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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) <i>This report is</i> A compilation and summary of statistics on the Department of Navy Civilian Work Force such as total number of civilians in Navy; minorities, female, trends, transition information, number of employees by occupation.		

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PREFACE

The Personnel of the Naval Shore Establishment (PONSE) is designed to assist Department of the Navy managers in estimating appropriate work force requirements and planning for future resource needs. Although the figures and statistics are generally accurate, they should not be used for ceiling reports or budget justifications without verification.

The PONSE is published periodically and provides a statistical review of Navy-wide population data as well as studies of specific subgroups of the civilian and military population ashore.

Questions about the data, specific suggestions for special reports, and general comments on the PONSE should be directed to: Office of the Chief of Naval Operations (OP-140F), Navy Department, Washington, D.C. 20350.



THOMAS R. MULLA

Assistant Deputy Chief of Naval  
Operations (Civilian Personnel/  
Equal Employment Opportunity)

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PERSONNEL OF THE NAVAL SHORE ESTABLISHMENT (PONSE)

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## INTRODUCTION

The data contained in this report have been derived from data files located in the Analysis and Research Unit, Work Force Information Section (OP-140F), Personnel Management and Evaluation Branch, Civilian Personnel Policy Division, Office of the Deputy Chief of Naval Operations (Manpower, Personnel and Training). The data were obtained from the following sources:

- Personnel Automated Data System (PADS)
- Monthly Report of Personnel Data, Form 12280/12
- Computer Assisted Manpower Analyses System (CAMAS)
- Recurring or one-time special reports

Civilian personnel data cover full-time direct-hire civilian employees in the United States, territories and foreign countries unless otherwise designated. The data exclude the following categories: those on leave without pay for scheduled periods longer than 30 days; persons carried in any kind of leave status after the last day of active duty as specified in a reduction-in-force notice; persons on leave with pay pending disability retirement; disadvantaged youths under the Stay-in-School Campaign and the Summer Aid Program; Public Service Career employees; employees in developmental jobs; persons working without compensation; and persons serving at \$1.00 per year.

**Note:** Data were not available at the time of this issuance for the following: Full-Time Civilian Employees by Activity; Exclusive Recognition and Negotiated Agreements with Labor Unions. The conversion of employees to the Merit Pay System (GM) did not occur until 1 October 1981. Since this PONSE issuance is as of 30 September 1981, the 13-15 population are all shown as General Schedule employees. Senior Executive Service (SES) employees are not included.

Navy military personnel data at those activities which employ civilians have been compiled from data furnished by the Naval Military Personnel Command.

The data displayed in this report are formatted so as to be usable by the reader. However, certain precautions should be observed when extracting or combining information or statistics from various tables and charts. Since several data bases have been utilized, each having a unique composition, some internal inconsistencies may occur. For example, employees in Guam, Hawaii, and some populations in Puerto Rico are not subject to minority reporting requirements and are not reflected in the Navy Minority EEO statistics. Therefore, the total Navy population figures appear to be smaller in EEO reports than those from general population data bases.

The reader should take care to note the descriptive headings of all charts and tables and avoid combining or comparing those based on separate source data.

Figures in all the charts and some of the tables have been rounded for clarity and have been so indicated.

**TRENDS IN CIVILIAN EMPLOYMENT**

(Figures have been rounded for clarity)

**TOTAL DEPARTMENT OF THE NAVY DIRECT HIRE WORK FORCE**

(Includes full-time permanent, full-time temporary, part-time, and intermittent employees.)

PAY PLAN	31 MAR 1981	30 SEP 1981	CHANGE
GS	170,700 (55%)	172,100 (55%)	+ 1,400 (+ 1%)
FWS	142,000 (45%)	138,000 (45%)	- 4,000 (- 3%)
<b>TOTAL</b>	<b>312,700 (100%)</b>	<b>310,100 (100%)</b>	<b>- 2,600 (- 1%)</b>

In addition, there were 11,000 indirect hire foreign nationals at commands and activities located outside the United States. Since the March 1981 edition of the PONSE, there has been no change in the overall ratio of General Schedule (GS) and Federal Wage System (FWS) employment. GS employment still represents 55 percent of the direct hire work force. Civilian employment levels for Marine Corps are included in the above data. The following employees are excluded from the 30 September 1981 employment data:

Federal Junior Fellowship Program Employees	106
Stay-in-School Employees	2,195
Summer Aids	2,759
Worker Trainee Opportunity Program Employees	340
<b>TOTAL</b>	<b>5,400</b>

These are civilians hired under special programs and are not subject to statutory ceiling limitations. Additionally, those on sick leave pending separation or disability retirement have been excluded from the onboard count.

**FULL-TIME PERMANENT AND FULL-TIME TEMPORARY DIRECT HIRE CIVILIAN EMPLOYMENT**

PAY PLAN	31 MAR 1981	30 SEP 1981	CHANGE
GS	167,900 (54%)	170,305 (55%)	+ 2,405 (+ 1%)
FWS	140,800 (46%)	137,105 (45%)	- 3,695 (- 3%)
<b>TOTAL</b>	<b>308,700 (100%)</b>	<b>307,410 (100%)</b>	<b>- 1,290 (- .4%)</b>

**FULL-TIME PERMANENT DIRECT HIRE CIVILIAN EMPLOYMENT**

PAY PLAN	31 MAR 1981	30 SEP 1981	CHANGE
GS	162,900 (55%)	166,100 (56%)	+ 3,200 (+ 2%)
FWS	132,700 (45%)	132,200 (44%)	- 500 (- .4%)
<b>TOTAL</b>	<b>295,600 (100%)</b>	<b>298,300 (100%)</b>	<b>+ 2,700 (+ 1%)</b>

The number of employees in full-time positions accounts for 96 percent of the direct-hire work force.

**TABLE 1 - FULL-TIME CIVILIAN EMPLOYEES WORLDWIDE  
30 SEPTEMBER 1981**

Includes Full-Time Permanent and Full-Time Temporary

(Figures have been rounded for clarity)

YEAR	TOTAL	PERCENT CHANGE FROM PREVIOUS YEAR			
		GENERAL SCHEDULE	FEDERAL WAGE SYSTEM		
1960	342,045	135,010	209,035	- 1.0	- 1.7
1961	351,175	139,175	216,000	+ 2.7	+ 3.3
1962	343,460	134,730	208,730	- 2.2	- 3.4
1963	336,200	136,700	199,500	+ 2.1	- 4.4
1964	324,780	137,020	187,760	+ 3.4	- 5.9
1965	321,745	139,920	181,825	+ 2.1	+ 2.2
1966	371,300	137,800	233,500	+12.8	+11.5
1967	408,720	176,720	232,000	+ 6.3	+ 7.6
1968	415,710	188,000	229,710	+ 2.4	- 0.1
1969	386,685	181,350	213,335	+ 4.5	- 7.0
1970	357,845	171,035	186,810	- 7.8	-44.4
1971	348,550	173,110	175,440	- 2.1	- 5.0
1972	324,380	168,180	156,200	- 2.3	- 3.6
1973	315,510	165,250	148,260	- 4.5	-10.3
1974	319,080	170,380	148,700	+ 1.1	- 1.1
1975	316,120	176,320	140,800	- 5.9	- 1.0
1976	305,800	167,750	140,050	- 2.1	- 2.4
1977	307,870	168,970	141,900	- 2.9	- 2.8
1978	299,180	164,880	141,300	- 2.7	z
1979	297,280	162,570	134,710	- 1.0	- 1.0
1980	306,500	164,880	139,620	+ 2.7	+ 3.6
1981	307,400	170,300	137,100	+ 1.4	- 2.6

z = Less than .005 percent

NOTE: Includes Youth Program and Public Service Career Employees prior to 1970.

Since January 1981, there has been a 1.2 percent increase in the number of full-time civilian employees worldwide. General Schedule employment has decreased by 1.5 percent and Federal Wage System by 2.6 percent. During the past 5 years the full-time population has increased by 0.5 percent; General Schedule increased by 2.1 percent and Federal Wage System decreased 2.1 percent.

SOURCE: OF-400 Data Files

TABLE 2 - PROFILE OF FULL-TIME U.S. CITIZEN EMPLOYEES - 30 SEPTEMBER 1981

(Figures have been rounded for clarity)

	TOTAL*		GENERAL SCHEDULE*		FEDERAL WAGE SYSTEM*	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	294,505		165,590	56%	128,955	44%
Scientists and Engineers		10%	31,080	18%		
Other Professionals		2%	5,315	3%		
Sub Professionals and Technicians		12%	36,515	22%		
Managers and Administrators		13%	37,270	22%		
Clerical and Service		19%	55,170	33%		
Wage Grade: 1-10		37%			110,685	8%
11-15		06%			16,451	12%
Supervisors		1%			1,820	01%
GS Grades: 1-4		11%	33,025	19%		
5-8		16%	48,870	29%		
9-12		22%	63,750	39%		
13-up		06%	17,605	11%		
Demonstration Project		01%	2,300			
Eligible to Retire Now	32,855	11%	16,715	10%	16,140	12%
Within 5 Years	61,645	20%	32,645	19%	29,000	22%
Within 10 Years	99,730	33%	55,020	33%	44,710	39%
Age 50 and over with 20 or More Years Service	52,460	17%	28,200	17%	24,260	18%
Under 50 With 25 or More Years Service	8,920	03%	5,410	03%	3,510	02%
Average Age	42		41		42	
Average Length of Service	14		14		14	
Average GS and Wage Grade			8		8	
Veteran Preference Employees	157,830	53%				
Physically Handicapped	17,785		9,270		8,515	
Minority Employees	78,755		34,230		44,515	
Total Women General Schedule Employees	66,750	23%				

(\* Excludes Stay-in-School Students)

SOURCE: OP-140F Data Files

TABLE 3 - AGE AND LENGTH OF SERVICE OF FULL-TIME U.S. CITIZEN EMPLOYEES  
30 SEPTEMBER 1981

AGE GROUP		TOTAL	0-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25-29 YRS	30-34 YRS	OVER 34 YRS
AGE	NO.	297,008	59,881	62,913	51,344	45,642	30,706	21,529	15,766	9,227
	%	100.0	20.2	21.1	17.3	15.4	10.3	07.2	05.3	03.1
UNDER 25	NO.	16,937	14,964	1,973						
	%	05.7	05.0	00.6						
25-29	NO.	36,445	15,266	19,195	1,984					
	%	12.3	05.1	06.5	00.7					
30-34	NO.	45,705	9,649	16,032	17,895	2,127				
	%	15.4	03.2	05.4	06.0	00.7				
35-39	NO.	39,507	5,782	7,693	12,184	12,526	1,322			
	%	13.3	01.9	02.6	04.1	04.2	00.4			
40-44	NO.	34,827	6,319	5,353	5,235	9,437	7,508	975		
	%	11.7	02.1	01.8	01.8	03.2	02.5	00.3		
45-49	NO.	35,442	4,453	6,105	4,350	5,673	6,867	6,840	1,154	
	%	11.9	01.5	02.1	01.5	01.9	02.3	02.3	00.4	
50-54	NO.	38,331	2,052	3,771	4,855	6,953	5,829	6,244	7,315	1,312
	%	12.9	00.7	01.3	01.6	02.3	02.0	02.1	02.5	00.4
55-59	NO.	31,383	1,008	1,844	3,038	5,954	6,142	4,774	4,935	4,088
	%	10.6	00.3	00.6	01.0	01.9	02.1	01.6	01.7	01.4
60-64	NO.	14,767	326	782	1,454	2,729	2,535	2,201	1,887	2,853
	%	05.0	00.1	00.3	00.5	00.9	00.9	00.7	00.6	01.0
65/OVER	NO.	3,666	62	165	349	643	903	495	475	974
	%	01.2	z	z	00.1	00.2	00.1	00.1	00.1	00.2

z Less than 00.1 percent

NOTE: Includes Stay-In-School students

SOURCE: OP-140F Data Files

TABLE 4 - DEPARTMENT OF THE NAVY SUPERVISORS AND MANAGERS  
 FULL-TIME CIVILIAN EMPLOYEES\*  
 30 SEPTEMBER 1981

(Figures have been rounded for clarity)

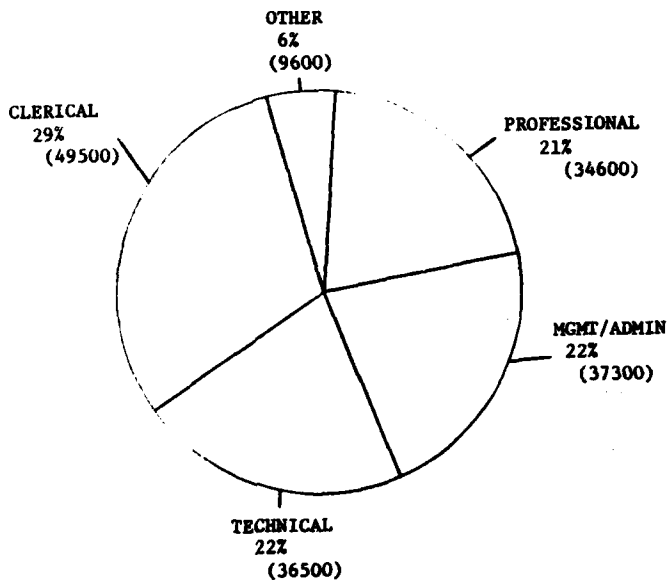
GENERAL SCHEDULE				FEDERAL WAGE SYSTEM			
PAY PLAN	POPULATION	SUPERVISORS/MANAGERS		PAY PLAN	POPULATION	SUPERVISORS/MANAGERS	
		NUMBER	PERCENT			NUMBER	PERCENT
GS-1	530	0		WD	6,230	67	1.0%
GS-2	2,485	0		WG	98,830	315	0.3%
GS-3	12,990	15	0.1%	WI	525	25	7.6%
GS-4	21,130	150	0.7%	WL	3,000	1,960	65.3%
GS-5	24,500	845	3.4%	WM	5,320	790	14.8%
GS-6	9,485	1,515	15.9%	WN	990	535	50.6%
GS-7	13,080	1,480	11.3%	WP	865	70	8.0%
GS-8	2,675	630	23.5%	WS	10,130	8,690	86.7%
GS-9	16,320	1,210	7.4%	WT	6,940	20	0.3%
GS-10	2,110	265	12.5%	WW	30	0	
GS-11	21,170	1,875	8.8%	WZ	20	1	5.0%
GS-12	24,750	4,090	16.5%	TOTAL	132,280	12,473	9.4%
GS-13	10,380	3,845	36.3%				
GS-14	4,865	2,435	50.0%				
GS-15	2,020	950	47.0%				
GS-16	12	2	16.6%				
GS-17	1	1	100.0%				
Total	168,705	19,308	11.4%				

SOURCE: OP-140F Data Files

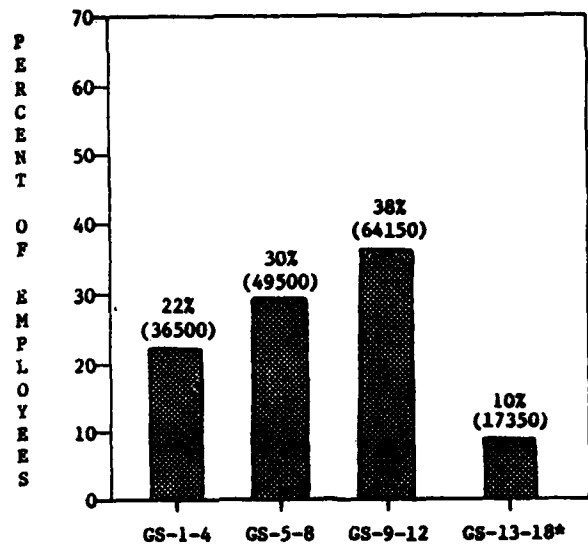
CHART 1 - FULL-TIME U.S. CITIZEN GENERAL SCHEDULE POPULATION DISTRIBUTION  
30 SEPTEMBER 1981

TOTAL POPULATION - 167,500  
(Figures have been rounded for clarity)

BY OCCUPATION LEVEL



BY GRADED GROUPS



\*Includes 12 GS-16-18 employees.  
SES not included.

SOURCE: OP-140F Data Files



TABLE 5 - OCCUPATIONS OF FULL-TIME U.S. CITIZEN GENERAL SCHEDULE EMPLOYEES  
30 SEPTEMBER 1981

OCCUPATIONS	TOTAL	GRADED GROUPS				
		1-4	5-8	9-12	13-15	16-18
TOTAL	167,485	36,496	49,472	64,153	17,352	12
Chemist	705	0	39	481	185	0
Metallurgist	157	0	3	94	60	0
Geologist/Geophysicist	120	0	11	77	32	0
Oceanographer	383	0	18	220	125	0
Physicist	1,664	0	99	715	887	3
Physical Scientist (n.e.c.)	982	0	32	278	268	4
Biological Scientist	197	0	14	142	40	1
Architects	309	0	12	247	50	0
Aerospace Engineer	1,267	0	70	645	552	0
Chemical Engineer	281	0	48	177	56	0
Civil Engineer	1,337	0	110	920	307	0
Naval Architects	1,094	0	116	494	484	0
Electrical Engineer	1,056	0	95	781	180	0
Electronic Engineer	8,315	0	338	4,997	3,019	1
Industrial Engineer	634	0	70	412	152	0
Mechanical Engineer	4,483	0	417	3,096	969	1
Welding Engineer	279	0	23	199	55	0
Nuclear Engineer	1,145	0	128	736	281	0
Engineer (n.e.c.)	3,797	0	57	1,590	2,189	1
Mathematician	1,208	0	94	820	293	1
Statistician	126	0	9	90	27	0
Operations Research Analyst	609	0	25	253	331	0
Accountants	1,689	0	224	1,136	329	0
Professional Nurse	982	0	99	883	0	0

TABLE 5 - OCCUPATIONS OF FULL-TIME U.S. CITIZEN GENERAL SCHEDULE EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

OCCUPATIONS	TOTAL	GRADED GROUPS				
		1-4	5-8	9-12	13-15	16-18
Physician	122	0	0	8	114	0
Health Professional (n.e.c.)	323	0	67	220	36	0
Lawyer	279	0	84	195	0	0
Patent Advisor	68	0	0	15	53	0
Educator	623	0	27	480	116	0
Psychologists	339	0	8	203	128	0
Librarian	243	0	29	204	10	0
Professional (n.e.c.)	183	0	17	132	34	0
Financial Management	2,993	7	524	1,934	528	0
Personnel Management	2,943	3	375	2,099	466	0
Procurement Management	4,129	148	673	2,646	662	0
Supply Management	3,524	0	629	2,589	306	0
Transportation Management	719	15	191	435	78	0
Safety Management	472	0	64	380	28	0
Logistics Management	913	0	85	619	209	0
Quality Assurance	2,192	13	287	1,813	79	0
Computer Specialist	6,441	3	886	4,455	1,097	0
Intelligence Specialist	405	0	32	264	109	0
Investigator-Examiner	643	4	131	405	103	0
Visual Information	260	1	33	216	10	0
Technical Writer	507	1	39	417	30	0
Public Information	175	0	28	130	17	0
Information Specialist (n.e.c.)	373	2	83	295	33	0
General Manager/Admin.	2,108	1	421	1,309	377	0
Business Manager/Specialist	738	11	299	379	69	0
Management Analyst	1,528	2	172	1,139	215	0
Program Analysis	1,354	3	103	856	392	0

TABLE 5 - OCCUPATIONS OF FULL-TIME U.S. CITIZEN GENERAL SCHEDULE EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

OCCUPATIONS	TOTAL	GRADED GROUPS				
		1-4	5-8	9-12	13-15	16-18
Military Personnel Management	186	1	5	147	33	0
Production Control. Manage.	1,219	0	0	1,127	92	0
Instructor	398	0	93	288	17	0
Air Traffic Controller	179	0	18	159	2	0
Equipment Specialist	1,158	0	0	1,097	61	0
Security Administration	487	0	136	309	42	0
Printing Management	240	1	34	164	41	0
Manage./Admin. (n.e.c.)	989	6	106	483	394	0
Engineering Draftsman	287	97	187	3	0	0
Electronics Technician	5,930	79	644	5,129	78	0
Engineering Technician	7,526	711	1,031	5,655	129	0
Industrial Engineering Tech	700	6	202	487	5	0
Physical Science Tech	1,273	219	568	483	3	0
Medical Technician	574	144	382	48	0	0
Dental Technician	261	181	77	3	0	0
Medical Attendant	1,042	563	448	31	0	0
Quality Inspectors	378	11	151	213	3	0
Logistic Tech (n.e.c.)	6,131	306	3,588	2,235	2	0
Accounting Technician	4,946	1,036	3,598	312	0	0
Management Technician (n.e.c.)	1,128	0	803	324	1	0
Computer Technician/Operator	2,540	222	1,708	608	2	0
Illustrator	315	1	88	226	0	0
Photographer	352	4	161	186	1	0
Information Worker (n.e.c.)	67	5	32	30	0	0
Legal Relation Worker	198	11	169	18	0	0
Statistical/Mathematical Asst.	118	21	67	30	0	0
Communication Specialist	275	1	52	191	31	0

TABLE 5 - OCCUPATIONS OF FULL-TIME U.S. CITIZEN GENERAL SCHEDULE EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

OCCUPATIONS	TOTAL	GRADED GROUPS				
		1-4	5-8	9-12	13-15	16-18
Communication Equipment Operator	877	158	706	13	0	0
Technicians (n.e.c.)	1,627	333	741	552	1	0
Typists	9,866	9,335	522	8	1	0
Stenographers	1,074	796	265	13	0	0
Secretaries	8,676	1,941	6,660	75	0	0
Accounting Clerks	1,140	339	781	0	0	0
Payroll Clerks	2,296	779	1,452	64	1	0
Travel Clerks	379	131	244	4	0	0
Shipping Clerks	1,917	973	936	8	0	0
Supply Clerks	6,049	2,684	3,375	0	0	0
Logistics Clerk (n.e.c.)	242	95	147	0	0	0
Office Machine Operator	2,860	2,152	707	1	0	0
Sales Workers	783	744	39	0	0	0
Mail and Messenger	2,936	2,334	593	8	1	0
Clerical (n.e.c.)	11,246	5,935	5,601	86	2	0
Fireman	4,376	1,144	3,001	227	4	0
Guards	1,665	964	684	17	0	0
Police and Detectives	1,124	348	737	39	0	0
Student Trainee	2,429	1,831	597	1	0	0

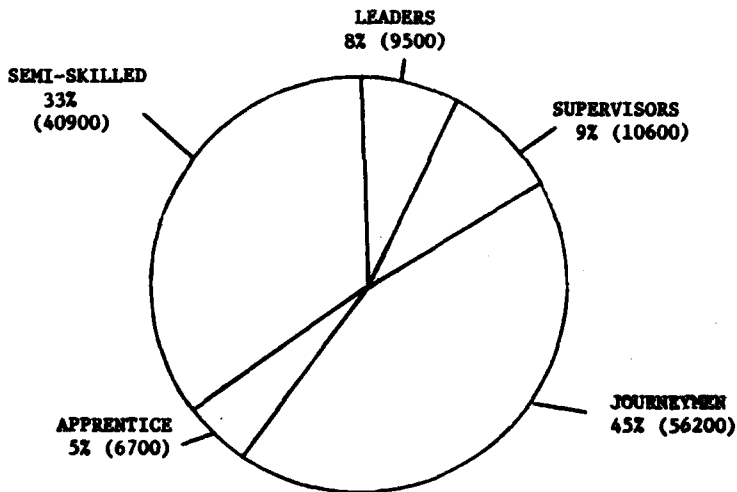
n.e.c. - Not elsewhere classified

SOURCE: OP-140F Data Files

CHART 2 - FULL-TIME U.S. CITIZEN FEDERAL WAGE SYSTEM POPULATION DISTRIBUTION  
30 SEPTEMBER 1981

TOTAL POPULATION - 123,900  
(Figures have been rounded for clarity)

BY OCCUPATION LEVEL



BY SKILL LEVEL

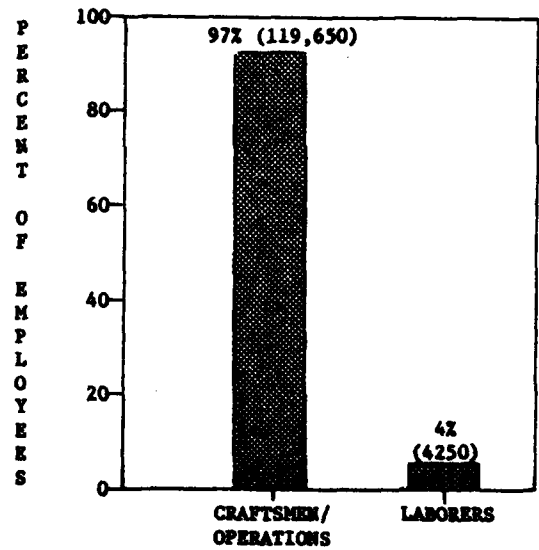


TABLE 5A - OCCUPATIONS OF FULL-TIME U.S. CITIZEN FEDERAL WAGE SYSTEM EMPLOYEES  
30 SEPTEMBER 1981

<u>OCCUPATIONS</u>	<u>TOTAL</u>	<u>APPRENTICE</u>	<u>SEMI-SKILLED &amp; HELPERS</u>	<u>JOURNEY-MEN</u>	<u>LEADERS</u>	<u>SUPERVISORS</u>
TOTAL	123,883	6,720	40,918	56,167	9,500	10,578
Instrument Mech. Electronic	830	19	10	716	25	60
Fire Control Mechanic	5	1	0	1	3	0
Electronic Equip. Repair	4,683	330	812	2,728	439	374
Electronic Mechanic Ordnance	2	0	0	1	0	1
A/C Instrument Mech. Elect.	8	0	0	7	0	1
Electronic Mechanic (n.e.c.)	2,286	155	335	1,461	138	197
Electrician	7,473	644	1,061	4,433	763	572
Electrical Line Workers	9	0	1	6	1	1
Power Plant/Electric	6	0	0	3	0	3
Aircraft Electricians	1,370	71	571	701	164	63
Electrician (n.e.c.)	1,240	68	146	869	82	75
Model Makers, Metal	4	0	0	1	2	1
Machinist	8,671	1,143	791	5,306	731	700
Toolmaker	493	27	3	393	22	48
Machine Tool Operator (n.e.c.)	947	1	476	441	4	25
Welders	4,326	459	738	2,685	127	317
Blacksmith	38	8	12	13	5	2
Electroplaters	465	36	176	209	13	31
Molders	62	18	17	18	5	4
Metal Process. Work (n.e.c.)	260	1	119	125	5	10
Coppersmith	12	0	0	9	1	2
Sheet Metal Mech.	5,845	314	1,591	2,893	486	381
Boilermaker	1,506	227	423	616	127	113
Metal Fabricator	8	0	0	8	0	0

TABLE 5A - OCCUPATIONS OF FULL-TIME U.S. CITIZEN FEDERAL WAGE SYSTEM EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

<u>OCCUPATIONS</u>	<u>TOTAL</u>	<u>APPRENTICE</u>	<u>SEMI- SKILLED &amp; HELPERS</u>	<u>JOURNEY- MEN</u>	<u>LEADERS</u>	<u>SUPER- VISORS</u>
Mobile Equip. Metal Worker	9	0	0	8	0	1
Metal Workers (n.e.c.)	4,302	464	688	2,327	411	412
Fluid Systems Worker	490	6	126	302	20	36
Aircraft Propeller Mechanics	44	1	15	20	5	3
Aircraft and Rocket Engine Mech.	1,532	58	483	722	178	91
Aircraft Overhaul Mech.	3,014	171	1,119	1,047	419	258
Pipe Coverer/Insulator	131	21	39	61	5	5
Pipefitter	8,553	806	1,999	4,638	799	711
Plumber	496	3	73	396	19	5
Pipefitting Worker (n.e.c.)	24	0	2	14	8	0
Boat Builder	19	9	0	6	4	0
Wood Craftsmen	683	64	64	445	48	62
Marine Carpenter	6	0	1	3	0	2
Carpenters	1,554	21	220	1,085	137	91
Modelmaker Non-metal	5	0	0	5	0	0
Patternmaker	75	7	1	55	4	8
Woodmaker (n.e.c.)	1,027	4	737	117	65	104
Shipwright	984	138	184	529	56	77
Marine Machinist	32	0	1	19	9	3
Shipfitter	8	0	1	2	5	0
Marine Equip. Repairman (n.e.c.)	450	0	3	356	7	84
Telephone Installer/Repair.	285	1	14	227	15	28
Fabric/Leather Workers	478	62	143	227	19	27
Instrument Mech. Gen	1,529	64	239	1,082	45	103
A/C Instrument Mech.	3	0	0	3	0	0
Masons/Plasterers/Roofers	625	3	219	356	22	25
Motion Picture Workers	49	0	43	0	3	3

TABLE 5A - OCCUPATIONS OF FULL-TIME U.S. CITIZEN FEDERAL WAGE SYSTEM EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

<u>OCCUPATIONS</u>	<u>TOTAL</u>	<u>APPRENTICE</u>	<u>SEMI- SKILLED &amp; HELPERS</u>	<u>JOURNEY- MEN</u>	<u>LEADERS</u>	<u>SUPER- VISORS</u>
Painters	3,659	207	761	2,290	152	249
Plastics Workers	296	15	106	150	11	14
Printing Workers	1,231	0	410	642	113	66
Tire and Rubber Workers	57	0	39	14	2	2
Facilities Maintenance Workers	3,374	1	601	669	780	1,323
Indoor Equipment Mechanic	604	10	223	270	14	87
Air Condition Equipment Mech.	1,694	127	150	1,221	93	103
Millwrights	11	0	0	10	0	1
A/C Larch/Arrest Equip. Mech.	35	0	10	17	3	5
Fixed Equip. Repairmen (n.e.c.)	4,694	333	705	2,516	539	601
Power Plant Operator	306	12	24	228	16	26
Fixed Equipment Operators (n.e.c.)	3,548	31	1,183	1,910	90	334
Riggers	8	0	1	6	1	0
Mobile Equip. Operator (n.e.c.)	5,669	0	4,093	1,078	105	393
Heavy Duty Equipment Oper.	1,677	47	188	1,208	95	199
Automotive Mechanic	1,221	20	115	961	24	101
Mobile Equipment Repairmen (n.e.c.)	483	3	285	124	6	65
Ship Operating Workers	2,491	0	28	2,099	362	2
Railroad Operating Workers	31	0	3	27	0	1
Railroad Maintenance Workers	16	0	8	6	1	1
Ammunition/Explosive Workers	586	0	414	71	32	69
Weapons Mechanics and Repairmen	2,144	26	728	1,066	152	172
Production Expeditors	801	0	69	7	538	187
Warehouse Workers	8,485	0	7,289	3	488	705
Packing/Process Workers	2,479	0	2,230	6	46	197
Laundry/Dry Cleaning Workers	328	0	283	0	17	28



TABLE 5A - OCCUPATIONS OF FULL-TIME U.S. CITIZEN FEDERAL WAGE SYSTEM EMPLOYEES  
30 SEPTEMBER 1981 (Continued)

<u>OCCUPATIONS</u>	<u>TOTAL</u>	<u>APPRENTICE</u>	<u>SEMI- SKILLED &amp; HELPERS</u>	<u>JOURNEY- MEN</u>	<u>LEADERS</u>	<u>SUPER- VISORS</u>
Food Service Workers	2,131	0	1,840	1	138	152
Misc./Personnel Ser. Workers	397	0	396	1	23	17
Preservation Packing Worker	162	0	155	0	2	5
Misc./Ungraded (n.e.c.)	3,948	263	1,355	1,868	199	303
Gardeners/Laborers	4,243	0	3,994	3	136	110

n.e.c. - Not elsewhere classified  
SOURCE: OP-140F Data Files

CHART 3 - FULL-TIME GENERAL SCHEDULE EMPLOYEES BY BUREAU, OFFICE OR COMMAND - 30 SEPTEMBER 1981  
 (Figures have been rounded for clarity)

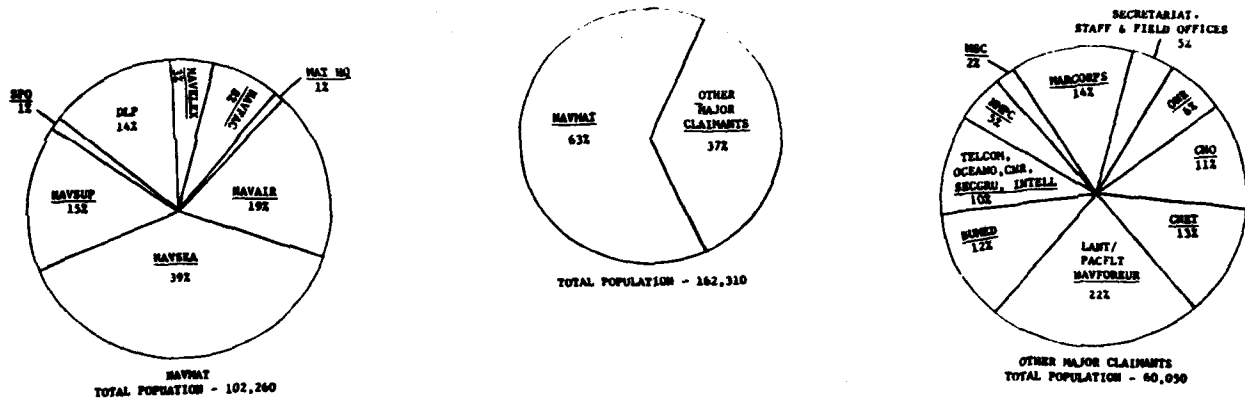


TABLE 6 - FULL-TIME GENERAL SCHEDULE EMPLOYEES BY BUREAU, OFFICE OR COMMAND AND BY GRADE GROUP - 30 SEPTEMBER 1981  
 (Figures have been rounded for clarity)

BUREAU/OFFICE/COMMAND	TOTAL	GRADED GROUPS					AVERAGE GRADE
		1-4	5-8	9-12	13-15	16-18	
TOTAL	162,312	32,795	48,510	63,740	17,295	12	8.17
Immediate Office of the Secretary	205	15	75	60	55	0	9.65
Navy Department Staff Offices	375	20	120	85	150	0	10.13
Navy Department Field Offices	2,590	630	1,010	715	235	0	7.34
Office of Naval Research	3,501	280	790	1,195	1,235	1	10.37
Chief of Naval Operations	6,340	1,070	2,600	1,950	720	0	8.00
Bureau of Medicine & Surgery	7,411	2,815	2,605	1,785	205	1	6.13
Naval Military Personnel Command	3,130	1,035	1,045	820	230	0	6.96

TABLE 6 - FULL-TIME GENERAL SCHEDULE EMPLOYEES BY BUREAU, OFFICE OR COMMAND AND BY GRADE GROUP  
30 SEPTEMBER 1981 (Continued)

(Figures have been rounded for clarity)

<u>BUREAU/OFFICE/COMMAND</u>	<u>TOTAL</u>	<u>GRADED GROUPS</u>					<u>AVERAGE GRADE</u>
		<u>1-4</u>	<u>5-8</u>	<u>9-12</u>	<u>13-15</u>	<u>16-18</u>	
Chief of Naval Material	915	130	215	315	255	0	9.67
Director of Laboratory Programs	14,195	1,190	2,875	6,930	3,190	10	10.03
Naval Air Systems Command	19,035	2,500	4,170	10,165	2,200	0	9.12
Naval Electronic Systems Command	3,340	310	660	1,590	780	0	10.00
Naval Facilities Engineering Command	8,150	1,390	2,180	3,580	1,000	0	8.69
Naval Sea Systems Command	39,785	6,375	9,430	19,420	4,560	0	8.83
Naval Supply Systems Command	15,325	3,565	6,040	5,105	615	0	7.16
Special Projects Office	1,515	200	370	630	315	0	9.23
Commander in Chief, U.S. Atlantic Fleet	6,035	2,020	2,790	1,140	85	0	5.98
Commander in Chief, U.S. Pacific Fleet	6,580	2,060	2,960	1,455	105	0	6.24
Commander in Chief, U.S. Forces Europe	330	160	60	95	15	0	6.29
Chief of Naval Education and Training	7,610	2,500	2,520	2,240	390	0	6.88
Naval Telecommunications Command	1,615	445	750	315	105	0	6.49
Naval Intelligence Command	1,705	135	465	845	260	0	9.52
Naval Oceanography Command	1,135	100	320	555	160	0	9.33
Naval Security Group Command	405	70	175	125	35	0	7.69
Chief of Naval Reserve	1,455	510	725	215	5	0	5.64
Military Sealift Command	1,210	200	390	500	120	0	8.30
Marine Corps	8,420	3,030	3,170	1,910	310	0	6.31

SOURCE: OP-140F Data Files

TABLE 7 - NAVY-WIDE ACCESSIONS AND SEPARATIONS OF U.S. CITIZENS  
1 APRIL 1981 - 30 SEPTEMBER 1981

(Figure have been rounded for clarity)

	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>JUL</u>	<u>AUG</u>	<u>SEP</u>
<u>ACCESSIONS</u>						
TOTAL ACCESSIONS	2,785	5,020	6,710	5,230	4,500	4,325
FULL-TIME PERMANENT	1,900	2,675	3,290	3,015	2,380	2,670
FULL-TIME PERMANENT GENERAL SCHEDULE	1,200	1,680	2,220	1,815	1,700	1,810
FULL-TIME PERMANENT FEDERAL WAGE SYSTEM	700	995	1,070	1,200	680	860
FULL-TIME TEMPORARY	690	2,120	3,215	2,040	1,920	1,365
PART-TIME	125	140	115	90	105	205
INTERMITTENT	70	85	90	85	95	85
<hr/>						
INTER-AGENCY MASS ACCESSIONS	0	0	1	0	0	4
<hr/>						
<u>SEPARATIONS</u>						
TOTAL SEPARATIONS	2,060	2,870	2,790	3,000	4,855	12,040
FULL-TIME PERMANENT	1,570	2,210	2,040	2,240	2,660	4,700
FULL-TIME PERMANENT GENERAL SCHEDULE	915	1,385	1,305	1,400	1,775	1,965
FULL-TIME PERMANENT FEDERAL WAGE SYSTEM	655	825	735	840	885	2,735
FULL-TIME TEMPORARY	380	495	450	570	1,970	6,580
PART-TIME	75	100	170	130	145	425
INTERMITTENT	35	65	130	60	80	335
<hr/>						
INTER-AGENCY MASS SEPARATIONS	0	0	0	0	0	0

TABLE 7 - NAVY-WIDE ACCESSIONS AND SEPARATIONS OF U.S. CITIZENS  
1 APRIL 1981 - 30 SEPTEMBER 1981 (Continued)

	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>JUL</u>	<u>AUG</u>	<u>SEP</u>
<u>INTRA-NAVY MOVEMENT</u>						
TOTAL INTRA-NAVY MOVEMENT	702	818	745	765	647	791
FULL-TIME PERMANENT	655	750	635	685	570	705
FULL-TIME PERMANENT GENERAL SCHEDULE	570	600	540	590	465	610
FULL-TIME PERMANENT FEDERAL WAGE SYSTEM	85	150	95	95	105	95
FULL-TIME TEMPORARY	30	50	45	60	60	75
PART-TIME	15	15	60	15	15	10
INTERMITTENT	2	3	5	5	2	1
<u>SEPARATIONS BY TYPE</u>						
TOTAL SEPARATIONS	2,060	2,870	2,790	3,000	4,855	12,040
QUITS	960	1,470	1,560	1,620	3,060	3,210
DISCHARGE	95	95	65	50	75	125
TRANSFERS	290	305	275	325	400	340
RIFS	0	5	5	5	5	25
TERMINATIONS	280	345	320	300	525	7,690
RETIREMENT	405	575	515	625	715	580
DEATH/DISABILITY	70	75	50	75	75	70

SOURCE: OP-140F Data Files

TABLE 8 - MOVEMENT BETWEEN GRADES OF FULL-TIME GENERAL SCHEDULE EMPLOYEES  
30 SEP 80 - 30 SEP 81

SEPTEMBER 1980		SEPTEMBER 1981																		
TOTAL		GENERAL SCHEDULE																		LOSSES
GRADE NUMBER		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
		54	83	98	5	2														131
1	373	14.4	22.2	26.2	1.3	0.5														35.1
		1	702	809	157	14	1													627
2	2,311		30.3	35.0	6.7	0.6	0.4													27.1
		4	22	5316	3999	527	17	16	1	2			1	2	1					2716
3	12,224		0.1	43.4	29.4	4.3	0.1	0.1												22.2
		6	195	11557	4964	171	96	2	12			3								3308
4	20,314			.9	56.8	24.4	.8	.4												16.2
		1	47	349	15121	2664	2292	12	113	1	3	1								2750
5	23,334		.2	1.4	64.7	11.4	9.8		.4											11.7
		6	38	259	6044	1665	92	26	1											829
6	8,960			2.8	67.4	18.5	1.0	1.0												9.2
		4	6	114	52	6601	779	3204	5	78	4									1035
7	11,882			0.5	0.4	55.5	6.5	26.5		0.6										8.7
		12	6	62	1567	604	21	3	1											206
8	2,482			0.4	0.2	2.4	6.3	2.4	0.8	0.1										8.3
		1	6	6	98	26	10102	637	3368	43										1505
9	15,754					0.3	0.1	64.1	4.0	21.3	0.2									9.5
						1	2	24	1295	961	5									237
10	2,087					1	3	71	17	15406	3235	4								1797
								0.3		75.0	15.7									8.7
11	20,535								2	170	20066	1201	11							1939
										0.7	85.7	5.1								8.2
12	23,390									5	173	9083	693	3						667
										1.6	85.8	6.1								6.3

(Continued)

TABLE 8 - MOVEMENT BETWEEN GRADES OF FULL-TIME GENERAL SCHEDULE EMPLOYEES  
30 SEP 80 - 30 SEP 81 (Continued)

SEPTEMBER 1980		SEPTEMBER 1981																			
TOTAL		GENERAL SCHEDULE																		LOSSES	
GRADE	NUMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
14	4,757													0.1	57	4065	295				333
															1.1	85.4	6.2				7.0
15	1,859															31	1647	2			179
															1.6	88.2	.1				9.6
16	19																	10			9
																		32.6			47.3
17	1																				1
																					100.00
18	1																				1
																					100.00
GAINS		458	1,589	6,134	5,254	3,309	481	2,234	186	2,124	165	1,535	1,097	188	70	41	0	0	0		
NUMBER																					
30 SEP 1981		517	2,403	12,609	20,967	24,332	9,444	15,029	2,667	16,284	2,106	21,132	24,632	10,535	4,831	1,986	12	0	0		
TOTAL SEPTEMBER 1980 - 160,887											TOTAL SEPTEMBER 1981 - 167,486										
Change = +6,599 (+ 4%)																					
Accessions - 24,869 (15%)											Internal Promotions - 32,170 (20%)										
Separations - 18,270 (11%)											Internal Demotions - 1,851 (1%)										

The inter-grade movement matrix is a comparison of the Navy general schedule population at two points in time. What it shows is rate of movement from one grade to another or out of the Navy in the September 1980 - September 1981 period. For example, of the 373 employees in GS-1 as of 30 September 1980, 14 percent remained in GS-1; 22 percent were promoted to GS-2; 26 percent were promoted to GS-3; 1 percent were promoted to GS-4; and 35 percent left the Navy.

SOURCE: OP-140F Data Files

TABLE 8A - MOVEMENT BETWEEN LEVELS OF FULL-TIME FEDERAL WAGE SYSTEM EMPLOYEES  
30 SEPTEMBER 1981

SEPTEMBER 1980		SEPTEMBER 1981					
LEVEL	TOTAL	FEDERAL WAGE SYSTEM LEVEL					
		APPRENTICE	SEMI-SKILLED	JOURNEYMEN	LEADERS	SUPERVISORS	LOSSES
Apprentice	6,623	4,782 72.2	58 0.8	1,188 17.9	10 0.1	3	577 8.7
Semi-Skilled	39,451	372 0.9	30,631 77.6	2,410 6.1	235 0.5	173	5,630 14.2
Journeyman	60,084	8	144 0.2	48,351 80.4	1,635 2.7	1,081	8,863 14.7
Leaders	8,991	1	53 0.5	173 1.9	7,156 79.5	411	1,198 13.3
Supervisors	10,250	1	50 0.4	247 2.4	138 1.3	8,709	1,105 10.7
GAINS		1,551	9,982	3,798	325	201	
NUMBER AT SEPTEMBER 1981		6,720	40,918	56,167	9,500	10,578	
TOTAL SEPTEMBER 1980 -125,399		TOTAL SEPTEMBER 1981 - 123,883					
Change = 1,516 (- 1%)							
Accessions - 15,857 (13%)				Internal Promotions - 7,781 (6%)			
Separations - 17,373 (14%)				Internal Demotions - 1,186 (1%)			

Rate of movement from one career level to another or out of the Navy is shown above for Federal Wage System U.S. citizens. For example, of the 4,782 employees at the apprentice level as of 30 September 1980, 72.2 percent remained at that level, 0.8 percent moved into semi-skilled positions, and 17.9 percent moved into journeymen, and 8.7 percent left the Navy.

SOURCE: OP-140F Data Files



TABLE 9 - TOTAL CIVILIAN EMPLOYEES BY STATE  
30 SEPTEMBER 1981

<u>STATE</u>	<u>TOTAL PERSONNEL</u>	<u>STATE</u>	<u>TOTAL PERSONNEL</u>
TOTAL	290,290		
ALABAMA	4	MINNESOTA	25
ALASKA	164	MISSISSIPPI	2,506
ARIZONA	365	MISSOURI	796
ARKANSAS	5	NEBRASKA	11
CALIFORNIA	76,240	NEVADA	246
COLORADO	6	NEW HAMPSHIRE	8,042
CONNECTICUT	1,533	NEW JERSEY	6,246
DELAWARE	9	NEW MEXICO	154
DISTRICT OF COLUMBIA	7,822	NEW YORK	985
FLORIDA	17,453	NORTH CAROLINA	6,997
GEORGIA	2,752	OHIO	1,670
HAWAII	12,052	OKLAHOMA	3
IDAHO	7	OREGON	27
ILLINOIS	2,166	PENNSYLVANIA	24,238
INDIANA	5,017	RHODE ISLAND	4,305
KANSAS	50	SOUTH CAROLINA	13,135
KENTUCKY	2,428	TENNESSEE	1,201
LOUISIANA	1,707	TEXAS	2,199
MAINE	771	VIRGINIA	50,930
MARYLAND	17,277	WASHINGTON	17,675
MASSACHUSETTS	948	WEST VIRGINIA	5
MICHIGAN	72	WISCONSIN	46

NOTE: Totals include all full-time, part-time, and intermittent employees

SOURCE: OP-140F Data Files

CHART 4 - TOTAL CIVILIAN PERSONNEL OUTSIDE THE UNITED STATES  
30 SEPTEMBER 1981

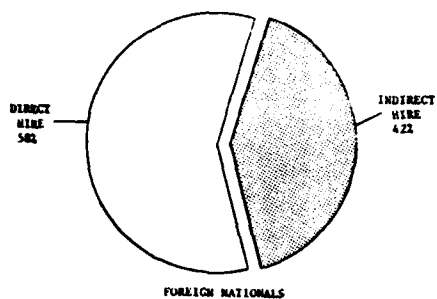
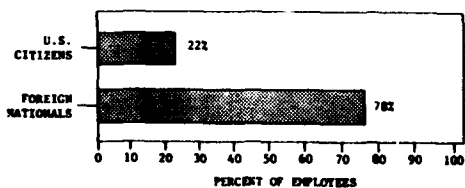


TABLE 10 - TOTAL CIVILIAN PERSONNEL OUTSIDE THE UNITED STATES - 30 SEPTEMBER 1981

LOCATION	U. S. CITIZENS	FOREIGN NATIONALS	FOREIGN NATIONALS	
	TOTAL	TOTAL	DIRECT HIRE	INDIRECT HIRE
<b>TOTAL ALL AREAS</b>	<b>7,102</b>	<b>25,232</b>	<b>14,633</b>	<b>10,599</b>
<b>TERRITORIES</b>	<b>4,318</b>	<b>223</b>	<b>219</b>	<b>4</b>
Canal Zone	57	164	164	0
Guam	3,272	51	47	4
Trust Territories				
Pacific Islands	9	8	8	0
Puerto Rico	979	0	0	0
U.S. Virgin Islands	1	0	0	0

TABLE 10 - TOTAL CIVILIAN PERSONNEL OUTSIDE THE UNITED STATES  
30 SEPTEMBER 1981 (Continued)

LOCATION	U. S. CITIZENS	FOREIGN NATIONALS	FOREIGN NATIONALS	
	TOTAL	TOTAL	DIRECT HIRE	INDIRECT HIRE
<u>FOREIGN COUNTRIES (con'tt)</u>				
<u>FOREIGN COUNTRIES</u>	2,784	25,009	14,414	10,595
Australia	15	207	207	0
Azores	7	45	45	0
Bahamas	9	0	0	0
Bahrain	6	30	30	0
Bermuda	282	139	139	0
British Indian Ocean Territory	9	0	0	0
Canada	1	123	123	0
Cuba	249	585	585	0
Germany	10	28	0	28
Greece	16	118	3	115
Hong Kong	0	986	9	977
Iceland	94	807	807	0
India	1	5	5	0
Indonesia	4	19	19	0
Italy	425	870	870	0

TABLE 10 - TOTAL CIVILIAN PERSONNEL OUTSIDE THE UNITED STATES  
30 SEPTEMBER 1981 (Continued)

LOCATION	U. S. CITIZENS	FOREIGN NATIONALS	FOREIGN NATIONALS	
	TOTAL	TOTAL	DIRECT HIRE	INDIRECT HIRE
<u>FOREIGN COUNTRIES (con't)</u>				
Japan	546	5,914	0	5,914
Korea	46	172	136	36
Kuwait	1	0	0	0
New Guinea	0	2	2	0
New Zealand	0	10	10	0
Nicaragua	0	1	1	0
Okinawa	244	2,307	1	2,306
Pakistan	1	7	7	0
Philippines	474	10,959	10,953	6
Singapore	9	18	18	0
Spain	187	1,147	0	1,147
Thailand	5	15	15	0
United Arab Republic (Egypt)	1	193	193	0
United Kingdom	142	302	236	6

NOTE: Totals include all full-time, part-time, and intermittent employees

SOURCE: OP-140F Data Files

CHART 5 - MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYEES  
 TOTAL GENERAL SCHEDULE AND FEDERAL WAGE SYSTEM (WD, WG, WL, WN, WS, WT)  
 MEN/WOMEN  
 (Figures have been rounded for clarity)

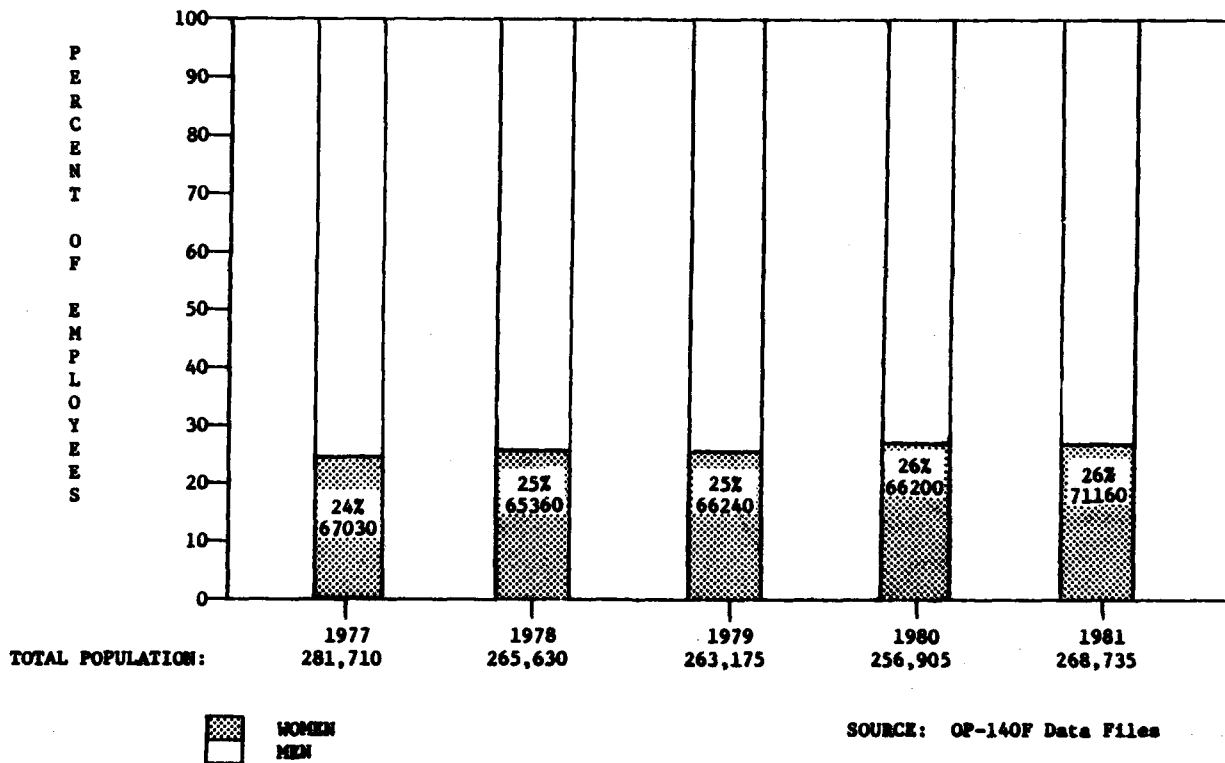
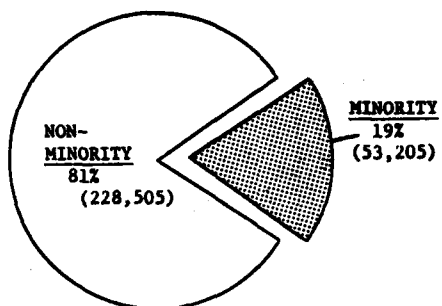


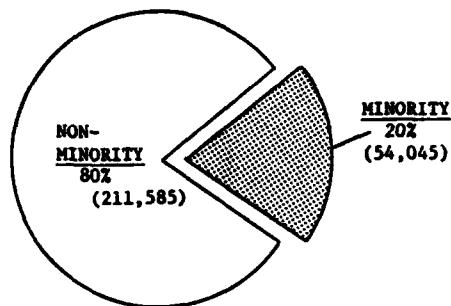
CHART 6 - MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYMENT  
 TOTAL GENERAL SCHEDULE AND FEDERAL WAGE SYSTEM (WD, WG, WL, WN, WS, WT)

MINORITY

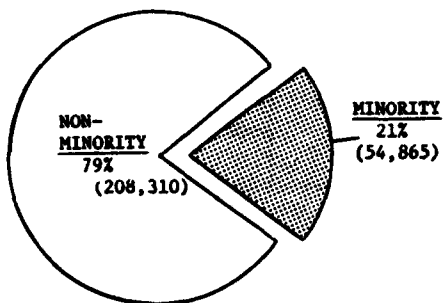
(Figures have been rounded for clarity)



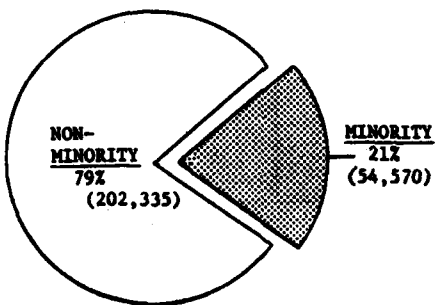
1977 TOTAL POPULATION - 281,710



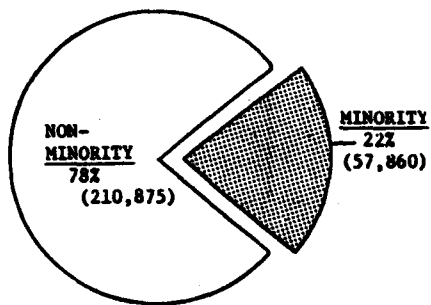
1978 TOTAL POPULATION - 265,630



1979 TOTAL POPULATION - 263,175



1980 TOTAL POPULATION - 256,905



1981 TOTAL POPULATION - 268,735

SOURCE: OP-140F Data Files

CHART 7 - GENERAL SCHEDULE MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYEES

MEN/WOMEN

(Figures have been rounded for clarity)

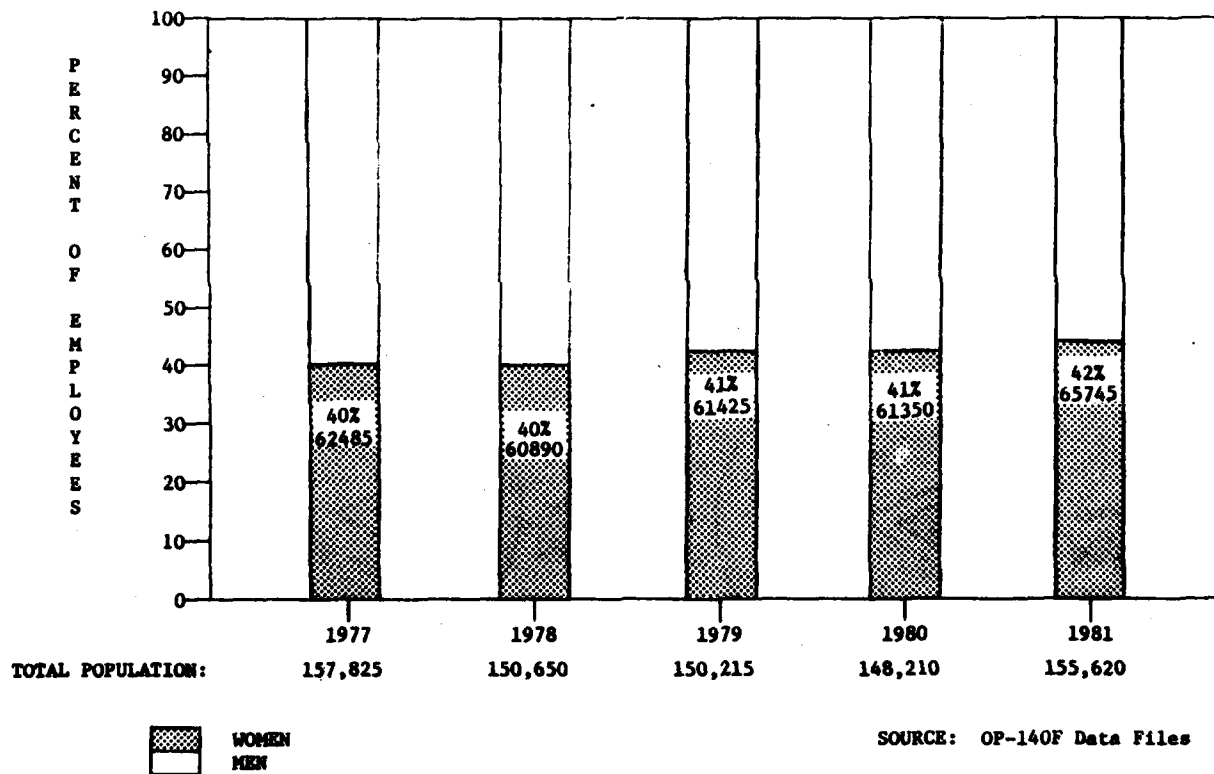
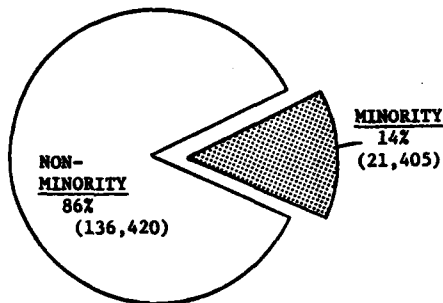


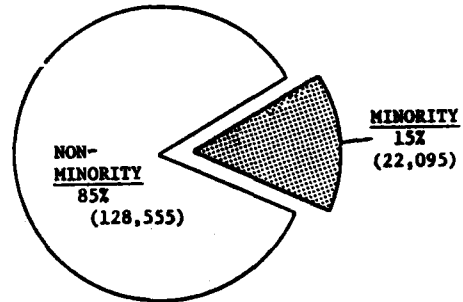
CHART 8 - GENERAL SCHEDULE MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYMENT

MINORITY

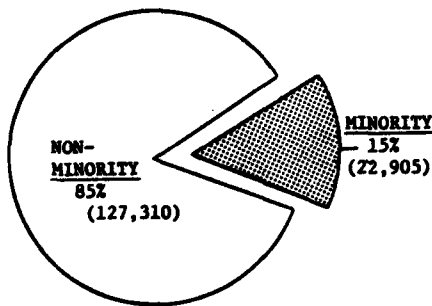
(Figures have been rounded for clarity)



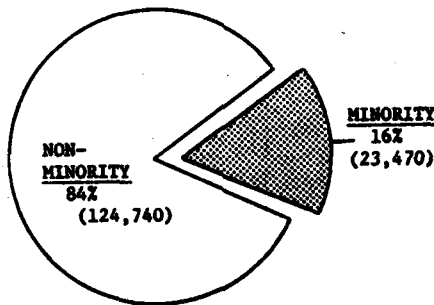
1977 TOTAL POPULATION - 157,825



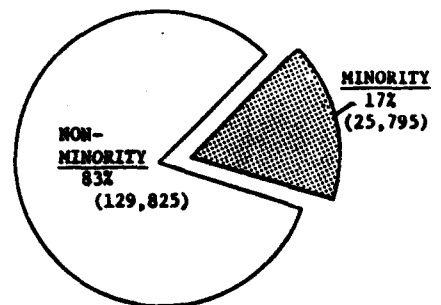
1978 TOTAL POPULATION - 150,650



1979 TOTAL POPULATION - 150,215



1980 TOTAL POPULATION - 148,210



1981 TOTAL POPULATION - 155,620

SOURCE: OP-140F Data Files



CHART 9 - FEDERAL WAGE SYSTEM (WD, WG, WL, WN, WS, WT)  
 MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYMENT

MEN/WOMEN

(Figures have been rounded for clarity)

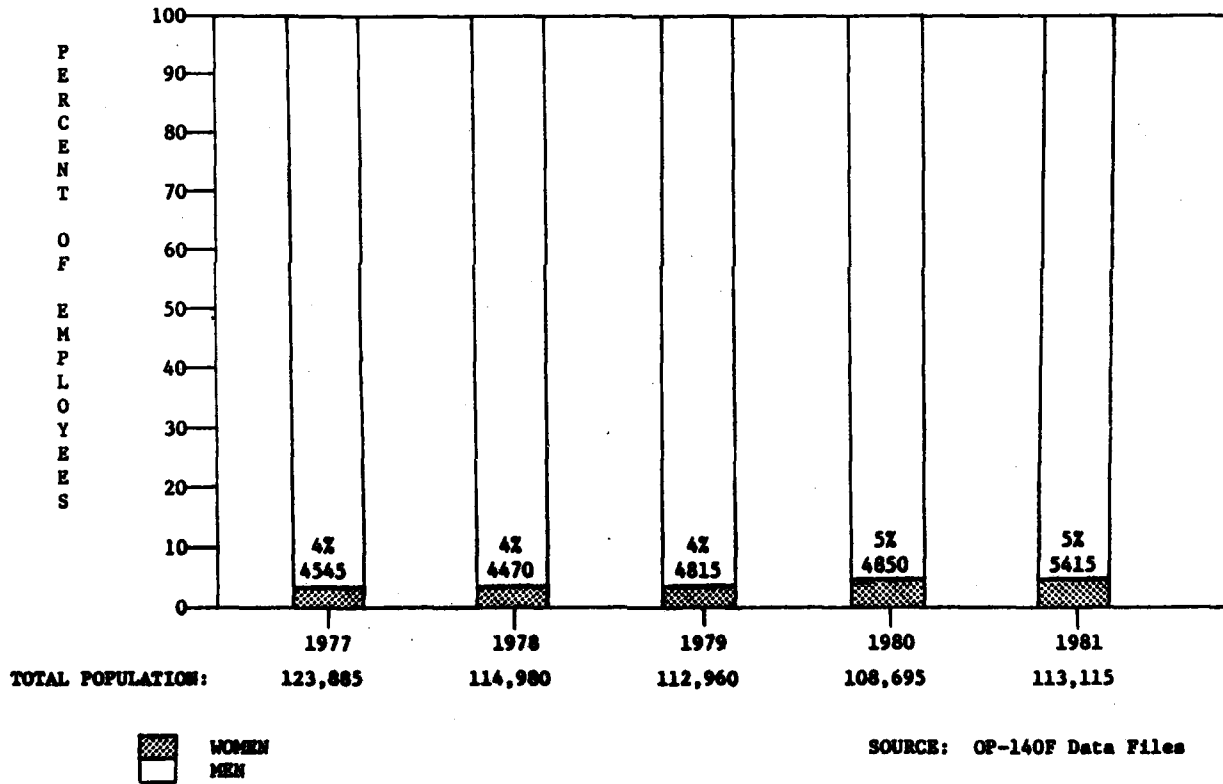
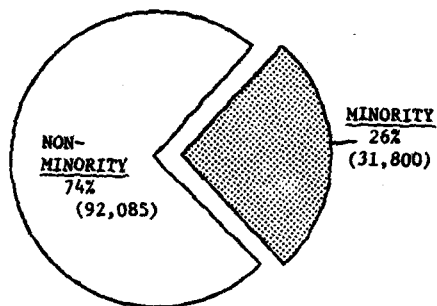
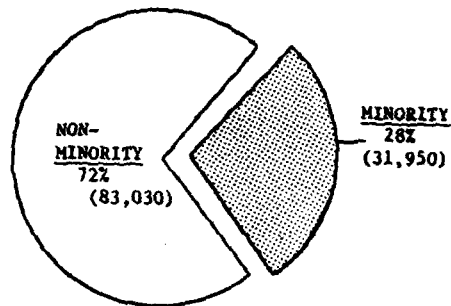


CHART 10 - FEDERAL WAGE SYSTEM (WD, WG, WL, WN, WS, WT) MINORITY CENSUS TRENDS - FULL-TIME CIVILIAN EMPLOYMENT  
MINORITY

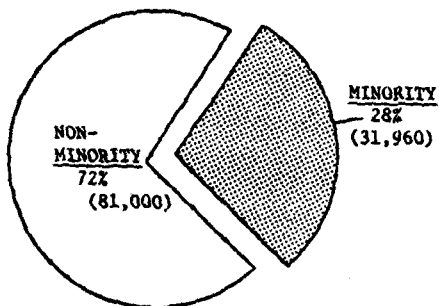
(Figures have been rounded for clarity)



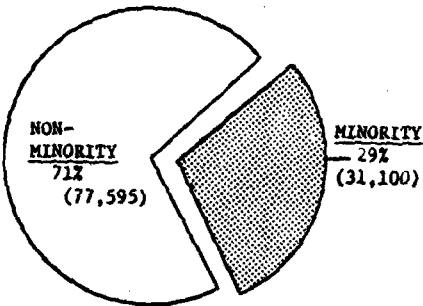
1977 TOTAL POPULATION - 123,885



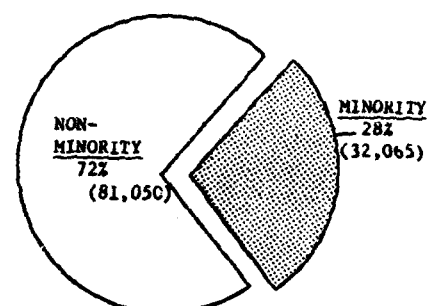
1978 TOTAL POPULATION - 114,980



1979 TOTAL POPULATION - 112,960



1980 TOTAL POPULATION - 108,695



1981 TOTAL POPULATION - 113,115

SOURCE: OP-140F Data Files

CHART 11 - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
TOTAL ALL PAY PLANS - 30 SEPTEMBER 1981

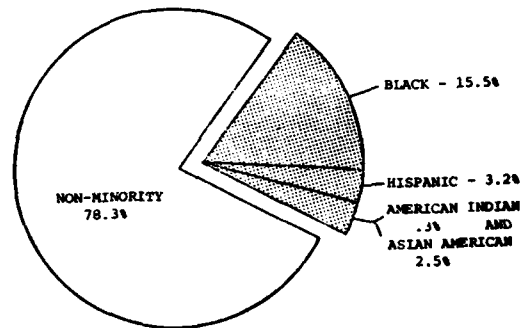
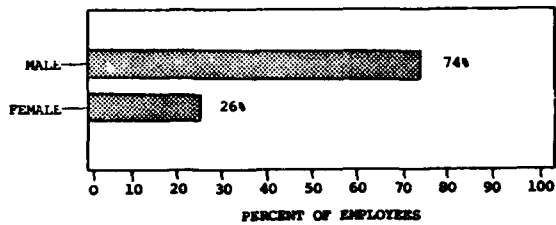


TABLE 11 - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
TOTAL ALL PAY PLANS - 30 SEPTEMBER 1981

PAY PLAN	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	278454	206615 74.2	71839 25.8	43220 15.5	29790 10.7	13430 4.8	9024 3.2	7271 2.6	1753 .6	901 .3	656 .2	245 .09	7136 2.5	5673 2.0	1463 .5	60281 21.6	43390 15.5	16891 6.0
GS	159616	89876 57.7	65742 42.2	18026 11.5	6849 4.4	11177 7.1	3603 2.3	2065 1.3	1538 .9	446 .2	231 .1	215 .1	3717 2.3	2396 1.5	1321 .8	25792 16.5	11541 7.4	14251 9.1
WS	113115	107702 95.2	5413 4.8	23769 21.0	21627 19.1	2142 1.9	4852 4.3	4656 4.1	196 .2	424 .4	395 .3	29 0	3018 2.7	2888 2.6	130 .1	32063 28.3	29566 26.1	2497 2.2
WS NOT CFWS	6291	5989 95.2	302 4.8	1367 21.7	1274 20.2	93 1.4	523 8.3	516 8.2	7 .1	16 .2	16 .2		321 5.1	318 5.0	3 0	2227 35.4	2124 33.7	103 1.6
OTHER PAY PLANS	3430	3048 88.8	382 11.1	58 1.6	40 1.1	18 .5	46 1.3	34 .9	12 .3	15 .4	14 .4	1 0	80 2.3	71 2.0	9 .2	199 5.8	156 4.6	40 1.1

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

SOURCE: OP-140F Data Files

CHART 11A - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - GS OR SIMILAR - 30 SEPTEMBER 1981

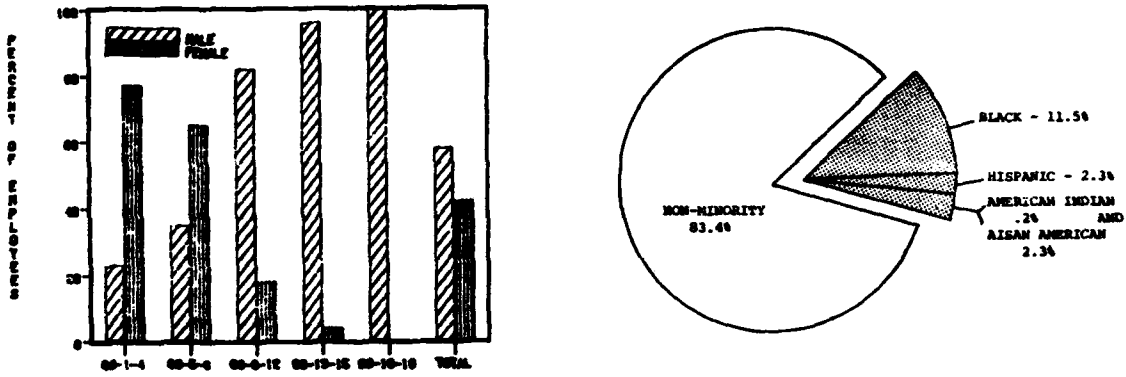


TABLE 11A - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - GS OR SIMILAR - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	155618	57.7	42.3	18026	6845	11177	3603	2065	1538	446	231	215	3717	2396	1321	25792	11549	14251
1	103	32.0	67.9	39.8	11.6	28.1	4.8	.9	3.8	1.9	0	1.9	1.9	.9	.9	48.5	13.5	34.9
2	1709	28.7	71.2	31.7	9.3	22.4	3.9	1.1	2.7	.7	.2	.4	2.5	.9	1.5	38.9	11.7	27.2
3	10485	18.9	81.0	23.2	5.5	17.6	3.1	.7	2.2	.4	.4	.4	2.5	.6	1.9	29.3	7.0	22.2
4	18649	24.0	75.9	17.7	4.7	13.0	3.3	1.3	2.0	.3	.1	.2	2.5	1.0	1.4	24.0	7.3	16.7
5	22238	30.5	69.4	16.1	4.8	11.3	2.8	1.0	1.7	.5	.1	.2	2.4	1.0	1.4	21.7	7.0	14.7
6	8918	25.5	74.4	17.4	3.9	13.5	2.0	.7	1.2	.2	.1	.1	2.2	1.0	1.1	21.9	5.8	16.1
7	12388	45.9	54.0	13.5	5.3	7.9	2.5	1.4	1.0	.2	.1	.1	2.5	1.6	.9	18.7	8.5	10.1

TABLE 11A - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
GS OR SIMILAR - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
8		1329	1243	395	159	236	39	21	18	6	3	3	43	21	22	483	204	279
	2572	51.6	48.3	15.3	6.1	9.1	1.5	.8	.7	.2	.1	.1	1.6	.8	.8	18.7	7.9	10.8
9		10545	5081	1588	902	686	464	347	117	34	17	17	437	273	164	2923	1539	984
	15626	67.4	32.5	10.1	5.7	4.3	2.9	2.2	.7	.1	.1	.1	2.8	1.7	1.0	16.1	9.8	6.3
10		1867	164	146	117	29	59	56	3	10	9	1	27	23	4	242	205	37
	2031	91.9	8.0	7.1	5.7	1.4	2.9	2.7	.1	.4	.4		1.3	1.1	.2	11.9	10.0	1.8
11		16727	3492	1275	797	478	450	380	70	54	46	8	490	435	55	2269	1638	611
	20219	82.7	17.2	6.3	3.9	2.3	2.2	1.8	.3	.2	.2		2.4	2.1	.2	11.2	8.2	3.0
12		21418	2316	1018	732	286	315	299	16	56	48	8	576	546	30	1965	1625	340
	23734	90.2	9.7	4.2	3.0	1.2	1.3	1.2		.2	.2		2.4	2.3	.1	8.2	6.8	1.4
13		9722	524	325	278	47	93	89	4	13	13		206	193	13	637	573	64
	10248	94.8	5.1	3.1	2.7	.4	.9	.8		.1	.1	0	2.0	1.8	.1	6.2	5.5	.6
14		4585	147	109	96	13	27	26	1	9	9		58	57	1	203	188	15
	4732	96.8	3.1	2.3	2.0	.2	.5	.5		.1	.1	0	1.2	1.2		4.2	3.9	.3
15		1915	43	35	30	5	10	10		5	5		26	26		76	71	5
	1956	97.8	2.2	1.7	1.5	.2	.5	.5	0	.2	.2	0	1.3	1.3	0	3.8	3.6	.2
16		12																
	12	100.0																

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: OP-140F Data Files

CHART 11B - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WG-REGULAR NON-SUPERVISOR SCHEDULE - 30 SEPTEMBER 1981

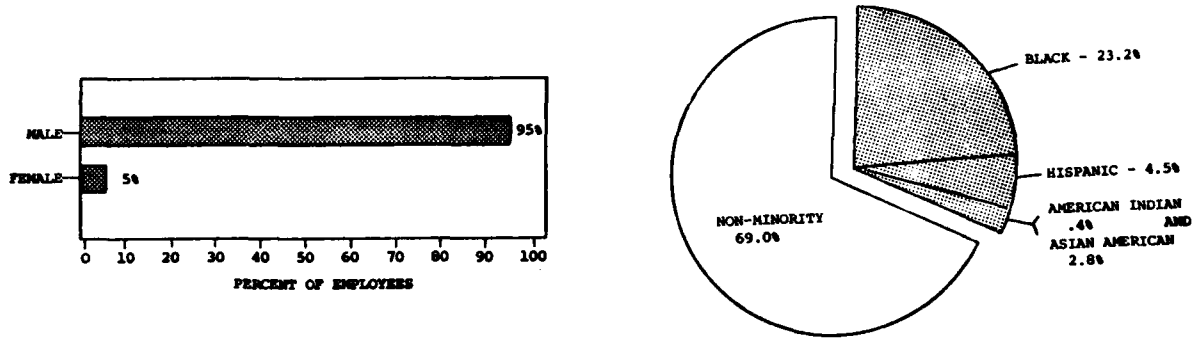


TABLE 11B - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WG-REGULAR NON-SUPERVISOR SCHEDULE - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	88590	84136	4454	20573	18680	1893	4003	3832	171	360	335	25	2549	2441	108	27485	25288	2197
		94.9	5.0	23.2	21.0	2.1	4.5	4.3	.1	.4	.3		2.8	2.7	.1	31	28.5	2.4
		397	169	245	146	99	17	13	4	2	2		32	26	6	296	187	109
WG-1	526	67.8	32.1	46.5	27.7	18.8	3.2	2.4	.7	.3	.3	0	6.0	4.9	1.1	56.2	35.5	20.7
		2004	656	1404	975	429	190	147	43	13	9	4	140	106	34	1747	1237	510
WG-2	2660	75.3	24.6	52.7	36.6	16.1	7.1	5.5	1.6	.4	.3	.1	5.2	3.9	1.2	65.6	46.5	19.1
		1239	190	576	475	101	72	65	7	7	6	1	57	49	8	712	595	117
WG-3	1425	86.7	13.3	40.3	33.2	7.0	5.0	4.5	.4	.4	.4	0	3.9	3.4	.5	49.8	41.6	8.1
		1043	283	663	500	163	70	56	14	6	5	1	60	55	5	799	616	183
WG-4	1326	78.6	21.3	50.0	37.7	12.2	5.2	4.2	1.0	.4	.3	0	4.5	4.1	.3	60.2	46.4	13.8
		9577	1057	3863	3493	370	592	559	33	39	33	6	435	421	14	4929	4508	423
WG-5	10634	90.0	9.9	36.3	32.6	3.4	5.5	5.2	.3	.3	.3	0	4.0	3.9	.1	46.3	42.3	3.9
		4243	446	2094	1834	220	284	274	10	34	30	4	124	123	1	2496	2261	235
WG-6	4689	90.4	9.5	43.8	39.1	4.6	6.1	5.8	.2	.7	.6	0	2.6	2.6	0	53.2	48.2	5.0
		3721	283	1529	1424	105	201	193	8	17	15	2	106	96	10	1893	1728	125
WG-7	4004	92.9	7.0	38.1	35.5	2.6	5.0	4.8	.2	.4	.3	0	2.6	2.4	.2	46.2	43.1	3.1

TABLE 11B - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
 WG-REGULAR NON-SUPERVISOR SCHEDULE - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
WG-8	12305	94.9	660	3190	2965	225	656	626	30	59	55	4	393	337	16	4298	3983	275
	12965	94.9	5.0	24.6	22.8	1.7	5.0	4.8	.2	.4	.4	0	2.7	2.6	.1	32.8	30.7	2.1
WG-9	6331	97.5	157	1404	1357	47	372	370	2	27	26	1	122	119	3	1925	1872	93
	6488	97.5	2.4	21.6	20.9	.7	5.7	5.7	0	.4	.4	0	1.8	1.8	0	29.6	28.8	.8
WG-10	32354	98.7	398	4634	4526	108	1207	1191	16	102	100	2	850	842	8	6793	6659	134
	32752	98.7	1.2	14.1	13.8	.3	3.6	3.6	0	.3	.3	0	2.6	2.5	0	20.7	20.3	.4
WG-11	6943	98.2	122	756	733	23	237	234	3	38	38	0	167	165	2	1198	1170	28
	7065	98.2	1.7	10.7	10.3	.3	3.3	3.3	0	.5	.5	0	2.3	2.3	0	16.9	16.5	.4
WG-12	1835	98.9	19	137	136	1	59	58	1	5	5	0	60	59	1	261	256	3
	1854	98.9	1.0	7.3	7.3	0	3.1	3.1	0	.2	.2	0	3.2	3.1	0	14.0	13.9	.1
WG-13	1650	99.4	10	88	87	1	26	26	0	9	9	0	32	32	0	195	194	1
	1660	99.4	.6	5.3	5.2	0	1.5	1.5	0	.5	.5	0	1.9	1.9	0	9.3	9.2	0
WG-14	511	99.2	4	30	29	1	20	20	0	2	2	0	10	10	0	62	61	1
	515	99.2	.7	5.8	5.6	.1	3.8	3.8	0	.3	.3	0	1.9	1.9	0	12.0	11.8	.1
WG-15	23	100.0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0
	23	100.0	0	0	0	0	0	0	0	0	0	0	4.3	4.3	0	4.3	4.3	0

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: OP-140F Data Files

CHART 11C - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WL-WORKING LEADER - 30 SEPTEMBER 1981

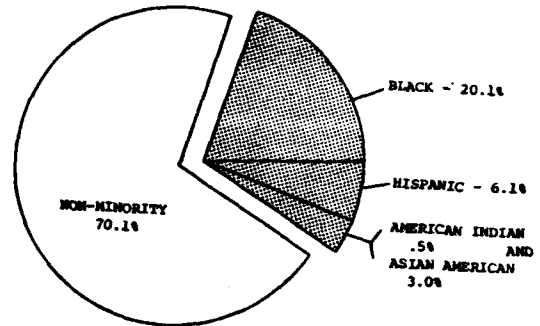
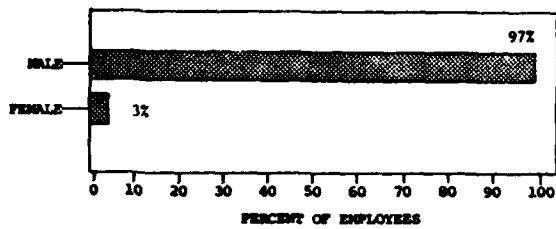


TABLE 11C - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WL-WORKING LEADER - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	2784	2703	81	960	916	44	172	168	4	14	11	3	84	83	1	630	778	52
		97.0	2.9	20.1	18.5	1.5	6.1	6.0	.1	.5	.4	.1	3.0	2.9	0	29.8	27.9	1.8
ML-1	6	3	3	4	1	3							2	1	1	6	2	4
		37.5	62.5	50.0	12.5	37.5							25.0	12.5	12.5	75.0	25.0	50.0
ML-2	118	81	37	70	90	20	4	2	2	2		2	12	12		88	64	24
		72.9	27.0	63.0	45.6	18.0	3.6	1.8	1.8	1.8		1.8	10.8	10.8		79.2	57.6	21.6
ML-3	27	23	4	13	11	2	3	2	1	1						17	14	3
		85.1	14.8	48.1	40.7	7.4	11.1	7.4	3.7	3.7						62.9	51.6	11.1
ML-4	48	43	5	26	22	4	2	2					1	1		29	25	4
		89.5	10.4	54.1	45.8	8.3	4.1	4.1					2.0	2.0		60.4	52.0	8.3
ML-5	308	298	10	119	115	4	33	33		1		1	23	23		176	171	5
		96.4	3.5	38.5	37.2	1.2	10.6	10.6		.3		.3	7.4	7.4		96.9	95.3	1.6
ML-6	134	134	0	93	90	3	14	14		1		1	2	2		70	67	3
		99.7	0.2	37.8	35.7	2.1	10.0	10.0		.7		.7	1.4	1.4		50.0	47.8	2.1
ML-7	109	109	0	41	41	0	8	8		2		2	4	4		59	59	0
		100.0	0.0	37.6	37.6	0.0	7.3	7.3		1.8		1.8	3.6	3.6		50.4	50.4	0.0



TABLE 11C - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
 WL-WORKING LEADER - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
WL-8	228	217	9	34.0	31.6	2.2	6.1	5.7	.4				2.6	2.6		42.9	40.2	2.6
		207	5	33	31	2	15	15					6	6		54	52	2
WL-9	212	97.6	2.3	15.5	14.6	9.0	7.0	7.0					2.6	2.6		25.4	24.5	.9
		1246	6	110	109	1	63	63		7	7		21	21		201	200	
WL-10	1252	99.5	.4	8.7	8.7	0	5.0	5.0		.5	.5		1.6	1.6		16.0	15.5	
		203		10	10		11	11					5	5		26	26	
WL-11	203	100.0		4.9	4.9		5.4	5.4					2.4	2.4		12.6	12.6	
		33		1	1		4	4					1	1		6	6	
WL-12	53	100.0		1.8	1.8		7.5	7.5					1.6	1.6		11.5	11.5	
		69		3	3											5	5	
WL-13	69	100.0		4.3	4.3											4.3	4.3	
		16					1	1								1	1	
WL-14	16	100.0					6.2	6.2								6.2	6.2	
		1											1	1		1	1	
WL-15	1	100.0											100.0	100.0		100.0	100.0	

Population total exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: GP-140F Data Files

CHART 11D - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WS-WAGE SUPERVISOR - 30 SEPTEMBER 1981

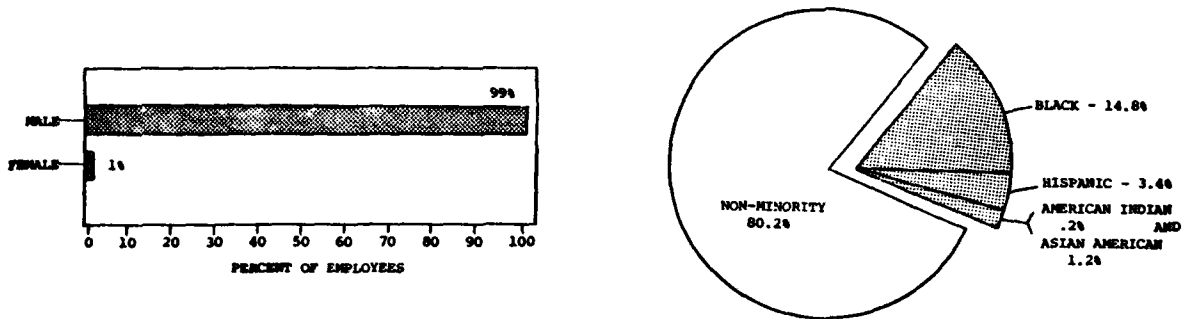


TABLE 11D - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WS-WAGE SUPERVISORS - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	9334	9228	106	1340	1331	9	318	317	1	27	27		114	114		1849	1789	60
		98.8	1.1	14.8	14.2	.6	3.4	3.4	0	.2	.2		1.2	1.2		19.8	19.8	.6
WS-1	32	23	9	29	20	9	1	1					1	1		31	22	9
		71.8	28.1	90.6	62.5	28.1	3.1	3.1					3.1	3.1		96.8	68.7	28.1
WS-2	52	42	10	39	30	9	1	1					1	1		41	32	9
		80.7	19.2	75.0	57.6	17.3	1.9	1.9					1.9	1.9		78.8	61.5	17.3
WS-3	53	48	5	23	20	3	1	1					2	2		26	23	3
		90.5	9.4	43.4	37.7	5.6	1.8	1.8					3.7	3.7		49.0	43.4	5.6
WS-4	188	162	26	86	71	15	6	5	1				3	3		95	79	16
		86.1	13.8	49.7	37.7	7.9	3.1	2.6	.5				1.6	1.6		50.5	42.0	8.5
WS-5	276	267	9	104	100	4	20	20		3	3		3	3		130	126	4
		96.7	3.2	37.6	36.2	1.4	7.2	7.2		1.0	1.0		1.0	1.0		47.1	45.6	1.4
WS-6	417	407	10	167	164	3	23	23		1	1		7	7		198	192	6
		97.6	2.4	40.0	39.3	.7	5.5	5.5		.2	.2		1.6	1.6		47.4	46.7	.7
WS-7	332	332	0	121	118	3	20	20		2	2		10	10		153	150	3
		97.9	2.0	39.6	34.8	.8	5.9	5.9		.5	.5		2.9	2.9		45.1	44.2	.8

TABLE 11D - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
 WS-WAGE SUPERVISORS - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
WS-8	424	419	5	132	129	3	15	15					6	6		153	150	3
		98.8	1.1	31.1	30.4	.7	3.5	3.5					1.4	1.4		36.0	35.3	.7
WS-9	675	668	7	102	98	4	30	30					12	12		144	140	4
		98.9	1.0	15.1	14.5	.5	4.4	4.4					1.7	1.7		21.3	20.7	.5
WS-10	3955	3942	13	374	369	5	118	118		12	12		43	43		547	542	5
		99.6	.3	9.4	9.3	.1	2.9	2.9		.3	.3		1.0	1.0		13.8	13.7	.1
WS-11	730	727	3	62	61	1	25	25		6	6		7	7		100	99	1
		99.5	.4	8.4	8.3	.1	3.4	3.4		.8	.8		.9	.9		13.7	13.5	.1
WS-12	452	452		38	38		21	21		1	1		9	9		69	69	
		100.0		8.4	8.4		4.6	4.6		.2	.2		1.9	1.9		15.2	15.2	
WS-13	1037	1037		66	66		19	19		1	1		4	4		90	90	
		100.0		6.3	6.3		1.8	1.8		.1	.1		.3	.3		8.6	8.6	
WS-14	465	464	1	34	34		12	12		1	1		4	4		51	51	
		99.7	.2	7.3	7.3		2.5	2.5		.2	.2		.8	.8		10.9	10.9	
WS-15	181	180	1	11	11		4	4					1	1		16	16	
		99.4	.5	6.0	6.0		2.2	2.2					.5	.5		8.8	8.8	
WS-16	47	47		2	2		2	2					1	1		5	5	
		100.0		4.2	4.2		4.2	4.2					2.1	2.1		10.6	10.6	
WS-17	11	11																

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: OP-140F Data Files

CHART 11E - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WD-PRODUCTION FACILITATING NON-SUPERVISORS - 30 SEPTEMBER 1981

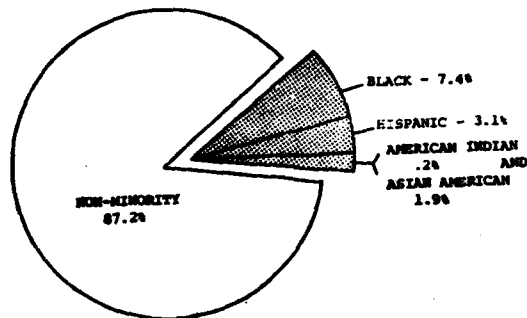
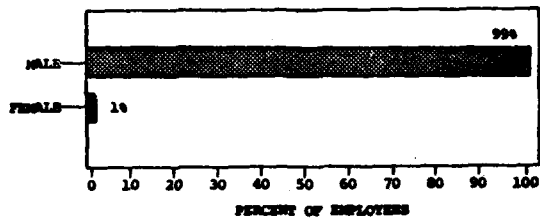


TABLE 11E - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WD-PRODUCTION FACILITATING NON-SUPERVISORS - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	5784	99.4	.5	7.4	7.2	.2	3.1	3.1		.2	.2		1.9	1.9		12.7	12.5	.2
WD-1	13	84.6	15.3	30.4	30.7	7.6	23.0	23.0								61.5	53.8	7.6
WD-2	19	89.4	10.5	10.5	5.2	5.2										10.5	5.2	5.2
WD-3	14	85.7	14.2	14.2	14.2								7.1	7.1		21.4	21.4	
WD-4	180	99.3	.6	7.5	7.5		2.5	2.5					.6	.6		10.6	10.6	
WD-5	492	99.3	.6	6.1	6.1		4.6	4.6					1.9	1.9		13.0	13.0	
WD-6	1059	99.0	.9	7.5	7.1	.3	4.2	4.2					1.9	1.9		14.0	13.6	.3
WD-7	200	98.5	1.5	9.0	9.0		3.5	3.5					1.5	1.5		14.0	14.0	

TABLE 11E - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
 WD-PRODUCTION FACILITATING NON-SUPERVISORS - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
WD-8	3843	3832	11	283	277	6	101	101		10	10		80	80		474	468	6
		99.7	.2	7.3	7.2	.1	2.6	2.6		.2	.2		2.0	2.0		12.3	12.1	.1
WD-9	11	11																
		100.0																
WD-10	13	13																
		100.0																

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: OP-140F Data Files

CHART 11F - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WN-PRODUCTION FACILITATING SUPERVISORS - 30 SEPTEMBER 1981

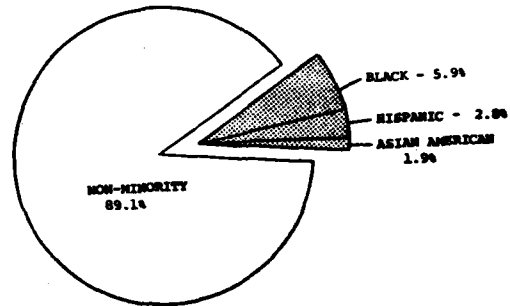
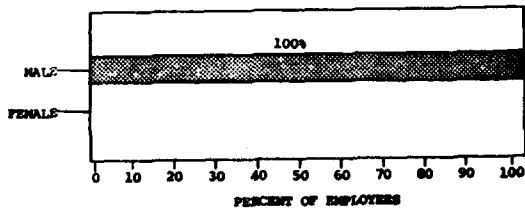


TABLE 11F - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WN-PRODUCTION FACILITATING SUPERVISORS - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	553	100.0	0	5.9	5.9	0	2.8	2.8	0	0	0	0	1.9	1.9	0	10.6	10.6	0
WN-1	1	100.0																
WN-2																		
WN-3																		
WN-4	58	100.0		5.1	5.1								1.7	1.7		6.9	6.9	
WN-5	7	100.0																
WN-6	4	100.0																
WN-7	473	100.0		6.1	6.1		3.3	3.3					2.1	2.1		11.6	11.6	
WN-8	10	100.0		10.0	10.0											10.0	10.0	

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

Source: OP-140F Data Files

CHART 11G - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WT-APPRENTICE/SHOP TRAINEE - 30 SEPTEMBER 1981

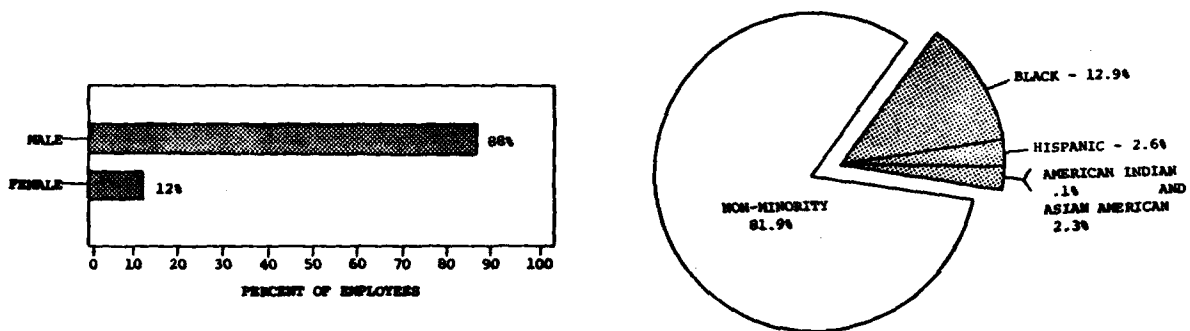


TABLE 11G - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT - WT-APPRENTICE/SHOP TRAINEE - 30 SEPTEMBER 1981

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	6070	5332	738	783	649	134	162	142	20	9	8	1	145	124	21	1099	923	176
		341	97	78	57	21	20	23	3	1	1		23	20	3	18.1	15.2	2.9
WT-1	438	77.8	22.1	17.8	13.0	4.7	4.5	3.6	.9	.9	.9		2.7	1.8	.9	26.0	19.4	6.6
		1251	171	210	180	30	35	31	4	1	1		47	42	5	293	294	39
WT-2	1422	87.9	12.0	14.7	12.6	2.1	2.4	2.1	.2				3.3	2.9	.3	20.6	17.8	2.7
		391	78	49	33	16	23	22	2				16	14	2	78	98	20
WT-3	469	83.3	16.6	10.4	7.0	3.4	2.7	2.3	.4				3.4	2.9	.4	16.6	12.3	4.2
		999	134	145	120	25	30	26	4		1	1	23	20	3	199	167	32
WT-4	1333	88.1	11.8	12.8	10.5	2.2	2.6	2.2	.3				2.0	1.7	.2	17.5	14.7	2.8
		282	37	48	41	7	11	11					9	7	2	68	99	9
WT-5	319	88.4	11.6	15.0	12.8	2.1	3.4	3.4					2.8	2.1	.6	21.3	18.9	2.8
		602	86	85	75	10	19	15	4	1		1	17	14	3	122	104	18
WT-6	688	87.5	12.5	12.3	10.9	1.4	2.7	2.1	.5	.1		.1	2.4	2.0	.4	17.7	15.1	2.6
		384	48	51	41	10	8	6	2				7	6	1	66	53	13
WT-7	432	88.8	11.1	11.8	9.4	2.3	1.8	1.3	.4				1.6	1.3	.2	15.2	12.2	3.0

TABLE 11G - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
 WT-APPRENTICE/SHOP TRAINEE - 30 SEPTEMBER 1981 (Continued)

GRADE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
WT-8	1079	1001	78	113	99	14	25	25		2	2		13	12	1	193	198	15
		92.7	7.2	10.4	9.1	1.3	2.3	2.3		.1	.1		1.2	1.1		14.1	12.7	1.3
WT-9	4	100.0																
		47	6	2	1	1							1	1		3	2	1
WT-10	53	88.6	11.3	3.7	1.8	1.8							1.8	1.8		5.6	3.7	1.8
		10	3				1	1								1	1	
WT-11	13	76.9	23.0				7.6	7.6								7.6	7.6	
		10	3				1	1								1	1	
WT-12	13	76.9	23.0				7.6	7.6								7.6	7.6	
		13		1	1											1	1	
WT-13	13	100.0		7.6	7.6											7.6	7.6	
		2																
WT-14	2	100.0																
		1																
WT-15	1	100.0																
		1																
WT-16	1	100.0																
		1																
WT-17	3	100.0		1	1											1	1	
				33.3	33.3											33.3	33.3	

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

SOURCE: OP-140F Data Files



CHART 11H - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WAGE SYSTEM NOT COORDINATED FEDERAL WAGE SYSTEM (CFWS) - 30 SEPTEMBER 1981

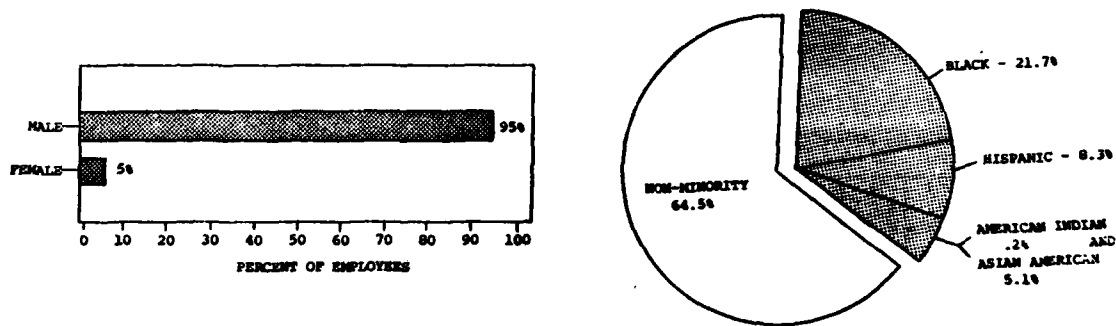


TABLE 11H - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WAGE SYSTEM NOT COORDINATED FEDERAL WAGE SYSTEM (CFWS) - 30 SEPTEMBER 1981

SALARY RANGE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	6291	5989	302	1367	1274	93	523	516	7	16	16		321	318	3	2227	2124	103
Less Than \$5,000 (2.40 HR)	1	100.0																
\$5,000-5,499 (2.41-2.64)	229	100.0		16	16		4	4		2	2		3	3		25	25	
\$5,500-5,999 (2.65-2.88)	1	100.0																
\$6,000-6,499 (2.89-3.12)	0																	
\$6,500-6,999 (3.13-3.36)	0																	
\$7,000-7,999 (3.37-3.84)	0																	
\$8,000-8,999 (3.85-4.32)	2	100.0					1	1								1	1	
							50.0	50.0								50.0	50.0	

TABLE 11H - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
WAGE SYSTEM NOT COORDINATED FEDERAL WAGE SYSTEM (CFWS) - 30 SEPTEMBER 1981 (Continued)

SALARY RANGE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
\$9,000-9,999 (4.33-4.80)	18	100.0		6	6		4	4							10	10		
\$10,000-11,999 (4.81-5.76)	662	96.9	3.0	22.3	21.7	.6	26.8	26.4	.4				1.9	1.8	.1	55.5	55.5	
\$12,000-13,999 (5.77-6.73)	1221	98.6	1.3	26.8	26.2	.5	9.8	9.8		.4	.4		9.3	9.3		567	560	7
\$14,000-15,999 (6.74-7.69)	774	95.2	4.7	28.9	27.5	1.4	9.8	9.6	.1				26	26		326	314	12
\$16,000-17,999 (7.70-8.65)	865	89.9	10.0	27.9	23.9	4.0	4.8	4.7	.1	.4	.4		6.2	6.2		342	306	36
\$18,000-19,999 (8.66-9.61)	817	90.7	9.3	25.2	22.8	2.3	4.0	3.9	.1	.1	.1		30	48	2	290	268	22
\$20,000-21,999 (9.62-10.57)	624	92.1	7.8	15.7	13.4	2.2	3.3	3.2	.1	.1	.1		6.1	3.8	.2	35.5	32.8	2.6
\$22,000-23,999 (10.58-11.54)	426	98.1	1.8	10.5	10.0	.4	3.9	3.9					3.2	3.2		17.8	14.4	3.4
\$24,000-25,999 (11.55-12.49)	176	98.3	1.7	11.3	11.3		2	2		3	3		6	6		31	31	
\$26,000-27,999 (12.50-13.46)	160	98.1	1.8	9.3	8.7	.6	6.2	6.2					4	4		29	28	1
\$28,000-29,999 (13.47-14.42)	94	96.8	3.1	10.6	10.6		7.4	7.4					8	8		25	25	
\$30,000 and over (14.43 HR)	221	100.0		9	9		8	8					9	9		26	26	
				4.0	4.0		3.6	3.6					4.0	4.0		11.7	11.7	

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

SOURCE: OP-140F Data Files

CHART 111 - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
OTHER PAY PLANS - 30 SEPTEMBER 1981

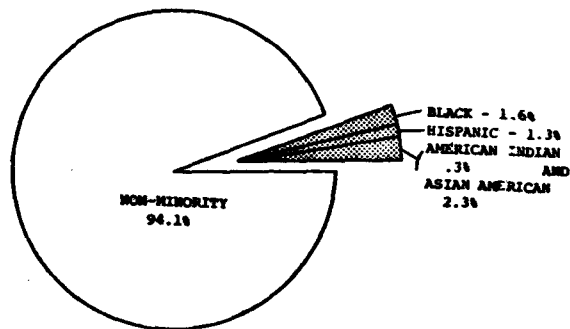
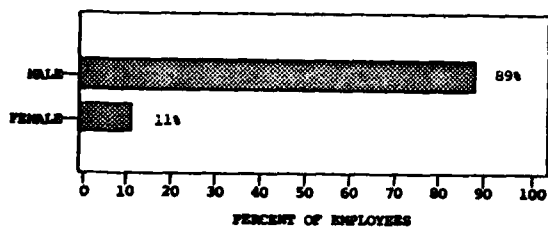


TABLE 111 - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
OTHER PAY PLANS - 30 SEPTEMBER 1981

SALARY RANGE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL	3430	3048	382	58	40	18	46	34	12	15	14	1	80	71	9	199	159	40
\$5,000-5,499 (2.41-2.64)	307	302	5	1.6	1.1	.5	1.3	.9	.3	.4	.4	0	2.3	2.0	.2	5.8	4.6	1.1
\$5,500-5,999 (2.65-2.88)	0												.7	.3	.3	4.1	3.7	.3
\$6,000-6,499 (2.89-3.12)	6		6	1		1										1		1
\$6,500-6,999 (3.13-3.36)	11	1	10	1		1	1		1			1	1		3	1	2	
\$7,000-7,999 (3.37-3.64)	16	1	15	2		2							2.0	2.0		27.2	2.0	18.1
\$8,000-8,999 (3.65-4.32)	10	2	8	2	1	1	3		3						5	1	4	
\$9,000-9,999 (4.33-4.60)	5	1	4	1		1	1		1						2		2	
		20.0	80.0	20.0		20.0	20.0		20.0						40.0		40.0	

TABLE III - MINORITY CENSUS - FULL-TIME CIVILIAN EMPLOYMENT  
OTHER PAY PLANS - 30 SEPTEMBER 1981 (Continued)

SALARY RANGE	TOTAL EMPLOYEES			BLACK			HISPANIC			AMERICAN INDIAN			ASIAN AMERICAN			TOTAL MINORITY		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
\$10,000-11,999 (4.81-5.76)	10	4	6	3	1	2	2	1	1							9	2	3
\$12,000-13,999 (5.77-6.73)	23	7	16				1		1	1		1			2	20.0	30.0	
\$14,000-15,999 (6.74-7.69)	41	18	23	4	2	2	2	2				2		2	8	4	4	
\$16,000-17,999 (7.70-8.65)	56	20	36	2	1	1									2	1	1	
\$18,000-19,999 (8.66-9.61)	85	54	31	2	1	1	3	1	2			1	1		6	3	3	
\$20,000-21,999 (9.62-10.57)	146	99	47	4	1	3						6	4	2	10	5	5	
\$22,000-23,999 (10.58-11.54)	149	123	26	6	4	2	3	2	1	1	1	3	3		13	10	3	
\$24,000-25,999 (11.55-12.49)	214	188	26	1	1		4	4		1	1	4	3	1	10	9	1	
\$26,000-27,999 (12.50-13.46)	318	287	31	3	3		6	5	1	1	1	8	7	1	18	16	2	
\$28,000-29,999 (13.47-14.42)	414	363	51	6	5	1	8	7	1	4	4	8	7	1	26	23	3	
\$30,000 and over (14.43 HR)	1419	1378	41	9	9		9	9		4	4	43	43		69	65		

Population totals exclude employees in Guam, Hawaii, and some in Puerto Rico because they are not subject to minority reporting requirements.

SOURCE: GP-140F Data Files

**TABLE 12 - NAVY MILITARY PERSONNEL BY BUREAU, OFFICE OR COMMAND  
30 SEPTEMBER 1981**

(Figures have been rounded for clarity)

<u>BUREAU/OFFICE/COMMAND</u>	<u>NAVY MILITARY</u>
TOTAL	108,045
Immediate Office of the Secretary	60
Navy Department Staff Offices	155
Navy Department Field Offices	270
Office of Naval Research	25
Chief of Naval Operations	4,710
Bureau of Medicine & Surgery	21,200
Naval Military Personnel Command	7,880
Chief of Naval Material	235
Director of Laboratory Programs	975
Naval Air Systems Command	2,545
Naval Electronic Systems Command	190
Naval Facilities Engineering Command	770
Naval Sea Systems Command	3,495
Naval Supply Systems Command	1,510
Special Projects Office	675
Commander in Chief, U.S. Atlantic Fleet	16,150
Commander in Chief, U.S. Pacific Fleet	19,765
Commander in Chief, U.S. Forces Europe	2,085
Chief of Naval Education and Training	12,060
Naval Telecommunications Command	3,435
Naval Intelligence Command	255
Naval Oceanography Command	760
Naval Security Group Command	3,260
Chief of Naval Reserve	4,720
Military Sealift Command	170
Marine Corps	690

NOTE: Includes military personnel only at those activities which employ civilians.

SOURCE: OP-140F Data Files

**NOTE ON TABLE 13**

**Data for Table 13, Full-Time Civilian Employees and Navy Military Personnel by Command and Activity, were not available to include in this PONSE issuance.**

## GLOSSARY

- TERRITORIES** - Canal Zone; Puerto Rico, Guam; Midway Island; and Trust Territories of Pacific Islands
- FOREIGN COUNTRIES** - Outside both the United States and the territories.
- GENERAL SCHEDULE** - All employees currently on board in General Schedule positions and employees performing duties similar to employees in this category; consultants and experts; academic staff at the Naval Academy, Naval War College, and Postgraduate School; and the Secretary of the Navy and his assistants.
- FEDERAL WAGE SYSTEM** - All employees other than General Schedule currently on board.
- OTHER THAN FULL TIME** - Regularly appointed employees who perform services on an irregular or occasional basis where the hours or days of work are not based on a prearranged schedule and compensation is paid only for the time actually rendered, and those who perform services on a regular schedule when the hours or days of work are less than the prescribed hours or days of work for full-time employees in the same group or class.
- DIRECT HIRE** - Employees that are directly on Navy payrolls. Includes full-time permanent, full-time temporary, part-time, and intermittent employees.
- INDIRECT HIRE** - Foreign Nationals under Master Labor Contracts. They are employees of the agency of their own government. The U.S. Government has a contract or agreement with the Foreign Government which hires and pays the employees.