021	1085 53.7	250 12.4	420 20.8	11 0.5	11 0.5	4 0.2	1 0.0	2 0.1	7 0.3		
1986	2007	1096 54.6	242 12.1	425 21.2	15 0.7	10 0.5	4 0.2	2 0.1	2 0.1	7 0.3		
NATIONAL CREDIT UNION ADMINISTRATION												
1982	602	161 26.7	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	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	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	21 3.6	37 6.3	11 1.9	3 0.5	6 1.0	2 0.3	0 0.0	0 0.0		
1986	626	172 27.5	22 3.5	46 7.3	10 1.6	3 0.5	6 1.0	1 0.2	0 0.0	0 0.0		
NATIONAL LABOR RELATIONS BOARD												
1982	2443	1231 50.4	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	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	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	125 4.9	430 16.8	56 2.2	68 2.7	13 0.5	22 0.9	0 0.0	4 0.2		
1986	2300	1208 52.5	105 4.6	392 17.0	53 2.3	65 2.8	14 0.6	21 0.9	0 0.0	4 0.2		
NATIONAL SCIENCE FOUNDATION												
1982	1109	636 57.3	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	50 4.8	220 21.2	3 0.3	6 0.6	11 1.1	3 0.3	0 0.0	1 0.1		
1984	1049	599 57.1	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	54 5.3	245 24.1	5 0.5	9 0.9	12 1.2	7 0.7	0 0.0	0 0.0		
1986	1015	592 58.3	48 4.7	276 27.2	6 0.6	11 1.1	15 1.5	6 0.6	0 0.0	1 0.1		

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK FEMALE		HISPANIC FEMALE		ASIAN AMERICAN/PACIFIC ISLANDER FEMALE		AMERICAN INDIAN/NATIVE FEMALE	
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
NUCLEAR REGULATORY COMMISSION													
1982	3449	1181	34.2	950	27.5	203	5.9	26	0.8	91	2.6	4	0.1
1983	3180	1122	35.3	893	28.1	199	6.3	27	0.8	98	3.1	4	0.1
1984	3460	1180	34.1	918	26.5	226	6.5	28	0.8	107	3.1	6	0.2
1985	3410	1174	34.4	906	26.6	234	6.9	26	0.8	113	3.3	4	0.1
1986	3326	1178	35.4	885	26.6	262	7.9	26	0.8	110	3.3	5	0.2
OFFICE OF PERSONNEL MANAGEMENT													
1982	5894	3502	59.4	2058	34.9	1261	21.4	87	1.5	20	0.3	6	0.1
1983	5148	3056	59.4	1813	35.2	1092	21.2	74	1.4	20	0.4	6	0.1
1984	5663	3423	60.4	2027	35.8	1238	21.9	91	1.6	21	0.4	5	0.1
1985	5489	3301	60.1	1980	36.1	1176	21.4	88	1.6	22	0.4	5	0.1
1986	5130	3095	60.3	1838	35.8	1114	21.7	76	1.5	16	0.3	3	0.1
PANAMA CANAL COMMISSION													
1982	1787	330	18.5	244	13.7	12	0.7	144	8.1	10	0.6	2	0.1
1983	1596	280	17.5	197	12.3	12	0.8	141	8.8	11	0.7	1	0.1
1984	1463	257	17.6	177	12.1	15	1.0	131	9.0	11	0.8	1	0.1
1985	1357	232	17.1	159	11.7	12	0.9	123	9.1	11	0.8	1	0.1
1986	1245	216	17.3	148	11.9	12	1.0	113	9.1	8	0.6	1	0.1
RAILROAD RETIREMENT BOARD													
1982	1447	888	61.4	494	34.1	73	5.0	7	0.5	3	0.2	1	0.1
1983	1507	922	61.2	507	33.6	90	6.0	10	0.7	4	0.3	1	0.1
1984	1454	884	60.8	479	32.9	93	6.4	7	0.5	4	0.3	1	0.1
1985	1427	865	60.6	447	31.3	89	6.2	8	0.6	5	0.4	1	0.1
1986	1341	830	61.9	431	32.1	90	6.7	8	0.6	4	0.3	1	0.1
SECURITIES AND EXCHANGE COMMISSION													
1982	1756	755	43.0	441	25.1	299	17.0	15	0.9	15	0.9	1	0.1
1983	1731	803	46.4	465	26.9	313	18.1	14	0.8	17	1.0	0	0.0
1984	1840	864	47.0	473	25.7	359	19.5	15	0.8	22	1.2	0	0.0
1985	1787	841	47.1	455	25.5	355	19.9	18	1.0	22	1.2	0	0.0
1986	1818	872	48.0	455	25.0	382	21.0	18	1.0	23	1.3	0	0.0
SMALL BUSINESS ADMINISTRATION													
1982	4087	1900	46.5	1270	31.1	496	12.1	146	3.6	20	0.5	0	0.0
1983	3930	1817	46.2	1196	30.4	475	12.1	142	3.6	26	0.7	0	0.0
1984	4022	1845	45.9	1200	29.8	475	11.8	157	3.9	28	0.7	11	0.3
1985	3853	1805	46.8	1151	29.9	478	12.4	155	4.0	26	0.7	10	0.3
1986	3825	1776	46.4	1114	29.1	488	12.8	151	3.9	30	0.8	9	0.2

TABLE I-8
FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

YEAR	TOTAL ALL		TOTAL FEMALE		WHITE FEMALE		BLACK FEMALE		HISPANIC FEMALE		ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE		AMERICAN INDIAN/ ALASKAN NATIVE FEMALE					
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
SMITHSONIAN INSTITUTION																		
1982	3594		1141	31.7	689	19.2	336	9.3	95	2.6	48	1.3	71	2.0	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	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	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	4	0.1	4	0.1
1986	3354		1131	33.7	748	22.3	351	10.5	28	0.8	16	0.5	31	0.9	4	0.1	4	0.1
SOLDIER'S AND ARMEN'S HOME																		
1982	672		356	53.0	86	12.8	249	37.1	2	0.3	8	1.2	3	0.4	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	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	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	1	0.1	0	0.0
1986	779		445	57.1	110	14.1	300	38.5	4	0.5	16	2.1	5	0.6	1	0.1	0	0.0
STATE																		
1982	10729		4046	37.7	2977	27.7	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	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	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	1467	11.5	312	2.4	134	1.0	104	0.8	30	0.2	20	0.2
1986	11766		4789	40.7	3069	26.1	1473	12.5	198	1.7	116	1.0	95	0.8	27	0.2	23	0.2
TENNESSEE VALLEY AUTHORITY*																		
1982	40334		6453	16.0	5451	13.5	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	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	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	788	2.9	77	0.3	20	0.1	121	0.4	77	0.3	32	0.1
1986	30919		6172	20.0	5249	17.0	848	2.7	76	0.2	18	0.1	131	0.4	87	0.3	29	0.1
TRANSPORTATION*																		
1982	58486		11522	19.7	8371	14.3	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	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	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	2691	4.5	1487	2.5	489	0.8	845	1.4	416	0.7	163	0.3
1986	59445		13073	22.0	9383	15.8	2792	4.7	1520	2.6	496	0.8	821	1.4	403	0.7	170	0.3
TREASURY																		
1982	109418		54875	50.2	36839	33.7	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	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	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	17793	14.6	3261	2.7	3985	3.3	1179	1.0	198	0.2	291	0.2
1986	122773		65849	53.6	41875	34.1	18139	14.8	3296	2.7	4239	3.5	1213	1.0	197	0.2	319	0.3

TABLE I-8

FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983, 1984, 1985 AND 1986

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	%								
U.S. INFORMATION AGENCY																					
1982	3378	1419	42.0	813	24.1	220	6.5	544	16.1	46	1.4	27	0.8	134	4.0	35	1.0	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	39	0.9	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	53	1.2	3	0.1	2	0.05
1985	4928	2017	40.9	1141	23.2	271	5.5	737	15.0	134	2.7	69	1.4	192	3.9	65	1.3	3	0.1	5	0.1
1986	4886	2045	41.9	1138	23.3	270	5.5	754	15.4	127	2.6	81	1.7	183	3.7	67	1.4	4	0.1	5	0.1
U.S. 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	0.1
1983	653550	168082	25.7	109464	16.7	85945	13.2	48689	7.4	25339	3.9	5430	0.8	10627	1.6	3797	0.6	1151	0.2	702	0.1
1984	67213	182962	27.0	118074	17.4	88461	13.1	52451	7.7	27488	4.1	6869	1.0	12107	1.8	4763	0.7	1258	0.2	805	0.1
1985	713232	203792	28.6	129377	18.1	92563	13.0	58008	8.1	29875	4.2	8641	1.2	13506	1.9	5809	0.8	1364	0.2	908	0.1
1986	744630	223608	30.0	140470	18.9	95031	12.8	64160	8.6	32181	4.3	10333	1.4	13630	1.8	7620	1.0	1502	0.2	1025	0.1
VETERANS ADMINISTRATION*																					
1982	208542	113981	54.7	77962	37.4	22340	10.7	30527	14.6	5108	2.4	3363	1.6	1816	0.9	2665	1.3	406	0.2	445	0.2
1983	209906	115077	54.8	77330	36.8	22347	10.6	30781	14.7	5190	2.5	3525	1.7	2004	1.0	2963	1.4	421	0.2	462	0.2
1984	212197	116972	55.1	78366	36.9	22429	10.6	31190	14.7	5283	2.5	3667	1.7	2139	1.0	3230	1.5	460	0.2	501	0.2
1985	212032	117965	55.6	78442	37.0	22020	10.4	31586	14.9	5248	2.5	3825	1.8	2278	1.1	3552	1.7	472	0.2	542	0.3
1986	209626	117587	56.1	77858	37.1	21096	10.1	31396	15.0	5298	2.5	3690	1.8	2397	1.1	3751	1.8	492	0.2	600	0.3

TABLE I-9
 GOVERNMENTWIDE DISTRIBUTION WITHIN GROUPS
 ACROSS PATCO CATEGORIES
 FOR 1982, 1983, 1984, 1985 AND 1986*

OCCUPATIONAL CATEGORIES	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER	AMERICAN INDIAN/ALAS. NAT.
PROFESSIONAL								
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
1986	23.2	32.4	13.0	25.9	9.9	15.7	40.6	12.6
ADMINISTRATIVE								
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
1986	30.1	36.8	22.7	32.0	23.5	27.4	19.9	25.4
TECHNICAL								
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
1986	21.1	20.2	22.2	19.9	26.5	23.3	16.8	31.4
CLERICAL								
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
1986	23.0	6.1	41.7	19.9	37.1	28.6	20.5	27.4
OTHER								
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
1986	2.6	4.6	0.4	2.4	3.0	5.1	2.2	3.3
TOTAL								
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
1986	100	100	100	100	100	100	100	100

BASED ON CPDF INFORMATION

TABLE I-10

GOVERNMENTWIDE DISTRIBUTION WITHIN GS/GM GRADE RANGES FOR 1982, 1983, 1984, 1985, AND 1986

GRADE RANGE	YEAR	TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN /ALASKAN NATIVE	
			NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
GS 1-4	1982	228,400	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	2.0
	1983	224,933	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	1.8
	1984	220,699	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	1.8
	1985	220,238	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	1.8
1986	204,821	48,506	23.7	156,315	76.3	129,100	63.0	54,749	26.7	12,189	6.0	4,851	2.4	3,932	1.9	
GS 5-8	1982	437,076	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	1.4
	1983	436,530	141,014	32.3	295,516	67.7	311,586	71.6	88,731	20.3	19,742	4.5	9,252	2.1	6,219	1.4
	1984	438,959	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	1.5
	1985	454,290	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	1.6
1986	448,363	138,632	30.9	309,731	69.1	310,238	69.2	96,981	21.6	22,953	5.1	10,958	2.4	7,233	1.6	
GS 9-12	1982	519,143	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	1.0
	1983	526,851	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	1.0
	1984	539,965	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	1.0
	1985	556,986	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	1.0
1986	567,129	371,740	65.5	195,389	34.5	458,990	80.9	61,391	10.8	23,689	4.2	17,131	3.0	5,928	1.0	
GS/GM 13-15	1982	205,367	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	0.6
	1983	203,008	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	0.6
	1984	207,706	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	0.6
	1985	213,704	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	0.6
1986	216,956	187,773	86.5	29,183	13.5	193,297	89.1	12,145	5.6	4,684	2.2	5,464	2.5	1,366	0.6	
GS/GM 16-18 INCL. SES	1982	6,833	6,398	93.6	435	6.4	6,395	93.6	291	4.3	58	0.8	43	0.6	46	0.7
	1983	7,169	6,683	93.2	486	6.8	6,681	93.2	320	4.5	71	1.0	61	0.9	36	0.5
	1984	7,487	6,968	93.1	519	6.9	6,990	93.4	324	4.3	79	1.1	62	0.8	32	0.4
	1985	7,364	6,815	92.5	549	7.5	6,866	93.2	327	4.4	78	1.1	63	0.9	30	0.4
1986	7,291	6,688	91.7	603	8.3	6,797	93.2	319	4.4	81	1.1	62	0.9	32	0.4	
OTHER WHITE COLLAR	1982	18,894	13,237	70.1	5,657	29.9	16,845	89.2	1,118	5.9	431	2.3	419	2.2	81	0.4
	1983	21,552	15,417	71.5	6,135	28.5	19,101	88.6	1,193	5.5	554	2.6	606	2.8	98	0.5
	1984	22,659	15,803	69.7	6,856	30.3	19,990	88.2	1,297	5.7	586	2.6	683	3.0	103	0.5
	1985	25,037	16,881	67.4	8,156	32.6	21,898	87.5	1,467	5.9	704	2.8	863	3.4	105	0.4
1986	25,615	17,257	67.4	8,358	32.6	22,425	87.5	1,483	5.8	724	2.8	872	3.4	111	0.4	
TOTAL WHITE COLLAR	1982	1,415,713	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	1.2
	1983	1,420,043	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	1.2
	1984	1,437,475	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	1.2
	1985	1,477,619	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	1.2
1986	1,470,175	770,596	52.4	699,579	47.6	1,120,847	76.2	227,068	15.4	64,320	4.4	39,338	2.7	18,602	1.3	

TABLE I-11
 GOVERNMENTWIDE DISTRIBUTION ACROSS GRADE RANGES
 FOR 1982, 1983, 1984, 1985 AND 1986

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
	1986	13.93	6.29	22.34	11.52	24.11	18.95	12.33	21.14
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
	1986	30.50	17.99	44.27	27.68	42.71	35.69	27.86	38.88
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
	1986	38.58	48.24	27.93	40.95	27.04	36.83	43.55	31.87
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
	1986	14.76	24.37	4.17	17.25	5.35	7.28	13.89	7.34
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
	1986	0.50	0.87	0.09	0.61	0.14	0.13	0.16	0.17
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
	1986	1.74	2.24	1.19	2.00	0.65	1.13	2.22	0.60
TOTAL WHITE COLLAR	1982	100	100	100	100	100	100	100	100
1983	100	100	100	100	100	100	100	100	100
1984	100	100	100	100	100	100	100	100	100
1985	100	100	100	100	100	100	100	100	100
1986	100	100	100	100	100	100	100	100	100

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER (%)	WHITE FEMALE NUMBER %	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 %	
PROFESSIONAL												
1982	309421	72574 23.5	57279 18.5	9331 3.0	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	9756 3.0	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	9921 3.0	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	10477 3.1	11320 3.3	6879 2.0	2819 0.8	10292 3.0	4706 1.4	1319 0.4	948 0.3	
1986	340759	91226 26.8	70245 20.6	10584 3.1	11827 3.5	7073 2.1	3049 0.9	10866 3.2	5091 1.5	1322 0.4	1014 0.3	
ADMINISTRATIVE												
1982	404669	125314 31.0	93642 23.1	19293 4.8	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	19500 4.9	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	21136 5.0	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	22388 5.1	29520 6.8	11153 2.6	5737 1.3	4556 1.0	2959 0.7	2820 0.6	1763 0.4	
1986	441928	158601 35.9	116738 26.4	22755 5.1	30672 6.9	11431 2.6	6170 1.4	4662 1.1	3162 0.7	2867 0.6	1859 0.4	
TECHNICAL												
1982	303827	137824 45.4	92555 30.5	20009 6.6	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	20044 6.5	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	19612 6.4	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	19823 6.3	39514 12.6	8752 2.8	5801 1.9	3387 1.1	3105 1.0	2493 0.8	3333 1.1	
1986	310814	155129 49.9	101672 32.7	19531 6.3	40559 13.0	8713 2.8	6244 2.0	3396 1.1	3222 1.0	2400 0.8	3432 1.1	
CLERICAL												
1982	359281	111084 30.9	220269 61.3	13227 3.7	68505 19.1	3868 1.1	12874 3.6	1393 0.4	5480 1.5	644 0.2	3956 1.1	
1983	351427	105043 29.9	214414 61.0	12657 3.6	67351 19.2	3749 1.1	13344 3.8	1459 0.4	5753 1.6	448 0.1	4181 1.2	
1984	346062	109056 31.5	207327 59.9	12789 3.7	67635 19.5	3779 1.1	13814 4.0	1566 0.5	5911 1.7	513 0.1	4369 1.3	
1985	350970	103073 29.4	205474 58.5	13164 3.8	72019 20.5	3829 1.1	14664 4.2	1727 0.5	6391 1.8	515 0.1	4525 1.3	
1986	338383	109643 32.4	194657 57.5	12832 3.8	71413 21.1	3754 1.1	14614 4.3	1665 0.5	6399 1.9	536 0.2	4560 1.3	
OTHER												
1982	38505	2858 7.4	1729 4.5	6360 16.4	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	6307 16.0	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	6127 16.2	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	6250 15.9	875 2.2	2999 7.6	225 0.6	731 1.9	106 0.3	527 1.3	37 0.1	
1986	38291	2980 7.8	1797 4.7	6069 15.8	826 2.2	3061 8.0	211 0.6	774 2.0	101 0.3	567 1.5	45 0.1	
TOTAL WHITE COLLAR												
1982	1415703	649654 45.9	465474 32.9	68220 4.8	137649 9.7	29875 2.1	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	30706 2.2	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	31939 2.2	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	33612 2.3	29246 2.0	20693 1.4	17267 1.2	7674 0.5	10606 0.7	
1986	1470175	699579 47.6	485109 33.0	71771 4.9	155297 10.6	34032 2.3	30288 2.1	21363 1.5	17975 1.2	7692 0.5	10910 0.7	
TOTAL BLUE COLLAR												
1982	381681	36212 9.49	17484 4.58	61727 16.2	15826 4.1	24498 6.4	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	24523 6.5	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	24309 6.5	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	24172 6.5	1735 0.5	13437 3.6	853 0.2	4764 1.3	739 0.2	
1986	357830	35011 9.8	17492 4.9	55333 15.5	14183 4.0	23729 6.6	1734 0.5	13171 3.7	868 0.2	4772 1.3	734 0.2	
TOTAL GOVERNMENT - CPDF												
1982	1797384	685866 38.2	482958 26.9	129947 7.2	153475 8.5	54373 3.0	25295 1.4	29197 1.6	14011 0.8	12321 0.7	10127 0.6	
1983	1799016	694047 38.6	486753 27.1	127986 7.1	154995 8.6	55229 3.1	26866 1.5	30954 1.7	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	32377 1.8	16409 0.9	12088 0.7	10877 0.6	
1985	1847683	734635 39.8	506383 27.4	129840 7.0	167806 9.1	57784 3.1	30981 1.7	34130 1.8	18120 1.0	12438 0.7	11345 0.6	
1986	1828005	734590 40.2	502601 27.5	127104 7.0	169480 9.3	57761 3.2	32022 1.8	34534 1.9	18843 1.0	12464 0.7	11644 0.6	

TABLE I-12
AGRICULTURE

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	%				
PROFESSIONAL																	
1982	31924	2601	8.1	2246	7.0	164	0.5	640	2.0	69	0.2	541	1.7	218	0.7	13	0.04
1983	31608	2906	9.2	2521	8.0	184	0.6	649	2.1	74	0.2	538	1.7	223	0.7	14	0.04
1984	32297	3218	10.0	2777	8.6	213	0.7	699	2.2	84	0.3	570	1.8	239	0.7	18	0.1
1985	31423	3272	10.4	2799	8.9	229	0.7	718	2.3	92	0.3	597	1.9	242	0.8	21	0.1
1986	30293	3324	11.0	2829	9.3	241	0.8	700	2.3	98	0.3	601	2.0	242	0.8	27	0.1
ADMINISTRATIVE																	
1982	13787	4728	34.3	3826	27.8	672	4.9	307	2.2	134	1.0	75	0.5	72	0.5	33	0.2
1983	12305	4003	32.5	3181	25.9	621	5.0	284	2.3	118	1.0	63	0.5	68	0.6	28	0.2
1984	12928	4394	34.0	3529	27.3	639	4.9	298	2.3	126	1.0	68	0.5	75	0.6	33	0.3
1985	13289	4922	37.0	3988	30.0	660	5.0	291	2.2	148	1.1	64	0.5	73	0.5	56	0.4
1986	13103	5122	39.1	4131	31.5	698	5.3	282	2.2	155	1.2	64	0.5	72	0.5	53	0.4
TECHNICAL																	
1982	31131	6645	21.3	5505	17.7	790	2.5	1201	3.9	170	0.5	134	0.4	419	1.3	103	0.3
1983	31055	7703	24.8	6411	20.6	874	2.8	1179	3.8	201	0.6	141	0.5	434	1.4	130	0.4
1984	31753	8467	26.7	7005	22.1	996	3.1	1213	3.8	224	0.7	141	0.4	452	1.4	154	0.5
1985	30986	8571	27.7	7000	22.6	1069	3.4	1206	3.9	241	0.8	135	0.4	467	1.5	167	0.5
1986	28666	8483	29.6	6888	24.0	1107	3.9	1063	3.7	238	0.8	125	0.4	385	1.3	158	0.6
CLERICAL																	
1982	16553	15591	94.2	12802	77.3	264	1.6	63	0.4	516	3.1	12	0.07	7	0.04	205	1.2
1983	16101	15225	94.6	12504	77.7	224	1.4	59	0.4	517	3.2	4	0.02	11	0.07	223	1.4
1984	16119	15174	94.1	12361	76.7	243	1.5	56	0.4	532	3.3	4	0.02	13	0.05	228	1.4
1985	14809	13967	94.3	11123	75.1	227	1.5	61	0.4	518	3.5	9	0.06	8	0.05	224	1.5
1986	13705	12956	94.5	10197	74.4	214	1.6	58	0.4	501	3.7	8	0.06	11	0.08	207	1.5
OTHER																	
1982	670	265	39.6	196	29.3	41	6.1	43	6.4	17	2.5	10	1.5	4	0.6	2	0.3
1983	1058	411	38.8	331	31.3	38	3.6	44	4.2	13	1.2	13	1.2	20	1.9	11	1.0
1984	537	210	39.1	165	30.7	23	4.3	14	2.6	8	1.5	11	2.0	10	1.9	6	1.1
1985	484	186	38.4	143	29.5	21	4.3	14	2.9	7	1.4	10	2.1	13	2.7	8	1.7
1986	414	151	36.5	106	25.6	24	5.8	23	5.6	9	2.2	6	1.4	12	2.9	6	1.4
TOTAL WHITE COLLAR																	
1982	94065	29830	31.7	24575	26.1	3159	3.4	2254	2.4	906	1.0	772	0.8	720	0.8	356	0.4
1983	92127	30248	32.8	24948	27.1	3105	3.4	2215	2.4	923	1.0	759	0.8	756	0.8	406	0.4
1984	93634	31463	33.6	25837	27.6	3122	3.3	2280	2.4	974	1.0	794	0.8	784	0.8	439	0.5
1985	90991	30918	34.0	25053	27.5	3109	3.4	2290	2.5	1006	1.1	815	0.9	808	0.9	476	0.5
1986	86181	30036	34.9	24151	28.0	2915	3.4	2126	2.5	1001	1.2	804	0.9	722	0.8	451	0.5
TOTAL BLUE COLLAR																	
1982	3300	201	6.1	115	3.5	470	14.2	179	5.4	3	0.1	13	0.4	69	2.1	7	0.2
1983	3179	196	6.2	120	3.8	451	14.2	175	5.5	3	0.1	16	0.5	72	2.3	7	0.2
1984	3092	171	5.5	115	3.7	425	13.7	172	5.6	4	0.1	15	0.5	74	2.4	8	0.3
1985	2930	181	6.2	126	4.3	408	13.9	158	5.4	4	0.1	17	0.6	71	2.4	9	0.3
1986	2426	152	6.3	93	3.8	345	14.2	133	5.5	4	0.2	15	0.6	57	2.3	7	0.3
TOTAL AGRICULTURE																	
1982	97365	30031	30.8	24690	25.4	3629	3.7	2433	2.5	909	0.9	785	0.8	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	2390	2.5	926	1.0	775	0.8	828	0.9	413	0.4
1984	96726	31634	32.7	25952	26.8	3547	3.7	2452	2.5	978	1.0	809	0.8	858	0.9	447	0.5
1985	93921	31099	33.1	25179	26.8	3517	3.7	2448	2.6	1010	1.1	832	0.9	879	0.9	485	0.5
1986	88607	30188	34.1	24244	27.4	3260	3.7	2259	2.5	1005	1.1	819	0.9	779	0.9	458	0.5

TABLE I-12
COMMERCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC		ISLANDER		AMERICAN ALASKAN NATIVE		INDIAN NATIVE FEMALE NUMBER %
			NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER %	MALE NUMBER	%	MALE NUMBER	%	
PROFESSIONAL															
1982	9337	1288 13.8	958 10.3	384 4.1	256 2.7	110 1.2	34 0.4	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	38 0.4	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	42 0.4	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	48 0.5	308 3.1	68 0.7	12 0.12	6 0.06				
1986	9976	1714 17.2	1278 12.8	414 4.1	311 3.1	139 1.4	46 0.5	321 3.2	73 0.7	11 0.11	6 0.06				
ADMINISTRATIVE															
1982	5226	1876 35.9	1377 26.3	343 6.6	411 7.9	90 1.7	52 1.0	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	42 0.8	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	50 0.9	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	58 1.1	62 1.2	42 0.8	15 0.28	5 0.09				
1986	5392	2105 39.0	1562 29.0	322 6.0	440 8.2	91 1.7	56 1.0	62 1.1	42 0.8	16 0.30	5 0.09				
TECHNICAL															
1982	6146	1934 31.5	1233 20.1	412 6.7	651 10.6	111 1.8	30 0.5	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	36 0.6	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	39 0.6	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	39 0.6	77 1.2	16 0.3	23 0.37	7 0.11				
1986	6070	2324 38.3	1450 23.9	376 6.2	803 13.2	102 1.7	44 0.7	75 1.2	18 0.3	23 0.38	9 0.15				
CLERICAL															
1982	7164	6456 90.1	4571 63.8	285 4.0	1722 24.0	14 0.2	110 1.5	5 0.1	36 0.5	1 0.01	17 0.24				
1983	6873	6263 91.1	4393 63.9	255 3.7	1719 25.0	13 0.2	95 1.4	5 0.1	38 0.6	1 0.01	18 0.26				
1984	6737	6147 91.2	4255 63.2	255 3.8	1743 25.9	10 0.1	92 1.4	6 0.1	44 0.7	0 0.0	13 0.19				
1985	6369	5829 91.5	3941 61.9	240 3.8	1740 27.3	12 0.2	96 1.5	4 0.1	41 0.6	0 0.0	11 0.17				
1986	6077	5580 91.8	3760 61.9	222 3.7	1673 27.5	11 0.2	96 1.6	3 0.0	37 0.6	0 0.0	14 0.23				
OTHER															
1982	235	66 28.1	44 18.7	25 10.6	13 5.5	12 5.1	6 2.6	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	4 1.3	11 3.5	1 0.3	1 0.32	0 0.0				
1984	261	76 29.1	45 17.2	28 10.7	23 8.8	9 3.4	5 1.9	5 1.9	3 1.1	0 0.00	0 0.0				
1985	274	79 28.8	53 19.3	29 10.6	18 6.6	17 6.2	4 1.5	4 1.5	4 1.5	1 0.36	0 0.0				
1986	208	56 26.9	36 17.3	23 11.1	12 5.8	9 4.3	5 2.4	5 2.4	3 1.4	1 0.48	0 0.0				
TOTAL WHITE COLLAR															
1982	28108	11620 41.3	8183 29.1	1449 5.2	3053 10.9	337 1.2	232 0.8	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	215 0.8	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	228 0.8	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	245 0.9	455 1.6	171 0.6	51 0.18	29 0.10				
1986	27723	11779 42.5	8086 29.2	1357 4.9	3239 11.7	352 1.3	247 0.9	466 1.7	173 0.6	51 0.18	34 0.12				
TOTAL BLUE COLLAR															
1982	1383	113 8.2	54 3.9	328 23.7	58 4.2	27 2.0	0 0.0	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	0 0.0	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	0 0.0	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	0 0.0	53 4.5	0 0.0	9 0.76	1 0.08				
1986	1090	85 7.8	51 4.7	255 23.4	33 3.0	26 2.4	0 0.0	49 4.5	0 0.0	8 0.73	1 0.09				
TOTAL 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 0.28	35 0.12				
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 0.28	36 0.12				
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 0.20	32 0.11				
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 0.20	30 0.10				
1986	28813	11864 41.2	8137 28.2	1612 5.6	3272 11.4	378 1.3	247 0.9	515 1.8	173 0.6	59 0.20	35 0.12				

TABLE I-12
DEFENSE SUMMARY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		PACIFIC ISLANDER FEMALE %		ASIAN FEMALE %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE %	
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL															
1982	105845	13503	12.8	10935	10.3	1507	1.4	2138	2.0	374	0.4	4001	3.8	290	0.27
1983	111097	14545	13.1	11630	10.5	1673	1.5	2343	2.1	414	0.4	4598	4.1	304	0.27
1984	114743	15980	13.9	12685	11.1	1863	1.6	2406	2.1	481	0.4	4987	4.3	318	0.28
1985	122307	18668	15.3	14748	12.1	2189	1.8	2714	2.2	564	0.5	5668	4.6	331	0.27
1986	124556	19860	15.9	15507	12.4	2391	1.9	2877	2.3	660	0.5	6040	4.8	340	0.27
ADMINISTRATIVE															
1982	162771	49149	30.2	39781	24.4	6678	4.1	3551	2.2	1416	0.9	2198	1.4	626	0.38
1983	165804	51289	30.9	41297	24.9	7017	4.2	3781	2.3	1561	0.9	2369	1.4	711	0.43
1984	180002	58426	32.5	46719	26.0	8141	4.5	4194	2.3	1893	1.1	2497	1.4	817	0.45
1985	192046	65823	34.3	52397	27.3	9233	4.8	4517	2.4	2230	1.2	2656	1.4	898	0.47
1986	199311	70714	35.5	55925	28.1	10054	5.0	4765	2.4	2527	1.3	2764	1.4	952	0.48
TECHNICAL															
1982	123811	48200	38.9	36226	29.3	8505	6.9	3917	3.2	1755	1.4	1969	1.6	441	0.36
1983	128580	52171	40.6	38818	30.2	9401	7.3	4058	3.2	2000	1.6	2102	1.6	493	0.38
1984	127150	53095	41.8	39203	30.8	9632	7.6	4009	3.2	2174	1.7	2179	1.7	473	0.37
1985	131899	56349	42.7	41194	31.2	10480	7.9	4186	3.2	2404	1.8	2289	1.7	526	0.40
1986	132898	57704	43.4	41867	31.5	10866	8.2	4325	3.3	2582	1.9	2308	1.7	549	0.41
CLERICAL															
1982	168059	144027	85.7	111148	66.1	21846	13.0	2038	1.2	6270	3.7	977	0.6	135	0.08
1983	167246	143059	85.5	109125	65.2	22470	13.4	2025	1.2	6393	3.8	1051	0.6	147	0.09
1984	165207	140661	85.1	105829	64.1	23230	14.1	2027	1.2	6433	3.9	1136	0.7	195	0.12
1985	170830	145766	85.3	107612	63.0	25571	15.0	2042	1.2	6945	4.1	1249	0.7	184	0.11
1986	166593	142108	85.3	103262	62.0	26156	15.7	2009	1.2	7035	4.2	1212	0.7	195	0.12
OTHER															
1982	18336	905	4.9	590	3.2	224	1.2	1076	5.9	48	0.3	413	2.3	109	0.59
1983	18392	899	4.9	609	3.3	201	1.1	1119	6.1	52	0.3	431	2.3	129	0.70
1984	18579	884	4.8	606	3.3	188	1.0	1125	6.1	39	0.2	465	2.5	141	0.76
1985	19554	1191	6.1	784	4.0	271	1.4	1156	5.9	65	0.3	562	2.9	148	0.76
1986	18891	1000	5.3	654	3.5	216	1.1	1151	6.1	56	0.3	634	3.4	167	0.88
TOTAL WHITE COLLAR															
1982	578822	255784	44.2	198680	34.3	38762	6.7	12720	2.2	9863	1.7	9558	1.7	1601	0.28
1983	591119	261963	44.3	201479	34.1	40762	6.9	13326	2.3	10420	1.8	10551	1.8	1784	0.30
1984	605681	269046	44.4	205042	33.9	43054	7.1	13761	2.3	11020	1.8	11264	1.9	1944	0.32
1985	636636	287797	45.2	216735	34.0	47744	7.5	14615	2.3	12208	1.9	12424	2.0	2087	0.33
1986	642249	291386	45.4	217215	33.8	49683	7.7	15127	2.4	12860	2.0	12958	2.0	2203	0.34
TOTAL BLUE COLLAR															
1982	298711	19255	6.4	11156	3.7	6189	2.1	21174	7.1	1112	0.4	12092	4.0	1917	0.64
1983	296836	19977	6.7	11721	3.9	6153	2.1	21199	7.1	1261	0.4	12370	4.2	2041	0.69
1984	294043	20519	7.0	12096	4.1	6149	2.1	21004	7.1	1330	0.5	12589	4.3	2155	0.73
1985	292519	20886	7.1	12348	4.2	6115	2.1	20750	7.1	1413	0.5	12717	4.3	2286	0.78
1986	283822	20969	7.4	12307	4.3	6204	2.2	20335	7.2	1423	0.5	12473	4.4	2334	0.82
TOTAL DEFENSE															
1982	877533	275039	31.3	209836	23.9	44951	5.1	33894	3.9	10975	1.3	21650	2.5	3518	0.40
1983	887955	281940	31.8	213200	24.0	46915	5.3	34525	3.9	11681	1.3	22921	2.6	3825	0.43
1984	899724	289565	32.2	217138	24.1	49203	5.5	34765	3.9	12350	1.4	23853	2.7	4099	0.46
1985	929155	308683	33.2	229083	24.7	53859	5.8	35365	3.8	13621	1.5	25141	2.7	4373	0.47
1986	926071	312355	33.7	229522	24.8	55887	6.0	35462	3.8	14283	1.5	25431	2.7	4537	0.49

TABLE I-12
AIR FORCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		PACIFIC ISLANDER FEMALE %		AMERICAN ALASKAN MALE NUMBER %		INDIAN NATIVE FEMALE NUMBER %					
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
PROFESSIONAL																			
1982	17315	1943	11.2	1610	9.3	403	2.3	186	1.1	473	2.7	75	0.4	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	80	0.4	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	91	0.5	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	98	0.5	645	3.4	75	0.40	8	0.04
1986	19634	2624	13.4	2145	10.9	488	2.5	242	1.2	638	3.2	117	0.6	763	3.9	75	0.38	11	0.06
ADMINISTRATIVE																			
1982	41994	11808	28.1	9904	23.6	1316	3.1	995	2.4	1628	3.9	624	1.5	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	692	1.6	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	838	1.8	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	994	2.1	530	1.1	270	0.56	156	0.32
1986	50037	16705	33.4	13536	27.1	1977	4.0	1626	3.2	2129	4.3	1086	2.2	543	1.1	287	0.57	162	0.32
TECHNICAL																			
1982	30008	11595	38.6	9208	30.7	1181	3.9	1339	4.5	1767	5.9	742	2.5	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	868	2.8	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	947	3.1	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	1035	3.3	294	0.9	136	0.44	122	0.39
1986	31619	13906	44.0	10694	33.8	1285	4.1	1699	5.4	1846	5.8	1094	3.5	269	0.9	135	0.43	133	0.42
CLERICAL																			
1982	43900	38713	88.2	30394	69.2	783	1.8	4071	9.3	773	1.8	2996	6.8	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	2984	6.9	129	0.3	31	0.07	352	0.81
1984	42388	37486	88.4	28949	68.3	823	1.9	4304	10.2	744	1.8	2935	6.9	120	0.3	36	0.08	340	0.80
1985	43127	38138	88.4	29210	67.7	842	2.0	4557	10.6	689	1.6	3004	7.0	1018	2.4	38	0.09	349	0.81
1986	42649	37762	88.5	28638	67.1	843	2.0	4673	11.0	682	1.6	3043	7.1	116	0.3	37	0.09	370	0.87
OTHER																			
1982	4404	242	5.5	178	4.0	420	9.5	38	0.9	304	6.9	16	0.4	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	15	0.4	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	8	0.2	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	12	0.3	57	1.4	29	0.71	2	0.05
1986	4072	244	6.0	170	4.2	360	8.8	41	1.0	281	6.9	17	0.4	55	1.4	26	0.64	3	0.07
TOTAL WHITE COLLAR																			
1982	137621	64301	46.7	51294	37.3	4103	3.0	6629	4.8	4945	3.6	4453	3.2	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	4639	3.3	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	4819	3.4	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	5143	3.5	1649	1.1	548	0.38	637	0.44
1986	148011	71241	48.1	55183	37.3	4953	3.3	8281	5.6	5576	3.8	5357	3.6	1746	1.2	560	0.38	679	0.46
TOTAL BLUE COLLAR																			
1982	81158	5579	6.9	3793	4.7	7265	9.0	1073	1.3	9740	12.0	571	0.7	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	684	0.8	1584	1.9	647	0.79	63	0.08
1984	81805	6394	7.8	4318	5.3	7285	8.9	1154	1.4	9513	11.6	743	0.9	1593	1.9	662	0.82	74	0.09
1985	80931	6490	8.0	4352	5.4	7103	8.8	1154	1.4	9258	11.4	787	1.0	1571	1.9	669	0.83	86	0.11
1986	79829	6469	8.1	4358	5.5	6929	8.7	1117	1.4	9028	11.3	789	1.0	1562	2.0	692	0.87	91	0.11
TOTAL 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	1057	0.48	618	0.28
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3066	1.4	1123	0.51	642	0.29
1984	222066	72858	32.8	56577	25.5	11727	5.3	8446	3.8	14701	6.6	5562	2.5	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	5930	2.6	3220	1.4	1217	0.54	723	0.32
1986	227840	77710	34.1	59541	26.1	11882	5.2	9398	4.1	14604	6.4	6146	2.7	3308	1.5	1252	0.55	770	0.34

TABLE I-12
ARMY

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	%
PROFESSIONAL													
1982	40187	6118	15.2	4888	12.2	717	1.8	204	0.5	1262	3.1	120	0.30
1983	41741	6657	15.9	5264	12.6	830	2.0	219	0.5	1398	3.3	127	0.30
1984	43323	7329	16.9	5753	13.3	937	2.2	253	0.6	1536	3.5	127	0.29
1985	45187	8136	18.0	6328	14.0	1074	2.4	287	0.6	1699	3.8	135	0.30
1986	45545	8552	18.8	6582	14.5	1153	2.5	326	0.7	1788	3.9	141	0.31
ADMINISTRATIVE													
1982	57358	18461	32.2	14850	25.9	2451	4.3	408	0.7	783	1.4	236	0.41
1983	59119	18461	31.2	14850	25.1	2494	4.2	442	0.7	865	1.5	286	0.48
1984	66214	21521	32.5	17218	26.0	3129	4.7	556	0.8	929	1.4	338	0.51
1985	69620	23727	34.1	18944	27.2	3456	5.0	631	0.9	909	1.3	351	0.50
1986	71454	25305	35.4	20099	28.1	3720	5.2	721	1.0	928	1.3	381	0.53
TECHNICAL													
1982	48785	19270	39.5	14484	29.7	3525	7.2	591	1.2	530	1.1	198	0.41
1983	50700	20913	41.2	15589	30.7	3916	7.7	661	1.3	586	1.2	211	0.42
1984	49185	21173	43.0	15703	31.9	3926	8.0	730	1.5	595	1.2	214	0.44
1985	50858	22505	44.3	16614	32.7	4260	8.4	790	1.6	591	1.2	235	0.46
1986	51097	23063	45.1	16929	33.1	4386	8.6	876	1.7	592	1.2	247	0.48
CLERICAL													
1982	67956	56677	83.4	44405	65.3	8711	12.8	1974	2.9	277	0.4	82	0.12
1983	68020	56685	83.3	43764	64.3	9182	13.5	2039	3.0	290	0.4	82	0.12
1984	67394	55796	82.8	42652	63.3	9339	13.9	2068	3.1	305	0.5	98	0.15
1985	70139	58293	83.1	43772	62.4	10341	14.7	2322	3.3	327	0.5	93	0.13
1986	68039	56480	83.0	41818	61.5	10479	15.4	2339	3.4	336	0.5	105	0.15
OTHER													
1982	5742	167	2.9	121	2.1	34	0.6	7	0.1	38	0.7	33	0.57
1983	5934	228	3.8	168	2.8	46	0.8	9	0.2	38	0.6	5	0.1
1984	6047	237	3.9	175	2.9	49	0.8	4	0.1	40	0.7	7	0.1
1985	6459	321	5.0	225	3.5	70	1.1	13	0.2	57	0.9	11	0.2
1986	6176	260	4.2	185	3.0	55	0.9	9	0.1	62	1.0	10	0.2
TOTAL WHITE COLLAR													
1982	220028	100693	45.8	78748	35.8	15438	7.0	3184	1.4	2890	1.3	669	0.30
1983	225514	102944	45.6	79635	35.3	16617	7.4	3370	1.5	3177	1.4	756	0.34
1984	232163	106056	45.7	81501	35.1	17380	7.5	3611	1.6	3405	1.5	820	0.35
1985	242263	112982	46.6	85883	35.5	19201	7.9	4043	1.7	3583	1.5	861	0.36
1986	242311	113660	46.9	85613	35.3	19793	8.2	4271	1.8	3706	1.5	938	0.39
TOTAL BLUE COLLAR													
1982	85742	5376	6.3	3235	3.8	1610	1.9	276	0.3	1429	1.7	757	0.88
1983	85312	5717	6.7	3475	4.1	1643	1.9	317	0.4	1465	1.7	787	0.92
1984	84638	5790	6.8	3515	4.2	1655	2.0	318	0.4	1460	1.7	838	0.99
1985	84368	5828	6.9	3537	4.2	1640	1.9	337	0.4	1489	1.8	882	1.05
1986	82511	5635	6.8	3458	4.2	1521	1.8	326	0.4	1477	1.8	900	1.09
TOTAL ARMY													
1982	305770	106069	34.7	81983	26.8	17048	5.6	3460	1.1	4319	1.4	1426	0.47
1983	310826	108661	35.0	83110	26.7	18260	5.9	3687	1.2	4642	1.5	1543	0.50
1984	316801	111846	35.3	85016	26.8	20181	6.4	3929	1.2	4865	1.5	1658	0.52
1985	326631	118810	36.4	89420	27.4	20841	6.4	4380	1.3	5072	1.6	1743	0.53
1986	324822	119295	36.7	89071	27.4	21314	6.6	4597	1.4	5183	1.6	1838	0.57

TABLE I-12
NAVY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN/PACIFIC ISLANDER FEMALE %		AMERICAN ALASKAN FEMALE %		INDIAN NATIVE FEMALE %			
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%		
PROFESSIONAL																	
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
1986	46124	5953	12.9	4637	10.1	1278	2.8	619	1.3	858	1.9	3164	6.9	97	0.21	16	0.03
ADMINISTRATIVE																	
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
1986	48139	19084	39.6	15286	31.8	2111	4.4	2559	5.3	684	1.4	1008	2.1	140	0.29	97	0.20
TECHNICAL																	
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	41262	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	43766	16850	38.5	11883	27.2	2438	5.6	3509	8.0	760	1.7	1364	3.1	142	0.32	78	0.18
1986	43933	17071	38.9	11900	27.1	2427	5.5	3636	8.3	809	1.8	1411	3.2	156	0.36	83	0.19
CLERICAL																	
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
1986	40766	34773	85.3	24077	59.1	1494	3.7	7336	18.0	276	0.7	717	1.8	40	0.10	227	0.56
OTHER																	
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
1986	8010	404	5.0	246	3.1	1113	13.9	86	1.1	443	5.5	511	6.4	72	0.90	5	0.06
TOTAL WHITE COLLAR																	
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
1986	186972	77285	41.3	56146	30.0	8423	4.5	14236	7.6	3070	1.6	6811	3.6	505	0.27	428	0.23
TOTAL BLUE COLLAR																	
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	19817	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	19224	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	19105	16.3	2087	1.8	4847	4.1	9563	8.2	666	0.57	50	0.04
1986	111475	6607	5.9	3828	3.4	18190	16.3	2088	1.9	4775	4.3	9344	8.4	675	0.61	49	0.04
TOTAL NAVY																	
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
1986	298447	83892	28.1	59974	20.1	26613	8.9	16324	5.5	7845	2.6	16155	5.4	1180	0.40	477	0.16

TABLE I-12
DEFENSE LOGISTICS AGENCY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN ALASKAN NATIVE		INDIAN NATIVE		
			NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER
PROFESSIONAL															
1982	1613	152 9.4	107 6.6	75 4.6	34 2.1	27 1.7	6 0.4	40 2.5	3 0.2	7 0.43	2 0.12				
1983	1687	168 10.0	125 7.4	76 4.5	37 2.2	24 1.4	3 0.2	46 2.7	3 0.2	7 0.41	0 0.0				
1984	1860	211 11.3	150 8.1	82 4.4	50 2.7	29 1.6	3 0.2	58 3.1	8 0.4	8 0.43	0 0.0				
1985	2027	272 13.4	196 9.7	95 4.7	59 2.9	28 1.4	6 0.3	70 3.5	10 0.5	6 0.30	1 0.05				
1986	2185	302 13.8	209 9.6	103 4.7	73 3.3	29 1.3	4 0.2	94 4.3	15 0.7	6 0.27	1 0.05				
ADMINISTRATIVE															
1982	19144	5329 27.8	3816 19.9	1240 6.5	1338 7.0	377 2.0	83 0.4	145 0.8	53 0.3	97 0.51	39 0.20				
1983	18894	5364 28.3	3821 20.2	1254 6.6	1347 7.1	391 2.1	93 0.5	157 0.8	60 0.3	104 0.55	43 0.23				
1984	20181	6056 30.0	4328 21.4	1414 7.0	1473 7.3	435 2.2	113 0.6	185 0.9	81 0.4	112 0.55	61 0.30				
1985	21940	6943 31.6	4941 22.5	1550 7.1	1695 7.7	447 2.0	147 0.7	207 0.9	88 0.4	138 0.63	72 0.33				
1986	23174	7486 32.3	5302 22.9	1686 7.3	1828 7.9	495 2.1	181 0.8	238 1.0	100 0.4	137 0.59	75 0.32				
TECHNICAL															
1982	4298	2351 54.6	1533 35.7	442 10.3	717 16.7	61 1.4	50 1.2	24 0.6	28 0.7	10 0.23	23 0.54				
1983	4383	2482 56.6	1602 36.6	486 11.1	763 17.4	54 1.2	54 1.2	25 0.6	35 0.8	13 0.30	28 0.64				
1984	4356	2482 56.9	1574 36.1	460 10.6	794 18.2	50 1.1	54 1.2	23 0.5	33 0.8	12 0.28	27 0.62				
1985	4368	2517 57.6	1559 35.7	427 9.8	853 19.5	40 0.9	57 1.3	30 0.7	28 0.6	12 0.27	20 0.46				
1986	4398	2617 59.5	1612 36.7	425 9.7	883 20.1	42 1.0	66 1.5	28 0.6	34 0.8	10 0.23	22 0.50				
CLERICAL															
1982	11015	9453 85.8	6586 59.8	556 5.0	2412 21.9	54 0.5	286 2.6	20 0.2	114 1.0	2 0.02	55 0.50				
1983	10622	9130 85.9	6283 59.2	506 4.8	2388 22.5	48 0.5	289 2.7	20 0.2	116 1.1	3 0.03	54 0.51				
1984	10916	9265 84.8	6186 56.7	567 5.2	2589 23.7	48 0.4	298 2.7	24 0.2	126 1.2	12 0.11	66 0.60				
1985	11554	9795 84.8	6414 55.5	638 5.5	2838 24.6	52 0.5	343 3.0	28 0.2	129 1.1	11 0.10	71 0.61				
1986	11431	9653 84.4	6181 54.1	633 5.5	2937 25.7	58 0.5	344 3.0	38 0.3	123 1.1	13 0.11	68 0.59				
OTHER															
1982	400	55 13.7	33 8.3	105 26.3	20 5.0	7 1.8	0 0.0	0 0.0	2 0.5	4 1.00	0 0.0				
1983	485	84 17.3	45 9.3	100 20.6	32 6.6	7 1.4	4 0.8	5 1.0	3 0.6	5 1.03	0 0.0				
1984	403	50 12.4	21 5.2	106 26.3	23 5.7	6 1.5	2 0.5	3 0.7	4 1.0	3 0.74	0 0.0				
1985	457	72 15.8	34 7.4	108 23.6	33 7.2	10 2.2	3 0.7	4 0.9	1 0.2	3 0.66	1 0.22				
1986	445	65 14.6	35 7.9	98 22.0	28 6.3	7 1.6	1 0.2	4 0.9	0 0.0	4 0.90	1 0.22				
TOTAL WHITE COLLAR															
1982	36470	17340 47.5	12075 33.1	2418 6.6	4521 12.4	526 1.4	425 1.2	229 0.6	200 0.5	120 0.33	119 0.33				
1983	36071	17228 47.7	11876 32.9	2422 6.7	4567 12.7	524 1.5	443 1.2	253 0.7	217 0.6	132 0.37	125 0.35				
1984	37716	18064 47.8	12259 32.5	2629 7.0	4929 13.1	568 1.5	470 1.2	293 0.8	252 0.7	147 0.39	154 0.41				
1985	40346	19599 48.6	13144 32.6	2818 7.0	5478 13.6	577 1.4	556 1.4	339 0.8	256 0.6	170 0.42	165 0.41				
1986	41633	20123 48.3	13339 32.0	2945 7.1	5749 13.8	631 1.5	596 1.4	402 1.0	272 0.7	170 0.41	167 0.40				
TOTAL BLUE COLLAR															
1982	9093	1933 21.2	557 6.1	2746 30.2	1303 14.3	475 5.2	52 0.6	71 0.8	12 0.1	39 0.43	9 0.10				
1983	8935	1923 21.5	565 6.3	2650 29.7	1286 14.4	484 5.4	52 0.6	72 0.8	13 0.1	46 0.51	7 0.08				
1984	8893	1872 21.0	551 6.2	2622 29.5	1244 14.0	504 5.7	55 0.6	82 0.9	14 0.2	48 0.54	8 0.09				
1985	8867	1834 20.7	551 6.2	2550 28.8	1200 13.5	533 6.0	58 0.7	87 1.0	16 0.2	63 0.71	9 0.10				
1986	8969	2131 23.8	580 6.5	2482 27.7	1441 16.1	521 5.8	73 0.8	84 0.9	25 0.3	61 0.68	12 0.13				
TOTAL DEFENSE LOGISTICS AGENCY															
1982	45563	19273 42.2	12632 27.7	5164 11.3	5824 12.7	1001 2.2	477 1.0	300 0.7	212 0.5	159 0.35	128 0.28				
1983	45006	19151 42.5	12441 27.6	5072 11.2	5853 13.0	1008 2.2	495 1.1	325 0.7	230 0.5	178 0.40	132 0.29				
1984	46609	19936 42.7	12810 27.4	5251 11.2	6173 13.2	1072 2.3	525 1.1	375 0.8	266 0.6	195 0.42	162 0.35				
1985	49213	21433 43.5	13695 27.8	5368 10.9	6678 13.6	1110 2.3	614 1.2	426 0.9	272 0.6	233 0.47	174 0.35				
1986	50602	22254 44.0	13919 27.5	5427 10.7	7190 14.2	1152 2.3	669 1.3	486 1.0	297 0.6	231 0.46	179 0.35				

TABLE I-12
EDUCATION

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	1459	505	34.6	329	22.5	118	8.1	159	10.9	31	2.1	10	0.7	6	0.4	1	0.1
1983	1312	451	34.4	320	24.4	89	6.8	122	9.3	26	2.0	4	0.3	4	0.3	0	0.0
1984	1228	432	35.2	291	23.7	93	7.6	129	10.5	26	2.1	5	0.4	5	0.4	1	0.1
1985	1194	442	37.0	260	21.8	100	8.4	160	13.4	29	2.4	15	1.3	7	0.6	0	0.0
1986	1106	418	37.8	249	22.5	96	8.7	149	13.5	28	2.5	13	1.2	4	0.4	0	0.0
ADMINISTRATIVE																	
1982	1992	955	47.9	535	26.9	213	10.7	369	18.5	43	2.2	37	1.9	12	0.6	2	0.1
1983	1815	857	47.2	479	26.4	188	10.4	327	18.0	43	2.4	38	2.1	12	0.7	3	0.2
1984	1956	943	48.2	518	26.5	217	11.1	374	19.1	45	2.3	38	1.9	5	0.3	5	0.3
1985	1901	936	49.2	455	23.9	226	11.9	437	23.0	44	2.3	32	1.7	1	0.1	4	0.2
1986	1833	923	50.4	440	24.0	217	11.8	441	24.1	43	2.3	31	1.7	2	0.1	4	0.2
TECHNICAL																	
1982	471	394	83.7	150	31.8	40	8.5	232	49.3	2	0.4	8	1.7	2	0.4	2	0.4
1983	493	401	81.3	160	32.5	40	8.1	232	47.1	2	0.4	5	1.0	1	0.2	3	0.6
1984	423	337	79.7	125	29.6	38	9.0	208	49.2	2	0.5	2	0.5	3	0.7	1	0.2
1985	434	340	78.3	100	23.0	45	10.4	231	53.2	3	0.7	6	1.4	3	0.7	1	0.2
1986	432	335	77.5	95	22.0	48	11.1	233	53.9	3	0.7	4	0.9	3	0.7	1	0.2
CLERICAL																	
1982	1041	925	88.9	321	30.8	66	6.3	575	55.2	2	0.2	18	1.7	1	0.1	8	0.8
1983	947	850	89.8	335	35.4	54	5.7	492	52.0	2	0.2	14	1.5	1	0.1	6	0.6
1984	912	831	91.1	335	36.7	39	4.3	469	51.4	1	0.1	14	1.5	0	0.0	9	1.0
1985	912	805	88.3	209	22.9	51	5.6	559	61.3	3	0.3	21	2.3	3	0.3	14	1.5
1986	789	701	88.8	181	22.9	37	4.7	483	61.2	4	0.5	20	2.5	3	0.4	15	1.9
OTHER																	
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
1983	32	6	18.8	5	15.6	5	15.6	1	3.1	0	0.0	0	0.0	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	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	0	0.0	0	0.0
1986	7	3	42.9	3	42.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL WHITE COLLAR																	
1982	4963	2779	56.0	1335	26.9	437	8.8	1335	26.9	78	1.6	73	1.5	28	0.6	9	0.2
1983	4599	2565	55.8	1299	28.2	376	8.2	1174	25.5	73	1.6	61	1.3	24	0.5	8	0.2
1984	4529	2548	56.3	1269	28.0	387	8.5	1180	26.1	74	1.6	59	1.3	26	0.6	11	0.2
1985	4448	2527	56.8	1028	23.1	422	9.5	1387	31.2	79	1.8	74	1.7	30	0.7	9	0.2
1986	4167	2380	57.1	968	23.2	398	9.6	1306	31.3	78	1.9	68	1.6	8	0.2	8	0.2
TOTAL BLUE COLLAR																	
1982	22	1	4.5	0	0.0	15	68.2	1	4.5	0	0.0	0	0.0	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	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	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	0	0.0	0	0.0
1986	15	1	6.7	0	0.0	10	66.7	1	6.7	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL EDUCATION																	
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5	28	0.6	9	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	74	1.6	61	1.3	24	0.5	8	0.2
1984	4548	2549	56.0	1269	27.9	400	8.7	1181	26.0	73	1.6	59	1.3	26	0.6	11	0.2
1985	4466	2528	56.6	1028	23.0	435	9.7	1388	31.1	79	1.8	74	1.7	30	0.7	9	0.2
1986	4182	2381	56.9	968	23.1	408	9.8	1307	31.3	78	1.9	68	1.6	8	0.2	8	0.2

TABLE I-12
ENERGY

YEAR	TOTAL ALL		TOTAL FEMALE		WHITE FEMALE		BLACK FEMALE		HISPANIC FEMALE		ASIAN/PACIFIC ISLANDER FEMALE		AMERICAN INDIAN/ALASKAN NATIVE FEMALE					
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
PROFESSIONAL																		
1982	5754		595	10.3	498	8.7	155	2.7	63	1.1	99	1.7	128	2.2	17	0.3	2	0.03
1983	5423		571	10.5	488	9.0	143	2.6	49	0.9	89	1.6	129	2.4	17	0.3	4	0.1
1984	5390		628	11.7	537	10.0	133	2.5	52	1.0	100	1.9	150	2.8	19	0.4	5	0.1
1985	5272		631	12.0	518	9.8	146	2.8	66	1.3	103	2.0	157	3.0	18	0.3	4	0.1
1986	5270		666	12.6	547	10.4	148	2.8	69	1.3	103	2.0	170	3.2	18	0.3	4	0.1
ADMINISTRATIVE																		
1982	4695		1413	30.1	1132	24.1	193	4.1	206	4.4	92	2.0	36	0.8	14	0.3	7	0.1
1983	4413		1334	30.2	1059	24.0	186	4.2	198	4.5	83	1.9	40	0.9	18	0.4	6	0.1
1984	4703		1524	32.4	1210	25.7	183	3.9	225	4.8	86	1.8	34	0.7	15	0.3	7	0.1
1985	4718		1586	33.6	1220	25.9	195	4.1	268	5.7	98	2.1	35	0.7	19	0.4	9	0.2
1986	4790		1686	35.2	1299	27.1	183	3.8	280	5.8	97	2.0	35	0.7	20	0.4	12	0.3
TECHNICAL																		
1982	1769		873	49.3	649	36.7	81	4.6	158	8.9	31	1.8	13	0.7	12	0.7	8	0.5
1983	1713		901	52.6	665	38.8	71	4.1	171	10.0	29	1.7	10	0.6	13	0.8	10	0.6
1984	1552		848	54.6	637	41.0	62	4.0	149	9.6	26	1.7	11	0.7	13	0.8	10	0.6
1985	1473		813	55.2	587	39.9	64	4.3	169	11.5	24	1.6	10	0.7	12	0.8	11	0.7
1986	1497		811	54.2	577	38.5	64	4.3	165	11.0	27	1.8	11	0.7	11	0.7	13	0.9
CLERICAL																		
1982	3015		2807	93.1	2019	67.0	70	2.3	633	21.0	17	0.6	2	0.1	3	0.1	19	0.6
1983	2812		2627	93.4	1885	67.0	64	2.3	589	20.9	16	0.6	2	0.1	3	0.1	20	0.7
1984	2667		2483	93.1	1785	66.9	57	2.1	531	19.9	14	0.5	3	0.1	3	0.1	19	0.7
1985	2486		2339	94.1	1600	64.4	57	2.3	564	22.7	12	0.5	0	0.0	3	0.1	14	0.6
1986	2449		2295	93.7	1541	62.9	58	2.4	581	23.7	11	0.4	0	0.0	3	0.1	14	0.6
OTHER																		
1982	445		15	3.4	13	2.9	13	2.9	2	0.4	114	25.6	2	0.4	16	3.6	0	0.0
1983	430		29	6.7	22	5.1	18	4.2	6	1.4	101	23.5	2	0.5	14	3.3	0	0.0
1984	368		16	4.3	13	3.5	13	3.5	3	0.8	102	27.7	2	0.5	13	3.5	0	0.0
1985	414		25	6.0	17	4.1	13	3.1	4	1.0	102	24.6	4	1.0	11	2.7	0	0.0
1986	441		15	3.4	9	2.0	13	2.9	4	0.9	102	23.1	3	0.7	11	2.5	0	0.0
TOTAL WHITE COLLAR																		
1982	15678		5703	36.4	4311	27.5	512	3.3	1062	6.8	353	2.3	181	1.2	62	0.4	36	0.2
1983	14791		5462	36.9	4119	27.8	482	3.3	1013	6.8	318	2.1	183	1.2	65	0.4	40	0.3
1984	14680		5499	37.5	4182	28.5	448	3.1	960	6.5	328	2.2	200	1.4	63	0.4	41	0.3
1985	14363		5394	37.6	3942	27.4	475	3.3	1071	7.5	339	2.4	206	1.4	63	0.4	38	0.3
1986	14447		5473	37.9	3973	27.5	466	3.2	1099	7.6	340	2.4	219	1.5	63	0.4	43	0.3
TOTAL BLUE COLLAR																		
1982	1107		24	2.2	18	1.6	55	5.0	5	0.5	42	3.8	3	0.3	35	3.2	0	0.0
1983	1468		28	1.9	23	1.6	68	4.6	5	0.3	39	2.7	5	0.3	44	3.0	0	0.0
1984	1475		29	2.0	73	4.9	73	4.9	6	0.4	36	2.4	5	0.3	42	2.8	0	0.0
1985	1412		27	1.9	21	1.5	69	4.9	6	0.4	44	3.1	5	0.4	42	3.0	0	0.0
1986	1342		30	2.2	24	1.8	59	4.4	6	0.4	38	2.8	5	0.4	43	3.2	0	0.0
TOTAL ENERGY																		
1982	16785		5727	34.1	4329	25.8	567	3.4	1067	6.4	395	2.4	184	1.1	97	0.6	36	0.2
1983	16259		5490	33.8	4142	25.5	550	3.4	1018	6.3	357	2.2	188	1.2	109	0.7	40	0.2
1984	16155		5528	34.2	4205	26.0	521	3.2	966	6.0	364	2.3	205	1.3	105	0.6	41	0.3
1985	15775		5421	34.4	3963	25.1	544	3.4	1077	6.8	383	2.4	211	1.3	105	0.7	38	0.2
1986	15789		5503	34.9	3997	25.3	525	3.3	1105	7.0	378	2.4	224	1.4	106	0.7	43	0.3

TABLE I-12
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
PROFESSIONAL												
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 0.0		
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		
1986	5890	1301 22.1	1073 18.2	120 2.0	96 1.6	43 0.7	188 3.2	65 1.1	5 0.08	0 0.0		
ADMINISTRATIVE												
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		
1986	3467	1654 47.7	1284 37.0	318 9.2	33 1.0	19 0.5	22 0.6	29 0.8	4 0.12	4 0.12		
TECHNICAL												
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	191 22.1	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	196 21.4	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	205 22.4	8 0.9	8 0.9	5 0.5	8 0.9	1 0.11	2 0.22		
1986	864	569 65.9	342 39.6	206 23.8	7 0.8	12 1.4	8 0.9	8 0.9	0 0.00	1 0.12		
CLERICAL												
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 0.3		
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 0.3		
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 0.3		
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 0.3		
1986	2202	2079 94.4	962 43.7	1018 46.2	8 0.4	65 3.0	6 0.3	24 1.1	2 0.09	10 0.5		
OTHER												
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		
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		
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		
1985	0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
1986	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		
TOTAL WHITE COLLAR												
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		
1986	12423	5603 45.1	3661 29.5	1662 13.4	144 1.2	139 1.1	224 1.8	126 1.0	11 0.09	15 0.12		
TOTAL BLUE COLLAR												
1982	85	6 7.1	5 5.9	1 1.2	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
1983	74	6 8.1	5 6.8	1 1.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
1984	74	7 9.5	6 8.1	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
1985	82	6 7.3	4 4.9	2 2.4	0 0.0	0 0.0	0 0.0	0 0.0	1 1.22	0 0.0		
1986	70	5 7.1	4 5.7	1 1.4	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0		
TOTAL ENVIRONMENTAL PROTECTION AGENCY												
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	12126	5310 43.7	3538 29.1	1529 12.6	142 1.2	121 1.0	221 1.8	108 0.9	15 0.12	14 0.12		
1986	12493	5608 44.9	3665 29.3	1663 13.3	144 1.2	139 1.1	224 1.8	126 1.0	11 0.09	15 0.12		

TABLE I-12
GENERAL SERVICES ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE							
			NUMBER	%	NUMBER	%	NUMBER	%	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	NUMBER	%	NUMBER	%
PROFESSIONAL																		
1982	1624	266	195	12.0	93	5.7	54	3.3	19	1.2	65	4.0	10	0.6	7	0.4	2	0.1
1983	1606	271	199	12.4	86	5.4	54	3.4	18	1.1	66	4.1	11	0.7	7	0.4	2	0.1
1984	1629	282	212	13.0	85	5.2	52	3.2	13	0.8	72	4.4	10	0.6	7	0.4	3	0.2
1985	1296	182	127	9.8	84	6.5	40	3.1	15	1.2	75	5.8	9	0.7	6	0.5	2	0.2
1986	1189	165	124	10.4	73	6.1	27	2.3	14	1.2	76	6.4	9	0.8	6	0.5	2	0.2
ADMINISTRATIVE																		
1982	6197	2132	1456	23.5	460	7.4	562	9.1	105	1.7	42	0.7	54	0.9	18	0.3	11	0.2
1983	6088	2136	1445	23.7	453	7.4	580	9.5	109	1.8	43	0.7	53	0.9	20	0.3	11	0.2
1984	6655	2514	1674	25.2	491	7.4	708	10.6	110	1.7	39	0.6	56	0.8	20	0.3	12	0.2
1985	6751	2556	1695	25.1	552	8.2	729	10.8	110	1.6	50	0.7	53	0.8	20	0.3	19	0.3
1986	6245	2451	1546	24.8	526	8.4	771	12.3	101	1.6	40	0.6	49	0.8	17	0.3	22	0.4
TECHNICAL																		
1982	2708	1558	909	33.6	278	10.3	575	21.2	31	1.1	23	0.8	23	0.8	7	0.3	11	0.4
1983	2767	1610	931	33.6	292	10.6	598	21.6	36	1.3	25	0.9	28	1.0	7	0.3	10	0.4
1984	2702	1547	887	32.8	290	10.7	580	21.5	36	1.3	29	1.1	33	1.2	10	0.4	14	0.5
1985	2513	1491	846	33.7	214	8.5	559	22.2	24	1.0	25	1.0	38	1.5	8	0.3	14	0.6
1986	2387	1441	865	36.2	178	7.5	501	21.0	23	1.0	19	0.8	30	1.3	10	0.4	12	0.5
CLERICAL																		
1982	4784	4031	2439	51.0	296	6.2	1369	28.6	39	0.8	14	0.3	60	1.3	1	0.02	25	0.5
1983	4671	3905	2331	49.9	292	6.3	1332	28.5	35	0.7	10	0.2	69	1.5	1	0.02	25	0.5
1984	4502	3734	2279	50.6	293	6.5	1248	27.7	35	0.8	10	0.2	52	1.2	2	0.04	26	0.6
1985	3440	3020	1596	46.4	159	4.6	1227	35.7	31	0.9	6	0.2	55	1.6	2	0.06	18	0.5
1986	2897	2530	1325	45.7	142	4.9	1043	36.0	22	0.8	8	0.3	39	1.3	3	0.10	13	0.4
OTHER																		
1982	2493	144	90	3.6	1051	42.2	48	1.9	71	2.8	14	0.6	0	0.0	11	0.4	1	0.04
1983	2289	151	89	3.9	983	42.9	52	2.3	58	2.5	11	0.5	2	0.1	8	0.3	0	0.0
1984	2274	159	84	3.7	959	42.2	66	2.9	55	2.4	13	0.6	1	0.0	9	0.4	0	0.0
1985	2034	165	82	4.0	853	41.9	74	3.6	71	3.5	13	0.6	1	0.0	10	0.5	0	0.0
1986	1860	178	91	4.9	769	41.3	81	4.4	60	3.2	7	0.4	0	0.0	8	0.4	0	0.0
TOTAL WHITE COLLAR																		
1982	17806	8131	5089	28.6	2178	12.2	2608	14.6	265	1.5	158	0.9	147	0.8	44	0.2	50	0.3
1983	17421	8073	4995	28.7	2106	12.1	2616	15.0	256	1.5	155	0.9	163	0.9	43	0.2	48	0.3
1984	17762	8236	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	4346	27.1	1862	11.6	2629	16.4	251	1.6	169	1.1	156	1.0	46	0.3	53	0.3
1986	14578	6765	3951	27.1	1688	11.6	2423	16.6	220	1.5	150	1.0	127	0.9	44	0.3	49	0.3
TOTAL BLUE COLLAR																		
1982	10386	1873	252	2.4	3261	31.4	1567	15.1	484	4.7	124	1.2	21	0.2	54	0.5	5	0.05
1983	9271	1705	217	2.3	2865	30.9	1432	15.4	411	4.4	116	1.3	21	0.2	50	0.5	6	0.1
1984	8872	1660	217	2.4	2683	30.2	1387	15.6	400	4.5	119	1.3	22	0.2	47	0.5	5	0.1
1985	7983	1447	184	2.3	2332	29.2	1214	15.2	381	4.8	113	1.4	20	0.3	44	0.6	4	0.1
1986	6919	1204	151	2.2	2014	29.1	1015	14.7	338	4.9	100	1.4	16	0.2	44	0.6	4	0.1
TOTAL GENERAL SERVICES ADMINISTRATION																		
1982	28192	10004	5341	18.9	5439	19.3	4175	14.8	749	2.7	282	1.0	168	0.6	98	0.3	55	0.2
1983	26692	9778	5212	19.5	4971	18.6	4048	15.2	667	2.5	271	1.0	184	0.7	93	0.3	54	0.2
1984	26634	9896	5353	20.1	4801	18.0	4041	15.2	649	2.4	282	1.1	174	0.7	95	0.4	60	0.2
1985	24017	8861	4530	18.9	4194	17.5	3843	16.0	632	2.6	282	1.2	176	0.7	90	0.4	57	0.2
1986	21497	7969	4102	19.1	3702	17.2	3438	16.0	558	2.6	250	1.2	143	0.7	88	0.4	53	0.2

TABLE I-12
HEALTH AND HUMAN SERVICES

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER &		WHITE FEMALE NUMBER &		BLACK FEMALE NUMBER &		HISPANIC FEMALE NUMBER &		PACIFIC ISLANDER FEMALE NUMBER &		ASIAN/ FEMALE NUMBER &		AMERICAN INDIAN/ FEMALE NUMBER &			
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																	
1982	16167	6482	40.1	4643	28.7	743	4.6	970	6.0	252	1.6	164	1.0	295	1.8	103	0.6
1983	16395	6753	41.2	4820	29.4	743	4.5	1002	6.1	272	1.7	152	0.9	313	1.9	101	0.6
1984	16249	6901	42.5	4912	30.2	706	4.3	981	6.0	274	1.7	163	1.0	313	1.9	113	0.7
1985	16121	6978	43.3	4924	30.5	693	4.3	982	6.1	268	1.7	174	1.1	334	2.1	124	0.8
1986	15880	6966	43.9	4890	30.8	656	4.1	961	6.1	260	1.6	176	1.1	333	2.1	125	0.8
ADMINISTRATIVE																	
1982	51694	26916	52.1	18275	35.4	2317	4.5	6708	13.0	1012	2.0	1182	2.3	279	0.5	358	0.7
1983	51476	27187	52.8	18209	35.4	2334	4.5	6690	13.0	1015	2.0	1229	2.4	264	0.5	359	0.7
1984	51752	28016	54.1	18351	35.5	2367	4.6	7575	14.6	988	1.9	1235	2.4	271	0.5	390	0.8
1985	50505	27623	54.7	18099	35.8	2318	4.6	7367	14.6	968	1.9	1263	2.5	263	0.5	408	0.8
1986	49214	27263	55.4	17872	36.3	2258	4.6	7231	14.7	952	1.9	1274	2.6	253	0.5	409	0.8
TECHNICAL																	
1982	17835	14035	78.7	7643	42.9	1270	7.1	3832	21.5	189	1.1	609	3.4	44	0.2	348	2.0
1983	18439	14589	79.1	7870	42.7	1308	7.1	4062	22.0	202	1.1	653	3.5	50	0.3	351	1.9
1984	17721	14154	79.9	7531	42.5	1192	6.7	3890	22.0	201	1.1	660	3.7	47	0.3	340	1.9
1985	17759	14345	80.8	7653	43.1	1142	6.4	3925	22.1	192	1.1	691	3.9	47	0.3	316	1.8
1986	17747	14416	81.2	7591	42.8	1093	6.2	3990	22.5	199	1.1	757	4.3	46	0.3	323	1.8
CLERICAL																	
1982	39875	36129	90.6	20679	51.9	1443	3.6	12391	31.1	220	0.6	1533	3.8	58	0.1	102	0.3
1983	38591	34917	90.5	19571	50.7	1402	3.6	12217	31.7	200	0.5	1548	4.0	67	0.2	91	0.2
1984	35304	31976	90.6	17790	50.4	1296	3.7	11155	31.6	190	0.5	1451	4.1	62	0.2	102	0.3
1985	34075	30855	90.6	16715	49.1	1254	3.7	11130	32.7	184	0.5	1435	4.2	58	0.2	103	0.3
1986	31559	28561	90.5	15231	48.3	1169	3.7	10491	33.2	169	0.5	1297	4.1	53	0.2	102	0.3
OTHER																	
1982	550	249	45.3	124	22.5	147	26.7	92	16.7	7	1.3	24	4.4	3	0.5	4	0.7
1983	504	185	36.7	104	20.6	137	27.2	72	14.3	6	1.2	6	1.2	3	0.6	4	0.8
1984	347	112	32.3	54	15.6	113	32.6	49	14.1	3	0.9	7	2.0	1	0.3	11	3.2
1985	346	135	39.0	70	20.2	88	25.4	56	16.2	3	0.9	7	2.0	6	1.7	14	4.0
1986	317	111	35.0	58	18.3	76	24.0	43	13.6	4	1.3	7	2.2	5	1.6	12	3.8
TOTAL WHITE COLLAR																	
1982	126121	83811	66.5	51364	40.7	5920	4.7	23993	19.0	1680	1.3	3512	2.8	679	0.5	915	0.7
1983	125405	83631	66.7	50574	40.3	5924	4.7	24043	19.2	1695	1.4	3588	2.9	697	0.6	906	0.7
1984	121373	81159	66.9	48638	40.1	5674	4.7	23650	19.5	1656	1.4	3516	2.9	694	0.6	956	0.8
1985	118806	79936	67.3	47461	39.9	5495	4.6	23460	19.7	1615	1.4	3570	3.0	708	0.6	965	0.8
1986	114717	77317	67.4	45642	39.8	5252	4.6	22716	19.8	1584	1.4	3511	3.1	690	0.6	971	0.8
TOTAL BLUE COLLAR																	
1982	4525	1236	27.3	75	1.7	1485	32.8	792	17.5	32	0.7	1	0.02	8	0.2	707	15.6
1983	4533	1205	26.6	71	1.6	1481	32.7	766	16.9	33	0.7	1	0.02	9	0.2	744	16.4
1984	4385	1135	25.9	72	1.6	1362	31.1	664	15.1	30	0.7	0	0.0	9	0.2	831	19.0
1985	4156	1069	25.7	62	1.5	1297	31.2	627	15.1	29	0.7	0	0.0	10	0.2	779	18.7
1986	4128	1059	25.7	52	1.3	1265	30.6	641	15.5	31	0.8	1	0.0	12	0.3	762	18.5
TOTAL HEALTH AND HUMAN SERVICES																	
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	1712	1.3	3513	2.7	687	0.5	1622	1.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	1728	1.3	3589	2.8	706	0.5	1650	1.3
1984	125758	82294	65.4	48710	38.7	7036	5.6	24314	19.3	1686	1.3	3516	2.8	703	0.6	1151	0.9
1985	122962	81005	65.9	47523	38.6	6792	5.5	24087	19.6	1644	1.3	3570	2.9	718	0.6	1174	1.0
1986	118845	78376	65.9	45694	38.4	6517	5.5	23357	19.7	1615	1.4	3512	3.0	702	0.6	1179	1.0

TABLE I-12
HOUSING AND URBAN DEVELOPMENT

YEAR	TOTAL ALL		TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE	
	NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
PROFESSIONAL														
1982	1559	282 18.1	183 11.7	78 5.0	144 9.2	78 5.0	61 3.9	13 0.8	36 2.3	7 0.4	5 0.3	1 0.1	1 0.1	
1983	1456	270 18.5	171 11.7	75 5.2	135 9.3	75 5.2	52 3.6	17 1.2	38 2.6	7 0.5	5 0.3	1 0.1	1 0.1	
1984	1345	259 19.3	157 11.7	76 5.7	123 9.1	76 5.7	49 3.5	15 1.1	38 2.8	11 0.8	7 0.5	0 0.0	0 0.0	
1985	1273	275 21.6	166 13.0	80 6.3	106 8.3	80 6.3	44 3.1	14 1.1	39 3.1	13 1.0	4 0.3	2 0.2	2 0.2	
1986	1243	278 22.4	158 12.7	89 7.2	112 9.0	89 7.2	40 3.2	15 1.2	40 3.2	14 1.1	8 0.6	2 0.2	2 0.2	
ADMINISTRATIVE														
1982	7953	2592 32.6	1555 19.6	882 11.1	750 9.4	882 11.1	293 3.7	103 1.3	41 0.5	43 0.5	32 0.4	9 0.1	9 0.1	
1983	7165	2403 33.5	1410 19.7	848 11.8	706 9.9	848 11.8	261 3.6	93 1.3	57 0.8	42 0.6	35 0.5	10 0.1	10 0.1	
1984	6850	2440 35.6	1417 20.7	866 12.6	683 10.0	866 12.6	240 3.5	105 1.5	58 0.8	41 0.6	33 0.5	11 0.2	11 0.2	
1985	6397	2368 37.0	1387 21.7	802 12.5	658 10.3	802 12.5	227 3.5	114 1.8	52 0.8	46 0.7	39 0.6	19 0.3	19 0.3	
1986	6314	2483 39.3	1449 22.9	841 13.3	650 10.3	841 13.3	216 3.4	121 1.9	50 0.8	53 0.8	38 0.6	19 0.3	19 0.3	
TECHNICAL														
1982	1204	962 79.9	492 40.9	421 35.0	91 7.6	421 35.0	11 0.9	30 2.5	5 0.4	17 1.4	0 0.0	2 0.2	2 0.2	
1983	1292	1057 81.8	525 40.6	470 36.4	86 6.7	470 36.4	13 1.0	38 2.9	6 0.5	22 1.7	0 0.0	2 0.2	2 0.2	
1984	1108	917 82.8	445 40.2	412 37.2	72 6.5	412 37.2	11 1.0	34 3.1	3 0.3	22 2.0	0 0.0	4 0.4	4 0.4	
1985	1207	1013 83.9	437 36.2	497 41.2	78 6.5	497 41.2	9 0.7	50 4.1	4 0.3	22 1.8	0 0.0	7 0.6	7 0.6	
1986	1173	999 85.2	428 36.5	485 41.3	73 6.2	485 41.3	5 0.4	49 4.2	3 0.3	29 2.5	0 0.0	8 0.7	8 0.7	
CLERICAL														
1982	2947	2693 91.4	1558 52.9	949 32.2	95 3.2	949 32.2	35 1.2	142 4.8	7 0.2	24 0.8	1 0.03	20 0.7	20 0.7	
1983	2326	2189 92.0	1179 50.7	810 34.8	72 3.1	810 34.8	18 0.8	114 4.9	4 0.2	30 1.3	3 0.1	16 0.7	16 0.7	
1984	2400	2189 91.2	1170 48.8	842 35.1	77 3.2	842 35.1	20 0.8	133 5.5	6 0.3	20 0.9	3 0.1	14 0.6	14 0.6	
1985	2465	2256 91.5	1130 45.8	918 37.2	81 3.3	918 37.2	21 0.9	154 6.2	9 0.4	38 1.5	2 0.1	16 0.6	16 0.6	
1986	2561	2323 90.7	1128 44.0	967 37.8	93 3.6	967 37.8	28 1.1	158 6.2	12 0.5	44 1.7	3 0.1	26 1.0	26 1.0	
OTHER														
1982	3	1 33.3	0 0.0	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	7 11.1	2 3.2	0 0.0	0 0.0	0 0.0	1 1.6	0 0.0	0 0.0	
1984	8	5 62.5	2 25.0	3 37.5	1 12.5	3 37.5	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	
1985	36	13 36.1	9 25.0	3 8.3	6 16.7	3 8.3	1 2.8	0 0.0	0 0.0	1 2.8	0 0.0	0 0.0	0 0.0	
1986	18	11 61.1	9 50.0	1 5.6	2 11.1	1 5.6	0 0.0	1 5.6	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	
TOTAL WHITE COLLAR														
1982	13666	6530 47.8	3788 27.7	2331 17.1	1080 7.9	2331 17.1	400 2.9	288 2.1	89 0.7	91 0.7	38 0.3	32 0.2	32 0.2	
1983	12302	5885 47.8	3294 26.8	2210 18.0	1005 8.2	2210 18.0	346 2.8	262 2.1	105 0.9	91 0.7	44 0.4	29 0.2	29 0.2	
1984	11711	5810 49.6	3191 27.2	2199 18.8	956 8.2	2199 18.8	320 2.7	287 2.5	105 0.9	104 0.9	40 0.3	29 0.2	29 0.2	
1985	11378	5925 52.1	3129 27.5	2300 20.2	929 8.2	2300 20.2	302 2.7	332 2.9	104 0.9	120 1.1	48 0.4	44 0.4	44 0.4	
1986	11309	6094 53.9	3172 28.0	2383 21.1	930 8.2	2383 21.1	289 2.6	344 3.0	105 0.9	140 1.2	49 0.4	55 0.5	55 0.5	
TOTAL BLUE COLLAR														
1982	42	2 0.0	0 0.0	1 2.4	33 78.6	1 2.4	0 0.0	1 2.4	1 2.4	0 0.0	0 0.0	0 0.0	0 0.0	
1983	40	0 0.0	0 0.0	0 0.0	31 77.5	0 0.0	1 2.5	0 0.0	1 2.5	0 0.0	0 0.0	0 0.0	0 0.0	
1984	36	0 0.0	0 0.0	0 0.0	25 69.4	0 0.0	1 2.8	0 0.0	1 2.8	0 0.0	0 0.0	0 0.0	0 0.0	
1985	29	0 0.0	0 0.0	0 0.0	26 89.7	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	
1986	28	0 0.0	0 0.0	0 0.0	25 89.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	
TOTAL HOUSING AND URBAN DEVELOPMENT														
1982	13708	6532 47.7	3788 27.6	2332 17.0	1113 8.1	2332 17.0	400 2.9	289 2.1	90 0.7	91 0.7	38 0.3	32 0.2	32 0.2	
1983	12342	5885 47.7	3294 26.7	2210 17.9	1036 8.4	2210 17.9	347 2.8	262 2.1	106 0.9	91 0.7	44 0.4	29 0.2	29 0.2	
1984	11747	5810 49.5	3191 27.2	2199 18.7	981 8.4	2199 18.7	321 2.7	287 2.4	106 0.9	104 0.9	40 0.3	29 0.2	29 0.2	
1985	11407	5925 51.9	3129 27.4	2300 20.2	955 8.4	2300 20.2	302 2.6	332 2.9	104 0.9	120 1.1	48 0.4	44 0.4	44 0.4	
1986	11337	6094 53.8	3172 28.0	2383 21.0	955 8.4	2383 21.0	289 2.5	344 3.0	105 0.9	140 1.2	49 0.4	55 0.5	55 0.5	

TABLE I-12
INTERIOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK		HISPANIC		PACIFIC ISLANDER		ASIAN/ALASKAN		AMERICAN INDIAN/NATIVE			
		NUMBER	%	NUMBER	%	MALE NUMBER	%	MALE NUMBER	%	MALE NUMBER	%	MALE NUMBER	%	MALE NUMBER	%	MALE NUMBER	%
PROFESSIONAL																	
1982	14928	1513	10.1	1146	7.7	182	1.2	185	1.2	25	0.2	194	1.3	755	5.1	255	1.7
1983	16792	1689	10.1	1459	8.7	196	1.2	216	1.3	30	0.2	205	1.2	345	2.1	92	0.5
1984	15693	1586	10.1	1344	8.6	194	1.2	278	1.8	34	0.2	216	1.4	362	2.3	97	0.6
1985	16703	1954	11.7	1669	10.0	211	1.3	292	1.7	46	0.3	247	1.5	385	2.3	100	0.6
1986	16258	1971	12.1	1697	10.4	202	1.2	276	1.7	40	0.2	249	1.5	375	2.3	103	0.6
ADMINISTRATIVE																	
1982	10074	2753	27.3	2045	20.3	241	2.4	154	1.5	72	0.7	37	0.4	1045	10.4	419	4.2
1983	11619	3397	29.2	2580	22.2	279	2.4	196	1.7	100	0.9	49	0.4	831	7.2	438	3.8
1984	12110	3658	30.2	2662	22.0	329	2.7	247	2.0	143	1.2	67	0.6	865	7.1	480	4.0
1985	12334	3886	31.5	2846	23.1	351	2.8	239	1.9	143	1.2	70	0.6	872	7.1	507	4.1
1986	12874	4155	32.3	3052	23.7	352	2.7	251	1.9	150	1.2	74	0.6	890	6.9	530	4.1
TECHNICAL																	
1982	9743	3291	33.8	2252	23.1	249	2.6	240	2.5	96	1.0	68	0.7	975	10.0	693	7.1
1983	11708	4221	36.1	3421	29.2	281	2.4	282	2.4	148	1.3	85	0.7	726	6.2	2479	21.2
1984	10350	3803	36.7	2799	27.0	240	2.3	324	3.1	186	1.8	78	0.8	789	7.6	469	4.5
1985	11250	4253	37.8	3157	28.1	274	2.4	355	3.2	215	1.9	89	0.8	820	7.3	455	4.0
1986	10153	4061	40.0	2976	29.3	243	2.4	324	3.2	210	2.1	77	0.8	779	7.7	478	4.7
CLERICAL																	
1982	7557	6564	86.9	4562	60.4	112	1.5	36	0.5	224	3.0	11	0.1	312	4.1	1199	15.9
1983	9192	8453	92.0	6064	66.0	119	1.3	35	0.4	323	3.5	7	0.1	104	1.1	1248	13.6
1984	8584	7824	91.1	5221	60.8	117	1.4	50	0.6	393	4.6	6	0.1	115	1.3	1307	15.2
1985	8678	8009	92.3	5252	60.5	109	1.3	46	0.5	412	4.7	8	0.1	108	1.2	1341	15.5
1986	8272	7635	92.3	4925	59.5	103	1.2	38	0.5	377	4.6	6	0.1	113	1.4	1395	16.9
OTHER																	
1982	879	57	6.5	27	3.1	109	12.4	8	0.9	4	0.5	5	0.6	238	27.1	11	1.3
1983	1062	101	9.5	59	5.6	143	13.5	14	1.3	4	0.4	3	0.3	250	23.5	18	1.7
1984	1088	116	10.7	75	6.9	141	13.0	17	1.6	4	0.4	4	0.4	255	23.4	16	1.5
1985	1117	143	12.8	91	8.1	136	12.2	18	1.6	11	1.0	10	0.9	257	23.0	15	1.3
1986	1079	129	12.0	83	7.7	131	12.1	17	1.6	8	0.7	7	0.6	271	25.1	20	1.9
TOTAL WHITE COLLAR																	
1982	43181	14178	32.8	10032	23.2	893	2.1	623	1.4	421	1.0	315	0.7	3325	7.7	2577	6.0
1983	50373	17861	35.5	13583	27.0	1018	2.0	743	1.5	605	1.2	349	0.7	2256	4.5	4275	8.5
1984	47825	16987	35.5	12101	25.3	1021	2.1	916	1.9	760	1.6	371	0.8	2386	5.0	2369	5.0
1985	50082	18245	36.4	13015	26.0	1081	2.2	950	1.9	827	1.7	422	0.8	2442	4.9	2418	4.8
1986	48636	17951	36.9	12733	26.2	1031	2.1	906	1.9	785	1.6	415	0.9	2428	5.0	2526	5.2
TOTAL BLUE COLLAR																	
1982	6631	267	4.0	76	1.1	685	10.3	43	0.6	3	0.05	40	0.6	1412	21.3	144	2.2
1983	7645	246	3.2	115	1.5	792	10.4	56	0.7	3	0.04	44	0.6	1312	17.2	71	0.9
1984	7186	211	2.9	93	1.3	765	10.6	266	3.7	3	0.04	42	0.6	1268	17.6	57	0.8
1985	6578	202	3.1	99	1.5	661	10.0	51	0.8	3	0.05	36	0.5	1262	19.2	49	0.7
1986	6505	192	3.0	97	1.5	627	9.6	48	0.7	4	0.06	42	0.6	1253	19.3	43	0.7
TOTAL INTERIOR																	
1982	49812	14445	29.0	10108	20.3	1578	3.2	854	1.7	424	0.9	355	0.7	4737	9.5	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	1018	1.8	608	1.0	393	0.7	3568	6.1	4346	7.5
1984	55011	17198	31.3	12194	22.2	1786	3.2	1182	2.1	763	1.4	413	0.8	3654	6.6	2426	4.4
1985	56660	18447	32.6	13114	23.1	1742	3.1	1297	2.3	830	1.5	458	0.8	3704	6.5	2467	4.4
1986	55141	18143	32.9	12830	23.3	1658	3.0	1247	2.3	789	1.4	457	0.8	3681	6.7	2569	4.7

TABLE I-12
JUSTICE

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	%	
PROFESSIONAL														
1982	1235	22.8	1062	19.6	260	4.8	126	2.3	95	1.8	34	0.6	12	0.2
1983	1402	24.5	1189	20.7	245	4.3	152	2.7	102	1.8	36	0.6	12	0.2
1984	1520	25.0	1303	21.5	248	4.1	153	2.5	111	1.8	39	0.6	13	0.2
1985	1638	25.9	1414	22.4	246	3.9	161	2.5	110	1.7	39	0.6	12	0.2
1986	1762	27.2	1531	23.6	236	3.6	167	2.6	115	1.8	46	0.7	11	0.2
ADMINISTRATIVE														
1982	3008	16.5	2235	12.3	798	4.4	512	2.8	923	5.1	140	0.8	74	0.4
1983	3138	16.5	2374	12.5	847	4.4	512	2.7	1001	5.3	139	0.7	77	0.4
1984	3714	17.8	2749	13.2	931	4.5	609	2.9	1145	5.5	202	1.0	81	0.4
1985	4360	19.3	3204	14.2	1101	4.9	739	3.3	1282	5.7	234	1.0	90	0.4
1986	4673	20.3	3427	14.9	1146	5.0	796	3.5	1314	5.7	239	1.0	91	0.4
TECHNICAL														
1982	3530	55.4	2148	33.7	398	6.2	1032	16.2	230	3.6	28	0.4	10	0.2
1983	3483	57.4	2144	35.4	419	6.9	1156	19.1	270	4.5	32	0.5	17	0.3
1984	4189	59.0	2606	36.7	470	6.6	1336	18.8	331	4.7	38	0.5	17	0.2
1985	4455	59.4	2732	36.4	513	6.8	1457	19.4	361	4.8	42	0.6	15	0.2
1986	4587	59.8	2825	36.9	521	6.8	1466	19.1	365	4.8	44	0.6	14	0.2
CLERICAL														
1982	11443	84.8	6710	49.7	682	5.1	4035	29.9	205	1.5	53	0.4	5	0.04
1983	11576	85.6	6797	50.3	585	4.3	3950	29.2	204	1.5	47	0.3	16	0.12
1984	11979	85.9	6992	50.2	598	4.3	4139	29.7	155	1.1	53	0.4	7	0.05
1985	11727	86.7	6769	50.1	526	3.9	4079	30.2	145	1.1	52	0.4	5	0.04
1986	11713	87.0	6634	49.3	508	3.8	4215	31.3	133	1.0	55	0.4	5	0.0
OTHER														
1982	514	6.4	296	3.7	1006	12.5	176	2.2	903	11.2	23	0.3	45	0.6
1983	1665	14.3	1067	9.1	1355	11.6	485	4.2	1130	9.7	61	0.5	58	0.5
1984	1180	11.1	670	6.3	1292	12.2	357	3.4	1127	10.6	53	0.5	53	0.5
1985	1170	10.9	731	6.8	1168	10.9	338	3.1	1432	13.3	47	0.4	63	0.6
1986	11680	11.3	842	7.2	1236	10.6	370	3.2	1569	13.4	56	0.5	69	0.6
TOTAL WHITE COLLAR														
1982	19730	38.2	12451	24.1	3144	6.1	5881	11.4	2356	4.6	278	0.5	146	0.3
1983	21264	37.9	13571	24.2	3451	6.2	6255	11.2	2707	4.8	315	0.6	180	0.3
1984	22580	38.6	14320	24.5	3539	6.0	6594	11.3	2869	4.9	385	0.7	168	0.3
1985	23352	38.5	14850	24.5	3554	5.9	6774	11.2	3330	5.5	414	0.7	185	0.3
1986	24057	38.6	15259	24.5	3647	5.9	7014	11.3	3496	5.6	440	0.7	190	0.3
TOTAL BLUE COLLAR														
1982	48	2.6	32	1.7	234	12.6	16	0.9	137	7.3	13	0.7	0	0.0
1983	45	2.7	30	1.8	204	12.1	13	0.8	159	9.5	10	0.6	14	0.8
1984	124	5.5	57	2.5	312	13.7	66	2.9	167	7.3	18	0.8	16	0.7
1985	147	6.1	72	3.0	319	13.2	72	3.0	194	8.0	17	0.7	24	1.0
1986	183	7.1	90	3.5	326	12.6	86	3.3	203	7.8	15	0.6	25	1.0
TOTAL JUSTICE														
1982	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	291	0.5	146	0.3
1983	21309	36.9	13601	23.6	3655	6.3	6268	10.9	2866	5.0	325	0.6	194	0.3
1984	22704	37.3	14377	23.6	3851	6.3	6660	10.9	3036	5.0	403	0.7	184	0.3
1985	23499	37.2	14922	23.6	3873	6.1	6846	10.9	3524	5.6	431	0.7	209	0.3
1986	24240	37.4	15349	23.7	3973	6.1	7100	10.9	3699	5.7	455	0.7	215	0.3

TABLE I-12
LABOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK FEMALE		HISPANIC FEMALE		PACIFIC ISLANDER FEMALE		ASIAN/ ISLANDER FEMALE		AMERICAN ALASKAN NATIVE FEMALE		INDIAN/ NATIVE FEMALE			
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																			
1982	3342	833	24.9	653	19.5	182	5.4	146	4.4	76	2.3	33	0.9	12	0.3	2	0.06	3	0.09
1983	3409	849	24.9	664	19.5	148	4.3	148	4.3	74	2.2	36	1.0	14	0.4	3	0.09	2	0.06
1984	3145	782	24.9	605	19.2	158	5.0	146	4.6	62	2.0	39	1.2	16	0.5	2	0.06	2	0.06
1985	3343	898	26.9	691	20.7	179	5.4	159	4.8	70	2.1	41	1.2	23	0.7	4	0.12	3	0.09
1986	3299	916	27.8	710	21.5	179	5.4	163	4.9	67	2.0	40	1.2	18	0.5	3	0.09	2	0.06
ADMINISTRATIVE																			
1982	7876	2330	29.6	1466	18.6	748	9.5	725	9.2	262	3.3	33	0.4	32	0.4	35	0.44	10	0.13
1983	7925	2412	30.4	1471	18.6	761	9.6	782	9.9	292	3.7	37	0.4	40	0.5	37	0.47	11	0.14
1984	7270	2303	31.7	1379	19.0	711	9.8	767	10.6	272	3.7	39	0.5	39	0.5	31	0.43	9	0.12
1985	7577	2475	32.7	1471	19.4	735	9.7	834	11.0	294	3.9	39	0.5	45	0.6	32	0.42	12	0.16
1986	7443	2507	33.7	1486	20.0	704	9.5	854	11.5	281	3.8	44	0.6	43	0.6	27	0.36	14	0.19
TECHNICAL																			
1982	2747	978	35.6	513	18.7	87	3.2	426	15.5	52	1.9	1	0.0	2	0.4	14	0.51	0	0.0
1983	2899	1054	36.4	536	18.5	93	3.2	465	16.0	57	2.0	2	0.0	15	0.5	11	0.38	2	0.07
1984	2699	964	35.7	487	18.0	74	2.7	430	15.9	56	2.1	3	0.1	14	0.5	11	0.41	2	0.07
1985	2858	1056	36.9	551	19.3	78	2.7	447	15.6	59	2.1	4	0.1	15	0.5	10	0.35	2	0.07
1986	2773	1070	38.6	554	20.0	86	3.1	450	16.2	54	1.9	2	0.1	21	0.8	13	0.47	4	0.14
CLERICAL																			
1982	3822	3418	89.4	1791	46.9	204	5.3	1451	38.0	16	0.4	9	0.2	27	0.7	0	0.00	10	0.26
1983	3910	3508	89.7	1876	48.0	186	4.8	1435	36.7	24	0.6	17	0.4	39	0.9	1	0.03	15	0.38
1984	3290	2970	90.3	1551	47.1	149	4.5	1244	37.8	19	0.6	15	0.4	40	1.2	1	0.03	13	0.40
1985	3341	3005	89.9	1534	45.9	164	4.9	1286	38.5	17	0.5	13	0.4	48	1.4	2	0.06	14	0.42
1986	3054	2750	90.0	1327	43.5	141	4.6	1252	41.0	17	0.6	13	0.4	42	1.4	3	0.10	12	0.39
OTHER																			
1982	32	12	37.5	6	18.8	4	12.5	4	12.5	2	6.3	0	0.0	1	3.1	0	0.0	0	0.0
1983	68	25	36.8	16	23.5	7	10.3	6	8.8	4	5.9	0	0.0	1	1.4	0	0.0	0	0.0
1984	41	16	39.0	10	24.4	4	9.8	5	12.2	4	9.8	1	2.4	0	0	0	0.0	0	0.0
1985	37	25	67.6	18	48.6	4	10.8	4	10.8	3	8.1	0	0.0	1	2.7	0	0.0	0	0.0
1986	24	17	70.8	8	33.3	2	8.3	9	37.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL WHITE COLLAR																			
1982	17819	7571	42.5	4429	24.9	1225	6.9	2752	15.4	408	2.3	76	0.4	84	0.4	51	0.29	23	0.13
1983	18211	7848	43.1	4563	25.1	1230	6.8	2836	15.6	451	2.5	92	0.5	110	0.6	52	0.29	30	0.16
1984	16445	7035	42.8	4032	24.5	1096	6.7	2592	15.8	413	2.5	97	0.5	109	0.6	45	0.27	26	0.16
1985	17156	7459	43.5	4265	24.9	1160	6.8	2730	15.9	443	2.6	97	0.6	132	0.8	48	0.28	31	0.18
1986	16593	7260	43.8	4085	24.6	1112	6.7	2728	16.4	419	2.5	99	0.6	124	0.7	46	0.28	32	0.19
TOTAL BLUE COLLAR																			
1982	71	11	15.5	2	2.8	41	57.7	9	12.7	0	0.0	0	0.0	0	0.0	1	1.41	0	0.0
1983	70	10	14.3	2	2.9	38	54.3	8	11.4	0	0.0	0	0.0	0	0.0	1	1.43	0	0.0
1984	69	10	14.5	4	5.8	33	47.8	6	8.7	0	0.0	0	0.0	0	0.0	1	1.45	0	0.0
1985	61	12	19.7	5	8.2	26	42.6	7	11.5	0	0.0	0	0.0	0	0.0	1	1.64	0	0.0
1986	55	10	18.2	4	7.3	23	41.8	6	10.9	0	0.0	0	0.0	0	0.0	1	1.82	0	0.0
TOTAL LABOR																			
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	76	0.4	84	0.4	52	0.29	23	0.13
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	92	0.5	110	0.6	53	0.29	30	0.16
1984	16514	7045	42.7	4036	24.4	1129	6.8	2598	15.7	413	2.5	97	0.5	109	0.6	46	0.28	26	0.16
1985	17217	7471	43.4	4270	24.8	1186	6.9	2737	15.9	443	2.6	97	0.6	132	0.8	49	0.28	31	0.18
1986	16648	7270	43.7	4089	24.6	1135	6.8	2734	16.4	419	2.5	99	0.6	124	0.7	47	0.28	32	0.19

TABLE I-12
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

YEAR	TOTAL ALL		WHITE		BLACK		HISPANIC		PACIFIC ISLANDER		ASIAN/		AMERICAN INDIAN/ ALASKAN NATIVE							
	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER						
PROFESSIONAL																				
1982	11146	731	6.6	593	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	699	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	747	310	2.8	90	0.8	245	2.1	34	0.3	243	2.2	39	0.3	20	0.2	2	0.02
1985	11493	1075	9.4	877	327	2.8	102	0.9	268	2.3	42	0.4	260	2.3	51	0.4	20	0.2	3	0.03
1986	11507	1208	10.5	995	343	3.0	111	1.0	275	2.4	45	0.4	286	2.5	53	0.5	20	0.2	4	0.03
ADMINISTRATIVE																				
1982	3442	1045	30.4	865	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	905	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	1032	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	1137	164	4.4	190	5.2	59	1.6	33	0.9	20	0.5	23	0.6	10	0.3	12	0.33
1986	3697	1456	39.4	1180	167	4.5	198	5.4	54	1.5	38	1.0	22	0.6	27	0.7	10	0.3	13	0.35
TECHNICAL																				
1982	3012	578	19.2	455	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	490	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	447	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	444	163	6.1	115	4.3	19	0.7	19	0.7	19	0.7	13	0.5	14	0.5	4	0.15
1986	2584	600	23.2	436	165	6.4	125	4.8	21	0.8	21	0.8	24	0.9	13	0.5	15	0.6	5	0.19
CLERICAL																				
1982	2547	2465	96.8	1882	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	1839	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	1771	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	1809	35	1.4	453	18.3	1	0.0	88	3.6	6	0.2	34	1.4	0	0.0	14	0.56
1986	2370	2322	98.0	1761	19	0.8	432	18.2	0	0.0	82	3.5	1	0.04	32	1.4	0	0.0	15	0.63
OTHER																				
1982	384	111	28.9	83	17	4.4	20	5.2	17	4.4	4	1.0	7	1.8	4	1.0	1	0.3	0	0.0
1983	398	133	33.4	94	18	4.5	29	7.3	15	3.8	7	1.8	12	3.0	3	0.8	1	0.3	0	0.0
1984	341	135	39.6	103	19	5.6	18	5.3	9	2.6	6	1.8	6	1.8	8	2.3	0	0.0	0	0.0
1985	376	142	37.8	110	10	2.7	16	4.3	17	4.5	10	2.7	13	3.5	4	1.1	0	0.0	2	0.53
1986	376	153	40.7	109	19	5.1	29	7.7	10	2.7	8	2.1	12	3.2	5	1.3	3	0.8	2	0.53
TOTAL WHITE COLLAR																				
1982	20531	4930	24.0	3878	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	4027	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	4100	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	4377	699	3.4	876	4.2	364	1.8	192	0.9	318	1.5	125	0.6	44	0.2	35	0.17
1986	20534	5739	27.9	4481	713	3.5	895	4.4	360	1.8	194	0.9	345	1.7	130	0.6	48	0.2	39	0.19
TOTAL BLUE COLLAR																				
1982	1331	27	2.0	21	164	12.3	4	0.3	73	5.5	1	0.1	21	1.6	1	0.1	1	0.1	0	0.0
1983	1363	29	2.1	21	147	10.8	5	0.4	68	5.0	1	0.1	20	1.5	2	0.1	2	0.1	0	0.0
1984	1287	40	3.1	29	150	11.7	8	0.6	61	4.7	1	0.1	26	2.0	2	0.2	4	0.3	0	0.0
1985	1276	45	3.5	34	152	11.9	8	0.6	61	4.8	1	0.1	26	2.0	2	0.2	5	0.4	0	0.0
1986	1225	45	3.7	34	147	12.0	8	0.7	59	4.8	1	0.1	27	2.2	2	0.2	4	0.3	0	0.0
TOTAL NASA																				
1982	21862	4957	22.7	3899	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	4048	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	4129	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	4411	851	3.9	884	4.0	425	1.9	193	0.9	344	1.6	127	0.6	49	0.2	35	0.16
1986	21759	5784	26.6	4515	860	4.0	903	4.2	419	1.9	195	0.9	372	1.7	132	0.6	52	0.2	39	0.18

TABLE I-12
STATE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE %		WHITE FEMALE %		BLACK FEMALE %		HISPANIC FEMALE %		ASIAN/ISLANDER FEMALE %		AMERICAN INDIAN/ALASKAN NATIVE FEMALE %									
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%								
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	8	0.17	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	5	0.14	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	11	0.32	11	0.32	0	0.00
1986	3155	563	17.8	463	14.7	82	2.6	49	1.6	73	2.3	25	0.8	51	1.6	10	0.32	10	0.32	0	0.00
ADMINISTRATIVE																					
1982	3874	918	23.7	739	19.1	195	5.0	158	4.1	43	1.1	11	0.3	10	0.3	5	0.13	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	12	0.32	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	11	0.27	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	11	0.26	11	0.26	1	0.02
1986	3997	1405	35.2	999	25.0	263	6.6	338	8.5	80	2.0	35	0.9	30	0.8	9	0.23	9	0.23	4	0.10
TECHNICAL																					
1982	1279	414	32.4	246	19.2	121	9.5	159	12.4	50	3.9	7	0.5	9	0.7	2	0.16	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	3	0.24	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	7	0.35	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	8	0.37	8	0.37	1	0.05
1986	1940	458	23.6	210	10.8	148	7.6	234	12.1	41	2.1	2	0.1	11	0.6	8	0.41	8	0.41	1	0.05
CLERICAL																					
1982	2553	2289	89.7	1648	64.6	152	6.0	586	23.0	8	0.3	34	1.3	1	0.0	0	0.0	0	0.0	4	0.16
1983	2440	2224	91.1	1528	62.6	115	4.7	605	24.8	6	0.2	50	2.0	1	0.0	0	0.0	0	0.0	12	0.49
1984	2484	2287	92.1	1533	61.7	110	4.4	657	26.4	5	0.2	52	2.1	2	0.1	2	0.1	2	0.1	12	0.48
1985	2794	2560	91.6	1563	55.9	138	4.9	865	31.0	6	0.2	73	2.6	3	0.1	0	0.0	0	0.0	18	0.64
1986	2563	2343	91.4	1395	54.4	139	5.4	835	32.6	4	0.2	53	2.1	2	0.1	0	0.0	0	0.0	18	0.70
OTHER																					
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	0.0	0	0.0
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	0.0	0	0.0
1984	8	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0.0	0	0.0
1986	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
TOTAL WHITE COLLAR																					
1982	10534	4028	38.2	2976	28.3	539	5.1	943	9.0	157	1.5	63	0.6	37	0.4	10	0.09	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	23	0.19	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	25	0.20	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	30	0.24	30	0.24	20	0.16
1986	11655	4769	40.9	3067	26.3	632	5.4	1456	12.5	198	1.7	115	1.0	95	0.8	27	0.23	27	0.23	23	0.20
TOTAL BLUE COLLAR																					
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	0.0	0	0.0
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	0.0	0	0.0
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	0.0	0	0.0
1985	180	17	9.4	2	1.1	67	37.2	14	7.8	61	33.9	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0
1986	111	20	18.0	2	1.8	69	62.2	17	15.3	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL STATE																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	10	0.09	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	23	0.19	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	25	0.20	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	30	0.24	30	0.24	20	0.16
1986	11766	4789	40.7	3069	26.1	701	6.0	1473	12.5	198	1.7	116	1.0	95	0.8	27	0.23	27	0.23	23	0.20

TABLE I-12
TRANSPORTATION

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	%
PROFESSIONAL													
1982	6383	432	6.8	345	5.4	68	1.1	130	2.0	189	3.0	26	0.41
1983	6346	452	7.1	356	5.6	67	1.1	166	2.6	201	3.2	26	0.41
1984	6352	523	8.2	406	6.4	83	1.3	200	3.1	198	3.1	26	0.41
1985	6460	569	8.8	424	6.6	97	1.5	218	3.4	237	3.7	25	0.39
1986	6474	628	9.7	470	7.3	102	1.6	216	3.3	245	3.8	24	0.37
ADMINISTRATIVE													
1982	29376	3833	13.0	2997	10.2	657	2.2	556	1.9	223	0.8	165	0.56
1983	29887	4032	13.5	3158	10.6	682	2.3	579	1.9	249	0.8	167	0.56
1984	30624	4539	14.8	3477	11.4	816	2.7	612	2.0	252	0.8	177	0.58
1985	31586	4965	15.7	3804	12.0	874	2.8	624	2.0	256	0.8	179	0.57
1986	32131	5241	16.3	4041	12.6	910	2.8	655	2.0	265	0.8	175	0.54
TECHNICAL													
1982	12250	2006	16.4	1379	11.3	507	4.1	402	3.3	256	2.1	135	1.10
1983	12645	2175	17.2	1481	11.7	554	4.4	413	3.3	258	2.0	131	1.07
1984	12506	2222	17.8	1546	12.4	509	4.1	420	3.4	258	2.1	131	1.05
1985	12013	2320	19.3	1614	13.4	525	4.4	430	3.6	248	2.1	127	1.06
1986	11903	2463	20.7	1702	14.3	569	4.8	428	3.6	220	1.8	124	1.04
CLERICAL													
1982	5586	5126	91.7	3570	63.9	171	3.1	29	0.5	13	0.2	5	0.09
1983	5219	4763	91.2	3267	62.6	180	3.4	33	0.6	12	0.2	5	0.10
1984	5213	4832	92.6	3314	63.6	117	2.2	26	0.5	10	0.2	4	0.08
1985	5015	4664	93.0	3136	62.5	111	2.2	21	0.4	7	0.1	4	0.08
1986	4991	4639	92.9	3103	62.2	104	2.1	21	0.4	6	0.1	3	0.06
OTHER													
1982	345	36	10.4	22	6.4	58	16.8	5	1.4	1	0.3	0	0.00
1983	394	32	8.1	20	5.1	59	15.0	16	4.1	6	1.5	1	0.25
1984	445	49	11.0	32	7.2	62	13.9	15	3.4	3	0.7	1	0.22
1985	428	45	10.5	31	7.2	49	11.4	17	4.0	8	1.9	1	0.23
1986	414	39	9.4	28	6.8	53	12.8	14	3.4	8	1.9	1	0.24
TOTAL WHITE COLLAR													
1982	53940	11433	21.2	8313	15.4	2497	4.6	1122	2.1	682	1.3	331	0.61
1983	54491	11454	21.0	8282	15.2	2512	4.6	1207	2.2	726	1.3	334	0.61
1984	55140	12165	22.1	8775	15.9	2559	4.6	1273	2.3	721	1.3	339	0.61
1985	55502	12563	22.6	9009	16.2	2573	4.6	1310	2.4	756	1.4	336	0.61
1986	55913	13010	23.3	9344	16.7	2575	4.6	1334	2.4	744	1.3	327	0.58
TOTAL BLUE COLLAR													
1982	4546	89	2.0	58	1.3	756	16.6	177	3.9	99	2.2	106	2.33
1983	4384	85	1.9	60	1.4	720	16.4	196	4.5	94	2.1	96	2.19
1984	4137	65	1.6	47	1.1	662	16.0	192	4.6	86	2.1	96	2.32
1985	3719	58	1.6	41	1.1	632	17.0	177	4.8	89	2.4	80	2.15
1986	3532	63	1.8	39	1.1	623	17.6	186	5.3	77	2.2	76	2.15
TOTAL TRANSPORTATION													
1982	58486	11522	19.7	8371	14.3	2515	4.3	1299	2.2	781	1.3	437	0.75
1983	58875	11539	19.6	8349	14.2	2496	4.2	1403	2.4	820	1.4	430	0.73
1984	59277	12230	20.6	8822	14.9	3221	5.4	1465	2.5	807	1.4	435	0.73
1985	59221	12621	21.3	9050	15.3	3205	5.4	1487	2.5	845	1.4	416	0.70
1986	59445	13073	22.0	9383	15.8	3198	5.4	1520	2.6	821	1.4	403	0.68

TABLE I-12
TREASURY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN NATIVE									
		NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	%	MALE NUMBER	%						
PROFESSIONAL																					
1982	17354	3280	18.9	2439	14.1	729	4.2	564	3.2	432	2.5	98	0.6	353	2.0	168	1.0	32	0.18	11	0.06
1983	17698	3699	20.9	2734	15.4	742	4.2	645	3.6	455	2.6	119	0.7	377	2.1	186	1.1	38	0.21	15	0.08
1984	18876	4547	24.1	3339	17.7	796	4.2	797	4.2	517	2.7	162	0.9	435	2.3	230	1.2	38	0.20	19	0.10
1985	18398	4594	25.0	3336	18.1	798	4.3	835	4.5	511	2.8	181	1.0	415	2.3	226	1.2	38	0.21	16	0.09
1986	19520	5390	27.6	3879	19.9	854	4.4	987	5.1	538	2.8	229	1.2	467	2.4	273	1.4	39	0.20	22	0.11
ADMINISTRATIVE																					
1982	34792	8871	25.5	6276	18.0	1720	4.9	2026	5.8	1132	3.3	393	1.1	253	0.7	149	0.4	63	0.18	27	0.08
1983	35986	9510	26.4	6712	18.7	1830	5.1	2117	5.9	1271	3.5	450	1.3	313	0.9	191	0.5	68	0.19	40	0.11
1984	37711	10687	28.3	7490	19.9	1938	5.1	2386	6.3	1412	3.7	541	1.4	413	1.1	233	0.6	81	0.21	37	0.10
1985	38061	11236	29.5	7864	20.7	1916	5.0	2504	6.6	1484	3.9	590	1.6	418	1.1	238	0.6	94	0.25	40	0.11
1986	38390	11647	30.3	8199	21.4	1925	5.0	2525	6.6	1539	4.0	624	1.6	413	1.1	252	0.7	92	0.24	47	0.12
TECHNICAL																					
1982	20834	15594	74.8	11223	53.9	740	3.6	3599	17.3	295	1.4	529	2.5	96	0.5	206	1.0	13	0.06	37	0.18
1983	21379	16222	75.9	11460	53.6	773	3.6	3884	18.2	322	1.5	614	2.9	105	0.5	220	1.0	16	0.07	44	0.21
1984	21451	16408	76.5	11367	53.0	819	3.8	4083	19.0	351	1.6	667	3.1	106	0.5	241	1.1	14	0.07	50	0.23
1985	22666	17404	76.8	11936	52.7	906	4.0	4375	19.3	376	1.7	772	3.4	110	0.5	260	1.1	17	0.08	61	0.27
1986	24401	18417	75.5	12361	50.7	1064	4.4	4817	19.7	412	1.7	912	3.7	132	0.5	259	1.1	18	0.07	68	0.28
CLERICAL																					
1982	30211	26197	86.7	16718	55.3	1136	3.8	7472	24.7	444	1.5	1589	5.3	84	0.3	322	1.1	14	0.05	96	0.32
1983	32545	28292	86.9	17718	54.4	1161	3.6	8274	25.4	441	1.4	1823	5.6	92	0.3	365	1.1	17	0.05	112	0.34
1984	35339	30303	85.7	18666	52.8	1347	3.8	8823	25.0	520	1.5	2224	6.3	112	0.3	450	1.3	22	0.06	140	0.40
1985	37094	31222	84.2	18683	50.4	1531	4.1	9488	25.6	578	1.6	2409	6.5	135	0.4	471	1.3	31	0.08	171	0.46
1986	35634	29643	83.2	17273	48.5	1541	4.3	9261	26.0	561	1.6	2454	6.9	119	0.3	478	1.3	32	0.09	177	0.50
OTHER																					
1982	2633	338	12.8	161	6.1	441	16.7	123	4.7	168	6.4	47	1.8	35	1.3	7	0.3	6	0.23	0	0.00
1983	2811	395	14.1	204	7.3	445	15.8	138	4.9	175	6.2	39	1.4	36	1.3	10	0.4	8	0.28	4	0.14
1984	2695	413	15.3	228	8.5	431	16.0	137	5.1	170	6.3	37	1.4	42	1.6	9	0.3	7	0.26	2	0.07
1985	2477	315	12.7	190	7.7	377	15.2	86	3.5	144	5.8	29	1.2	38	1.5	9	0.4	12	0.48	1	0.04
1986	1770	236	13.3	130	7.3	317	17.9	75	4.2	76	4.3	16	0.9	25	1.4	11	0.6	10	0.56	4	0.23
TOTAL WHITE COLLAR																					
1982	10524	54280	51.3	36817	34.8	4766	4.5	13784	13.0	2471	2.3	2656	2.5	821	0.8	852	0.8	128	0.12	171	0.16
1983	110419	58118	52.6	38828	35.2	4951	4.5	15058	13.6	2664	2.4	3045	2.8	923	0.8	972	0.9	147	0.13	215	0.19
1984	116072	62358	53.7	41090	35.4	5331	4.6	16226	14.0	2970	2.6	3631	3.1	1108	1.0	1163	1.0	162	0.14	248	0.21
1985	118696	64771	54.6	42009	35.4	5528	4.7	17288	14.6	3093	2.6	3981	3.4	1116	0.9	1204	1.0	192	0.16	289	0.24
1986	119715	65333	54.6	41842	35.0	5701	4.8	17665	14.8	3126	2.6	4235	3.5	1156	1.0	1273	1.1	191	0.16	318	0.27
TOTAL BLUE COLLAR																					
1982	3594	595	16.6	22	0.6	1303	36.3	563	15.7	203	5.6	6	0.2	66	1.8	4	0.1	4	0.11	0	0.00
1983	3484	571	16.4	26	0.7	1303	37.4	534	15.3	188	5.4	5	0.1	68	2.0	4	0.1	5	0.14	2	0.06
1984	3388	553	16.3	27	0.8	1267	37.4	515	15.2	183	5.4	5	0.1	67	2.0	4	0.1	5	0.15	2	0.06
1985	3218	542	16.8	28	0.9	1203	37.4	505	15.7	168	5.2	4	0.1	63	2.0	3	0.1	6	0.19	2	0.06
1986	3058	516	16.9	33	1.1	1118	36.6	474	15.5	170	5.6	4	0.1	57	1.9	4	0.1	6	0.20	1	0.03
TOTAL TREASURY																					
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	856	0.8	132	0.12	171	0.16
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	976	0.9	152	0.13	217	0.19
1984	119460	62911	52.7	41117	34.4	6598	5.5	16741	14.0	3153	2.6	3636	3.0	1175	1.0	1167	1.0	167	0.14	250	0.21
1985	121914	65313	53.6	42037	34.5	6731	5.5	17793	14.6	3261	2.7	3985	3.3	1179	1.0	1207	1.0	198	0.16	291	0.24
1986	122773	65849	53.6	41875	34.1	6819	5.6	18139	14.8	3296	2.7	4239	3.5	1213	1.0	1277	1.0	197	0.16	319	0.26

TABLE I-12
VETERANS ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN ALASKAN		INDIAN/NATIVE FEMALE NUMBER %
			NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER	
PROFESSIONAL													
1982	60584	36831 60.8	28842 47.6	1270 2.1	4712 7.8	933 1.5	1184 2.0	1115 1.8	1998 3.3	47 0.1	87 0.1		
1983	62743	38421 61.2	29745 47.4	1309 2.1	5047 8.0	975 1.6	1275 2.0	1250 2.0	2254 3.6	52 0.1	93 0.1		
1984	65210	40305 61.8	30976 47.5	1330 2.0	5355 8.2	1010 1.5	1390 2.1	1356 2.1	2478 3.8	58 0.1	97 0.1		
1985	66708	41238 61.8	31410 47.1	1414 2.1	5527 8.3	1034 1.6	1458 2.2	1470 2.2	2724 4.1	60 0.1	110 0.2		
1986	67332	41728 62.0	31592 46.9	1442 2.1	5603 8.3	1070 1.6	1514 2.2	1551 2.3	2887 4.3	70 0.1	121 0.2		
ADMINISTRATIVE													
1982	13312	3895 29.3	2956 22.2	802 6.0	757 5.7	292 2.2	104 0.8	70 0.5	58 0.4	38 0.3	14 0.1		
1983	13419	4065 30.3	3076 22.9	832 6.2	793 5.9	321 2.4	116 0.9	75 0.6	62 0.5	41 0.3	13 0.1		
1984	13460	4203 31.2	3170 23.6	825 6.1	826 6.1	326 2.4	119 0.9	70 0.5	65 0.5	39 0.3	18 0.1		
1985	13371	4361 32.6	3297 24.7	819 6.1	839 6.3	320 2.4	133 1.0	69 0.5	72 0.5	40 0.3	15 0.1		
1986	13338	4548 34.1	3450 25.9	800 6.0	855 6.4	322 2.4	148 1.1	73 0.5	72 0.5	38 0.3	18 0.1		
TECHNICAL													
1982	56091	32335 57.6	18392 32.8	7563 13.5	12686 22.6	1387 2.5	773 1.4	228 0.4	305 0.5	122 0.2	175 0.3		
1983	55386	32369 58.4	18393 33.2	7323 13.2	12670 22.9	1373 2.5	778 1.4	257 0.5	344 0.6	119 0.2	181 0.3		
1984	55645	33066 59.4	18871 33.9	7168 12.9	12805 23.0	1398 2.5	822 1.5	262 0.5	378 0.7	121 0.2	186 0.3		
1985	55534	33741 60.8	19210 34.6	6914 12.5	13016 23.4	1356 2.4	883 1.6	258 0.5	429 0.8	131 0.2	199 0.4		
1986	54367	33642 61.9	19078 35.1	6447 11.9	12976 23.9	1317 2.4	914 1.7	270 0.5	447 0.8	127 0.2	223 0.4		
CLERICAL													
1982	36357	28585 78.6	22152 60.9	2573 7.1	6101 16.8	681 1.9	966 2.7	133 0.4	244 0.7	58 0.2	121 0.3		
1983	35830	28142 78.5	20563 57.4	2553 7.1	6198 17.3	655 1.8	1019 2.8	132 0.4	236 0.7	63 0.2	125 0.3		
1984	35288	27502 77.9	19904 56.4	2577 7.3	6219 17.6	660 1.9	992 2.8	138 0.4	240 0.7	61 0.2	147 0.4		
1985	34420	26968 78.3	19202 55.8	2495 7.2	6344 18.4	646 1.9	1008 2.9	149 0.4	250 0.7	55 0.2	164 0.5		
1986	33914	26544 78.3	18640 55.0	2406 7.1	6409 18.9	659 1.9	1051 3.1	164 0.5	263 0.8	62 0.2	179 0.5		
OTHER													
1982	2383	81 3.4	47 2.0	504 21.1	25 1.0	90 3.8	6 0.3	12 0.5	1 0.0	13 0.5	2 0.08		
1983	2593	117 4.5	72 2.8	565 21.8	39 1.5	105 4.0	4 0.2	12 0.5	0 0.0	16 0.6	2 0.1		
1984	2433	99 4.1	61 2.5	511 21.0	29 1.2	100 4.1	4 0.2	19 0.8	3 0.1	15 0.6	2 0.1		
1985	2453	108 4.4	77 3.1	506 20.6	28 1.1	108 4.4	2 0.1	18 0.7	1 0.0	17 0.7	0 0.0		
1986	2413	103 4.3	72 3.0	489 20.3	27 1.1	118 4.9	3 0.1	18 0.7	1 0.0	23 1.0	0 0.0		
TOTAL WHITE COLLAR													
1982	168727	101727 60.3	72389 42.9	12712 7.5	24281 14.4	3383 2.0	3033 1.8	1558 0.9	2606 1.5	278 0.2	399 0.2		
1983	169971	103114 60.7	71849 42.3	12582 7.4	24747 14.6	3429 2.0	3192 1.9	1726 1.0	2896 1.7	291 0.2	414 0.2		
1984	172036	105175 61.1	72982 42.4	12411 7.2	25234 14.7	3494 2.0	3327 1.9	1845 1.1	3164 1.8	294 0.2	450 0.3		
1985	172486	106416 61.7	73196 42.4	12148 7.0	25754 14.9	3464 2.0	3484 2.0	1964 1.1	3476 2.0	303 0.2	488 0.3		
1986	171364	105565 62.2	72832 42.5	11584 6.8	25870 15.1	3486 2.0	3630 2.1	2076 1.2	3670 2.1	320 0.2	541 0.3		
TOTAL BLUE COLLAR													
1982	39798	12246 30.8	5567 14.0	9625 24.2	6244 15.7	1724 4.3	330 0.8	258 0.6	59 0.1	128 0.3	46 0.1		
1983	39920	11956 29.9	5478 13.7	9765 24.5	6031 15.1	1760 4.4	333 0.8	277 0.7	66 0.2	130 0.3	48 0.1		
1984	39822	11729 29.5	5325 13.4	10004 25.1	5949 14.9	1784 4.5	340 0.9	289 0.7	66 0.2	164 0.4	49 0.1		
1985	39210	11475 29.3	5185 13.2	9855 25.1	5822 14.8	1777 4.5	341 0.9	310 0.8	75 0.2	167 0.4	52 0.1		
1986	37941	10955 28.9	4974 13.1	9496 25.0	5515 14.5	1806 4.8	330 0.9	317 0.8	79 0.2	170 0.4	57 0.2		
TOTAL VETERANS ADMINISTRATION													
1982	208542	113981 54.7	77962 37.4	22340 10.7	30527 14.6	5108 2.4	3363 1.6	1817 0.9	2665 1.3	406 0.2	445 0.2		
1983	209906	115077 54.8	77330 36.8	22347 10.6	30781 14.7	5190 2.5	3525 1.7	2004 1.0	2963 1.4	421 0.2	462 0.2		
1984	212197	116972 55.1	78366 36.9	22429 10.6	31190 14.7	5283 2.5	3667 1.7	2139 1.0	3230 1.5	460 0.2	501 0.2		
1985	212032	117965 55.6	78442 37.0	22020 10.4	31586 14.9	5248 2.5	3825 1.8	2278 1.1	3552 1.7	472 0.2	542 0.3		
1986	209626	117587 56.1	77858 37.1	21096 10.1	31396 15.0	5298 2.5	3960 1.9	2397 1.1	3751 1.8	492 0.2	600 0.3		

TABLE I-12
UNITED STATES POSTAL SERVICE

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	%								
LEVELS 1-14 CRAFTS/CLERICAL																					
1981	159839	151673	25.3	98490	16.4	80688	13.5	44967	7.5	22209	3.7	4496	0.7	6888	1.1	2379	0.4	814	0.1	542	0.09
1982	1594558	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	1596297	158340	26.6	103122	17.3	78771	13.2	45701	7.7	23415	3.9	5202	0.9	9961	1.6	3667	0.6	1012	0.2	648	0.11
1984	1619358	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	1653162	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
1986	1681316	209853	30.8	131923	19.4	87217	12.8	59647	8.8	29924	4.4	9951	1.5	14844	2.2	7391	1.1	1310	0.2	941	0.14
LEVELS 15-17 INITIAL LEVEL SUPERVISOR																					
1981	34433	5868	17.0	3879	11.3	4841	14.1	1775	5.2	1089	3.2	123	0.4	279	0.8	44	0.1	66	0.2	21	0.06
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
1986	40899	10630	26.0	6423	15.7	5748	14.1	3692	9.0	1499	3.7	302	0.7	524	1.3	158	0.4	98	0.2	55	0.13
LEVELS 18-22 TECHNICAL/PROFESSIONAL/MANAGERIAL																					
1981	15453	1333	8.6	954	6.2	1301	8.4	307	2.0	445	2.9	23	0.1	96	0.6	16	0.1	41	0.3	7	0.05
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
1986	17036	2679	15.7	1816	10.7	1593	9.4	711	4.2	622	3.7	74	0.4	176	1.0	52	0.3	76	0.4	26	0.15
LEVELS 23 AND ABOVE PROFESSIONAL/MANAGER																					
1981	3255	137	4.2	89	2.7	245	7.5	28	0.9	60	1.8	2	0.1	49	1.5	3	0.1	4	0.1	0	0.00
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
1986	4198	354	8.4	241	5.7	376	9.0	88	2.1	97	2.3	4	0.1	73	1.7	18	0.4	11	0.3	3	0.07
PCES I & II EXECUTIVES/OFFICERS																					
1981	800	28	3.5	24	3.0	44	5.5	1	0.1	15	1.9	0	0.0	2	0.3	2	0.3	2	0.3	0	0.00
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
1986	1181	92	7.8	67	5.7	97	8.2	22	1.9	39	3.3	2	0.2	13	1.1	1	0.1	7	0.6	0	0.00
TOTAL UNITED STATES POSTAL SERVICE																					
1981	653780	159039	24.3	103436	15.8	87119	13.3	47078	7.2	23818	3.6	4644	0.7	7314	1.1	2444	0.4	927	0.1	570	0.09
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
1986	744630	223608	30.0	140470	18.9	95031	12.8	64160	8.6	32181	4.3	10333	1.4	15630	2.1	7620	1.0	1502	0.2	1025	0.14

TABLE I-13

AVERAGE GRADES OF WHITE-COLLAR EMPLOYEES
BY OCCUPATIONAL CATEGORY AND
BY SEX AND RACIAL/ETHNIC GROUPS

OCCUPATIONAL CATEGORY

GROUP	PROF	ADMIN	TECH	CLER
TOTAL	11.67	11.03	7.30	4.62
MALE	12.08	11.50	8.31	4.29
FEMALE	10.57	10.20	6.30	4.67
WHITE:	11.78	11.16	7.60	4.67
MALE	12.15	11.60	8.61	4.34
FEMALE	10.60	10.28	6.41	4.72
BLACK:	10.94	10.42	6.37	4.54
MALE	11.44	10.91	6.94	4.20
FEMALE	10.50	10.06	6.09	4.61
HISPANIC:	11.11	10.45	7.12	4.42
MALE	11.46	10.83	7.71	4.25
FEMALE	10.30	9.75	6.30	4.46
ASIAN:	11.42	10.54	7.18	4.56
MALE	11.80	10.92	8.13	4.40
FEMALE	10.64	9.97	6.22	4.60
AMERICAN INDIAN:	10.82	10.71	6.37	4.46
MALE	11.57	11.27	7.59	4.26
FEMALE	9.85	9.85	5.53	4.48

TABLE I-14

1986 COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	COMPOSITE RANK
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1
HEALTH AND HUMAN SERVICES	2
HOUSING & URBAN DEVELOPMENT	3
EDUCATION	4
SOLDIER'S AND AIRMEN'S HOME	5
VETERANS ADMINISTRATION	6
GENERAL SERVICES ADMINISTRATION	7
SMALL BUSINESS ADMINISTRATION	8
TREASURY	9
DEFENSE LOGISTICS AGENCY	10
FEDERAL HOME LOAN BANK BOARD	11
FEDERAL COMMUNICATIONS COMMISSION	12
DEFENSE ARMY	13
US INFORMATION AGENCY	14
CONSUMER PRODUCT SAFETY COMMISSION	15
DEFENSE SUMMARY	16
LABOR	17
DEFENSE AIR FORCE	18
COMMERCE	19
OFFICE OF PERSONNEL MANAGEMENT	20
DEFENSE CONTRACT AUDIT AGENCY	21
RAILROAD RETIREMENT BOARD	22
DEFENSE NAVY	23
AGENCY FOR INTERNATIONAL DEVELOPMENT	24
NATIONAL GALLERY OF ART	25
AGRICULTURE	26
DEFENSE MAPPING AGENCY	27
ENVIRONMENTAL PROTECTION AGENCY	28
ENERGY	29
STATE	30
GOVERNMENT PRINTING OFFICE	31
NATIONAL LABOR RELATIONS BOARD	32
INTERSTATE COMMERCE COMMISSION	33
TRANSPORTATION	34
FEDERAL DEPOSIT INSURANCE CORPORATION	35
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	36
FEDERAL EMERGENCY MANAGEMENT AGENCY	37
NUCLEAR REGULATORY COMMISSION	38
SMITHSONIAN INSTITUTION	39
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	40
SECURITIES AND EXCHANGE COMMISSION	41
INTERIOR	42
NATIONAL SCIENCE FOUNDATION	43
DEFENSE COMMUNICATIONS AGENCY	44
FEDERAL TRADE COMMISSION	45
DEFENSE INVESTIGATIVE SERVICE	46
DEFENSE INSPECTOR GENERAL	47
PANAMA CANAL COMMISSION	48
NATIONAL CREDIT UNION ADMINISTRATION	49
DEFENSE OFFICE OF SECRETARY	50

TABLE I-14

1986 COMPOSITE RANKING FOR MINORITIES AND WOMEN

The following agencies were not ranked in this table 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
TENNESSEE VALLEY AUTHORITY
US POSTAL SERVICE

TABLE I-15

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL AVE. GRADE	WC WHITE AVE. GRADE	WC BLACK AVE. GRADE	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,937	10.04	10.20	9.84	3.59	1
DEFENSE MAPPING AGENCY	7,875	9.95	10.13	8.79	13.47	2
AGRICULTURE	86,181	8.83	8.98	7.60	15.63	3
HOUSING & URBAN DEVELOPMENT	11,309	9.86	10.45	8.82	16.53	4
DEFENSE CONTRACT AUDIT AGENCY	4,942	10.27	10.45	8.74	16.65	5
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,773	10.39	10.76	8.99	17.04	6
TRANSPORTATION	55,913	11.04	11.29	9.32	17.84	7
SMALL BUSINESS ADMINISTRATION	3,811	9.95	10.38	8.58	18.09	8
DEFENSE AIR FORCE	148,011	8.25	8.50	6.85	20.00	9
OFFICE OF PERSONNEL MANAGEMENT	5,078	8.07	8.59	6.91	20.82	10
DEFENSE LOGISTICS AGENCY	41,633	8.36	8.76	6.99	21.17	11
INTERIOR	48,636	9.25	9.64	7.62	21.84	12
DEFENSE INVESTIGATIVE SERVICE	3,313	9.06	9.29	7.25	22.52	13
DEFENSE ARMY	242,311	8.23	8.53	6.67	22.60	14
DEFENSE SUMMARY	642,249	8.43	8.75	6.83	22.78	15
GENERAL SERVICES ADMINISTRATION	14,578	8.80	9.42	7.39	23.07	16
LABOR	16,593	10.26	10.87	8.49	23.20	17
HEALTH AND HUMAN SERVICES	114,717	8.65	9.31	7.29	23.35	18
NATIONAL AERONAUTICS & SPACE ADMIN	20,534	11.16	11.43	8.81	23.48	19
GOVERNMENTWIDE	1,470,175	8.71	9.13	7.04	24.00	
ENERGY	14,447	10.57	10.97	8.41	24.22	20
DEFENSE COMMUNICATIONS AGENCY	1,749	10.40	10.87	8.33	24.42	21
DEFENSE INSPECTOR GENERAL	1,029	11.40	11.79	8.99	24.56	22
EDUCATION	4,167	10.39	11.53	8.92	25.12	23
COMMERCE	27,723	9.74	10.16	7.66	25.67	24
DEFENSE NAVY	186,972	8.66	9.04	6.80	25.87	25
VETERANS ADMINISTRATION	171,364	7.72	8.16	6.15	26.04	26
TREASURY	119,715	7.76	8.26	6.18	26.80	27
NATIONAL CREDIT UNION ADMIN	626	10.55	10.93	8.00	27.77	28
NUCLEAR REGULATORY COMMISSION	3,312	11.61	11.98	8.60	29.11	29
FEDERAL COMMUNICATIONS COMMISSION	1,732	10.22	11.13	8.12	29.45	30
CONSUMER PRODUCT SAFETY COMMISSION	501	11.00	11.72	8.48	29.45	31
NATIONAL LABOR RELATIONS BOARD	2,285	10.25	11.37	8.11	31.80	32
STATE	11,655	10.46	11.14	7.80	31.93	33
RAILROAD RETIREMENT BOARD	1,362	8.44	9.45	6.66	33.06	34
FEDERAL DEPOSIT INSURANCE CORP	3,910	9.96	10.56	7.26	33.13	35
NATIONAL ARCHIVES & RECORDS ADMIN	1,947	7.50	8.37	5.81	34.13	36
ENVIRONMENTAL PROTECTION AGENCY	12,423	10.56	11.24	7.63	34.19	37
US INFORMATION AGENCY	4,635	11.11	11.96	8.16	34.20	38
AGENCY FOR INTER DEVELOPMENT	3,042	11.77	12.93	8.65	36.36	39
FEDERAL HOME LOAN BANK BOARD	659	10.40	11.64	7.68	38.08	40
GOVERNMENT PRINTING OFFICE	2,267	8.43	10.05	6.77	38.91	41
DEFENSE OFFICE OF SECRETARY	1,150	11.28	11.84	7.44	39.01	42

TABLE I-15

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL AVE. GRADE	WC WHITE AVE. GRADE	WC BLACK AVE. GRADE	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
PANAMA CANAL COMMISSION	680	9.55	10.19	6.23	41.47	43
SECURITIES AND EXCHANGE COMMISSION	1,793	10.72	12.06	7.46	42.91	44
INTERSTATE COMMERCE COMMISSION	719	10.61	12.21	7.63	43.17	45
SMITHSONIAN INSTITUTION	2,590	8.92	10.26	6.36	43.72	46
NATIONAL SCIENCE FOUNDATION	1,010	9.87	11.50	7.18	43.77	47
SOLDIER'S AND AIRMEN'S HOME	502	7.27	9.24	5.96	45.12	48
FEDERAL TRADE COMMISSION	1,038	10.71	12.38	7.41	46.41	49
NATIONAL GALLERY OF ART	513	6.57	9.04	4.78	64.84	50

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-16

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL	WC	WC	WC	DIFFERENCE	
AGENCY OR DEPARTMENT	WC	TOTAL	WHITE	HISP	WHITE-HISPANIC	RANK
	WORK	AVE.	AVE.	AVE.	% OF AGENCY	
	FORCE	GRADE	GRADE	GRADE	AVERAGE	
					GRADE	
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,937	10.04	10.20	10.41	-2.09	1
DEFENSE INVESTIGATIVE SERVICE	3,313	9.06	9.29	9.19	1.10	2
AGENCY FOR INTER DEVELOPMENT	3,042	11.77	12.93	12.64	2.46	3
NATIONAL GALLERY OF ART	513	6.57	9.04	8.75	4.41	4
DEFENSE MAPPING AGENCY	7,875	9.95	10.13	9.68	4.52	5
DEFENSE COMMUNICATIONS AGENCY	1,749	10.40	10.87	10.38	4.71	6
COMMERCE	27,723	9.74	10.16	9.63	5.44	7
CONSUMER PRODUCT SAFETY COMMISSION	501	11.00	11.72	11.11	5.55	8
STATE	11,655	10.46	11.14	10.49	6.21	9
LABOR	16,593	10.26	10.87	10.19	6.63	10
EDUCATION	4,167	10.39	11.53	10.84	6.64	11
US INFORMATION AGENCY	4,635	11.11	11.96	11.21	6.75	12
OFFICE OF PERSONNEL MANAGEMENT	5,078	8.07	8.59	7.95	7.93	13
SMALL BUSINESS ADMINISTRATION	3,811	9.95	10.38	9.54	8.44	14
VETERANS ADMINISTRATION	171,364	7.72	8.16	7.44	9.33	15
DEFENSE CONTRACT AUDIT AGENCY	4,942	10.27	10.45	9.38	10.42	16
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,773	10.39	10.76	9.65	10.68	17
TRANSPORTATION	55,913	11.04	11.29	10.11	10.69	18
NUCLEAR REGULATORY COMMISSION	3,312	11.61	11.98	10.71	10.94	19
NATIONAL AERONAUTICS & SPACE ADMIN	20,534	11.16	11.43	10.20	11.02	20
FEDERAL DEPOSIT INSURANCE CORP	3,910	9.96	10.56	9.45	11.14	21
DEFENSE LOGISTICS AGENCY	41,633	8.36	8.76	7.81	11.36	22
AGRICULTURE	86,181	8.83	8.98	7.92	12.00	23
FEDERAL HOME LOAN BANK BOARD	659	10.40	11.64	10.33	12.60	24
DEFENSE AIR FORCE	148,011	8.25	8.50	7.41	13.21	25
HOUSING & URBAN DEVELOPMENT	11,309	9.86	10.45	9.08	13.89	26
HEALTH AND HUMAN SERVICES	114,717	8.65	9.31	8.08	14.22	27
NATIONAL CREDIT UNION ADMIN	626	10.55	10.93	9.38	14.69	28
GOVERNMENTWIDE	1,470,175	8.71	9.13	7.81	15.15	
DEFENSE ARMY	242,311	8.23	8.53	7.28	15.19	29
DEFENSE SUMMARY	642,249	8.43	8.75	7.46	15.30	30
TREASURY	119,715	7.76	8.26	7.00	16.24	31
DEFENSE OFFICE OF SECRETARY	1,150	11.28	11.84	10.00	16.31	32
DEFENSE NAVY	186,972	8.66	9.04	7.61	16.51	33
SOLDIER'S AND AIRMEN'S HOME	502	7.27	9.24	8.00	17.06	34
NATIONAL LABOR RELATIONS BOARD	2,285	10.25	11.37	9.61	17.17	35
FEDERAL COMMUNICATIONS COMMISSION	1,732	10.22	11.13	9.26	18.30	36
DEFENSE INSPECTOR GENERAL	1,029	11.40	11.79	9.69	18.42	37
GENERAL SERVICES ADMINISTRATION	14,578	8.80	9.42	7.79	18.52	38
INTERIOR	48,636	9.25	9.64	7.90	18.81	39
FEDERAL TRADE COMMISSION	1,038	10.71	12.38	10.29	19.51	40
ENVIRONMENTAL PROTECTION AGENCY	12,423	10.56	11.24	9.14	19.89	41
GOVERNMENT PRINTING OFFICE	2,267	8.43	10.05	8.37	19.93	42

TABLE I-16

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL AVE. GRADE	WC WHITE AVE. GRADE	WC HISP AVE. GRADE	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
PANAMA CANAL COMMISSION	680	9.55	10.19	8.20	20.84	43
ENERGY	14,447	10.57	10.97	8.61	22.33	44
NATIONAL ARCHIVES & RECORDS ADMIN	1,947	7.50	8.37	6.64	23.07	45
NATIONAL SCIENCE FOUNDATION	1,010	9.87	11.50	9.21	23.20	46
SECURITIES AND EXCHANGE COMMISSION	1,793	10.72	12.06	9.40	24.81	47
RAILROAD RETIREMENT BOARD	1,362	8.44	9.45	7.33	25.12	48
INTERSTATE COMMERCE COMMISSION	719	10.61	12.21	9.17	28.65	49
SMITHSONIAN INSTITUTION	2,590	8.92	10.26	7.59	29.93	50
						51

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-17

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL WHITE AVE. GRADE	WC AVE. GRADE	WC ASIAN AVE. GRADE	DIFFERENCE WHITE- ASIAN % OF AGENCY AVERAGE GRADE	RANK
VETERANS ADMINISTRATION	171,364	7.72	8.16	10.13	-25.52	1
NATIONAL GALLERY OF ART	513	6.57	9.04	10.50	-22.22	2
NUCLEAR REGULATORY COMMISSION	3,312	11.61	11.98	13.31	-11.46	3
COMMERCE	27,723	9.74	10.16	11.02	-8.83	4
AGRICULTURE	86,181	8.83	8.98	9.63	-7.36	5
TREASURY	119,715	7.76	8.26	8.72	-5.93	6
GOVERNMENT PRINTING OFFICE	2,267	8.43	10.05	10.41	-4.27	7
HEALTH AND HUMAN SERVICES	114,717	8.65	9.31	9.55	-2.77	8
SOLDIER'S AND AIRMEN'S HOME	502	7.27	9.24	9.43	-2.61	9
ENERGY	14,447	10.57	10.97	11.13	-1.51	10
DEFENSE MAPPING AGENCY	7,875	9.95	10.13	10.26	-1.31	11
CONSUMER PRODUCT SAFETY COMMISSION	501	11.00	11.72	11.80	-0.73	12
RAILROAD RETIREMENT BOARD	1,362	8.44	9.45	9.50	-0.59	13
GENERAL SERVICES ADMINISTRATION	14,578	8.80	9.42	9.44	-0.23	14
DEFENSE CONTRACT AUDIT AGENCY	4,942	10.27	10.45	10.45	0.00	15
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,773	10.39	10.76	10.75	0.10	16
FEDERAL COMMUNICATIONS COMMISSION	1,732	10.22	11.13	11.08	0.49	17
DEFENSE INVESTIGATIVE SERVICE	3,313	9.06	9.29	9.14	1.66	18
US INFORMATION AGENCY	4,635	11.11	11.96	11.73	2.07	19
DEFENSE LOGISTICS AGENCY	41,633	8.36	8.76	8.58	2.15	20
GOVERNMENTWIDE	1,470,175	8.71	9.13	8.94	2.18	
DEFENSE ARMY	242,311	8.23	8.53	8.33	2.43	21
INTERIOR	48,636	9.25	9.64	9.41	2.49	22
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,937	10.04	10.20	9.87	3.29	23
ENVIRONMENTAL PROTECTION AGENCY	12,423	10.56	11.24	10.88	3.41	24
DEFENSE INSPECTOR GENERAL	1,029	11.40	11.79	11.36	3.77	25
NATIONAL AERONAUTICS & SPACE ADMIN	20,534	11.16	11.43	10.96	4.21	26
FEDERAL HOME LOAN BANK BOARD	659	10.40	11.64	11.16	4.62	27
TRANSPORTATION	55,913	11.04	11.29	10.68	5.53	28
SMALL BUSINESS ADMINISTRATION	3,811	9.95	10.38	9.83	5.53	29
DEFENSE SUMMARY	642,249	8.43	8.75	8.24	6.05	30
SECURITIES AND EXCHANGE COMMISSION	1,793	10.72	12.06	11.41	6.06	31
DEFENSE AIR FORCE	148,011	8.25	8.50	7.92	7.03	32
AGENCY FOR INTER DEVELOPMENT	3,042	11.77	12.93	11.91	8.67	33
SMITHSONIAN INSTITUTION	2,590	8.92	10.26	9.43	9.30	34
DEFENSE NAVY	186,972	8.66	9.04	8.16	10.16	35
DEFENSE OFFICE OF SECRETARY	1,150	11.28	11.84	10.60	10.99	36
EDUCATION	4,167	10.39	11.53	10.38	11.07	37
STATE	11,655	10.46	11.14	9.93	11.57	38
NATIONAL SCIENCE FOUNDATION	1,010	9.87	11.50	10.31	12.06	39
PANAMA CANAL COMMISSION	680	9.55	10.19	9.00	12.46	40
HOUSING & URBAN DEVELOPMENT	11,309	9.86	10.45	9.18	12.88	41
NATIONAL ARCHIVES & RECORDS ADMIN	1,947	7.50	8.37	7.40	12.93	42

TABLE I-17

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC	WC TOTAL	WC WHITE	WC ASIAN	DIFFERENCE WHITE- ASIAN	
AGENCY OR DEPARTMENT	FORCE	AVE. GRADE	AVE. GRADE	AVE. GRADE	% OF AGENCY AVERAGE GRADE	RANK
DEFENSE COMMUNICATIONS AGENCY	1,749	10.40	10.87	9.45	13.65	43
INTERSTATE COMMERCE COMMISSION	719	10.61	12.21	10.67	14.51	44
LABOR	16,593	10.26	10.87	9.20	16.28	45
OFFICE OF PERSONNEL MANAGEMENT	5,078	8.07	8.59	7.17	17.60	46
NATIONAL CREDIT UNION ADMIN	626	10.55	10.93	8.83	19.91	47
FEDERAL DEPOSIT INSURANCE CORP	3,910	9.96	10.56	8.40	21.69	48
NATIONAL LABOR RELATIONS BOARD	2,285	10.25	11.37	8.87	24.39	49
FEDERAL TRADE COMMISSION	1,038	10.71	12.38	9.33	28.48	50

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-18

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL AVE. GRADE	WC WHITE AVE. GRADE	WC AMERIND AVE. GRADE	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
FEDERAL HOME LOAN BANK BOARD	659	10.40	11.64	13.00	-13.08	1
DEFENSE INVESTIGATIVE SERVICE	3,313	9.06	9.29	9.80	-5.63	2
INTERSTATE COMMERCE COMMISSION	719	10.61	12.21	12.67	-4.34	3
SMALL BUSINESS ADMINISTRATION	3,811	9.95	10.38	10.67	-2.91	4
RAILROAD RETIREMENT BOARD	1,362	8.44	9.45	9.67	-2.61	5
PANAMA CANAL COMMISSION	680	9.55	10.19	10.20	-0.10	6
CONSUMER PRODUCT SAFETY COMMISSION	501	11.00	11.72	11.50	2.00	7
DEFENSE LOGISTICS AGENCY	41,633	8.36	8.76	8.49	3.23	8
FEDERAL DEPOSIT INSURANCE CORP	3,910	9.96	10.56	10.14	4.22	9
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,937	10.04	10.20	9.69	5.08	10
GOVERNMENT PRINTING OFFICE	2,267	8.43	10.05	9.60	5.34	11
COMMERCE	27,723	9.74	10.16	9.42	7.60	12
DEFENSE CONTRACT AUDIT AGENCY	4,942	10.27	10.45	9.64	7.89	13
DEFENSE AIR FORCE	148,011	8.25	8.50	7.77	8.85	14
FEDERAL COMMUNICATIONS COMMISSION	1,732	10.22	11.13	10.20	9.10	15
TRANSPORTATION	55,913	11.04	11.29	10.26	9.33	16
DEFENSE ARMY	242,311	8.23	8.53	7.76	9.36	17
LABOR	16,593	10.26	10.87	9.90	9.45	18
GENERAL SERVICES ADMINISTRATION	14,578	8.80	9.42	8.54	10.00	19
DEFENSE MAPPING AGENCY	7,875	9.95	10.13	9.13	10.05	20
NUCLEAR REGULATORY COMMISSION	3,312	11.61	11.98	10.71	10.94	21
DEFENSE SUMMARY	642,249	8.43	8.75	7.82	11.03	22
AGENCY FOR INTER DEVELOPMENT	3,042	11.77	12.93	11.57	11.55	23
HOUSING & URBAN DEVELOPMENT	11,309	9.86	10.45	9.28	11.87	24
AGRICULTURE	86,181	8.83	8.98	7.68	14.72	25
STATE	11,655	10.46	11.14	9.58	14.91	26
DEFENSE NAVY	186,972	8.66	9.04	7.68	15.70	27
OFFICE OF PERSONNEL MANAGEMENT	5,078	8.07	8.59	7.31	15.86	28
NATIONAL AERONAUTICS & SPACE ADMIN	20,534	11.16	11.43	9.59	16.49	29
SMITHSONIAN INSTITUTION	2,590	8.92	10.26	8.67	17.83	30
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,773	10.39	10.76	8.80	18.86	31
GOVERNMENTWIDE	1,470,175	8.71	9.13	7.46	19.17	
ENERGY	14,447	10.57	10.97	8.92	19.39	32
US INFORMATION AGENCY	4,635	11.11	11.96	9.75	19.89	33
EDUCATION	4,167	10.39	11.53	9.38	20.69	34
DEFENSE COMMUNICATIONS AGENCY	1,749	10.40	10.87	8.57	22.12	35
VETERANS ADMINISTRATION	171,364	7.72	8.16	6.42	22.54	36
TREASURY	119,715	7.76	8.26	6.51	22.55	37
INTERIOR	48,636	9.25	9.64	7.55	22.59	38
DEFENSE INSPECTOR GENERAL	1,029	11.40	11.79	9.00	24.47	39
ENVIRONMENTAL PROTECTION AGENCY	12,423	10.56	11.24	8.65	24.53	40
NATIONAL ARCHIVES & RECORDS ADMIN	1,947	7.50	8.37	6.22	28.67	41
DEFENSE OFFICE OF SECRETARY	1,150	11.28	11.84	8.50	29.61	42

TABLE I-18

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

STATUS AS OF SEPTEMBER 30, 1986	TOTAL WC WORK FORCE	WC TOTAL AVE. GRADE	WC WHITE AVE. GRADE	WC AMERIND AVE. GRADE	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
HEALTH AND HUMAN SERVICES	114,717	8.65	9.31	6.69	30.29	43
NATIONAL SCIENCE FOUNDATION	1,010	9.87	11.50	6.00	55.72	44
SECURITIES AND EXCHANGE COMMISSION	1,793	10.72	12.06	5.00	65.86	45
NATIONAL LABOR RELATIONS BOARD	2,285	10.25	11.37	3.00	81.66	46
SOLDIER'S AND AIRMEN'S HOME	502	7.27	9.24	0.00	NA	47
NATIONAL GALLERY OF ART	513	6.57	9.04	0.00	NA	48
NATIONAL CREDIT UNION ADMIN	626	10.55	10.93	0.00	NA	49
FEDERAL TRADE COMMISSION	1,038	10.71	12.38	0.00	NA	50

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-19

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALE - FEMALES
AS A % OF AGENCY PROFESSIONAL AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1986	TOTAL PROF WORK FORCE	PROF TOTAL AVE. GRADE	PROF MALE AVE. GRADE	PROF FEMALE AVE. GRADE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
AGENCY OR DEPARTMENT						
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	12.90	12.86	13.00	-1.09	1
FEDERAL COMMUNICATIONS COMMISSION	656	13.38	13.37	13.41	-0.30	2
DEFENSE INVESTIGATIVE SERVICE	8	12.00	12.00	12.00	0.00	3
INTERSTATE COMMERCE COMMISSION	175	14.31	14.35	14.16	1.33	4
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	13.27	13.35	13.17	1.36	5
DEFENSE OFFICE OF SECRETARY	287	14.78	14.82	14.52	2.03	6
NATIONAL LABOR RELATIONS BOARD	858	13.71	13.82	13.53	2.12	7
SECURITIES AND EXCHANGE COMMISSION	766	13.29	13.41	13.05	2.71	8
GENERAL SERVICES ADMINISTRATION	1,189	12.34	12.41	11.93	3.89	9
SMALL BUSINESS ADMINISTRATION	317	12.96	13.09	12.53	4.32	10
DEFENSE MAPPING AGENCY	4,629	11.03	11.12	10.64	4.35	11
PANAMA CANAL COMMISSION	92	12.33	12.44	11.89	4.46	12
FEDERAL TRADE COMMISSION	523	14.04	14.28	13.62	4.70	13
FEDERAL DEPOSIT INSURANCE CORP	253	13.06	13.27	12.56	5.44	14
NATIONAL ARCHIVES & RECORDS ADMIN	391	11.71	11.91	11.26	5.55	15
FEDERAL HOME LOAN BANK BOARD	174	13.01	13.35	12.60	5.76	16
NATIONAL CREDIT UNION ADMIN	473	11.23	11.31	10.65	5.88	17
EDUCATION	1,106	12.92	13.23	12.41	6.35	18
AGENCY FOR INTER DEVELOPMENT	822	13.65	13.79	12.90	6.52	19
OFFICE OF PERSONNEL MANAGEMENT	167	12.85	13.12	12.24	6.85	20
LABOR	3,299	12.17	12.41	11.55	7.07	21
NATIONAL SCIENCE FOUNDATION	303	14.13	14.37	13.37	7.08	22
NATIONAL GALLERY OF ART	70	11.08	11.60	10.75	7.67	23
HOUSING & URBAN DEVELOPMENT	1,264	12.45	12.67	11.70	7.79	24
US INFORMATION AGENCY	1,222	12.87	13.21	12.19	7.93	25
CONSUMER PRODUCT SAFETY COMMISSION	127	13.15	13.53	12.44	8.29	26
DEFENSE LOGISTICS AGENCY	2,185	11.75	11.90	10.84	9.02	27
TREASURY	19,520	11.60	11.92	10.87	9.05	28
ENERGY	5,270	12.85	13.01	11.83	9.18	29
RAILROAD RETIREMENT BOARD	38	12.11	12.52	11.38	9.41	30
NUCLEAR REGULATORY COMMISSION	1,887	13.80	13.93	12.59	9.71	31
ENVIRONMENTAL PROTECTION AGENCY	5,890	12.17	12.44	11.24	9.86	32
INTERIOR	16,258	11.65	11.80	10.62	10.13	33
SMITHSONIAN INSTITUTION	519	12.94	13.34	11.99	10.43	34
AGRICULTURE	30,293	11.17	11.30	10.06	11.10	35
COMMERCE	9,976	12.42	12.66	11.28	11.11	36
STATE	3,155	13.01	13.29	11.84	11.15	37
DEFENSE INSPECTOR GENERAL	442	12.53	12.81	11.21	12.77	38
GOVERNMENT WIDE	340,759	11.67	12.08	10.57	12.94	
TRANSPORTATION	6,474	12.71	12.87	11.22	12.98	39
DEFENSE CONTRACT AUDIT AGENCY	4,119	11.06	11.44	9.99	13.11	40
DEFENSE NAVY	46,124	11.59	11.79	10.23	13.46	41
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	12.88	13.07	11.33	13.51	42

TABLE I-19

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALE - FEMALES
AS A % OF AGENCY PROFESSIONAL AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1986.	TOTAL PROF WORK FORCE	PROF TOTAL AVE. GRADE	PROF MALE AVE. GRADE	PROF FEMALE AVE. GRADE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
GOVERNMENT PRINTING OFFICE	117	11.88	12.42	10.78	13.80	43
DEFENSE SUMMARY	124,556	11.59	11.86	10.21	14.24	44
DEFENSE AIR FORCE	19,634	11.68	11.93	10.13	15.41	45
DEFENSE ARMY	45,545	11.60	11.94	10.13	15.60	46
VETERANS ADMINISTRATION	67,332	10.94	12.08	10.31	16.18	47
HEALTH AND HUMAN SERVICES	15,880	12.00	12.87	10.91	16.33	48
SOLDIER'S AND AIRMEN'S HOME	145	10.27	12.03	9.77	22.01	49
DEFENSE COMMUNICATIONS AGENCY	463	12.33	12.81	10.05	22.38	50

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-20

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALE - FEMALES
AS A % OF AGENCY ADMINISTRATIVE AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1986. AGENCY OR DEPARTMENT	TOTAL ADMIN WORK FORCE	ADMIN TOTAL AVE. GRADE	ADMIN MALE AVE. GRADE	ADMIN FEMALE AVE. GRADE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
FEDERAL TRADE COMMISSION	204	11.65	11.91	11.51	3.43	1
DEFENSE MAPPING AGENCY	1,343	11.08	11.30	10.58	6.50	2
NATIONAL ARCHIVES & RECORDS ADMIN	231	11.27	11.70	10.95	6.65	3
DEFENSE INSPECTOR GENERAL	429	12.62	12.85	11.90	7.53	4
US INFORMATION AGENCY	2,172	12.24	12.59	11.64	7.76	5
CONSUMER PRODUCT SAFETY COMMISSION	261	12.09	12.46	11.45	8.35	6
EDUCATION	1,833	11.91	12.43	11.41	8.56	7
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	11.29	11.82	10.81	8.95	8
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	12.44	12.83	11.71	9.00	9
PANAMA CANAL COMMISSION	294	11.29	11.57	10.48	9.65	10
DEFENSE LOGISTICS AGENCY	23,174	10.34	10.67	9.66	9.77	11
LABOR	7,443	11.83	12.24	11.03	10.23	12
TREASURY	38,390	11.54	11.92	10.72	10.40	13
HEALTH AND HUMAN SERVICES	49,214	10.70	11.33	10.20	10.56	14
INTERIOR	12,874	10.75	11.12	9.97	10.70	15
SMITHSONIAN INSTITUTION	530	11.46	12.10	10.87	10.73	16
GENERAL SERVICES ADMINISTRATION	6,245	11.44	11.94	10.69	10.93	17
ENVIRONMENTAL PROTECTION AGENCY	3,467	11.89	12.53	11.23	10.93	18
DEFENSE CONTRACT AUDIT AGENCY	168	11.66	12.13	10.85	10.98	19
DEFENSE ARMY	71,454	10.64	11.06	9.89	11.00	20
DEFENSE SUMMARY	199,311	10.63	11.05	9.86	11.19	21
HOUSING & URBAN DEVELOPMENT	6,522	11.67	12.22	10.87	11.57	22
DEFENSE AIR FORCE	50,037	10.53	10.94	9.72	11.59	23
AGENCY FOR INTER DEVELOPMENT	1,548	13.27	13.80	12.25	11.68	24
SOLDIER'S AND AIRMEN'S HOME	64	10.00	10.61	9.44	11.70	25
GOVERNMENT WIDE	441,928	11.03	11.50	10.20	11.79	
DEFENSE OFFICE OF SECRETARY	458	14.17	14.70	13.02	11.86	26
NUCLEAR REGULATORY COMMISSION	577	12.80	13.48	11.96	11.87	27
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	11.76	12.32	10.92	11.90	28
TRANSPORTATION	32,131	12.03	12.26	10.82	11.97	29
VETERANS ADMINISTRATION	13,338	10.69	11.16	9.85	12.25	30
DEFENSE NAVY	48,139	10.73	11.25	9.93	12.30	31
DEFENSE INVESTIGATIVE SERVICE	2,405	10.67	11.07	9.73	12.56	32
STATE	3,997	12.01	12.59	11.08	12.57	33
FEDERAL HOME LOAN BANK BOARD	288	11.65	12.41	10.90	12.96	34
COMMERCE	5,392	11.90	12.52	10.96	13.11	35
RAILROAD RETIREMENT BOARD	611	10.30	10.98	9.58	13.59	36
OFFICE OF PERSONNEL MANAGEMENT	2,455	11.17	11.81	10.29	13.61	37
FEDERAL COMMUNICATIONS COMMISSION	353	11.90	12.81	11.18	13.70	38
SMALL BUSINESS ADMINISTRATION	2,224	12.08	12.54	10.88	13.74	39
DEFENSE COMMUNICATIONS AGENCY	723	12.15	12.91	11.21	13.99	40
ENERGY	4,790	12.05	12.68	10.97	14.19	41
SECURITIES AND EXCHANGE COMMISSION	531	11.93	12.59	10.85	14.59	42

TABLE I-20

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALE - FEMALES
AS A % OF AGENCY ADMINISTRATIVE AVERAGE GRADE

STATUS AS OF SEPTEMBER 30, 1986 AGENCY OR DEPARTMENT	TOTAL ADMIN WORK FORCE	ADMIN TOTAL AVE. GRADE	ADMIN MALE AVE. GRADE	ADMIN FEMALE AVE. GRADE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
NATIONAL LABOR RELATIONS BOARD	662	12.24	13.02	11.21	14.79	43
NATIONAL CREDIT UNION ADMIN	64	11.97	12.96	11.15	15.12	44
NATIONAL GALLERY OF ART	51	11.70	12.59	10.75	15.73	45
NATIONAL SCIENCE FOUNDATION	297	12.37	13.44	11.46	16.01	46
GOVERNMENT PRINTING OFFICE	890	11.76	12.21	10.30	16.24	47
AGRICULTURE	13,103	11.09	11.80	9.99	16.32	48
FEDERAL DEPOSIT INSURANCE CORP	2,888	10.83	11.33	9.39	17.91	49
INTERSTATE COMMERCE COMMISSION	313	11.84	12.65	10.51	18.07	50

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 data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	data not in CPDF Report
US POSTAL SERVICE	data not in CPDF Report

TABLE I-21

RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
SOLDIER'S AND AIRMEN'S HOME	145	109	75.17	1
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	8,476	73.80	2
VETERANS ADMINISTRATION*	67,332	41,728	61.97	3
NATIONAL GALLERY OF ART	70	41	58.57	4
HEALTH AND HUMAN SERVICES	15,880	6,966	43.87	5
FEDERAL HOME LOAN BANK BOARD	174	74	42.53	6
RAILROAD RETIREMENT BOARD	38	16	42.11	7
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	195	41.76	8
FEDERAL RESERVE BOARD*	799	311	38.92	9
EDUCATION	1,106	418	37.79	10
CONSUMER PRODUCT SAFETY COMMISSION	127	44	34.65	11
EXECUTIVE OFFICE PRESIDENT	179	60	33.52	12
GOVERNMENT PRINTING OFFICE	117	39	33.33	13
NATIONAL ARCHIVES & RECORDS ADMIN	391	121	30.95	14
SECURITIES AND EXCHANGE COMMISSION	766	237	30.94	15
NATIONAL LABOR RELATIONS BOARD	858	252	29.37	16
OFFICE OF PERSONNEL MANAGEMENT	167	49	29.34	17
US INFORMATION AGENCY	1,222	357	29.21	18
FEDERAL DEPOSIT INSURANCE CORP	253	72	28.46	19
FEDERAL TRADE COMMISSION	523	147	28.11	20
LABOR	3,299	916	27.77	21
SMITHSONIAN INSTITUTION	519	144	27.75	22
TREASURY	19,520	5,390	27.61	23
JUSTICE*	6,476	1,762	27.21	24
TOTAL PROFESSIONAL IN CPDF	340,759	91,226	26.77	
DEFENSE CONTRACT AUDIT AGENCY	4,119	1,058	25.69	25
DEFENSE INVESTIGATIVE SERVICE	8	2	25.00	26
DEFENSE NUCLEAR AGENCY*	181	43	23.76	27
ENVIRONMENTAL PROTECTION AGENCY*	5,890	1,301	22.09	28
SMALL BUSINESS ADMINISTRATION	317	70	22.08	29
HOUSING & URBAN DEVELOPMENT	1,264	278	21.99	30
PANAMA CANAL COMMISSION	92	19	20.65	31
DEFENSE MAPPING AGENCY	4,629	878	18.97	32
DEFENSE ARMY	45,545	8,552	18.78	33
INTERSTATE COMMERCE COMMISSION	175	32	18.29	34
NATIONAL SCIENCE FOUNDATION	303	55	18.15	35
STATE	3,155	563	17.84	36
DEFENSE INSPECTOR GENERAL	442	77	17.42	37
COMMERCE	9,976	1,714	17.18	38
DEFENSE SUMMARY	124,556	19,860	15.94	39
DEFENSE COMMUNICATIONS AGENCY	463	72	15.55	40
FEDERAL COMMUNICATIONS COMMISSION	656	101	15.40	41
AGENCY FOR INTER DEVELOPMENT	822	115	13.99	42
GENERAL SERVICES ADMINISTRATION	1,189	165	13.88	43
DEFENSE LOGISTICS AGENCY	2,185	302	13.82	44
DEFENSE AIR FORCE	19,634	2,624	13.36	45

TABLE I-21

RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
DEFENSE NAVY	46,124	5,953	12.91	46
NATIONAL CREDIT UNION ADMIN	473	60	12.68	47
ENERGY	5,270	666	12.64	48
INTERIOR	16,258	1,971	12.12	49
AGRICULTURE	30,293	3,324	10.97	50
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	1,208	10.50	51
TRANSPORTATION	6,474	628	9.70	52
DEFENSE OFFICE OF SECRETARY	287	25	8.71	53
NUCLEAR REGULATORY COMMISSION	1,887	164	8.69	54
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	17	8.63	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-22

RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
SOLDIER'S AND AIRMEN'S HOME	145	75	51.72	1
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	204	43.68	2
EDUCATION	1,106	316	28.57	3
HOUSING & URBAN DEVELOPMENT	1,264	318	25.16	4
HEALTH AND HUMAN SERVICES	15,880	3,450	21.73	5
OFFICE OF PERSONNEL MANAGEMENT	167	36	21.56	6
GOVERNMENT PRINTING OFFICE	117	25	21.37	7
VETERANS ADMINISTRATION*	67,332	14,258	21.18	8
SMALL BUSINESS ADMINISTRATION	317	59	18.61	9
FEDERAL HOME LOAN BANK BOARD	174	32	18.39	10
GENERAL SERVICES ADMINISTRATION	1,189	210	17.66	11
TREASURY	19,520	3,409	17.46	12
DEFENSE INSPECTOR GENERAL	442	76	17.19	13
DEFENSE CONTRACT AUDIT AGENCY	4,119	657	15.95	14
FEDERAL RESERVE BOARD*	799	127	15.89	15
RAILROAD RETIREMENT BOARD	38	6	15.79	16
FEDERAL COMMUNICATIONS COMMISSION	656	102	15.55	17
PANAMA CANAL COMMISSION	92	14	15.22	18
AGENCY FOR INTER DEVELOPMENT	822	124	15.09	19
LABOR	3,299	495	15.00	20
TOTAL PROFESSIONAL IN CPDF	340,759	50,826	14.92	
DEFENSE LOGISTICS AGENCY	2,185	325	14.87	21
NATIONAL LABOR RELATIONS BOARD	858	127	14.80	22
DEFENSE NAVY	46,124	6,713	14.55	23
TRANSPORTATION	6,474	934	14.43	24
DEFENSE ARMY	45,545	6,430	14.12	25
DEFENSE COMMUNICATIONS AGENCY	463	65	14.04	26
DEFENSE SUMMARY	124,556	17,350	13.93	27
US INFORMATION AGENCY	1,222	166	13.58	28
COMMERCE	9,976	1,321	13.24	29
CONSUMER PRODUCT SAFETY COMMISSION	127	16	12.60	30
INTERSTATE COMMERCE COMMISSION	175	22	12.57	31
DEFENSE INVESTIGATIVE SERVICE	8	1	12.50	32
DEFENSE AIR FORCE	19,634	2,443	12.44	33
FEDERAL DEPOSIT INSURANCE CORP	253	31	12.25	34
ENVIRONMENTAL PROTECTION AGENCY*	5,890	718	12.19	35
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	24	12.18	36
DEFENSE MAPPING AGENCY	4,629	528	11.41	37
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	1,300	11.32	38
NUCLEAR REGULATORY COMMISSION	1,887	210	11.13	39
SECURITIES AND EXCHANGE COMMISSION	766	85	11.10	40
ENERGY	5,270	558	10.59	41
STATE	3,155	316	10.02	42
AGRICULTURE	30,293	3,023	9.98	43
DEFENSE NUCLEAR AGENCY	181	18	9.94	44
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	1,137	9.88	45

TABLE I-22

RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
AGENCY OR DEPARTMENT				
JUSTICE*	6,476	639	9.87	46
NATIONAL GALLERY OF ART	70	6	8.57	47
SMITHSONIAN INSTITUTION	519	44	8.48	48
INTERIOR	16,258	1,376	8.46	49
NATIONAL SCIENCE FOUNDATION	303	25	8.25	50
FEDERAL TRADE COMMISSION	523	43	8.22	51
NATIONAL CREDIT UNION ADMIN	473	37	7.82	52
NATIONAL ARCHIVES & RECORDS ADMIN	391	29	7.42	53
EXECUTIVE OFFICE PRESIDENT	179	12	6.70	54
DEFENSE OFFICE OF SECRETARY	287	8	2.79	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-23

RANKING BY % OF BLACKS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
AGENCY OR DEPARTMENT				
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	152	32.55	1
SOLDIER'S AND AIRMEN'S HOME	145	41	28.28	2
EDUCATION	1,106	245	22.15	3
OFFICE OF PERSONNEL MANAGEMENT	167	31	18.56	4
HOUSING & URBAN DEVELOPMENT	1,264	203	16.06	5
FEDERAL HOME LOAN BANK BOARD	174	26	14.94	6
RAILROAD RETIREMENT BOARD	38	5	13.16	7
DEFENSE INSPECTOR GENERAL	442	57	12.90	8
DEFENSE INVESTIGATIVE SERVICE	8	1	12.50	9
GOVERNMENT PRINTING OFFICE	117	14	11.97	10
FEDERAL RESERVE BOARD*	799	95	11.89	11
VETERANS ADMINISTRATION*	67,332	7,045	10.46	12
LABOR	3,299	342	10.37	13
HEALTH AND HUMAN SERVICES	15,880	1,617	10.18	14
FEDERAL COMMUNICATIONS COMMISSION	656	66	10.06	15
SMALL BUSINESS ADMINISTRATION	317	31	9.78	16
INTERSTATE COMMERCE COMMISSION	175	17	9.71	17
TREASURY	19,520	1,841	9.43	18
NATIONAL LABOR RELATIONS BOARD	858	77	8.97	19
GENERAL SERVICES ADMINISTRATION	1,189	100	8.41	20
DEFENSE LOGISTICS AGENCY	2,185	176	8.05	21
AGENCY FOR INTER DEVELOPMENT	822	62	7.54	22
FEDERAL DEPOSIT INSURANCE CORP	253	19	7.51	23
DEFENSE MAPPING AGENCY	4,629	347	7.50	24
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	839	7.31	25
COMMERCE	9,976	725	7.27	26
US INFORMATION AGENCY	1,222	87	7.12	27
DEFENSE CONTRACT AUDIT AGENCY	4,119	285	6.92	28
TOTAL PROFESSIONAL IN CPDF	340,759	22,411	6.58	
NATIONAL ARCHIVES & RECORDS ADMIN	391	25	6.39	29
FEDERAL TRADE COMMISSION	523	33	6.31	30
JUSTICE*	6,476	403	6.22	31
SECURITIES AND EXCHANGE COMMISSION	766	47	6.14	32
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	12	6.09	33
TRANSPORTATION	6,474	393	6.07	34
DEFENSE COMMUNICATIONS AGENCY	463	28	6.05	35
DEFENSE ARMY	45,545	2,553	5.61	36
CONSUMER PRODUCT SAFETY COMMISSION	127	7	5.51	37
ENVIRONMENTAL PROTECTION AGENCY*	5,890	321	5.45	38
DEFENSE SUMMARY	124,556	6,131	4.92	39
SMITHSONIAN INSTITUTION	519	25	4.82	40
NATIONAL CREDIT UNION ADMIN	473	21	4.44	41
NATIONAL GALLERY OF ART	70	3	4.29	42
STATE	3,155	131	4.15	43
ENERGY	5,270	217	4.12	44
DEFENSE NAVY	46,124	1,897	4.11	45

TABLE I-23

RANKING BY % OF BLACKS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
AGENCY OR DEPARTMENT				
AGRICULTURE	30,293	1,226	4.05	46
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	454	3.95	47
DEFENSE AIR FORCE	19,634	730	3.72	48
NUCLEAR REGULATORY COMMISSION	1,887	69	3.66	49
NATIONAL SCIENCE FOUNDATION	303	11	3.63	50
EXECUTIVE OFFICE PRESIDENT	179	6	3.35	51
DEFENSE NUCLEAR AGENCY*	181	6	3.31	52
PANAMA CANAL COMMISSION	92	3	3.26	53
INTERIOR	16,258	283	1.74	54
DEFENSE OFFICE OF SECRETARY	287	1	0.35	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-24

RANKING BY % OF HISPANICS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL HISPANIC NUMBER	TOTAL HISPANIC %	RANK
AGENCY OR DEPARTMENT				
PANAMA CANAL COMMISSION	92	11	11.96	1
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	42	8.99	2
SOLDIER'S AND AIRMEN'S HOME	145	13	8.97	3
NATIONAL LABOR RELATIONS BOARD	858	42	4.90	4
SMALL BUSINESS ADMINISTRATION	317	14	4.42	5
HOUSING & URBAN DEVELOPMENT	1,264	54	4.27	6
AGENCY FOR INTER DEVELOPMENT	822	33	4.01	7
TREASURY	19,520	767	3.93	8
DEFENSE AIR FORCE	19,634	755	3.85	9
VETERANS ADMINISTRATION*	67,332	2,584	3.84	10
TRANSPORTATION	6,474	246	3.80	11
EDUCATION	1,106	41	3.71	12
GOVERNMENT PRINTING OFFICE	117	4	3.42	13
DEFENSE ARMY	45,545	1,457	3.20	14
FEDERAL DEPOSIT INSURANCE CORP	253	8	3.16	15
STATE	3,155	98	3.11	16
DEFENSE MAPPING AGENCY	4,629	139	3.00	17
TOTAL PROFESSIONAL IN CPDF	340,759	10,122	2.97	
US INFORMATION AGENCY	1,222	36	2.95	18
DEFENSE SUMMARY	124,556	3,537	2.84	19
DEFENSE CONTRACT AUDIT AGENCY	4,119	116	2.82	20
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	320	2.78	21
HEALTH AND HUMAN SERVICES	15,880	436	2.75	22
LABOR	3,299	90	2.73	23
AGRICULTURE	30,293	798	2.63	24
RAILROAD RETIREMENT BOARD	38	1	2.63	25
SECURITIES AND EXCHANGE COMMISSION	766	20	2.61	26
JUSTICE*	6,476	161	2.49	27
ENVIRONMENTAL PROTECTION AGENCY*	5,890	139	2.36	28
ENERGY	5,270	121	2.30	29
DEFENSE NAVY	46,124	1,012	2.19	30
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	250	2.18	31
FEDERAL COMMUNICATIONS COMMISSION	656	14	2.13	32
NATIONAL CREDIT UNION ADMIN	473	10	2.11	33
INTERIOR	16,258	316	1.94	34
COMMERCE	9,976	185	1.85	35
INTERSTATE COMMERCE COMMISSION	175	3	1.71	36
EXECUTIVE OFFICE PRESIDENT	179	3	1.68	37
CONSUMER PRODUCT SAFETY COMMISSION	127	2	1.57	38
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	3	1.52	39
DEFENSE LOGISTICS AGENCY	2,185	33	1.51	40
GENERAL SERVICES ADMINISTRATION	1,189	17	1.43	41
NATIONAL GALLERY OF ART	70	1	1.43	42
DEFENSE OFFICE OF SECRETARY	287	4	1.39	43
SMITHSONIAN INSTITUTION	519	6	1.16	44
NUCLEAR REGULATORY COMMISSION	1,887	21	1.11	45

TABLE I-24

RANKING BY % OF HISPANICS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL HISPANIC NUMBER	TOTAL HISPANIC %	RANK
AGENCY OR DEPARTMENT				
FEDERAL RESERVE BOARD*	799	8	1.00	46
NATIONAL SCIENCE FOUNDATION	303	3	0.99	47
DEFENSE INSPECTOR GENERAL	442	4	0.90	48
DEFENSE COMMUNICATIONS AGENCY	463	4	0.86	49
NATIONAL ARCHIVES & RECORDS ADMIN	391	3	0.77	50
FEDERAL TRADE COMMISSION	523	4	0.76	51
OFFICE OF PERSONNEL MANAGEMENT	167	1	0.60	52
FEDERAL HOME LOAN BANK BOARD	174	1	0.57	53
DEFENSE NUCLEAR AGENCY*	181	1	0.55	54
DEFENSE INVESTIGATIVE SERVICE	8	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-25

RANKING BY % OF ASIANS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	TOTAL ASIAN NUMBER	TOTAL ASIAN %	RANK
SOLDIER'S AND AIRMEN'S HOME	145	21	14.48	1
DEFENSE NAVY	46,124	3,691	8.00	2
GENERAL SERVICES ADMINISTRATION	1,189	85	7.15	3
DEFENSE COMMUNICATIONS AGENCY	463	33	7.13	4
VETERANS ADMINISTRATION*	67,332	4,438	6.59	5
NUCLEAR REGULATORY COMMISSION	1,887	117	6.20	6
DEFENSE NUCLEAR AGENCY*	181	11	6.08	7
GOVERNMENT PRINTING OFFICE	117	7	5.98	8
DEFENSE CONTRACT AUDIT AGENCY	4,119	246	5.97	9
DEFENSE SUMMARY	124,556	7,278	5.84	10
DEFENSE LOGISTICS AGENCY	2,185	109	4.99	11
DEFENSE ARMY	45,545	2,247	4.93	12
CONSUMER PRODUCT SAFETY COMMISSION	127	6	4.72	13
TOTAL PROFESSIONAL IN CPDF	340,759	15,957	4.68	
DEFENSE AIR FORCE	19,634	872	4.44	14
ENVIRONMENTAL PROTECTION AGENCY*	5,890	253	4.30	15
TRANSPORTATION	6,474	270	4.17	16
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	8	4.06	17
HOUSING & URBAN DEVELOPMENT	1,264	51	4.03	18
COMMERCE	9,976	394	3.95	19
HEALTH AND HUMAN SERVICES	15,880	617	3.89	20
TREASURY	19,520	740	3.79	21
SMALL BUSINESS ADMINISTRATION	317	12	3.79	22
ENERGY	5,270	198	3.76	23
NATIONAL SCIENCE FOUNDATION	303	11	3.63	24
AGENCY FOR INTER DEVELOPMENT	822	28	3.41	25
US INFORMATION AGENCY	1,222	41	3.36	26
DEFENSE INSPECTOR GENERAL	442	14	3.17	27
FEDERAL RESERVE BOARD*	799	24	3.00	28
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	339	2.95	29
FEDERAL HOME LOAN BANK BOARD	174	5	2.87	30
NATIONAL GALLERY OF ART	70	2	2.86	31
FEDERAL COMMUNICATIONS COMMISSION	656	18	2.74	32
STATE	3,155	77	2.44	33
AGRICULTURE	30,293	730	2.41	34
OFFICE OF PERSONNEL MANAGEMENT	167	4	2.40	35
EDUCATION	1,106	26	2.35	36
SECURITIES AND EXCHANGE COMMISSION	766	18	2.35	37
SMITHSONIAN INSTITUTION	519	12	2.31	38
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	9	1.93	39
INTERIOR	16,258	299	1.84	40
LABOR	3,299	58	1.76	41
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	181	1.58	42
NATIONAL CREDIT UNION ADMIN	473	6	1.27	43
FEDERAL TRADE COMMISSION	523	6	1.15	44
EXECUTIVE OFFICE PRESIDENT	179	2	1.12	45

TABLE I-25

RANKING BY % OF ASIANS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL ASIAN NUMBER	TOTAL ASIAN %	RANK
AGENCY OR DEPARTMENT				
DEFENSE OFFICE OF SECRETARY	287	3	1.05	46
JUSTICE*	6,476	61	0.94	47
NATIONAL LABOR RELATIONS BOARD	858	8	0.93	48
FEDERAL DEPOSIT INSURANCE CORP	253	2	0.79	49
DEFENSE MAPPING AGENCY	4,629	35	0.76	50
INTERSTATE COMMERCE COMMISSION	175	1	0.57	51
DEFENSE INVESTIGATIVE SERVICE	8	0	0.00	52
RAILROAD RETIREMENT BOARD	38	0	0.00	53
PANAMA CANAL COMMISSION	92	0	0.00	54
NATIONAL ARCHIVES & RECORDS ADMIN	391	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-26

RANKING BY % OF AMERICAN INDIANS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
HEALTH AND HUMAN SERVICES	15,880	780	4.91	1
INTERIOR	16,258	478	2.94	2
AGRICULTURE	30,293	269	0.89	3
HOUSING & URBAN DEVELOPMENT	1,264	10	0.79	4
FEDERAL DEPOSIT INSURANCE CORP	253	2	0.79	5
CONSUMER PRODUCT SAFETY COMMISSION	127	1	0.79	6
TOTAL PROFESSIONAL IN CPDF	340,759	2,336	0.69	
GENERAL SERVICES ADMINISTRATION	1,189	8	0.67	7
SMALL BUSINESS ADMINISTRATION	317	2	0.63	8
FEDERAL COMMUNICATIONS COMMISSION	656	4	0.61	9
INTERSTATE COMMERCE COMMISSION	175	1	0.57	10
EXECUTIVE OFFICE PRESIDENT	179	1	0.56	11
FEDERAL EMERGENCY MANAGEMENT AGENCY	197	1	0.51	12
DEFENSE AIR FORCE	19,634	86	0.44	13
ENERGY	5,270	22	0.42	14
TRANSPORTATION	6,474	25	0.39	15
DEFENSE ARMY	45,545	173	0.38	16
EDUCATION	1,106	4	0.36	17
DEFENSE SUMMARY	124,556	404	0.32	18
DEFENSE LOGISTICS AGENCY	2,185	7	0.32	19
STATE	3,155	10	0.32	20
TREASURY	19,520	61	0.31	21
VETERANS ADMINISTRATION*	67,332	191	0.28	22
DEFENSE OFFICE DEPENDENT SCHOOLS*	11,485	30	0.26	23
NATIONAL ARCHIVES & RECORDS ADMIN	391	1	0.26	24
DEFENSE NAVY	46,124	113	0.24	25
DEFENSE CONTRACT AUDIT AGENCY	4,119	10	0.24	26
DEFENSE INSPECTOR GENERAL	442	1	0.23	27
JUSTICE*	6,476	14	0.22	28
EQUAL EMPLOYMENT OPPORTUNITY COMM	467	1	0.21	29
NATIONAL AERONAUTICS & SPACE ADMIN	11,507	24	0.21	30
SMITHSONIAN INSTITUTION	519	1	0.19	31
COMMERCE	9,976	17	0.17	32
US INFORMATION AGENCY	1,222	2	0.16	33
NUCLEAR REGULATORY COMMISSION	1,887	3	0.16	34
LABOR	3,299	5	0.15	35
DEFENSE MAPPING AGENCY	4,629	7	0.15	36
AGENCY FOR INTER DEVELOPMENT	822	1	0.12	37
ENVIRONMENTAL PROTECTION AGENCY*	5,890	5	0.08	38
DEFENSE INVESTIGATIVE SERVICE	8	0	0.00	39
RAILROAD RETIREMENT BOARD	38	0	0.00	40
NATIONAL GALLERY OF ART	70	0	0.00	41
PANAMA CANAL COMMISSION	92	0	0.00	42
GOVERNMENT PRINTING OFFICE	117	0	0.00	43
SOLDIER'S AND AIRMEN'S HOME	145	0	0.00	44
OFFICE OF PERSONNEL MANAGEMENT	167	0	0.00	45

TABLE I-26

RANKING BY % OF AMERICAN INDIANS IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL PROF NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
FEDERAL HOME LOAN BANK BOARD	174	0	0.00	46
DEFENSE NUCLEAR AGENCY*	181	0	0.00	47
DEFENSE OFFICE OF SECRETARY	287	0	0.00	48
NATIONAL SCIENCE FOUNDATION	303	0	0.00	49
DEFENSE COMMUNICATIONS AGENCY	463	0	0.00	50
NATIONAL CREDIT UNION ADMIN	473	0	0.00	51
FEDERAL TRADE COMMISSION	523	0	0.00	52
SECURITIES AND EXCHANGE COMMISSION	766	0	0.00	53
FEDERAL RESERVE BOARD*	799	0	0.00	54
NATIONAL LABOR RELATIONS BOARD	858	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-27

RANKING BY % OF FEMALES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
FEDERAL RESERVE BOARD*	109	65	59.63	1
FEDERAL TRADE COMMISSION	204	119	58.33	2
NATIONAL ARCHIVES & RECORDS ADMIN	231	131	56.71	3
HEALTH AND HUMAN SERVICES	49,214	27,263	55.40	4
NATIONAL GALLERY OF ART	51	28	54.90	5
NATIONAL CREDIT UNION ADMIN	64	34	53.13	6
FEDERAL COMMUNICATIONS COMMISSION	353	187	52.97	7
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	909	52.18	8
DEFENSE NUCLEAR AGENCY	251	129	51.39	9
SMITHSONIAN INSTITUTION	530	271	51.13	10
RAILROAD RETIREMENT BOARD	611	311	50.90	11
NATIONAL SCIENCE FOUNDATION	297	151	50.84	12
EDUCATION	1,833	923	50.35	13
SOLDIER'S AND AIRMEN'S HOME	64	32	50.00	14
ENVIRONMENTAL PROTECTION AGENCY*	3,467	1,654	47.71	15
FEDERAL HOME LOAN BANK BOARD	288	135	46.88	16
NUCLEAR REGULATORY COMMISSION	577	246	42.63	17
DEFENSE COMMUNICATIONS AGENCY	723	306	42.32	18
OFFICE OF PERSONNEL MANAGEMENT	2,455	1,024	41.71	19
HOUSING & URBAN DEVELOPMENT	6,522	2,602	39.90	20
DEFENSE NAVY	48,139	19,084	39.64	21
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	1,456	39.38	22
GENERAL SERVICES ADMINISTRATION	6,245	2,451	39.25	23
AGRICULTURE	13,103	5,122	39.09	24
COMMERCE	5,392	2,105	39.04	25
EXECUTIVE OFFICE PRESIDENT	469	177	37.74	26
SECURITIES AND EXCHANGE COMMISSION	531	198	37.29	27
DEFENSE CONTRACT AUDIT AGENCY	168	62	36.90	28
US INFORMATION AGENCY	2,172	791	36.42	29
CONSUMER PRODUCT SAFETY COMMISSION	261	95	36.40	30
TOTAL ADMINISTRATIVE IN CPDF	441,928	158,601	35.89	
NATIONAL LABOR RELATIONS BOARD	662	236	35.65	31
DEFENSE SUMMARY	199,311	70,714	35.48	32
DEFENSE ARMY	71,454	25,305	35.41	33
ENERGY	4,790	1,686	35.20	34
STATE	3,997	1,405	35.15	35
VETERANS ADMINISTRATION*	13,338	4,548	34.10	36
INTERSTATE COMMERCE COMMISSION	313	106	33.87	37
LABOR	7,443	2,507	33.68	38
DEFENSE AIR FORCE	50,037	16,705	33.39	39
DEFENSE LOGISTICS AGENCY	23,174	7,486	32.30	40
INTERIOR	12,874	4,155	32.27	41
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	42	32.06	42
DEFENSE MAPPING AGENCY	1,543	418	31.12	43
TREASURY	38,390	11,647	30.34	44
AGENCY FOR INTER DEVELOPMENT	1,548	469	30.30	45

TABLE I-27

RANKING BY % OF FEMALES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
DEFENSE INVESTIGATIVE SERVICE	2,405	726	30.19	46
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	280	27.56	47
DEFENSE OFFICE OF SECRETARY	458	123	26.86	48
SMALL BUSINESS ADMINISTRATION	2,224	592	26.62	49
FEDERAL DEPOSIT INSURANCE CORP	2,888	720	24.93	50
PANAMA CANAL COMMISSION	294	73	24.83	51
GOVERNMENT PRINTING OFFICE	890	208	23.37	52
DEFENSE INSPECTOR GENERAL	429	98	22.84	53
JUSTICE*	23,009	4,673	20.31	54
TRANSPORTATION	32,131	5,241	16.31	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-28

RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
NATIONAL GALLERY OF ART	51	24	47.06	1
FEDERAL RESERVE BOARD*	109	48	44.04	2
NATIONAL ARCHIVES & RECORDS ADMIN	231	100	43.29	3
NATIONAL CREDIT UNION ADMIN	64	27	42.19	4
SMITHSONIAN INSTITUTION	530	211	39.81	5
ENVIRONMENTAL PROTECTION AGENCY*	3,467	1,284	37.03	6
HEALTH AND HUMAN SERVICES	49,214	17,872	36.31	7
FEDERAL TRADE COMMISSION	204	72	35.29	8
DEFENSE COMMUNICATIONS AGENCY	723	251	34.72	9
SOLDIER'S AND AIRMEN'S HOME	64	22	34.38	10
NUCLEAR REGULATORY COMMISSION	577	197	34.14	11
FEDERAL HOME LOAN BANK BOARD	288	98	34.03	12
NATIONAL SCIENCE FOUNDATION	297	101	34.01	13
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	1,180	31.92	14
DEFENSE NAVY	48,139	15,286	31.75	15
AGRICULTURE	13,103	4,131	31.53	16
FEDERAL COMMUNICATIONS COMMISSION	353	107	30.31	17
DEFENSE CONTRACT AUDIT AGENCY	168	50	29.76	18
COMMERCE	5,392	1,562	28.97	19
RAILROAD RETIREMENT BOARD	611	172	28.15	20
DEFENSE ARMY	71,454	20,099	28.13	21
DEFENSE SUMMARY	199,311	55,925	28.06	22
OFFICE OF PERSONNEL MANAGEMENT	2,455	685	27.90	23
ENERGY	4,790	1,299	27.12	24
DEFENSE AIR FORCE	50,037	13,536	27.05	25
TOTAL ADMINISTRATIVE IN CPDF	441,928	116,738	26.42	
VETERANS ADMINISTRATION*	13,338	3,450	25.87	26
CONSUMER PRODUCT SAFETY COMMISSION	261	66	25.29	27
DEFENSE OFFICE OF SECRETARY	458	115	25.11	28
US INFORMATION AGENCY	2,172	543	25.00	29
STATE	3,997	999	24.99	30
GENERAL SERVICES ADMINISTRATION	6,245	1,546	24.76	31
NATIONAL LABOR RELATIONS BOARD	662	162	24.47	32
SECURITIES AND EXCHANGE COMMISSION	531	129	24.29	33
EDUCATION	1,833	440	24.00	34
DEFENSE INVESTIGATIVE SERVICE	2,405	572	23.78	35
INTERIOR	12,874	3,052	23.71	36
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	31	23.66	37
DEFENSE NUCLEAR AGENCY*	251	59	23.51	38
HOUSING & URBAN DEVELOPMENT	6,522	1,517	23.26	39
DEFENSE MAPPING AGENCY	1,343	309	23.01	40
DEFENSE LOGISTICS AGENCY	23,174	5,302	22.88	41
TREASURY	38,390	8,199	21.36	42
LABOR	7,443	1,486	19.97	43
INTERSTATE COMMERCE COMMISSION	313	62	19.81	44
FEDERAL DEPOSIT INSURANCE CORP	2,888	572	19.81	45

TABLE I-28

RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	201	19.78	46
AGENCY FOR INTER DEVELOPMENT	1,548	306	19.77	47
DEFENSE INSPECTOR GENERAL	429	83	19.35	48
PANAMA CANAL COMMISSION	294	55	18.71	49
SMALL BUSINESS ADMINISTRATION	2,224	377	16.95	50
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	292	16.76	51
JUSTICE*	23,009	3,427	14.89	52
TRANSPORTATION	32,131	4,041	12.58	53
GOVERNMENT PRINTING OFFICE	890	110	12.36	54
EXECUTIVE OFFICE PRESIDENT	469	51	10.87	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-29

RANKING BY % OF BLACKS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	897	51.49	1
EDUCATION	1,833	658	35.90	2
FEDERAL TRADE COMMISSION	204	56	27.45	3
RAILROAD RETIREMENT BOARD	611	165	27.00	4
FEDERAL COMMUNICATIONS COMMISSION	353	94	26.63	5
SOLDIER'S AND AIRMEN'S HOME	64	17	26.56	6
HOUSING & URBAN DEVELOPMENT	6,522	1,572	24.10	7
GOVERNMENT PRINTING OFFICE	890	203	22.81	8
NATIONAL SCIENCE FOUNDATION	297	64	21.55	9
LABOR	7,443	1,558	20.93	10
GENERAL SERVICES ADMINISTRATION	6,245	1,297	20.77	11
HEALTH AND HUMAN SERVICES	49,214	9,489	19.28	12
FEDERAL RESERVE BOARD	109	21	19.27	13
OFFICE OF PERSONNEL MANAGEMENT	2,455	465	18.94	14
FEDERAL HOME LOAN BANK BOARD	288	54	18.75	15
SECURITIES AND EXCHANGE COMMISSION	531	99	18.64	16
NATIONAL ARCHIVES & RECORDS ADMIN	231	43	18.61	17
INTERSTATE COMMERCE COMMISSION	313	58	18.53	18
CONSUMER PRODUCT SAFETY COMMISSION	261	46	17.62	19
SMITHSONIAN INSTITUTION	530	91	17.17	20
AGENCY FOR INTER DEVELOPMENT	1,548	251	16.21	21
DEFENSE LOGISTICS AGENCY	23,174	3,514	15.16	22
STATE	3,997	601	15.04	23
SMALL BUSINESS ADMINISTRATION	2,224	331	14.88	24
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	19	14.50	25
COMMERCE	5,392	762	14.13	26
NUCLEAR REGULATORY COMMISSION	577	77	13.34	27
DEFENSE MAPPING AGENCY	1,343	176	13.10	28
ENVIRONMENTAL PROTECTION AGENCY*	3,467	450	12.98	29
DEFENSE COMMUNICATIONS AGENCY	723	93	12.86	30
NATIONAL LABOR RELATIONS BOARD	662	85	12.84	31
NATIONAL CREDIT UNION ADMIN	64	8	12.50	32
VETERANS ADMINISTRATION*	13,338	1,655	12.41	33
TOTAL ADMINISTRATIVE IN CPDF	441,928	53,427	12.09	
NATIONAL GALLERY OF ART	51	6	11.76	34
TREASURY	38,390	4,450	11.59	35
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	113	11.12	36
US INFORMATION AGENCY	2,172	238	10.96	37
DEFENSE ARMY	71,454	7,310	10.23	38
DEFENSE SUMMARY	199,311	19,690	9.88	39
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	365	9.87	40
DEFENSE NAVY	48,139	4,670	9.70	41
ENERGY	4,790	463	9.67	42
AGRICULTURE	13,103	1,259	9.61	43
EXECUTIVE OFFICE PRESIDENT	469	42	8.96	44
JUSTICE*	23,009	1,942	8.44	45

TABLE I-29

RANKING BY % OF BLACKS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
AGENCY OR DEPARTMENT				
DEFENSE CONTRACT AUDIT AGENCY	168	14	8.33	46
FEDERAL DEPOSIT INSURANCE CORP	2,888	234	8.10	47
DEFENSE INVESTIGATIVE SERVICE	2,405	191	7.94	48
DEFENSE AIR FORCE	50,037	3,603	7.20	49
TRANSPORTATION	32,131	2,271	7.07	50
DEFENSE NUCLEAR AGENCY*	251	17	6.77	51
INTERIOR	12,874	714	5.55	52
DEFENSE INSPECTOR GENERAL	429	22	5.13	53
DEFENSE OFFICE OF SECRETARY	458	13	2.84	54
PANAMA CANAL COMMISSION	294	4	1.36	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE*	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE J-30

RANKING BY % OF HISPANICS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL	TOTAL	TOTAL	
AGENCY OR DEPARTMENT	ADMIN	HISPANIC	HISPANIC	RANK
	NUMBER	NUMBER	%	
DEFENSE NUCLEAR AGENCY*	251	41	16.33	1
PANAMA CANAL COMMISSION	294	42	14.29	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	211	12.11	3
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	12	9.16	4
SMALL BUSINESS ADMINISTRATION	2,224	179	8.05	5
JUSTICE*	23,009	1,639	7.12	6
DEFENSE AIR FORCE	50,037	3,215	6.43	7
US INFORMATION AGENCY	2,172	129	5.94	8
TREASURY	38,390	2,163	5.63	9
LABOR	7,443	391	5.25	10
HOUSING & URBAN DEVELOPMENT	6,522	331	5.08	11
NATIONAL LABOR RELATIONS BOARD	662	33	4.98	12
HEALTH AND HUMAN SERVICES	49,214	2,226	4.52	13
EDUCATION	1,833	74	4.04	14
TOTAL ADMINISTRATIVE IN CPDF	441,928	17,601	3.98	
DEFENSE SUMMARY	199,311	7,292	3.66	15
VETERANS ADMINISTRATION*	13,338	470	3.52	16
ENERGY	4,790	163	3.40	17
AGRICULTURE	13,103	437	3.34	18
OFFICE OF PERSONNEL MANAGEMENT	2,455	77	3.14	19
NATIONAL CREDIT UNION ADMIN	64	2	3.13	20
SOLDIER'S AND AIRMEN'S HOME	64	2	3.13	21
INTERIOR	12,874	401	3.11	22
DEFENSE ARMY	71,454	2,087	2.92	23
DEFENSE LOGISTICS AGENCY	23,174	676	2.92	24
STATE	3,997	115	2.88	25
COMMERCE	5,392	147	2.73	26
FEDERAL DEPOSIT INSURANCE CORP	2,888	76	2.63	27
GENERAL SERVICES ADMINISTRATION	6,245	164	2.63	28
AGENCY FOR INTER DEVELOPMENT	1,548	40	2.58	29
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	92	2.49	30
TRANSPORTATION	32,131	798	2.48	31
FEDERAL TRADE COMMISSION	204	5	2.45	32
DEFENSE NAVY	48,139	1,154	2.40	33
GOVERNMENT PRINTING OFFICE	890	21	2.36	34
NATIONAL SCIENCE FOUNDATION	297	7	2.36	35
DEFENSE INSPECTOR GENERAL	429	9	2.10	36
DEFENSE MAPPING AGENCY	1,343	28	2.08	37
RAILROAD RETIREMENT BOARD	611	12	1.96	38
DEFENSE INVESTIGATIVE SERVICE	2,405	47	1.95	39
CONSUMER PRODUCT SAFETY COMMISSION	261	5	1.92	40
FEDERAL RESERVE BOARD*	109	2	1.83	41
FEDERAL COMMUNICATIONS COMMISSION	353	6	1.70	42
ENVIRONMENTAL PROTECTION AGENCY*	3,467	52	1.50	43
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	15	1.48	44
EXECUTIVE OFFICE PRESIDENT	469	6	1.28	45

TABLE I-30

RANKING BY % OF HISPANICS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL HISPANIC NUMBER	TOTAL HISPANIC %	RANK
AGENCY OR DEPARTMENT				
INTERSTATE COMMERCE COMMISSION	313	4	1.28	46
NUCLEAR REGULATORY COMMISSION	577	5	0.87	47
NATIONAL ARCHIVES & RECORDS ADMIN	231	2	0.87	48
SMITHSONIAN INSTITUTION	530	4	0.75	49
SECURITIES AND EXCHANGE COMMISSION	531	4	0.75	50
FEDERAL HOME LOAN BANK BOARD	288	2	0.69	51
DEFENSE COMMUNICATIONS AGENCY	723	5	0.69	52
DEFENSE OFFICE OF SECRETARY	458	3	0.66	53
DEFENSE CONTRACT AUDIT AGENCY	168	1	0.60	54
NATIONAL GALLERY OF ART	51	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE*	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-31

RANKING BY % OF ASIANS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL ASIANS NUMBER	TOTAL ASIANS %	RANK
AGENCY OR DEPARTMENT				
US INFORMATION AGENCY	2,172	185	8.52	1
DEFENSE CONTRACT AUDIT AGENCY	168	8	4.76	2
DEFENSE NAVY	48,139	1,680	3.49	3
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	4	3.05	4
SECURITIES AND EXCHANGE COMMISSION	531	13	2.45	5
FEDERAL HOME LOAN BANK BOARD	288	7	2.43	6
DEFENSE SUMMARY	199,311	4,421	2.22	7
DEFENSE ARMY	71,454	1,483	2.08	8
NATIONAL GALLERY OF ART	51	1	1.96	9
COMMERCE	5,392	104	1.93	10
TOTAL ADMINISTRATIVE IN CPDF	441,928	7,824	1.77	
TREASURY	38,390	665	1.73	11
DEFENSE AIR FORCE	50,037	838	1.67	12
DEFENSE MAPPING AGENCY	1,343	22	1.64	13
SOLDIER'S AND AIRMEN'S HOME	64	1	1.56	14
EDUCATION	1,833	28	1.53	15
FEDERAL DEPOSIT INSURANCE CORP	2,888	44	1.52	16
JUSTICE*	23,009	343	1.49	17
AGENCY FOR INTER DEVELOPMENT	1,548	23	1.49	18
STATE	3,997	59	1.48	19
HOUSING & URBAN DEVELOPMENT	6,522	96	1.47	20
ENVIRONMENTAL PROTECTION AGENCY*	3,467	51	1.47	21
DEFENSE LOGISTICS AGENCY	23,174	338	1.46	22
GENERAL SERVICES ADMINISTRATION	6,245	89	1.43	23
DEFENSE INSPECTOR GENERAL	429	6	1.40	24
DEFENSE COMMUNICATIONS AGENCY	723	10	1.38	25
HEALTH AND HUMAN SERVICES	49,214	675	1.37	26
PANAMA CANAL COMMISSION	294	4	1.36	27
NATIONAL SCIENCE FOUNDATION	297	4	1.35	28
ENERGY	4,790	64	1.34	29
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	49	1.33	30
RAILROAD RETIREMENT BOARD	611	8	1.31	31
EXECUTIVE OFFICE PRESIDENT	469	6	1.28	32
NATIONAL LABOR RELATIONS BOARD	662	8	1.21	33
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	21	1.21	34
LABOR	7,443	87	1.17	35
CONSUMER PRODUCT SAFETY COMMISSION	261	3	1.15	36
AGRICULTURE	13,103	149	1.14	37
SMALL BUSINESS ADMINISTRATION	2,224	25	1.12	38
VETERANS ADMINISTRATION*	13,338	145	1.09	39
TRANSPORTATION	32,131	349	1.09	40
INTERIOR	12,874	135	1.05	41
FEDERAL TRADE COMMISSION	204	2	0.98	42
SMITHSONIAN INSTITUTION	530	5	0.94	43
OFFICE OF PERSONNEL MANAGEMENT	2,455	23	0.94	44
DEFENSE INVESTIGATIVE SERVICE	2,405	22	0.91	45

TABLE I-31

RANKING BY % OF ASIANS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL ASIANS NUMBER	TOTAL ASIANS %	RANK
AGENCY OR DEPARTMENT				
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	9	0.89	46
GOVERNMENT PRINTING OFFICE	890	7	0.79	47
DEFENSE OFFICE OF SECRETARY	458	3	0.66	48
FEDERAL COMMUNICATIONS COMMISSION	353	2	0.57	49
DEFENSE NUCLEAR AGENCY	251	1	0.40	50
NUCLEAR REGULATORY COMMISSION	577	2	0.35	51
INTERSTATE COMMERCE COMMISSION	313	1	0.32	52
NATIONAL CREDIT UNION ADMIN	64	0	0.00	53
FEDERAL RESERVE BOARD	109	0	0.00	54
NATIONAL ARCHIVES & RECORDS ADMIN	231	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE*	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-32

RANKING BY % OF AMERICAN INDIANS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
INTERIOR	12,874	1,420	11.03	1
HEALTH AND HUMAN SERVICES	49,214	873	1.77	2
DEFENSE OFFICE DEPENDENT SCHOOLS*	131	2	1.53	3
TOTAL ADMINISTRATIVE IN CPDF	441,928	4,726	1.07	
INTERSTATE COMMERCE COMMISSION	313	3	0.96	4
AGRICULTURE	13,103	125	0.95	5
DEFENSE LOGISTICS AGENCY	23,174	212	0.91	6
DEFENSE AIR FORCE	50,037	449	0.90	7
DEFENSE ARMY	71,454	591	0.83	8
DEFENSE SUMMARY	199,311	1,503	0.75	9
TRANSPORTATION	32,131	238	0.74	10
FEDERAL HOME LOAN BANK BOARD	288	2	0.69	11
HOUSING & URBAN DEVELOPMENT	6,522	44	0.67	12
ENERGY	4,790	32	0.67	13
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,742	11	0.63	14
GENERAL SERVICES ADMINISTRATION	6,245	39	0.62	15
NATIONAL AERONAUTICS & SPACE ADMIN	3,697	23	0.62	16
FEDERAL COMMUNICATIONS COMMISSION	353	2	0.57	17
SMITHSONIAN INSTITUTION	530	3	0.57	18
LABOR	7,443	41	0.55	19
DEFENSE NAVY	48,139	237	0.49	20
JUSTICE*	23,009	112	0.49	21
SMALL BUSINESS ADMINISTRATION	2,224	10	0.45	22
VETERANS ADMINISTRATION*	13,338	56	0.42	23
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,016	4	0.39	24
COMMERCE	5,392	21	0.39	25
CONSUMER PRODUCT SAFETY COMMISSION	261	1	0.38	26
DEFENSE MAPPING AGENCY	1,343	5	0.37	27
TREASURY	38,390	139	0.36	28
NUCLEAR REGULATORY COMMISSION	577	2	0.35	29
PANAMA CANAL COMMISSION	294	1	0.34	30
EDUCATION	1,833	6	0.33	31
STATE	3,997	13	0.33	32
FEDERAL DEPOSIT INSURANCE CORP	2,888	8	0.28	33
ENVIRONMENTAL PROTECTION AGENCY*	3,467	8	0.23	34
GOVERNMENT PRINTING OFFICE	890	2	0.22	35
DEFENSE INVESTIGATIVE SERVICE	2,405	5	0.21	36
OFFICE OF PERSONNEL MANAGEMENT	2,455	5	0.20	37
AGENCY FOR INTER DEVELOPMENT	1,548	3	0.19	38
US INFORMATION AGENCY	2,172	1	0.05	39
NATIONAL GALLERY OF ART	51	0	0.00	40
NATIONAL CREDIT UNION ADMIN	64	0	0.00	41
SOLDIER'S AND AIRMEN'S HOME	64	0	0.00	42
FEDERAL RESERVE BOARD*	109	0	0.00	43
DEFENSE CONTRACT AUDIT AGENCY	168	0	0.00	44
FEDERAL TRADE COMMISSION	204	0	0.00	45

TABLE I-32

RANKING BY % OF AMERICAN INDIANS IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ADMIN NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
NATIONAL ARCHIVES & RECORDS ADMIN	231	0	0.00	46
DEFENSE NUCLEAR AGENCY*	251	0	0.00	47
NATIONAL SCIENCE FOUNDATION	297	0	0.00	48
DEFENSE INSPECTOR GENERAL	429	0	0.00	49
DEFENSE OFFICE OF SECRETARY	458	0	0.00	50
EXECUTIVE OFFICE PRESIDENT	469	0	0.00	51
SECURITIES AND EXCHANGE COMMISSION	531	0	0.00	52
RAILROAD RETIREMENT BOARD	611	0	0.00	53
NATIONAL LABOR RELATIONS BOARD	662	0	0.00	54
DEFENSE COMMUNICATIONS AGENCY	723	0	0.00	55

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	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
DEFENSE NATIONAL GUARD BUREAU	does not use PATCO groupings
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-33

RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	10,849	80.20	1
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	38,020	68.79	2
HEALTH AND HUMAN SERVICES	118,845	78,376	65.95	3
OFFICE OF PERSONNEL MANAGEMENT	5,130	3,095	60.33	4
RAILROAD RETIREMENT BOARD	1,377	830	60.28	5
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	1,766	59.97	6
NATIONAL SCIENCE FOUNDATION	1,015	592	58.33	7
FEDERAL HOME LOAN BANK BOARD	669	383	57.25	8
SOLDIER'S AND AIRMEN'S HOME EDUCATION	779	445	57.12	9
VETERANS ADMINISTRATION*	4,182	2,381	56.93	10
NATIONAL ARCHIVES & RECORDS ADMIN	209,305	117,520	56.15	11
HOUSING & URBAN DEVELOPMENT	2,007	1,096	54.61	12
TREASURY	11,337	6,094	53.75	13
DEFENSE NUCLEAR AGENCY*	122,773	65,849	53.63	14
NATIONAL LABOR RELATIONS BOARD	818	438	53.55	15
EXECUTIVE OFFICE PRESIDENT	2,300	1,208	52.52	16
FEDERAL TRADE COMMISSION	913	477	52.25	17
FEDERAL RESERVE BOARD*	1,062	544	51.22	18
SECURITIES AND EXCHANGE COMMISSION	1,471	735	49.97	19
FEDERAL COMMUNICATIONS COMMISSION	1,818	872	47.96	20
CONSUMER PRODUCT SAFETY COMMISSION	1,765	839	47.54	21
DEFENSE OFFICE OF SECRETARY	501	235	46.91	22
SMALL BUSINESS ADMINISTRATION	1,153	540	46.83	23
DEFENSE INVESTIGATIVE SERVICE	3,825	1,776	46.43	24
ENVIRONMENTAL PROTECTION AGENCY*	3,314	1,527	46.08	25
DEFENSE COMMUNICATIONS AGENCY	12,423	5,603	45.10	26
DEFENSE LOGISTICS AGENCY	1,764	792	44.90	27
LABOR	50,602	22,254	43.98	28
US INFORMATION AGENCY	16,648	7,270	43.67	29
INTERSTATE COMMERCE COMMISSION	4,886	2,045	41.85	30
COMMERCE	722	300	41.55	31
STATE	28,813	11,864	41.18	32
AGENCY FOR INTER DEVELOPMENT	11,766	4,789	40.70	33
JUSTICE*	3,047	1,192	39.12	34
GOVERNMENT WIDE TOTAL	63,022	24,156	38.33	35
GENERAL SERVICES ADMINISTRATION	2,694,589	1,023,187	37.97	
FEDERAL DEPOSIT INSURANCE CORP	21,497	7,959	37.02	36
DEFENSE ARMY	3,936	1,453	36.92	37
NUCLEAR REGULATORY COMMISSION	324,822	119,295	36.73	38
DEFENSE CONTRACT AUDIT AGENCY	3,326	1,178	35.42	39
ENERGY	4,942	1,739	35.19	40
DEFENSE AIR FORCE	15,789	5,503	34.85	41
AGRICULTURE	227,840	77,710	34.11	42
FEDERAL EMERGENCY MANAGEMENT AGENCY	88,607	30,188	34.07	43
DEFENSE SUMMARY	1,985	670	33.75	44
	926,071	312,355	33.73	45

TABLE I-33

RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
AGENCY OR DEPARTMENT				
SMITHSONIAN INSTITUTION	3,354	1,131	33.72	46
INTERIOR	55,141	18,143	32.90	47
GOVERNMENT PRINTING OFFICE	5,081	1,648	32.43	48
DEFENSE INSPECTOR GENERAL	1,029	316	30.71	49
US POSTAL SERVICE*	744,630	223,608	30.03	50
DEFENSE MAPPING AGENCY	8,793	2,570	29.23	51
NATIONAL GALLERY OF ART	681	199	29.22	52
DEFENSE NAVY	298,447	83,892	28.11	53
NATIONAL CREDIT UNION ADMIN	626	172	27.48	54
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	5,784	26.58	55
TRANSPORTATION	59,445	13,073	21.99	56
TENNESSEE VALLEY AUTHORITY*	30,919	6,172	19.96	57
PANAMA CANAL COMMISSION	1,245	216	17.35	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-34

RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
SOLDIER'S AND AIRMEN'S HOME	779	540	69.32	1
NATIONAL GALLERY OF ART	681	420	61.67	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	1,800	61.12	3
GOVERNMENT PRINTING OFFICE	5,081	2,907	57.21	4
EDUCATION	4,182	1,955	46.75	5
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	24,422	44.19	6
SMITHSONIAN INSTITUTION	3,354	1,351	40.28	7
GENERAL SERVICES ADMINISTRATION	21,497	8,465	39.38	8
HOUSING & URBAN DEVELOPMENT	11,337	4,320	38.11	9
RAILROAD RETIREMENT BOARD	1,377	502	36.46	10
HEALTH AND HUMAN SERVICES	118,845	43,249	36.39	11
NATIONAL SCIENCE FOUNDATION	1,015	363	35.76	12
INTERSTATE COMMERCE COMMISSION	722	256	35.46	13
NATIONAL ARCHIVES & RECORDS ADMIN	2,007	706	35.18	14
FEDERAL RESERVE BOARD*	1,471	516	35.08	15
FEDERAL HOME LOAN BANK BOARD	669	233	34.83	16
FEDERAL COMMUNICATIONS COMMISSION	1,765	585	33.14	17
OFFICE OF PERSONNEL MANAGEMENT	5,130	1,698	33.10	18
VETERANS ADMINISTRATION*	209,305	68,947	32.94	19
FEDERAL TRADE COMMISSION	1,062	345	32.49	20
SECURITIES AND EXCHANGE COMMISSION	1,818	572	31.46	21
DEFENSE LOGISTICS AGENCY	50,602	15,631	30.89	22
US POSTAL SERVICE*	744,630	227,482	30.55	23
US INFORMATION AGENCY	4,886	1,491	30.52	24
AGENCY FOR INTER DEVELOPMENT	3,047	906	29.73	25
LABOR	16,648	4,881	29.32	26
SMALL BUSINESS ADMINISTRATION	3,825	1,110	29.02	27
TREASURY	122,773	35,499	28.91	28
NATIONAL LABOR RELATIONS BOARD	2,300	654	28.43	29
GOVERNMENT WIDE TOTAL	2,694,589	726,159	26.95	
JUSTICE*	63,022	16,877	26.78	30
CONSUMER PRODUCT SAFETY COMMISSION	501	129	25.75	31
DEFENSE NAVY	298,447	75,711	25.37	32
DEFENSE NUCLEAR AGENCY*	818	192	23.47	33
STATE	11,766	2,741	23.30	34
DEFENSE SUMMARY	926,071	214,363	23.15	35
EXECUTIVE OFFICE PRESIDENT	913	208	22.78	36
INTERIOR	55,141	12,356	22.41	37
ENVIRONMENTAL PROTECTION AGENCY*	12,423	2,753	22.16	38
COMMERCE	28,813	6,291	21.83	39
DEFENSE AIR FORCE	227,840	49,215	21.60	40
DEFENSE ARMY	324,822	69,582	21.42	41
FEDERAL DEPOSIT INSURANCE CORP	3,936	842	21.39	42
DEFENSE COMMUNICATIONS AGENCY	1,764	364	20.63	43
PANAMA CANAL COMMISSION	1,245	231	18.55	44
DEFENSE MAPPING AGENCY	8,793	1,597	18.16	45

TABLE I-34

RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
AGENCY OR DEPARTMENT				
DEFENSE CONTRACT AUDIT AGENCY	4,942	870	17.60	46
ENERGY	15,789	2,739	17.35	47
NUCLEAR REGULATORY COMMISSION	3,326	553	16.63	48
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,985	330	16.62	49
TRANSPORTATION	59,445	9,632	16.20	50
DEFENSE INSPECTOR GENERAL	1,029	157	15.26	51
AGRICULTURE	88,607	13,061	14.74	52
DEFENSE INVESTIGATIVE SERVICE	3,314	466	14.06	53
NATIONAL CREDIT UNION ADMIN	626	88	14.06	54
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	2,972	13.66	55
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	1,786	13.20	56
DEFENSE OFFICE OF SECRETARY	1,153	142	12.32	57
TENNESSEE VALLEY AUTHORITY*	30,919	3,202	10.36	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-35

RANKING BY % OF BLACKS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
AGENCY OR DEPARTMENT				
SOLDIER'S AND AIRMEN'S HOME	779	495	63.54	1
NATIONAL GALLERY OF ART	681	393	57.71	2
GOVERNMENT PRINTING OFFICE	5,081	2,772	54.56	3
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	1,439	48.86	4
EDUCATION	4,182	1,715	41.01	5
SMITHSONIAN INSTITUTION	3,354	1,256	37.45	6
RAILROAD RETIREMENT BOARD	1,377	461	33.48	7
NATIONAL ARCHIVES & RECORDS ADMIN	2,007	667	33.23	8
GENERAL SERVICES ADMINISTRATION	21,497	7,140	33.21	9
INTERSTATE COMMERCE COMMISSION	722	235	32.55	10
NATIONAL SCIENCE FOUNDATION	1,015	324	31.92	11
FEDERAL RESERVE BOARD*	1,471	469	31.88	12
FEDERAL HOME LOAN BANK BOARD	669	213	31.84	13
FEDERAL TRADE COMMISSION	1,062	322	30.32	14
HOUSING & URBAN DEVELOPMENT	11,337	3,338	29.44	15
OFFICE OF PERSONNEL MANAGEMENT	5,130	1,460	28.46	16
FEDERAL COMMUNICATIONS COMMISSION	1,765	502	28.44	17
SECURITIES AND EXCHANGE COMMISSION	1,818	496	27.28	18
HEALTH AND HUMAN SERVICES	118,845	29,874	25.14	19
VETERANS ADMINISTRATION*	209,305	52,465	25.07	20
DEFENSE LOGISTICS AGENCY	50,602	12,617	24.93	21
AGENCY FOR INTER DEVELOPMENT	3,047	750	24.61	22
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	13,551	24.52	23
LABOR	16,648	3,869	23.24	24
NATIONAL LABOR RELATIONS BOARD	2,300	497	21.61	25
CONSUMER PRODUCT SAFETY COMMISSION	501	108	21.56	26
US POSTAL SERVICE*	744,630	159,191	21.38	27
EXECUTIVE OFFICE PRESIDENT	913	192	21.03	28
US INFORMATION AGENCY	4,886	1,024	20.96	29
TREASURY	122,773	24,958	20.33	30
SMALL BUSINESS ADMINISTRATION	3,825	746	19.50	31
STATE	11,766	2,174	18.48	32
GOVERNMENT WIDE TOTAL	2,694,589	477,638	17.73	
JUSTICE*	63,022	10,876	17.26	33
COMMERCE	28,813	4,884	16.95	34
ENVIRONMENTAL PROTECTION AGENCY*	12,423	2,094	16.86	35
FEDERAL DEPOSIT INSURANCE CORP	3,936	642	16.31	36
DEFENSE COMMUNICATIONS AGENCY	1,764	285	16.16	37
DEFENSE NAVY	298,447	42,937	14.39	38
DEFENSE MAPPING AGENCY	8,793	1,243	14.14	39
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,985	275	13.85	40
DEFENSE SUMMARY	926,071	121,987	13.17	41
DEFENSE ARMY	324,822	42,180	12.99	42
NUCLEAR REGULATORY COMMISSION	3,326	381	11.46	43
DEFENSE INSPECTOR GENERAL	1,029	115	11.18	44
DEFENSE INVESTIGATIVE SERVICE	3,314	370	11.16	45

TABLE I-35

RANKING BY % OF BLACKS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL BLACK NUMBER	TOTAL BLACK %	RANK
AGENCY OR DEPARTMENT				
NATIONAL CREDIT UNION ADMIN	626	68	10.86	46
ENERGY	15,789	1,630	10.32	47
TRANSPORTATION	59,445	5,990	10.08	48
DEFENSE OFFICE OF SECRETARY	1,153	114	9.89	49
DEFENSE AIR FORCE	227,840	21,280	9.34	50
DEFENSE NUCLEAR AGENCY*	818	76	9.29	51
TENNESSEE VALLEY AUTHORITY*	30,919	2,837	9.18	52
DEFENSE CONTRACT AUDIT AGENCY	4,942	432	8.74	53
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	1,154	8.53	54
AGRICULTURE	88,607	7,295	8.23	55
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	1,763	8.10	56
INTERIOR	55,141	3,332	6.04	57
PANAMA CANAL COMMISSION	1,245	53	4.26	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-36

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL HISPANIC NUMBER	TOTAL HISPANIC %	RANK
PANAMA CANAL COMMISSION	1,245	165	13.25	1
DEFENSE NUCLEAR AGENCY*	818	98	11.98	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	306	10.39	3
DEFENSE AIR FORCE	227,840	20,750	9.11	4
JUSTICE*	63,022	4,976	7.90	5
SMALL BUSINESS ADMINISTRATION	3,825	295	7.71	6
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	4,243	7.68	7
TREASURY	122,773	7,535	6.14	8
US POSTAL SERVICE*	744,630	42,514	5.71	9
HOUSING & URBAN DEVELOPMENT	11,337	633	5.58	10
DEFENSE SUMMARY	926,071	49,745	5.37	11
NATIONAL LABOR RELATIONS BOARD	2,300	118	5.13	12
GOVERNMENT WIDE TOTAL	2,694,589	137,739	5.11	
DEFENSE ARMY	324,822	16,068	4.95	13
VETERANS ADMINISTRATION*	209,305	9,252	4.42	14
HEALTH AND HUMAN SERVICES	118,845	5,127	4.31	15
LABOR	16,648	710	4.26	16
US INFORMATION AGENCY	4,886	208	4.26	17
ENERGY	15,789	635	4.02	18
INTERIOR	55,141	2,036	3.69	19
AGRICULTURE	88,607	3,264	3.68	20
GENERAL SERVICES ADMINISTRATION	21,497	791	3.68	21
DEFENSE LOGISTICS AGENCY	50,602	1,821	3.60	22
DEFENSE NAVY	298,447	10,450	3.50	23
EDUCATION	4,182	146	3.49	24
TRANSPORTATION	59,445	2,016	3.39	25
OFFICE OF PERSONNEL MANAGEMENT	5,130	157	3.06	26
DEFENSE CONTRACT AUDIT AGENCY	4,942	149	3.01	27
FEDERAL DEPOSIT INSURANCE CORP	3,936	116	2.95	28
DEFENSE MAPPING AGENCY	8,793	253	2.88	29
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	614	2.82	30
AGENCY FOR INTER DEVELOPMENT	3,047	83	2.72	31
STATE	11,766	314	2.67	32
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	361	2.67	33
FEDERAL COMMUNICATIONS COMMISSION	1,765	47	2.66	34
SOLDIER'S AND AIRMEN'S HOME	779	20	2.57	35
ENVIRONMENTAL PROTECTION AGENCY*	12,423	283	2.28	36
COMMERCE	28,813	625	2.17	37
SECURITIES AND EXCHANGE COMMISSION	1,818	39	2.15	38
NATIONAL CREDIT UNION ADMIN	626	13	2.08	39
GOVERNMENT PRINTING OFFICE	5,081	101	1.99	40
INTERSTATE COMMERCE COMMISSION	722	14	1.94	41
RAILROAD RETIREMENT BOARD	1,377	26	1.89	42
DEFENSE INVESTIGATIVE SERVICE	3,314	62	1.87	43
CONSUMER PRODUCT SAFETY COMMISSION	501	9	1.80	44
NATIONAL SCIENCE FOUNDATION	1,015	17	1.67	45

TABLE I-36

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL HISPANIC NUMBER	TOTAL HISPANIC %	RANK
AGENCY OR DEPARTMENT				
DEFENSE INSPECTOR GENERAL	1,029	15	1.46	46
EXECUTIVE OFFICE PRESIDENT	913	12	1.31	47
SMITHSONIAN INSTITUTION	3,354	44	1.31	48
FEDERAL RESERVE BOARD*	1,471	19	1.29	49
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,985	25	1.26	50
FEDERAL TRADE COMMISSION	1,062	13	1.22	51
DEFENSE OFFICE OF SECRETARY	1,153	14	1.21	52
NATIONAL ARCHIVES & RECORDS ADMIN	2,007	24	1.20	53
NATIONAL GALLERY OF ART	681	8	1.17	54
NUCLEAR REGULATORY COMMISSION	3,326	37	1.11	55
DEFENSE COMMUNICATIONS AGENCY	1,764	17	0.96	56
FEDERAL HOME LOAN BANK BOARD	669	4	0.60	57
TENNESSEE VALLEY AUTHORITY*	30,919	94	0.30	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-37

RANKING BY % OF ASIANS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL	TOTAL	TOTAL	
AGENCY OR DEPARTMENT	ALL	ASIAN	ASIAN	RANK
	NUMBER	NUMBER	%	
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	6,372	11.53	1
DEFENSE NAVY	298,447	20,667	6.92	2
DEFENSE CONTRACT AUDIT AGENCY	4,942	275	5.56	3
US INFORMATION AGENCY	4,886	250	5.12	4
DEFENSE SUMMARY	926,071	35,613	3.85	5
NUCLEAR REGULATORY COMMISSION	3,326	127	3.82	6
DEFENSE COMMUNICATIONS AGENCY	1,764	57	3.23	7
US POSTAL SERVICE*	744,630	23,250	3.12	8
GOVERNMENT WIDE TOTAL	2,694,589	83,670	3.11	
SOLDIER'S AND AIRMEN'S HOME	779	24	3.08	9
VETERANS ADMINISTRATION*	209,305	6,142	2.93	10
ENVIRONMENTAL PROTECTION AGENCY*	12,423	350	2.82	11
DEFENSE ARMY	324,822	8,470	2.61	12
COMMERCE	28,813	688	2.39	13
NATIONAL GALLERY OF ART	681	16	2.35	14
DEFENSE INSPECTOR GENERAL	1,029	24	2.33	15
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	504	2.32	16
DEFENSE AIR FORCE	227,840	5,163	2.27	17
AGENCY FOR INTER DEVELOPMENT	3,047	66	2.17	18
HOUSING & URBAN DEVELOPMENT	11,337	245	2.16	19
FEDERAL HOME LOAN BANK BOARD	669	14	2.09	20
NATIONAL SCIENCE FOUNDATION	1,015	21	2.07	21
ENERGY	15,789	325	2.06	22
TREASURY	122,773	2,490	2.03	23
CONSUMER PRODUCT SAFETY COMMISSION	501	10	2.00	24
SECURITIES AND EXCHANGE COMMISSION	1,818	36	1.98	25
FEDERAL RESERVE BOARD*	1,471	28	1.90	26
EDUCATION	4,182	78	1.87	27
GENERAL SERVICES ADMINISTRATION	21,497	393	1.83	28
FEDERAL DEPOSIT INSURANCE CORP	3,936	70	1.78	29
TRANSPORTATION	59,445	1,053	1.77	30
STATE	11,766	203	1.73	31
DEFENSE NUCLEAR AGENCY*	818	14	1.71	32
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	223	1.65	33
HEALTH AND HUMAN SERVICES	118,845	1,881	1.58	34
DEFENSE LOGISTICS AGENCY	50,602	783	1.55	35
FEDERAL COMMUNICATIONS COMMISSION	1,765	27	1.53	36
NATIONAL LABOR RELATIONS BOARD	2,300	35	1.52	37
AGRICULTURE	88,607	1,265	1.43	38
EXECUTIVE OFFICE PRESIDENT	913	13	1.42	39
SMALL BUSINESS ADMINISTRATION	3,825	54	1.41	40
OFFICE OF PERSONNEL MANAGEMENT	5,130	69	1.35	41
LABOR	16,648	223	1.34	42
INTERIOR	55,141	738	1.34	43
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	39	1.32	44
SMITHSONIAN INSTITUTION	3,354	43	1.28	45

TABLE I-37

RANKING BY % OF ASIANS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL ASIAN NUMBER	TOTAL ASIAN %	RANK
AGENCY OR DEPARTMENT				
JUSTICE*	63,022	766	1.22	46
NATIONAL CREDIT UNION ADMIN	626	7	1.12	47
RAILROAD RETIREMENT BOARD	1,377	14	1.02	48
PANAMA CANAL COMMISSION	1,245	12	0.96	49
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,985	19	0.96	50
DEFENSE OFFICE OF SECRETARY	1,153	11	0.95	51
FEDERAL TRADE COMMISSION	1,062	10	0.94	52
DEFENSE MAPPING AGENCY	8,793	80	0.91	53
DEFENSE INVESTIGATIVE SERVICE	3,314	29	0.88	54
GOVERNMENT PRINTING OFFICE	5,081	29	0.57	55
TENNESSEE VALLEY AUTHORITY*	30,919	155	0.50	56
INTERSTATE COMMERCE COMMISSION	722	3	0.42	57
NATIONAL ARCHIVES & RECORDS ADMIN	2,007	6	0.30	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 repo
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

TABLE I-38

RANKING BY % OF AMERICAN INDIANS IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
INTERIOR	55,141	6,250	11.33	1
HEALTH AND HUMAN SERVICES	118,845	6,367	5.36	2
AGRICULTURE	88,607	1,237	1.40	3
GOVERNMENT WIDE TOTAL	2,694,589	27,112	1.01	
TRANSPORTATION	59,445	573	0.96	4
ENERGY	15,789	149	0.94	5
HOUSING & URBAN DEVELOPMENT	11,337	104	0.92	6
DEFENSE AIR FORCE	227,840	2,022	0.89	7
DEFENSE ARMY	324,822	2,864	0.88	8
DEFENSE LOGISTICS AGENCY	50,602	410	0.81	9
DEFENSE SUMMARY	926,071	7,018	0.76	10
GENERAL SERVICES ADMINISTRATION	21,497	141	0.66	11
DEFENSE NAVY	298,447	1,657	0.56	12
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,985	11	0.55	13
INTERSTATE COMMERCE COMMISSION	722	4	0.55	14
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,945	16	0.54	15
VETERANS ADMINISTRATION*	209,305	1,088	0.52	16
FEDERAL COMMUNICATIONS COMMISSION	1,765	9	0.51	17
DEFENSE NUCLEAR AGENCY	818	4	0.49	18
LABOR	16,648	79	0.47	19
ARMY/AIR FORCE EXCHANGE SERVICE*	55,271	256	0.46	20
NATIONAL ARCHIVES & RECORDS ADMIN	2,007	9	0.45	21
NATIONAL GALLERY OF ART	681	3	0.44	22
STATE	11,766	50	0.42	23
TREASURY	122,773	516	0.42	24
NATIONAL AERONAUTICS & SPACE ADMIN	21,759	91	0.42	25
JUSTICE*	63,022	259	0.41	26
CONSUMER PRODUCT SAFETY COMMISSION	501	2	0.40	27
SMALL BUSINESS ADMINISTRATION	3,825	15	0.39	28
EDUCATION	4,182	16	0.38	29
TENNESSEE VALLEY AUTHORITY*	30,919	116	0.38	30
FEDERAL DEPOSIT INSURANCE CORP	3,936	14	0.36	31
DEFENSE OFFICE DEPENDENT SCHOOLS*	13,528	48	0.35	32
US POSTAL SERVICE*	744,630	2,527	0.34	33
COMMERCE	28,813	94	0.33	34
FEDERAL HOME LOAN BANK BOARD	669	2	0.30	35
DEFENSE INSPECTOR GENERAL	1,029	3	0.29	36
DEFENSE COMMUNICATIONS AGENCY	1,764	5	0.28	37
DEFENSE CONTRACT AUDIT AGENCY	4,942	14	0.28	38
DEFENSE OFFICE OF SECRETARY	1,153	3	0.26	39
NUCLEAR REGULATORY COMMISSION	3,326	8	0.24	40
DEFENSE MAPPING AGENCY	8,793	21	0.24	41
SMITHSONIAN INSTITUTION	3,354	8	0.24	42
OFFICE OF PERSONNEL MANAGEMENT	5,130	12	0.23	43
AGENCY FOR INTER DEVELOPMENT	3,047	7	0.23	44
ENVIRONMENTAL PROTECTION AGENCY*	12,423	26	0.21	45

TABLE I-38

RANKING BY % OF AMERICAN INDIANS IN TOTAL WORK FORCE

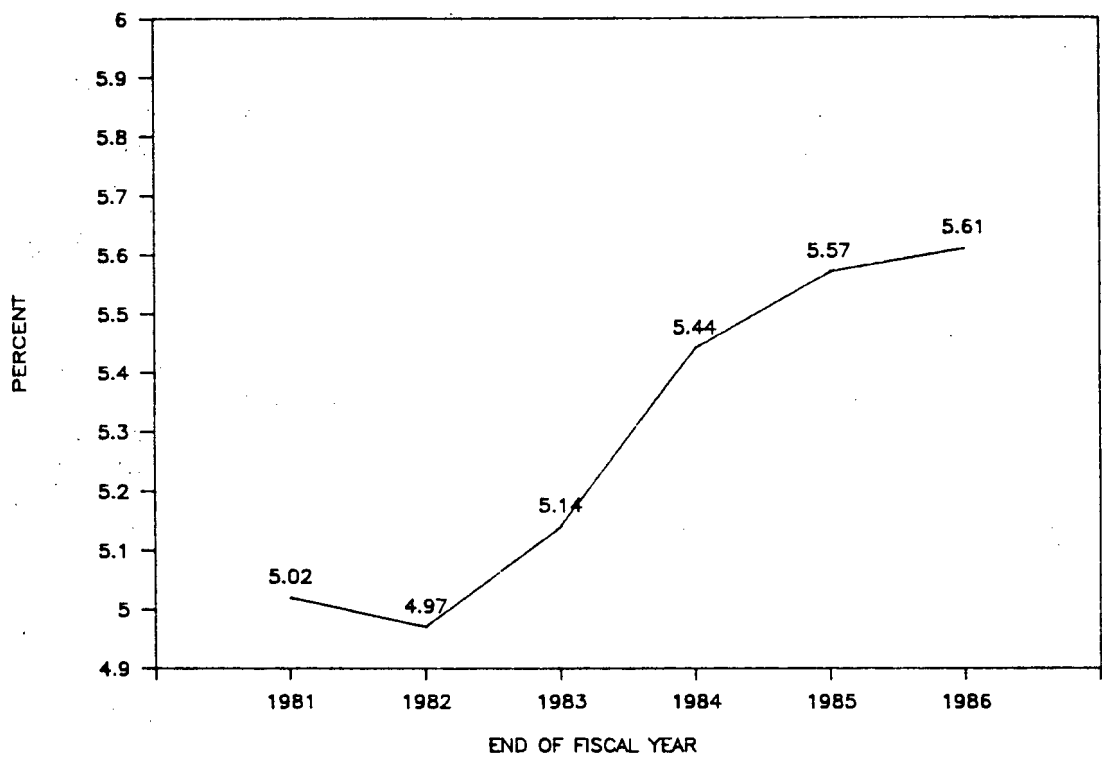
DATA AS OF SEPTEMBER 30, 1986	TOTAL ALL NUMBER	TOTAL AMERIND NUMBER	TOTAL AMERIND %	RANK
AGENCY OR DEPARTMENT				
US INFORMATION AGENCY	4,886	9	0.18	46
NATIONAL LABOR RELATIONS BOARD	2,300	4	0.17	47
DEFENSE INVESTIGATIVE SERVICE	3,314	5	0.15	48
SOLDIER'S AND AIRMEN'S HOME	779	1	0.13	49
EXECUTIVE OFFICE PRESIDENT	913	1	0.11	50
NATIONAL SCIENCE FOUNDATION	1,015	1	0.10	51
GOVERNMENT PRINTING OFFICE	5,081	5	0.10	52
PANAMA CANAL COMMISSION	1,245	1	0.08	53
RAILROAD RETIREMENT BOARD	1,377	1	0.07	54
SECURITIES AND EXCHANGE COMMISSION	1,818	1	0.06	55
FEDERAL RESERVE BOARD*	1,471	0	0.00	56
FEDERAL TRADE COMMISSION	1,062	0	0.00	57
NATIONAL CREDIT UNION ADMIN	626	0	0.00	58

FOOTNOTES:

* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1986 report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security

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, 1986

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

EMPLOYMENT OF INDIVIDUALS WITH HANDICAPS
IN THE FEDERAL GOVERNMENT

A. BACKGROUND

This is the eleventh annual report to the Congress on the employment of individuals with handicaps in the Federal Government. It covers the period October 1, 1985, through September 30, 1986.

Federal agencies continue to make 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 1986, there was an increase of 3.5 percent in the number of individuals with specified severe disabilities in the Federal Government. While underrepresentation of persons with handicaps still exists, there has been a continued steady increase in their employment 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 99-5061), 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 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 1986 as agencies 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 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 over-

all 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 handicaps in ongoing recruitment efforts;
- e. Making facilities accessible to and usable 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.

2. Program Development

Training Program - For the fourth 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." At the symposium, EEOC conducted a panel with experts focusing on five major affirmative action areas: facility accessibility, recruitment, reasonable accommodation, top level commitment, and career development.

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. It is completed by employees of the Federal Government and is used to identify and track the number and types of disabilities that are represented in the Federal work force.

EEOC provides 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 1987, pursuant to EEO-Management Directive-711A, issued October 4, 1983, and EEOC memorandum, issued June 24, 1986.

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 1986 Accomplishments

This report covers agency accomplishments during the period October 1, 1985, through September 30, 1986.

EEOC evaluated agency accomplishments during FY 1986 using criteria established to assess changes in the percent representation of persons with targeted disabilities. In FY 1986 program plans, agencies had established objectives for achievement of specific increases in representation of persons with targeted disabilities. Six categories were established for evaluation of agency accomplishments:

- a. Agency exceeded objectives it had established for increasing the representation of individuals with targeted disabilities in its work force.
- b. Agency met objectives it had established.
- c. Agency did not meet objectives 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.

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 1986 Accomplishment Reports

These accomplishment reports cover the period October 1, 1985, through September 30, 1986. As shown in Table II-I on pages 157-162, the accomplishments of 82 agencies were satisfactory, and the accomplishments of 15 agencies were unsatisfactory. Five agencies did not submit accomplishment reports.

Based on the above stated criteria, the accomplishment reports of the following agencies were unsatisfactory:

- Department of Agriculture
- Consumer Product Safety Commission
- Defense Nuclear Agency
- Department of Defense, Office of Civilian Health and
Medical Programs of the Uniformed Services
- Environmental Protection Agency
- Farm Credit Administration
- Federal Deposit Insurance Corporation
- Federal Election Commission
- Federal Home Loan Bank Board
- Federal Reserve System
- Department of Justice
- National Gallery of Art
- National Labor Relations Board
- Office of Personnel Management
- Overseas Private Investment Corporation

The following agencies did not submit accomplishment reports:

Appalachian Regional Commission
 Federal Mediation and Conciliation Service
 International Trade Commission
 National Mediation Board
 National Transportation Safety Board

Data provided by the 99 agencies that submitted affirmative action accomplishment reports for the period October 1, 1985, through September 30, 1986, are presented in Tables II-3, II-4, II-5, II-6, II-7, and II-8.

Combined work force data from these 99 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 5.57 percent to 5.61 percent.

Figure 1 also shows an increase in employment of individuals with targeted disabilities. The number of individuals with targeted disabilities increased from 29,285 to 30,320. This is a 3.5 percent increase in the number of employees with targeted disabilities.

The rate of accessions of individuals with targeted disabilities was 1.03 percent during FY 1986 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	%
10/1/85	2,892,032	161,000	5.57	29,285	1.01
9/30/86	2,894,732	162,389	5.61	30,320	1.05
Accessions from 10/1/85 through 9/30/86	467,062			4,815	1.03
Losses from 10/1/85 through 9/30/86	462,110			4,369	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

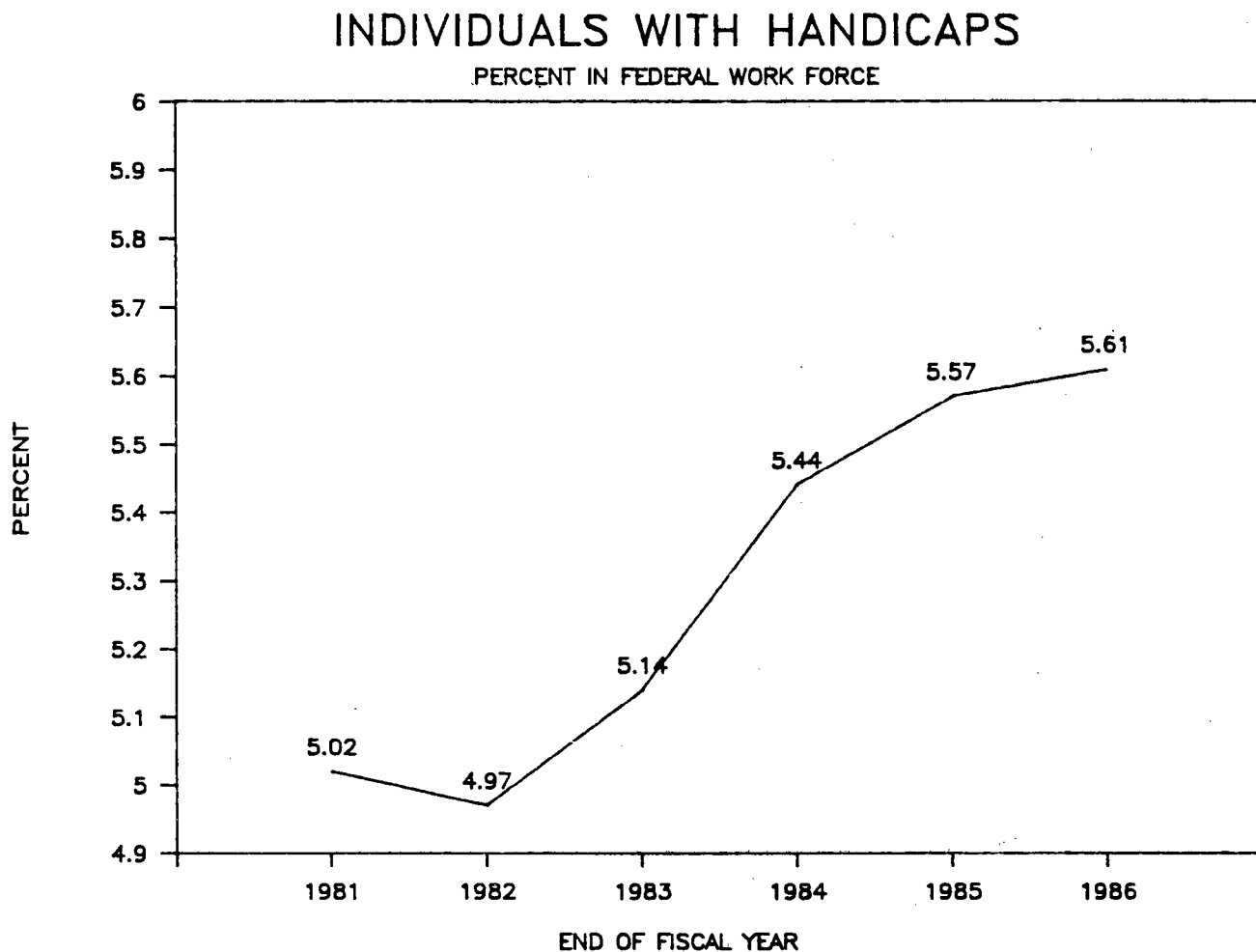
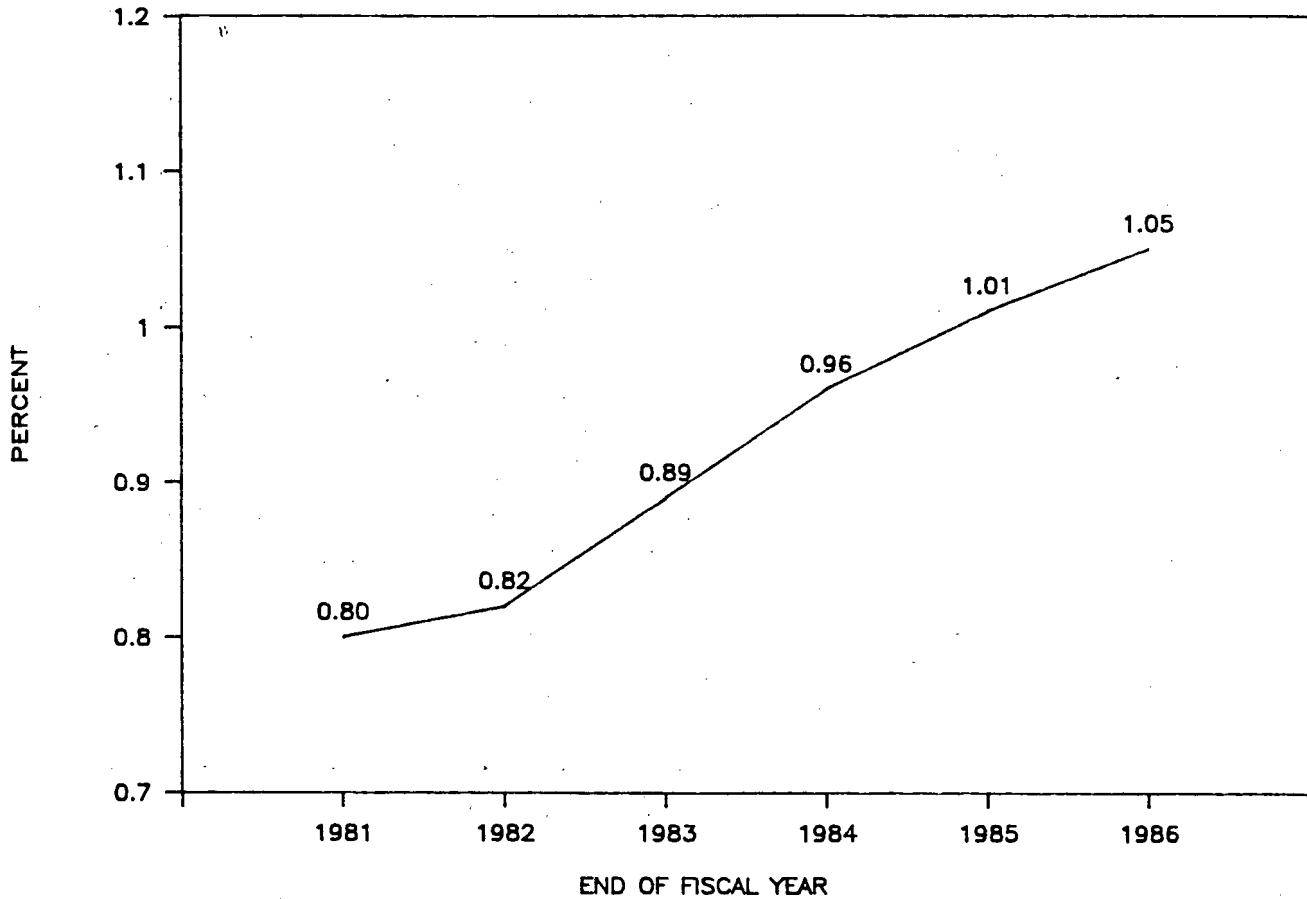


Figure 3 shows a continued increase in percent representation of persons with targeted disabilities from 1981 to the end of 1986 (from 0.80 percent to 1.05 percent). Between 1985 and 1986, there was an increase from 1.01 percent to 1.05 percent. There has been a 31.3 percent increase in percent representation of persons with targeted disabilities from 1981 to 1986.

FIGURE 3

PERSONS WITH TARGETED DISABILITIES

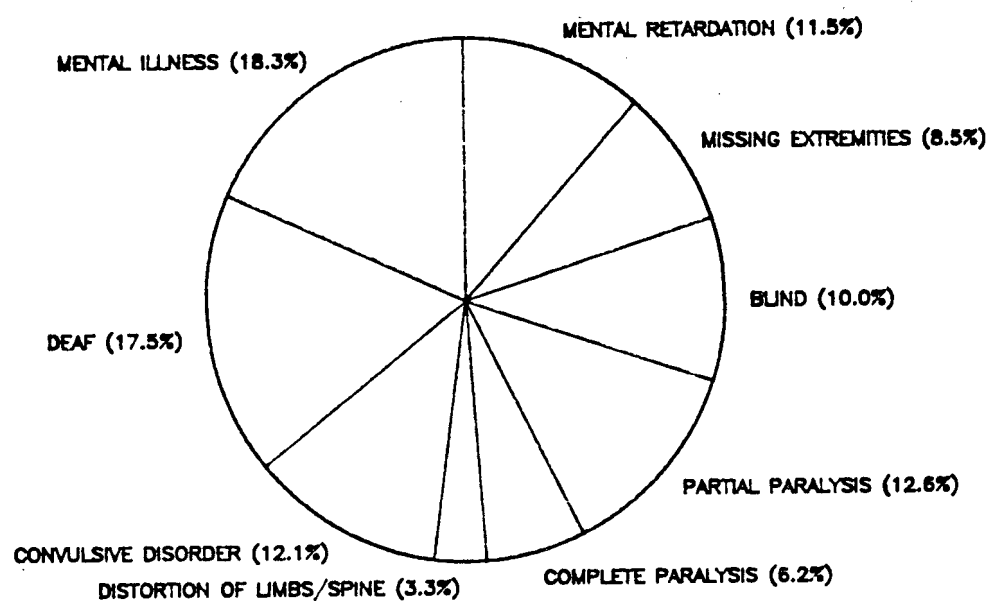
PERCENT IN FEDERAL WORK FORCE



Figures 4 and 5 show the distribution of targeted disabilities in the Federal work force as of September 30, 1985 and 1986. The targeted disability with the highest representation is mental illness. Distortion of limbs and spine is the targeted disability with the lowest representation.

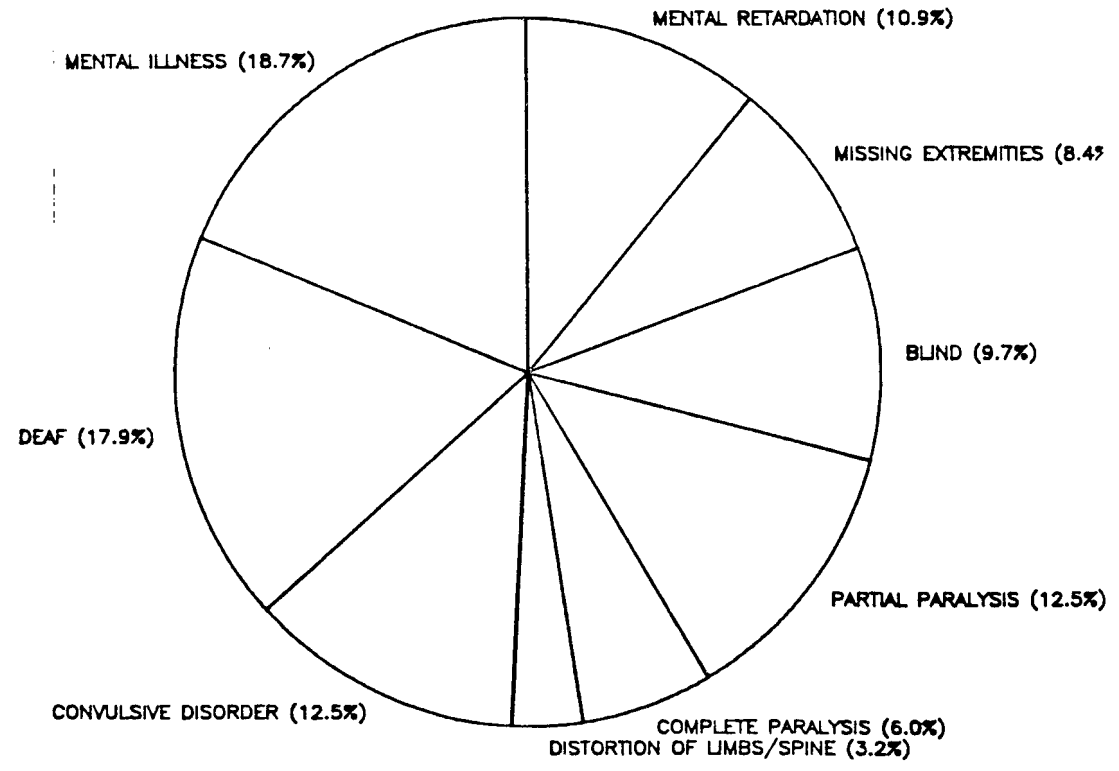
DISTRIBUTION OF TARGETED DISABILITIES

WITHIN FEDERAL WORK FORCE AS OF 9/30/85



DISTRIBUTION OF TARGETED DISABILITIES

WITHIN FEDERAL WORK FORCE AS OF 9/30/86



Statistical data for promotions, upward mobility, apprenticeship, student cooperative education and similar programs; and executive and management development programs are shown in tables II-6 through II-8.

3. FY 1987 Affirmative Action Program Plans

Agencies were required to submit affirmative action program plans for the period October 1, 1986, through September 30, 1987, with their reports of accomplishments for FY 1986. This section of the annual report describes the status of agency submissions of these FY 1987 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-six agencies submitted complete plans for FY 1987. The Federal Trade Commission and U.S. Departments of Education and Justice submitted incomplete plans because these agencies did not provide goals for employment of persons with targeted disabilities.

The following agencies did not submit plans:

Appalachian Regional Commission
Federal Mediation and Conciliation Service
International Trade Commission
National Mediation Board
National Transportation Safety Board

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 1986 were Chapman B. Cox, Assistant Secretary of Defense (Force Management and Personnel), Department of Defense; Susan R. Meisinger, Deputy Undersecretary for Employment Standards, Department of Labor; Constance Horner, Director, Office of Personnel Management; Everett Alvarez, Jr., Deputy Administrator, Veterans Administration; Terence Golden, 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 23rd meeting in FY 1986. This was a special meeting sponsored by the Disabled American Veterans. At this meeting, the Committee met with representatives from eleven organizations of and for individuals with disabilities. The purpose of the meeting was to provide a forum through which consumers could directly communicate a variety of issues which they felt impeded employment opportunities within the Federal Government for Americans with disabilities.

Immediately following the meeting, the ICHE Standing Committee established a work group on recruitment and subcommittees to consider those issues requiring detailed attention.

In FY 1986, the ICHE was the catalyst for the Equal Employment Opportunity Commission's issuance of a Management Bulletin on providing reading, interpreting, and personal assistance as a reasonable accommodation for handicapped employees. This bulletin clarifies agency responsibilities regarding the provision of these services when an agency is at or above its personnel ceiling.

Throughout FY 1986, the ICHE continued to focus its attention on barriers to full employment of individuals with handicaps in the Federal service.

F. ONSITE PROGRAM REVIEWS

1. EEO-MD-712 Agencywide Onsite Reviews

One of EEOC's responsibilities in regard to EEO-MD-712 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 1986, EEOC conducted three onsite program reviews of agencywide implementation and administration of EEO-MD-712 at the following agencies:

- 1) Environmental Protection Agency
- 2) Department of Transportation
- 3) Department of State

The agencies reviewed are in the process of implementing EEO-MD-712. Although the actual degree of implementation varied, some common areas needing further improvement were identified. These included the following:

- 1) Agencies still need to develop, integrate, and disseminate internal guidance related to EEO-MD-712 implementation.
- 2) Agencies should document and publicize procedures for processing requests for reasonable accommodation.
- 3) Medical standards and some policies continue to prevent individuals with handicaps from obtaining jobs.
- 4) Responsibilities related to affirmative action for individuals with handicaps generally are not documented and clarified.
- 5) Officials should be held accountable for their affirmative action responsibilities.

2. Field Onsite Reviews

During FY 1986, EEOC conducted 174 onsite reviews of affirmative action programs for individuals with handicaps at Federal agency field installations. The following agencies were involved:

Department of Agriculture
Department of Commerce
Department of Defense
Department of Air Force
Defense Contract Audit Agency
Defense Logistics Agency
Defense Mapping Agency
National Guard Bureau

Department of the Navy
Department of Energy
General Services Administration
Department of Health and Human Services
Department of Justice
Department of Labor
U.S. Postal Service
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 174 agency installations reviewed, 162 (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 10% or less of their time on the employment program for individuals with handicaps. Furthermore, interviews with these managers indicated that 14% had been given adequate training or had adequate job experience. Also, 25% of these managers had their responsibilities for this program incorporated into their position descriptions.

EEOC has urged all agency installations to designate a qualified, 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 55% of agency installations had clearly delineated hiring goals. 34% of agency installations reviewed had systems for tracking applications from individuals with handicaps. 43% 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, 28% of the installations reviewed reported 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.

37% 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 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 can 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 15 installations reviewed for the second time, 10 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 have created innovative programs to enhance the hiring, placement, and advancement of individuals with handicaps in the Federal workplace. This section serves as a forum for recognizing and encouraging replication of innovative activities that promote opportunities for individuals with handicaps in Federal employment. Following is a summary of selected initiatives that are worthy of replication by other agencies:

DEPARTMENT OF AGRICULTURE (USDA)

1. Personnel specialists participated in a USDA workshop created to brainstorm ideas for enhancing the recruitment and retention of individuals with handicaps.
2. A USDA agency hosted a briefing and tour of their research center and collected applications for employment from participants. This activity was sponsored by the Epilepsy Foundation.

DEPARTMENT OF DEFENSE

Department of the Air Force

An Air Force regulation on "Equal Employment Opportunity (EEO) and Affirmative Employment Programs (AEP)" was rewritten to place greater emphasis on the program for individuals with handicaps. A Handicapped Individuals Program Manager (HIPM) was designated at each Major Command and base who was given equal status with the Special Emphasis Program Managers (SEPMS) for other minority groups. As SEPMS, the HIPMS are expected to devote up to twenty percent of their time on issues related to the employment of individuals who are handicapped. A special training session was held for all Major Command SEPMS and HIPMS that focused primarily on the employment of individuals with handicaps.

Department of the Army

1. A training program consisting of twelve modules was developed for Handicapped Individuals Program Managers. The twelve modules cover topics such as discrimination complaints, development of affirmative action plans, reasonable accommodation and removal of architectural barriers, and the role of program committees of and for individuals with handicaps.

2. A new policy on Computer Utilization by employees with handicaps is being considered. This policy would insure that computer equipment is modified for employees with handicaps. This same computer utilization policy addresses the training needs of employees with handicaps. It also provides for managers to permit employees with handicaps to work at home if unable to access the work site.

Army and Air Force Exchange Service (AAFES)

1. On board employees were identified to serve as interpreters for applicants/employees who are hearing impaired. They render their services when needed, with minimal interruption of their work schedule.

2. Representatives of a State Commission for the Blind gave an overview of their agency and ways they assist in work site training for individuals who are blind. A representative of Project LINK (a job development and placement project) also visited the agency to facilitate recruitment of individuals with handicaps. The Commonwealth of Pennsylvania Job Service gives priority referral of qualified veterans and other handicapped individuals seeking employment.

3. State Divisions of Rehabilitation assist AAFES facilities in identifying positions that can be performed by individuals with certain handicaps, and trains managers and supervisors on hiring individuals with handicaps.

DEPARTMENT OF ENERGY

Employees who are handicapped were surveyed to identify those who could be accommodated by the installation of work stations which featured micro computer technology. A centralized reference library will be developed using the information and data gathered to foster quicker, more cost effective work station development in the future.

DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)

1. The Social Security Administration (SSA) is carrying out a project designed to assure that employees who are handicapped have access to SSA's modernized computer system by way of specialized terminal equipment to be purchased during fiscal year 1987. Training methods, work site preparation guides, functional requirements documents, and recommendations to managers are being developed to prepare individuals with handicaps to use the new, modernized claims system.

2. Captioning equipment provides the capability of providing open and closed captioning of video taped material for use by individuals who are deaf or hearing impaired.

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA)

1. THE NASA/American Association for the Advancement of Science (AAAS) project began Phase Two of an initiative to place students with disabilities at NASA. Two students with hearing impairments were placed at Goddard Space Flight Center as part of the group of high school students working with individual scientists under the Mentorship Program.

2. Marshall Space Flight Center's project entitled, "Future Assets, Student Training (fast)" continued in FY 1986 to challenge high school students with disabilities to prepare for technical careers. Three Marshall employees who volunteered to serve as counselors met with students on a one-on-one basis to discuss how they can prepare for college and future careers.

3. Langley Research Center conducted an awareness survey of its employees to assess attitudes about persons with disabilities. The results have been published and follow-on activities are underway. NASA, through its Technology Utilization Office and working with the Veterans Administration, is managing a program to use Lunar Rover Vehicle technology from the Apollo Program to aid in the development of a control system which will enable people with severe handicaps to drive a conventional motor vehicle. The design of the driver's control system will enable people who are quadraplegics to operate a motor vehicle by using one hand to accelerate, brake and steer.

NATIONAL CREDIT UNION ADMINISTRATION

During "National Employ the Handicapped Week," a special video cassette program on the employment of individuals with handicaps was produced and distributed throughout the agency. It featured the agency Chairman and included the manager's views on hiring and supervising workers with disabilities. An employee who is handicapped also shared perspectives on work and life as a person with a disability.

OFFICE OF PERSONNEL MANAGEMENT (OPM)

Individuals who are handicapped and unable to work outside their homes are being recruited to serve as contract transcribers, responsible for typing OPM Management Investigative Reports.

PANAMA CANAL COMMISSION

1. The Panama Canal Commission's administrative headquarters building is an historic landmark which houses murals and art dating back to the early construction of the waterway. Architectural plans include accommodating individuals with handicaps while at the same time preserving the historic configuration of the Administrative Building.
2. As part of the commemorative activities undertaken during "National Employ the Handicapped Week," an 11 minute documentary on agency employees who are handicapped. The documentary highlights the theme, "People at Work," and focuses on six individuals with severe handicaps at their respective job sites.

DEPARTMENT OF TRANSPORTATION (DOT)

Secretarial initiatives on the employment program for individuals who are handicapped were developed. Concerted efforts are being made to develop opportunities for, and awareness of, individuals with handicaps in recruitment, career advancement, educational programs, and facility accessibility. A brochure was developed to publicize the Selective Placement Program.

VETERANS ADMINISTRATION (VA)

1. The Philadelphia Data Processing Center participated in the University of Pennsylvania's "Hire the Handicapped Program" as a field placement site. The University's Physically Handicapped Training Center has developed career training programs to prepare disabled individuals for employment in the data and information processing field.
2. A news release about VA's achievements in EEO and in hiring persons with disabilities, local accomplishments, and the Administrator's high expectations for and strong support of EEO was developed. This news release was made available for use by the field facilities that earned a "satisfactory" rating for hiring individuals with handicaps during the fiscal year 1985 report period.
3. The Microcomputer Training Program for Persons with Disabilities (MTPPD) was formally established as a separate program within the Information Technology Center (ITC) to serve the needs of employees who are handicapped. The MTPPD offers work-related microcomputer training, consultation and technical support; evaluates hardware, software, and adaptive devices; and continues to actively showcase technology for persons who are handicapped. Course handouts are provided in print and on tape for people who are visually impaired. Classes for persons who are hearing impaired are interpreted.

APPENDIX PART II

STATISTICAL DATA - HANDICAPPED INDIVIDUALS

TABLE II-1
EVALUATION OF 1986 ACCOMPLISHMENTS AND FY 1987 PLANS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FY 1986 ACCOMPLISHMENTS				FY 1987 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			X		
DEFENSE, DEPARTMENT OF							
AIR FORCE	X				X		
ARMY	X				X		
ARMY/AIR FORCE EXCHANGE SERVICE	X				X		
DEFENSE COMMUNICATIONS AGENCY	X				X		
DEFENSE CONTRACT AUDIT AGENCY	X				X		

TABLE II-1
EVALUATION OF 1986 ACCOMPLISHMENTS AND FY 1987 PLANS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FY 1986 ACCOMPLISHMENTS				FY 1987 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		
INSPECTOR GENERAL	NEW AGENCY				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		

TABLE II-1
EVALUATION OF 1986 ACCOMPLISHMENTS AND FY 1987 PLANS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FY 1986 ACCOMPLISHMENTS				FY 1987 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
FEDERAL EMERGENCY MANAGEMENT AGENCY	X				X		
FEDERAL ENERGY REGULATORY COMMISSION	X				X		
FEDERAL HOME LOAN BANK BOARD		X			X		
FEDERAL LABOR RELATIONS AUTHORITY	X				X		
FEDERAL MARITIME COMMISSION	X				X		
FEDERAL MEDIATION & CONCILIATION SERVICE			X				X
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	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				X		
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	X				X		

TABLE II-1
EVALUATION OF 1986 ACCOMPLISHMENTS AND FY 1987 PLANS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FY 1986 ACCOMPLISHMENTS				FY 1987 PROGRAM PLANS			
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED	NOT SUBMITTED
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	X				X			
NATIONAL CAPITOL PLANNING COMMISSION	X				X			
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			X
NATIONAL SCIENCE FOUNDATION								
NATIONAL TRANSPORTATION SAFETY BOARD			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	NO FY86 PLAN				X			
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	X				X			
PENSION BENEFIT GUARANTY CORPORATION	X				X			
POSTAL RATE COMMISSION	X				X			

TABLE II-1
 EVALUATION OF 1986 ACCOMPLISHMENTS AND FY 1987 PLANS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FY 1986 ACCOMPLISHMENTS				FY 1987 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
RAILROAD RETIREMENT BOARD	X				X		
SECURITIES AND EXCHANGE COMMISSION	X				X		
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	96	3	5

TABLE II-2
FY 1987 HIRING GOALS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	ACCESSIONS NUMBER	%	% REPRESENTATION PLANNED	FY 1987 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1986 TO SEPT. 30, 1987
ACTION	474	35	7.38	7	1.48	NA	NA	NA	
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	0	0.00	NA	NA	NA	
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	19	2	10.53	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	3,426	75	2.19	16	0.47	2	0.50	0.57	
AGRICULTURE	122,940	4,925	4.01	754	0.61	177	0.63	0.65	
AMERICAN BATTLE MONUMENTS COMMISSION	48	0	0.00	0	0.00	NA	NA	NA	
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED								
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	27	5	18.52	5	18.52	NA	NA	NA	
ARMS CONTROL & DISARMAMENT AGENCY	180	12	6.67	4	2.22	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	31,357	1,391	4.44	314	1.00	43	0.96	1.02	
COMMISSION ON CIVIL RIGHTS	193	7	3.63	4	2.07	NA	NA	NA	
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	3	20.00	3	20.00	NA	NA	NA	
COMMODITY FUTURES TRADING COMMISSION	496	16	3.23	2	0.40	NA	NA	NA	
CONSUMER PRODUCT SAFETY COMMISSION	549	9	1.64	2	0.36	1	4.00	0.58	
DEFENSE, DEPARTMENT OF	1,034,687	70,484	6.81	11,282	1.09	1,735			
AIR FORCE	215,890	21,853	10.12	2,957	1.37	519	1.38	1.43	
ARMY	347,384	23,477	6.76	3,841	1.11	489	1.20	1.13	
ARMY/AIR FORCE EXCHANGE SERVICE	58,764	850	1.45	194	0.33	174	0.39	0.40	
DEFENSE COMMUNICATIONS AGENCY	2,166	93	4.29	20	0.92	9	5.80	1.07	
DEFENSE CONTRACT AUDIT AGENCY	5,058	210	4.15	29	0.57	10	0.54	0.59	

TABLE II-2
FY 1987 HIRING GOALS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	FY 1987 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1986 TO SEPT. 30, 1987		
						ACCESSIONS NUMBER	% REPRESENTATION PLANNED	
DEFENSE INTELLIGENCE AGENCY					0.38	--	1.41	0.51
DEFENSE INVESTIGATIVE SERVICE	4,080	126	3.09	42	1.03	9	2.40	1.10
DEFENSE LOGISTICS AGENCY	53,304	3,339	6.26	745	1.40	12	2.77	1.42
DEFENSE MAPPING AGENCY	8,878	679	7.65	137	1.54	23	2.82	1.74
DEFENSE NUCLEAR AGENCY	818	29	3.55	12	1.47	2	2.00	1.67
INSPECTOR GENERAL	1,087	36	3.31	6	0.55	5	0.88	0.66
NATIONAL GUARD BUREAU	2,523	80	3.17	29	1.15	15	15.00	1.70
NATIONAL SECURITY AGENCY								
NAVY	317,456	19,335	6.09	3,221	1.01	450	1.04	1.03
OCHAMPUS	219	21	9.59	3	1.37	NA	NA	NA
OFFICE OF DEPENDENTS SCHOOLS	13,523	205	1.52	19	0.14	6	0.50	0.16
OFFICE OF SECRETARY	2,818	110	3.90	12	0.43	7	1.39	0.49
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	719	41	5.70	15	2.09	5	6.25	2.10
EDUCATION	4,761	367	7.71	113	2.37	NO GOALS SUBMITTED		
ENERGY	16,678	717	4.30	112	0.67	8	0.30	0.71
ENVIRONMENTAL PROTECTION AGENCY	14,371	472	3.28	103	0.72	15	1.50	0.75
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,967	410	13.82	63	2.12	10	2.22	2.19
EXECUTIVE OFFICE OF THE PRESIDENT	1,386	25	1.80	3	0.22	1	0.28	0.30
EXPORT-IMPORT BANK	320	24	7.50	7	2.19	NA	NA	NA
FARM CREDIT ADMINISTRATION	520	12	2.31	0	0.00	NA	NA	NA
FEDERAL COMMUNICATIONS COMMISSION	1,805	90	4.99	22	1.22	2	1.96	1.30
FEDERAL DEPOSIT INSURANCE CORPORATION	8,574	435	5.07	71	0.83	23	1.03	0.87
FEDERAL ELECTION COMMISSION	215	8	3.72	0	0.00	NA	NA	NA

TABLE II-2
FY 1987 HIRING GOALS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	ACCESSIONS NUMBER	%	% REPRESENTATION PLANNED	FY 1987 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1986 TO SEPT. 30, 1987
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,040	110	5.39	20	0.98	4	2.00	1.08	
FEDERAL ENERGY REGULATORY COMMISSION	1,506	35	2.32	11	0.73	3	1.22	0.85	
FEDERAL HOME LOAN BANK BOARD	818	24	2.93	4	0.49	2	1.06	0.63	
FEDERAL LABOR RELATIONS AUTHORITY	255	4	1.57	2	0.78	NA	NA	NA	
FEDERAL MARITIME COMMISSION	209	20	9.57	6	2.87	NA	NA	NA	
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED								
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	50	8	16.00	1	2.00	NA	NA	NA	
FEDERAL RESERVE SYSTEM	1,476	25	1.69	25	1.69	3	2.50	1.76	
FEDERAL TRADE COMMISSION	1,169	25	2.14	10	0.86	NO GOALS SUBMITTED			
GENERAL SERVICES ADMINISTRATION	23,134	1,065	4.60	323	1.40	20	1.00	1.62	
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	0	0.00	NA	NA	NA	
HEALTH AND HUMAN SERVICES	141,380	7,130	5.04	1,788	1.26	111	1.01	1.31	
HOUSING & URBAN DEVELOPMENT	11,874	846	7.12	136	1.15	2	0.88	1.17	
INTER-AMERICAN FOUNDATION	76	0	0.00	0	0.00	NA	NA	NA	
INTERIOR	76,795	3,601	4.69	675	0.88	90	0.70	0.93	
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED								
INTERSTATE COMMERCE COMMISSION	736	55	7.47	8	1.09	1	1.42	1.15	
JAPAN-U.S. FRIENDSHIP COMMISSION	5	0	0.00	0	0.00	NA	NA	NA	
JUSTICE	66,954	1,434	2.14	284	0.42	NO GOALS SUBMITTED			
LABOR	17,582	971	5.52	218	1.24	5	3.33	1.25	
MARINE MAMMAL COMMISSION	8	0	0.00	0	0.00	NA	NA	NA	
MERIT SYSTEMS PROTECTION BOARD	311	11	3.54	3	0.96	NA	NA	NA	
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,175	1,201	5.18	183	0.79	17	0.81	0.82	

TABLE II-2
FY 1987 HIRING GOALS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	ACCESSIONS NUMBER	%	% REPRESENTATION PLANNED	FY 1987 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1986 TO SEPT. 30, 1987	
									ACCESSIONS NUMBER	%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1,829	126	6.89	57	3.12	3	3.30	3.30		
NATIONAL CAPITOL PLANNING COMMISSION	46	5	10.87	1	2.17	NA	NA	NA		
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	9	0	0.00	0	0.00	NA	NA	NA		
NATIONAL COUNCIL ON THE HANDICAPPED	8	4	50.00	3	37.50	NA	NA	NA		
NATIONAL CREDIT UNION ADMINISTRATION	631	24	3.80	6	0.95	4	1.93	1.30		
NATIONAL ENDOWMENT FOR THE ARTS	260	10	3.85	2	0.77	NA	NA	NA		
NATIONAL ENDOWMENT FOR THE HUMANITIES	242	17	7.02	4	1.65	NA	NA	NA		
NATIONAL GALLERY OF ART	763	23	3.01	13	1.70	3	0.40	1.90		
NATIONAL LABOR RELATIONS BOARD	2,383	115	4.83	23	0.97	3	3.00	1.10		
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED									
NATIONAL SCIENCE FOUNDATION	1,171	53	4.53	10	0.85	3	1.28	0.94		
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED									
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	53	0		0	0.00	NA	NA	NA		
NUCLEAR REGULATORY COMMISSION	3,664	163	4.45	22	0.60	2	0.64	0.69		
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	71	2	2.82	1	1.41	NA	NA	NA		
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	3	0	0.00	0	0.00	NA	NA	NA		
OFFICE OF PERSONNEL MANAGEMENT	6,193	336	5.43	75	1.21	10	1.00	1.23		
OVERSEAS PRIVATE INVESTMENT CORPORATION	130	3	2.31	0	0.00	NA	NA	NA		
PANAMA CANAL COMMISSION	8,338	217	2.60	46	0.55	3	2.00	0.57		
PEACE CORPS	1,035	16	1.55	3	0.29	2	0.59	0.38		
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	29	0	0.00	0	0.00	NA	NA	NA		
PENSION BENEFIT GUARANTY CORPORATION	442	31	7.01	13	2.94	NA	NA	NA		
POSTAL RATE COMMISSION	54	6	11.11	3	5.56	NA	NA	NA		

TABLE II-2
 FY 1987 HIRING GOALS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	FY 1987 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1986 TO SEPT. 30, 1987	
						ACCESSIONS NUMBER	% REPRESENTATION PLANNED
RAILROAD RETIREMENT BOARD	1,563	65	4.16	15	0.96	1	1.04
SECURITIES AND EXCHANGE COMMISSION	1,957	82	4.19	28	1.43	10	3.00
SELECTIVE SERVICE SYSTEM	249	15	6.02	0	0.00	NA	NA
SMALL BUSINESS ADMINISTRATION	4,906	258	5.26	51	1.04	8	0.60
SMITHSONIAN INSTITUTION	4,182	156	3.73	32	0.77	4	0.50
SOLDIERS' AND AIRMEN'S HOME	841	41	4.88	5	0.59	3	2.50
STATE	16,074	491	3.05	65	0.40	4	0.45
TENNESSEE VALLEY AUTHORITY	30,555	1,271	4.16	146	0.48	173	6.05
TRANSPORTATION	61,842	2,278	3.68	260	0.42	21	0.40
TREASURY	139,113	9,093	6.54	2,203	1.58	531	1.65
U.S. INFORMATION AGENCY	5,456	177	3.24	39	0.71	3	0.56
U.S. POSTAL SERVICE	744,628	29,921	4.02	6,610	0.89	606	1.20
VETERANS ADMINISTRATION	240,423	21,301	8.86	4,000	1.66	981	1.68
TOTAL	2,894,732	162,389	5.61	30,320	1.05	4,653	

TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1985, TO SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		HANDICAPPED EMPLOYEES		TARGETED DISABILITIES		GOALS		DISABILITIES		FROM 10/85 TO 9/86				* A I S B I P
	10/85	9/86	10/85	9/86	10/85	9/86	10/85	9/86	10/85	9/86	TOTAL ACCNS*	TOTAL LOSSES	TD ACCNS* %	TD LOSSES %	
ACTION	486	474	25	35	9	7	NOT REQ	10.00	8.90	10.00	60	83	1.67	3	6
ADMINISTRATIVE CONFERENCE OF THE U.S.	18		0	0	0	0	NOT REQ	NONE	NONE	NONE	6	4	0.00	0	2
ADVISORY COMMISSION ON INTERGOVT. RELATIONS	27	19	2	10.53	0	0	NOT REQ	NONE	NONE	NONE	3	11	0.00	0	0
ADVISORY COMMITTEE ON FEDERAL PAY	2	2	0	0	0	0	NOT REQ	NONE	NONE	NONE	0	0	0.00	0	0
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,591	3,420	83	75	16	16	0.88	11.00	11.00	11.00	190	459	1.05	2	8
AGRICULTURE	119,682	122,940	4.30	4.01	0.65	0.61	0.35	4.98	2.53	3.70	28059	31030	0.55	168	556
AMERICAN BATTLE MONUMENTS COMMISSION	47	48	0	0	0	0	NOT REQ	NONE	NONE	NONE	1	0	0.00	0	0
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED														
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	29	27	5	18.52	5	5	NOT REQ	13.00	NONE	13.00	1	2	100.0	1	6
ARMS CONTROL & DISARMAMENT AGENCY	180	180	12	12	4	4	NOT REQ	9.50	NONE	12.00	0	0	0.00	0	1
BOARD FOR INTERNATIONAL BROADCASTING	8	8	0	0	0	0	NOT REQ	NONE	NONE	NONE	3	3	0.00	0	0
CENTRAL INTELLIGENCE AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS														
COMMERCE	32,196	31,357	1,354	1,391	309	314	0.70	7.00	6.80	6.80	7027	7686	1.14	70	NOT RPTD
COMMISSION ON CIVIL RIGHTS	236	193	9	7	5	4	NOT REQ	9.00	10.00	10.00	37	80	0.00	1	0

* SEE PAGE 8 FOR LEGEND

TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1985, TO SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FROM 10/85 TO 9/86										TARGETED				* A S B P			
	TOTAL WORK FORCE 10/85 9/86	HANDICAPPED EMPLOYEES 10/85 9/86	TARGETED DISABILITIES 10/85 9/86	GOALS ACCN. 10/85 RATE/ % REP	DISABILITIES AVERAGE GRADE 10/85 WHITE COLLAR BLUE COLLAR	TOTAL ACCNS*	TOTAL LOSSES	TD ACCNS* %	TD LOSSES %	TD APPLS*	TD							
	%	%	%	REQ	10/85 NONE 9/86 NONE													
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16 15	3 18.75	3 10.75	3 20.00	NOT REQ	0	0	0	0	0								
COMMODITY FUTURES TRADING COMMISSION	489 496	15 3.07	2 0.41	2 0.40	NOT REQ	139	133	1	1	15								
CONSUMER PRODUCT SAFETY COMMISSION	550 549	9 1.64	2 0.36	2 0.36	8.00 0.70	64	107	0	0	2								
DEFENSE, DEPARTMENT OF	1,048,726 1,034,687	71,196 6.79	11,134 1.06	11,282 1.09		160581	168058	1406 0.88	1547 0.92	2912								
AIR FORCE	217,588 215,890	21,954 10.09	2,890 1.33	2,957 1.37	1.38 1.38	34500	36198	396 1.15	376 1.04	1667								
ARMY	354,634 347,384	23,907 6.74	3,828 1.08	3,841 1.11	1.16 1.11	40809	48059	419 1.03	481 1.00	NOT RPTD								
ARMY/AIR FORCE EXCHANGE SERVICE	54,343 58,764	547 1.01	133 0.24	194 0.33	0.48 0.36	44917	43869	89 0.20	74 0.17	217								
DEFENSE COMMUNICATIONS AGENCY	1,974 2,166	88 4.46	17 0.86	20 0.92	2.50 1.02	486	294	5 1.03	2 0.68	14								
DEFENSE CONTRACT AUDIT AGENCY	4,719 5,058	223 4.73	26 0.55	29 0.57	0.73 0.59	1145	806	9 0.79	6 0.74	9								
DEFENSE INTELLIGENCE AGENCY		5.00	0.30	0.38														
DEFENSE INVESTIGATIVE SERVICE	3,521 4,080	202 5.74	36 1.02	42 1.03	1.13 0.93	1088	524	14 1.29	8 1.53	48								
DEFENSE LOGISTICS AGENCY	52,092 53,304	3,312 6.36	711 1.36	745 1.40	2.08 1.38	2436	1224	55 2.26	21 1.72	91								
DEFENSE MAPPING AGENCY	9,221 8,878	722 7.83	132 1.43	137 1.54	2.20 1.58	848	1124	14 1.65	9 0.80	99								
DEFENSE NUCLEAR AGENCY	776 818	28 3.61	12 1.55	12 1.47	6.00 2.00	226	190	0 0.00	0 0.00	1								

* SEE PAGE 8 FOR LEGEND

TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1985, TO SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TARGETED										FROM 10/85 TO 9/86											
	TOTAL WORK FORCE 10/85 9/86	HANDICAPPED EMPLOYEES 10/85 %	9/86 %	TARGETED DISABILITIES 10/85 %	9/86 %	GOALS ACCN. RATE/ %	10/85	9/86	DISABILITIES 10/85 %	9/86 %	NEW AGENCY	10/85	9/86	WHITE COLLAR	BLUE COLLAR	TOTAL ACCNS*	TOTAL LOSSES	ACCNS* %	TD %	LOSSES/APPLS* %	TD	* A S B P
INSPECTOR GENERAL **	1,087	0	36	0	6	NEW AGENCY	10.80	0	0	0	0.00	0	0	0.00	0	0	0	0	0	0	0	
NATIONAL GUARD BUREAU	2,351 2,523	71 3.02	80 3.17	21 0.89	29 1.15	NONE	5.80	288	116	5.70	NONE	5.70	NONE	3.47	10	2	1.72	NOT RPTD				
NATIONAL SECURITY AGENCY	EXEMPT	FROM DATA	REPORTING REQUIREMENTS																			
NAVY	329,689 317,456	19,748 5.99	19,335 6.09	3,280 0.99	3,221 1.01	1.16	6.00	31810	33314	6.00	7.00	6.00	7.00	384 1.21	384	558	1.67	620				
OCHAMPUS	218 219	9 4.13	21 9.59	3 1.38	3 1.37	NOT REQ	11.00	46	40	9.00	NONE	9.00	NONE	0	0	0.00	0	3				
OFFICE OF DEPENDENTS SCHOOLS	14,059 13,523	220 1.56	205 1.52	17 0.12	19 0.14	0.42	8.68	902	1438	12.50	NONE	8.68	NONE	0.67	6	4	0.28	15				
OFFICE OF SECRETARY	2,728 2,818	107 3.92	110 3.90	13 0.48	12 0.43	0.83	10.00	745	501	9.90	NONE	10.00	NONE	0.54	4	5	1.00	93				
UNIFORMED SERVICES UNIV. OF THE HLTH SCI.	813 719	58 7.13	41 5.70	15 1.85	15 2.09	2.86	5.75	335	361	6.11	3.67	5.75	5.33	1	1	0.28	35					
EDUCATION	5,021 4,761	384 7.65	367 7.71	114 2.27	113 2.37	NO GOALS	9.70	394	735	2.25	2.30	9.70	5.00	4	4	0.82	11					
ENERGY	16,759 16,678	621 3.71	717 4.30	111 0.66	112 0.67	0.64	10.50	2651	2753	10.50	7.50	10.50	7.50	5	4	0.15	NOT RPTD					
ENVIRONMENTAL PROTECTION AGENCY	14,150 14,371	483 3.41	472 3.28	102 0.72	103 0.72	2.00	6.86	2620	2231	6.90	4.00	6.86	5.50	9	8	0.36	86					
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,156 2,967	393 12.45	410 13.82	61 1.93	63 2.12	0.84	9.14	295	456	8.40	NONE	9.14	NONE	3.39	10	8	1.75	0				
EXECUTIVE OFFICE OF THE PRESIDENT	1,266 1,386	14 1.11	25 1.80	3 0.24	3 0.22	0.28	9.00	334	382	11.00	NONE	9.00	NONE	0.30	1	1	0.26	1				
EXPORT-IMPORT BANK	351 320	26 7.41	24 7.50	6 1.71	7 2.19	NOT REQ	7.28	22	54	7.50	NONE	7.28	NONE	0	0	0.00	NOT RPTD					

* SEE PAGE 8 FOR LEGEND

TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1985, TO SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	FROM 10/85 TO 9/86										TARGETED				DISABILITIES				* * * A S B P
	TOTAL WORK FORCE 10/85 9/86	HANDICAPPED EMPLOYEES		TARGETED DISABILITIES		GOALS		AVERAGE GRADE		TOTAL ACCNS*	TOTAL LOSSES	TD ACCNS* %	TD LOSSES %	TD APPLS*	TD RPTD				
		10/85 %	9/86 %	10/85 %	9/86 %	ACCN. RATE/ % REP	10/85 WHITE BLUE COLLAR	9/86 WHITE BLUE COLLAR	10/85 AVERAGE							9/86 AVERAGE			
FARM CREDIT ADMINISTRATION	322 520	7 2.17	12 2.31	0 0.00	0 0.00	0 0.00	0 0.00	NONE NONE	NONE NONE	291	88	0 0.00	0 0.00	0					
FEDERAL COMMUNICATIONS COMMISSION	1,907 1,805	97 5.09	90 4.99	22 1.10	1.22	1.20	9.40 3.00	9.40 3.00	102	188	4 3.92	3 1.60	15						
FED. DEPOSIT INSURANCE CORPORATION	6,328 8,574	393 6.21	435 5.07	66 1.04	0.83	1.20	7.60 NONE	7.90 NONE	3781	1548	19 0.50	14 0.90	NOT RPTD	4					
FEDERAL ELECTION COMMISSION	227 215	9 3.96	8 3.72	0 0.00	0.00	0.00	4.00 NONE	4.00 NONE	34	46	0 0.00	0 0.00	4						
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,440 2,040	126 5.16	110 5.39	17 0.70	0.98	0.90	10.02 10.00	11.15 8.00	85	468	0 0.00	0 0.00	0						
FEDERAL ENERGY REGULATORY COMMISSION	1,547 1,506	36 2.33	35 2.32	11 0.71	0.73	0.73	11.00 NONE	11.00 NONE	NOT RPTD	NOT RPTD	0 0.00	0 0.00	0 NOT RPTD						
FEDERAL HOME LOAN BANK BOARD	654 818	26 3.98	24 2.93	6 0.92	0.49	0.49	1.06 1.01	11.00 9.00	339	174	1 0.29	3 1.72	NOT RPTD						
FEDERAL LABOR RELATIONS AUTHORITY	282 255	2 0.71	4 1.57	1 0.35	0.78	0.78	7.50 NONE	4.50 NONE	34	62	2 5.88	1 1.61	15						
FEDERAL MARITIME COMMISSION	220 209	20 9.09	20 9.57	7 3.18	2.87	2.87	6.00 NONE	6.33 NONE	30	41	1 3.33	2 4.88	13						
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED																		
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	47 50	9 19.15	8 16.00	1 2.13	2.00	2.00	16.00 NONE	16.00 NONE	10	8	0 0.00	0 0.00	0						
FEDERAL RESERVE SYSTEM	1,493 1,476	47 3.15	25 1.69	30 2.01	1.69	1.69	4.00 2.20	9.90 10.00	171	188	1 0.58	6 3.19	NOT RPTD						
FEDERAL TRADE COMMISSION	1,354 1,169	57 4.21	25 2.14	11 0.81	0.86	0.86	9.00 NONE	9.00 NONE	101	286	2 1.98	3 1.05	14						
GENERAL SERVICES ADMINISTRATION	25,835 23,134	1,215 4.70	1,065 4.60	346 1.34	323 1.40	1.60	6.00 3.10	6.47 3.46	3165	5870	25 0.79	55 0.94	143						

* SEE PAGE 8 FOR LEGEND

TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1985, TO SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TARGETED										FROM 10/85 TO 9/86				* * A I S B I P	
	TOTAL WORK FORCE		HANDICAPPED EMPLOYEES		TARGETED DISABILITIES		GOALS		DISABILITIES		TOTAL ACCNS*	TOTAL LOSSES	TD ACCNS* %	TD LOSSES %		TD APPLS*
	10/85	9/86	10/85	9/86	10/85	9/86	ACCN. 10/85	RATE/ % REP	AVERAGE 10/85	GRADE 9/86						
STATE	15,996 16,074	491 3.05	522 3.26	60 0.38	65 0.40	8.10 NONE	10.30 NONE	0.97 0.40	8.10 NONE	10.30 NONE	2357	2279	11 0.47	7 0.31	55	
TENNESSEE VALLEY AUTHORITY	32,032 30,555	1,271 4.16	1,320 4.12	159 0.50	146 0.48	DIFFERENT PERSONNEL SYSTEM	DIFFERENT PERSONNEL SYSTEM	5.90 0.76	DIFFERENT PERSONNEL SYSTEM	DIFFERENT PERSONNEL SYSTEM	9282	9869	48 0.52	48 0.49	NOT RPTD	
TRANSPORTATION	62,920 61,842	2,284 3.68	2,284 3.63	264 0.42	260 0.42	8.03 7.93	8.19 7.58	0.44 0.44	8.03 7.93	8.19 7.58	5155	5568	39 0.76	49 0.88	NOT RPTD	
TREASURY	136,427 139,113	9,093 6.54	9,093 6.60	2,095 1.54	2,203 1.58	6.00 4.00	5.00 4.00	1.60 1.60	6.00 4.00	5.00 4.00	39109	36423	454 1.16	346 0.95	1629	
U.S. INFORMATION AGENCY	5,343 5,456	177 3.24	170 3.18	36 0.67	39 0.71	7.50 3.83	7.90 4.60	4.30 0.79	7.50 3.83	7.90 4.60	757	622	3 0.40	7 1.13	NOT RPTD	
U.S. POSTAL SERVICE	716,260 744,628	29,921 4.02	25,841 3.61	5,702 0.80	6,610 0.89	DIFFERENT PERSONNEL SYSTEM	DIFFERENT PERSONNEL SYSTEM	1.20 0.84	DIFFERENT PERSONNEL SYSTEM	DIFFERENT PERSONNEL SYSTEM	86002	58310	1395 1.62	579 0.99	8384	
VETERANS ADMINISTRATION	247,156 240,423	21,301 8.86	22,534 9.12	4,073 1.65	4,000 1.66	6.46 2.78	6.47 2.77	1.65 1.66	6.46 2.78	6.47 2.77	57037	63835	791 1.39	960 1.50	NOT RPTD	
TOTAL	2,892,032 2,894,732	162,389 5.61	161,000 5.57	29,285 1.01	30,320 1.05						467062	462110	4,815 1.03	4,369 0.95	14996	

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 - TARGETED DISABILITIES
 ** DEFENSE - INSPECTOR GENERAL WAS CREATED APRIL 1986.

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 HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
ACTION	474	35	7.38	1	NA	50 HRS	NA
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	1	NA	8 HRS	NA
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	19	2	10.53	1	NA	2 HRS	NA
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	1	NA	8 HRS	NA
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,420	75	2.19	1	NA	0.56	NA
AGRICULTURE	122,940	4,925	4.01	271	317	4.25	1-25
AMERICAN BATTLE MONUMENTS COMMISSION	48	0	0.00	1	NA	4 HRS	NA
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED						
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	27	5	18.52	1	NA	4 HRS	NA
ARMS CONTROL & DISARMAMENT AGENCY	180	12	6.67	1	NA	32 HRS	NA
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	1	NA	40 HRS	NA
CENTRAL INTELLIGENCE AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS						
COMMERCE	31,357	1,391	4.44	12	41	2.90	1-75
COMMISSION ON CIVIL RIGHTS	193	7	3.63	1	NA	0.17	NA
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	3	20.00	1	NA	10 HRS	NA
COMMODITY FUTURES TRADING COMMISSION	496	16	3.23	1	NA	0.20	NA
CONSUMER PRODUCT SAFETY COMMISSION	549	9	1.64	1	5	0.25	6-10
DEFENSE, DEPARTMENT OF	1,034,687	70,484	6.81	575	1,085	27.86	
AIR FORCE	215,890	21,853	10.12	94	115	3.20	1-75
ARMY	347,384	23,477	6.76	145	244	4.12	1-100
ARMY/AIR FORCE EXCHANGE SERVICE	58,764	850	1.45	53	9	0.40	11-25

TABLE II-4
DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE
NUMBER OF HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	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	2,166	93	4.29	3	1	0.33	6-10
DEFENSE CONTRACT AUDIT AGENCY	5,058	210	4.15	7		0.50	1-10
DEFENSE INTELLIGENCE AGENCY	EXEMPT FROM DATA REQUIREMENTS			1	NA	0.10	NA
DEFENSE INVESTIGATIVE SERVICE	4,080	126	3.09	9	4	0.80	1-5
DEFENSE LOGISTICS AGENCY	53,304	3,339	6.26	21	20	0.25	6-75
DEFENSE MAPPING AGENCY	8,878	679	7.65	12	14	0.25	1-75
DEFENSE NUCLEAR AGENCY	818	29	3.55	1	NA	1.00	NA
OFFICE OF INSPECTOR GENERAL	1,087	36	3.31	1	NA	0.25	NA
NATIONAL GUARD BUREAU	2,523	80	3.17	53	53	0.10	1-5
NATIONAL SECURITY AGENCY	EXEMPT FROM DATA REQUIREMENTS			1	23	2.85	1-10
NAVY	317,456	19,335	6.09	114	474	9.75	1-100
OCHAMPUS	219	21	9.59	1	NA	120 HRS	NA
OFFICE OF DEPENDENTS SCHOOLS	13,523	205	1.52	57	120	0.81	1-5
OFFICE OF SECRETARY	2,818	110	3.90	1	NA	2.80	NA
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	719	41	5.70	1	1	0.35	26-75
EDUCATION	4,761	367	7.71	1	NA	0.25	NA
ENERGY	16,678	717	4.30	20	20	2.00	6-10
ENVIRONMENTAL PROTECTION AGENCY	14,371	472	3.28	15	16	2.30	6-75
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,967	410	13.82	23	23	1.00	11-25
EXECUTIVE OFFICE OF THE PRESIDENT	1,386	25	1.80	2	1	0.10	1-5
EXPORT-IMPORT BANK	320	24	7.50	1	NA	80 HRS	NA
FARM CREDIT ADMINISTRATION	520	12	2.31	1	NA	80 HRS	NA

TABLE II-4
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE
 NUMBER OF HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
FEDERAL COMMUNICATIONS COMMISSION	1,805	90	4.99	1	NA	0.20	NA
FEDERAL DEPOSIT INSURANCE CORPORATION	8,574	435	5.07	1	23	1.00	6-10
FEDERAL ELECTION COMMISSION	215	8	3.72	1	NA	116 HRS	NA
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,040	110	5.39	1	2	0.07	6-10
FEDERAL ENERGY REGULATORY COMMISSION	1,506	35	2.32	1	NA	0.50	NA
FEDERAL HOME LOAN BANK BOARD	818	24	2.93	1	NA	0.10	NA
FEDERAL LABOR RELATIONS AUTHORITY	255	4	1.57	1	NA	39 HRS	NA
FEDERAL MARITIME COMMISSION	209	20	9.57	1	NA	120 HRS	NA
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED						
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	50	8	16.00	1	NA	20 HRS	NA
FEDERAL RESERVE SYSTEM	1,476	25	1.69	1	NA	0.40	NA
FEDERAL TRADE COMMISSION	1,169	25	2.14	1	10	0.10	1-5
GENERAL SERVICES ADMINISTRATION	23,134	1,065	4.60	9	9	0.20	11-25
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	1	NA	<0.01	NA
HEALTH AND HUMAN SERVICES	141,380	7,130	5.04	32	33	9.25	1-100
HOUSING & URBAN DEVELOPMENT	11,874	846	7.12	11	41	0.66	11-75
INTER-AMERICAN FOUNDATION	76	0	0.00	1	NA	48 HRS	NA
INTERIOR	76,795	3,601	4.69	158	46	2.00	1-75
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED						
INTERSTATE COMMERCE COMMISSION	736	55	7.47	1	NA	0.35	NA
JAPAN-U.S. FRIENDSHIP COMMISSION	5	0	0.00	1	NA	8 HRS	NA
JUSTICE	66,954	1,434	2.14	67	264	3.90	1-25

TABLE II-4
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE
 NUMBER OF HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
LABOR	17,582	971	5.52	10	10	0.88	1-75
MARINE MAMMAL COMMISSION	8	0	0.00	1	NA	8 HRS	NA
MERIT SYSTEMS PROTECTION BOARD	311	11	3.54	1	NA	132 HRS	NA
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,175	1,201	5.18	9	21	4.40	1-100
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1,829	126	6.89	2	2	1.00	1-5
NATIONAL CAPITOL PLANNING COMMISSION	46	5	10.87	1	NA	200 HRS	NA
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	9	0	0.00	1	NA	2 HRS	NA
NATIONAL COUNCIL ON THE HANDICAPPED	8	4	50.00	1	NA	40 HRS	NA
NATIONAL CREDIT UNION ADMINISTRATION	631	24	3.80	1	NA	178 HRS	NA
NATIONAL ENDOWMENT FOR THE ARTS	260	10	3.85	1	NA	240 HRS	NA
NATIONAL ENDOWMENT FOR THE HUMANITIES	242	17	7.02	1	NA	80 HRS	NA
NATIONAL GALLERY OF ART	763	23	3.01	1	NA	0.15	NA
NATIONAL LABOR RELATIONS BOARD	2,383	115	4.83	34	33	0.50	1-5
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED						
NATIONAL SCIENCE FOUNDATION	1,171	53	4.53	1	NA	0.25	NA
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED						
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	53	0	0.00	1	NA	80 HRS	NA
NUCLEAR REGULATORY COMMISSION	3,664	163	4.45	5	0	0.50	NA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	71	2	2.82	1	NA	1 HR	NA
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	3	0	0.00	1	NA	8 HRS	NA
OFFICE OF PERSONNEL MANAGEMENT	6,193	336	5.43	10	9	1.40	1-5
OVERSEAS PRIVATE INVESTMENT CORPORATION	130	3	2.31	1	NA	40 HRS	NA

TABLE II-4
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE
 NUMBER OF HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
PANAMA CANAL COMMISSION	8,338	217	2.60	1	32	1.00	6-10
PEACE CORPS	1,035	16	1.55	1	NA	0.10	NA
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	29	0	0.00	1	NA	35 HRS	NA
PENSION BENEFIT GUARANTY CORPORATION	442	31	7.01	1	NA	290 HRS	NA
POSTAL RATE COMMISSION	54	6	11.11	1	NA	0.05	NA
RAILROAD RETIREMENT BOARD	1,563	65	4.16	1	3	0.60	1-5
SECURITIES AND EXCHANGE COMMISSION	1,957	82	4.19	1	9	0.50	1-5
SELECTIVE SERVICE SYSTEM	249	15	6.02	1	NA	32 HRS	NA
SMALL BUSINESS ADMINISTRATION	4,906	258	5.26	15	15	0.12	1-5
SMITHSONIAN INSTITUTION	4,182	156	3.73	1	NA	1.00	1-5
SOLDIERS' AND AIRMEN'S HOME	841	41	4.88	1	NA	0.50	NA
STATE	16,074	491	3.05	1	NA	1.50	NA
TENNESSEE VALLEY AUTHORITY	30,555	1,271	4.16	6	37	3.50	1-25
TRANSPORTATION	61,842	2,278	3.68	44	49	2.78	1-25
TREASURY	139,113	9,093	6.54	108	166	2.30	1-100
U.S. INFORMATION AGENCY	5,456	177	3.24	3	NA	1.50	NA
U.S. POSTAL SERVICE	744,628	29,921	4.02	29,308	217	1.00	1-5
VETERANS ADMINISTRATION	240,423	21,301	8.86	214	627	2.00	1-75
TOTAL	2,894,732	162,389	5.61	31,019	3,166	87.86	

TABLE II-5
DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREMITIES	PART. PARALYSIS	COMP. PARALYSIS	CONVULSIVE DISORD.	MENTAL RETARDATION	MENTAL ILLNESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
ACTION	0	2	1	2	0	0	0	2	0	7	474	1.48
ADMINISTRATIVE CONFERENCE OF THE U.S.	0	0	0	0	0	0	0	0	0	0	20	0.00
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	0	0	0	0	0	0	0	0	0	0	19	0.00
ADVISORY COMMITTEE ON FEDERAL PAY	0	0	0	0	0	0	0	0	0	0	2	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	3	2	0	4	1	2	3	1	0	16	3,420	0.47
AGRICULTURE	82	53	106	146	76	99	62	97	33	754	122,940	0.61
AMERICAN BATTLE MONUMENTS COMMISSION	0	0	0	0	0	0	0	0	0	0	48	0.00
APPALACHIAN REGIONAL COMMISSION												
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	1	1	0	2	1	0	0	0	0	5	27	18.52
ARMS CONTROL & DISARMAMENT AGENCY	0	0	1	1	1	1	0	0	0	4	180	2.22
BOARD FOR INTERNATIONAL BROADCASTING	0	0	0	0	0	0	0	0	0	0	8	0.00
CENTRAL INTELLIGENCE AGENCY												
COMMERCE	41	30	10	45	21	46	74	39	8	314	31,357	1.00
COMMISSION ON CIVIL RIGHTS	0	1	0	0	1	0	0	1	1	4	193	2.07
COMMITTEE FOR PURCHASE FROM BLIND ETC.	0	1	0	0	1	1	0	0	0	3	15	20.00
COMMODITY FUTURES TRADING COMMISSION	1	0	0	0	0	0	0	1	0	2	496	0.40
CONSUMER PRODUCT SAFETY COMMISSION	0	0	0	1	1	0	0	0	0	2	549	0.36
DEFENSE, DEPARTMENT OF	1671	1097	1066	1846	821	1524	1188	1667	402	11282	1,034,687	1.09
AIR FORCE	361	286	280	491	238	414	265	517	105	2957	215,890	1.37
ARMY	586	364	355	666	305	512	390	522	141	3841	347,384	1.11
ARMY/AIR FORCE EXCHANGE SERVICE	15	11	10	21	6	41	68	19	3	194	58,764	0.33
DEFENSE COMMUNICATIONS AGENCY	6	0	2	2	2	2	2	4	0	20	2,166	0.92
DEFENSE CONTRACT AUDIT AGENCY	3	1	1	13	1	2	1	6	1	29	5,058	0.57

TABLE II-5
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREMITIES	PART. PARALYSIS	COMP. PARALYSIS	CONVULSIVE DISORD.	MENTAL RETARDATION	MENTAL ILLNESS	DIST. LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
DEFENSE INTELLIGENCE AGENCY	5	1	7	11	1	5	1	2	9	42	4,080	1.03
DEFENSE INVESTIGATIVE SERVICE	124	63	61	95	41	111	84	120	46	745	53,304	1.40
DEFENSE LOGISTICS AGENCY	64	5	10	21	6	12	5	11	3	137	8,878	1.54
DEFENSE MAPPING AGENCY	4	1	0	1	0	2	2	2	0	12	818	1.47
DEFENSE NUCLEAR AGENCY	0	1	0	0	1	3	0	1	0	6	1,087	0.55
INSPECTOR GENERAL	2	0	3	6	1	6	0	5	6	29	2,523	1.15
NATIONAL GUARD BUREAU												
NATIONAL SECURITY AGENCY												
NAVY	491	360	331	509	217	412	365	452	84	3221	317,456	1.01
OCHAMPUS	0	0	0	0	0	0	0	1	2	3	219	1.37
OFFICE OF DEPENDENTS SCHOOLS	0	3	3	7	0	2	1	2	1	19	13,523	0.14
OFFICE OF SECRETARY	0	1	2	2	2	0	3	1	1	12	2,818	0.43
UNIFORMED SERV. UNIV. OF THE HEALTH SCI.	10	0	1	1	0	0	1	2	0	15	719	2.09
EDUCATION	7	33	6	20	17	6	10	12	2	113	4,761	2.37
ENERGY	12	12	13	24	10	19	1	16	5	112	16,678	0.67
ENVIRONMENTAL PROTECTION AGENCY	17	11	5	18	8	14	18	10	2	103	14,371	0.72
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	7	12	3	9	6	5	0	17	4	63	2,967	2.12
EXECUTIVE OFFICE OF THE PRESIDENT	0	1	0	0	0	0	0	0	2	3	1,386	0.22
EXPORT-IMPORT BANK	2	1	0	1	0	2	0	1	0	7	320	2.19
FARM CREDIT ADMINISTRATION	0	0	0	0	0	0	0	0	0	0	520	0.00
FEDERAL COMMUNICATIONS COMMISSION	1	3	3	4	0	5	2	4	0	22	1,805	1.22
FEDERAL DEPOSIT INSURANCE CORPORATION	13	5	7	12	12	10	0	10	2	71	8,574	0.83
FEDERAL ELECTION COMMISSION	0	0	0	0	0	0	0	0	0	0	215	0.00

TABLE II-5
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	DEAF	BLIND	MISS. EXTREMITIES	PART. PARALYSIS	COMP. PARALYSIS	CONVULSIVE DISORD.	MENTAL RETARDATION	MENTAL ILLNESS	LIMBS SPINE	TOTAL TARGET DISABL	TOTAL WORK FORCE	% TARGET DISABL
FEDERAL EMERGENCY MANAGEMENT AGENCY	4	8	2	2	1	3	0	0	0	20	2,040	0.98
FEDERAL ENERGY REGULATORY COMMISSION	1	2	0	2	0	3	0	3	0	11	1,506	0.73
FEDERAL HOME LOAN BANK BOARD	1	1	1	1	0	0	0	0	0	4	818	0.49
FEDERAL LABOR RELATIONS AUTHORITY	0	0	1	0	0	0	0	1	0	2	255	0.78
FEDERAL MARITIME COMMISSION	1	0	1	2	0	0	2	0	0	6	209	2.87
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED											
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	0	0	1	0	0	0	0	0	0	1	50	2.00
FEDERAL RESERVE SYSTEM	8	8	0	3	0	2	0	4	0	25	1,476	1.69
FEDERAL TRADE COMMISSION	0	2	0	2	1	2	1	1	1	10	1,169	0.86
GENERAL SERVICES ADMINISTRATION	24	36	16	33	19	14	153	25	3	323	23,134	1.40
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	0	0	0	0	0	0	0	0	0	4	0.00
HEALTH AND HUMAN SERVICES	263	313	96	230	145	175	240	291	35	1788	141,380	1.26
HOUSING & URBAN DEVELOPMENT	14	13	7	36	14	20	7	20	5	136	11,874	1.15
INTER-AMERICAN FOUNDATION	0	0	0	0	0	0	0	0	0	0	76	0.00
INTERIOR	107	71	73	128	60	86	69	67	14	675	76,795	0.88
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED											
INTERSTATE COMMERCE COMMISSION	1	2	0	3	0	1	0	1	0	8	736	1.09
JAPAN-U.S. FRIENDSHIP COMMISSION	0	0	0	0	0	0	0	0	0	0	5	0.00
JUSTICE	33	45	30	31	24	61	26	27	7	284	66,954	0.42
LABOR	18	62	21	30	18	16	17	32	4	218	17,582	1.24
MARINE MAMMAL COMMISSION	0	0	0	0	0	0	0	0	0	0	8	0.00
MERIT SYSTEMS PROTECTION BOARD	0	1	0	1	0	0	1	0	0	3	311	0.96
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	16	22	20	41	24	21	10	20	9	183	23,175	0.79

TABLE II-5
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES
 STATUS AS OF SEPTEMBER 30, 1986

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
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	5	1	0	3	1	3	39	4	1	57	1,829	3.12
NATIONAL CAPITOL PLANNING COMMISSION	0	0	0	0	0	0	0	1	0	1	46	2.17
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	0	0	0	0	0	0	0	0	0	0	9	0.00
NATIONAL COUNCIL ON THE HANDICAPPED	0	0	0	1	1	0	0	1	0	3	8	37.50
NATIONAL CREDIT UNION ADMINISTRATION	0	1	1	2	0	1	0	1	0	6	631	0.95
NATIONAL ENDOWMENT FOR THE ARTS	1	0	0	0	0	1	0	0	0	2	260	0.77
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	1	0	1	0	0	0	0	0	4	242	1.65
NATIONAL GALLERY OF ART	0	3	2	0	0	2	6	0	0	13	763	1.70
NATIONAL LABOR RELATIONS BOARD	2	3	4	5	1	1	1	6	0	23	2,383	0.97
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED											
NATIONAL SCIENCE FOUNDATION	0	2	0	3	2	1	0	2	0	10	1,171	0.85
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED											
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	0	0	0	0	0	0	0	0	0	0	53	0.00
NUCLEAR REGULATORY COMMISSION	1	5	0	4	2	4	1	5	0	22	3,664	0.60
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	0	0	0	0	0	0	0	0	1	1	71	1.41
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS	0	0	0	0	0	0	0	0	0	0	3	0.00
OFFICE OF PERSONNEL MANAGEMENT	18	10	9	13	3	5	4	11	2	75	6,193	1.21
OVERSEAS PRIVATE INVESTMENT CORPORATION	0	0	0	0	0	0	0	0	0	0	130	0.00
PANAMA CANAL COMMISSION	20	2	8	8	0	0	6	0	2	46	8,338	0.55
PEACE CORPS	1	0	0	0	0	0	1	1	0	3	1,035	0.29
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	0	0	0	0	0	0	0	0	0	0	29	0.00
PENSION BENEFIT GUARANTY CORPORATION	1	0	2	0	1	1	2	5	1	13	442	2.94
POSTAL RATE COMMISSION	0	0	0	0	0	0	0	2	1	3	54	5.56

TABLE II-5
 DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES
 STATUS AS OF SEPTEMBER 30, 1986

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
RAILROAD RETIREMENT BOARD	0	2	1	0	0	3	0	7	2	15	1,563	0.96
SECURITIES AND EXCHANGE COMMISSION	10	3	0	2	3	3	5	2	0	28	1,957	1.43
SELECTIVE SERVICE SYSTEM	0	0	0	0	0	0	0	0	0	0	249	0.00
SMALL BUSINESS ADMINISTRATION	3	3	6	8	8	8	2	10	3	51	4,906	1.04
SMITHSONIAN INSTITUTION	10	4	2	3	1	2	5	4	1	32	4,182	0.77
SOLDIERS' AND AIRMEN'S HOME	0	2	0	0	0	1	1	1	0	5	841	0.59
STATE	7	11	5	16	2	9	2	10	3	65	16,074	0.40
TENNESSEE VALLEY AUTHORITY	18	35	16	22	15	16	2	18	4	146	30,555	0.48
TRANSPORTATION	36	32	32	53	22	20	20	33	12	260	61,842	0.42
TREASURY	431	340	127	330	175	288	173	287	52	2203	139,113	1.58
U.S. INFORMATION AGENCY	5	5	4	2	1	5	12	4	1	39	5,456	0.71
U.S. POSTAL SERVICE	2142	132	494	175	68	748	670	1970	211	6610	744,628	0.89
VETERANS ADMINISTRATION	377	493	333	463	244	532	482	929	147	4000	240,423	1.66
TOTAL	5439	2941	2536	3794	1833	3792	3318	5684	983	30320	2,894,732	1.05

TABLE II-6
FY 1986 PROMOTIONS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL EMPLOYEES AS OF 9/30/86	TOTAL		INDIVIDUALS * WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
		PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%
ACTION	474	59	12.45	54	12.30	5	14.29	1	14.29
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	0	0.00	0	0.00	0	0.00
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	19	5	26.32	5	29.41	0	0.00	0	0.00
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,420	386	11.29	371	11.09	8	10.67	8	50.00
AGRICULTURE	122,940	16,865	13.72	15,497	13.13	589	11.96	109	14.46
AMERICAN BATTLE MONUMENTS COMMISSION	48	0	0.00	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED								
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	27	1	3.70	1	4.55	0	0.00	0	0.00
ARMS CONTROL & DISARMAMENT AGENCY	180	0	0.00	0	0.00	0	0.00	0	0.00
BOARD FOR INTERNATIONAL BROADCASTING	8	1	12.50	1	12.50	0	0.00	0	0.00
CENTRAL INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY								
COMMERCE	31,357	5,762	18.38	5,394	18.00	214	15.38	38	12.10
COMMISSION ON CIVIL RIGHTS	193	15	7.77	14	7.53	1	14.29	1	25.00
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	496	81	16.33	16	3.33	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	549	54	9.84	51	9.44	1	11.11	0	0.00
DEFENSE, DEPARTMENT OF	1,034,687	128,120	12.38	98,449	10.21	5,348	7.59	892	7.91
AIR FORCE	215,890	25,741	11.92	23,239	11.98	1,712	7.83	209	7.07
ARMY	347,384	48,039	13.83	23,357	7.21	2,520	10.73	461	12.00
ARMY/AIR FORCE EXCHANGE SERVICE	58,764	DATA NOT PROVIDED							
DEFENSE COMMUNICATIONS AGENCY	2,166	903	41.69	816	39.36	68	73.12	10	50.00
DEFENSE CONTRACT AUDIT AGENCY	5,058	1,930	38.16	1,808	37.29	63	30.00	8	27.59

TABLE II-6
 FY 1986 PROMOTIONS BY AGENCY
 STATUS AS OF SEPT. 30, 1986

AGENCY OR DEPARTMENT	TOTAL EMPLOYEES AS OF 9/30/86	TOTAL		INDIVIDUALS * WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
		PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%
DEFENSE INTELLIGENCE AGENCY	EXEMPT	--	32.33	--	33.27	--	19.12	--	25.00
DEFENSE INVESTIGATIVE SERVICE	4,080	DATA NOT PROVIDED							
DEFENSE LOGISTICS AGENCY	53,304	10,960	20.56	9,122	18.26	695	20.81	139	18.66
DEFENSE MAPPING AGENCY	8,878	448	5.05	417	5.09	22	3.24	9	6.57
DEFENSE NUCLEAR AGENCY	818	73	8.92	46	5.83	4	13.79	2	16.67
INSPECTOR GENERAL	1,087	NEW AGENCY							
NATIONAL GUARD BUREAU	2,523	21	0.83	20	0.82	1	1.25	1	3.45
NATIONAL SECURITY AGENCY	EXEMPT	FOR NATIONAL SECURITY							
NAVY	317,456	39,139	12.33	38,811	13.02	227	1.17	42	1.30
OCHAMPUS	219	47	21.46	46	23.23	1	4.76	1	33.33
OFFICE OF DEPENDENTS SCHOOLS	13,523	95	0.70	93	0.70	2	0.98	0	0.00
OFFICE OF SECRETARY	2,818	628	22.29	595	21.97	21	19.09	5	41.67
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	719	96	13.35	79	11.65	12	29.27	5	33.33
EDUCATION	4,761	510	10.71	429	9.76	29	7.90	6	5.31
ENERGY	16,678	2,317	13.89	1,937	12.14	79	11.02	15	13.39
ENVIRONMENTAL PROTECTION AGENCY	14,371	3,237	22.52	3,122	22.46	83	17.58	17	16.50
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,967	436	14.69	357	13.96	39	9.51	9	14.29
EXECUTIVE OFFICE OF THE PRESIDENT	1,386	266	19.19	260	19.10	4	16.00	0	0.00
EXPORT-IMPORT BANK	320	44	13.75	40	13.51	1	4.17	1	14.29
FARM CREDIT ADMINISTRATION	520	219	42.12	209	41.14	8	66.67	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	1,805	1,805	100.00	1,575	91.84	90	100.00	22	100.00
FEDERAL DEPOSIT INSURANCE CORPORATION	8,574	5,854	68.28	5,722	70.30	112	25.75	20	28.17
FEDERAL ELECTION COMMISSION	215	30	13.95	30	14.49	0	0.00	0	0.00

TABLE II-6
FY 1986 PROMOTIONS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL EMPLOYEES AS OF 9/30/86	TOTAL		INDIVIDUALS * WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
		PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,040	199	9.75	147	7.62	3	2.73	3	15.00
FEDERAL ENERGY REGULATORY COMMISSION	1,506	327	21.71	282	19.17	4	11.43	3	27.27
FEDERAL HOME LOAN BANK BOARD	818	153	18.70	150	18.89	3	12.50	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	255	64	25.10	63	25.10	0	0.00	0	0.00
FEDERAL MARITIME COMMISSION	209	28	13.40	27	14.29	0	0.00	0	0.00
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED								
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	50	7	14.00	7	16.67	0	0.00	0	0.00
FEDERAL RESERVE SYSTEM	1,476	235	15.92	234	16.13	1	4.00	1	4.00
FEDERAL TRADE COMMISSION	1,169	138	11.80	133	11.63	5	20.00	0	0.00
GENERAL SERVICES ADMINISTRATION	23,134	3,699	15.99	3,522	15.96	116	10.89	28	8.67
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES	141,380	15,027	10.63	11,857	8.83	684	9.59	199	11.13
HOUSING & URBAN DEVELOPMENT	11,874	1,624	13.68	1,413	12.81	95	11.23	19	13.97
INTER-AMERICAN FOUNDATION	76	16	21.05	16	21.05	0	0.00	0	0.00
INTERIOR	76,795	DATA NOT PROVIDED							
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED								
INTERSTATE COMMERCE COMMISSION	736	64	8.70	53	7.78	3	5.45	0	0.00
JAPAN-U.S. FRIENDSHIP COMMISSION	5	0	0.00	0	0.00	0	0.00	0	0.00
JUSTICE	66,954	17,265	25.79	16,522	25.22	319	22.25	58	20.42
LABOR	17,582	3,591	20.42	3,153	18.98	164	16.89	40	18.35
MARINE MAMMAL COMMISSION	8	0	0.00	0	0.00	0	0.00	0	0.00
MERIT SYSTEMS PROTECTION BOARD	311	42	13.50	40	13.33	2	18.18	2	66.67
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,175	5,009	21.61	4,425	20.14	205	17.07	45	24.59

TABLE II-6
 FY 1986 PROMOTIONS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL EMPLOYEES AS OF 9/30/86	TOTAL		INDIVIDUALS * WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
		PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1,829	496	27.12	480	28.19	11	8.73	4	7.02
NATIONAL CAPITOL PLANNING COMMISSION	46	5	10.87	2	4.88	0	6.00	1	100.00
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	9	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COUNCIL ON THE HANDICAPPED	8	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	631	154	24.41	149	24.55	5	20.83	1	16.67
NATIONAL ENDOWMENT FOR THE ARTS	260	43	16.54	43	17.20	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	242	72	29.75	68	30.22	2	11.76	1	25.00
NATIONAL GALLERY OF ART	763	DATA NOT PROVIDED	DATA NOT PROVIDED	DATA NOT PROVIDED	DATA NOT PROVIDED	4	17.39	1	7.69
NATIONAL LABOR RELATIONS BOARD	2,383	464	19.47				DATA NOT PROVIDED		
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED								
NATIONAL SCIENCE FOUNDATION	1,171	205	17.51	197	17.62	7	13.21	1	10.00
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED								
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	53	3	5.66	3	5.66	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	3,664	537	14.66	479	13.68	21	12.88	2	9.09
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	71	2	2.82	2	2.90	0	0.00	0	0.00
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	3	1	33.33	1	33.33	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	6,193	1,000	16.15	930	15.88	59	17.56	11	14.67
OVERSEAS PRIVATE INVESTMENT CORPORATION	130	22	16.92	22	17.32	0	0.00	0	0.00
PANAMA CANAL COMMISSION	8,338	DATA NOT PROVIDED							
PEACE CORPS	1,035	DATA NOT PROVIDED							
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	29	4	13.79	4	13.79	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	442	75	16.97	70	17.03	3	9.68	1	7.69
POSTAL RATE COMMISSION	54	3	5.56	3	6.25	0	0.00	0	0.00

TABLE II-6
FY 1986 PROMOTIONS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL EMPLOYEES AS OF 9/30/86	TOTAL		INDIVIDUALS * WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
		PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%	PROMOTIONS	%
RAILROAD RETIREMENT BOARD	1,563	197	12.60	186	12.42	9	13.85	1	6.67
SECURITIES AND EXCHANGE COMMISSION	1,957	442	22.59	392	20.91	9	10.98	1	3.57
SELECTIVE SERVICE SYSTEM	249	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	4,906	869	17.71	809	17.41	28	10.85	2	3.92
SMITHSONIAN INSTITUTION	4,182	456	10.90	393	9.76	16	10.26	7	21.88
SOLDIERS' AND AIRMEN'S HOME	841	79	9.39	75	9.38	4	9.76	1	20.00
STATE	16,074	585	3.64	567	3.64	18	3.67	2	3.08
TENNESSEE VALLEY AUTHORITY	30,555	3,010	9.85	1,366	4.66	107	8.42	7	4.79
TRANSPORTATION	61,842	9,528	15.41	9,102	15.28	204	8.96	31	11.92
TREASURY	139,113	29,830	21.44	20,013	15.39	1,328	14.60	441	20.02
U.S. INFORMATION AGENCY	5,456	DATA INCOMPLETE	DATA INCOMPLETE	DATA INCOMPLETE	DATA INCOMPLETE	33	18.64	8	20.51
U.S. POSTAL SERVICE	744,628	43,552	5.85	40,840	5.71	2,013	6.73	400	6.05
VETERANS ADMINISTRATION	240,423	38,196	15.89	35,032	15.99	2,505	11.76	516	12.90
TOTAL	2,894,732	343,385	11.86	286,806	10.50	14,601	8.99	2,977	9.82

* THE PERCENTAGES IN THIS COLUMN ARE BASED ON WORK FORCE NUMBERS OBTAINED BY SUBTRACTING "INDIVIDUALS WITH HANDICAPS" FROM "TOTAL EMPLOYEES." WE RECOGNIZE THAT THERE MAY BE SOME DIFFERENCES SINCE "TOTAL EMPLOYEES" INCLUDES EMPLOYEES WHO ARE COUNTED AS "NOT IDENTIFIED" AND "NOT AVAILABLE OR UNSPECIFIED."

TABLE II-7
 FY 1986 UPWARD MOBILITY, APPRENTICESHIP, STUDENT COOPERATIVE EDUCATION, AND SIMILAR PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%
ACTION	0	100.0	0	0.0	0	0.00	0	0.00
ADMINISTRATIVE CONFERENCE OF THE U.S.	0	100.0	0	0.0	0	0.00	0	0.00
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	0	100.0	0	0.0	0	0.00	0	0.00
ADVISORY COMMITTEE ON FEDERAL PAY	0	100.0	0	0.0	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	0	100.0	0	0.0	0	0.00	0	0.00
AGRICULTURE	742	100.0	712	96.0	22	2.96	5	0.67
AMERICAN BATTLE MONUMENTS COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED							
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	0	100.0	0	0.0	0	0.00	0	0.00
ARMS CONTROL & DISARMAMENT AGENCY	0	100.0	0	0.0	0	0.00	0	0.00
BOARD FOR INTERNATIONAL BROADCASTING	0	100.0	0	0.0	0	0.00	0	0.00
CENTRAL INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY							
COMMERCE	421	100.0	411	97.6	8	1.90	4	0.95
COMMISSION ON CIVIL RIGHTS	0	100.0	0	0.0	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM BLIND ETC.	0	100.0	0	0.0	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	1	100.0	1	100.0	0	0.00	0	0.00
DEFENSE, DEPARTMENT OF	31,621	100.0	28,893	91.4	1,717	5.43	424	1.34
AIR FORCE	11,438	100.0	10,728	93.8	469	4.10	49	0.43
ARMY	9,887	100.0	9,121	92.3	553	5.59	109	1.10
ARMY/AIR FORCE EXCHANGE SERVICE	513	100.0	225	43.9	162	31.58	152	29.63
DEFENSE COMMUNICATIONS AGENCY	303	100.0	115	38.0	31	10.23	1	0.33
DEFENSE CONTRACT AUDIT AGENCY	26	100.0	25	96.2	0	0.00	0	0.00

TABLE II-7
 FY 1986 UPWARD MOBILITY, APPRENTICESHIP, STUDENT COOPERATIVE EDUCATION, AND SIMILAR PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%
DEFENSE INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY							
DEFENSE INVESTIGATIVE SERVICE	0	100.0	0	0.0	0	0.00	0	0.00
DEFENSE LOGISTICS AGENCY	349	100.0	282	80.8	6	1.72	1	0.29
DEFENSE MAPPING AGENCY	37	100.0	35	94.6	2	5.41	0	0.00
DEFENSE NUCLEAR AGENCY	2	100.0	2	100.0	0	0.00	0	0.00
INSPECTOR GENERAL	NEW AGENCY							
NATIONAL GUARD BUREAU	13	100.0	0	0.0	13	100.00	12	92.31
NATIONAL SECURITY AGENCY		100.0		81.3		18.75		0.00
NAVY	9,049	100.0	8,356	92.3	481	5.32	100	1.11
OCHAMPUS	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF DEPENDENTS SCHOOLS	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF SECRETARY	4	100.0	4	100.0	0	0.00	0	0.00
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	0	100.0	0	0.0	0	0.00	0	0.00
EDUCATION	40	100.0	36	90.0	2	5.00	1	2.50
ENERGY	91	100.0	90	98.9	1	1.10	1	1.10
ENVIRONMENTAL PROTECTION AGENCY	127	100.0	125	98.4	1	0.79	0	0.00
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
EXECUTIVE OFFICE OF THE PRESIDENT	0	100.0	0	0.0	0	0.00	0	0.00
EXPORT-IMPORT BANK	0	100.0	0	0.0	0	0.00	0	0.00
FARM CREDIT ADMINISTRATION	5	100.0	5	100.0	0	0.00	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	9	100.0	8	88.9	1	11.11	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	7	100.0	7	100.0	0	0.00	0	0.00
FEDERAL ELECTION COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00

TABLE II-7
 FY 1986 UPWARD MOBILITY, APPRENTICESHIP, STUDENT COOPERATIVE EDUCATION, AND SIMILAR PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH HANDICAPS AND TARGETED DISABILITIES		
	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL ENERGY REGULATORY COMMISSION	DATA NOT PROVIDED								
FEDERAL HOME LOAN BANK BOARD	11	100.0	11	100.0	0	0.00	0	0.00	
FEDERAL LABOR RELATIONS AUTHORITY	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL MARITIME COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED								
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL RESERVE SYSTEM	7	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL TRADE COMMISSION	1	100.0	1	100.0	0	0.00	0	0.00	
GENERAL SERVICES ADMINISTRATION	111	100.0	107	96.4	3	2.70	1	0.90	
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	100.0	0	0.0	0	0.00	0	0.00	
HEALTH AND HUMAN SERVICES	962	100.0	911	94.7	27	2.81	4	0.42	
HOUSING & URBAN DEVELOPMENT	197	100.0	176	89.3	9	4.57	3	1.52	
INTER-AMERICAN FOUNDATION	0	100.0	0	0.0	0	0.00	0	0.00	
INTERIOR	DATA NOT PROVIDED								
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED								
INTERSTATE COMMERCE COMMISSION	1	100.0	0	0.0	1	100.00	0	0.00	
JAPAN-U.S. FRIENDSHIP COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
JUSTICE	247	100.0	214	86.6	33	13.36	4	1.62	
LABOR	176	100.0	91	51.7	5	2.84	0	0.00	
MARINE MAMMAL COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
MERIT SYSTEMS PROTECTION BOARD	0	100.0	0	0.0	0	0.00	0	0.00	
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	714	100.0	668	93.6	27	3.78	6	0.84	

TABLE II-7
 FY 1986 UPWARD MOBILITY, APPRENTICESHIP, STUDENT COOPERATIVE EDUCATION, AND SIMILAR PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%
NATIONAL ARCHIVES AND RECORD ADMINISTRATION	40	100.0	39	97.5	0	0.00	0	0.00
NATIONAL CAPITOL PLANNING COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL COUNCIL ON THE HANDICAPPED	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL GALLERY OF ART	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	68	100.0	68	100.0	0	0.00	0	0.00
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED							
NATIONAL SCIENCE FOUNDATION	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED							
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	12	100.0	12	100.0	0	0.00	0	0.00
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	301	100.0	289	96.0	9	2.99	1	0.33
OVERSEAS PRIVATE INVESTMENT CORPORATION	0	100.0	0	0.0	0	0.00	0	0.00
PANAMA CANAL COMMISSION	115	100.0	115	100.0	0	0.00	0	0.00
PEACE CORPS	DATA NOT PROVIDED							
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	0	100.0	0	0.0	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	4	100.0	3	75.0	0	0.00	0	0.00
POSTAL RATE COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00

TABLE II-7
 FY 1986 UPWARD MOBILITY, APPRENTICESHIP, STUDENT COOPERATIVE EDUCATION, AND SIMILAR PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%	SLOTS FILLED	%
RAILROAD RETIREMENT BOARD	0	100.0	0	0.0	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	3	100.0	3	100.0	0	0.00	0	0.00
SELECTIVE SERVICE SYSTEM	2	100.0	2	100.0	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	15	100.0	15	100.0	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	0	100.0	0	0.0	0	0.00	0	0.00
SOLDIERS' AND AIRMEN'S HOME	0	100.0	0	0.0	0	0.00	0	0.00
STATE	49	100.0	48	98.0	1	2.04	0	0.00
TENNESSEE VALLEY AUTHORITY	289	100.0	236	81.7	6	2.08	0	0.00
TRANSPORTATION	128	100.0	125	97.7	3	2.34	1	0.78
TREASURY	13,190	100.0	11,235	85.2	790	5.99	191	1.45
U.S. INFORMATION AGENCY	DATA NOT PROVIDED							
U.S. POSTAL SERVICE	0	100.0	0	0.0	0	0.00	0	0.00
VETERANS ADMINISTRATION	934	100.0	877	93.9	46	4.93	7	0.75
TOTAL	50,641	100.0	45,534	89.9	2,712	5.36	653	1.29

TABLE II-8
 FY 1986 EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%
ACTION	0	0.0	0	0.0	0	0.00	0	0.00
ADMINISTRATIVE CONFERENCE OF THE U.S.	0	0.0	0	0.0	0	0.00	0	0.00
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	0	0.0	0	0.0	0	0.00	0	0.00
ADVISORY COMMITTEE ON FEDERAL PAY	0	0.0	0	0.0	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	40	100.0	37	92.5	3	7.50	3	7.50
AGRICULTURE	147	100.0	58	39.5	1	0.68	0	0.00
AMERICAN BATTLE MONUMENTS COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	REPORT NOT SUBMITTED							
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	0	100.0	0	0.0	0	0.00	0	0.00
ARMS CONTROL & DISARMAMENT AGENCY	3	100.0	3	100.0	0	0.00	0	0.00
BOARD FOR INTERNATIONAL BROADCASTING	0	100.0	0	0.0	0	0.00	0	0.00
CENTRAL INTELLIGENCE AGENCY	EXEMPT FOR NATIONAL SECURITY							
COMMERCE	680	100.0	618	90.9	30	4.41	3	0.44
COMMISSION ON CIVIL RIGHTS	0	100.0	0	0.0	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM BLIND ETC.	0	100.0	0	0.0	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	24	100.0	20	83.3	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
DEFENSE, DEPARTMENT OF	23,416	100.0	21,050	89.9	1,145	4.89	203	0.87
AIR FORCE	2,641	100.0	1,693	64.1	118	4.47	7	0.27
ARMY	16,266	100.0	15,277	93.9	744	4.57	157	0.97
ARMY/AIR FORCE EXCHANGE SERVICE	0	100.0	0	0.0	0	0.00	0	0.00
DEFENSE COMMUNICATIONS AGENCY	137	100.0	114	83.2	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	0	100.0	0	0.0	0	0.00	0	0.00

TABLE II-8
 FY 1986 EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%
DEFENSE INTELLIGENCE AGENCY	0	100.0	0	0.0	0	0.00	0	0.00
DEFENSE INVESTIGATIVE SERVICE	144	100.0	133	92.4	1	0.69	0	0.00
DEFENSE LOGISTICS AGENCY	743	100.0	595	80.1	68	9.15	5	0.67
DEFENSE MAPPING AGENCY	0	100.0	0	0.0	0	0.00	0	0.00
DEFENSE NUCLEAR AGENCY								
INSPECTOR GENERAL								
NATIONAL GUARD BUREAU	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL SECURITY AGENCY								
NAVY	2,858	100.0	2,652	92.8	181	6.33	25	0.87
OCHAMPUS	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF DEPENDENTS SCHOOLS	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF SECRETARY	627	100.0	586	93.5	33	5.26	9	1.44
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	0	100.0	0	0.0	0	0.00	0	0.00
EDUCATION	23	100.0	19	82.6	1	4.35	1	4.35
ENERGY	1,047	100.0	553	52.8	50	4.78	3	0.29
ENVIRONMENTAL PROTECTION AGENCY	38	100.0	37	97.4	0	0.00	0	0.00
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	9	100.0	9	100.0	0	0.00	0	0.00
EXECUTIVE OFFICE OF THE PRESIDENT	27	100.0	27	100.0	0	0.00	0	0.00
EXPORT-IMPORT BANK	0	100.0	0	0.0	0	0.00	0	0.00
FARM CREDIT ADMINISTRATION	8	100.0	8	100.0	0	0.00	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	4	100.0	3	75.0	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	0	100.0	0	0.0	0	0.00	0	0.00
FEDERAL ELECTION COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00

TABLE II-8
 FY 1986 EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES		
	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL ENERGY REGULATORY COMMISSION	DATA NOT PROVIDED								
FEDERAL HOME LOAN BANK BOARD	9	100.0	9	100.0	0	0.00	0	0.00	
FEDERAL LABOR RELATIONS AUTHORITY	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL MARITIME COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED								
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL RESERVE SYSTEM	0	100.0	0	0.0	0	0.00	0	0.00	
FEDERAL TRADE COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
GENERAL SERVICES ADMINISTRATION	21	100.0	21	100.0	0	0.00	0	0.00	
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	100.0	0	0.0	0	0.00	0	0.00	
HEALTH AND HUMAN SERVICES	309	100.0	298	96.4	10	3.24	0	0.00	
HOUSING & URBAN DEVELOPMENT	65	100.0	60	92.3	1	1.54	1	1.54	
INTER-AMERICAN FOUNDATION	0	100.0	0	0.0	0	0.00	0	0.00	
INTERIOR	DATA NOT PROVIDED								
INTERNATIONAL TRADE COMMISSION	REPORT NOT SUBMITTED								
INTERSTATE COMMERCE COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
JAPAN-U.S. FRIENDSHIP COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
JUSTICE	DATA NOT PROVIDED								
LABOR	0	100.0	0	0.0	0	0.00	0	0.00	
MARINE MAMMAL COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00	
MERIT SYSTEMS PROTECTION BOARD	0	100.0	0	0.0	0	0.00	0	0.00	
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	1,202	100.0	903	75.1	53	4.41	3	0.25	

TABLE II-8
 FY 1986 EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%
NATIONAL ARCHIVES AND RECORD ADMINISTRATION	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL CAPITOL PLANNING COMMISSION	7	100.0	7	100.0	0	0.00	0	0.00
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL COUNCIL ON THE HANDICAPPED	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	8	100.0	8	100.0	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL GALLERY OF ART	0	100.0	0	0.0	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	29	100.0	28	96.6	1	3.45	1	3.45
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED							
NATIONAL SCIENCE FOUNDATION	78	100.0	78	100.0	0	0.00	0	0.00
NATIONAL TRANSPORTATION SAFETY BOARD	REPORT NOT SUBMITTED							
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	11	100.0	7	63.6	0	0.00	0	0.00
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	0	100.0	0	0.0	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	146	100.0	142	97.3	3	2.05	0	0.00
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	100.0	1	100.0	0	0.00	0	0.00
PANAMA CANAL COMMISSION	DATA INCOMPLETE							
PEACE CORPS	DATA NOT PROVIDED							
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	0	100.0	0	0.0	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	0	100.0	0	0.0	0	0.00	0	0.00
POSTAL RATE COMMISSION	0	100.0	0	0.0	0	0.00	0	0.00

TABLE II-8
 FY 1986 EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS BY AGENCY
 STATUS AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL		INDIVIDUALS WITH NO HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH HANDICAPS		INDIVIDUALS WITH TARGETED DISABILITIES	
	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%	ENROLLEES	%
RAILROAD RETIREMENT BOARD	29	100.0	25	86.2	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	6	100.0	6	100.0	0	0.00	0	0.00	0	0.00
SELECTIVE SERVICE SYSTEM	3	100.0	3	100.0	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	20	100.0	20	100.0	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	0	100.0	0	0.0	0	0.00	0	0.00	0	0.00
SOLDIERS' AND AIRMEN'S HOME	0	100.0	0	0.0	0	0.00	0	0.00	0	0.00
STATE	35	100.0	35	100.0	0	0.00	0	0.00	0	0.00
TENNESSEE VALLEY AUTHORITY	0	100.0	0	0.0	0	0.00	0	0.00	0	0.00
TRANSPORTATION	3,901	100.0	3,259	83.5	207	5.31	39	1.00	39	1.00
TREASURY	4,635	100.0	4,259	91.9	321	6.93	55	1.19	55	1.19
U.S. INFORMATION AGENCY	DATA NOT PROVIDED									
U.S. POSTAL SERVICE	0	100.0	0	0.0	0	0.00	0	0.00	0	0.00
VETERANS ADMINISTRATION	107	100.0	96	89.7	9	8.41	1	0.93	1	0.93
TOTAL	36,088	100.0	31,707	87.9	1,835	5.08	313	0.87	313	0.87

TABLE II-9
RANKING BY % OF PERSONS WITH TARGETED DISABILITIES
AGENCIES WITH MORE THAN 500 EMPLOYEES

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
NATIONAL ARCHIVES AND RECORDS ADMIN.	1,829	57	3.12	1
EDUCATION	4,761	113	2.37	2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,967	63	2.12	3
DEFENSE USUHS	719	15	2.09	4
NATIONAL GALLERY OF ART	763	13	1.70	5
FEDERAL RESERVE SYSTEM	1,476	25	1.69	6
VETERANS ADMINISTRATION	240,423	4,000	1.66	7
TREASURY	139,113	2,203	1.58	8
DEFENSE MAPPING AGENCY	8,878	137	1.54	9
DEFENSE NUCLEAR AGENCY	818	12	1.47	10
SECURITIES AND EXCHANGE COMMISSION	1,957	28	1.43	11
DEFENSE LOGISTICS AGENCY	53,304	745	1.40	12
GENERAL SERVICES ADMINISTRATION	23,134	323	1.40	13
AIR FORCE	215,890	2,957	1.37	14
HEALTH AND HUMAN SERVICES	141,380	1,788	1.26	15
LABOR	17,582	218	1.24	16
FEDERAL COMMUNICATIONS COMMISSION	1,805	22	1.22	17
OFFICE OF PERSONNEL MANAGEMENT	6,193	75	1.21	18
NATIONAL GUARD BUREAU	2,523	29	1.15	19
HOUSING & URBAN DEVELOPMENT	11,874	136	1.15	20
ARMY	347,384	3,841	1.11	21
DEFENSE, DEPARTMENT OF	1,034,687	11,282	1.09	22
INTERSTATE COMMERCE COMMISSION	736	8	1.09	23
GOVERNMENT WIDE	2,894,732	30,320	1.05	
SMALL BUSINESS ADMINISTRATION	4,906	51	1.04	24
DEFENSE INVESTIGATIVE SERVICE	4,080	42	1.03	25
NAVY	317,456	3,221	1.01	26
COMMERCE	31,357	314	1.00	27
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,040	20	0.98	28
NATIONAL LABOR RELATIONS BOARD	2,383	23	0.97	29
RAILROAD RETIREMENT BOARD	1,563	15	0.96	30
NATIONAL CREDIT UNION ADMINISTRATION	631	6	0.95	31
DEFENSE COMMUNICATIONS AGENCY	2,166	20	0.92	32
U.S. POSTAL SERVICE	744,628	6,610	0.89	33
INTERIOR	76,795	675	0.88	34
FEDERAL TRADE COMMISSION	1,169	10	0.86	35
NATIONAL SCIENCE FOUNDATION	1,171	10	0.85	36
FEDERAL DEPOSIT INSURANCE CORPORATION	8,574	71	0.83	37
NATIONAL AERONAUTICS & SPACE ADMIN.	23,175	183	0.79	38
SMITHSONIAN INSTITUTION	4,182	32	0.77	39
FEDERAL ENERGY REGULATORY COMMISSION	1,506	11	0.73	40

TABLE II-9
RANKING BY % OF PERSONS WITH TARGETED DISABILITIES
AGENCIES WITH MORE THAN 500 EMPLOYEES

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
ENVIRONMENTAL PROTECTION AGENCY	14,371	103	0.72	41
U.S. INFORMATION AGENCY	5,456	39	0.71	42
ENERGY	16,678	112	0.67	43
AGRICULTURE	122,940	754	0.61	44
NUCLEAR REGULATORY COMMISSION	3,664	22	0.60	45
SOLDIERS' AND AIRMEN'S HOME	841	5	0.59	46
DEFENSE CONTRACT AUDIT AGENCY	5,058	29	0.57	47
DEFENSE INSPECTOR GENERAL	1,087	6	0.55	48
PANAMA CANAL COMMISSION	8,338	46	0.55	49
FEDERAL HOME LOAN BANK BOARD	818	4	0.49	50
TENNESSEE VALLEY AUTHORITY	30,555	146	0.48	51
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,420	16	0.47	52
DEFENSE OFFICE OF SECRETARY	2,818	12	0.43	53
JUSTICE	66,954	284	0.42	54
TRANSPORTATION	61,842	260	0.42	55
STATE	16,074	65	0.40	56
CONSUMER PRODUCT SAFETY COMMISSION	549	2	0.36	57
ARMY/AIR FORCE EXCHANGE SERVICE	58,764	194	0.33	58
PEACE CORPS	1,035	3	0.29	59
EXECUTIVE OFFICE OF THE PRESIDENT	1,386	3	0.22	60
DEFENSE OFFICE OF DEPENDENTS SCHOOLS	13,523	19	0.14	61
FARM CREDIT ADMINISTRATION	520	0	0.00	62
DEFENSE INTELLIGENCE AGENCY				EXEMPT FOR NATIONAL SECURITY
NATIONAL SECURITY AGENCY				EXEMPT FOR NATIONAL SECURITY
CENTRAL INTELLIGENCE AGENCY				EXEMPT FOR NATIONAL SECURITY

TABLE II-10
RANKING BY % OF PERSONS WITH TARGETED DISABILITIES
AGENCIES WITH LESS THAN 500 EMPLOYEES

DATA AS OF SEPTEMBER 30, 1986

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TARGETED DISABILITY NUMBER	TD %	RANK
NATIONAL COUNCIL ON THE HANDICAPPED	8	3	37.50	1
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	3	20.00	2
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	27	5	18.52	3
POSTAL RATE COMMISSION	54	3	5.56	4
PENSION BENEFIT GUARANTY CORPORATION	442	13	2.94	5
FEDERAL MARITIME COMMISSION	209	6	2.87	6
ARMS CONTROL & DISARMAMENT AGENCY	180	4	2.22	7
EXPORT-IMPORT BANK	320	7	2.19	8
NATIONAL CAPITOL PLANNING COMMISSION	46	1	2.17	9
COMMISSION ON CIVIL RIGHTS	193	4	2.07	10
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	50	1	2.00	11
NATIONAL ENDOWMENT FOR THE HUMANITIES ACTION	242	4	1.65	12
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	474	7	1.48	13
DEFENSE OCHAMPUS	71	1	1.41	14
	219	3	1.37	15
GOVERNMENT WIDE	2,894,732	30,320	1.05	
MERIT SYSTEMS PROTECTION BOARD	311	3	0.96	16
FEDERAL LABOR RELATIONS AUTHORITY	255	2	0.78	17
NATIONAL ENDOWMENT FOR THE ARTS	260	2	0.77	18
COMMODITY FUTURES TRADING COMMISSION	496	2	0.40	19
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	20
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	3	0	0.00	21
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	22
JAPAN-U.S. FRIENDSHIP COMMISSION	5	0	0.00	23
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	24
MARINE MAMMAL COMMISSION	8	0	0.00	25
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	9	0	0.00	26
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	19	0	0.00	27
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	28
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	29	0	0.00	29
AMERICAN BATTLE MONUMENTS COMMISSION	48	0	0.00	30
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	53	0	0.00	31
INTER-AMERICAN FOUNDATION	76	0	0.00	32
OVERSEAS PRIVATE INVESTMENT CORPORATION	130	0	0.00	33
FEDERAL ELECTION COMMISSION	215	0	0.00	34
SELECTIVE SERVICE SYSTEM	249	0	0.00	35
INTERNATIONAL TRADE COMMISSION		REPORT NOT SUBMITTED		
APPALACHIAN REGIONAL COMMISSION		REPORT NOT SUBMITTED		
FEDERAL MEDIATION & CONCILIATION SERVICE		REPORT NOT SUBMITTED		
NATIONAL TRANSPORTATION SAFETY BOARD		REPORT NOT SUBMITTED		
NATIONAL MEDIATION BOARD		REPORT NOT SUBMITTED		