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THE WHITE HOUSE
WASHINGTON

THE PRESIDENT HAS SEEN

11-9-97

November 8, 1997

Copied
Reed
Kagan
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MEMORANDUM FOR THE PRESIDENT

FROM: Bruce Reed
Elena Kagan

SUBJECT: DPC Weekly Report

1. **Immigration -- Central Americans/Haitians:** House and Senate Republicans have concluded their negotiations over the legislative package intended to provide relief to certain Central Americans. The final package (to be incorporated in the D.C. appropriations bill) provides amnesty to Nicaraguans and Cubans, while ensuring application of the old immigration law's standards to Guatemalans, Salvadorans, and nationals of former Soviet bloc countries. Notwithstanding our best efforts, the bill provides no relief to Haitians. The bill also cuts in half unskilled worker visas (from 10,000 to 5,000 annually), and reduces diversity visas by 5,000 as well (from 50,000 to 45,000 annually).

Because this package provides no relief to Haitians, Senator Moseley-Braun yesterday threatened to put a hold on the D.C. appropriations bill unless the Administration agrees to suspend the deportation of certain Haitians pending Congress's reconsideration of this issue next year. We quickly convened meetings involving the Departments of State and Justice, NSC, the Office of Legislative Affairs, the Office of Public Liaison, and others to discuss our options. We decided to ask Sen. Moseley-Braun and Rep. Conyers to seek commitments from the House and Senate leadership to consider Haitian legislation by a date certain. (In the Senate, Sens. Mack and Abraham appear to be on board this proposal.) With such commitments in place, the Attorney General could and would announce a decision to exercise prosecutorial discretion to suspend the deportations of individuals covered by the bill until Congress has had an opportunity to pass it.

If we cannot get commitments (or, at a minimum, informal assurances) from the Republican leadership to consider the Haitian issue next session, the Attorney General probably would not be able to exercise her prosecutorial discretion in this manner. In that event, you could decide to issue a Deferred Enforced Departure (DED) order to grant temporary relief to Haitians, as you said you would do to protect Central Americans in the absence of legislative action. The NSC might well recommend such an action on the basis of foreign policy considerations, though the Justice Department currently has some concerns about it. Everyone agrees, however, that we should not take this step without careful consideration and preparation -- i.e., we should not take it within 24 hours of a Senator's threat to hold an appropriations bill. Thus, if the AG cannot invoke her discretionary authority, we will attempt to convince Sen. Moseley-Braun that we share her objectives, that we are carefully considering ways of providing administrative relief to Haitians, and that she should drop her hold of the D.C. appropriations bill and allow this consideration to proceed.

2. Immigration -- INS Reorganization: The House Judiciary Subcommittee on Immigration held a hearing yesterday on the Commission on Immigration Reform's proposal to disband the INS and reallocate its functions among the Departments of Justice, State, and Labor. The subcommittee did not invite witnesses from the Administration, but Bruce sent a letter to the Chair and Ranking Member (Rep. Lamar Smith and Rep. Watt) informing them of the Administration's intent to review the Commission's recommendations and work with the subcommittee to improve the management and administration of the nation's immigration system.

3. Education -- National Testing: The House passed on Friday the Labor-HHS Appropriations Bill, which included a compromise on national testing that we worked out with Rep. Goodling. The compromise language allows test development to proceed under NAGB's control with the \$16 million we asked for in our FY 1998 budget, but delays pilot testing until October 1998. The final legislation also directs the National Academy of Science to study (1) the feasibility of linking existing state and commercially available tests to each other and NAEP; (2) the technical quality of the national test items now under development; and (3) a set of issues, of concern to the Black and Hispanic Caucuses, regarding the use and misuse of test results. We were able to ward off any requirement for future congressional authorization to proceed with implementation of the national tests. We will have a repeat of this battle a month before the 1998 elections. Assuming we prevail, pilot testing will begin in the fall of 1998, field testing will commence in the spring of 1999, and the tests will be ready for full implementation in the spring of 2000. The attached chart shows how the final compromise solution compares to both our original plan and the House-passed Goodling Amendment.

4. Education -- Charter Schools: The House also passed on Friday charter schools legislation that you previously had endorsed. The bill provides incentives to states to issue more charters, to give charter schools greater autonomy while ensuring that performance goals are met, and to allocate to charter schools their fair share of state funding. Earlier in the week, the Department of Education sponsored a national charter schools conference that drew over 800 participants, including charter schools operators and teachers. The conference gave participants the opportunity to become familiar with Education Department resources, to share lessons and strategies with each other, and to provide advice to the Education Department on the implementation of the charter schools program.

5. Education -- Vouchers/Coverdell: The House defeated a bill last week to permit local school districts to use Chapter 2 block grant funds for vouchers for low income students. The vote was 228 to 191, with 35 Republicans voting against the bill. In the Senate, proponents of the Coverdell proposal to permit tax-fee IRA's for K-12 education again failed to end a filibuster. The vote was 56-44.

6. Health -- Quality Commission Update: We have tentatively scheduled an event on November 20 in which you will accept the Quality Commission's Consumer Bill of Rights and announce support for federal legislation (though not necessarily an Administration bill) to enforce certain consumer protections. We are also working with HHS on executive actions to apply the

Commission's recommendations to federal government programs. As you know, the consumer protection issue has received much attention recently because of statements from Republican leaders (Lott, Nickles, Armev) urging the business and insurance communities to oppose Federal legislation in this area. Sen. Lott supposedly has told businesses to "get off your butts and get out your wallets" and Rep. Armev has labeled any effort in this area "Clinton II." These statements are not playing well with the press or public. (Indeed, the 85 Republicans who have joined legislation by Rep Norwood (R-GA) going far beyond what the Quality Commission will recommend may have their doubts about these statements.) But the concern of the business community about premium increases is growing, and we will have to position ourselves carefully on this issue.

*Child
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7. Health -- Children's Health Outreach Initiative: As you know, three million children are now eligible for but not enrolled in Medicaid. Many more children will be eligible for but not enrolled in the new children's health insurance program (CHIP). We have been meeting with HHS, NEC, and the First Lady's office to develop ideas for a major children's health outreach initiative. Policy options could include: simplifying Medicaid eligibility rules; distributing a model single application form for both programs; taking off restrictions on certain funds so that states can use them for outreach; and making it easier to enroll children in these programs at schools and child care referral centers. We are also considering other private sector outreach initiatives, such as having businesses that market health plans to parents promote enrollment. Finally, we hope to form a public/private steering committee that would continue to develop and encourage innovative outreach efforts. This committee could include representatives from HHS, NGA, Americorps, America's Promise, prominent non-profit foundations, provider groups, and children's advocacy groups. If you and/or the First Lady are interested, we could design an event to announce this initiative.

8. Crime -- Brady Bill: The Department of Justice expects to sign a memorandum of understanding (MOU) next week between the Attorney General, the Ohio Attorney General, and the Franklin County Sheriff (OH) to ensure that all handgun purchasers in Ohio are subject to background checks. Since the Supreme Court's decision in Prinze, the Ohio Bureau of Criminal Identification and Investigation (BCI&I) has conducted background checks only on consenting purchasers. Under the proposed MOU, the Franklin County Sheriff will conduct background checks on any non-consenting purchasers. Arkansas is now the only state in the country not conducting background checks on all purchasers.

9. Crime -- Stalking Report: The Attorney General may release a report next week showing that an estimated 1.4 million women are the victims of stalkers each year, and that as many as 1 out of 12 women will be stalked during the course of their lives. The Justice Department simultaneously will release a manual of "best practices" for prosecutors to address the stalking problem.

10. Race -- Equal Employment Opportunity Commission Reforms: You recently asked about how to improve the performance of the EEOC and obtain additional resources for it. As you know, the EEOC has come under attack from all sides for inefficiency and delay in resolving cases. At the same time, Congress has denied the Administration's requests for additional funding to cope

11-9-97

with expanded case filings (from 62,135 in FY 1990 to a projected 80,000 in FY 1997), choosing to provide marginal or no increases in resources.

For the last several months the DPC has led a review (also involving OMB, PIR, NEC, OPL, and the Counsel's office) of the primary federal offices involved in civil rights enforcement. Our goal is to propose a coordinated package of reforms for the EEOC and the civil rights offices at DOJ, HUD, HHS, Education, and DOL. With respect to the EEOC in particular, our review has suggested several ways to improve the performance of the agency. The most important, favored by employers and civil rights advocates alike, is a swift expansion of the EEOC's mediation program. Along with other changes at the Commission, including the improved use of technology and additional staffing, this reform could substantially increase the average speed of resolving complaints and reduce the EEOC's current backlog. We are working closely with OMB to determine the most appropriate level of resources to devote to this effort.

→ This is
a significant
part of it!

KEY ELEMENTS OF THE PRESIDENT'S PLAN FOR NATIONAL TESTS

CLINTON PLAN	HOUSE BILL	FINAL AGREEMENT
Authorizes development of first-ever voluntary national tests in 4th-grade reading and 8th-grade math	NO -- total ban on development of national tests	YES -- authorizes immediate development of national tests
Puts independent, bipartisan NAGB in charge of tests	NO	YES
Provides \$16 million in FY98 for test development	NO -- no money for national tests	YES -- \$16 million for tests in FY98
Can proceed with pilot testing, field testing, and test administration without further authorization from Congress	NO -- would have required Congressional authorization before proceeding	YES -- does not impose requirement for future authorization from Congress
Begin pilot testing in 1998 (scheduled for March)	NO -- prohibits pilot testing	YES -- begin pilot testing in October 1998 instead of March

•**Department of Transportation, Office of Civil Rights** The Administration is requesting \$7 million for the Transportation Office of Civil Rights to improve its investigation and processing of EEO complaints. A \$1 million increase will fund additional activities directed to reduce case back-logs and address new complaints.

U.S. Commission on Civil Rights

The President's budget includes \$11 million for the Commission in order to carry out its mission in conducting investigations, educating the public on civil rights matters, and operating programs that address both local and national civil rights interests and concerns.

Housing - arbit - HCN
- public / private ~~PA~~ <<

GGDL caption

Lavin Garcia - Scott Shuman
- Ben Ginn



Andrew J. Mayock

01/15/98 05:32:05 PM



Record Type: Record

To: Thomas L. Freedman/OPD/EOP

cc: Barbara D. Woolley/WHO/EOP, Robert B. Johnson/WHO/EOP

Subject: Memo to President on Small Farmer Follow Up

Farmer Tom - Please take a quick look at these two paragraphs please. They will be included separately or together in the memo. The first one is from Elena. The second is from Lucia.

Is there something that I can add to the first paragraph (e.g., specific issues, report that a meeting was or will be held?) Also, please review the second paragraph, too. I'd like to merge the two paragraphs. (I take it that you guys are working with Leg on this.) The timeline for this request is tomorrow morning at the latest. (Tonight would be great.) Thanks.

And welcome again to the wonderful world of farm policy.

Working Group on Highlighting Issues in Farm Policy: The DPC is establishing a working group to research and promote issues of interest to farmers. The group will emphasize finding issues of importance to rural communities that deserve to be part of the President's public agenda. Tom Freedman of DPC will coordinate the working group, which will include representatives from USDA, NEC, CEA, Treasury and OPL.

Legislative Affairs: White House Legislative Affairs is working with USDA to prepare a legislative plan that will address the program and budget issues raised during your meeting, December 17, with small and minority farmers. The legislation will include provisions that would provide farmers with increased access to credit, as well as, language that would modernize the Farm Service Agency by federalizing county workers. Other components of the legislative package address the repeal of harsh restrictions in the Freedom to Farm Bill and increased budget allocations for loans and loan guarantees. WHLA is working with Rep. Clayton, Senator Robb and other Members to ensure that this legislation receives serious consideration during the upcoming session of Congress.

**THE CLINTON ADMINISTRATION ANNOUNCES
NEW CIVIL RIGHTS ENFORCEMENT INITIATIVES
January 19, 1998**

The Vice President today announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination while simultaneously strengthening civil rights agencies' ability to enforce anti-discrimination law. The plan promotes prevention by providing increased resources for compliance reviews and technical assistance, and offers an alternative to expensive litigation by funding a dramatic expansion of alternate dispute resolution (ADR) mechanisms. The plan also sets specific performance goals for the EEOC to speed processing of complaints and reduce case backlog, and provides for greater coordination across federal agencies and offices. The Clinton Administration's Fiscal Year 1999 Budget contains \$602 million for civil rights enforcement agencies, \$86 million or 14 percent more than enacted in last year's budget.

Equal Employment Opportunity Commission (EEOC)

The centerpiece of the EEOC budget proposal is an expansion of the ADR program that will double the number of complaints eligible for ADR in 1999 to 16,000 cases, or 20 percent of incoming cases. The Administration plan seeks to expand ADR over the next three years with the goal of providing a voluntary option for ADR in all eligible cases for employers and employees who choose it. The Administration's 1999 Budget sets specific performance goals for the EEOC to reduce its backlog. Through a combination of improved information technology, increased use of mediation, and more investigators, the EEOC will reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months by the year 2000. The budget also allocates \$10 million for information technology to enhance inter-office communication, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information. Overall the budget requests \$279 million for the EEOC, or 15 percent more than the enacted 1998 budget.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted, audit-based enforcement initiative in 20 areas nationwide that would use paired testing, in which otherwise identical applicants of different races approach realtors or landlords, in order to detect and eliminate housing discrimination. The Administration proposal also seeks \$23 million, or an \$8 million increase, for the Fair Housing Assistance Program, to support the creation of additional State and local housing organizations to meet the needs of currently underserved populations and to aid joint investigations and enforcement activities. The budget also expands by 50 percent funding to private fair housing groups to assist in enforcement of the Fair Housing Act.

Department of Justice, Civil Rights Division

The President's 1999 budget contains resources to expand investigation of police

Susan M. Carr

01/16/98 01:26:10 PM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP, Mary L. Smith/OPD/EOP

cc:

Subject: 5-year numbers

	1999	2000	2001	2002	2003
EEOC	279	288	298	308	319
HUD	52	33	33	33	34

I'll work on getting the other agencies' numbers as soon as possible.

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misconduct, violations of the Americans with Disabilities Act, and provides special funding to enhance the coordination of Federal civil rights enforcement among all the Federal civil rights agencies under the direction of the DOJ Civil Rights Division. This coordination will further the overall civil rights agenda of the Administration in promoting consistent rules in enforcing civil rights laws, and expanding the Administration's ability to provide technical assistance by removing duplicative efforts.

Other Civil Rights Agencies and Offices

- **Department of Labor, Office of Federal Contract Compliance Programs (OFCCP).**

The Administration's budget will enable OFCCP to increase by 10 percent the number of compliance reviews conducted. In addition, OFCCP will modernize its computer systems in order to permit the agency to accept electronically submitted reports from contractors. Funding for the office of \$71.6 million, represents a more than 10 percent increase over the 1998 level of \$64.7 million.

- **U.S. Department of Agriculture (USDA)**

The President's budget increases emphasis on outreach to under-represented customers, involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and processing complaints brought by employees and customers. The proposal increases funding for USDA's civil rights programs from \$15 million to \$19 million.

- **The Department of Labor, Office of Civil Rights**

The President's budget maintains the current funding for the Department of Labor's Office of Civil Rights to enforce the Federal statutes and regulations that prohibit discrimination in all Labor Department financial assistance programs. With this funding, this office will promote voluntary compliance with existing non-discrimination laws through education and technical assistance. The office will also use the resources to encourage States to promote the use of alternate dispute resolution.

- **Department of Education, Office for Civil Rights**

The President's budget provides an increase in funds for the Office allowing it, among other activities, to focus on preventing discrimination through building partnerships with States to address statewide compliance with civil rights laws.

- **Department of Health and Human Services (HSS), Office of Civil Rights**

The Administration budget allows the office to continue to focus its resources on preventative activities such as compliance reviews and technical assistance to ensure that persons do not encounter discrimination in HAS programs. These include areas of managed care, inter-ethnic adoption, limited English proficient services, and welfare reform.

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Other Civil Rights Agencies and Offices

- **Department of Labor, Office of Federal Contract Compliance Programs (OFCCP).**

The Administration's budget will enable OFCCP to ~~reach more of the 200,000 Federal contractors and subcontractors with a total workforce of approximately 22 million persons to ensure nondiscrimination in employment.~~ This constitutes a 10 percent increase in 1999 in the number of compliance reviews conducted. In addition, OFCCP will also modernize its computer systems in order to permit the agency to accept electronically submitted reports from contractors. Funding for the office of \$71.6 million, represents a more than 10 percent increase over the 1998 level of \$64.7 million.

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EEOC/Civil Rights Announcement

Policy announcement in the speech

Paper - press release / talking points / Q&A (backlog; DOJ civil rights; EEO chair and board)

Press timing / validators (op eds) - Breslaw, LAT

Potential participants - Bill Lann Lee, Advisory Board member

Outreach / Amplification - Friends, Congressionals, Cabinet

O Susan 2x

O Wade Henderson

O Tobacco → documents →

O huge - coordination

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4406

Wade Henderson

→ virtues

Susan M. Carr

01/16/98 01:33:39 PM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP, Mary L. Smith/OPD/EOP

cc:

Subject: 5-year number

For Civil Rights Commission (another one of mine)

1999	11
2000	11
2001	12
2002	12
2003	12

— I'm happy to
go through specifics
w/ him.

→ Reduce time it
takes to process
case -- worked
w/ staff at EEOC
to get enough so
that by year 2000

→ Enough ~~to~~ ~~it~~ so that ~~by~~
2000 ~~case~~ takes 6 minutes
to process case.

→ 20-25,000

MEMORANDUM

TO: BRUCE REED, ELENA KAGAN

FROM: TOM FREEDMAN, MARY L. SMITH

RE: CIVIL RIGHTS CROSSCUT

DATE: NOVEMBER 25, 1997

Below is a list of performance goals that are applicable across agencies and suggestions as to how they might be implemented at the various civil rights enforcement agencies.

I. ALTERNATE DISPUTE RESOLUTION

A. EEOC

- Mediation Program. EEOC proposes to mediate approximately 8,000, or 10 percent of the 80,000 new charges expected in FY 1999. (\$4,000,000)

B. HHS-OCR

- Mediation Partnerships: HHS would contract with providers of mediation services in five to ten pilot urban and rural areas. OCR would decentralize the use of third party mediation services for a subset of complaints assessed through its case triage process. (\$250,000)

C. DOL-OCR

- Mediation. 7 FTE will be required to market ADR and to assist states in developing and designing ADR programs. In addition, 4 FTE will be needed to provide ADR for those complainants who request ADR in the processing of their complaints. (\$990,000)

D. DOL-OFCCP

- Alternate Dispute Resolution. OFCCP is initiating an alternate dispute resolution program in order to facilitate the closure of compliance reviews and complaint investigations. ADR will be used as an effort to avoid litigation and to reduce the number of cases referred to the Solicitor of Labor for enforcement. (\$200,000)

E. EDUCATION

- Alternate Dispute Resolution. In December 1993, OCR issued a new Case Resolution

Manual (CRM). The CRM streamlined the complaint resolution process so that OCR can provide more efficient and effective service to complainants. One element of the CRM is an alternative dispute resolution procedure (ADR). Any additional funding over OCR's FY 1999 appropriation could be used to provide additional staff training to build skills necessary for effective ADR or to hire contract mediators to actually facilitate resolution between the parties. (\$100,000)

II. TARGETING FUTURE COMPLIANCE AND TECHNICAL ASSISTANCE EFFORTS (through data collection and other means)

A. EEOC

- Benchmark EEO survey data. EEOC would like to perform a one-time data collection from employers to obtain benchmark EEO survey data for the Americans with Disabilities Act (ADA) of 1990. (\$250,000)
- Video Outreach and Technical Assistance. Three video productions on subjects such as "Information for Small Employers," "Mediation to Resolve Charges," and "Best Practices for Employers." (\$225,000)
- PSA Campaign. (\$100,000)
- Stakeholder Meetings. Stakeholder meetings around the country for 25 offices. (\$125,000)
- Translation of materials. Translate pamphlets into several languages, including production costs. (\$280,000)

B. EDUCATION

- Elementary and Secondary School Civil Rights Compliance Report: OCR would conduct a survey of the approximately 15,000 school districts in the country on the following: number and types of schools within a school district; the demographics of the school district for both teachers and students; the number of students by race and gender in gifted and talented programs;; the number of students with disabilities by race and gender; and the number of students in math, science, and computer programs by race and gender. This data is used by other government agencies, including DOJ in its enforcement activities for approximately 400 court-ordered school districts. In addition, information and data obtained by the survey would be used as a baseline for OCR's proposed activities under GPRA. (\$1,700,000)

C. HHS-OCR

- Analysis of Differential Treatment Modalities. OCR, working with the HHS Data Council, would investigate medical decision-making at the individual facility level to see how it is influenced by race and ethnicity. OCR would contract for the development of methodologies to determine potential areas of discrimination or differential access to services through assessment of Departmental and State level administrative data sets. The purpose of this initiative is to identify potentially non-complying hospitals and to target and implement Title VI compliance reviews and outreach initiatives. As the result of this effort, HHS expects to change the compliance status of from 220 to 280 facilities. If HHS were to undertake all such reviews over a three-year period, it would need approximately \$565,000 per year, beyond an initial \$500,000 for survey design and analysis, to support the staffing needed to carry out such reviews while simultaneously avoiding an accumulation of a backlog. (\$1,065,000)
- Managed Care. OCR's FY 1999 budget request seeks consultant services to develop data collection measuring the effect of managed care arrangements on Hill-Burton facilities and others. The purpose of this initiative is to target compliance reviews and outreach activities in support of both the President's Initiative on Race and to ensure effective oversight of the nondiscrimination provisions of the Patients' Bill of Rights endorsed by the President on November 19. HHS expects that these reviews of managed care plans and other insurance arrangements will require 50 percent more time than individual facility reviews. Accordingly, HHS estimates that it would need approximately \$300,000 per year, beyond an initial \$250,000 for survey design and analysis, to support the staffing needed to carry out 50 such reviews per year. (\$550,000)
- Outcome Measurement. OCR is moving from output and process measures to assessing the extent to which the number and quality of services to protected classes has changed. The purpose of this initiative is: (1) to collect data on program performance that focuses on the public's ability to access and benefit from HHS services and (2) to focus performance goals and reporting on outcome measures identified in the Annual Government Performance and Results Act (GPRA) Plan. By collecting outcome data focusing on service to individuals, OCR will be able to effectively target activities based on which compliance strategies result in the greatest number of additional minority persons served by programs, the greatest number of additional services, or changes in the quality of services provided. (\$250,000)

D. **DOL-OCR**

- Improved Targeting. An enhanced management information system could produce reports that would identify problem areas that should be targeted for review. This system could also identify trends in complaints so that compliance activities could be directed towards those entities most in need of assistance. This would maximize the utilization of staff resources to address the targeted problem areas in a given year and enhance development of work plans and results under GPRA. Approximately \$100,000 is needed

to design management information reports to meet this performance goal. (\$100,000)

- Compliance Activities. 18 FTE will be required to provided total compliance monitoring coverage on a three-year cycle. Within existing resources, only 4 compliance reviews can now be conducted, due to the regulatory need to process complaints. This will enable staff to conduct 18 reviews per year. (\$1,620,000)
- Data Collection on JTPA. Currently, applicant data is not captured to identify those seeking entry into programs such as JTPA. To ensure that discriminatory factors are not being used in the intake process, a pilot program could be instituted. This would require revisions to ETA's management information system, agreement by the pilot state to participate, and OMB concurrence to collect this data. (\$360,000)
- Compliance Assistance. 3 FTE will be required to conduct 20 technical assistance visits per year. This represents staff being on travel two weeks out of every month. (\$270,000)

E. DOL-OFCCP

- Future Targeting. The OFCCP's three-pronged Fair Enforcement Strategy includes a comprehensive regulatory reform component. One aspect of the regulatory reform effort is the redesign of the compliance review process. This process, as restyled "compliance evaluations," will enable the OFCCP to institute a multi-tiered level of review, varying from limited "compliance checks" to the full-scope compliance review. Additional resources for the three-pronged strategy will allow OFCCP to revise the requirements for the Affirmative Action Plan, fully implement the Affirmative Action Program Summary Report, and enhance the tiered compliance review enforcement strategy. (\$4,800,000)
- Ombud Activities. OFCCP will increase the use of its Ombud Office to improve customer quality and service. The Ombud Office, established in 1995, provides customer service, technical assistance, and a means for OFCCP's stakeholders to obtain confidential advice regarding the laws, policies, and programs that are administered by the OFCCP. Through this expansion of the Ombud Office, OFCCP will provide technical assistance earlier with the result of reducing the amount of resources needed during full compliance reviews performed at a later time. (\$1,500,000)

III. REDUCING BACKLOG

A. EEOC

- Inventory Reduction. To reduce the private-sector backlog from the current over 9.4 months it takes to resolve private sector complaints to 6 months by the year 2000, EEOC requires 165 new FTEs. (\$6,036,166)

B. HHS-OCR

- Changes in Complaint Processing to Respond to Additional Workload. OCR proposes expanding its pilot program which uses teams of investigators to review incoming cases and to provide ongoing case management. This expansion will require additional team training. OCR also anticipates increased complaint workload resulting from the Patients' Bill of Rights and the Adoption 2002 initiatives. OCR estimates that \$360,000 would be needed both to continue to enhance expedited complaint processing and to prevent development of a backlog. (\$400,000)
- State and Local Program. OCR's Strategic Plan proposes to increase partnerships with state and local agencies to expand the scope of civil rights compliance coverage of HHS grantees. OCR proposes a pilot program to contract with states and local civil rights agencies to conduct investigations, thus expanding its capacity to enforce civil rights while giving states an active role in enforcement. The purpose of these partnerships is to enhance the ability to target OCR staff resources on precedent-setting and high priority complaint investigations while continuing to improve response times to citizen complaints. (\$500,000)

IV. PAPERLESS OFFICE

A. EEOC

- Information Systems. The EEOC has proposed a three-year \$25 million initiative to upgrade hardware, communications infrastructure, and the deployment of integrated information systems throughout the agency. The FY 1999 request of \$10 million would provide a basic communication infrastructure that would allow the EEOC to complete the development and procurement of new information systems capabilities. These upgrades will allow the field offices and headquarters to communicate via electronic mail, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information and enhanced research capabilities for investigators and attorneys. (\$10,000,000)
- Replacing Paper Forms. The EEOC proposes developing an "Interactive Diskette" data collection to replace "Paper Forms" for all EEOC employment survey data collection programs. (\$200,000)

B. HHS-OCR

- Civil Rights on the Internet: New technology that would allow the public to file complaints via computer. Also technical assistance to grantees could be accomplished via the Internet. Survey data collections, pre-grant certifications, investigative data requests

and responses could also be expedited. (\$250,000)

C. ALL CIVIL RIGHTS ENFORCEMENT AGENCIES (Justice, Labor, HHS, Education, and EEOC)

- Linked Civil Rights Data Bases: This linking of all the data bases would permit the agencies to share statistics that each agency collects. Linking technology would also improve coordination among the civil rights agencies. (\$500,000)

D. DOL-OCR

- Technology Improvements: There is a need for the establishment of a data base that can provide management information reports that can respond to GPRA and DOJ requirements. A review is required of the current information technology infrastructure that supports the civil rights enforcement of federal financial assistance programs to determine what is needed to achieve the desired outcomes of improved case processing and case management. A working group could be established to conduct the survey and make recommendations in this area. Some economies of scale could be achieved if agencies explored the possibility of selecting a data base system that would meet the needs of agencies with some modifications adaptable to their specific programs. (\$158,000)

E. DOL-OFCCP

- Information Technology: These funds will be used to upgrade the agency's infrastructure and replace outmoded systems hardware, enabling OFCCP to meet its current requirements and to develop the systems necessary for federal contractors to submit data electronically to the program. The agency will also provide the technology necessary for compliance officers to record all documents related to reviews electronically. (\$3,750,000)

V. COORDINATION AMONG CIVIL RIGHTS AGENCIES

A. Proposed by HHS-OCR

- Inter-agency Civil Rights Coordination Group: A standing inter-agency group composed of principals or their deputies would address cross-cutting issues including broad strategic planning, coordination of litigation strategies, development of performance outcome measures, outreach and partnership strategies, coordinated public service announcement and public relations initiatives, coordinated town meetings on civil rights issues, coordinated training initiatives, data collections, reviews, and investigations.
- Inter-agency training program. A coordinated training strategy could entail creation of an inter-agency training program. The training program could be under the auspices of the

Department of Justice. It would focus on investigative methodologies, examination of best practices in non-discriminatory service delivery, litigation review and strategy, data collection techniques and other compliance techniques that can be employed by many agencies, including HHS, ED, HUD, DOL, DOT, and EEOC. The center could also provide civil rights investigative and outreach training to state and local partners. A training center with dedicated staff could either be contracted or use federal agency staff. A rough estimate of the cost for rent, staff support, curriculum development, scholarships for non-federal participants, equipment, trainers, etc. is \$1,000,000 government-wide per year. (\$1,000,000)

- Intra-agency civil rights councils. These councils would be a means for furthering civil rights compliance throughout individual departments and agencies. Each Department would establish a high-level body that would be advisory to the Secretaries or Agency Heads on civil rights issues. A Civil Rights Council would be a forum for review of agency-wide policies and practices and could serve as a forum for external organizations to present civil rights concerns associated with individual agency programs. Such a council would be headed by the Department or Agency's chief Civil Rights Official and would require minimal staffing (an Executive Secretary to the Council and perhaps one support staff) in addition to staff that could be provided from within the agencies. (\$200,000)
- Geo-coded/Mapping Data Base on a Civil Rights Intranet. OCR proposes development, in conjunction with the Census Bureau and the Department of Justice, of a government-wide pilot project that would make geo-coded mapping of race, ethnicity, and national origin Census data available to all civil rights agencies on a Civil Rights Intranet. This resource would enable civil rights agencies to have immediate access to tract level data during the course of investigations and reviews. Other uses of this system could include a government-wide index of administrative decisions, letters of findings, and entities under civil rights investigation. (\$350,000)

B. Proposed by DOL-OCR

- Coordination between DOJ and OMB. In order to achieve enhanced civil rights enforcement, OMB will be required to review the civil rights enforcement function on a cross-cutting basis to achieve performance goals. DOJ could work with OMB and the respective agencies to promote a comprehensive civil rights agenda. This would provide the framework and overall reporting relationships to integrate civil rights enforcement within the budget process. (\$90,000)

C. Proposed by DOL-OFCCP

- The Civil Rights Working Group, made up of all the civil rights agencies in the Federal government and a liaison from the White House, should be formalized and meet on a

regular basis to integrate efforts to achieve civil rights in America.

- Coordination with DOJ and Veterans Affairs. Increase compliance on national origin discrimination and to share a database with Veterans Affairs so that veterans have equal employment opportunities. (\$400,000)

D. Proposed by ED-OCR

- Intranet technology. Civil rights enforcement agencies need to improve their communication network. Intranet technology could be used to create a network for used by selected civil rights enforcement agencies. The system could be used for various purposes such as sharing data; posting information like current research, historical document, special alerts, best practices, scheduled meetings/conferences, newsworthy events, and training opportunities. The system could also be used to communicate essential information and materials to agencies' staff on Presidential initiatives. (\$100,000 to 500,000)

**PRIVATE SECTOR EEOC ENFORCEMENT
COMPLIANCE PROJECTED ACTIVITY
(WITH ADDITIONAL STAFF TO REDUCE THE INVENTORY TO 6 MONTHS BY FY 2000)
(50% ADR SUCCESS RATE)**

COMPLIANCE ACTIVITY												
Workload/ Workflow	FY 1997 Actual*	FY 1998 Estimate	FY 1999 Estimate	FY 2000 Estimate	FY 2001 Estimate	FY 2002 Estimate	FY 2003 Estimate	FY 2004 Estimate	FY 2005 Estimate	FY 2006 Estimate	FY 2007 Estimate	FY 2008 Estimate
Total Pending Charge/Complaints	80,890	84,090	65,018	58,716	48,072	44,524	43,341	43,341	43,341	43,341	43,341	43,341
Total Receipts	80,665	80,665	80,665	80,665	80,665	80,665	80,665	80,665	80,665	80,665	80,665	80,665
Net FEPA Transfers/Deferrals	8,835	8,835	8,835	8,835	8,835	8,835	8,835	8,835	8,835	8,835	8,835	8,835
Total Work Load	170,390	163,590	154,818	148,216	137,672	134,024	132,841	132,841	132,841	132,841	132,841	132,841
Staffing												
Investigators Available	795.1	795.1	834.8	874.0	874.0	874.0	874.0	874.0	874.0	874.0	874.0	874.0
Investigators Assigned	828.0	828.0	910.2	910.2	910.2	910.2	910.2	910.2	910.2	910.2	910.2	910.2
Resolutions												
Successful Mediations	823	1,111	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000
Administrative Enforcement Resolutions	105,477	87,481	91,802	96,144	89,048	89,048	89,048	89,048	89,048	89,048	89,048	89,048
Total Resolutions	106,300	88,592	95,802	100,144	93,048	93,048	93,048	93,048	93,048	93,048	93,048	93,048
Charges/Complaints Forwarded	84,090	68,018	58,716	48,072	44,524	43,341	43,341	43,341	43,341	43,341	43,341	43,341
Charge/Complaint Inventory (Months)	7.3	8.1	7.7	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0
Caseload per Available Investigator	80.8	61.8	70.4	55.0	50.9	49.6	49.5	49.6	49.6	49.6	49.6	49.6

* Pending beginning adjusted to reflect refinements in charge process reports.

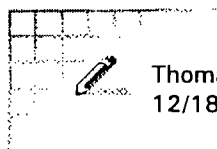
Notes:

- (1) FY 1997 figures are taken from unreconciled 4th Quarter data
- (2) The workload calculations assume \$4M annually for contract ADR work, at \$500 per case, beginning in FY 1999.
The ADR success rate is assumed to be 50%.
- (3) Charge resolution activity for FY 1997 is the actual value, 132.7. Resolution activity for FY 1998 - FY 2000 is assumed to be 110.0.
Charge resolution activity for the following years, 101.9, is calculated to keep inventory constant at six months.
- (4) EEOC receipts and net FEPA transfers/deferrals are projected to remain level through FY 2008.
- (5) Workload totals above include charges originally received by EEOC and charges transferred into EEOC's workload from FEPAs. Workload totals do not include charges received and maintained for processing by FEPAs.
- (6) The above table reflects a total staff increase of 110 in fiscal year 1999, broken down as follows:
(Investigators productive for 1/2 year in FY-99 to allow for hiring and training)

Investigators	82
Clericals	16
Supervisors	12

25,000	30,000
12,500	15,000
12,500	4,000
14,000	11,000
8,500	

EEOC reform



Thomas L. Freedman
12/18/97 01:55:46 PM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Mary L. Smith/OPD/EOP, Laura Emmett/WHO/EOP
Subject: EEOC reform

FYI. Sally Katzen's office called to ask about process for the EEOC suggested structural reform. They've gotten letters from 30 agency EEO's with concerns. I've said we wanted to be able to announce this for the SOTU. They would like to vet this through non-eeo types at the agencies. I said if Sally K. thinks that is necessary, its their area of expertise, but we still are looking to get this done in time.

Tom -

Ver what? Is this the new
Federal employee policy?
Is Sally's office in charge
of handling this? What's
their schedule and how
are you working with
them?

Elena

EEOC Chairman Abruptly Resigns

Casellas, Saying He Is 'Tired,' Will Leave Job at End of Year

By Kirstin Downey Grimsley
Washington Post Staff Writer

Gilbert Casellas, chairman of the U.S. Equal Employment Opportunity Commission, abruptly announced yesterday that he planned to resign the post he has held for three years.

In an interview with The Washington Post, Casellas, who has headed the agency responsible for enforcing federal employment discrimination laws, said he felt "tired," and decided to resign at the end of the year, though he has not found another job. He submitted his resignation letter to the White House yesterday morning and said he hopes to return to the private practice of law.

"This is a hard job to do—for anybody," said Casellas, 45, a former Philadelphia trial attorney. "We always represent the underdog, and that makes the top dogs angry. . . . We get criticized and vilified."

The agency's boosters and critics alike agree the EEOC has been stretched in recent years as federal laws were passed that expanded discrimination protection to growing numbers of workers. The agency, originally created to protect blacks from racism, has seen its responsibilities extended over the years to protect the rights of women, older workers, ethnic and religious minorities and, most recently, the disabled. While the agency's responsibilities have grown, its budget has not kept pace, according to observers.

"We could do a lot better if we had more money, more people, more support," Casellas said. Still, Casellas said he was pleased that under his leader-

ship an expedited system for processing worker discrimination complaints had enabled the agency to whittle its backlog of 112,000 cases when Casellas joined the agency to about 72,000 now.

The EEOC has achieved some notable victories under Casellas, including participating in multimillion-dollar legal settlements of age-discrimination cases against Bethesda-based Lockheed Martin Corp. and Missouri-based Monsanto Co. It also launched a much-publicized sexual harassment lawsuit against Mitsubishi Motor Manufacturing of America Inc.

The agency's biggest defeat came at the hands of the Atlanta-based Hooters restaurant chain, which opposed the EEOC's efforts to require it to hire men as well as its trademark buxom young women. Hooters launched a successful public relations campaign that featured an unshaven man dressed up like Hooters waitresses, implying that the federal agency would require Hooters to hire men and dress them up like women. Facing congressional pressure, the agency backed off the case.

This week the restaurant chain announced it was paying \$2 million to settle claims brought by male job candidates. Company spokesman said the settlement was not an admission of wrong-doing, and that they intend to continue to hire only women as waitresses.

But Casellas said he felt vindicated by the news. "They ridiculed us but it's clear from the amount of the settlement there was a legitimate legal issue there," Casellas said.



FILE PHOTO BY CRAIG HERNDON—THE WASHINGTON POST

GILBERT CASELLAS

... "This is a hard job to do . . ."

Employment lawyers and spokesmen for advocacy groups said they expressed regret about Casellas's decision. "I think Gil will be missed," said Michele Pollak, a lobbyist for the American Association of Retired Persons. "He was handed some intractable problems [that] he made significant efforts to solve."

Casellas had said in previous interviews that he was frustrated by the lack of contact with the Clinton White House.

Yesterday, Casellas was trying to be more diplomatic. "They've been very respectful of our independence," he said.

The Washington Post

THURSDAY, OCTOBER 2, 1997

No More Headaches by the Number

Park Police Glad Not to Have to Estimate Size of Promise Keepers Crowd

By Linda Wheeler
Washington Post Staff Writer

The Promise Keepers rally on Saturday will be the first major Mall event in 30 years that won't have an official government crowd estimate. The U.S. Park Police, responsible for counting demonstrators on parkland since the 1960s, is out of the numbers business.

"Thank God," said Maj. J.J. McLaughlin, a Park Police spokesman.

The size of the crowd at marches, rallies and other demonstrations in the nation's capital had become a way for some groups to tout the success or popularity of their causes. So no matter what crowd estimate police came up with, McLaughlin said, organizers of the event frequently disputed it.

Crowd estimates began as a way to gauge how well the police had staffed an event and to guide authorities in planning for future demonstrations. Yet the official crowd estimate from Park Police soon became a lightning rod for controversy.

From marches protesting the Vietnam War to rallies for and against abortion rights, organizers consistently claimed greater numbers than those reported by law enforcement agencies. Often the demonstrators accused the government of lowering the crowd estimates for political reasons.

For the past decade, McLaughlin was squarely in the middle of the numbers tug-of-war because he was the one who did the calculations and announced the number.

"I'm not going to miss doing the count," he said. "It got so all I was doing was counting and answering questions from the media instead of commanding 400 officers."

Organizers for the Gay Rights March in 1993 refused to accept McLaughlin's count of 300,000, saying they had 1 million marchers. That same year, McLaughlin gave an estimate of 75,000 protesters for the annual March for Life, an antiabortion demonstration. The group was sure it had 250,000.

In 1995, organizers of the Million Man March angrily disputed McLaughlin's estimate of 400,000, saying they, indeed, had drawn 1 million participants. Nation of Islam leader Louis Farrakhan threatened to sue the Park Police and said police had deliberately underestimated the crowd for racist reasons.

McLaughlin stood by the Park Police count and the method used for estimating crowd size, which involves dividing the Mall into large sections, calculating how many people can stand in a panel and then using aerial photographs to estimate the density of the crowd.

The issue became more muddled after ABC News asked Boston University scientist Farouk El-Baz to do

a second count based on photographs supplied by the Park Police. The aerial reconnaissance authority, who had never counted a crowd before, came up with an estimate of more than 800,000.

After the controversy, Congress ordered the National Park Service to stop counting the crowds.

Even though the Park Police no longer make official estimates, the D.C. and U.S. Capitol Police do—depending on whether the event is held in their jurisdictions. At President Clinton's second inauguration in January, U.S. Capitol Police said more than 200,000 watched the swearing-in ceremony.

But no official government agency will count attendance at Saturday's rally on the Mall. A regional task force helping with logistical arrangements for the Promise Keepers event has said an estimated 700,000 evangelical Christian men may participate.

So, what should organizers do when there is no official government estimate for their Mall demonstration?

"I tell them all, all of them, go hire your own counter," McLaughlin said.

And what about the media, which relied on the estimates for their news stories?

"I tell them to go to the organizers," he said.

The Washington Post

THURSDAY, OCTOBER 2, 1997



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

OFFICE OF FEDERAL OPERATIONS
FEDERAL SECTOR PROGRAMS

EEOC

*ANNUAL REPORT ON THE
EMPLOYMENT OF MINORITIES, WOMEN
AND PEOPLE WITH DISABILITIES IN THE
FEDERAL GOVERNMENT*

*For the Fiscal Year Ending
1994*

BEST AVAILABLE COPY

EXECUTIVE SUMMARY

This is the Equal Employment Opportunity Commission's annual report to the President and to the Congress on affirmative employment programs for minorities, women, and people with disabilities in the Federal government. This annual report is submitted as part of the Equal Employment Opportunity Commission's responsibility 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 People with Disabilities in the Federal Government,"* was prepared in consultation with the Interagency Committee on Employment of People with Disabilities.

The annual report covers fiscal year 1994, the period from October 1, 1993, through September 30, 1994. The annual report describes the progress of Federal agencies in creating an equitable employment environment for minorities, women and people with disabilities.

The report describes those areas where progress has been made since the enactment of the equal employment opportunity legislation covering Federal employment of minorities and women in 1972, and for people with disabilities who were Federal employees or applicants since 1973. The report also indicates areas where representation of minorities, women, or people with disabilities is still quite low. Federal agency heads have the major responsibility for implementing a viable, results oriented affirmative employment program. Further, they must provide leadership and actively support the agency's affirmative employment programs and activities. The EEOC has evaluation and oversight responsibility for Federal affirmative employment programs. In summary, the annual report indicates that:

- The size of the Federal work force slightly decreased by 12,636 from 2,643,391 in fiscal year 1993 to 2,630,755 in fiscal year 1994;
- Hispanics, in the Federal work force, continued to be substantially below the Civilian Labor Force availability. Hispanics slightly increased representation in the Federal work force during fiscal year 1994. However, Hispanics were still the only minority group that was below the Civilian Labor Force availability;



- The number of women in the Federal work force increased for the first time in three years. Women continued to be below the 1990 Civilian Labor Force availability;
- The number of Senior Executive Service positions decreased by 1.22% in fiscal year 1994 from 13,550 to 13,385. The representation of men in the Senior Executive Service positions decreased to 84% from 87% in FY 1993;
- The participation rate for Asian Americans/Pacific Islanders increased in each job category during fiscal year 1994. However, Asian Americans/Pacific Islanders continued to be underrepresented in the Senior Executive Service;
- Average grade levels in white collar positions increased for all employees, except American Indian/Alaskan Native, in fiscal year 1994. The grade differences between whites and minorities continued to follow the trend begun in fiscal year 1982; whites average between one to two grades higher than minorities;
- The overall percentages of people with reportable disabilities and people with targeted disabilities in the Federal work force decreased slightly in fiscal year 1994, the first decrease since 1982; and
- People with targeted disabilities experienced a slight increase in representation in mid-level positions and upper-level positions. However, 47% of people with targeted disabilities were employed in Clerical (28.22%) or Blue Collar (19.26%) positions, while these occupations comprised only 15% of the Federal work force.

Part I of the annual report is based on data obtained from the Central Personnel Data File of the Office of Personnel Management and fiscal year 1994 annual accomplishment reports provided by Federal agencies. Part II of the annual report is based on data obtained from annual accomplishment reports submitted by Federal agencies. These data are government wide or agency wide only and include work force data for permanent full-time and permanent part-time Federal employees.



C

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

A. INTRODUCTION

Part I of this annual report to the President and the Congress by the Equal Employment Opportunity Commission (EEOC) concerns the employment of minorities and women in the Federal government from October 1, 1993, through September 30, 1994. The report also highlights some of the trends and changes in the Federal work force from fiscal year (FY) 1985 through FY 1994.

The data¹ in Part I of this report were derived from the Central Personnel Data File (CPDF)² of the Office of Personnel Management (OPM) and the annual accomplishment reports provided by Federal agencies. These data were government wide or agency wide only and include work force data for permanent full-time and part-time Federal employees. Civilian Labor Force (CLF) data for 1990 were derived from the 1990 census. The CLF included all persons, 16 years of age or older, excluding those in the Armed Forces, who were employed or seeking employment. The CLF provided a benchmark for comparing minorities' and women's availability for Federal jobs.

The EEOC used the CLF for the purpose of evaluating agencies' progress in providing equal employment opportunities to minorities and women. The CLF was also used in reviewing the agencies' annual accomplishment reports.

¹Specific analyses by grade, white collar and blue collar groupings exclude the U.S. Postal Service and the Tennessee Valley Authority. However, these agencies were included in all analyses of total Federal employment. References to blue collar employment refer to the Federal Wage Grade Systems.

²CPDF is an automated file created by OPM. The file is based on personnel action information submitted directly to the OPM by Federal agency appointing offices, and is updated monthly. The Standard Form 50, "Notification of Personnel Action," is the basic source of input to the CPDF. The CPDF does not include data for the Tennessee Valley Authority, United States Postal Service, Army and Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Security Agency, or the Federal Bureau of Investigation in the Department of Justice. These agencies make up approximately 30% of the Federal work force.

The CPDF 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.

C. AGENCY SUBMISSIONS

Sixty-seven Federal agencies were required to submit annual accomplishment reports. The U. S. Postal Service submitted an annual accomplishment report and continues to work with EEOC to ensure that data are reported in the required format. However, the U. S. Postal Service data continued to be omitted from Table I-10 and Table I-12.

Fifteen agencies did not submit the annual accomplishment report within the required time frame: Department of Education, Department of Energy, Department of Justice, Department of State, Department of Transportation, Department of the Treasury, Defense Information Systems Agency, Defense Logistics Agency, Defense National Guard Bureau, Environmental Protection Agency, Federal Deposit Insurance Corporation, Federal Emergency Management Agency, John F. Kennedy Center for the Performing Arts, National Aeronautics and Space Administration, and the Office of Personnel Management.

The Social Security Administration submitted an accomplishment report for FY 1994, although still part of the Department of Health and Human Services.

D. ANALYSIS OF STATISTICAL DATA³

(1) Total Work Force Summary

This section analyzes total work force data generated by combining CPDF information and work force information from non-CPDF agencies with 500 or more employees. In FY 1994 the total Federal work force was 2,630,755 (Table I-1). From FY 1993 to FY 1994, minorities⁴ increased slightly from 28.32% to 29.95% of the permanent Federal work

³A number of references to numerical percentages in this report may be presented differently within the text, the graphic figures and the tables. The reasons for these differences are: (1) the tables present data that were derived from different sources; and (2) some of the percentages were derived from CPDF data while others were derived from CPDF data plus data collected directly from agencies. CPDF data cover approximately 70% of the Federal work force.

⁴The 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.

force. In FY 1994, blacks, Asian Americans/Pacific Islanders and American Indians/Alaskan Natives were represented in the Federal work force in proportions greater than in the 1990 Civilian Labor Force. Hispanics continued to be the only minority group whose participation in the 1994 Federal work force (5.96%) was lower than the 1990 CLF (8.10%).

The representation of blacks increased from 18.08% in FY 1993 to 18.28% in FY 1994. During FY 1994, blacks, Hispanics, Asian Americans/Pacific Islanders, and American Indians/Alaskan Natives increased both in number and representation.

The percentage and number of women in the Federal work force increased from 41.21% (1,089,222) in FY 1993 to 41.46% (1,090,731) in FY 1994. The representation of women in the Federal work force continued to be below the 1990 CLF (45.70%).

(2) White Collar Employment

Each of the Federal white collar occupational series reflects a specialized line of work with specific classifications. During the 1970s, the Civil Service Commission (now the Office of Personnel Management) created and defined five employment categories (PATCO)⁵ by

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

Asian American/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/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 black (Not of Hispanic Origin), Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native.

The PATCO categories are described as follows:

PROFESSIONAL - occupations 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 related grades through GS-11 and one grade intervals to GS-15.

ADMINISTRATIVE - occupations 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

which Federal agencies could group occupational series for various purposes (e.g., coverage under the Fair Labor Standards Act). These categories, used in many areas of Federal personnel administration, are a key element in the Central Personnel Data File.

White collar employees included in the CPDF decreased from 1,579,488 in FY 1993 to 1,549,120 in FY 1994. Of the total white collar positions 27.13% were in the Professional category; 32.74% were in the Administrative category; 22.40% were in the Technical category; 14.84% were in the Clerical category; and 2.9% were in the Other category.

a. **MINORITIES** - Minority white collar representation in the Federal work force increased from 26.56% in FY 1993 to 27.12% in FY 1994. Minorities comprised 18.18% of the 1990 white collar CLF.⁶ Minority professional employees comprised 18.80% of the white collar work force.

- **BLACKS** - Blacks held 16.45% of all white collar Federal jobs in FY 1994, a slight increase from 16.29% in FY 1993. Blacks comprised 8.75% of the white collar 1990 CLF (Table I-2). Black participation rates increased in all PATCO categories during FY 1994.

- **HISPANICS** - Hispanics held 5.33% of all white collar Federal jobs in FY 1994, an increase from 5.14% in FY 1993. Hispanics comprised 5.8% of the

majors and typically follow a two grade interval pattern through GS-11 and one grade intervals to GS-15.

TECHNICAL - occupations that typically involve work associated with and supportive of a professional or administrative field, which is non-routine in nature and which involves extensive practical knowledge, gained through on-the-job experience or specific training less than that represented by college graduation. These jobs typically follow a one grade interval pattern in all grades.

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

⁶White collar CLF data describes employees and persons seeking work and have been differentiated into five categories to match the PATCO categories. The PATCO CLF data were derived by EEOC from the 1990 Census by matching each of the approximately 420 Federal occupational series with the appropriate counterpart employment occupations in the Census occupation listing. The white collar CLF data excluded census categories of sales workers, craft workers, operatives, and laborers.

white collar 1990 CLF (Table I-2). Hispanic participation rates increased in all PATCO categories during FY 1994.

- **ASIAN AMERICANS/PACIFIC ISLANDERS** - Asian Americans/Pacific Islanders held 3.65% of all white collar Federal jobs in FY 1994, an increase from 3.53% in FY 1993. Asian Americans/Pacific Islanders comprised 3.12% of the white collar 1990 CLF (Table I-2). Asian American/Pacific Islander participation rates increased in all PATCO categories during FY 1994.

- **AMERICAN INDIANS/ALASKAN NATIVES** - American Indians/Alaskan Natives held 1.69% of all white collar Federal jobs in FY 1994, an increase from 1.60% in FY 1993. American Indians/Alaskan Natives comprised .51% of the white collar 1990 CLF (Table I-2). American Indian/Alaskan Native participation rates increased in all PATCO categories during FY 1994.

b. **WOMEN** - Women held 49.55% of all white collar Federal jobs in FY 1994, a slight increase from 49.23% in FY 1993. Women comprised 54.61% of the white collar 1990 CLF (Table I-2). The participation rate for women increased in each PATCO category during FY 1994, except in the Clerical category. However, 25.59% of the white collar women were still in the Clerical category.

c. **MEN** - All minority men increased in both number and representation of the Federal work force during FY 1994. Hispanic men were still below the 1990 CLF. The number of Hispanic men would need to increase by 30% (29,299) in order to match the 1990 CLF representation of 4.8% Hispanic men.

(3) Senior Executive Service

The Civil Service Reform Act of 1978 established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the executive branch of the Federal government. At the end of FY 1994, there were a total of 13,385 SES positions in the Federal government representing .73% of the total Federal work force.

a. **MINORITIES** - The SES representation of blacks increased from 4.92% in FY 1993 to 5.68% in FY 1994; Hispanic representation increased from 1.85% in FY 1993 to 2.18% in FY 1994; Asian American/Pacific Islander representation increased from 1.16% in FY 1993 to 1.35% in FY 1994; and American Indian/Alaskan Native representation increased from .58% in FY 1993 to .60% in FY 1994 (Table I-15).

b. **WOMEN** - The SES representation of women increased from 13.40% in FY 1993 to 16.35% in FY 1994 (Table I-15). The number of women in the SES increased by 20%, the largest increase in ten years.

(4) White Collar Average Grades (GS and Related Pay Systems)

MINORITIES - The average white collar grade for all groups except American Indian/Alaskan Native increased during FY 1994. The government wide average grade level for white collar positions was 9.54. The average grade: for whites was 10.00; for blacks 7.98 (2.02 grades lower than the white average); for Hispanics 8.74 (1.26 grades lower than the white average); for Asian Americans/Pacific Islanders 9.71 (.29 of a grade lower than the white average); for American Indians/Alaskan Natives 7.99 (2.01 grades lower than the white average). These grade differences remained steady throughout the ten years shown in Figure 14. The Securities and Exchange Commission continued to have the largest difference (4.19 grades) between the average grade for whites and the average grade for blacks.

The percentage of white collar employees in grades 1-8 decreased from 35.65% in FY 1993 to 34.75% in FY 1994. The percentage of white collar employees in grades 9-12 slightly decreased from 39.69% in FY 1993 to 39.62% in FY 1994. The percentage of white collar employees in grades 13-15 increased from 19.55% in FY 1993 to 19.62% in FY 1994 (Table I-11).

- **BLACKS** - Blacks continued to be concentrated in the lower white collar grade levels. Of the black white collar employees, 55.58% were in grade levels 1-8, 30.97% were in grade levels 9-12, and 9.05% were in grade levels 13-15.

- **HISPANICS** - The percentage of Hispanics in the higher white collar grade levels slightly increased in FY 1994. 43.95% were in grades 1-8; 40.25% were in grade levels 9-12; and 11.74% were in grade levels 13-15.

- **ASIAN AMERICANS / PACIFIC ISLANDERS** - Asian Americans/Pacific Islanders were concentrated in the higher grade levels: 31.07% were in grade levels 1-8; 42.06% were in grade levels 9-12; and 19.15% were in grade levels 13-15.

- AMERICAN INDIANS / ALASKAN NATIVES - Similar to blacks in the work force, American Indians/Alaskan Natives were concentrated in the lower white collar grade levels: 54.30% were in grade levels 1-8; 33.73% were in grade levels 9-12; and 10.08% were in grade levels 13-15.

(5) Average Grade Within White Collar Occupational Categories

- a. PROFESSIONAL - The average grade level (12.17) for employees in the Professional category increased.
- b. ADMINISTRATIVE - The average grade level (11.59) for employees in the Administrative category increased.
- c. TECHNICAL - The average grade level (7.26) for employees in the Technical category decreased for the third time in six years.
- d. CLERICAL - The average grade level (5.00) for employees in the Clerical category increased.

The difference in grades for men and women remained between one and one and a half grades in each occupational category, except for Clerical; the difference in grades for whites and minorities remained between one half of a grade and two grades in each occupational category, except for Clerical (Table I-13). These trends remained the same in FY 1994 as they have been for the past six years.

(6) Blue Collar Employment

In FY 1994, blue collar jobs comprised 15.25% of the Federal work force covered by the CPDF, a decrease from 15.73% in FY 1993. The percentage of blue collar jobs held by minorities slightly increased from 33.59% in FY 1993 to 33.88% in FY 1994 (Table I-7). The percentage of blue collar jobs held by women and minorities increased but white men (61.45%) continued to be predominant. Women were only 9.81% of the Blue Collar occupational category.

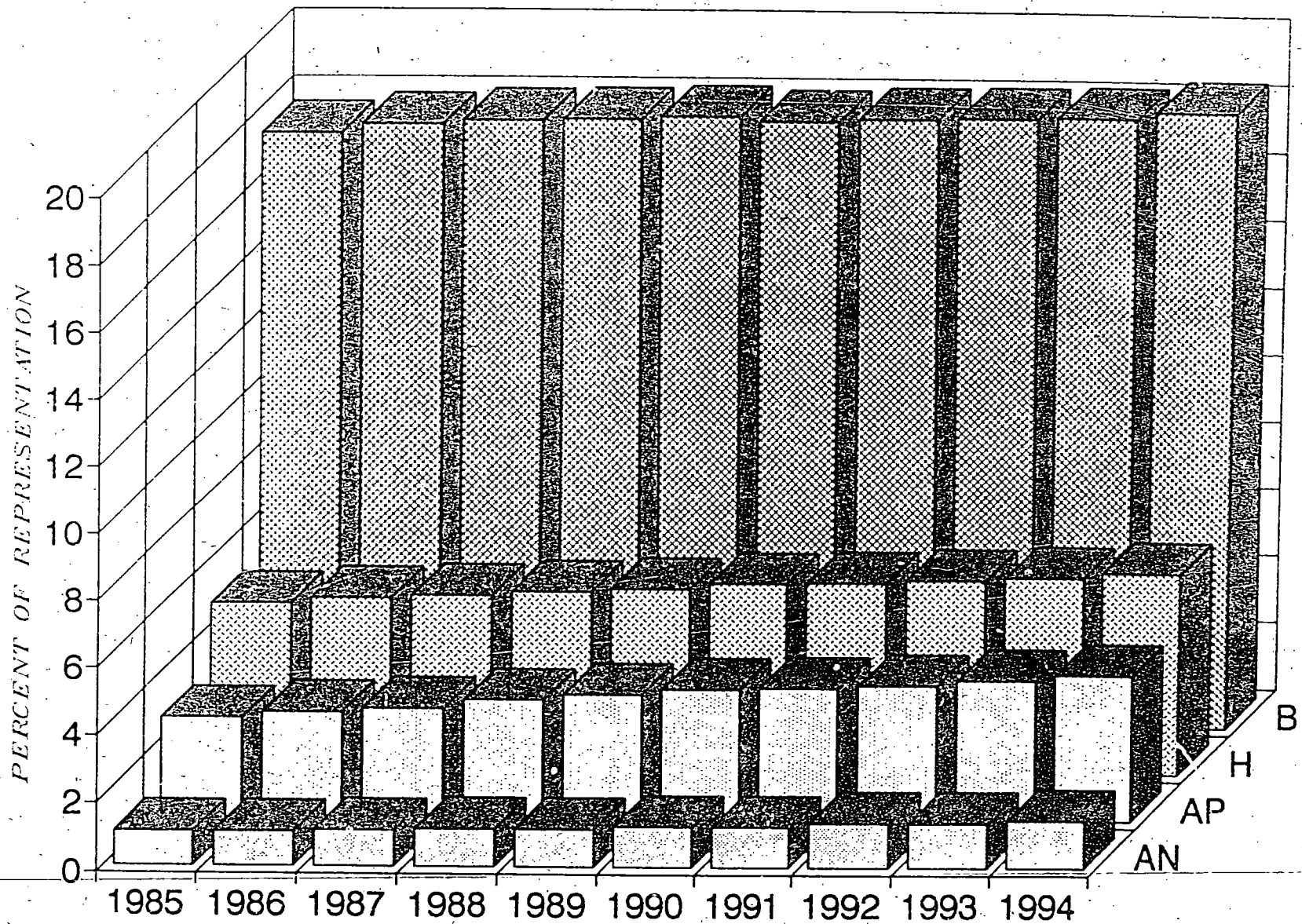
(7) Agency Rankings

This report ranks Federal agencies by the agency work force profiles. It is difficult to compare precisely one agency's work force profile with that of another, given the unique mission of the work force of each agency. EEOC attempted to minimize the difficulties in comparing agencies by ranking the percentage of difference between the average grades for whites and minorities and between men and women. With such a ranking, the highest ranking agency would have the smallest composite difference between the average grade of whites and the average grade of each minority group. These rankings are shown in Table I-16 through Table I-18.

A second ranking was done of Federal agencies with 500 or more employees by the percentage each EEO group represents of the work force. Tables I-19 through I-21 show the ranking when compared to the Total Work Force, the Professional Work Force, and the Administrative Work Force.

The Departments of the Air Force, Army and Navy were ranked individually. Other Department of Defense agencies were ranked as an agency summary because of the rapid changes in the Department of Defense work force in FY 1994.

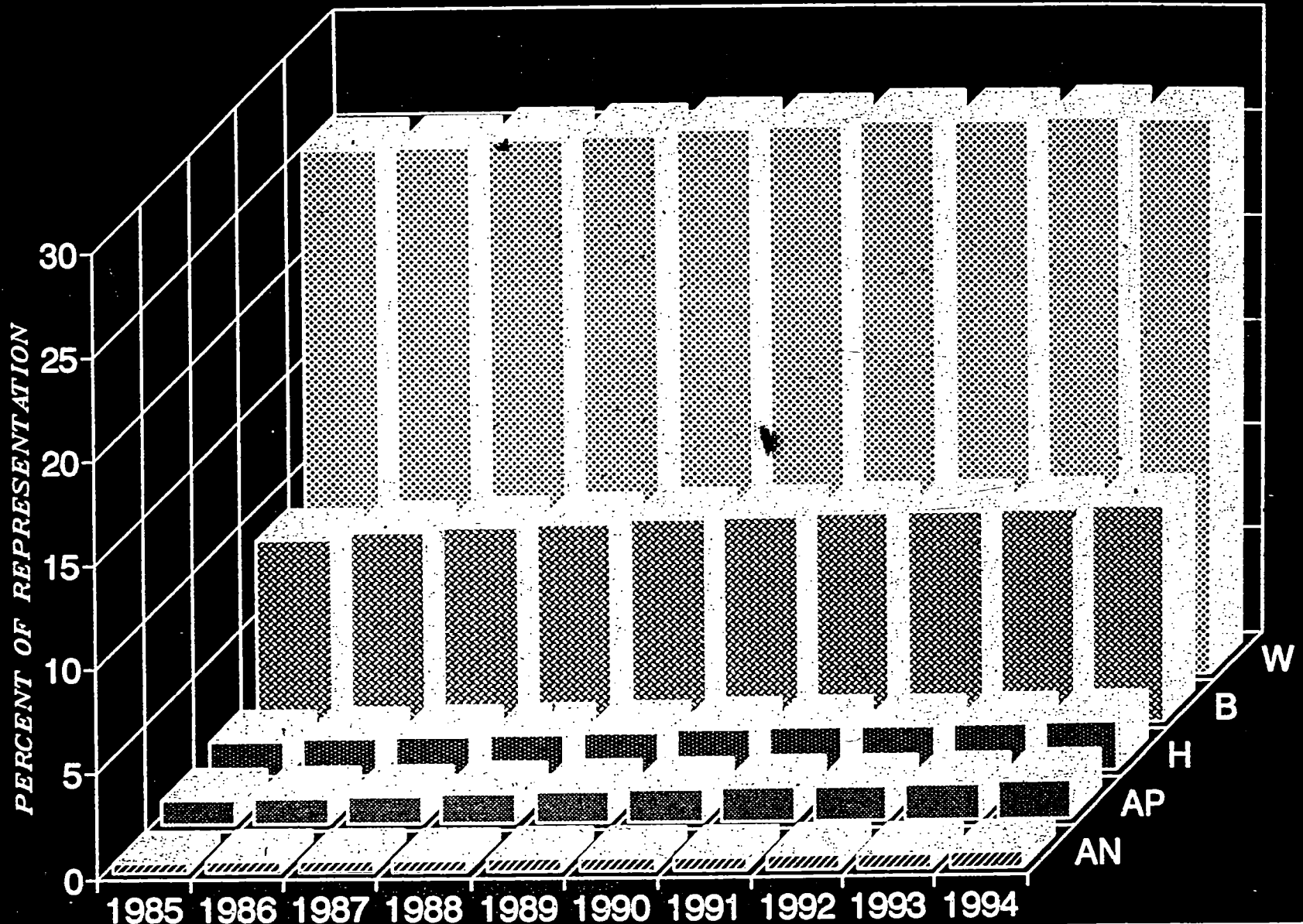
TOTAL FEDERAL EMPLOYMENT OF MINORITIES



B - BLACK H - HISPANIC AP - ASIAN AMERICAN/PACIFIC ISLANDER AN - AMERICAN INDIAN/ALASKAN NATIVE

Figure 1

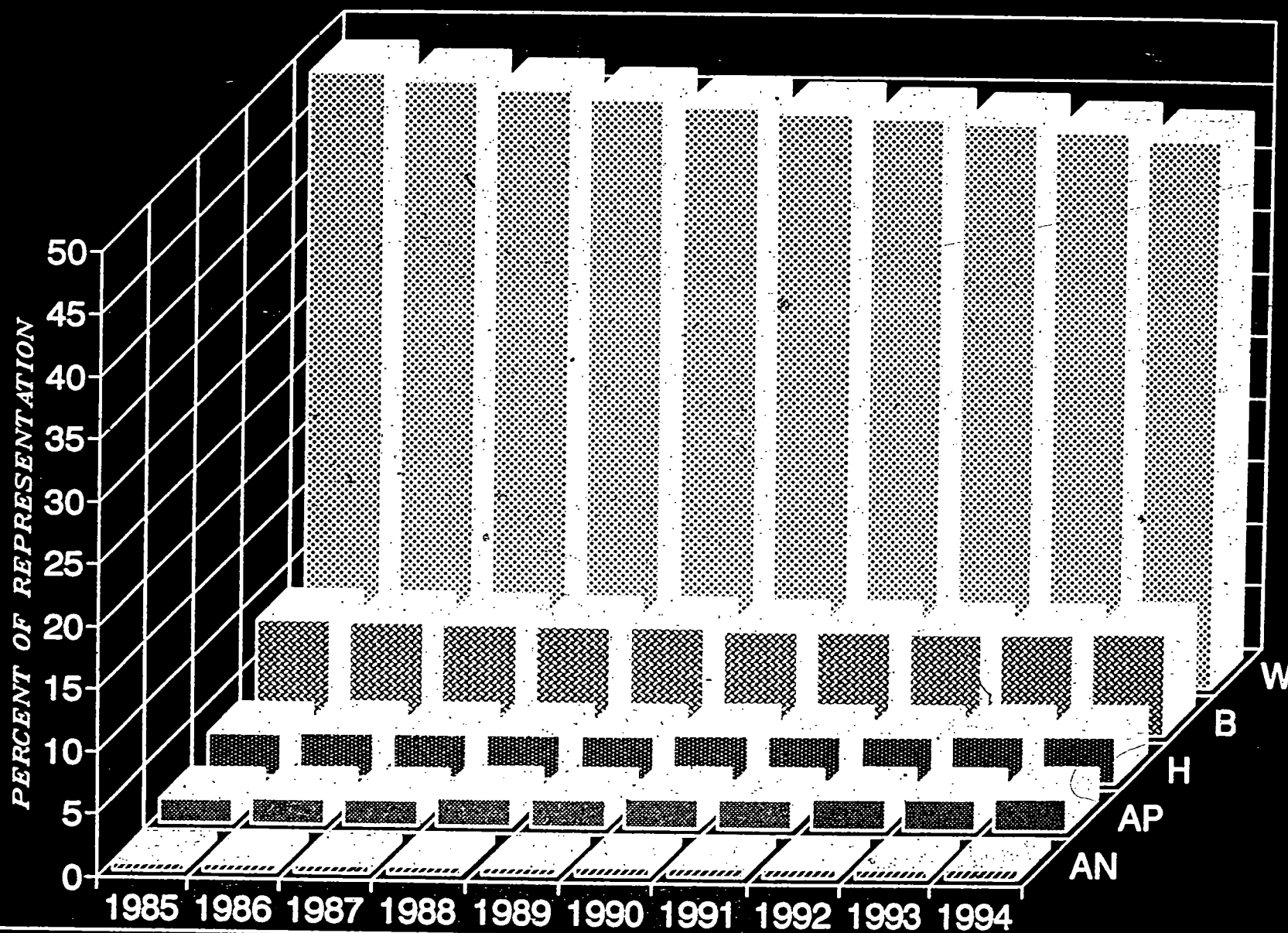
TOTAL FEDERAL EMPLOYMENT OF WOMEN



W - WHITE; B - BLACK; H - HISPANIC; AP - ASIAN AMERICAN/PACIFIC ISLANDER; AN - AMERICAN INDIAN/ALASKAN NATIVE

Figure 3

TOTAL FEDERAL EMPLOYMENT OF MEN



W - WHITE; B - BLACK; H - HISPANIC; AP - ASIAN AMERICAN/PACIFIC ISLANDER; AN - AMERICAN INDIAN/ALASKAN NATIVE

Figure 4

TABLE I-2

CIVILIAN LABOR FORCE AND (ALL) WHITE COLLAR EMPLOYEES
FOR 1985 - 1994

	% 1990 CIVILIAN LABOR FORCE	% 1990 WHITE COLLAR LABOR FORCE	FEDERAL WHITE COLLAR WORK FORCE										% 1994 COMPARISON TO WHITE COLLAR % 1990 CLF
			% 1985	% 1986	% 1987	% 1988	% 1989	% 1990	% 1991	% 1992	% 1993	% 1994	
MEN	54.30	45.39	52.70	52.42	52.04	51.82	51.45	51.43	50.83	50.81	50.77	50.45	ABOVE
WOMEN	45.70	54.61	47.30	47.58	47.96	48.18	48.55	48.57	49.17	49.19	49.23	49.55	BELOW
WHITE	77.90	81.76	76.69	76.24	75.72	75.34	74.87	74.65	74.21	73.83	73.44	72.88	BELOW
MEN	42.60	37.81	43.63	43.24	42.76	42.47	41.97	41.87	41.21	40.99	40.78	40.26	ABOVE
WOMEN	35.30	43.95	33.06	33.00	32.97	32.87	32.89	32.77	33.00	32.84	32.66	32.62	BELOW
BLACK	10.30	8.75	15.25	15.44	15.66	15.76	15.90	15.92	16.06	16.17	16.29	16.45	ABOVE
MEN	4.90	3.10	4.88	4.88	4.87	4.84	4.83	4.82	4.79	4.84	4.89	4.92	ABOVE
WOMEN	5.40	5.65	10.37	10.56	10.79	10.92	11.07	11.10	11.27	11.33	11.40	11.53	ABOVE
HISPANIC	8.10	5.80	4.25	4.37	4.46	4.58	4.69	4.78	4.93	5.06	5.14	5.33	BELOW
MEN	4.80	2.68	2.27	2.31	2.35	2.38	2.41	2.45	2.50	2.58	2.63	2.71	ABOVE
WOMEN	3.30	3.12	1.98	2.06	2.12	2.20	2.28	2.33	2.43	2.48	2.51	2.62	BELOW
ASIAN AMERICAN / PACIFIC ISLANDER	2.80	3.12	2.57	2.68	2.86	2.99	3.15	3.24	3.28	3.39	3.53	3.65	ABOVE
MEN	1.50	1.57	1.40	1.45	1.53	1.59	1.67	1.71	1.72	1.77	1.84	1.89	ABOVE
WOMEN	1.30	1.55	1.17	1.22	1.32	1.39	1.48	1.52	1.56	1.62	1.69	1.76	ABOVE
AMERICAN INDIAN / ALASKAN NATIVE	0.60	0.51	1.24	1.27	1.30	1.34	1.39	1.42	1.44	1.52	1.60	1.69	ABOVE
MEN	0.30	0.20	0.52	0.52	0.53	0.54	0.56	0.57	0.58	0.61	0.63	0.67	ABOVE
WOMEN	0.30	0.31	0.72	0.74	0.77	0.80	0.83	0.85	0.86	0.91	0.97	1.02	ABOVE

INCLUDES DATA FOR ONLY THOSE AGENCIES REPORTED BY CPDF.

DOES NOT INCLUDE DATA FOR AAFES, TVA, USPS, OR INTELLIGENCE GATHERING AGENCIES.

TABLE I-6

CIVILIAN LABOR FORCE AND WHITE COLLAR CLERICAL EMPLOYEES
FOR 1985 - 1994

	% 1990 CIVILIAN LABOR FORCE	% 1990 CLERICAL LABOR FORCE	FEDERAL CLERICAL WORK FORCE										% 1994 COMPARISON TO CLERICAL % 1990 CLF
			% 1985	% 1986	% 1987	% 1988	% 1989	% 1990	% 1991	% 1992	% 1993	% 1994	
MEN	54.30	19.50	13.65	13.81	13.62	13.91	13.88	13.98	14.33	13.64	14.02	14.53	BELOW
WOMEN	45.70	80.50	86.35	86.19	86.38	86.09	86.12	86.02	85.67	86.36	85.98	85.47	ABOVE
WHITE	77.90	77.40	66.51	65.79	64.78	63.83	63.25	62.22	61.45	61.05	60.31	59.49	BELOW
MEN	42.60	14.00	8.17	8.26	8.03	8.17	8.15	8.11	8.30	7.86	8.02	8.32	BELOW
WOMEN	35.30	63.40	58.34	57.53	56.75	55.66	55.10	54.11	53.15	53.19	52.29	51.17	BELOW
BLACK	10.30	12.40	24.27	24.89	25.63	26.26	26.45	27.13	27.58	27.85	28.24	28.62	ABOVE
MEN	4.90	2.80	3.75	3.79	3.79	3.88	3.83	3.94	4.05	3.93	4.06	4.17	ABOVE
WOMEN	5.40	9.60	20.52	21.10	21.84	22.38	22.62	23.19	23.53	23.92	24.18	24.45	ABOVE
HISPANIC	8.10	6.90	5.27	5.43	5.44	5.56	5.72	5.93	6.10	6.12	6.18	6.47	BELOW
MEN	4.80	1.70	1.09	1.11	1.11	1.12	1.13	1.17	1.19	1.12	1.14	1.21	BELOW
WOMEN	3.30	5.20	4.18	4.32	4.33	4.44	4.59	4.76	4.91	5.00	5.04	5.26	ABOVE
ASIAN AMERICAN / PACIFIC ISLANDER	2.80	2.70	2.31	2.38	2.57	2.68	2.84	2.88	2.92	2.90	3.03	3.09	ABOVE
MEN	1.50	0.80	0.49	0.49	0.54	0.57	0.59	0.57	0.59	0.54	0.59	0.61	BELOW
WOMEN	1.30	1.90	1.82	1.89	2.03	2.11	2.25	2.31	2.33	2.36	2.44	2.48	ABOVE
AMERICAN INDIAN / ALASKAN NATIVE	0.60	0.60	1.44	1.51	1.59	1.66	1.73	1.83	1.87	2.05	2.23	2.33	ABOVE
MEN	0.30	0.10	0.15	0.16	0.16	0.16	0.17	0.18	0.19	0.19	0.21	0.22	ABOVE
WOMEN	0.30	0.50	1.29	1.35	1.43	1.50	1.56	1.65	1.68	1.86	2.02	2.11	ABOVE

INCLUDES DATA FOR ONLY THOSE AGENCIES REPORTED BY CPDF.

DOES NOT INCLUDE DATA FOR AAFES, TVA, USPS, OR INTELLIGENCE GATHERING AGENCIES.

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	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 %
GOVERNMENT WIDE TOTAL											
1985	2,678,998	1,002,260 37.41	678,006 25.24	229,271 8.56	240,170 8.96	89,730 3.35	42,458 1.58	49,458 1.85	29,103 1.09	14,005 0.52	12,523 0.47
1986	2,703,466	1,028,806 38.06	687,581 25.41	229,913 8.50	249,980 9.25	92,325 3.42	46,148 1.71	52,777 1.95	32,104 1.19	14,234 0.53	12,993 0.48
1987	2,719,035	1,051,384 38.67	696,679 25.62	228,773 8.41	257,771 9.48	93,444 3.44	48,441 1.78	53,342 1.96	34,854 1.28	14,591 0.54	13,639 0.50
1988	2,738,424	1,073,552 39.20	706,456 25.80	227,050 8.29	264,091 9.64	94,404 3.45	50,928 1.86	58,530 2.14	37,806 1.38	14,971 0.55	14,271 0.52
1989	2,773,865	1,103,876 39.80	722,966 26.06	227,710 8.21	271,964 9.80	96,048 3.46	53,762 1.94	61,645 2.22	40,074 1.44	15,452 0.56	15,110 0.54
1990	2,726,273	1,096,461 40.22	714,691 26.21	218,216 8.00	269,279 9.88	96,526 3.54	55,289 2.03	63,516 2.33	41,724 1.53	15,770 0.58	15,478 0.57
1991	2,765,951	1,123,685 40.63	729,922 26.39	220,624 7.98	276,561 10.00	97,748 3.53	57,842 2.09	64,517 2.33	43,135 1.56	16,189 0.59	16,225 0.59
1992	2,742,491	1,119,780 40.83	724,607 26.42	218,196 7.96	275,762 10.06	98,422 3.59	58,269 2.12	65,116 2.37	44,009 1.60	16,780 0.61	17,133 0.62
1993	2,643,391	1,089,222 41.21	701,204 26.53	209,703 7.93	268,189 10.15	95,458 3.61	57,848 2.19	65,269 2.47	44,435 1.68	16,718 0.63	17,555 0.66
1994	2,630,755	1,090,731 41.46	696,282 26.47	210,879 8.02	269,902 10.26	96,978 3.69	59,815 2.27	67,526 2.57	46,330 1.76	17,871 0.68	18,402 0.70
AGENCY FOR INTERNATIONAL DEVELOPMENT											
1985	3,243	1,254 38.67	644 19.86	202 6.23	561 17.30	68 2.10	20 0.62	42 1.30	26 0.80	5 0.15	3 0.06
1986	3,047	1,192 39.12	590 19.36	194 6.37	556 18.25	65 2.13	18 0.59	42 1.38	24 0.79	3 0.10	4 0.13
1987	3,135	1,271 40.54	614 19.59	198 6.32	598 19.07	67 2.14	22 0.70	45 1.44	34 1.08	5 0.16	3 0.10
1988	3,186	1,304 40.93	636 19.98	195 6.12	609 19.11	68 2.13	24 0.75	50 1.57	32 1.00	5 0.16	3 0.09
1989	3,235	1,374 42.47	655 20.25	200 6.18	648 20.03	68 2.10	28 0.87	49 1.51	40 1.24	5 0.15	3 0.09
1990	3,229	1,406 43.54	665 20.59	201 6.22	669 20.72	61 1.89	26 0.81	50 1.55	43 1.33	6 0.19	3 0.09
1991	3,178	1,390 43.74	664 20.89	196 6.17	654 20.58	61 1.92	28 0.88	49 1.54	41 1.29	6 0.19	3 0.09
1992	3,347	1,473 44.01	714 21.33	210 6.27	685 20.47	71 2.12	33 0.99	53 1.58	38 1.14	7 0.21	3 0.09
1993	3,048	1,339 43.93	649 21.29	186 6.10	621 20.37	67 2.20	28 0.92	54 1.77	36 1.18	6 0.20	5 0.16
1994	2,903	1,335 45.99	658 22.67	177 6.10	614 21.15	63 2.17	27 0.93	54 1.66	32 1.10	7 0.24	4 0.14
AGRICULTURE											
1985	93,921	31,099 33.11	25,179 26.81	3,517 3.74	3,999 4.26	2,448 2.61	1,010 1.08	832 0.89	426 0.45	879 0.94	465 0.52
1986	88,607	30,188 34.07	24,244 27.36	3,260 3.68	4,035 4.55	2,259 2.55	1,005 1.13	819 0.92	446 0.50	779 0.88	455 0.52
1987	88,411	31,029 35.10	24,722 27.96	3,243 3.67	4,274 4.83	2,196 2.48	1,076 1.22	851 0.96	471 0.53	783 0.89	486 0.55
1988	90,450	32,781 36.24	26,011 28.76	3,242 3.58	4,526 5.00	2,273 2.51	1,154 1.28	882 0.98	521 0.58	873 0.97	569 0.63
1989	92,739	34,960 37.70	27,688 29.86	3,270 3.53	4,702 5.07	2,366 2.55	1,293 1.39	911 0.98	582 0.63	997 1.08	695 0.75
1990	94,259	36,734 38.97	28,982 30.75	3,301 3.50	4,949 5.25	2,473 2.62	1,402 1.49	976 1.04	631 0.67	1,067 1.13	770 0.82
1991	95,910	38,488 40.13	30,196 31.48	3,335 3.48	5,210 5.43	2,583 2.69	1,561 1.63	1,027 1.07	688 0.72	1,127 1.18	833 0.87
1992	96,974	39,625 40.86	30,968 31.93	3,427 3.53	5,370 5.54	2,683 2.77	1,662 1.71	1,066 1.10	736 0.76	1,148 1.18	889 0.92
1993	96,109	39,425 41.02	30,622 31.86	3,472 3.61	5,482 5.70	2,703 2.81	1,673 1.74	1,097 1.14	756 0.79	1,141 1.19	892 0.93
1994	92,798	38,339 41.31	29,607 31.90	3,447 3.71	5,412 5.83	2,772 2.99	1,672 1.80	1,105 1.19	740 0.80	1,232 1.33	908 0.98

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL	TOTAL FEMALE	%	WHITE FEMALE	BLACK				HISPANIC				ASIAN AMERICAN/ 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					
COMMERCE																					
1985	29,385	11,986	40.79	8,228	27.99	1,688	5.74	3,314	11.28	400	1.36	245	0.83	508	1.73	171	0.58	60	0.20	30	0.10
1986	28,813	11,864	41.18	8,137	28.24	1,612	5.59	3,272	11.36	378	1.31	247	0.86	515	1.79	173	0.60	59	0.20	35	0.12
1987	28,749	12,075	42.00	8,188	28.48	1,567	5.45	3,379	11.75	373	1.30	268	0.93	527	1.83	208	0.72	52	0.18	32	0.11
1988	28,964	12,363	42.68	8,256	26.50	1,555	5.37	3,587	12.38	375	1.29	263	0.91	551	1.90	217	0.75	58	0.20	40	0.14
1989	29,415	12,829	43.61	8,527	28.99	1,590	5.41	3,751	12.75	385	1.31	272	0.92	578	1.96	232	0.79	64	0.22	47	0.16
1990	30,181	13,125	43.49	8,641	28.63	1,645	5.45	3,862	12.80	394	1.31	282	0.93	663	2.20	285	0.94	68	0.23	55	0.18
1991	30,590	13,322	43.55	8,779	28.70	1,644	5.37	3,881	12.69	409	1.34	307	1.00	690	2.26	302	0.99	71	0.23	53	0.17
1992	31,457	13,718	43.61	8,991	28.58	1,705	5.42	4,025	12.80	413	1.31	319	1.01	743	2.36	325	1.03	73	0.23	58	0.18
1993	31,821	13,830	43.46	9,010	28.31	1,735	5.45	4,052	12.73	426	1.34	335	1.05	794	2.50	370	1.16	73	0.23	63	0.20
1994	32,996	14,481	43.89	9,487	28.75	1,793	5.43	4,088	12.39	456	1.38	368	1.12	886	2.69	475	1.44	82	0.25	63	0.19
DEFENSE SUMMARY *																					
1985	929,155	308,883	33.22	229,083	24.65	66,846	7.19	53,859	5.80	35,365	3.81	13,621	1.47	25,141	2.71	9,753	1.05	4,373	0.47	2,367	0.25
1986	926,071	312,355	33.73	229,522	24.78	66,100	7.14	55,887	6.03	35,462	3.83	14,283	1.54	25,431	2.75	10,182	1.10	4,537	0.49	2,481	0.27
1987	922,299	317,670	34.44	231,356	25.08	64,699	7.01	58,037	6.29	34,788	3.77	14,798	1.60	25,607	2.78	10,855	1.18	4,601	0.50	2,624	0.28
1988	911,084	313,935	34.46	228,874	24.90	64,110	7.04	58,119	6.38	34,098	3.74	15,032	1.65	26,466	2.90	11,283	1.24	4,654	0.51	2,627	0.29
1989	926,149	325,901	35.19	233,312	25.18	64,474	6.96	61,263	6.61	34,290	3.70	15,881	1.71	28,164	3.04	12,505	1.35	4,881	0.53	2,940	0.32
1990	987,760	375,123	37.98	258,974	26.22	68,566	6.94	74,164	7.51	36,444	3.69	20,458	2.07	29,843	3.02	18,257	1.85	5,078	0.51	3,270	0.33
1991	958,897	361,694	37.72	248,542	25.92	68,873	6.97	71,492	7.48	35,412	3.69	20,197	2.11	29,618	3.09	18,275	1.91	5,008	0.52	3,188	0.33
1992	926,228	347,486	37.52	238,310	25.73	64,495	6.96	68,799	7.43	34,354	3.71	19,447	2.10	28,948	3.13	17,808	1.92	5,143	0.56	3,122	0.34
1993	861,988	320,505	37.18	217,562	25.24	60,261	6.99	64,404	7.47	32,311	3.75	18,478	2.14	28,365	3.29	17,158	1.99	4,814	0.56	2,905	0.34
1994	817,879	305,726	37.38	205,840	25.17	58,738	6.94	61,768	7.55	31,022	3.79	18,227	2.23	27,396	3.35	17,035	2.08	4,698	0.57	2,858	0.35
DEFENSE AIR FORCE																					
1985	226,387	76,243	33.68	58,781	25.97	11,848	5.23	9,067	4.01	14,689	6.49	5,930	2.62	3,220	1.42	1,742	0.77	1,217	0.54	723	0.32
1986	227,840	77,710	34.11	59,541	26.13	11,882	5.22	9,398	4.12	14,604	6.41	6,146	2.70	3,308	1.45	1,855	0.81	1,252	0.55	770	0.34
1987	225,805	77,352	34.26	58,797	26.04	11,738	5.20	9,615	4.26	14,507	6.42	6,272	2.78	3,280	1.45	1,898	0.84	1,296	0.57	770	0.34
1988	220,270	75,532	34.29	56,885	25.83	11,369	5.16	9,499	4.31	14,276	6.48	6,488	2.95	3,219	1.46	1,898	0.86	1,302	0.59	762	0.35
1989	222,960	77,894	34.94	58,158	26.08	11,345	5.09	10,026	4.50	14,325	6.42	6,774	3.04	3,311	1.49	2,070	0.93	1,389	0.62	866	0.39
1990	217,046	74,991	34.55	55,520	25.58	11,235	5.18	9,901	4.56	14,182	6.53	6,657	3.07	3,271	1.51	2,076	0.96	1,438	0.66	837	0.39
1991	205,547	70,036	34.07	51,661	25.13	10,647	5.18	9,438	4.59	13,328	6.48	6,175	3.00	3,178	1.55	1,979	0.96	1,356	0.66	783	0.38
1992	192,587	64,618	33.55	47,872	24.86	9,479	4.92	8,590	4.46	12,134	6.30	5,609	2.91	3,037	1.58	1,788	0.93	1,293	0.67	759	0.39
1993	179,568	58,741	32.71	43,228	24.07	8,980	5.00	7,984	4.45	11,595	6.46	5,096	2.84	3,085	1.72	1,749	0.97	1,176	0.65	684	0.38
1994	174,803	57,195	32.72	41,808	23.92	8,894	5.09	7,988	4.57	11,041	6.32	4,934	2.82	3,080	1.76	1,789	1.02	1,179	0.67	676	0.39

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
		NUMBER	%	NUMBER	%	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
						NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DEFENSE ARMY																	
1985	326,631	119,810	36.37	89,420	27.38	20,928	6.41	20,841	6.38	11,469	3.51	4,380	1.34	5,072	1.55	3,182	0.97
1986	324,822	119,295	36.73	89,071	27.42	20,866	6.42	21,314	6.56	11,471	3.53	4,597	1.42	5,183	1.60	3,287	1.01
1987	325,855	121,204	37.20	89,492	27.46	21,088	6.47	22,256	6.83	11,389	3.50	4,809	1.48	5,246	1.61	3,537	1.09
1988	312,705	116,425	37.23	85,604	27.38	20,308	6.49	21,585	6.90	10,718	3.43	4,600	1.47	5,180	1.66	3,527	1.13
1989	317,631	120,665	37.99	87,896	27.67	20,544	6.47	22,895	7.21	10,793	3.40	4,905	1.54	5,453	1.72	3,769	1.19
1990	310,358	118,037	38.03	85,390	27.51	20,045	6.46	22,778	7.34	10,814	3.48	4,885	1.57	5,422	1.75	3,783	1.22
1991	305,128	117,221	38.42	84,229	27.60	19,660	6.44	22,690	7.44	10,863	3.56	5,163	1.69	5,393	1.77	3,946	1.29
1992	290,651	110,954	38.17	79,736	27.43	18,542	6.38	21,540	7.41	10,295	3.54	4,878	1.68	5,209	1.79	3,871	1.26
1993	263,470	98,081	37.23	70,099	26.61	17,003	6.45	19,266	7.31	9,357	3.55	4,376	1.66	5,000	1.90	3,318	1.26
1994	252,139	94,071	37.31	66,593	26.41	16,284	6.46	18,896	7.49	9,025	3.58	4,311	1.71	4,821	1.91	3,252	1.29
DEFENSE ARMY AND AIR FORCE EXCHANGE SERVICE																	
1985	55,271	38,020	68.79	20,709	36.83	4,082	7.39	9,469	17.13	1,460	2.64	2,783	5.04	1,494	2.70	4,878	8.83
1986	62,766	43,338	69.05	23,444	37.35	4,461	7.11	11,148	17.76	1,659	2.64	3,195	5.09	1,759	2.80	5,313	8.46
1987	58,792	41,364	70.36	21,351	36.32	4,463	7.59	10,820	18.40	2,041	3.47	3,563	6.06	1,515	2.58	5,405	9.19
1988	61,452	43,535	70.84	22,854	37.19	4,747	7.72	11,655	18.97	1,550	2.52	3,861	5.96	1,500	2.44	5,092	8.29
1989	65,081	45,744	70.29	23,967	36.83	5,279	8.11	12,230	18.79	1,748	2.69	4,071	6.26	1,508	2.31	5,186	7.97
1990	66,774	46,820	70.12	24,055	36.02	5,633	8.44	12,863	19.26	1,863	2.79	4,236	6.34	1,510	2.26	5,344	8.00
1991	65,597	44,994	68.59	22,916	34.93	5,870	8.95	12,168	18.55	2,003	3.05	4,228	6.44	1,523	2.32	5,360	8.17
1992	62,037	41,607	67.07	20,909	33.70	6,075	9.79	11,144	17.96	1,999	3.22	3,904	6.29	1,564	2.52	5,369	8.65
1993	59,893	40,396	67.45	19,761	32.99	6,059	10.12	11,145	18.61	1,933	3.23	3,996	6.67	1,566	2.65	5,223	8.72
1994	56,271	38,310	68.08	18,195	32.33	5,626	10.00	10,662	18.95	1,850	3.29	3,953	7.02	1,503	2.67	5,225	9.29
DEFENSE CONTRACT AUDIT AGENCY																	
1985	4,608	1,489	32.31	1,105	23.98	169	3.67	229	4.97	86	1.87	41	0.89	144	3.13	107	2.32
1986	4,942	1,739	35.19	1,299	26.28	177	3.58	255	5.16	92	1.86	57	1.15	154	3.12	121	2.45
1987	5,542	2,142	38.65	1,629	29.39	191	3.45	307	5.54	89	1.61	55	0.99	175	3.16	146	2.63
1988	5,629	2,269	40.31	1,730	30.73	184	3.27	294	5.22	98	1.71	64	1.14	179	3.18	176	3.13
1989	6,852	2,987	43.59	2,274	33.19	218	3.18	379	5.53	120	1.75	88	1.28	205	2.99	242	3.53
1990	6,549	2,886	44.07	2,195	33.52	201	3.07	354	5.41	113	1.73	91	1.39	197	3.01	240	3.66
1991	6,257	2,763	44.16	2,367	38.15	102	1.63	204	3.26	65	1.04	52	0.83	85	1.36	114	1.82
1992	5,757	2,535	44.03	2,123	36.88	117	2.03	237	4.12	67	1.16	53	0.92	100	1.74	116	2.01
1993	5,611	2,454	43.74	1,863	33.20	166	2.96	308	5.49	96	1.71	78	1.39	173	3.08	199	3.55
1994	5,250	2,303	43.87	1,726	32.88	169	3.22	303	5.77	95	1.81	72	1.37	175	3.33	196	3.73
																6	0.11
																6	0.11

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %		WHITE FEMALE NUMBER %		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE									
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
						NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%				
DEFENSE INFORMATION SYSTEMS AGENCY																					
1985	1,634	725	44.37	536	32.80	81	4.96	162	9.91	7	0.43	9	0.55	27	1.65	13	0.80	0	0.00	5	0.31
1986	1,764	792	44.90	564	31.97	91	5.16	194	11.00	10	0.57	7	0.40	35	1.98	22	1.25	0	0.00	5	0.28
1987	2,006	925	46.11	668	33.30	118	5.88	218	10.87	13	0.65	8	0.40	43	2.14	23	1.15	8	0.40	8	0.40
1988	2,176	1,018	46.78	738	33.92	140	6.43	231	10.62	10	0.46	12	0.55	48	2.21	28	1.29	9	0.41	9	0.41
1989	1,711	747	43.66	539	31.50	116	6.78	173	10.11	10	0.58	5	0.29	41	2.40	24	1.40	7	0.41	6	0.35
1990	2,356	1,095	46.48	735	31.20	164	6.96	297	12.61	19	0.81	21	0.89	65	2.76	33	1.40	9	0.38	9	0.38
1991	2,515	1,182	47.00	802	31.89	164	6.52	311	12.37	22	0.87	24	0.95	67	2.66	37	1.47	8	0.32	8	0.32
1992	4,792	2,119	44.22	1,499	31.28	312	6.51	506	10.56	50	1.04	50	1.04	100	2.09	50	1.04	17	0.35	14	0.29
1993	5,825	2,632	45.18	1,925	33.05	351	6.03	555	9.53	59	1.01	62	1.06	122	2.09	76	1.30	20	0.34	14	0.24
1994	7,989	3,812	47.72	2,522	31.57	528	6.61	962	12.04	132	1.65	147	1.84	194	2.43	148	1.85	23	0.29	33	0.41
DEFENSE INSPECTOR GENERAL																					
1985	979	298	30.44	228	23.29	36	3.68	59	6.03	10	1.02	4	0.41	15	1.53	5	0.51	1	0.10	2	0.20
1986	1,029	316	30.71	228	22.16	42	4.08	73	7.09	9	0.87	6	0.58	17	1.65	7	0.68	1	0.10	2	0.19
1987	1,166	392	33.62	271	23.24	60	5.15	105	9.01	9	0.77	5	0.43	18	1.54	6	0.51	0	0.00	5	0.43
1988	1,311	460	35.09	331	25.25	84	6.41	114	8.70	7	0.53	3	0.23	18	1.37	8	0.61	1	0.08	4	0.31
1989	1,369	512	37.40	363	26.52	92	6.72	133	9.72	8	0.58	4	0.29	19	1.39	9	0.66	3	0.22	3	0.22
1990	1,464	559	38.18	394	26.91	97	6.63	148	10.11	14	0.96	3	0.20	20	1.37	10	0.68	4	0.27	4	0.27
1991	1,477	586	39.68	397	26.88	100	6.77	162	10.97	18	1.22	7	0.47	21	1.42	17	1.15	3	0.20	3	0.20
1992	1,542	614	39.82	429	27.82	107	6.94	158	10.25	19	1.23	8	0.52	25	1.62	16	1.04	3	0.19	3	0.19
1993	1,536	628	40.89	438	28.52	105	6.84	158	10.29	17	1.11	10	0.65	26	1.69	18	1.17	3	0.20	4	0.26
1994	1,667	675	40.49	464	27.83	112	6.72	167	10.02	20	1.20	15	0.90	31	1.86	24	1.44	4	0.24	5	0.30
DEFENSE INVESTIGATIVE SERVICE																					
1985	2,309	927	40.15	726	31.44	64	2.77	164	7.10	23	1.00	22	0.95	11	0.48	12	0.52	4	0.17	3	0.13
1986	3,314	1,527	46.08	1,197	36.12	91	2.75	279	8.42	26	0.78	36	1.09	15	0.45	14	0.42	4	0.12	1	0.03
1987	3,966	1,674	42.25	1,431	36.08	124	3.13	365	9.20	36	0.91	52	1.31	25	0.63	23	0.58	3	0.08	3	0.08
1988	3,781	1,753	46.36	1,319	34.88	135	3.57	348	9.20	42	1.11	56	1.48	27	0.71	27	0.71	3	0.08	3	0.08
1989	4,027	1,921	47.70	1,382	34.32	151	3.75	410	10.18	54	1.34	72	1.79	36	0.89	41	1.02	7	0.17	16	0.40
1990	3,945	1,876	47.55	1,326	33.61	157	3.98	419	10.62	56	1.42	77	1.95	40	1.01	39	0.99	9	0.23	15	0.38
1991	3,697	1,741	47.09	1,216	32.89	156	4.22	397	10.74	54	1.46	76	2.06	49	1.33	47	1.27	9	0.24	5	0.14
1992	3,559	1,672	46.98	1,159	32.57	157	4.41	382	10.73	52	1.46	76	2.14	47	1.32	49	1.38	13	0.37	6	0.17
1993	3,206	1,501	46.82	1,047	32.66	141	4.40	337	10.51	47	1.47	70	2.18	38	1.19	40	1.25	14	0.44	7	0.22
1994	3,040	1,403	46.15	994	32.70	139	4.57	309	10.16	45	1.48	60	1.97	36	1.19	34	1.12	13	0.43	6	0.20

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FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	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 %
DEFENSE LOGISTICS AGENCY											
1985	49,213	21,433 43.55	13,695 27.83	5,368 10.91	6,678 13.57	1,110 2.26	614 1.25	426 0.87	272 0.55	233 0.47	174 0.35
1986	50,602	22,254 43.98	13,919 27.51	5,427 10.72	7,190 14.21	1,152 2.28	669 1.32	486 0.96	297 0.59	231 0.46	179 0.35
1987	45,716	21,030 46.00	13,011 28.46	4,922 10.77	6,894 15.08	1,086 2.38	660 1.44	456 1.00	295 0.65	196 0.43	170 0.37
1988	47,734	21,159 44.33	13,154 27.56	4,874 10.21	6,890 14.43	1,112 2.33	646 1.35	483 1.01	296 0.62	208 0.44	173 0.36
1989	48,184	21,766 45.17	13,945 28.94	4,772 9.90	6,691 13.89	1,115 2.31	652 1.35	512 1.06	301 0.62	205 0.43	177 0.37
1990	53,636	23,694 44.18	15,243 28.42	5,288 9.86	7,022 13.09	1,383 2.58	809 1.51	713 1.33	418 0.78	257 0.48	202 0.38
1991	53,104	22,125 41.66	14,514 27.33	5,315 10.01	6,282 11.83	1,371 2.58	735 1.38	746 1.40	409 0.77	269 0.51	185 0.35
1992	61,647	25,144 40.79	16,278 26.41	6,746 10.94	7,094 11.51	2,254 3.66	1,090 1.77	1,015 1.65	433 0.70	376 0.61	249 0.40
1993	58,867	24,019 40.80	15,491 26.32	6,287 10.68	6,789 11.53	2,096 3.56	1,057 1.80	975 1.66	452 0.77	356 0.60	230 0.39
1994	53,136	21,472 40.41	13,999 26.35	5,676 10.68	5,832 10.98	1,971 3.71	1,009 1.90	943 1.77	428 0.81	331 0.62	204 0.38
DEFENSE MAPPING AGENCY											
1985	8,908	2,572 29.00	1,977 22.30	791 8.84	481 5.38	182 2.00	75 0.87	48 0.53	33 0.37	12 0.13	6 0.07
1986	8,667	2,509 29.23	1,917 22.36	762 8.61	479 5.53	178 2.00	73 0.88	45 0.52	33 0.39	13 0.16	7 0.08
1987	8,446	2,490 30.01	1,859 22.43	754 8.89	523 6.29	172 2.00	72 0.86	43 0.50	29 0.36	14 0.17	7 0.08
1988	8,012	2,460 30.70	1,830 22.84	705 8.80	523 6.53	151 1.88	75 0.94	41 0.51	26 0.32	15 0.19	6 0.07
1989	8,041	2,489 30.95	1,869 23.24	683 8.49	526 6.54	138 1.72	61 0.76	42 0.52	27 0.34	17 0.21	6 0.07
1990	7,710	2,384 30.92	1,793 23.26	661 8.57	496 6.43	137 1.78	62 0.80	40 0.52	27 0.35	18 0.23	6 0.08
1991	7,916	2,465 31.14	1,850 23.37	665 8.40	512 6.47	132 1.67	62 0.78	47 0.59	32 0.40	18 0.23	9 0.11
1992	7,724	2,426 31.41	1,812 23.46	640 8.29	516 6.68	92 1.19	50 0.65	48 0.62	36 0.49	17 0.22	10 0.13
1993	7,648	2,385 31.18	1,784 23.33	632 8.26	507 6.63	99 1.29	50 0.65	51 0.67	34 0.44	16 0.21	10 0.13
1994	6,998	2,197 31.39	1,627 23.25	593 8.47	488 6.97	95 1.36	46 0.66	48 0.69	25 0.36	18 0.26	11 0.16
DEFENSE NAVY											
1985	303,916	83,955 27.62	60,831 20.02	27,394 9.01	15,851 5.22	7,724 2.54	2,463 0.81	16,148 5.31	4,357 1.43	1,146 0.38	453 0.15
1986	298,447	83,892 28.11	59,974 20.10	26,613 8.92	16,324 5.47	7,845 2.63	2,605 0.87	16,155 5.41	4,512 1.51	1,180 0.40	477 0.16
1987	299,072	87,821 29.36	62,319 20.84	25,557 8.55	17,354 5.80	7,407 2.48	2,756 0.92	16,277 5.44	4,653 1.62	1,181 0.39	539 0.18
1988	303,189	89,806 29.62	63,271 20.87	25,702 8.48	17,793 5.87	7,585 2.50	2,961 0.98	17,213 5.68	5,236 1.73	1,239 0.41	545 0.18
1989	309,210	93,876 30.36	65,192 21.08	25,711 8.32	18,946 6.13	7,673 2.48	3,249 1.05	18,433 5.96	5,694 1.91	1,296 0.42	595 0.19
1990	303,033	92,204 30.43	63,423 20.93	24,878 8.21	18,757 6.19	7,644 2.52	3,369 1.11	18,511 6.11	6,044 1.99	1,297 0.43	611 0.20
1991	294,951	89,957 30.50	61,364 20.80	23,930 8.11	18,329 6.21	7,428 2.52	3,434 1.16	18,448 6.25	6,193 2.10	1,313 0.45	637 0.22
1992	282,251	86,588 30.68	58,777 20.82	22,004 7.80	17,599 6.24	7,252 2.57	3,466 1.23	17,739 6.28	6,111 2.17	1,375 0.49	635 0.22
1993	263,217	80,757 30.68	54,569 20.73	20,229 7.69	16,293 6.19	6,878 2.61	3,395 1.29	17,252 6.55	5,870 2.23	1,323 0.50	630 0.24
1994	243,038	75,156 30.92	50,503 20.78	18,340 7.55	15,028 6.18	6,466 2.66	3,272 1.35	16,490 6.78	5,762 2.37	1,270 0.52	591 0.24

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE NUMBER	%	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	%		
DEFENSE NUCLEAR AGENCY																					
1985	795	434	54.59	327	41.13	30	3.77	48	6.04	44	5.53	50	6.29	8	1.01	6	0.75	0	0.00	3	0.38
1986	818	438	53.55	327	39.98	24	2.93	52	6.36	49	5.99	49	5.99	8	0.98	6	0.73	0	0.00	4	0.49
1987	685	358	53.83	261	39.25	12	1.80	40	6.02	43	6.47	50	7.52	6	0.90	5	0.75	0	0.00	2	0.30
1988	726	400	55.10	268	36.91	18	2.48	54	7.44	52	7.16	64	8.82	4	0.55	11	1.52	1	0.14	3	0.41
1989	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1990	753	409	54.32	283	37.58	23	3.05	59	7.84	57	7.57	60	7.97	12	1.59	7	0.93	0	0.00	0	0.00
1991	748	397	53.07	271	36.23	21	2.81	64	8.56	60	8.02	55	7.35	14	1.87	7	0.94	0	0.00	0	0.00
1992	793	421	53.09	290	36.57	25	3.15	63	7.94	59	7.44	62	7.82	15	1.89	6	0.76	0	0.00	0	0.00
1993	620	341	55.00	233	37.58	13	2.10	44	7.10	52	8.39	59	9.52	9	1.45	5	0.81	0	0.00	0	0.00
1994	531	277	52.17	193	36.35	13	2.45	38	7.16	44	8.29	43	8.10	10	1.88	3	0.56	0	0.00	0	0.00
DEFENSE OFFICE OF DEPENDENT EDUCATION																					
1985	14,109	10,849	76.89	9,371	66.42	140	0.99	982	6.96	70	0.50	265	1.88	42	0.30	191	1.35	10	0.07	40	0.28
1986	13,528	10,254	80.20	8,735	64.57	147	1.09	1,007	7.44	76	0.56	285	2.11	34	0.25	189	1.40	10	0.07	38	0.28
1987	13,204	10,165	76.98	8,347	63.22	155	1.17	1,225	9.28	72	0.55	300	2.27	32	0.24	254	1.92	12	0.09	39	0.30
1988	11,667	8,636	74.02	7,444	63.80	125	1.07	727	6.23	71	0.61	192	1.65	31	0.27	242	2.07	7	0.06	31	0.27
1989	13,496	10,338	76.60	8,737	64.74	181	1.34	1,031	7.64	81	0.60	287	2.13	28	0.21	244	1.81	8	0.06	39	0.29
1990	12,723	9,508	74.73	8,118	63.81	161	1.27	929	7.30	154	1.21	176	1.38	31	0.24	228	1.79	10	0.08	57	0.45
1991	10,024	7,305	72.88	6,234	62.19	195	1.95	754	7.52	54	0.54	175	1.75	21	0.21	109	1.09	5	0.05	33	0.33
1992	10,967	7,867	71.73	6,754	61.58	228	2.08	765	6.98	67	0.61	182	1.66	28	0.26	139	1.27	6	0.05	27	0.25
1993	10,704	7,713	72.06	6,518	60.89	236	2.20	812	7.59	70	0.65	210	1.96	26	0.24	148	1.38	8	0.07	25	0.23
1994	10,835	7,689	70.96	6,424	59.29	268	2.47	784	7.24	221	2.04	342	3.16	26	0.24	113	1.04	10	0.09	26	0.24
DEFENSE OFFICE OF THE SECRETARY																					
1985	1,127	534	47.38	436	38.69	15	1.33	80	7.10	5	0.44	11	0.98	4	0.35	5	0.44	0	0.00	2	0.18
1986	1,153	540	46.83	426	36.95	18	1.56	96	8.33	5	0.43	9	0.78	5	0.43	6	0.52	0	0.00	3	0.26
1987	1,064	478	44.92	384	36.09	15	1.41	83	7.80	6	0.56	6	0.56	3	0.28	2	0.19	1	0.09	3	0.28
1988	1,312	603	45.96	452	34.45	23	1.75	131	9.98	10	0.78	12	0.91	5	0.38	5	0.38	3	0.23	3	0.23
1989	1,347	633	46.99	466	34.60	20	1.48	148	10.99	9	0.67	12	0.89	8	0.59	6	0.45	1	0.07	1	0.07
1990	1,413	660	46.71	499	35.31	23	1.63	141	9.98	8	0.57	12	0.85	11	0.78	8	0.57	1	0.07	0	0.00
1991	1,419	639	45.03	474	33.40	26	1.83	144	10.15	10	0.70	9	0.63	11	0.78	10	0.70	1	0.07	2	0.14
1992	1,453	654	45.01	473	32.55	28	1.93	153	10.53	11	0.76	12	0.83	11	0.76	14	0.96	1	0.07	2	0.14
1993	1,375	606	44.07	422	30.69	24	1.75	154	11.20	8	0.58	11	0.80	11	0.80	17	1.24	4	0.29	2	0.15
1994	1,610	875	54.35	588	36.52	56	2.48	242	15.03	10	0.62	15	0.93	19	1.18	25	1.55	5	0.31	5	0.31

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

FOR 1985 - 1994												
YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	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 %	
DEFENSE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES												
1985	FEWER THAN 500 EMPLOYEES PRIOR TO 1991											
1986												
1987												
1988												
1989												
1990												
1991	517	283 54.74	227 43.91	22 4.26	37 7.16	4 0.77	4 0.77	15 2.90	15 2.90	1 0.19	0 0.00	
1992	468	267 57.05	199 42.52	35 7.48	52 11.11	3 0.64	7 1.50	10 2.14	8 1.71	1 0.21	1 0.21	
1993	450	251 55.78	184 40.89	35 7.78	52 11.56	4 0.89	6 1.33	11 2.44	9 2.00	1 0.22	0 0.00	
1994	572	291 50.87	204 35.66	40 6.99	67 11.71	7 1.22	8 1.40	20 3.50	11 1.92	1 0.17	1 0.17	
EDUCATION												
1985	4,466	2,528 56.61	1,028 23.02	435 9.74	1,388 31.08	79 1.77	74 1.66	52 1.16	30 0.67	9 0.20	8 0.18	
1986	4,182	2,381 56.93	968 23.15	408 9.76	1,307 31.25	78 1.87	68 1.63	48 1.15	30 0.72	8 0.19	8 0.19	
1987	4,282	2,472 57.73	959 22.40	400 9.34	1,388 32.41	75 1.75	69 1.61	56 1.31	46 1.07	6 0.14	10 0.23	
1988	4,173	2,421 58.02	961 23.03	393 9.42	1,345 32.23	72 1.73	63 1.51	53 1.27	39 0.93	6 0.14	13 0.31	
1989	4,242	2,480 58.46	977 23.03	393 9.26	1,366 32.20	71 1.67	73 1.72	55 1.30	45 1.06	6 0.14	19 0.45	
1990	4,367	2,604 59.63	1,047 23.98	395 9.05	1,410 32.29	69 1.58	79 1.81	56 1.28	48 1.10	8 0.18	20 0.46	
1991	4,583	2,747 59.94	1,165 25.42	401 8.75	1,418 30.94	68 1.48	87 1.90	58 1.22	55 1.20	11 0.24	22 0.48	
1992	4,629	2,814 60.79	1,203 25.99	398 8.60	1,448 31.28	66 1.43	88 1.90	58 1.25	55 1.19	10 0.22	20 0.43	
1993	4,642	2,826 60.88	1,236 26.63	396 8.53	1,424 30.68	70 1.51	86 1.85	65 1.40	58 1.25	9 0.19	22 0.47	
1994	4,401	2,673 60.74	1,216 27.63	370 8.41	1,283 29.15	70 1.59	88 2.00	61 1.39	64 1.45	9 0.20	22 0.50	
ENERGY												
1985	15,775	5,421 34.36	3,963 25.12	544 3.45	1,077 6.83	383 2.43	242 1.53	211 1.34	101 0.64	105 0.67	38 0.24	
1986	15,789	5,503 34.85	3,997 25.32	525 3.33	1,105 7.00	378 2.39	257 1.63	224 1.42	101 0.64	106 0.67	43 0.27	
1987	15,838	5,573 35.19	3,944 24.91	544 3.44	1,192 7.53	391 2.47	274 1.73	240 1.52	105 0.66	128 0.81	58 0.37	
1988	16,048	5,740 35.77	4,011 24.99	536 3.34	1,278 7.96	418 2.60	286 1.78	251 1.56	101 0.63	130 0.81	64 0.40	
1989	16,276	5,909 36.30	4,104 25.22	558 3.43	1,321 8.12	378 2.32	307 1.89	269 1.65	111 0.68	124 0.76	66 0.41	
1990	16,905	6,195 36.65	4,311 25.50	577 3.41	1,351 7.99	388 2.30	340 2.01	313 1.85	123 0.73	130 0.77	70 0.41	
1991	18,543	6,868 37.04	4,814 25.98	621 3.35	1,429 7.71	442 2.38	391 2.11	364 1.96	159 0.86	139 0.75	75 0.40	
1992	20,031	7,488 37.38	5,250 26.21	692 3.45	1,529 7.63	487 2.43	433 2.16	420 2.10	190 0.95	147 0.73	86 0.43	
1993	19,705	7,436 37.74	5,166 26.22	705 3.58	1,546 7.85	485 2.46	436 2.21	416 2.11	196 0.99	141 0.72	92 0.47	
1994	19,262	7,419 38.52	5,114 26.55	690 3.58	1,559 8.09	487 2.53	439 2.28	430 2.23	210 1.09	146 0.76	97 0.50	

TABLE L-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
	NUMBER	NUMBER	%	NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%
ENVIRONMENTAL PROTECTION AGENCY																	
1985	12,124	5,310	43.80	3,538	29.18	436	3.60	1,529	12.61	142	1.17	121	1.00	221	1.82	108	0.89
1986	12,493	5,608	44.89	3,665	29.34	455	3.64	1,663	13.31	144	1.15	139	1.11	224	1.79	126	1.01
1987	13,379	6,143	46.05	3,971	29.73	486	3.61	1,824	13.66	153	1.16	175	1.36	241	1.79	156	1.17
1988	13,863	6,542	47.19	4,200	30.30	508	3.66	1,951	14.07	167	1.20	212	1.53	246	1.77	163	1.18
1989	14,239	6,796	47.73	4,366	30.66	529	3.72	1,985	13.94	178	1.25	246	1.73	251	1.76	181	1.27
1990	15,716	7,657	48.72	4,885	31.08	595	3.79	2,221	14.13	231	1.47	299	1.90	307	1.95	225	1.43
1991	16,774	8,204	48.91	5,286	31.51	623	3.71	2,298	13.70	262	1.56	332	1.98	325	1.94	257	1.53
1992	17,140	8,408	49.05	5,397	31.49	652	3.80	2,355	13.74	281	1.64	352	2.05	332	1.94	275	1.60
1993	17,320	8,501	49.08	5,430	31.35	664	3.83	2,385	13.77	293	1.69	359	2.07	338	1.95	289	1.67
1994	17,279	8,488	49.12	5,378	31.12	675	3.91	2,403	13.91	307	1.78	366	2.12	347	2.01	303	1.75
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																	
1985	3,076	1,852	60.03	781	25.32	508	16.73	913	29.59	161	5.22	136	4.41	19	0.62	13	0.42
1986	2,945	1,768	59.97	650	22.07	493	16.74	946	32.12	133	5.53	143	4.66	21	0.71	18	0.61
1987	2,781	1,699	61.09	538	19.35	455	16.36	986	35.45	147	5.29	147	5.29	22	0.79	19	0.68
1988	3,059	1,946	63.62	630	20.59	457	14.84	1,105	36.12	148	4.84	161	5.26	26	0.85	34	1.11
1989	2,689	1,698	63.62	555	20.79	394	14.76	962	36.04	120	4.50	136	5.10	25	0.94	29	1.09
1990	2,684	1,728	64.38	562	20.94	388	14.46	981	36.55	118	4.40	137	5.10	24	0.89	32	1.19
1991	2,717	1,764	64.92	587	21.60	373	13.73	982	36.14	117	4.31	149	5.48	25	0.92	32	1.18
1992	2,797	1,819	65.03	614	21.95	368	13.16	1,006	35.97	121	4.33	151	5.40	24	0.86	34	1.22
1993	2,805	1,833	65.35	600	21.39	363	12.94	1,023	36.47	128	4.56	161	5.74	27	0.96	34	1.21
1994	2,841	1,862	65.54	618	21.75	358	12.60	1,013	35.66	126	4.44	161	6.37	31	1.09	36	1.27
FEDERAL COMMUNICATIONS COMMISSION																	
1985	1,815	853	47.00	445	24.52	129	7.11	377	20.77	23	1.27	24	1.32	20	1.10	8	0.33
1986	1,765	839	47.54	421	23.85	117	6.63	385	21.81	24	1.36	23	1.30	19	1.08	8	0.45
1987	1,775	867	48.85	442	24.90	115	6.48	393	22.14	22	1.24	18	1.01	24	1.35	11	0.62
1988	1,786	874	48.94	429	24.02	109	6.10	409	22.90	25	1.40	19	1.06	28	1.57	14	0.78
1989	1,714	853	49.77	412	24.04	106	6.18	406	23.69	25	1.46	19	1.11	24	1.40	13	0.76
1990	1,718	869	50.58	421	24.51	99	5.76	415	24.16	24	1.40	18	1.05	29	1.69	13	0.76
1991	1,786	903	50.56	446	24.97	101	5.66	422	23.63	26	1.45	18	1.01	29	1.62	15	0.84
1992	1,820	922	50.66	464	25.49	106	5.82	420	23.08	26	1.43	19	1.04	26	1.54	17	0.93
1993	1,777	906	50.98	439	24.70	106	6.08	429	24.14	25	1.41	20	1.13	28	1.58	16	0.90
1994	1,943	1,004	51.67	481	24.76	122	6.28	469	24.14	26	1.34	24	1.24	35	1.80	27	1.39

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
	NUMBER	NUMBER	%	NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%
FEDERAL DEPOSIT INSURANCE CORPORATION																	
1985	3,254	1,075	33.04	700	21.51	184	5.65	305	9.37	60	1.84	37	1.14	17	0.52	27	0.83
1986	3,936	1,453	36.92	930	23.63	216	5.49	426	10.82	69	1.75	47	1.19	29	0.74	41	1.04
1987	4,515	1,759	38.96	1,156	25.60	235	5.20	485	10.74	79	1.75	50	1.11	30	0.66	54	1.20
1988	4,682	1,842	39.34	1,214	25.93	228	4.87	504	10.76	87	1.86	58	1.20	35	0.75	56	1.20
1989	5,071	1,998	39.40	1,307	25.77	230	4.54	542	10.69	99	1.95	70	1.38	34	0.67	63	1.24
1990	7,835	3,403	43.43	2,290	29.23	324	4.14	875	11.17	151	1.93	109	1.39	56	0.71	102	1.30
1991	9,414	4,251	45.16	2,949	31.33	373	3.96	1,024	10.88	170	1.81	126	1.34	75	0.80	121	1.29
1992	9,843	4,488	45.60	3,118	31.68	392	3.98	1,079	10.96	164	1.67	128	1.30	76	0.77	132	1.34
1993	9,549	4,311	45.15	2,943	30.82	388	4.06	1,076	11.27	165	1.73	132	1.38	83	0.87	130	1.36
1994	9,041	4,038	44.66	2,728	30.17	374	4.14	1,034	11.44	158	1.75	124	1.37	81	0.90	123	1.36
FEDERAL EMERGENCY MANAGEMENT AGENCY																	
1985	2,370	834	35.19	557	23.50	93	3.92	254	10.72	17	0.72	10	0.42	14	0.59	8	0.34
1986	1,985	670	33.75	455	22.92	79	3.98	196	9.87	17	0.86	8	0.40	12	0.60	7	0.35
1987	1,982	678	34.21	464	23.41	90	4.54	191	9.64	17	0.86	10	0.50	12	0.61	8	0.40
1988	2,254	806	35.76	551	24.45	101	4.46	233	10.34	20	0.89	10	0.44	14	0.62	7	0.31
1989	2,377	869	36.56	590	24.82	108	4.54	257	10.81	18	0.76	9	0.38	14	0.59	9	0.38
1990	2,456	899	36.60	612	24.92	108	4.40	262	10.67	19	0.77	11	0.45	18	0.73	9	0.37
1991	2,488	933	37.50	610	24.52	115	4.62	281	11.29	29	1.17	21	0.84	20	0.80	16	0.64
1992	2,581	985	38.16	647	25.07	122	4.73	293	11.35	35	1.36	24	0.93	21	0.81	16	0.62
1993	2,499	957	38.30	622	24.89	116	4.64	283	11.32	33	1.32	29	1.16	20	0.80	18	0.72
1994	2,433	945	38.84	614	25.24	120	4.93	258	10.60	32	1.32	32	1.32	21	0.86	19	0.78
FEDERAL TRADE COMMISSION																	
1985	1,156	613	53.03	311	26.90	80	6.92	289	25.00	5	0.43	7	0.61	10	0.87	4	0.35
1986	1,062	544	51.22	280	26.37	68	6.40	254	23.92	5	0.47	8	0.75	8	0.75	2	0.19
1987	904	458	50.66	236	26.11	54	5.97	215	23.78	4	0.44	5	0.55	8	0.88	2	0.22
1988	958	486	50.73	275	28.71	50	5.22	202	21.09	4	0.42	5	0.52	8	0.84	4	0.42
1989	889	440	50.63	252	29.00	46	5.29	181	20.83	4	0.46	4	0.46	7	0.81	3	0.35
1990	895	464	51.84	277	30.95	48	5.36	179	20.00	4	0.45	3	0.34	7	0.78	5	0.56
1991	918	464	50.54	280	30.50	49	5.34	177	19.28	4	0.44	3	0.33	8	0.87	4	0.44
1992	923	462	50.05	282	30.55	51	5.53	170	18.42	5	0.54	6	0.65	10	1.08	4	0.43
1993	916	462	50.44	276	30.13	50	5.46	174	19.00	3	0.33	8	0.87	10	1.09	4	0.44
1994	894	456	51.01	275	30.76	48	5.37	166	18.57	3	0.34	10	1.12	9	1.01	5	0.56

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FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL		TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
	NUMBER	%	NUMBER	%	NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	MALE NUMBER	%
GENERAL SERVICES ADMINISTRATION																		
1985	24,017		8,861	36.89	4,530	18.86	4,194	17.46	3,843	16.00	632	2.63	255	1.06	282	1.17	176	0.73
1986	21,497		7,969	37.07	4,102	19.08	3,702	17.22	3,438	15.99	558	2.60	233	1.08	250	1.16	143	0.67
1987	19,869		7,667	38.59	4,067	20.47	3,286	16.54	3,134	15.77	509	2.56	258	1.30	252	1.27	155	0.78
1988	18,549		7,446	40.14	4,157	22.41	2,687	14.49	2,805	15.12	478	2.58	271	1.46	255	1.37	162	0.87
1989	18,756		7,674	40.91	4,346	23.17	2,592	13.82	2,834	15.11	465	2.48	276	1.47	274	1.46	170	0.91
1990	19,099		7,813	40.91	4,508	23.60	2,586	13.54	2,797	14.64	477	2.50	279	1.46	299	1.57	178	0.93
1991	19,841		8,242	41.54	4,787	24.13	2,582	13.01	2,897	14.60	487	2.45	305	1.54	315	1.59	195	0.98
1992	19,663		8,170	41.55	4,635	23.57	2,588	13.16	2,911	14.80	504	2.56	322	1.64	341	1.73	235	1.20
1993	19,490		8,173	41.93	4,667	23.95	2,498	12.82	2,858	14.66	501	2.57	338	1.73	348	1.79	247	1.27
1994	18,680		7,813	41.83	4,417	23.65	2,427	12.99	2,781	14.89	470	2.52	321	1.72	340	1.82	236	1.26
GOVERNMENT PRINTING OFFICE																		
1985	5,245		1,679	32.01	479	9.13	1,703	32.47	1,157	22.06	75	1.43	31	0.59	22	0.42	8	0.15
1986	5,081		1,648	32.43	474	9.33	1,637	32.22	1,135	22.34	73	1.44	28	0.55	22	0.43	7	0.14
1987	4,823		1,571	32.57	440	9.12	1,566	32.47	1,092	22.64	72	1.49	29	0.60	22	0.46	6	0.12
1988	4,876		1,649	33.82	454	9.31	1,556	31.91	1,148	23.54	69	1.42	30	0.62	23	0.47	12	0.25
1989	4,869		1,689	34.69	479	9.84	1,534	31.51	1,164	23.91	68	1.40	31	0.64	25	0.51	10	0.21
1990	4,944		1,817	36.75	493	9.97	1,533	31.01	1,276	25.81	70	1.42	33	0.67	26	0.53	12	0.24
1991	4,855		1,808	37.24	488	10.05	1,495	30.79	1,269	26.14	72	1.48	35	0.72	29	0.60	13	0.27
1992	4,861		1,815	37.34	496	10.20	1,467	30.18	1,268	26.09	72	1.48	34	0.70	30	0.62	13	0.27
1993	4,723		1,791	37.92	488	10.33	1,421	30.09	1,254	26.55	70	1.48	33	0.70	30	0.64	12	0.25
1994	4,280		1,666	38.93	453	10.58	1,266	29.58	1,166	27.24	63	1.47	31	0.72	26	0.61	11	0.26
HEALTH AND HUMAN SERVICES																		
1985	122,962		81,005	65.88	47,523	38.65	6,792	5.52	24,087	19.59	1,644	1.34	3,570	2.90	718	0.58	1,174	0.95
1986	118,845		78,376	65.95	45,694	38.45	6,517	5.48	23,357	19.65	1,615	1.36	3,512	2.98	702	0.59	1,179	0.99
1987	115,431		77,041	66.74	44,594	38.54	6,151	5.33	22,648	19.62	1,610	1.39	3,752	3.25	695	0.60	1,195	1.04
1988	111,143		74,361	66.91	43,279	38.81	5,351	4.81	21,084	18.97	1,572	1.41	3,735	3.36	706	0.64	1,230	1.11
1989	108,745		72,002	66.21	41,849	38.48	5,269	4.85	20,478	18.83	1,530	1.41	3,307	3.04	749	0.69	1,239	1.14
1990	110,872		73,522	66.31	42,530	38.36	5,354	4.83	20,886	18.84	1,617	1.46	3,467	3.13	830	0.75	1,372	1.24
1991	115,336		76,822	66.61	44,397	38.49	5,479	4.75	21,514	18.65	1,756	1.52	3,815	3.31	899	0.78	1,502	1.30
1992	116,330		77,443	66.57	44,410	38.18	5,526	4.75	21,593	18.56	1,780	1.53	3,851	3.31	942	0.81	1,552	1.33
1993	116,541		77,644	66.62	44,172	37.90	5,564	4.77	21,513	18.46	1,797	1.54	3,891	3.34	993	0.85	1,605	1.38
1994	116,427		77,866	66.88	44,107	37.88	5,493	4.72	21,328	18.32	1,859	1.60	4,184	3.59	1,057	0.91	1,708	1.47

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FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL	TOTAL FEMALE	WHITE FEMALE	BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE							
	NUMBER	NUMBER		%	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE							
				NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%						
HOUSING AND URBAN DEVELOPMENT																					
1985	11,407	5,925	51.02	3,129	27.76	955	8.41	2,300	19.21	302	2.61	332	2.74	104	0.89	120	1.02	48	0.36	44	0.30
1986	11,274	5,953	53.75	3,198	27.98	954	8.42	2,268	21.02	284	2.55	322	3.03	99	0.93	118	1.23	42	0.43	49	0.49
1987	12,199	6,711	55.01	3,539	29.01	1,011	8.29	2,567	21.04	299	2.45	372	3.05	135	1.11	163	1.34	54	0.44	70	0.57
1988	12,625	7,066	55.97	3,693	29.25	1,049	8.31	2,735	21.66	304	2.41	388	3.07	129	1.02	178	1.41	52	0.41	72	0.57
1989	12,921	7,356	56.93	3,787	29.31	1,071	8.29	2,871	22.22	318	2.46	434	3.36	133	1.03	183	1.42	52	0.40	81	0.63
1990	13,084	7,542	57.64	3,830	29.27	1,053	8.05	2,972	22.71	319	2.44	474	3.62	145	1.11	185	1.41	53	0.41	81	0.62
1991	13,878	8,097	58.34	4,180	30.12	1,091	7.86	3,115	22.45	352	2.54	509	3.67	158	1.14	208	1.50	57	0.41	85	0.61
1992	13,407	7,802	58.19	3,996	29.81	1,062	7.92	3,028	22.59	346	2.58	492	3.67	155	1.16	202	1.51	52	0.39	84	0.63
1993	12,885	7,510	58.28	3,819	29.64	1,030	7.99	2,935	22.78	325	2.52	480	3.73	156	1.21	193	1.50	48	0.37	83	0.64
1994	12,455	7,321	58.78	3,686	29.59	1,003	8.05	2,899	23.28	316	2.54	466	3.74	154	1.24	192	1.54	47	0.38	78	0.63
INTERIOR																					
1985	56,660	18,447	32.56	13,114	23.15	1,742	3.07	1,742	3.07	1,297	2.29	830	1.46	458	0.81	294	0.52	3,704	6.54	2,467	4.35
1986	55,141	18,143	32.90	12,830	23.27	1,658	3.01	1,674	3.04	1,247	2.26	789	1.43	457	0.83	281	0.51	3,681	6.68	2,569	4.66
1987	54,681	18,180	33.25	12,809	23.42	1,669	3.05	1,662	3.04	1,242	2.27	821	1.50	453	0.83	280	0.51	3,665	6.70	2,608	4.77
1988	55,808	18,935	33.93	13,425	24.06	1,670	2.99	1,845	2.95	1,270	2.28	850	1.52	465	0.83	293	0.53	3,713	6.65	2,723	4.88
1989	56,766	19,589	34.51	13,894	24.48	1,670	2.94	1,701	3.00	1,329	2.34	925	1.63	461	0.81	310	0.55	3,656	6.44	2,759	4.86
1990	57,562	20,188	35.07	14,273	24.80	1,686	2.93	1,790	3.11	1,387	2.41	991	1.72	457	0.79	332	0.58	3,665	6.37	2,802	4.87
1991	59,583	21,355	35.84	15,082	25.31	1,771	2.97	1,883	3.16	1,460	2.45	1,111	1.86	461	0.77	358	0.60	3,717	6.24	2,921	4.90
1992	62,028	22,670	36.55	16,010	25.81	1,824	2.94	1,970	3.18	1,540	2.48	1,191	1.92	496	0.80	384	0.62	3,788	6.11	3,115	5.02
1993	62,832	23,141	36.83	16,305	25.95	1,842	2.93	1,996	3.18	1,552	2.47	1,203	1.91	537	0.85	408	0.65	3,848	6.12	3,229	5.14
1994	63,090	23,127	36.66	15,908	25.21	1,787	2.83	1,913	3.03	1,533	2.43	1,159	1.84	524	0.83	398	0.63	4,707	7.46	3,749	5.94
INTERSTATE COMMERCE COMMISSION																					
1985	843	339	40.21	151	17.91	74	8.78	182	21.59	8	0.95	5	0.59	2	0.24	1	0.12	4	0.47	0	0.00
1986	722	300	41.55	123	17.04	65	9.00	170	23.55	8	1.11	6	0.83	2	0.28	1	0.14	4	0.55	0	0.00
1987	705	312	44.26	128	18.16	66	9.36	177	25.11	7	0.99	5	0.71	2	0.28	2	0.28	3	0.43	0	0.00
1988	677	309	45.64	118	17.43	68	10.04	182	26.88	5	0.74	5	0.74	2	0.30	4	0.59	3	0.44	0	0.00
1989	670	310	46.27	116	17.31	65	9.70	187	27.91	4	0.60	5	0.75	2	0.30	2	0.30	3	0.45	0	0.00
1990	631	294	46.59	109	17.27	61	9.67	177	28.05	4	0.63	6	0.95	2	0.32	2	0.32	3	0.48	0	0.00
1991	603	283	46.93	102	16.92	54	8.96	173	28.69	4	0.66	6	1.00	1	0.17	2	0.33	2	0.33	0	0.00
1992	608	290	47.70	105	17.27	50	8.22	174	28.62	4	0.66	7	1.15	1	0.16	4	0.66	2	0.33	0	0.00
1993	603	289	47.93	108	17.91	51	8.46	169	28.03	7	1.16	7	1.16	1	0.17	4	0.66	2	0.33	1	0.17
1994	533	269	50.47	102	19.14	40	7.50	160	30.02	6	1.13	4	0.75	2	0.38	2	0.38	2	0.38	1	0.19

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FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		NUMBER	%	NUMBER	%	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
						NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
JUSTICE																					
1985	63,014	23,499	37.29	14,922	23.68	3,873	6.15	6,846	10.86	3,524	5.59	1,342	2.13	431	0.68	321	0.51	209	0.33	68	0.11
1986	64,880	24,244	37.36	15,285	23.66	3,974	6.12	7,102	10.94	3,699	5.70	1,401	2.16	455	0.70	322	0.50	229	0.33	134	0.10
1987	66,007	25,594	38.77	16,105	24.40	3,925	5.95	7,481	11.33	3,757	5.69	1,512	2.29	498	0.75	352	0.53	236	0.36	144	0.22
1988	72,886	28,643	39.30	17,997	24.69	4,231	5.80	8,158	11.19	4,674	6.41	1,910	2.62	617	0.85	479	0.66	232	0.32	99	0.14
1989	77,898	29,715	38.15	18,416	23.64	4,953	6.36	8,575	11.01	5,054	6.49	2,058	2.64	696	0.89	549	0.70	266	0.34	117	0.15
1990	79,565	31,061	39.04	19,359	24.33	5,028	6.32	8,717	10.96	5,183	6.51	2,252	2.83	752	0.95	594	0.75	256	0.32	139	0.17
1991	86,603	34,316	39.62	21,457	24.78	5,466	6.31	9,445	10.91	5,716	6.60	2,629	3.04	807	0.93	623	0.72	271	0.31	162	0.19
1992	92,082	36,586	39.73	23,043	25.02	5,805	6.30	9,773	10.61	6,321	6.86	2,863	3.11	932	1.01	721	0.78	277	0.30	186	0.20
1993	93,407	36,965	39.57	23,131	24.76	6,006	6.43	9,795	10.49	6,563	7.03	3,001	3.21	1,027	1.10	846	0.91	306	0.33	192	0.21
1994	93,364	36,426	39.02	22,615	24.22	6,151	6.59	9,664	10.35	6,845	7.33	3,059	3.28	1,111	1.19	883	0.95	358	0.38	205	0.22
LABOR																					
1985	17,217	7,471	43.39	4,270	24.80	1,186	6.89	2,737	15.90	443	2.57	301	1.75	97	0.56	132	0.77	49	0.28	31	0.18
1986	16,648	7,270	43.67	4,089	24.56	1,135	6.82	2,734	16.42	419	2.52	291	1.75	99	0.59	124	0.74	47	0.28	32	0.19
1987	16,549	7,306	44.15	4,075	24.62	1,083	6.54	2,765	16.71	416	2.51	300	1.81	109	0.66	132	0.80	48	0.29	34	0.21
1988	16,919	7,645	45.19	4,193	24.78	1,099	6.50	2,913	17.22	440	2.60	337	1.99	120	0.71	163	0.96	52	0.31	39	0.23
1989	16,933	7,702	45.49	4,182	24.70	1,086	6.41	2,931	17.31	468	2.76	370	2.19	128	0.76	173	1.02	50	0.30	46	0.27
1990	16,860	7,756	46.00	4,244	25.17	1,074	6.37	2,922	17.33	472	2.80	372	2.21	139	0.82	170	1.01	54	0.32	48	0.28
1991	17,019	7,971	46.84	4,384	25.76	1,065	6.26	2,959	17.39	459	2.70	394	2.32	157	0.92	183	1.08	59	0.35	51	0.30
1992	16,980	7,997	47.10	4,361	25.68	1,038	6.11	2,979	17.54	478	2.82	414	2.44	161	0.95	191	1.12	58	0.33	52	0.31
1993	16,874	7,846	47.06	4,243	25.45	1,011	6.06	2,959	17.75	483	2.90	406	2.43	168	1.01	185	1.11	53	0.32	53	0.32
1994	16,270	7,719	47.44	4,132	25.40	1,006	6.18	2,930	18.01	492	3.02	409	2.51	167	1.03	194	1.19	53	0.33	54	0.33
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																					
1985	21,995	5,650	25.69	4,411	20.05	851	3.87	884	4.02	425	1.93	193	0.88	344	1.56	127	0.58	49	0.22	35	0.16
1986	21,759	5,784	26.58	4,515	20.75	860	3.95	903	4.15	419	1.93	195	0.90	372	1.71	132	0.61	52	0.24	39	0.18
1987	22,425	6,172	27.52	4,822	21.50	884	3.94	956	4.26	446	1.99	192	0.86	416	1.86	158	0.70	54	0.24	44	0.20
1988	22,634	6,390	28.23	4,980	22.00	902	3.99	994	4.39	455	2.01	203	0.90	452	2.00	163	0.72	53	0.23	50	0.22
1989	23,747	6,935	29.20	5,391	22.70	928	3.91	1,069	4.50	506	2.13	240	1.01	573	2.41	183	0.77	52	0.22	52	0.22
1990	24,397	7,329	30.04	5,645	23.14	953	3.91	1,150	4.71	552	2.26	274	1.12	625	2.56	203	0.83	64	0.26	57	0.23
1991	25,245	7,779	30.81	5,922	23.46	995	3.94	1,247	4.94	626	2.48	312	1.24	676	2.68	233	0.92	69	0.27	65	0.26
1992	24,981	7,793	31.20	5,922	23.71	1,004	4.02	1,264	5.06	618	2.47	307	1.23	693	2.77	239	0.96	68	0.27	61	0.24
1993	24,455	7,651	31.29	5,782	23.64	1,013	4.14	1,237	5.06	628	2.57	319	1.30	716	2.93	251	1.03	74	0.30	62	0.25
1994	22,965	7,271	31.66	5,395	23.49	1,009	4.39	1,250	5.44	624	2.72	309	1.35	723	3.15	251	1.09	85	0.37	66	0.29

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL	TOTAL FEWALE	WHITE FEMALE	BLACK		HISPANIC		ASIAN AMERICAN/ 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 %
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION											
1985	2,021	1,085 53.6	648 31.96	250 12.37	420 20.78	11 0.54	11 0.54	4 0.20	1 0.05	2 0.10	7 0.35
1986	2,007	1,096 54.61	652 32.49	242 12.06	425 21.18	15 0.75	10 0.50	4 0.20	2 0.10	2 0.10	7 0.35
1987	1,961	1,086 55.38	655 33.06	225 11.38	394 19.89	17 0.86	9 0.45	5 0.25	1 0.05	2 0.10	7 0.35
1988	2,033	1,107 54.40	691 33.96	223 10.96	367 19.51	14 0.69	9 0.44	8 0.29	3 0.15	2 0.10	7 0.34
1989	2,092	1,134 54.21	708 33.84	211 10.09	403 19.26	14 0.67	11 0.53	3 0.14	6 0.29	1 0.05	3 0.29
1990	2,077	1,131 54.45	701 33.75	206 9.92	399 19.21	15 0.72	16 0.77	6 0.29	9 0.43	1 0.05	6 0.29
1991	2,196	1,186 54.01	717 32.85	231 10.52	429 19.54	16 0.73	20 0.91	11 0.50	14 0.64	1 0.05	6 0.27
1992	2,258	1,235 54.69	750 33.40	228 10.10	440 19.49	17 0.75	19 0.84	13 0.58	15 0.66	1 0.04	5 0.22
1993	2,235	1,234 54.00	746 32.74	229 10.02	446 19.52	17 0.74	19 0.83	15 0.70	16 0.70	1 0.04	5 0.22
1994	2,239	1,215 54.27	732 32.69	210 9.85	429 19.61	18 0.80	21 0.94	15 0.67	19 0.85	2 0.00	4 0.18
NATIONAL CREDIT UNION ADMINISTRATION											
1985	589	145 24.62	103 17.49	21 3.57	37 6.28	11 1.87	3 0.51	6 1.02	2 0.34	0 0.00	0 0.00
1986	626	172 27.48	122 19.49	22 3.51	46 7.35	10 1.60	3 0.48	6 0.96	1 0.16	0 0.00	0 0.00
1987	749	226 30.17	162 21.63	30 4.01	53 7.08	13 1.74	8 1.07	7 0.93	3 0.40	0 0.00	0 0.00
1988	814	272 33.42	201 24.69	29 3.56	58 7.13	12 1.47	6 0.74	13 1.60	5 0.61	1 0.12	2 0.25
1989	787	269 34.18	197 25.03	30 3.81	50 7.62	11 1.40	8 1.02	10 1.27	2 0.25	1 0.13	2 0.25
1990	694	249 35.88	186 26.80	26 3.75	50 7.64	11 1.56	7 1.01	3 0.43	2 0.29	1 0.14	1 0.14
1991	910	314 34.51	231 25.38	39 4.29	61 6.70	15 1.65	12 1.32	16 1.78	9 0.99	1 0.11	1 0.11
1992	902	318 35.25	232 25.72	38 4.21	63 6.98	17 1.88	10 1.11	17 1.88	10 1.11	1 0.11	3 0.33
1993	923	323 35.77	233 25.80	38 4.21	66 7.31	15 1.66	10 1.11	15 1.66	11 1.22	1 0.11	3 0.33
1994	871	310 35.59	229 26.29	33 3.79	59 6.77	18 2.07	11 1.26	13 1.72	8 0.92	2 0.23	3 0.34
NATIONAL LABOR RELATIONS BOARD											
1985	2,554	1,377 53.92	853 33.40	125 4.86	430 16.84	56 2.19	68 2.66	13 0.51	22 0.86	0 0.00	4 0.16
1986	2,500	1,268 52.52	726 31.57	105 4.57	392 17.04	53 2.30	65 2.83	14 0.61	21 0.91	0 0.00	4 0.17
1987	2,138	1,145 53.55	702 32.83	100 4.68	368 17.21	51 2.39	55 2.57	8 0.37	17 0.80	0 0.00	3 0.14
1988	2,284	1,283 55.30	730 31.96	100 4.84	439 19.22	45 1.97	67 2.93	11 0.48	24 1.05	0 0.00	3 0.13
1989	2,214	1,230 55.56	703 31.75	103 4.65	435 19.65	49 2.21	67 3.03	10 0.45	22 0.99	0 0.00	3 0.14
1990	2,218	1,233 55.59	704 31.74	104 4.69	435 19.61	47 2.12	65 2.93	10 0.45	25 1.13	1 0.05	4 0.18
1991	2,100	1,160 55.24	680 31.43	97 4.62	410 19.52	47 2.24	64 3.05	10 0.48	22 1.05	1 0.05	4 0.19
1992	2,121	1,126 53.06	676 31.87	101 4.73	423 19.94	45 2.10	64 3.02	10 0.47	22 1.04	1 0.05	4 0.19
1993	2,075	1,168 56.29	652 31.85	96 4.63	413 19.90	46 2.22	66 3.18	10 0.48	23 1.11	1 0.05	3 0.14
1994	2,059	1,152 55.78	652 32.13	90 4.44	407 20.06	47 2.32	68 3.35	10 0.49	23 1.13	1 0.05	2 0.10

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
				MALE		FEMALE		MALE		FEMALE		MALE		MALE	
				NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
NATIONAL SCIENCE FOUNDATION															
1985	1,016	581 57.19	320 31.50	54 5.31		245 24.11		5 0.49		9 0.89		12 1.18		0 0.00	0 0.00
1986	1,015	592 58.33	298 29.36	48 4.73		276 27.19		6 0.59		11 1.08		10 1.48		0 0.00	1 0.10
1987	1,030	610 59.22	293 28.45	46 4.47		300 29.13		6 0.58		10 0.97		15 1.48		0 0.00	1 0.10
1988	1,050	628 59.81	292 27.81	51 4.86		319 30.38		6 0.57		9 0.86		17 1.62		0 0.00	1 0.10
1989	1,083	654 60.39	292 26.96	57 5.26		340 31.39		8 0.74		9 0.83		18 1.66		0 0.00	2 0.18
1990	1,112	670 60.25	291 26.17	65 5.85		357 32.10		6 0.54		6 0.81		18 1.62		0 0.00	1 0.09
1991	1,090	656 60.18	289 26.51	62 5.69		347 31.83		7 0.64		6 0.55		19 1.74		1 0.09	1 0.09
1992	1,138	669 58.79	289 25.40	75 6.59		356 31.28		8 0.70		8 0.70		20 1.76		0 0.00	1 0.09
1993	1,125	665 59.11	283 25.16	72 6.40		360 32.00		8 0.53		8 0.71		20 1.78		0 0.00	0 0.00
1994	1,122	675 60.16	291 25.94	65 5.79		356 31.73		7 0.62		0 0.80		21 1.87		0 0.00	0 0.00
NUCLEAR REGULATORY COMMISSION															
1985	3,410	1,174 34.43	900 26.57	118 3.46		234 6.86		26 0.76		11 0.32		113 3.31		4 0.12	3 0.09
1986	3,326	1,178 35.42	885 26.61	119 3.58		262 7.88		26 0.78		11 0.33		110 3.31		5 0.15	3 0.09
1987	3,235	1,147 35.46	835 25.81	105 3.25		282 8.72		30 0.93		12 0.37		113 3.49		4 0.12	4 0.12
1988	3,196	1,138 35.61	823 25.75	101 3.16		278 8.70		30 0.94		13 0.41		117 3.66		4 0.13	4 0.13
1989	3,101	1,112 35.86	809 26.09	105 3.39		268 8.64		32 1.03		13 0.42		113 3.64		4 0.13	2 0.06
1990	3,164	1,158 36.60	850 26.86	108 3.41		265 8.38		32 1.01		17 0.54		120 3.79		4 0.13	2 0.06
1991	3,376	1,237 36.64	902 26.72	118 3.50		277 8.20		33 0.98		23 0.68		138 4.09		4 0.12	1 0.03
1992	3,378	1,235 36.56	895 26.49	123 3.64		270 8.08		33 0.98		23 0.68		142 4.20		4 0.12	4 0.12
1993	3,321	1,216 36.62	873 26.29	127 3.82		275 8.28		33 0.99		24 0.72		152 4.58		5 0.15	4 0.12
1994	3,032	1,123 37.04	802 26.45	120 3.96		256 8.44		32 1.06		20 0.66		144 4.75		1 0.03	5 0.16
OFFICE OF PERSONNEL MANAGEMENT															
1985	5,489	3,301 60.14	1,980 36.07	377 6.87		1,170 21.42		88 1.60		87 1.58		22 0.40		5 0.09	12 0.22
1986	5,130	3,095 60.33	1,838 35.83	346 6.74		1,114 21.72		76 1.48		81 1.58		16 0.31		3 0.06	9 0.18
1987	5,260	3,211 61.05	1,918 36.46	345 6.56		1,149 21.84		73 1.39		80 1.52		22 0.42		3 0.06	11 0.21
1988	5,638	3,562 61.01	2,153 38.88	374 6.41		1,261 21.80		81 1.39		80 1.54		25 0.43		6 0.10	8 0.14
1989	6,097	3,727 61.13	2,310 37.89	383 6.28		1,237 20.29		89 1.46		113 1.85		24 0.39		4 0.07	18 0.30
1990	6,104	3,752 61.47	2,305 37.76	399 6.54		1,251 20.49		93 1.52		123 2.02		34 0.56		5 0.08	16 0.26
1991	6,080	3,756 61.69	2,291 37.63	396 6.50		1,269 20.84		92 1.51		123 2.02		34 0.56		5 0.08	16 0.26
1992	6,167	3,807 61.73	2,329 37.77	408 6.62		1,275 20.67		95 1.54		127 2.06		34 0.55		4 0.06	16 0.29
1993	5,997	3,704 61.76	2,251 37.54	396 6.60		1,254 20.91		95 1.58		127 2.12		38 0.63		3 0.05	12 0.20
1994	4,864	2,983 61.33	1,814 37.29	321 6.60		1,023 21.13		74 1.52		94 1.53		27 0.56		2 0.04	6 0.12

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	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 %
PANAMA CANAL COMMISSION											
1985	1,357	232 17.10	159 11.72	43 3.17	12 0.88	123 9.06	57 4.23	11 0.81	4 0.29	1 0.07	0 0.00
1986	1,245	216 17.35	148 11.89	41 3.29	12 0.96	113 9.08	52 4.18	8 0.64	4 0.32	1 0.08	0 0.00
1987	1,166	203 17.41	127 10.89	42 3.60	11 0.94	107 9.18	58 4.97	10 0.86	7 0.60	11 0.94	0 0.00
1988	1,093	191 17.47	116 10.61	46 4.21	10 0.91	106 9.70	58 5.31	10 0.91	7 0.64	10 0.91	0 0.00
1989	987	175 17.73	103 10.44	47 4.76	12 1.22	94 9.52	54 5.47	10 1.01	5 0.61	10 1.01	0 0.00
1990	837	169 19.49	94 10.84	38 4.38	11 1.27	95 10.96	50 6.34	7 0.81	9 1.04	8 0.92	0 0.00
1991	858	167 19.46	88 10.26	50 5.83	17 1.98	93 10.84	55 6.41	9 1.05	7 0.82	7 0.82	0 0.00
1992	824	162 19.66	84 10.19	48 5.83	16 1.94	93 11.29	52 6.31	9 1.09	10 1.21	7 0.85	0 0.00
1993	827	158 19.11	82 9.92	51 6.17	14 1.69	127 15.36	53 6.41	9 1.09	9 1.09	7 0.85	0 0.00
1994	773	151 19.53	78 10.09	46 5.95	14 1.81	120 15.52	52 6.73	9 1.16	7 0.91	7 0.91	0 0.00
RAILROAD RETIREMENT BOARD											
1985	1,427	865 60.62	447 31.32	89 6.24	388 27.19	8 0.56	19 1.33	5 0.35	11 0.77	1 0.07	0 0.00
1986	1,341	830 61.69	431 32.14	90 6.71	371 27.67	8 0.60	13 1.34	4 0.30	10 0.75	1 0.07	0 0.00
1987	1,585	965 60.88	489 30.85	103 6.50	440 27.76	12 0.76	23 1.45	9 0.57	12 0.76	3 0.19	1 0.06
1988	1,629	993 60.96	490 30.08	106 6.51	457 28.05	12 0.74	31 1.90	10 0.61	15 0.92	3 0.18	0 0.00
1989	1,646	1,038 63.06	520 31.59	104 6.32	474 28.80	11 0.67	29 1.76	10 0.61	14 0.85	3 0.18	1 0.06
1990	1,738	1,060 60.99	503 28.94	108 6.21	505 29.06	12 0.69	33 1.90	10 0.58	16 0.92	2 0.12	3 0.17
1991	1,761	1,070 60.66	503 28.51	103 5.84	505 28.63	12 0.68	42 2.38	12 0.68	17 0.96	2 0.11	3 0.17
1992	1,796	1,078 60.02	502 28.34	102 5.68	506 28.17	15 0.84	45 2.51	13 0.72	15 0.84	2 0.11	3 0.17
1993	1,769	1,064 60.15	509 28.77	96 5.43	493 27.87	16 0.90	44 2.49	14 0.79	15 0.83	0 0.00	3 0.17
1994	1,628	971 59.64	474 29.12	85 5.22	439 26.97	12 0.74	41 2.52	13 0.80	14 0.86	0 0.00	3 0.18
SECURITIES AND EXCHANGE COMMISSION											
1985	1,787	841 47.06	455 25.46	121 6.77	355 19.87	18 1.01	17 0.95	22 1.23	13 0.73	0 0.00	1 0.06
1986	1,818	872 47.96	455 25.03	114 6.27	382 21.01	18 0.99	21 1.16	23 1.27	13 0.72	0 0.00	1 0.06
1987	1,844	928 49.26	487 25.85	106 5.63	395 20.07	19 1.01	27 1.43	21 1.11	18 0.93	0 0.00	1 0.05
1988	1,976	982 49.70	503 25.46	115 5.92	428 21.66	19 0.95	29 1.47	23 1.16	21 1.06	0 0.00	1 0.05
1989	1,941	939 48.38	481 24.78	117 6.03	401 20.68	21 1.08	32 1.65	25 1.29	25 1.29	0 0.00	0 0.00
1990	2,184	1,059 48.49	557 25.50	138 6.32	442 20.24	29 1.33	35 1.60	25 1.14	24 1.10	0 0.00	1 0.05
1991	2,321	1,102 47.48	592 25.51	165 7.11	442 19.04	29 1.25	38 1.64	26 1.12	30 1.29	0 0.00	0 0.00
1992	2,544	1,244 48.90	678 26.65	179 7.04	484 19.03	29 1.14	45 1.77	29 1.14	37 1.45	0 0.00	0 0.00
1993	2,608	1,273 48.81	705 27.03	181 6.94	482 18.48	32 1.23	41 1.57	31 1.19	45 1.73	0 0.00	0 0.00
1994	2,597	1,261 48.33	710 27.34	186 7.16	472 18.17	34 1.31	44 1.69	36 1.39	55 2.12	0 0.00	0 0.00

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER %	WHITE FEMALE NUMBER %	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 %
SMALL BUSINESS ADMINISTRATION											
1985	3,853	1,005 48.85	1,151 29.87	272 7.06	478 12.41	155 4.02	143 3.71	26 0.67	24 0.62	10 0.26	9 0.23
1986	3,825	1,776 46.43	1,114 29.12	258 6.75	488 12.76	151 3.95	144 3.76	30 0.78	24 0.63	9 0.24	8 0.16
1987	3,733	1,792 48.00	1,100 29.47	238 6.38	497 13.31	148 3.96	150 4.02	39 1.04	39 1.04	11 0.29	6 0.16
1988	3,683	1,782 48.33	1,070 29.05	243 6.60	516 14.01	132 3.58	153 4.15	39 1.06	36 0.98	11 0.30	7 0.19
1989	3,679	1,816 49.38	1,090 29.63	234 6.36	531 14.43	127 3.45	153 4.16	40 1.09	36 0.98	8 0.22	6 0.16
1990	3,798	1,916 50.45	1,116 29.38	255 6.71	587 15.46	137 3.61	161 4.24	44 1.16	48 1.26	12 0.32	4 0.11
1991	3,873	1,978 51.07	1,150 29.69	261 6.74	607 15.67	138 3.56	163 4.21	43 1.11	52 1.34	11 0.28	6 0.15
1992	3,894	2,025 52.00	1,161 29.82	265 6.81	638 16.38	135 3.47	163 4.19	40 1.03	59 1.52	16 0.41	4 0.10
1993	3,852	2,023 52.52	1,146 29.75	253 6.57	632 16.41	141 3.66	180 4.67	44 1.14	59 1.53	14 0.36	6 0.16
1994	3,860	2,067 52.20	1,172 29.60	249 6.29	637 16.09	151 3.81	186 4.70	47 1.19	61 1.54	15 0.38	11 0.28
SMITHSONIAN INSTITUTION											
1985	3,316	1,134 34.20	758 22.86	869 26.21	344 10.37	26 0.78	16 0.48	31 0.93	12 0.36	4 0.12	4 0.12
1986	3,354	1,131 33.72	748 22.30	905 26.98	351 10.47	28 0.83	16 0.48	31 0.92	12 0.36	4 0.12	4 0.12
1987	3,344	1,159 34.66	779 23.30	928 27.75	347 10.38	25 0.75	17 0.51	36 1.08	11 0.33	3 0.09	5 0.15
1988	3,391	1,207 35.59	797 23.50	920 27.13	373 11.00	27 0.80	16 0.47	37 1.09	15 0.44	3 0.09	6 0.18
1989	3,637	1,370 37.67	853 23.45	932 25.63	472 12.98	30 0.82	20 0.55	43 1.18	19 0.52	9 0.25	6 0.16
1990	3,647	1,414 36.77	876 24.02	876 24.02	485 13.30	43 1.18	26 0.71	48 1.32	20 0.55	3 0.08	7 0.19
1991	4,600	1,806 39.26	1,122 24.39	1,229 26.72	611 13.28	53 1.15	35 0.76	49 1.07	23 0.50	8 0.17	15 0.33
1992	4,884	1,941 39.74	1,187 24.30	1,300 26.82	671 13.74	61 1.25	36 0.74	50 1.02	30 0.61	14 0.29	17 0.35
1993	4,861	1,963 40.38	1,183 24.34	1,251 25.74	682 14.03	64 1.32	45 0.93	51 1.05	34 0.70	14 0.29	19 0.39
1994	4,945	1,998 40.40	1,189 24.04	1,279 25.84	703 14.22	73 1.46	44 0.89	51 1.03	37 0.75	16 0.32	25 0.51
STATE											
1985	12,762	5,021 39.34	3,302 25.87	742 5.81	1,467 11.50	312 2.44	134 1.05	104 0.81	98 0.77	30 0.24	20 0.16
1986	11,766	4,789 40.70	3,069 26.08	701 5.96	1,473 12.52	198 1.68	116 0.99	95 0.81	108 0.92	27 0.23	23 0.20
1987	11,117	4,597 41.35	2,875 25.86	676 6.08	1,473 13.25	196 1.76	117 1.05	93 0.84	113 1.02	27 0.24	19 0.17
1988	10,959	4,617 42.13	2,798 25.53	668 6.10	1,545 14.10	212 1.93	132 1.20	104 0.95	123 1.12	26 0.24	19 0.17
1989	11,430	4,882 42.71	2,949 25.80	690 6.04	1,616 14.14	226 1.98	164 1.43	116 1.01	138 1.21	27 0.24	15 0.13
1990	11,423	4,957 43.39	3,008 26.33	680 5.95	1,608 14.08	233 2.04	172 1.51	121 1.06	153 1.34	28 0.25	16 0.14
1991	11,824	5,133 43.41	3,168 26.78	674 5.70	1,603 13.56	249 2.11	133 1.55	135 1.14	163 1.38	26 0.22	18 0.15
1992	12,260	5,335 43.48	3,317 27.04	673 5.49	1,628 13.27	262 2.19	195 1.59	147 1.20	173 1.41	25 0.20	22 0.18
1993	12,367	5,352 43.26	3,321 26.81	683 5.51	1,623 13.10	274 2.21	211 1.70	162 1.31	182 1.47	24 0.19	21 0.17
1994	12,289	5,369 43.69	3,345 27.22	676 5.50	1,609 13.09	269 2.19	207 1.67	165 1.34	186 1.51	26 0.21	22 0.18

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FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
		NUMBER	%	NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%
TENNESSEE VALLEY AUTHORITY																	
1985	27,131	5,586	20.59	4,727	17.42	1,762	6.49	788	2.90	77	0.28	20	0.07	121	0.45	19	0.07
1986	30,919	6,172	19.96	5,253	16.98	1,969	6.43	848	2.74	78	0.25	18	0.06	131	0.42	24	0.08
1987	33,125	6,892	20.81	5,879	17.73	2,032	6.13	928	2.80	89	0.27	20	0.06	211	0.64	31	0.09
1988	28,074	5,770	19.90	4,927	17.05	1,768	6.19	774	2.60	75	0.26	15	0.05	188	0.67	23	0.08
1989	26,670	5,171	19.39	4,451	16.69	1,642	6.18	648	2.43	64	0.24	14	0.05	150	0.56	24	0.09
1990	28,388	5,039	17.75	4,309	15.18	1,759	6.20	657	2.31	58	0.20	11	0.04	131	0.46	23	0.08
1991	24,870	4,858	19.53	4,135	16.63	1,543	6.20	649	2.61	53	0.21	8	0.03	120	0.48	24	0.10
1992	19,493	4,606	23.63	3,901	20.01	1,225	6.28	631	3.24	47	0.24	7	0.04	110	0.56	28	0.14
1993	18,981	4,469	23.54	3,766	19.84	1,222	5.44	629	3.31	53	0.28	6	0.03	109	0.57	29	0.15
1994	18,844	4,412	23.41	3,713	19.70	1,217	6.46	623	3.31	56	0.30	7	0.04	109	0.58	32	0.17
TRANSPORTATION																	
1985	59,221	12,621	21.31	9,050	15.28	3,205	5.41	2,691	4.54	1,437	2.51	489	0.83	845	1.43	228	0.38
1986	59,445	13,073	21.99	9,383	15.78	3,198	5.38	2,792	4.70	1,520	2.56	496	0.83	821	1.38	232	0.39
1987	60,304	13,593	22.54	9,757	16.18	3,145	5.22	2,912	4.83	1,567	2.60	516	0.86	854	1.42	233	0.39
1988	61,401	14,209	23.14	10,168	16.56	3,165	5.15	3,048	4.96	1,588	2.58	571	0.91	892	1.45	258	0.42
1989	63,464	15,248	24.03	10,897	17.17	3,200	5.04	3,295	5.19	1,640	2.58	578	0.91	897	1.41	287	0.45
1990	65,269	16,217	24.85	11,601	17.77	3,273	5.01	3,478	5.33	1,724	2.64	605	0.93	947	1.45	330	0.51
1991	67,701	17,534	25.90	12,576	18.58	3,409	5.04	3,665	5.41	1,887	2.79	674	1.00	1,037	1.53	386	0.57
1992	68,432	18,018	26.33	12,754	18.64	3,493	5.10	3,810	5.57	2,077	3.04	752	1.10	1,211	1.77	433	0.63
1993	67,544	18,073	26.76	12,759	18.89	3,470	5.14	3,834	5.68	2,075	3.07	755	1.12	1,234	1.83	446	0.66
1994	63,843	17,050	26.71	11,932	18.69	3,304	5.18	3,668	5.75	1,988	3.11	738	1.16	1,252	1.96	452	0.71
TREASURY																	
1985	121,914	65,313	53.57	42,037	34.48	6,731	5.52	17,793	14.59	3,261	2.67	3,985	3.27	1,179	0.97	1,207	0.99
1986	122,773	65,849	53.63	41,875	34.11	6,819	5.55	16,139	14.77	3,296	2.68	4,239	3.45	1,213	0.99	1,277	1.04
1987	124,677	66,503	53.34	42,454	34.05	6,661	5.34	18,254	14.64	3,463	2.78	4,029	3.23	1,376	1.10	1,445	1.16
1988	138,760	75,600	54.48	47,925	34.54	7,326	5.28	20,928	15.08	3,758	2.71	4,668	3.36	1,547	1.11	1,673	1.21
1989	136,783	74,710	54.82	46,796	34.21	7,245	5.30	21,063	15.40	3,839	2.81	4,730	3.46	1,608	1.18	1,694	1.24
1990	136,518	74,908	54.87	46,696	34.21	7,249	5.31	21,241	15.58	3,919	2.87	4,817	3.53	1,625	1.19	1,714	1.26
1991	147,853	80,767	54.63	50,262	33.99	8,032	5.43	22,691	15.33	4,251	2.88	5,327	3.60	1,898	1.28	2,022	1.37
1992	147,910	80,250	54.28	49,596	33.53	8,109	5.48	22,602	15.28	4,521	3.06	5,418	3.66	2,005	1.36	2,088	1.41
1993	144,663	78,150	54.02	48,081	33.24	8,032	5.55	22,092	15.27	4,509	3.12	5,346	3.70	2,035	1.41	2,074	1.43
1994	150,801	83,069	55.09	50,794	33.68	8,293	5.50	23,456	15.55	4,778	3.17	5,975	3.98	2,116	1.40	2,172	1.44

TABLE I-8

FEDERAL AGENCY TREND SUMMARY FOR AGENCIES WITH 500 OR MORE EMPLOYEES
FOR 1985 - 1994

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE		WHITE FEMALE NUMBER	%	BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE									
		MALE NUMBER	%			FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%	MALE NUMBER	%	FEMALE NUMBER	%						
U.S. INFORMATION AGENCY																					
1985	4,928	2,017	40.93	1,141	23.15	271	5.50	737	14.96	134	2.72	99	1.40	192	3.90	65	1.32	3	0.06	5	0.10
1986	4,886	2,045	41.85	1,138	23.29	270	5.53	754	15.43	127	2.60	81	1.66	183	3.75	67	1.37	4	0.08	5	0.10
1987	4,634	1,971	42.53	1,103	23.80	246	5.31	737	15.90	114	2.46	86	1.88	143	3.09	42	0.91	4	0.09	3	0.06
1988	4,579	1,983	43.31	1,092	23.85	248	5.42	754	16.47	118	2.58	90	1.97	135	2.90	43	0.94	4	0.09	4	0.09
1989	4,521	1,991	44.04	1,070	23.67	251	5.55	787	17.41	121	2.68	85	1.88	134	2.96	44	0.97	4	0.09	5	0.11
1990	4,383	1,922	43.85	1,015	23.16	254	5.80	774	17.66	116	2.65	83	1.89	130	2.97	45	1.03	4	0.09	5	0.11
1991	4,376	1,911	43.67	1,014	23.17	261	5.96	746	17.05	125	2.80	99	2.26	131	2.99	49	1.12	5	0.11	3	0.07
1992	4,720	2,060	43.64	1,099	23.28	280	5.93	783	16.59	141	2.99	117	2.48	141	2.99	60	1.27	5	0.11	1	0.02
1993	4,689	2,046	43.63	1,083	23.10	297	6.33	783	16.70	148	3.16	114	2.43	147	3.13	65	1.39	5	0.11	1	0.02
1994	4,365	1,935	44.33	1,000	22.91	273	6.25	757	17.34	140	3.21	96	2.20	165	3.78	77	1.76	7	0.16	5	0.11
U.S. POSTAL SERVICE																					
1985	713,232	203,792	28.57	130,426	18.14	92,563	12.98	58,008	8.13	29,875	4.19	8,641	1.21	13,506	1.89	5,809	0.81	1,364	0.19	908	0.13
1986	744,630	223,608	30.03	140,470	18.86	95,031	12.76	64,160	8.62	32,181	4.32	10,333	1.39	15,630	2.10	7,620	1.02	1,502	0.20	1,025	0.14
1987	764,933	238,955	31.24	150,151	19.63	95,557	12.49	67,897	8.88	33,136	4.33	11,259	1.47	15,886	2.08	8,546	1.12	1,613	0.21	1,112	0.15
1988	778,518	250,638	32.19	156,114	20.05	95,371	12.25	70,640	9.07	34,075	4.38	12,037	1.55	18,656	2.52	10,627	1.37	1,674	0.22	1,220	0.16
1989	785,312	258,227	32.88	160,780	20.47	95,323	12.14	72,690	9.26	34,494	4.39	12,492	1.59	20,618	2.63	11,009	1.40	1,720	0.22	1,276	0.16
1990	747,979	252,590	33.77	156,831	20.97	87,452	11.69	70,093	9.37	33,740	4.51	12,744	1.70	21,719	2.90	11,653	1.56	1,743	0.23	1,269	0.17
1991	748,121	252,644	33.77	156,853	20.97	87,452	11.69	70,093	9.37	33,740	4.51	12,774	1.71	21,791	2.91	11,655	1.56	1,743	0.23	1,269	0.17
1992	730,233	247,300	33.87	153,505	21.02	84,501	11.57	68,477	9.38	33,150	4.54	12,583	1.72	21,511	2.95	11,464	1.57	1,731	0.24	1,271	0.17
1993	690,300	237,582	34.42	147,740	21.40	79,468	11.51	64,525	9.35	31,717	4.59	12,492	1.81	21,493	3.11	11,560	1.67	1,723	0.25	1,261	0.18
1994	727,847	252,983	34.76	155,978	21.43	84,706	11.64	69,117	9.50	33,913	4.66	13,658	1.88	24,194	3.32	12,815	1.76	1,926	0.26	1,415	0.19
VETERANS AFFAIRS																					
1985	211,696	117,873	55.64	78,381	37.00	22,003	10.39	31,576	14.90	5,241	2.48	3,825	1.80	2,274	1.07	3,551	1.68	470	0.22	540	0.26
1986	208,585	117,498	56.09	77,806	37.14	21,080	10.06	31,385	14.98	5,292	2.53	3,960	1.76	2,393	1.14	3,749	1.79	490	0.23	598	0.29
1987	208,562	117,606	56.29	77,230	37.03	20,646	9.90	31,501	15.10	5,339	2.56	4,187	2.01	2,559	1.23	4,045	1.94	513	0.25	643	0.31
1988	207,446	117,475	56.63	76,429	36.84	19,990	9.64	31,621	15.24	5,484	2.64	4,458	2.15	2,686	1.29	4,289	2.07	565	0.27	678	0.33
1989	207,088	117,895	56.93	76,131	36.76	19,557	9.44	31,662	15.39	5,517	2.66	4,678	2.26	2,766	1.34	4,522	2.18	586	0.28	702	0.34
1990	208,350	118,748	56.99	76,170	36.56	19,432	9.33	32,132	15.42	5,754	2.76	4,981	2.39	2,828	1.39	4,719	2.26	613	0.29	746	0.36
1991	215,428	123,399	57.28	79,247	36.79	19,834	9.21	32,639	15.29	5,921	2.75	5,411	2.51	3,009	1.40	4,969	2.31	691	0.32	833	0.39
1992	219,742	125,534	57.13	80,192	36.49	20,482	9.32	33,539	15.26	6,152	2.80	5,639	2.57	3,225	1.47	5,289	2.41	722	0.33	875	0.40
1993	224,952	128,009	56.91	81,669	36.39	21,242	9.44	33,827	15.04	6,364	2.83	5,791	2.57	3,423	1.52	5,603	2.49	757	0.34	919	0.41
1994	222,215	126,793	57.06	80,984	36.44	20,725	9.33	33,246	14.96	6,348	2.86	5,836	2.63	3,528	1.59	5,815	2.62	741	0.33	912	0.41

* DEFENSE SUMMARY CONSISTS OF DATA ONLY FOR THOSE DEFENSE AGENCIES SHOWN IN THIS TABLE.

TABLE I-10

AGRICULTURE

(+ 50 pages of similar data)

WHITE COLLAR DATA BY GS AND RELATED GRADES FOR 1989 - 1994

DATA AS OF SEPT. 30 GS & RELATED GRADES		TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMERICAN / PACIFIC ISLANDER		AMERICAN INDIAN / ALASKAN NATIVE	
YEAR			NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
1	1989	50	11	22.00	39	78.00	25	50.00	13	26.00	3	6.00	2	4.00	7	14.00
	1990	43	12	27.91	31	72.09	24	55.81	3	6.98	4	9.30	2	4.65	10	23.26
	1991	66	23	34.85	43	65.15	44	66.67	10	15.15	6	9.09	3	4.55	3	4.55
	1992	40	18	45.00	22	55.00	29	72.50	2	5.00	1	2.50	0	0.00	8	20.00
	1993	80	23	28.75	57	71.25	32	40.00	31	38.75	9	11.25	3	3.75	5	6.25
	1994	46	14	30.43	32	69.57	21	45.65	18	39.13	5	10.67	1	2.17	1	2.17
2	1989	126	38	30.15	88	69.84	75	59.52	38	30.15	3	2.38	1	0.79	9	7.14
	1990	129	31	24.03	98	75.97	80	62.02	35	27.13	4	3.10	2	1.55	8	6.20
	1991	106	32	30.19	74	69.81	73	68.87	19	17.92	7	6.60	2	1.89	5	4.72
	1992	113	34	30.09	79	69.91	74	65.49	25	22.12	7	6.19	3	2.65	4	3.54
	1993	88	35	39.77	53	60.23	47	53.41	23	26.14	6	6.82	2	2.27	10	11.36
	1994	83	29	34.94	54	65.06	41	49.40	31	37.35	7	8.43	3	3.61	1	1.20
3	1989	1,309	243	18.56	1,066	81.44	954	72.68	203	15.51	71	5.42	25	1.91	58	4.28
	1990	1,069	198	18.52	871	81.48	757	70.81	190	17.77	51	4.77	20	1.87	51	4.77
	1991	937	192	20.49	745	79.51	658	70.22	163	17.40	58	5.98	11	1.17	49	5.23
	1992	762	187	24.54	575	75.46	522	68.50	127	16.67	63	8.27	9	1.18	41	5.38
	1993	555	166	29.91	389	70.09	364	65.59	105	18.92	47	8.47	11	1.98	28	5.05
	1994	464	161	34.70	303	65.30	297	64.01	85	18.32	39	8.41	11	2.37	32	6.90
4	1989	6,250	886	14.18	5,364	85.82	4,691	75.06	894	14.30	387	6.19	78	1.25	200	3.20
	1990	5,880	842	14.32	5,038	85.68	4,352	74.01	832	14.15	387	6.58	92	1.56	217	3.69
	1991	5,601	845	15.09	4,756	84.91	4,078	72.81	815	14.55	398	7.11	106	1.89	204	3.64
	1992	4,991	809	16.21	4,182	83.79	3,538	70.89	765	15.33	399	7.99	103	2.06	186	3.73
	1993	4,069	703	17.28	3,366	82.72	2,853	70.12	632	15.53	343	8.43	107	2.63	134	3.29
	1994	3,256	662	20.32	2,596	79.68	2,032	68.51	513	15.75	294	9.02	87	2.67	132	4.05
5	1989	9,380	2,356	25.12	7,024	74.88	7,388	78.78	1,155	12.31	463	4.94	119	1.27	255	2.72
	1990	9,268	2,211	23.80	7,077	76.20	7,226	77.82	1,195	12.87	464	5.00	126	1.36	275	2.99
	1991	9,230	2,103	22.78	7,127	77.22	7,092	76.84	1,195	12.95	495	5.36	134	1.45	314	3.40
	1992	9,099	2,131	23.42	6,968	76.58	6,931	76.17	1,190	13.08	520	5.71	138	1.52	320	3.52
	1993	8,743	2,082	23.58	6,661	76.42	6,607	75.57	1,158	13.24	523	5.98	135	1.54	320	3.66
	1994	8,269	2,106	25.47	6,163	74.53	6,185	74.80	1,034	12.50	546	6.60	136	1.64	368	4.45
6	1989	5,704	1,331	23.33	4,373	76.67	4,498	78.66	788	13.81	222	3.89	59	1.03	137	2.40
	1990	5,876	1,353	23.03	4,523	76.97	4,591	78.13	848	14.43	246	4.19	56	0.95	135	2.30
	1991	6,078	1,365	22.46	4,713	77.54	4,717	77.61	913	15.02	249	4.10	66	1.09	133	2.19
	1992	6,218	1,306	21.00	4,912	79.00	4,807	77.31	945	15.20	257	4.13	58	0.93	151	2.43
	1993	6,217	1,248	20.04	4,971	79.96	4,781	76.90	941	15.14	267	4.29	56	0.90	172	2.77
	1994	6,261	1,327	21.13	4,934	78.87	4,758	75.75	975	15.52	281	4.47	71	1.13	196	3.12
7	1989	12,769	7,047	55.10	5,742	44.90	10,533	82.36	1,214	9.49	627	4.90	136	1.06	277	2.17
	1990	12,853	6,960	51.82	5,193	48.18	10,466	81.43	1,240	9.65	663	5.16	156	1.21	326	2.55
	1991	12,920	6,452	49.94	6,468	50.06	10,434	80.76	1,298	10.05	678	5.25	167	1.29	343	2.65
	1992	13,310	6,423	48.26	6,887	51.74	10,747	80.74	1,380	10.37	667	5.01	173	1.30	343	2.58
	1993	13,024	6,040	46.38	6,984	53.62	10,438	80.14	1,469	11.26	612	4.70	165	1.27	340	2.61
	1994	12,951	5,897	45.53	7,054	54.47	10,279	79.37	1,492	11.52	648	5.00	157	1.21	375	2.90

TABLE I-12

(Table for every agency)

AGENCY FOR INTERNATIONAL DEVELOPMENT

YEAR	TOTAL ALL		TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN AMERICAN / PACIFIC ISLANDER				AMERICAN INDIAN / ALASKAN NATIVE			
	NUMBER		NUMBER		NUMBER		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																						
1985	783	13.54	106	13.54	82	10.47	38	4.85	18	2.30	27	3.45	2	0.26	22	2.81	4	0.51	0	0.00	0	0.00
1986	822	13.99	115	13.99	87	10.58	40	4.87	22	2.68	31	3.77	2	0.24	24	2.92	4	0.49	1	0.12	0	0.00
1987	817	15.18	124	15.18	92	11.26	41	5.02	24	2.94	30	3.67	2	0.24	22	2.69	6	0.73	2	0.24	0	0.00
1988	820	15.49	127	15.49	98	11.95	42	5.12	22	2.68	30	3.66	1	0.12	27	3.29	6	0.73	1	0.12	0	0.00
1989	816	16.05	131	16.05	98	12.01	43	5.27	24	2.94	29	3.55	2	0.25	28	3.43	7	0.86	1	0.12	0	0.00
1990	926	19.65	182	19.65	134	14.47	51	5.51	34	3.67	23	2.48	2	0.22	31	3.35	12	1.30	1	0.11	0	0.00
1991	898	20.60	185	20.60	135	15.03	53	5.90	35	3.90	28	3.12	1	0.11	28	3.12	14	1.56	1	0.11	0	0.00
1992	904	23.23	210	23.23	152	16.81	51	5.64	41	4.54	27	2.99	4	0.44	26	2.88	13	1.44	1	0.11	0	0.00
1993	832	23.44	195	23.44	141	16.95	46	5.53	36	4.33	28	3.37	3	0.36	27	3.25	15	1.80	0	0.00	0	0.00
1994	791	25.92	205	25.92	146	18.48	46	5.82	42	5.31	22	2.78	5	0.63	31	3.92	12	1.52	0	0.00	0	0.00
CLF	BELOW	37.00	BELOW	30.30	BELOW	24.40	BELOW	3.20	BELOW	2.10	BELOW	1.40	BELOW	1.40	BELOW	3.50	BELOW	1.90	BELOW	0.20	BELOW	0.20
ADMINISTRATIVE																						
1985	1,722	28.46	490	28.46	322	18.70	109	6.33	151	8.77	39	2.26	8	0.46	19	1.10	8	0.46	4	0.23	1	0.06
1986	1,548	30.30	469	30.30	306	19.77	103	6.65	148	9.56	32	2.07	8	0.52	17	1.10	8	0.39	2	0.13	1	0.06
1987	1,633	32.52	531	32.52	343	21.00	106	6.49	169	10.35	36	2.20	10	0.61	21	1.29	8	0.49	3	0.18	1	0.06
1988	1,692	33.57	568	33.57	372	21.99	107	6.32	173	10.22	37	2.19	12	0.71	21	1.24	10	0.59	4	0.24	1	0.06
1989	1,694	35.24	597	35.24	387	22.85	107	6.32	185	10.92	37	2.18	13	0.77	18	1.06	11	0.65	4	0.24	1	0.06
1990	1,601	37.23	596	37.23	388	24.23	104	6.50	180	11.24	36	2.25	12	0.75	17	1.06	15	0.94	4	0.25	1	0.06
1991	1,603	38.12	611	38.12	394	24.58	97	6.05	188	11.73	33	2.06	14	0.87	18	1.12	14	0.87	4	0.25	1	0.06
1992	1,757	38.02	668	38.02	425	24.19	106	6.03	214	12.18	43	2.45	17	0.97	24	1.37	11	0.63	5	0.28	1	0.06
1993	1,882	39.83	670	39.83	412	24.49	106	6.30	227	13.50	38	2.26	17	1.01	25	1.49	11	0.65	6	0.36	3	0.18
1994	1,632	42.40	692	42.40	417	25.55	105	6.43	240	14.71	41	2.51	17	1.04	22	1.35	15	0.92	7	0.43	3	0.18
CLF	BELOW	50.00	BELOW	40.40	BELOW	36.60	BELOW	5.30	BELOW	2.60	BELOW	2.60	BELOW	1.40	BELOW	1.40	BELOW	1.40	BELOW	0.30	BELOW	0.30
TECHNICAL																						
1985	220	86.36	190	86.36	64	29.09	23	10.45	121	55.00	1	0.45	4	1.82	0	0.00	1	0.45	1	0.45	0	0.00
1986	219	84.02	184	84.02	54	24.66	26	11.87	127	57.99	1	0.46	3	1.37	0	0.00	0	0.00	0	0.00	0	0.00
1987	212	83.96	178	83.96	50	23.58	24	11.32	121	57.08	0	0.00	5	2.36	0	0.00	2	0.94	0	0.00	0	0.00
1988	203	86.70	176	86.70	38	18.72	16	8.87	132	65.02	0	0.00	4	1.97	0	0.00	2	0.99	0	0.00	0	0.00
1989	206	88.35	182	88.35	39	18.93	15	7.28	136	66.02	0	0.00	4	1.94	1	0.49	3	1.46	0	0.00	0	0.00
1990	212	86.79	184	86.79	33	15.57	19	8.96	143	67.45	0	0.00	5	2.36	1	0.47	3	1.42	0	0.00	0	0.00
1991	213	85.92	183	85.92	31	14.55	18	8.45	145	68.03	0	0.00	4	1.88	1	0.47	2	0.94	0	0.00	1	0.47
1992	231	83.55	193	83.55	35	15.15	22	9.52	149	64.50	0	0.00	4	1.73	1	0.43	4	1.73	1	0.43	1	0.43
1993	227	85.02	193	85.02	22	9.69	22	9.69	162	71.37	0	0.00	2	0.88	1	0.44	6	2.64	0	0.00	1	0.44
1994	232	86.21	200	86.21	23	9.91	20	8.62	168	72.41	0	0.00	3	1.29	1	0.43	5	2.16	0	0.00	1	0.43
CLF	ABOVE	54.90	BELOW	42.90	ABOVE	3.60	ABOVE	6.60	BELOW	3.20	BELOW	3.40	BELOW	1.90	ABOVE	1.60	BELOW	0.40	ABOVE	0.40	ABOVE	0.40

TABLE I-14

SENIOR PAY REPRESENTATION BY AGENCY

AGENCY OR DEPARTMENT	TOTAL #	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMERICAN / PACIFIC ISLANDER		AMERICAN INDIAN / ALASKAN NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGENCY FOR INTERNATIONAL DEVELOPMENT	221	176	79.64	45	20.36	185	83.71	25	11.31	11	4.98	0	0.00	0	0.00
AGRICULTURE, U. S. DEPARTMENT OF	394	331	84.01	63	15.99	345	87.58	38	9.64	5	1.27	5	1.27	1	0.25
AIR FORCE, DEPARTMENT OF THE	180	169	93.83	11	6.11	168	93.33	6	3.33	1	0.58	4	2.22	1	0.56
ARMY, DEPARTMENT OF THE	343	301	87.76	42	12.24	326	95.04	8	2.33	3	0.87	5	1.46	1	0.29
COMMERCE, U. S. DEPARTMENT OF	514	445	86.58	69	13.42	462	89.88	28	5.45	8	1.56	15	2.92	1	0.19
DEPARTMENT OF DEFENSE - SUMMARY	574	495	86.24	79	13.76	538	93.73	17	2.96	6	1.05	9	1.57	4	0.70
EDUCATION, U. S. DEPARTMENT OF	88	59	67.05	29	32.95	70	79.55	10	11.36	4	4.55	4	4.55	0	0.00
ENERGY, U. S. DEPARTMENT OF	513	453	88.30	60	11.70	472	92.01	24	4.68	7	1.36	9	1.75	1	0.19
ENVIRONMENTAL PROTECTION AGENCY	297	224	75.42	73	24.58	281	94.61	12	4.04	2	0.67	1	0.34	1	0.34
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	42	22	52.38	20	47.62	16	38.10	20	47.62	6	14.29	0	0.00	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	60	45	75.00	15	25.00	53	88.33	6	10.00	1	1.67	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	351	281	80.06	70	19.94	325	92.59	19	5.41	4	1.14	3	0.85	0	0.00
FEDERAL EMERGENCY MANAGEMENT AGENCY	45	39	86.67	6	13.33	40	88.89	2	4.44	1	2.22	2	4.44	0	0.00
FEDERAL TRADE COMMISSION	28	23	82.14	5	17.86	28	100.00	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	114	90	78.95	24	21.05	101	88.60	11	9.65	1	0.88	1	0.88	0	0.00
GOVERNMENT PRINTING OFFICE	25	22	88.00	3	12.00	23	92.00	1	4.00	1	4.00	0	0.00	0	0.00
HEALTH & HUMAN SERVICES, U. S. DEPARTMENT OF	1,670	1,404	84.07	266	15.93	1,477	88.44	96	5.75	55	3.29	18	1.08	24	1.44
HOUSING & URBAN DEVELOPMENT, U.S. DEPT. OF	126	94	74.60	32	25.40	94	74.60	25	19.84	6	4.76	1	0.79	0	0.00
INTERIOR, U. S. DEPARTMENT OF	313	263	84.03	50	15.97	268	85.62	17	5.43	2	0.64	2	0.64	24	7.67
INTERSTATE COMMERCE COMMISSION	20	17	85.00	3	15.00	17	85.00	3	15.00	0	0.00	0	0.00	0	0.00
JUSTICE, U. S. DEPARTMENT OF	2,276	1,788	78.56	488	21.44	2,053	90.20	126	5.54	69	3.03	23	1.01	5	0.22
LABOR, U. S. DEPARTMENT OF	246	193	78.46	53	21.54	210	85.37	22	8.94	11	4.47	2	0.81	1	0.41
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	574	527	91.81	47	8.19	520	90.59	26	4.53	9	1.57	13	2.26	6	1.05
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	13	8	61.54	5	38.46	12	92.31	1	7.69	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	132	115	87.12	17	12.88	123	93.18	7	5.30	2	1.52	0	0.00	0	0.00
NATIONAL SCIENCE FOUNDATION	229	186	81.22	43	18.78	203	88.65	8	3.49	5	2.18	12	5.24	1	0.44
NAVY, DEPARTMENT OF THE	501	478	95.41	23	4.59	464	92.61	12	2.40	6	1.20	16	3.19	3	0.60
NUCLEAR REGULATORY COMMISSION	166	154	92.77	12	7.23	157	94.58	5	3.01	1	0.60	3	1.81	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	48	31	64.58	17	35.42	42	87.50	4	8.33	2	4.17	0	0.00	0	0.00
PANAMA CANAL COMMISSION	8	8	100.00	0	0.00	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	11	10	90.91	1	9.09	11	100.00	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	82	57	69.51	25	30.49	75	91.46	5	6.10	2	2.44	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	48	34	70.83	14	29.17	32	66.67	12	25.00	3	6.25	1	2.08	0	0.00
SMITHSONIAN INSTITUTION	104	84	80.77	20	19.23	96	92.31	6	5.77	1	0.96	1	0.96	0	0.00
STATE, U. S. DEPARTMENT OF	934	805	86.19	129	13.81	872	93.36	40	4.28	16	1.71	6	0.64	0	0.00
TRANSPORTATION, U. S. DEPARTMENT OF	395	323	81.79	68	17.21	350	88.61	25	6.33	14	3.54	6	1.52	0	0.00
TREASURY, U. S. DEPARTMENT OF	646	546	84.53	98	15.17	590	91.33	37	5.73	11	1.70	6	0.93	2	0.31
U. S. INFORMATION AGENCY	198	162	81.82	36	18.18	182	91.92	8	4.04	4	2.02	4	2.02	0	0.00
VETERANS AFFAIRS, U. S. DEPARTMENT OF	320	282	88.13	38	11.88	287	89.69	22	6.88	4	1.25	5	1.56	2	0.63
GOVERNMENT WIDE (CPDF)	13,385	11,197	83.65	2,188	16.35	12,072	90.19	760	5.68	292	2.18	161	1.35	80	0

TABLE I-15

GOVERNMENT WIDE
SENIOR PAY REPRESENTATION 1985 - 1994

YEAR	TOTAL	MALE		FEMALE		WHITE		BLACK		HISPANIC		ASIAN AMERICAN / PACIFIC ISLANDER		AMERICAN INDIAN / ALASKAN NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
1985	7,364	6,815	92.54	549	7.46	6,868	93.24	327	4.44	78	1.06	63	0.86	30	0.41
1986	7,291	6,688	91.73	603	8.27	6,797	93.22	319	4.38	81	1.11	62	0.85	32	0.44
1987	6,609	6,013	90.98	596	9.02	6,163	93.25	283	4.33	75	1.13	53	0.80	32	0.48
1988	7,321	6,613	90.33	708	9.67	6,805	92.95	323	4.41	93	1.27	57	0.78	43	0.59
1989	7,705	6,914	89.73	791	10.27	7,124	92.46	365	4.74	107	1.39	63	0.82	48	0.60
1990	8,138	7,201	88.51	935	11.49	7,484	91.99	404	4.97	120	1.47	73	0.90	55	0.68
1991	13,353	11,775	88.18	1,578	11.82	12,325	92.30	596	4.46	234	1.75	126	0.94	72	0.54
1992	14,025	12,252	87.36	1,773	12.64	12,902	91.99	629	4.48	259	1.85	159	1.13	76	0.54
1993	13,550	11,734	86.60	1,813	13.40	12,399	91.51	666	4.92	250	1.85	157	1.16	78	0.58
1994	13,385	11,197	83.65	2,188	16.35	12,072	90.19	760	5.68	292	2.18	181	1.35	80	0.60

INCLUDES DATA FOR THOSE AGENCIES WHICH ARE PROVIDED BY CPDF;
DOES NOT INCLUDE AAFES, TVA, USPS, OR INTELLIGENCE GATHERING AGENCIES.

ADMINISTRATIVE AVERAGE GRADE BY RACE, NATIONAL ORIGIN AND GENDER
 RANKING AS A PERCENT OF TOTAL ADMINISTRATIVE AVERAGE GRADE
 FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMERICAN	AMERICAN INDIAN	RANK	MEN	WOMEN	RANK
					PACIFIC ISLANDER	ALASKAN NATIVE				
AGENCY FOR INTERNATIONAL DEVELOPMENT	13.03	13.44	11.75	12.82	13.19	13.40	26	13.56	12.39	35
AGRICULTURE, DEPARTMENT OF	11.44	11.50	11.36	10.91	11.09	10.68	17	12.01	10.86	39
AIR FORCE, DEPARTMENT OF THE	11.03	11.11	10.70	10.60	10.66	10.88	12	11.27	10.61	17
ARMY, DEPARTMENT OF THE	11.11	11.18	10.79	10.66	10.73	10.90	13	11.33	10.75	10
COMMERCE, DEPARTMENT OF	12.11	12.25	11.58	11.79	11.82	12.12	10	12.49	11.68	22
DEPARTMENT OF DEFENSE - SUMMARY	11.45	11.55	11.04	10.95	11.21	11.18	14	11.65	11.12	5
EDUCATION, DEPARTMENT OF	12.18	12.41	11.89	11.75	11.89	12.00	19	12.56	11.90	12
ENERGY, DEPARTMENT OF	12.53	12.70	11.74	12.11	12.51	12.19	20	13.12	11.87	38
ENVIRONMENTAL PROTECTION AGENCY	12.53	12.73	11.80	12.17	12.15	12.00	29	12.95	12.20	19
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	11.63	11.60	11.76	11.32	11.08	11.70	1	11.86	11.48	3
FEDERAL COMMUNICATIONS COMMISSION	11.88	12.34	11.20	10.88	11.63	0.00	38	12.53	11.54	31
FEDERAL DEPOSIT INSURANCE CORPORATION	12.10	12.16	11.43	12.20	11.85	12.52	2	12.43	11.53	25
FEDERAL EMERGENCY MANAGEMENT AGENCY	12.50	12.59	12.05	12.05	12.25	12.56	7	12.82	11.87	26
FEDERAL TRADE COMMISSION	12.33	12.70	11.72	11.50	12.00	0.00	37	12.71	12.14	4
GENERAL SERVICES ADMINISTRATION	11.95	12.14	11.48	11.31	11.34	11.25	31	12.24	11.58	14
GOVERNMENT PRINTING OFFICE	12.05	12.34	11.50	12.00	12.30	12.00	9	12.05	11.28	21
GOVERNMENT WIDE *	11.59	11.72	11.19	11.11	11.12	11.19	25	11.92	11.13	24
HEALTH & HUMAN SERVICES, DEPARTMENT OF	11.38	11.58	10.86	11.03	11.06	11.00	27	11.84	11.84	2
HOUSING & URBAN DEVELOPMENT, DEPT. OF	12.03	12.18	11.75	11.87	11.68	12.00	8	12.40	11.68	18
INTERIOR, DEPARTMENT OF	11.04	11.10	10.99	10.56	10.87	10.85	5	11.34	10.60	23
INTERSTATE COMMERCE COMMISSION	11.88	12.37	10.92	11.00	5.00	12.00	34	12.54	11.15	41
JUSTICE, DEPARTMENT OF	11.78	11.93	11.37	11.24	11.18	11.66	24	12.08	11.12	29

*GOVERNMENT WIDE REFERS TO CPDF AGENCIES ONLY

TABLE I-18

ADMINISTRATIVE AVERAGE GRADE BY RACE, NATIONAL ORIGIN AND GENDER
 RANKING AS A PERCENT OF TOTAL ADMINISTRATIVE AVERAGE GRADE
 FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	TOTAL	WHITE	BLACK	HISPANIC	ASIAN AMERICAN	AMERICAN INDIAN	RANK	MEN	WOMEN	RANK
					PACIFIC ISLANDER	ALASKAN NATIVE				
LABOR, DEPARTMENT OF	12.08	12.24	11.68	11.70	11.50	12.13	15	12.32	11.67	11
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	12.13	12.21	11.82	12.05	11.29	11.58	18	12.67	11.62	33
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	11.55	11.66	11.13	11.50	8.67	0.00	39	11.91	11.27	16
NATIONAL LABOR RELATIONS BOARD	12.64	12.83	12.16	11.57	13.67	11.00	30	13.14	12.00	
NATIONAL SCIENCE FOUNDATION	12.18	12.66	11.22	12.50	11.89	0.00	35	12.84	11.84	30
NAVY, DEPARTMENT OF THE	11.25	11.38	10.84	10.74	10.58	10.97	28	11.61	11.62	1
NUCLEAR REGULATORY COMMISSION	13.18	13.31	12.62	13.00	13.29	13.00	4	13.73	12.69	27
OFFICE OF PERSONNEL MANAGEMENT	11.78	11.92	11.32	11.84	11.85	9.50	32	12.14	11.40	20
PANAMA CANAL COMMISSION	11.77	12.03	10.17	11.35	11.20	11.00	33	11.96	11.40	6
PENSION BENEFIT GUARANTY CORPORATION	12.60	12.98	11.83	11.60	12.57	0.00	36	12.96	12.27	13
RAILROAD RETIREMENT BOARD	11.17	11.64	10.08	10.09	11.17	0.00	40	11.69	10.67	37
SECURITIES AND EXCHANGE COMMISSION	11.12	11.45	11.05	9.30	9.11	0.00	41	11.75	10.59	40
SMALL BUSINESS ADMINISTRATION	12.09	12.20	11.86	11.64	12.02	12.41	3	12.52	11.44	34
SMITHSONIAN INSTITUTION	11.76	11.97	10.97	11.27	12.06	12.27	6	12.13	11.48	15
STATE, DEPARTMENT OF	12.07	12.23	11.40	11.75	11.70	12.03	16	12.31	11.69	9
TRANSPORTATION, DEPARTMENT OF	12.79	12.87	12.21	12.50	12.29	12.65	11	13.04	11.96	32
TREASURY, DEPARTMENT OF	11.79	11.95	11.45	11.03	11.39	11.67	23	12.02	11.45	7
U. S. INFORMATION AGENCY	12.40	12.66	11.55	12.35	11.93	12.50	22	12.65	12.04	8
VETERANS AFFAIRS, DEPARTMENT OF	10.84	10.98	10.28	10.46	10.68	10.52	21	11.23	10.36	28

*GOVERNMENT WIDE REFERS TO CPDF AGENCIES ONLY

TABLE I-19

RANKING AS A PERCENT OF TOTAL WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK	RANK	HISPANIC	RANK	ASIAN AMERICAN / PACIFIC ISLANDER	RANK	AMERICAN INDIAN / ALASKAN NATIVE	RANK	WOMEN	RANK
LABOR, DEPARTMENT OF	24.19	18	5.54	11	2.22	28	0.66	19	47.44	19
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	9.84	37	4.06	21	4.24	5	0.66	20	31.66	38
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	29.25	11	1.74	37	1.52	37	0.27	32	54.27	11
NATIONAL LABOR RELATIONS BOARD	24.49	16	5.57	10	1.63	35	0.15	38	56.78	9
NATIONAL SCIENCE FOUNDATION	37.52	6	1.43	41	3.57	10	0.09	39	60.16	5
NAVY, DEPARTMENT OF THE	13.73	33	4.01	22	9.16	1	0.77	13	30.92	39
NUCLEAR REGULATORY COMMISSION	12.40	34	1.72	38	6.07	2	0.20	33	37.04	34
OFFICE OF PERSONNEL MANAGEMENT	27.73	13	3.45	26	1.40	39	0.16	36	61.33	3
PANAMA CANAL COMMISSION	7.76	40	22.25	1	2.07	30	0.91	11	19.53	41
PENSION BENEFIT GUARANTY CORPORATION	33.39	7	1.59	39	3.50	12	0.16	37	52.15	13
RAILROAD RETIREMENT BOARD	32.19	8	3.26	27	1.66	33	0.18	35	59.64	6
SECURITIES AND EXCHANGE COMMISSION	25.34	15	3.00	30	3.50	11	0.00	40	49.33	17
SMALL BUSINESS ADMINISTRATION	22.37	22	8.51	5	2.73	23	0.66	21	52.20	12
SMITHSONIAN INSTITUTION	40.06	3	2.37	34	1.78	32	0.83	12	40.40	28
STATE, DEPARTMENT OF	18.59	24	3.87	24	2.86	18	0.39	27	43.69	24
TRANSPORTATION, DEPARTMENT OF	10.92	36	4.27	18	2.67	24	1.46	5	26.71	40
TREASURY, DEPARTMENT OF	21.06	23	7.13	6	2.84	19	0.72	15	55.09	10
U. S. INFORMATION AGENCY	23.60	20	5.41	13	5.54	3	0.27	31	44.33	22
VETERANS AFFAIRS, DEPARTMENT OF	24.29	17	5.48	12	4.20	6	0.74	14	57.06	8

TABLE I-19

RANKING AS A PERCENT OF TOTAL WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK		HISPANIC		ASIAN AMERICAN / PACIFIC ISLANDER		AMERICAN INDIAN / ALASKAN NATIVE		WOMEN	
		RANK		RANK		RANK		RANK		RANK
AGENCY FOR INTERNATIONAL DEVELOPMENT	27.25	14	3.10	29	2.96	17	0.38	28	45.99	20
AGRICULTURE, DEPARTMENT OF	9.55	39	4.79	17	1.99	31	2.31	3	41.31	27
AIR FORCE, DEPARTMENT OF THE	9.66	38	9.14	4	2.79	21	1.06	8	32.72	37
ARMY, DEPARTMENT OF THE	13.95	31	5.29	14	3.20	14	1.07	7	37.31	33
COMMERCE, DEPARTMENT OF	17.82	25	2.50	33	4.12	7	0.44	25	43.89	23
DEPARTMENT OF DEFENSE - SUMMARY	13.95	32	5.67	8	4.99	4	0.93	10	36.34	36
EDUCATION, DEPARTMENT OF	37.56	4	3.59	25	2.84	20	0.70	16	60.74	4
ENERGY, DEPARTMENT OF	11.68	35	4.81	16	3.32	13	1.26	6	38.52	32
ENVIRONMENTAL PROTECTION AGENCY	17.81	26	3.89	23	3.76	9	0.35	30	49.12	18
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	48.26	2	10.81	2	2.36	26	0.67	18	65.54	2
FEDERAL COMMUNICATIONS COMMISSION	30.42	10	2.57	32	3.19	15	0.36	29	51.67	14
FEDERAL DEPOSIT INSURANCE CORPORATION	15.57	30	3.12	28	2.26	27	0.59	23	44.66	21
FEDERAL EMERGENCY MANAGEMENT AGENCY	16.28	29	2.63	31	1.64	34	0.41	26	38.84	31
FEDERAL TRADE COMMISSION	23.94	19	1.45	40	1.57	36	0.00	41	51.01	15
GENERAL SERVICES ADMINISTRATION	27.88	12	4.23	20	3.08	16	0.69	17	41.83	26
GOVERNMENT PRINTING OFFICE	56.82	1	2.20	35	0.86	40	0.19	34	38.93	30
GOVERNMENT WIDE *	16.90	28	5.65	9	3.83	8	1.77	4	43.50	25
HEALTH & HUMAN SERVICES, DEPARTMENT OF	23.04	21	5.19	15	2.37	25	7.53	2	66.88	1
HOUSING & URBAN DEVELOPMENT, DEPT. OF	31.33	9	6.28	7	2.78	22	1.00	9	58.78	7
INTERIOR, DEPARTMENT OF	5.86	41	4.27	19	1.46	38	13.40	1	36.66	35
INTERSTATE COMMERCE COMMISSION	37.52	5	1.88	36	0.75	41	0.56	24	50.47	16
JUSTICE, DEPARTMENT OF	16.94	27	10.61	3	2.14	29	0.60	22	39.02	29

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*GOVERNMENT WIDE REFERS TO CPDF AGENCIES ONLY

TABLE I-20

RANKING AS A PERCENT OF PROFESSIONAL WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK	RANK	HISPANIC	RANK	ASIAN AMERICAN	RANK	AMERICAN INDIAN	RANK	WOMEN	RANK
					PACIFIC ISLANDER		ALASKAN NATIVE			
AGENCY FOR INTERNATIONAL DEVELOPMENT	11.13	14	3.41	20	5.44	15	0.00	35	25.92	31
AGRICULTURE, DEPARTMENT OF	5.12	38	3.81	15	3.12	31	1.49	3	21.82	35
AIR FORCE, DEPARTMENT OF THE	6.10	32	5.16	4	5.22	19	0.67	11	27.22	29
ARMY, DEPARTMENT OF THE	7.55	28	3.79	16	5.97	12	0.57	13	28.24	27
COMMERCE, DEPARTMENT OF	6.66	31	2.10	33	6.66	6	0.26	27	22.50	34
DEPARTMENT OF DEFENSE - SUMMARY	6.95	29	3.50	19	6.74	5	0.49	16	29.07	25
EDUCATION, DEPARTMENT OF	21.56	4	3.57	18	3.23	30	1.33	5	48.76	6
ENERGY, DEPARTMENT OF	5.53	35	3.91	13	5.79	13	0.61	12	21.22	38
ENVIRONMENTAL PROTECTION AGENCY	8.00	25	3.82	14	5.24	18	0.23	28	32.82	22
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	24.75	1	6.69	2	2.03	36	0.20	31	53.55	2
FEDERAL COMMUNICATIONS COMMISSION	10.85	16	2.56	27	5.00	22	0.37	23	26.46	30
FEDERAL DEPOSIT INSURANCE CORPORATION	9.96	18	2.76	25	2.11	35	0.51	15	37.24	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	14.00	9	1.20	36	6.00	10	0.00	37	31.60	24
FEDERAL TRADE COMMISSION	5.01	39	1.11	38	2.23	34	0.00	40	36.18	18
GENERAL SERVICES ADMINISTRATION	19.09	5	2.42	29	6.50	7	0.52	14	42.89	7
GOVERNMENT PRINTING OFFICE	24.14	2	2.76	26	6.21	9	0.69	10	49.66	4
GOVERNMENT WIDE *	7.98	26	3.78	17	5.99	11	1.05	6	35.71	19
HEALTH & HUMAN SERVICES, DEPARTMENT OF	8.57	23	3.05	23	5.07	21	7.12	1	49.59	5
HOUSING & URBAN DEVELOPMENT, DEPT. OF	18.39	6	4.26	9	6.42	8	0.47	17	32.72	23
INTERIOR, DEPARTMENT OF	2.13	40	2.50	28	1.95	37	4.58	2	21.60	37
INTERSTATE COMMERCE COMMISSION	12.50	11	2.34	30	1.56	39	0.78	9	28.13	28
JUSTICE, DEPARTMENT OF	9.17	20	4.09	11	1.95	38	0.35	24	36.18	17

*GOVERNMENT WIDE REFERS TO CPDF AGENCIES ONLY

TABLE I-20

RANKING AS A PERCENT OF PROFESSIONAL WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK	RANK	HISPANIC	RANK	ASIAN AMERICAN / PACIFIC ISLANDER	RANK	AMERICAN INDIAN / ALASKAN NATIVE	RANK	WOMEN	RANK
LABOR, DEPARTMENT OF	12.08	12	3.35	21	3.00	32	0.21	29	34.32	21
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	5.86	34	4.14	10	5.41	16	0.44	19	19.30	40
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	7.72	27	0.42	41	1.04	40	0.21	30	37.16	14
NATIONAL LABOR RELATIONS BOARD	12.02	13	4.60	7	0.90	41	0.13	32	38.87	8
NATIONAL SCIENCE FOUNDATION	8.06	24	0.83	40	4.72	24	0.28	26	28.89	26
NAVY, DEPARTMENT OF THE	5.12	37	2.79	24	10.18	1	0.38	22	20.70	39
NUCLEAR REGULATORY COMMISSION	5.33	36	1.72	34	8.78	2	0.05	34	15.36	41
OFFICE OF PERSONNEL MANAGEMENT	21.86	3	1.62	35	4.45	25	0.00	36	50.20	3
PANAMA CANAL COMMISSION	1.43	41	20.00	1	5.71	14	1.43	4	24.29	33
PENSION BENEFIT GUARANTY CORPORATION	15.48	8	1.19	37	4.37	26	0.00	41	38.10	10
RAILROAD RETIREMENT BOARD	13.98	10	1.08	39	5.38	17	0.00	39	36.56	15
SECURITIES AND EXCHANGE COMMISSION	6.67	30	2.29	31	3.23	29	0.00	38	36.32	16
SMALL BUSINESS ADMINISTRATION	16.16	7	5.45	3	4.85	23	0.40	21	34.95	20
SMITHSONIAN INSTITUTION	9.01	21	2.12	32	2.78	33	0.93	7	38.68	9
STATE DEPARTMENT OF	5.96	33	4.00	12	3.61	27	0.34	25	25.24	32
TRANSPORTATION, DEPARTMENT OF	8.74	22	4.96	5	7.26	4	0.82	8	21.78	36
TREASURY, DEPARTMENT OF	10.79	17	4.39	8	5.10	20	0.46	18	37.75	11
U. S. INFORMATION AGENCY	9.64	19	3.13	22	3.57	28	0.09	33	37.68	12
VETERANS AFFAIRS, DEPARTMENT OF	11.00	15	4.94	6	8.37	3	0.42	20	63.10	1

TABLE I-21

RANKING AS A PERCENT OF ADMINISTRATIVE WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK	RANK	HISPANIC	RANK	ASIAN AMERICAN / PACIFIC ISLANDER	RANK	AMERICAN INDIAN / ALASKAN NATIVE	RANK	WOMEN	RANK
AGENCY FOR INTERNATIONAL DEVELOPMENT	21.14	13	3.55	23	2.27	16	0.61	21	42.40	24
AGRICULTURE, DEPARTMENT OF	12.66	31	4.56	13	1.67	30	1.65	3	49.87	16
AIR FORCE, DEPARTMENT OF THE	8.61	37	6.74	7	1.81	23	1.04	9	36.73	35
ARMY, DEPARTMENT OF THE	11.32	33	3.58	22	2.60	10	1.03	10	38.80	32
COMMERCE, DEPARTMENT OF	16.55	21	2.86	30	3.65	4	0.46	27	46.16	18
DEPARTMENT OF DEFENSE - SUMMARY	11.13	34	4.19	17	2.98	6	0.91	12	39.55	30
EDUCATION, DEPARTMENT OF	35.23	3	3.52	24	2.53	11	0.50	25	56.91	7
ENERGY, DEPARTMENT OF	13.47	29	4.41	14	1.71	28	1.30	6	46.01	20
ENVIRONMENTAL PROTECTION AGENCY	17.82	20	2.99	29	2.48	12	0.43	28	54.70	9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	49.19	1	12.72	2	2.23	17	0.60	22	59.07	5
FEDERAL COMMUNICATIONS COMMISSION	36.73	2	1.70	39	1.70	29	0.00	36	65.61	1
FEDERAL DEPOSIT INSURANCE CORPORATION	8.25	39	3.03	28	2.10	21	0.50	23	36.51	36
FEDERAL EMERGENCY MANAGEMENT AGENCY	13.43	30	2.73	31	1.23	37	0.61	20	34.01	38
FEDERAL TRADE COMMISSION	32.05	5	2.56	33	1.28	34	0.00	37	64.10	2
GENERAL SERVICES ADMINISTRATION	21.05	14	3.12	27	2.22	18	0.69	17	42.82	23
GOVERNMENT PRINTING OFFICE	32.88	4	2.26	36	1.13	38	0.11	34	36.27	37
GOVERNMENT WIDE *	13.63	28	5.09	12	2.45	13	1.33	4	41.41	26
HEALTH & HUMAN SERVICES, DEPARTMENT OF	20.14	17	5.34	11	1.81	24	2.75	2	62.64	3
HOUSING & URBAN DEVELOPMENT, DEPT. OF	28.89	7	5.91	10	2.19	19	0.93	11	51.54	11
INTERIOR, DEPARTMENT OF	6.44	40	4.28	16	1.25	36	10.20	1	40.41	28
INTERSTATE COMMERCE COMMISSION	28.13	9	2.34	35	0.39	41	0.78	14	46.09	19
JUSTICE, DEPARTMENT OF	11.67	32	9.75	3	2.69	8	0.50	24	31.47	40

*GOVERNMENT WIDE REFERS TO CPDF AGENCIES ONLY

TABLE I-21

RANKING AS A PERCENT OF ADMINISTRATIVE WORK FORCE
BY RACE, NATIONAL ORIGIN AND GENDER
FOR FEDERAL AGENCIES WITH 500 OR MORE EMPLOYEES

AGENCY OR DEPARTMENT	BLACK	RANK	HISPANIC	RANK	ASIAN AMERICAN / PACIFIC ISLANDER	RANK	AMERICAN INDIAN / ALASKAN NATIVE	RANK	WOMEN	RANK
LABOR, DEPARTMENT OF	20.20	16	6.68	8	1.80	25	0.86	13	36.97	34
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	10.94	35	3.86	20	2.00	22	1.24	7	50.03	15
NATIONAL ARCHIVES & RECORDS ADMINISTRATION	15.08	24	1.97	38	0.98	39	0.00	35	56.39	8
NATIONAL LABOR RELATIONS BOARD	16.32	22	6.24	9	0.96	40	0.16	32	42.08	25
NATIONAL SCIENCE FOUNDATION	27.78	10	2.38	34	3.44	5	0.00	41	60.85	4
NAVY, DEPARTMENT OF THE	10.69	36	3.30	26	5.09	2	0.70	16	43.97	21
NUCLEAR REGULATORY COMMISSION	18.10	19	1.43	41	1.25	35	0.18	31	51.25	12
OFFICE OF PERSONNEL MANAGEMENT	21.87	12	3.79	21	1.33	33	0.16	33	48.98	17
PANAMA CANAL COMMISSION	2.93	41	25.37	1	2.44	14	0.49	26	33.17	39
PENSION BENEFIT GUARANTY CORPORATION	28.86	8	2.03	37	2.85	7	0.00	38	51.22	13
RAILROAD RETIREMENT BOARD	27.01	11	2.73	32	1.49	32	0.00	40	50.93	14
SECURITIES AND EXCHANGE COMMISSION	29.29	6	4.34	15	5.06	3	0.00	39	53.16	10
SMALL BUSINESS ADMINISTRATION	18.37	18	8.53	4	2.11	20	0.76	15	40.24	29
SMITHSONIAN INSTITUTION	20.50	15	1.63	40	1.74	27	1.19	8	57.38	6
STATE, DEPARTMENT OF	15.44	23	3.93	19	2.43	15	0.37	29	37.95	33
TRANSPORTATION, DEPARTMENT OF	8.30	38	3.52	25	1.50	31	1.31	5	22.83	41
TREASURY, DEPARTMENT OF	14.05	27	7.25	6	2.68	9	0.65	19	39.04	31
U. S. INFORMATION AGENCY	14.99	25	7.74	5	8.64	1	0.27	30	40.57	27
VETERANS AFFAIRS, DEPARTMENT OF	14.69	26	4.09	18	1.78	26	0.69	18	43.40	22

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CHAIRMAN'S OFFICE

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**OFFICE OF POLICY DEVELOPMENT
UNITED STATES DEPARTMENT OF JUSTICE**

950 Pennsylvania Avenue, N.W., Washington, D.C. 20530

TO: FRANCES M. HART
Executive Officer
Executive Secretariat
Equal Employment Opportunity
Commission
1801 L Street, N.W.
Washington, D.C. 20507
PH: (202) 663-4078
FAX: (202) 663-4114

FROM: BOB HINCHMAN
Main Building, Room 4258
PH: (202) 514-8059
FAX: (202) 514-9112

DATE: April 21, 1998

Number of Pages (excluding this one) 9

Attached are the comments of the Department of Justice concerning the Notice of Proposed Rulemaking which the Equal Employment Opportunity Commission published on February 20, 1998 at 63 FR 8594, proposing changes to 29 CFR 1614 (RIN 3046-AA66).

The original of this letter is being sent to you by courier.

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**U.S. Department of Justice****Associate Attorney General**

*Washington, D.C. 20530***April 21, 1998**

**Frances M. Hart
Executive Officer
Executive Secretariat
Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, D.C. 20507**

**Re: Notice of Proposed Rulemaking published on February 20, 1998 at
63 FR 8594, proposing changes to 29 CFR 1614 (RIN 3046-AA66)**

Dear Ms. Hart:

This letter provides the comments of the Department of Justice concerning the Notice of Proposed Rulemaking which the Equal Employment Opportunity Commission published on February 20, 1998 at 63 FR 8594, proposing changes to 29 CFR 1614 (RIN 3046-AA66). This NPRM proposes broad changes in administrative judge authority and processing of EEO complaints.

The Department supports the EEOC in its ongoing effort to improve the effectiveness of the federal sector complaints process and believes that the EEOC should be commended for attempting to remedy deficiencies in the process. However, the Department strongly believes that some of the proposed changes are inconsistent with law, unfairly and improperly deprive federal agencies of the opportunity to review and contest the factual and legal findings of administrative judges, and increase the length of the process in some cases. Comments on the proposed changes which, in the Department's view, make the most significant changes and raise the greatest concerns are set forth in this letter. Additional comments and recommendations are set forth in the attached Appendix.

The Department understands it is EEOC's belief that allowing Federal agencies to reject or modify an Administrative Judge's (AJ's) decision may be perceived to be unfair since an AJ is considered to be a "neutral third party." To "address the perception of unfairness and conflict of interest in agencies deciding complaints of discrimination against [complainants]" (63 FR 8598), the EEOC proposes to eliminate the ability of agencies to reject or modify the AJ's decisions. The Department strongly objects to this EEOC proposal to authorize the EEOC's AJs to make a final decision on a complaint of discrimination where a complainant has requested a hearing. Because it will be the EEOC's AJs who will be making these decisions, the underlying agency will no longer be able to take final action on EEO complaints.

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This proposal, as it stands, is inconsistent with the language of Title VII. Specifically, Section 717(c) of the Civil Rights Act of 1964, 42 U.S.C. 2000e-16(c), which is applicable to the federal sector EEO process, provides for the agency to take the final action with respect to complaints of discrimination:

Within 90 days of receipt of notice of final action taken by a department, agency, or unit referred to in subsection(a) of this section, or by the Equal Employment Opportunity Commission upon an appeal from a decision or order of such department, agency, or unit on a complaint of discrimination based on race, color, religion, sex or national origin, brought pursuant to subsection (a) of this section, Executive Order 11478 or any succeeding Executive orders, or after one hundred and eighty days from the filing of the initial charge with the department, agency or unit or with the Equal Employment Opportunity Commission on appeal from a decision or order of such department, agency, or unit until such time as final action may be taken by a department agency or unit, an employee or applicant for employment, if aggrieved by the final disposition of his complaint, or by the failure to take final action on his complaint, may file a civil action as provided in section 2000e-5 of this title, in which civil action the head of the department, agency, or unit, as appropriate shall be the defendant.

This provision refers several times to a "final action" by the department or agency, or a final action by the EEOC upon an appeal from a decision or order by the department or agency. A related provision found in §717(b), 42 U.S.C. §2000e-16(b), provides that the "head of each department, agency, or unit shall comply with such rules, regulations, orders and instructions which shall include a provision that an employee or applicant for employment shall be notified of any final action taken on any complaint of discrimination filed by him thereunder."

These statutory provisions provide that the agencies against which an EEO complaint has been filed will have the authority to take and will take "final action" and that this final action can then be appealed to the EEOC. The proposed regulation, which would permit complainants who opted for an administrative hearing to bypass any "final action" by the agency, is inconsistent with the statutory provision cited above.

In order to obtain a definitive resolution of these legal issues, I am asking the Department's Office of Legal Counsel to render a formal opinion concerning the possible conflict between the EEOC's proposed regulation and this statute.

The proposal to bypass the agency in cases where an administrative hearing has been held is based on unfounded concerns and perceptions, at least with respect to the administrative process within the Department of Justice. The concern is that agencies are abusing their right to reject or amend recommended decisions by incorrectly rejecting recommended decisions adverse to the agency. One of the frequently repeated statements expressing this concern is that in any given year, statistics show that executive agencies as a group rejected between 50 to 60 percent of the recommended findings of discrimination while rejecting less

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than 1 percent of the recommended findings of no discrimination (see House Report No. 103-599, Federal Employees Fairness Act of 1994, July 13, 1994).

These statistics may not actually suggest the level of unfairness on the part of agencies that the EEOC comments imply. It is not surprising that agencies affirm 98% of the recommended findings of no discrimination, because those cases where agency officials suspect discrimination after an EEO investigation has been conducted are generally settled, and are therefore not considered by Administrative Judges. Cases that make it to the administrative hearing stage are mostly those where the agencies have concluded there was no discrimination. In the cases that are forwarded to an Administrative Judge for a hearing, an Administrative Judge's recommended finding of "no discrimination" merely confirms the agency's informal initial assessment, and provides still further indication that the proper assessment of the case is a finding of no discrimination. Given this, it is not surprising that agencies affirm the great majority of recommended findings of no discrimination because such an affirmance is consistent with the earlier informal assessment by the agency and with the EEOC Administrative Judge's findings.

With respect to the Department of Justice, the Department's Complaint Adjudication Office ("CAO") accepts the Administrative Judge's findings of no discrimination most of the time. But, the Complaint Adjudications Office also accepts recommended findings of discrimination most of the time. Whether the recommended finding is for discrimination or no discrimination, the Department's CAO affirms the majority of recommended decisions. Indeed, CAO has, on some occasions, rejected an Administrative Judge's finding of no discrimination, and found discrimination. As noted earlier, complaints reach an administrative hearing stage usually because the agency does not believe, based on the investigative record, that there has been discrimination. When an Administrative Judge agrees with this assessment, that makes for two separate assessments of no discrimination. Yet even in those situations, the CAO has on occasion rejected the recommended decision and reached a finding of discrimination. Such actions are not indicative of partiality towards the agency, and instead demonstrate the objectivity of the office.

Moreover, the EEOC has not reported the percentage of times that the EEOC's Office of Federal Operations (OFO) has reversed an agency's rejection of the AJ's recommended findings of discrimination. If agencies are indeed prone unfairly to reject recommended findings of discrimination, one would expect a high percentage of OFO reversals in such cases. In the Department's experience, OFO has affirmed the majority of this agency's final decisions which rejected recommended findings of discrimination. Given this, there is a strong argument that agency rejection of an AJ's recommended finding of discrimination is not indicative of unfair practices.

Indeed, the Department of Justice has taken care to have in place certain safeguards that will ensure that final decisions are issued after a fair and impartial assessment. Among these is the Department's longstanding use of the "clearly erroneous" standard in reviewing all recommended decisions. Even though the EEOC regulations do not require agencies to apply this legal standard when reviewing Administrative Judges' recommended decisions, the

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Department's Complaint Adjudication Office has consistently applied this high standard in the interests of fairness and impartiality. The CAO is well aware that where a hearing has been conducted, the Administrative Judge has had an opportunity to observe the witnesses and thereby be in a position to make credibility findings, and the Department has accordingly applied the "clearly erroneous" standard in such cases. Importantly, the CAO has applied the same high standard even in those cases where an Administrative Judge has issued a recommended decision without holding a hearing. In these cases, there are few persuasive reasons for applying the "clearly erroneous" standard, but in the interests of fairness and impartiality, the CAO has extended the application of this standard to such cases also.

The Department has in place other safeguards that ensure impartiality, including keeping the CAO separate from agency components, so that all final decisions issued by the Complaint Adjudication Office can not only be fair but also have the appearance of fairness and impartiality. The Department of Justice is comprised of several component agencies, and the Complaint Adjudication Office, which is responsible for issuing Department of Justice final decisions, is entirely separate from these components. Since inception, the Complaint Adjudication Office has operated so that its only responsibility is to issue final EEO decisions, and this has been carried out without interference from any component official. These and other safeguards have ensured that Department of Justice final decisions are fair and impartial, and, I believe, help account for the very low percentage of reversals by EEOC's Office of Federal Operations.

Thus, rather than allow AJs to render final decisions on cases that have been referred to them for hearing, perhaps a better solution would be for the EEOC to require each agency to have an independent adjudicatory office to render final agency decisions, as does the Department.

There are also other important reasons to continue to allow the Department of Justice and other federal agencies to issue final decisions. These include: 1) the present opportunity for a full agency assessment whether a given complaint has merit; 2) a potential increase in the time for the issuance of a final decision under the EEOC proposal; and 3) the additional responsibilities that will be added to the EEOC if its proposal is implemented.

The use of the term "final decision" is somewhat misleading in that the final decision by an agency is not and never has been "final" in the sense of being the last step in the process. "Final" decisions were intended to be a vehicle for agencies to make a full, impartial assessment of the record, and where there was evidence of discrimination, to take steps that would provide the complainant with full relief and help ensure that the discrimination does not recur. It was always intended that all agency final decisions adverse to the complainant be subject to appeal to OFO or review in federal district court.

By proposing regulations that effectively eliminate agency final decisions in cases that are heard by an Administrative Judge, the EEOC is limiting the opportunity for agencies to make a full assessment of whether a given complaint has merit. This proposal would have detrimental effects for complainants and for the administrative process. Contrary to the

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suggestion that agencies do little at the final decision stage on behalf of complainants, our experience is that the final decision stage permits agencies to take steps to further the interests of complainants. Presently, even in cases where there has been no finding of discrimination, the Department's CAO has often informed EEO officers of facts and circumstances in the record which, while not serious enough to make for liability, are troublesome and are a potential basis for future liability. In such cases, the CAO has advised EEO officers to examine the situation more closely and take steps to defuse any potential EEO problem. Thus, even though the Complaint Adjudication Office affirms most of the recommended decisions, it adds to the fairness of the process by providing review of the record without any significant delay, and by permitting the Department to take steps that will ameliorate matters even where there has been no finding of discrimination. Under the proposed regulations, such options would no longer be available because there is no longer an opportunity for the Department, after a hearing, to assess the full record. Administrative Judges likely would not be able to recommend such advisory steps in a case where there has been no finding of discrimination, given that remedial orders require a finding of discrimination.

The proposed regulations may also lengthen the process in some cases. The EEOC has stated that an additional reason for eliminating the final decision after the issuance of a recommended decision is that it "eliminates a layer of review and permits decision-making at an earlier stage, central goals of the National Performance Review." (63 FR 8598) While the intent of the proposed rule is to decrease the number of steps to the process and shorten the time before a final decision is issued, instead it may end up increasing the amount of time before a final ruling by OFO is issued.

Currently, all agency final decisions following a recommended decision by an Administrative Judge must be issued within 60 days of the recommended decision. Given the strict time limit, the final decision step in the administrative process does not unreasonably delay the complainant. Significantly, those final decisions which find discrimination are binding on agency officials, and relief is to be implemented within a reasonable time thereafter. In such cases, under present regulations, agencies are not entitled to appeal an adverse ruling in a final decision and it is issued only 60 days after the Administrative Judge's decision. Under the proposed regulations, agencies are explicitly permitted to appeal an Administrative Judge's decisions of discrimination to OFO. This could create a significant delay for complainants because, under the proposed regulations, OFO is not required to adjudicate the matter within any specified period of time after the Administrative Judge's decision, and review undoubtedly will exceed the 60 day limit now in place for final agency decisions. Given the present backlog, OFO could take well over a year to issue its decision.

Related to this, under the proposed regulations, the EEOC will be taking on the added responsibility of ensuring that relief is implemented in a prompt, effective, and comprehensive manner. Currently, where the Department of Justice final decision makes a finding of discrimination, the Complaint Adjudication Office takes an active role in ensuring that relief is implemented as ordered and promptly. This often means making repeated inquiries, suggesting lines of action, and taking the additional steps needed to overcome the practical difficulties that can arise when relief is being implemented, as well as issuing decisions to clarify relief

- 6 -

and awards of attorney's fees. Under the proposed regulations, all of these duties will now be shifted to OFO in hearing cases because agencies will no longer be able to issue a final decision. These additional duties, along with delays caused by appeals to OFO, could make the process take longer in many cases.

In addition to the greater work for the OFO -- because it will be hearing these appeals -- this regulation will result in additional work for the AJs because they will be implementing relief, which is now done by the underlying agencies. Even without the proposed additional duties, Administrative Judges have significant and sizable responsibilities which are difficult to carry out as fully as possible given the caseload and time pressures on Administrative Judges. The proposed regulations will add to these existing responsibilities, without any indication that greater resources will be allocated to handle these additional responsibilities. Given the current limited resources, it is not clear how the EEOC will be able to take on the additional responsibilities imposed by the proposed regulations.

While the Department of Justice agrees that improvement of the Federal sector EEO process is desirable, the changes proposed by the EEOC in this NPRM will limit agency action. The Department urges the EEOC to work further with agencies in an effort to refine its proposals. The goal of all involved in the EEO process should be to identify and resolve those cases where discrimination truly exists while at the same time disposing promptly of non-meritorious complaints.

Sincerely,


Raymond C. Fisher
Associate Attorney General

Attachment

cc: Paul M. Igasaki
Chairman
Equal Employment Opportunity Commission

Ellen J. Vargyas
Legal Counsel
Equal Employment Opportunity Commission

APPENDIX

Additional comments and recommendations of the Department of Justice concerning the Equal Employment Opportunity Commission Notice of Proposed Rulemaking published on February 20, 1998 at 63 FR 8594, proposing changes to 29 CFR 1614 (RIN 3046-AA66)

- **Alternative Dispute Resolution.**

The Department has no objection to increased efforts to encourage voluntary participation in alternative dispute resolution (ADR) programs, particularly where agencies are permitted to develop and operate ADR programs suited to their own management approaches and organization structures. However, while the Department fully supports the use of ADR to resolve complaints at the early stages of a dispute, ADR may not be appropriate for all complaints. The proposed regulation would give every complainant the opportunity to take every dispute to ADR. This does not appear to promote an effective use of resources or timely resolution of EEO complaints. The EEOC regulation should provide Federal agencies with the opportunity to decline ADR if they believe that the complainant's case is subject to dismissal.

In addition, the EEOC proposal should be more specific on the discontinuance of the ADR process. The regulations should provide that it is the responsibility of the complainant to advise the EEO Counselor that the complaint was not informally resolved so that the EEO Counselor can conduct the final interview. In some agencies, the EEO Counselor may not have been involved in the ADR process.

- **Dismissals.**

The Department supports the EEOC's proposal to dismiss "spin-off" complaints. However, the Department suggests that any definition of the term provided in the regulations or Management Directive 110 be narrowly defined to include only those complaints that allege dissatisfaction with the agency's processing of the original complaint. In addition, the EEOC's proposal to dismiss complaints that have been filed in an attempt to misuse the EEO process is also a change that we believe will add to the efficiency and credibility of the process. However, here, as in the matter of "spin-off" complaints, a precise definition of what constitutes "a clear pattern of misuse of the EEO process" should be provided. It is critical that any definition of what constitutes "misuse" or "abuse" of the process protect against the arbitrary dismissal of complaints filed by persons who have a history of filing complaints (i.e. multiple filers).

- **Fragmentation of Complaints.**

The Department also supports the EEOC's proposal to provide guidance regarding the fragmented processing of EEO claims. It has been the experience of the Department's Equal

Employment Opportunity office that components within the Department occasionally fail to distinguish between allegations (i.e. factual statements) in support of a claim and the claim itself. This error leads to the "fragmentation of complaints" or the multiple processing of the legal claim, as well as the processing of anecdotal evidence as if it were a separate legal claim. While we agree this problem should be addressed by the EEOC, we believe that providing detailed guidance in EEOC's Management Directive 110 would be more effective than promulgating additional regulations.

• Class Complaints.

The Department objects to the proposed amendment of section 1614.204(g)(2) that would require AJs to approve class settlement agreements. The Department agrees with those commenters who have maintained that adequate safeguards exist in the current regulations and that this change would add an unnecessary layer of review. Dissatisfied class members currently have the right to petition to vacate a settlement agreement and the current regulations also require the class agent to fairly and adequately represent the class.

• Hearings.

The EEOC has proposed that AJs be given the authority to dismiss complaints during the hearing process for all the reasons currently provided in 29 CFR 1614.107. The Department agrees that this change would help to streamline the process by eliminating the need for the AJ to remand the case back to the agency when he or she believes dismissal is warranted -- if the AJs are not given binding authority to render final decisions. However, the Department objects to the proposal to allow AJs to render decisions without a hearing even when material facts are in dispute if the AJs are to be given binding authority to render final decisions. If the AJs are given final decision authority, and the appeal from those decisions will be on the clearly erroneous standard, then it is imperative for the agencies to settle factual disputes at the hearing stage. Otherwise, agencies will be at a severe disadvantage at the appeal stage. Moreover, should this provision be allowed to remain, the language in the proposed subparagraph 1614.109(g)(4) should be clarified with underlined addition as follows: ...and that the complainant's case lacks merit, the administrative judge may issue a final decision without a hearing.

Further, the regulations should include a provision which allows the complainant to appeal the AJ's decision to the EEOC's Office of Federal Operations for a final decision on the matter. This modification of the proposal will ensure that complainants' appeal rights are preserved and that they receive a fair assessment of their case from the EEOC.

• Appeals.

The Department objects to the proposal to change the standard of review on appeals of final decisions rendered by AJs from de novo to clearly erroneous, while maintaining the de novo standard for final decisions rendered by the agencies--in those instances where the

complainant seeks a final agency decision *without* a hearing. It would seem that creating two standards of review merely complicates the administrative process rather than simplifying it. Further, EEOC acknowledges that Federal agencies have noted that when they reject AJ's recommended findings of discrimination, those agency decisions are upheld by the OFO most of the time (Federal Sector Workgroup Report at 15, n.8).

Since the current evidence seems to clearly indicate that OFO overwhelmingly agrees with the agencies when they reverse an AJ's finding of discrimination, a move to the clearly erroneous standard would likely mean that incorrect findings of discrimination would be upheld by OFO due solely to the standard of review. Additionally, the sanctioning of agencies who do not comply with these regulations should not rest with the Office of Federal Operations but at a higher level within the EEOC to ensure impartiality. The Department does not object, however, to the elimination of the request for reconsideration.

● **Attorney's Fees.**

The Department objects to the proposal to allow AJs to award attorney's fees in cases where a hearing has been requested. At present, where the Department issues a decision in favor of an individual, the Complaint Adjudication Officer (CAO) directs the attorney for the individual to submit his or her fee request to the component. If the attorney and the component cannot agree on a fee the CAO requests briefs on the amount of the fee and renders a decision directing the component to pay a specific dollar amount. The Department is unaware of any problems with the status quo in this area. The Department also believes that allowing attorney's fees for work done prior to the filing of the formal complaint would, in fact, hinder pre-complaint settlement of claims because of an inherent conflict between speedy settlement and a potential attorney's fees award. The proposal also would make it more difficult to settle cases early in the process when the likelihood of non-monetary settlements are the greatest.

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DRAFT

FOR IMMEDIATE RELEASE
Friday, February 20, 1998

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Reginald Welch
(202) 663-4900
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EEOC PROPOSES REGULATIONS TO STREAMLINE THE EEO COMPLAINT PROCESS FOR FEDERAL EMPLOYEES

WASHINGTON -- The U.S. Equal Employment Opportunity Commission (EEOC) announced today proposed changes to its regulations governing the procedures for federal employee discrimination complaints as part of the Commission's broader efforts to improve the effectiveness of its operations. The proposed changes, published in the *Federal Register* as a Notice of Proposed Rule Making (NPRM), are the result of a nearly two-year process.

In signing the Notice, EEOC Chairman Paul M. Igasaki said, "These changes take important steps toward making the process for federal workers fairer and more efficient." He added that the NPRM will also "advance the Administration's National Performance Review goals of removing unnecessary layers of review and delegating decision-making to front-line employees."

In developing the NPRM, the Commission consulted broadly with its various stakeholders, including federal agencies and officials as well as federal employees and their representatives. The major proposed changes include:

- Expanded use of Alternative Dispute Resolution to resolve complaints earlier in the complaint process;
- A provision that the decisions of EEOC administrative judges will be final and not subject to change by the agency accused of discrimination as they are under current law;
- Mechanisms to enhance the management of cases by creating two new dismissal bases and eliminating an outdated one;
- A new "Offer of Resolution" provision which allows an agency to make a settlement offer to an employee and, if the employee does not accept the offer and does not recover at least as much as the agency offered, avoid further liability for attorney's fees and costs;

(MORE)

FEDERAL SECTOR NPRM -- PAGE 2

- Expanded use of class actions to combat discrimination in federal employment;
- Adoption of a substantial evidence standard of review for administrative judge decisions following a hearing;
- Narrowing of the circumstances in which the parties can seek reconsideration of an EEOC appellate decision issued after an appeal by an agency or employee.

The NPRM acknowledges a number of comments made by agencies during the formal inter-agency review process, and asks for public comments on those issues. The public comment period runs from February 20 through April 21, 1998. Comments should be addressed to: EEOC Headquarters, Office of Legal Counsel, 1801 L Street, N.W., Washington, D.C. 20507. The text of the NPRM will be available on EEOC's web site at www.ecoc.gov shortly after its publication in the *Federal Register*.

EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, and national origin; the Age Discrimination in Employment Act, which prohibits discrimination against individuals 40 years of age or older; sections of the Civil Rights Act of 1991; the Equal Pay Act; Title I of the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in the private sector and state and local governments; and the Rehabilitation Act's prohibitions against disability discrimination in the federal government.

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Claire Gonzales

01/29/98 12:47:53 PM



Record Type: Record

To: Sylvia M. Mathews/WHO/EOP, Elena Kagan/OPD/EOP, Judith A. Winston/PIR/EOP

cc: Thomas L. Freedman/OPD/EOP, Julie A. Fernandes/OPD/EOP, Susan M. Carr/OMB/EOP

Subject: EEOC Funding: Positive Response

I wanted to let y'all know that I just had a very encouraging meeting Tom Freedman and Julie Fernandes about the concerns I raised in my earlier e-mail about the public argument for increased EEOC funding. Tom and Julie responded immediately and were eager to discuss all aspects of this issue. Together we came up with a short term plan to develop external and internal strategies for addressing this issue in an effective, accurate, and coordinated way. I am sure that Tom and/or Julie will be sharing this information with you soon. Please feel free to call me at ext. 5-1025 if you have any questions. thanks

Tom/Julie -
What are we doing to
make her so happy?
I like our backlog print.
Elena



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
REGION 1

JOHN F. KENNEDY FEDERAL BUILDING
BOSTON, MASSACHUSETTS 02203-0001

Gov. Lombardi - SW
AKS
W. H. ...
OFFICE OF THE
REGIONAL ADMINISTRATOR

August 4, 1997

Mr. Tom Freedman
Special Assistant to the President for Policy Planning
Room 224
Old Executive Office Building
Washington, DC 20500

Dear Mr. Freedman:

Paul Weinstein spoke to the regional administrators last week and suggested that when appropriate we get ideas to you of "new initiatives" which might be of interest to the White House.

I've attached material on Star Track -- a system to privatize environmental compliance assurance in the United States. We've been piloting it in New England and it is showing great promise.

We are working with Bob Stone and Greg Woods at the National Performance Review and Chuck Fox in Carol Browner's office to think through whether and how the next steps toward a national effort might be taken.

Please feel free to give me a call if you'd like to discuss.

Thanks,

John P. DeVillars
Regional Administrator



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