

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level.		Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Grade or Pay Level
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
ML	1	6	100							2	33.3			4	66.7											6
	2	7	100							3	42.9			4	57.1											7
	3	14	100							1	7.1			13	92.9											14
	4	85	100			1	1.2			51	60.0			33	38.8											85
	5	10	100							6	60.0			4	40.0											10
	6	11	100							4	36.4			7	63.6											11
	7	73	100							42	57.5			31	42.5											73
	8	30	100			1	3.3			13	43.3			16	53.3											30
	9	16	100							7	43.8			9	56.3											16
	10	81	99	1	1	36	43.9			14	17.1			28	35.4	1	1.2	2	2.4			1	1.2			82
	11	6	100			3	50.0							3	50.0											6
	12	2	100							1	50.0			1	50.0											2
	13	1	100			1	100																			1
TOTAL		342	99.7	1	0.3	42	12.2			144	42.0			153	44.6	1	0.3	2	0.6			1	0.3			343

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		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
MS	2	5	100			2	40.0	3	60.0					5
	3	1	100					1	100	1	100			1
	4	10	100			7	70.0	2	20.0					10
	5	40	100			19	47.5	21	52.5					40
	6	5	100			3	60.0	2	40.0					5
	7	7	100			2	28.6	5	71.4					7
	8	9	100			6	66.7	3	33.3					9
	9	27	100	2	7.4	20	74.1	5	18.5					27
	10	80	100	42	52.5	14	17.5	16	20.0	5	6.3	3	3.8	80
	11	35	100	24	68.6	5	14.3	5	14.3	1	2.9			35
	12	13	100	6	46.2	2	15.4	2	15.4			3	23.1	13
	13	37	100	33	89.2	1	2.7	2	5.4			1	2.7	37
	14	12	100	11	91.7	1	8.3							12
	15	14	100	13	92.9			1	5.1					14
	16	1	100	1	100.0									1
	18	1	100	1	100.0									1
TOTAL		297	100	133	44.8	82	27.6	68	22.9	7	2.4	7	2.4	297

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Grade or Pay Level:		Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Grade or Pay Level				
		Male		Female		Male		Female		Male		Female			Male		Female	
MX	1	1	100.0					1	100.0									1
	5	1	100.0					1	100.0									1
	9	19					15	78.9										19
TOTAL		21	100			15	71.4	4	19.0			2	9.5					21

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level:		Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Grade or Pay Level
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
MX	1	1	100.0			1	100.0							1
	5	1	100.0			1	100.0							1
	9	19		15	78.9	2	10.5	2	10.5					19
TOTAL		21	100	15	71.4	4	19.0	2	9.5					21

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

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Grade or Pay Level:		Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Grade or Pay Level				
		Male		Female		Male		Female		Male		Female			Male		Female	
NE	13	1	100.0							1	100.0							1
	14	1	100.0			1	100.0											1
	15	1	100.0			1	100.0											1
TOTAL		3	100			2	66.7			1	33.3							3

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level		Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Grade or Pay Level
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
NM	1	5	29.4	12	70.6			5	29.4	2	11.8	2	11.8	3	17.7	5	29.4									17
	2	40	55.6	32	44.4	1	1.4	2	2.8	19	26.4	16	22.2	20	27.8	14	19.4									72
	3	163	59.7	110	40.3	5	1.9	17	6.2	112	41.0	51	18.7	46	16.6	41	15.0	1	0.4	1	0.3					273
	4	158	62.0	97	38.0	26	10.2	27	10.6	77	30.2	22	8.6	54	21.2	45	17.6	1	0.5	3	1.1					255
	5	26	48.2	28	151.8	3	5.3	14	25.9	11	18.5	5	9.3	12	22.2	8	14.8			1	1.8					54
	6	57	33.7	112	66.3	3	1.8	39	23.1	27	15.9	17	10.1	24	14.2	52	30.8	3	1.8	4	2.3					169
	7	98	52.4	89	47.6	25	13.4	44	23.5	43	23.0	9	4.8	29	15.6	33	17.6	1	0.5	3	1.6					187
	8	54	62.8	32	37.2	23	27.2	18	20.9	14	16.3	17	19.7	12	14.0											86
	9	115	66.5	58	33.5	62	35.8	28	16.2	16	9.2	1	0.6	34	19.6	24	13.9	1	1.2	5	2.8	1	0.6			173
	10	67	87.0	10	13.0	43	55.8	7	9.1	9	11.7			13	16.9	3	3.9	1	1.3			1	1.3			77
	11	169	82.0	37	18.0	100	48.5	17	8.3	9	4.4			48	23.3	15	7.3	12	5.9	5	2.4					206
	12	154	85.6	26	14.4	114	63.3	18	10.0	4	2.2			31	17.2	5	2.8	4	2.3	3	1.6	1	0.6			180
	13	84	93.4	6	6.6	68	76.6	4	4.4			1	1.1	16	17.8	1	1.1									90
	14	34	100.0			31	91.2							3	8.8											34
	15	17	100.0			17	100.0																			17
TOTAL		1241	65.7	649	34.3	521	27.6	240	12.7	343	18.1	126	6.7	350	18.5	258	13.7	24	1.3	25	1.3	3	0.2			1890

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level:	Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
NX 3			1	100			1	100																1	
4	143	72.6	54	27.4	19	9.6	12	6.1	74	37.6	17	8.6	48	24.3	22	11.2	2	1.0	3	1.5				197	
5	119	66.6	60	33.5	9	5.1	21	11.7	81	45.3	12	6.7	26	14.5	24	13.4	3	1.6	3	1.7				179	
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FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level:		Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Grade or Pay Level
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
PB	7	11	91.7	1	8.3	6	50.0			3	25.0			2	16.7	1	8.3								12	
	8	15	100			12	80.0			1	6.7			1	6.7			1	6.7						15	
	10	13	100			12	92.3			1	7.7														13	
TOTAL		39	97.5	1	2.5	30	75			4	10.0			4	10.0	1	2.5	1	2.5						40	

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level		Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed Grade or Pay Level
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
PL	1	131	92.9	10	7.1	74	52.5	5	3.5	22	15.6	3	2.1	34	24.1	2	1.4	1	0.7					141		
	2	1	100			1	100																	1		
	3	17	100			9	52.9			1	5.9			7	41.2									17		
	4	33	100			27	81.8			2	6.1			4	12.1									33		
	5	16	100			15	93.8							1	0.3									16		
	7	6	100			6	100																	6		
TOTAL		204	95.3	10	4.7	132	61.7	5	2.3	25	11.7	3	1.4	46	21.5	2	0.9	1	0.5					214		

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Grade or Pay Level:		Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Grade or Pay Level
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
PO	3	1		1	100			1	100																	1
	10	8	88.9	1	11.1	4	41.5	1	11.1	2	22.2			2	22.2			2	22.2							9
	12	2	100			1	50.0			1	50.0															2
	13	1	100											1	100											1
	15	1	100											1	100											1
	18	1	100											1	100											1
TOTAL		13	86.7	2	13.3	5	33.3	2	13.3	3	20.1			5	33.3											15

FIGURE 4: Agency Work Force Profile by Grade/Pay Level

Grade or Pay Level:		Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Grade or Pay Level
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SX	3	1	100	1	100									1
	4	1	100	1	100									1
	8	2	100	1	50.0	1	50.0							
	9	18	100	5	27.8	4	22.2	8	44.4			1	5.6	18
TOTAL		22		8	36.4	5	22.7	8	36.4			1	4.5	22

MD-702

Figure 5 12/7/79

FIGURE 5
AGENCY WORKFORCE PROFILE BY OCCUPATIONAL SERIES
AGENCY WORKFORCE: 8,475

SOURCE: QC PR 068; 12/7/79

TABLE 1. Army Post Force Profile by Occupational Group

Occupational Group		Total		White		Black		Hispanic		Asian American/ Pacific Islander		Alaska Native		Total		Employed in Service											
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female												
00070	13	100	3	23.1	6	46.2	4	30.8						33	12	1											
00180	10	83.4	2	16.6			2	16.7	1	8.3				12	1	1											
00290	1	100			1	100								1	1	1											
00300	1	100			1	100								1	1	1											
00600	3	100	2	66.7			1	33.3						3	134	3											
00810	134	100			101	75.4	23	17.2						214	240	6											
00850	235	97.9	5	2.1	87	36.2	4	1.7	76	31.7	1	0.4		240	6	6											
00900	5	83.3	1	16.7			1	16.7	1	16.7				6	1	1											
01108	1	100			1	100								1	2	2											
01320	1	50.0					1	50.0						2	6	6											
01600	2	33.3	4	66.7			2	33.3	2	33.3				6	3	3											
01880	2	66.7	1	33.3			2	66.7						3	9	9											
01890	6	66.7	3	33.1	1	11.1	2	22.5	5	55.6				15	48	12											
02030	11	73.3	4	26.7			2	13.3						15	48	12											
02030	9	18.7	39	81.3	2	4.2	1	10.4	5	10.4	33	68.8		48	12	12											
02120	3	25.0	9	45.0			1	8.3			2	16.7		12	12	12											
02210	7	58.3	5	41.7							1	8.3		12	12	12											
Page TOTAL		648	804.5	86	11.5	267	33.7	16	2.2	224	30.8	15	2.0	175	23.9	50	6.8	1	10.1	3	0.4	1	0.1	1	0.1	1	0.1

FIGURE 5: Agency Work Force Profile by Occupational Series

Occupational Series	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total / Employer Series								
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female									
02230	1	50.0	1	50.0	1	50.0			1	50.0			2								
02300	5	71.4	2	28.6	4	57.1			1	14.3	2	28.6	7								
02330	2	100			2	100							2								
02350	3	100					1	33.3	2	66.7			3								
03010	218	60.9	140	39.1	58	16.2	77	21.5	118	32.9	25	7.0	38	10.6	36	10.1	4	1.1	2	0.6	358
03020	17	89.5	2	10.6					9	47.3	1	5.3	8	42.1	1	5.3					19
03050	14	51.9	13	48.1			5	18.5	13	48.2	4	14.8	1	3.7	4	14.8					27
03120	1	1.8	54	97.2	1	1.8	22	40.0			5	9.1			23	41.8			4	7.3	55
03130	2	100			2	100															2
03160			1	100											1	100					1
03180			52	100			27	51.9			2	3.8			23	44.2					52
03220	24	16.3	123	83.7			40	27.2	11	7.5	19	12.9	12	8.2	60	40.8	1	1.7	4	2.7	147
03300	1	100			1	100															1
03320	14	93.3	1	6.7					11	73.3	1	6.7	3	20.0							15
03340	19	65.5	10	34.5	14	48.3	2	6.9			3	10.4	7	24.1	2	6.9	1	3.4			29
03350	11	45.8	13	54.2	1	4.2	2	8.3	6	25.0	7	29.2	4	16.6	4	16.7					24
03400	10	100			10	100															10
03410	4	36.4	7	63.6	4	36.4	6	54.5					1	9.1							11
Page TOTAL	366	45.2	419	54.8	98	12.8	181	23.7	169	22.1	64	8.4	72	9.4	163	21.3	7	0.9	11	1.4	765

FIGURE 5: Agency Work Force Profile by Occupational Series

	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
03420	2	66.7	1	33.3	2	66.7	1	33.3					3
03430	24	80.0	6	20.0	19	63.3	5	16.7	4	13.4	1	3.3	30
03440	5	33.3	10	66.7			8	53.3	2	13.3	3	20.0	15
03450	2	50.0	2	50.0	2	50.0	1	25.0			1	25.0	4
03500	6	50.0	6	50.0			2	16.6	5	41.7	4	33.4	12
03510	1	33.3	2	66.7			1	33.3	1	33.3			3
03560	2	6.6	28	94.4			1	3.3	2	6.6	17	56.7	30
03570	2	40.0	3	60.0			2	40.0			1	20.0	5
03820	2	20.0	8	80.0	2	20.0			4	40.0			10
03910	2	100			2	100							2
03920	10	76.9	3	23.1	1	7.7			9	69.2	2	15.4	13
03930	2	100			2	100							2
03940			1	100					1	100			1
04010	3	100			1	33.3			1	33.3			3
04013	1	100							1	100			1
04040	14	100					5	35.7	8	57.1			14
04145	1	100			1	100							1
04710	1	100							1	100			1
Page TOTALS	80	53.3	70	46.7	32	21.3	18	12.0	23	15.3	30	20.0	150

FIGURE 5: Agency Work Force Profile by Occupational Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total / Employed in Series
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
05010	24	68.6	11	31.4	4	11.4	2	5.7	9	25.7	1	2.9	7	20.0	6	17.1	4	11.4	2	5.7					35
05040	2	50	2	50			1	250	2	50									1	25.0					4
05050	2	100			2	100																			2
05100	47	74.6	16	25.4	33	52.3	3	4.8	2	3.2	1	1.6	7	11.1	6	9.5	5	8.0	6	9.5					63
05200	2	100											2	100											2
05250	23	58.9	16	41.1	2	5.2	7	17.9	11	28.2	3	7.7	10	25.6	6	15.4									39
05300	2	40.0	3	60.0					1	20.0			1	20.0	2	40.0			1	20.0					5
05400			7	100			1	14.3			2	28.6			3	42.9			1	14.3					7
05440	21	43.7	27	56.3	1	2.1	6	17.5	6	12.5	7	14.6	12	25.0	11	22.9	2	4.1	3	6.3					48
05600	15	34.9	28	65.1	9	20.9	19	44.2	3	6.9	2	4.7	2	3.6	7	16.3	1	2.3							43
05900	37	90.2	4	9.8	1	2.5	1	2.4	30	73.2	1	2.4	6	14.6	2	4.9									41
06027	2	100			1	50.0							1	50.0											2
06029	1	100			1	100																			1
06107			8	100			8	100																	8
06700	2	100			2	100																			2
06880	1	100			1	100																			1
06907	2	100			2	100																			2
06980	7	100			4	57.1			1	14.3			2	28.6											7
Grand TOTALS	190	60.8	122	39.1	63	20.1	48	15.3	65	20.8	17	5.4	50	16	43	13.7	12	3.8	14	4.4					312

Figure 5: Agency Workforce Profile by Occupation

Agency	Total		White		Black		Hispanic		Asian American / Native Hawaiian / Other Pacific Islander		Total		Employed in Service
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
06990	1	100					1	100					1
07016	1	100	1	100									1
07019	1	100	1	100									1
08010	7	100	4	57.1			3	42.9					7
08011	6	100			1	16.7	5	83.3					6
08012	3	100	3	100									3
08013	2	100	2	100									2
08014	19	100	8	42.1	2	10.5	9	47.4					19
08015	3	100	2	66.7			1	33.3					3
08019	14	100	13	92.9			1	7.1					14
08020	21	95.5	1	4.5	1	4.5	9	41.0	1	4.5	1	4.5	22
08081	7	100	2	28.6			4	57.1					7
08090	9	100	6	66.7	2	22.2	1	11.1					9
08100	3	100	1	33.3					1	33.3			3
08101	9	90.0	1	10.0	3	30.0	6	60.0	1	10.0			10
08102	3	100					2	66.7			1	33.3	3
08105	7	100	3	42.9			4	57.1					7
08106	1	100					1	100					1
Grand Totals	117	198.3	2	1.7	59	49.5	7	5.9	1		47	139.5	119

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total / Employed in Series
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
08170	48	98.0	1	2.0	4	8.2			11	22.5	1	2.0	32	65.3			1	2.0						49	
08180	5	100							1	20.0			4	80.0										5	
08194	6	100			2	33.3			1	16.7			1	16.7			2	33.3						6	
08300	1	100			1	100																		1	
08301	6	100			5	83.3							1	16.7										6	
08304	4	100			1	25.0			1	25.0			2	50.0										4	
08305	2	100			1	50.0							1	50.0										2	
08501	7	100			2	28.6							4	57.1			1	14.3						7	
08504	1	100			1	100																		1	
08509	2	100			2	100																		2	
08550	1	100											1	100										1	
08551	1	100											1	100										1	
08554	3	100			2	66.7							1	33.3										3	
08560	25	96.2	1	3.8	17	65.4	1	3.8	2	7.7			5	19.2			1	3.8						26	
08710	1	100			1	100																		1	
08960	1	100											1	100										1	
08968	6	100			3	50.0			1	16.7			2	33.3										6	
08969	1	100			1	100																		1	
Page TOTALS	121	98.4	2	1.6	43	35.0	1	0.8	17	13.8	1	0.8	56	45.5			5	4.1						123	

FIGURE 5: Agency Work Force Profile by Occupational Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series
	Male		Female		Male		Female		Male		Female		Male		Female		Male	Female	Male	Female	
09040			1	100											1	100					1
09050	10	90.9	1	9.1	10	90.9					1	9.1									11
09450	2	50.0	2	50.0			2	50.0					2	50.0							4
09860			2	100			2	100													2
09900	7	43.8	9	56.2	5	31.3	4	25.0	2	12.5					4	25			1	6.3	16
10010	3	100			1	33.3			1	33.3			1	33.3							3
10200	3	100			1	33.3							2	66.7							3
10210	1	100							1	100											1
10450			5	100							1	20.0			4	80.0					5
10470	1	50.0	1	50.0									1	50.0	1	50.0					2
10600	11	100			4	36.4			2	18.2			5	45.5							11
10710	4	100			3	75.0			1	25.0											4
10810	2	100			2	100															2
10820	1	25.0	3	75.0	1	25.0	3	75.0													4
10830	2	100			2	100															2
10840	1	100			1	100															1
11010	9	81.8	2	18.2	8	81.8	1	9.1					1	9.1					1	9.1	11
11020	10	55.6	8	44.4	8	44.5	6	33.3	1	5.6			1	5.6	2	11.1					18
Grand TOTALS	67	66.3	34	33.7	46	45.5	18	17.8	8	7.9	2	2.0	13	12.9	12	11.9			2	2.0	101

FIGURE 5: Agency Work Force Profile by Occupational Series

Occupational Series	Total		White				Black				Hispanic				Asian American/Pacific Islander		American Indian/Alaska Native		Total # Employed in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
11040	8	88.9	1	11.1	4	44.4	1	11.1	4	44.4									9
11050	6	75.0	2	5.0	1	12.5			2	25.0	2	25.0	3	37.5					8
11060	5	55.6	4	44.4			2	22.2	5	55.6	2	22.2							9
11070	1	50.0	1	50.0					1	50.0	1	50.0							2
11700	1	100									1	100							1
11730	4	30.8	9	69.2	3	23.0	4	30.3	1	7.7	1	7.7		4	30.8				3
11760	4	100			3	75.0					1	25.0							4
13019	2	100			1	50.0					1	50.0							2
13155	7	100			4	57.1					3	42.9							7
13159	2	100			2	100													2
13160	3	100			2	66.7					1	33.3							3
13205	7	100			2	28.6					5	71.4							7
13405	1	100			1	100													1
13410	3	60.0	2	40.0					2	40.0	1	20.0	1	20.0	1	20.0			5
13505			2	100			1	50.0					1	50.0					2
13705	1	100			1	100													1
13710	5	100							5	100									5
13725	2	100			1	50.0					1	50.0							2
	62	74.7	21	25.3	25	30.1	8	9.6	20	24.1	7	8.4	17	20.5	6	7.2			82

FIGURE 5: Agency Work Force Profile by Occupational Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series	
	Male		Female		Male		Female		Male		Female		Male		Female		Male	Female				
14100			6	100			5	83.3									1	16.7			6	
14110	7	35.0	13	65.0			3	15.0	3	15.0	7	35.0	4	20.0	3	15.0					20	
14210	6	85.7	1	14.3					4	57.1			2	28.6	1	14.3					7	
15310			1	100											1	100					1	
16010	11	100			5	45.5							5	45.5					1	9.1	11	
16400	3	100			3	100															3	
16540	1	100			1	100															1	
16670	2	100			1	50.0			1	50.0											2	
16700	2	100			2	100															2	
17020	3	100			2	66.7			1	33.3											3	
17100	1	14.3	6	85.7	1	14.3	4	57.1			1	14.3			1	14.3					7	
17120	13	86.7	2	13.3	6	40.0							7	46.7	2	13.3					15	
18980	23	100			17	73.9			1	4.3			5	21.7							23	
18990	30	100			29	96.7							1	3.3							30	
19600	1	100											1	100							1	
20010	2	100			1	50.0							1	50.0							2	
20030	2	100			2	100															2	
20050	50	75.8	16	24.2	1	1.6	3	4.5	39	59.1	7	10.6	10	15.1	6	9.1					66	
20100	13	92.9	1	7.1	8	57.2	1	7.1	5	35.7											14	
Page TOTALS	170	78.7	46	21.2	79	36.5	16	7.4	54	25.0	15	6.9	36	16.6	14	6.4		1	0.4	1	0.4	216

Figure 37 Agency Work Force Profile by Occupational Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Series
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
20300	9	100			4	44.4			4	44.4			1	11.1										9	
20500	1	100			1	100																		1	
21010	36	85.7	6	14.3	29	69.0	6	14.3	3	7.1			4	9.5										42	
21300	3	75.0	1	25.0	1	25.0	1	25.0					2	50.0										4	
21310	4	57.1	3	42.9	1	14.3			1	14.3	1	14.3			2	28.6				1	14.3			7	
21320			1	100			1	100																1	
21330			5	100			3	60.0							2	40.0								5	
21340	2	50.0	2	50.0	1	25.0			1	25.0	1	25.0	1	25.0										4	
21500	12	100			11	91.7							1	8.3										12	
21510	36	97.3	1	2.7					17	73.0	1	2.7	9	24.3										37	
21610	3	60.0	2	40.0	1	20.0	2	40.0	1	20.0						1	20.0							5	
25020	36	94.7	2	5.3	15	35.5	1	2.6	10	26.3			11	29.0	1	2.6								38	
25040	3	100							1	33.3			2	66.7										3	
26140	13	86.7	2	13.3	9	60.0	2	13.3	3	20.0			1	6.7										15	
28010	1	100			1	100																		1	
28020	1	100			1	100																		1	
28050	255	97.0	8	3.0	43	16.4	3	1.1	76	28.9	4	1.5	132	50.2	1	0.4	3	1.1			1	0.4		263	
28060	1	100							1	100														1	
28100	78	100			13	16.7			35	44.9			29	37.2			1	1.3						78	
28510	2	100			2	100																		2	
Page TOTALS	496	93.7	33	6.3	133	25.2	19	3.6	163	30.8	7	1.3	194	36.7	6	1.1	5	1.0			2	0.3			529

Principal Fund
Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander		American Indian/ Alaska Native		Total Employed in Series	
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
28540	19	95.0	1	5.0	3	15.0			11	55.0			3	15.0	1	5.0	2	10.0			20	
31050	2	100							1	50.0			1	50.0							2	
31060	2	100							2	100											2	
32020	1	100											1	100							1	
32030	2	100											2	100							2	
33590	23	95.8	1	4.2	8	33.3			5	20.8			8	33.3	1	4.2	1	4.2		1	4.2	24
34010	42	100			13	31.0			6	14.3			22	52.4			1	2.4			42	
34100	2	100			1	50.0			1	50.0											2	
34140	200	99.1	2	0.9	72	31.0			58	25.0			99	42.6	2	0.9	1	0.4			232	
34160	2	100			2	100															2	
34170	5	100			1	20.0			2	40.0			2	40.0							5	
34310	10	100							8	80.0			2	20.0							10	
34530	1	100											1	100							1	
35020	375	96.2	15	3.8	1	0.3	1	0.3	102	26.1	8	2.1	270	69.3	6	1.5	2	0.5			390	
35430	21	100			3	14.3			7	33.3			11	52.4							21	
35660	105	84.7	19	15.3					41	33.0	12	9.7	64	51.7	7	5.6					124	
36020	71	100			1	1.4			11	15.5			57	80.3			2	2.8			71	
36030	10	100											10	100							10	
PAGE TOTALS	923	96.0	38	4.0	105	10.9	1	0.1	255	26.5	20	2.1	553	57.5	17	1.8	9	0.9		1	0.1	961

Grade	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total Employees in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
16050	11	100			5	45.5	6	54.5					11
16060	21	100			8	38.1	13	61.9					21
16530	8	100					8	100					8
17020	1	100			1	100							1
17030	126	100	3	2.4	49	38.9	69	54.8	3	2.4	2	1.6	126
17050	5	100			4	80.0	1	20.0					5
17090	1	100			1	100							1
17150	1	100	1	100									1
18010	3	100	2	66.7	1	33.3							3
18060	33	100	2	6.1	19	57.6	11	33.3	1	3.0			33
18070	17	100	3	17.6	4	23.5	10	58.8					17
18080	19	100	6	31.6	9	47.4	4	21.1					19
18090	8	100			4	50.0	4	50.0					8
18100	2	100			2	100							2
18150	1	100			1	100							1
18200	24	100	6	25.0	10	41.7	8	33.3					24
18500	2	100					2	100					2
51020	128	100	1	0.8	38	29.7	88	68.8	1	0.8			128
PAGE TOTALS	411	100	24	5.8	156	38.0	224	54.5	5	1.2	2	0.5	411

Additional Series	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							
41040	4	100			3	75.0	1	25.0					4						
42030	4	100			1	25.0	3	75.0					4						
42040	28	100	4	14.3	12	42.9	12	42.9					28						
42060	52	100	4	7.7	18	34.6	27	51.9	2	3.8	1	1.9	52						
42510	3	100	2	66.7			1	33.3					3						
44020	9	64.3	5	35.7	6	42.8	2	14.3	3	21.5	3	21.4	14						
44030	8	100			6	75.0	2	25.0					8						
44050	1	100					1	100					1						
44060	2	100					2	100					2						
44070	1	100					1	100					1						
44100	1	100					1	100					1						
44140	2	100					2	100					2						
44170	7	100			4	57.1	3	42.9					7						
44260	3	100	1	33.3	1	33.3	1	33.3					3						
44410	1	100					1	100					1						
44510	1	100			1	100							1						
45040	9	100			1	11.1	8	88.9					9						
46010	1	100							1	100			1						
Page TOTALS	137	96.0	5	4.0	11	7.7	53	37.4	2	1.4	69	48.6	3	2.1	3	2.1	1	0.7	142

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Employment Series	Total		White				Black				Hispanic				Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series	
	Male	Female	Male		Female		Male		Female		Male		Female		Male	Female	Male	Female		
46050	9	100			1	11.2			4	44.4			4	44.4						9
46060	6	100			2	33.3			3	50.0			1	16.7						6
46070	111	100			4	3.6			50	45.0			56	50.5	1	0.9				111
46130	1	100											1	100						1
46190	1	100			1	100														1
46390	4	100							2	50.0			2	50.0						4
47010	2	100			2	100														2
47030	6	100			3	50.0			1	16.7			2	33.3						6
47040	8	100			6	75.0			2	25.0										8
47250	20	100			2	10.0			13	65.0			5	25.0						20
47400	2	100			1	50.0									1	50.0				2
47420	2	100											2	100						2
47490	35	100			2	5.7			5	14.3			28	80.0						35
48040	1	100											1	100						1
48060	3	100							1	33.3			2	66.7						3
48070	1	100											1	100						1
48120	2	100							2	100										2
48460	2	100											2	100						2
Page TOTALS	216	100			24	11.1			83	38.4			107	49.6	2	0.9				216

Job Code	Total		White				Black				Hispanic				Pacific Islander				Total Employed in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
50030	23	100					5	21.7			18	78.3							23
50040	1	100					1	100											1
50260	95	100					36	37.9			59	62.1							95
50420	14	100					1	7.1			13	92.9							14
52010	1	100	1	100															1
52060	5	100					5	100											5
52100	41	100	2	4.9			6	14.6			33	80.5							41
52200	13	100	1	7.7			10	76.9			1	7.7	1	7.7					13
53060	54	100	18	33.3			16	29.6			19	35.2	1	1.9					54
53090	2	100					2	100											2
53230	22	100					8	36.4			14	63.6							22
53520	48	100	12	25.0			15	31.3			20	41.7	1	2.1					48
54010	15	93.7	1	6.3	7	43.8	3	18.8			4	25	1	6.3	1	6.3			16
54020	14	100	2	14.3			8	57.1			4	28.6							14
54070	21	100	18	85.7			1	4.8			1	4.8	1	4.8					21
54080	1	100					1	100											1
54090	15	100	10	66.7			3	20.0			2	13.3							15
54110	1	100					1	100											1
Page TOTAL	386	99.7	1	0.3	71	18.3	122	31.5			188	48.6	1	0.3	5	1.3			387

TABLE 1. Employment by race and sex, 1980

Employment Series	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
54130	9	100	1	11.1	3	33.3	5	55.6					9
54150	6	100	1	16.7	4	66.7	1	16.7					6
54230	8	100	1	12.5	4	50.0	3	37.5					8
54258	1	100			1	100							1
54260	100	100	58	58.0	15	15.0	26	26.0	1	1.0			100
54510	7	100	6	85.7			1	14.3					7
54620	3	100					3	100					3
55640	3	100	2	66.7	1	33.3							3
57010	118		23	19.5	40	33.9	55	46.6					118
57030	177	100	8	4.5	86	48.6	82	46.3	1	0.6			177
57040	11	100			3	27.3	8	72.7					11
57050	36	100			11	30.6	25	69.4					36
57160	13	100	1	7.7	3	23.1	9	69.2					13
57250	41	100	6	14.6	12	29.3	22	53.7	1	2.4			41
57290	35	100	1	2.9	14	40.0	20	57.1					35
57510	2	100	1	50.0							1	50.0	2
58010	10	100	5	50.0	1	10.0	4	40.0					10
58030	31	100	3	9.7	11	35.5	15	48.4	2	6.5			31
Grand TOTALS	611	100	117	19.1	209	34.2	279	45.7	5	0.8	1	0.2	611

National		Total		White		Black		Hispanic		Asian American/Alaskan Native		Total / Employed in Service		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
58060	7		5.71.4		2.28.6		35	60.3	1	20.0			7	
58230	58		4	6.9	19	32.8	35	60.3					58	
58510	5	100	3	50.0	1	20.0	1	20.0					5	
59010	39	100	30	76.9	1	2.6	7	17.9	1	2.6			39	
59030	278	100	1	0.4	88	31.7	188	67.6	1	0.4			278	
59060	419	100	1	0.2	155	37	262	62.5	1	0.2			419	
59080	2	100	2	100									2	
59100	1	100	1	100									1	
59120	1	100			1	100							1	
59130	18	100	7	88.9	4	22.2	7	38.9					18	
59150	7	100			3	42.9	4	57					7	
59180	102	98.0	2	2.0	8	7.7	16	15.4	1	1.0	2	1.9	104	
59150	2	100	2	100									2	
59210	239	100	221	92.5	9	3.8	5	2	3	1.3	1	0.4	239	
59230	1	100			1	100							1	
59260	108	100			46	42.6	61	56.5	1	0.9			108	
59300	15	100			4	26.7	11	73.3					15	
59310	1137	99.9	1	0.1	329	28.9	805	70.7	1	0.1			1138	
Page TOTALS 2039														
	99.9	3	0.1349	14.3	1	0.04674	27.6	1	0.041404	57.5	1	0.049	0.47	2442

Job Code	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaska Native		Total # Employed in Series
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
59320	1	100	1	100									1
59450	1	100	1	100									1
59480	66	100	52	78.8	6	9.1	8	12.1					66
60030	1	100	1	100									1
61460	1	100			1	100							1
62010	4	100	2	50.0					1	25.0	1	25.0	4
62080	2	100	2	100									2
62100	2	100	2	100									2
62490	2	100					2	100					2
67010	3	100	1	33.3	1	33.3	1	33.3					3
67030	3	100	1	33.3			1	33.3	1	33.3			3
67050	1	100			1	100							1
69040	20	100	1	5.0	12	60.0	7	35.0					20
69070	47	97.9	1	2.1	25	52.1	1	2.1	21	43.8			48
69880	1	100			1	100							1
70020	3	100			1	33.3	2	66.7					3
70060	8	100	1	17.5	5	62.5	2	25.0					8
74050	5	100			2	40.0	2	40.0	1	20.0			5
Page TOTALS	171	99.4	1	0.6	66	38.4	55	32.0	1	0.6	46	26.7	172

FIGURE 5: Agency Work-Force Profile by Occupational Series

Occupational Series	Total				White				Black				Hispanic				Asian American/ Pacific Islander				American Indian/ Alaska Native				Total # Employed in Series
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
75040	2	100											2	100											2
9999			1	100							1	100													1
Page TOTALS	2	66.7	1	33.3							1	33.3	2	66.7											3
GRAND TOTALS	7595	89.6	880	10.4	1592	18.8	326	3.8	2357	27.8	183	2.2	3554	41.9	339	4.0	78	0.9	32	0.4	14	0.2			8,475

MD-702
Figure 6 11/26/79

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Occupation: General Clerical - 03010

Targeted for Phase I? Yes ☒ No ☐

Targeted for Phase II? Yes ☐ No ☒

SOURCE: QC 239 and 240. 11/26/79

Grade or Pay Level	Total				White				Black				Hispanic				AAm/PI				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
NM,CX 1	4	27	11	73	1	6	4	27	2	15	1	6	1	6	6	40									15
NM-2	3	37	5	63	1	12			1	12	4	52	1	12	1	12									8
NM-3	44	76	14	24	1	2	1	2	39	67	12	20	4	7	1	2									58
NM,NX,GS-4	44	81	10	19	1	2	2	4	29	52	4	8	12	22	4	8	2	4							54
NM,NX,GS-5	30	58	22	42	1	2	13	25	24	46	2	4	4	8	7	13	1	2							52
NM-6	4	21	15	79			8	42	4	21					7	37									19
NM,GS-7	13	37	22	63	4	11	15	43	7	20	1	3	2	6	4	11			2	6					35
NM-8	1	33	2	67			2	67	1	33															3
NM,GP-9	4	40	6	60	1	10	5	50	3	30					1	10									10
NM-10	4	100			1	25			2	50			1	25											4
NM-11	2	50	2	50	1	25	2	50					1	25											4
NM,GP-12	6	100			5	83							1	17											6
NM,GP,GS-13	8	89	1	11	7	78	1	11					1	11											9
NM-14	1	100			1	100																			1
NM-15	3	100			3	100																			3
EX-1	1	100			1	100																			1
Total	172	61	110	39	29	10	53	19	112	40	24	8	28	10	31	11	3	1	2	1					282

Figure 6

Source: QC-239 11/26/79

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Includes Series: 08010, 08011, 08012, 08013, 08014, 08015, 08019,
08100, 08101, 08102, 08105, 08106, 08300, 08301,
08304, 08305, 08501, 08504, 08509, 08550, 08551,
08554

Occupation: Engineering

Targeted for Phase I? Yes ☐ No ☒

Targeted for Phase II? Yes ☐ No ☒

Grade or Pay Level	Total		White				Black				Hispanic				AAm/PI				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
NX-5	2	100											2	100									2
NM-7	3	100							1	33			2	66									3
NM-9	5	100			2	40							3	60									5
NM-11	26	96	1	4	0	33			1	4			14	51	1	4	2	8					27
NM-12	31	100			15	48			3	10			12	39			1	3					31
NM-13	23	100			16	69							7	31									23
NM-14	9	100			9	100																	9
NM-15	3	100			3	100																	3
Total: Total	102	99.0	1	1.0	54	52.4			5	4.8			40	38.8	1	1.0	3	2.9					103

Figure 6

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Occupation: Electrician - 28050

Targeted for Phase I? Yes ☒ No ☐

Targeted for Phase II? Yes ☐ No ☒

Source QC 239 and 240, 11/26/79

Grade or Pay Level	Total				White				Black				Hispanic				AAm/PI				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
AP 10	26	86	4	14	8	27	2	7	2	7	2	7	16	52											30
MG 5	60	100			2	3			24	40			34	57											60
MG 6	1	100											1	100											1
MG 7	2	100							2	100															2
MG, LM 8	21	100							8	38			13	62											21
MG, SX 9	12	100			3	25			4	34			3	25			1	8			1	8			12
MG 10	81	97	2	3	14	17			27	33	1	1	39	47	1	1	1	1							83
MG 11	2	100			1	50							1	50											2
ML 8	1	100											1	100											1
ML 10	23	100			10	43			4	17			9	40											23
MS 4	1	100							1	100															1
MS 10	7	100			4	57							2	29			1	14							7
MS 11	3	100			1	50			1	33			1	33											3
MS 12	1	100																		1	100				1
MS 14	1	100			1	100																			1
Total	242	97	6	3	44	18	2	1	73	29	3	1	120	48	1	4	3	1			2	1			248

Figure 6

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Occupation: Machinist - 34140

Targeted for Phase I? Yes ☐ No ☒

Targeted for Phase II? Yes ☒ No ☐

Source: QC 239 and 240, 11/26/79

Grade or Pay Level	Total				White				Black				Hispanic				AAm/PI				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
AP-10	35	94	2	6					6	16			29	78	2	6									37
FN-8	1	100			1	100																			1
MG-5	53	100							23	42			31	58											53
6	1	100							1	100															1
7	1	100							1	100															1
8	1	100										1	100												1
SX-9	1	100			1	100																			1
MG-10	103	100			48	47			22	21			33	32											103
11	2	100			2	100																			2
ML-10	30	100			19	63			4	13			7	24											30
MS-10	4	100			4	100																			4
12	1	100																		1	100				1
Total	233	99	2	1	75	32			56	24			101	43	2	1					1	.4			235

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Occupation: Towboat Master - 59180

Targeted for Phase I? Yes ☐ No ☒

Targeted for Phase II? Yes ☒ No ☐

Source: QC 239 and 240, 11/26/80

Grade or Pay Level	Total				White				Black				Hispanic				AAm/P.I.				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
AP 10	21	91	2	9	14	62	1	4	1	4	1	4	5	22							1	4			23
FE 7	8	100			4	50			2	25			2	25											8
11	5	100			1	20			1	20			3	60											5
15	44	100			35	76			3	10			6	14											44
16	20	100			17	85			1	5							1	5			1	5			20
17	3	100			3	100																			3
Total	101	98	2	2	74	72	1	1	8	8	1	1	16	16			1	1			2	1			103

Figure 6

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY GRADE OR PAY LEVEL

Occupation: Pilot-Marine Operations - 59210

Targeted for Phase I? Yes ☐ No ☒

Targeted for Phase II? Yes ☐ No ☒

Source: QC 239 and 240, 11/26/79

Grade or Pay Level	Total				White				Black				Hispanic				AAm/PI				AmI/AN				Total # in Grade or Pay Level
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
CP 2	7	100			6	86							1	14											7
3	26	100			25	96			1	4															26
4	183	100			175	96			1	5			4	2			2	1			1	.5			183
5	10	100			9	90											1	10							10
6	1	100			1	100																			1
FE 9	6	100							6	100															6
Total	233	100			216	93			8	3			5	2			3	1			1	0.4			233

Figure 6

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Figure 7

CURRENT WORK FORCE DISPERSION FOR POPULOUS OCCUPATIONS BY LEVEL OF AUTHORITY

Occupation: _____

Targeted for Phase I? Yes ☐ No ☐

Targeted for Phase II? Yes ☐ No ☐

Levels of Authority	Total		White		Black		Hispanic		AAm/PI		AmI/AN		Total #
	Male		Female		Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	#	%	#	%	
NOTE: The Panama Canal Commission Personnel system of records does not provide information concerning level of authority. Therefore, the reporting requirement set forth for Figure 7 cannot be provided at this time. The Commission is currently revamping the Personnel system of records and this information should be available at a future date.													
Total													

Figure 7 Specify what the levels of authority are: Manager, Supervisor, & other PMG-450

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Figure 8 11/26/79

PHASE I

DETERMINATIONS OF UNDERREPRESENTATION

General Clerical 03010

Populous Occupations	% Group in Occupation (a)	% Group in the CLF (b)	Underrepresentation Index (UI) $\frac{(a)}{(b)} \times 100 = UI$	Underrepresentation UR $100 - UI = UR$
Total Males	60.9%	63.4%	96.0	4
Total Females	39.0%	36.6%	105	No underrepresentation
Black Males	39.7%	8.2%	484	No underrepresentation
Black Females	8.5%	4.8%	177	No underrepresentation
Hispanic Males	9.9%	44.4%	22.2	78
Hispanic Females	10.9%	25.6%	42.5	58
Oriental Males	1.0%	0.6%	167	No underrepresentation
Oriental Females	.7%	0.4%	175	No underrepresentation
Amer-Indian Males	-----	3.8%	-----	None in occupation
Amer-Indian Females	-----	2.2%	-----	None in occupation
Other Males	10.2%	6.3%	161	No underrepresentation
Other Females	19 %	3.7%	513	No underrepresentation

PHASE I
 DETERMINATIONS OF UNDERREPRESENTATION
 Electrician 28050

Populous Occupations	% Group in Occupation (a)	% Group in the CLF (b)	Underrepresentation Index (UI) $\frac{(a)}{(b)} \times 100 = UI$	Underrepresentation U $100 - UI = UR$
Total Males	97%	63.4%	152	No underrepresent tic
Total Females	3.0%	36.6%	8	92
Black Males	29.4%	.8.2%	360	No underrepresent tior
Black Females	1.2%	4.8%	27	73
Hispanic Males	49.3%	44.4%	111	No underrepresent tic
Hispanic Females	0.4%	25.6%	2	98
Oriental Males	1.2%	0.6%	216	No underrepresent tior
Oriental Females	----	0.4%	----	None in occupatic
Amer-Indian Males	0.8%	3.8%	21	79
Amer-Indian Females	----	2.2%	-----	None in occupatic
Other Males	18%	6.3%	285	No underrepresent tior
Other Females	.8%	3.7%	22	78

PHASE II

DETERMINATIONS OF UNDERREPRESENTATION

Machinist 34140

Populous Occupations	% Group in Occupation (a)	% Group in the CLF (b)	Underrepresentation Index (UI) $\frac{(a)}{(b)} \times 100 = UI$	Underrepresentation UR $100 - UI = UR$
Total Males	99.1%	63.4%	156	No underrepresenta- tion
Total Females	0.8%	36.6%	2	98
Black Males	23.8%	8.2%	279	No underrepresenta- tion
Black Females	-----	4.8%	-----	None in occupation
Hispanic Males	42.9%	44.4%	96	4
Hispanic Females	0.8%	25.6%	3	97
Oriental Males	-----	0.6%	-----	None in occupation
Oriental Females	-----	0.4%	-----	None in occupation
Amer-Indian Males	0.4%	3.8%	11	89
Amer-Indian Females	-----	2.2%	-----	None in occupation
Other Males	31.9%	6.3%	506	No underrepresenta- tion
Other Females	-----	3.7%	-----	None in occupation

DETERMINATIONS OF UNDERREPRESENTATION

Towboat 59180

Populous Occupations	% Group in Occupation (a)	% Group in the CEF (b)	Underrepresentation Index (UI) $\frac{(a)}{(b)} \times 100 = UI$	Underrepresentation UR $100 - UI = UR$
Total Males	98%	63.4%	154	No underrepresentation
Total Females	2%	36.6%	6	94
Black Males	8%	8.2%	98	2
Black Females	1%	4.8%	21	79
Hispanic Males	16%	44.4%	36	64
Hispanic Females	-----	25.6%	-----	None in occupation
Oriental Males	1%	0.6%	166	No underrepresentation
Oriental Females	-----	0.4%	-----	None in occupation
Amer-Indian Males	1%	3.8%	26	84
Amer-Indian Females	-----	2.2%	-----	None in occupation
Other Males	72%	6.3%	1142	No underrepresentation
Other Females	1%	3.7%	27	73

MD-702
Figure 9



VACANCY PROJECTIONS FOR POPULOUS OCCUPATIONS

General Clerical

Populous Occupations	Occupational Level (O.L.) *	Projected Promotions out of O.L.	Projected Retirements out of O.L.	Projected Reassignments out of O.L.	Projected Separations out of O.L.	Projected Other Factors	Number of Vacancy Projections for O.L.
03010		17	5	At this time, reassignments are not projectable for the Panama Canal Commission	8	None	10

NOTE: Current Panama Canal Commission statistical information is not available by entry, mid and senior levels.
Information provided is for occupational series totals.

Figure 9

* Entry, Mid and Senior Level

PMG-452

VACANCY PROJECTIONS FOR POPULOUS OCCUPATIONS

Electrician

Populous Occupations	Occupational Level (O.L.) *	Projected Promotions out of O.L.	Projected Retirements out of O.L.	Projected Reassignments out of O.L.	Projected Separations out of O.L.	Projected Other Factors	Number of Vacancy Projections for O.L.
28050		15	3	At this time, reassignments are not pro- jectable for the Panama Canal Commis- sion	8	None	9

NOTE: Current Panama Canal Commission statistical information is not available by entry, mid and senior levels.
Information provided is for occupational series totals.

Figure 9

* Entry, Mid and Senior Level

VACANCY PROJECTIONS FOR POPULOUS OCCUPATIONS

Machinist

Populous Occupations	Occupational Level (O.L.) *	Projected Promotions out of O.L.	Projected Retirements out of O.L.	Projected Reassignments out of O.L.	Projected Separations out of O.L.	Projected Other Factors	Number of Vacancy Projections for O.L.
34140		17	3	At this time, reassignments are not projec- table for the Panama Canal Commission	8	None	9

NOTE: Current Panama Canal Commission statistical information is not available by entry, mid and senior levels.
Information provided is for occupational series totals.

Figure 9

* Entry, Mid and Senior Level

PMG-452

VACANCY PROJECTIONS FOR POPULOUS OCCUPATIONS

Towboat Master

Populous Occupations	Occupational Level: (O.L.) ★	Projected Promotions out of O.L.	Projected Retirements out of O.L.	Projected Reassignments out of O.L.	Projected Separations out of O.L.	Projected Other Factors	Number of Vacancy Projections for O.L.
59180		13	1	At this time, reassignments are not projected for the Panama Canal Commission	5	None	6

NOTE: Panama Canal Commission statistical information is not available by entry, mid and senior levels. Information provided is for occupational series totals.
Figure 9 ★ Entry, Mid and Senior Level

PMG-452

MD-702
Figures 10, 11, 12

PROMOTION TREND ANALYSIS*

Targeted Occupation: _____

**Race or National Origin:_____

Sex: _____

[illegible]

This Figure not completed per
advice from Ms. Maria Pares.

Figure 10

* NOTE: Promotion trend data should be recorded for each race, group by sex

** NOTE: Include only promotions that resulted from merit promotion of agency employees

BARRIER ANALYSIS FOR TARGETED OCCUPATIONS

Race or National Origin Group: _____

Sex: _____

Targeted Occupations	Occupational Level	Present Selection Procedures that are Barriers to Goal Achievement	Alternative Selection Procedures that will be utilized
		This Figure not completed per advice from Ms. Maria Pares.	

Figure 11

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Targeted Occupation: _____

Race or National Origin Group: _____

Sex: _____

Underrepresented Group	Occupational Levels in which there is under-representation	*Targeted Recruitment Priorities			Recruiting Strategies to be Utilized
		Agency Work Force	Federal Work Force	Civilian Work Force	
		This Figure not completed per advice from Ms. Maria Pares.			

Figure 12

* Indicate the order of priority: first, second, third

MD-702
Figure 13

TRANSITION YEAR GOALS

Targeted Occupations	Occupational Level	Percentage of Group in CLF (a)	Total # Estimated Vacancies (b) All Grades	Computations of Goals (a) x (b) = (c)	Goals (c)
	Underrepresentation				
General Clerical:	In:				
Hispanic Males	All except NM-11	44.4	10	4.4	4
Hispanic Females	All except NM-1 and NM-6	25.6	10	2.6	2
As/Pac Is. Males	All except NM-4	.6	10	.06	
As/Pac Is Females	All except NM-7	.4	10	.04	
Am/Pan Indian Males	All	3.8	10	.4	
Am/Pan Indian Females	All	2.2	10	.2	

Figure 13

TRANSITION YEAR GOALS

Targeted Occupations	Occupational Level Underrepresenta- tion	Percentage of Group in CLF (a)	Total # Esti- mated Vacancies All (b) Grades	Computations of Goals (a) x (b) = (c)	Goals (c)
<u>Electrician-28050</u>	In:				
White Females	All except Apps	3.7%	9	.3	3*
Black Females	All	4.8%	9	.4	
Hispanic Females	All	25.6%	9	2.3	
As/Pac Is. Females	All	.4%	9	.03	
Am/Pan Indian Males	All except MS-12	3.8%	9	.3	
Am/Pan Indian Females	All	2.2%	9	.19	
*Goal is to hire 3 females, 2 of whom should be Hispanic					

Figure 13

TRANSITION YEAR GOALS

Targeted Occupations	Occupational Level Underrepresentation	Percentage of Group in CLF (a)	Total #. Estimated Vacancies All (b) Grades	Computations of Goals (a) x (b) = (c)	Goals (c)
<u>Machinist</u>	In:				
White Females	All	3.7%	9	.3	
Black Females	All	4.8%	9	.4	
Hispanic Males	MG-10 and above	44.4%	9	3.9	3
Hispanic Females	All	25.6%	9	2.3	3*
As/Pac Is. Males	All	.6%	9	.05	
As/Pac Is. Females	All	.4%	9	.03	
Am/Pan Indian Males	All	3.8%	9	.3	
Am/Pan Indian Females	All	2.2%	9	.19	
*Goal is to hire 3 females, 2 of whom should be Hispanic					

Figure 13

TRANSITION YEAR GOALS

Targeted Occupations	Occupational Level Underrepresentation	Percentage of Group in CLF (a)	Total # Estimated Vacancies All (b) Grades	Computations of Goals (a) x (b) = (c)	Goals (c)
<u>Towboat-59180</u>	In:				
White Females	All except Apps	3.7	6	.2	
Black Males	Apprentices and FE-11, 16, 17	8.2	6	.5	
Black Females	All	4.8	6	.3	
Hispanic Males	All except FE-11	44.4	6	2.6	2
Hispanic Females	All	25.6	6	1.5	2*
As/Pac Is. Females	All	.4	6	.02	
Am/Pan Indian Males	All	2.2	6	.1	
Am/Pan Indian Females	All	6.3	6	.4	
*Goal is to hire 2 females, 1 of whom should be Hispanic					

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Figure 14

SUMMARY OF AFFIRMATIVE ACTION PROGRAM PLAN

Targeted Occupations	Transition Year Goal	Objectives	Specific Actions	Quarterly Milestones			
				1st Qtr	2nd Qtr	3rd Qtr	4th Qtr
<u>PHASE I:</u>		<u>Employ:</u>					
03010	6	4 Hispanic Males and 2 Hispanic Females	Through Panama Area Employment System Procedures	1	2	1	2
28050	3	3 Females, 2 of whom should be Hispanic	Through Apprentice Program				3
<u>PHASE II:</u>							
34140	6	3 Hispanic Males and 3 Females, 2 of whom should be Hispanic	Through Apprentice Program				6
59180	4	2 Hispanic Males and 2 Females, 1 of whom should be Hispanic	Through Apprentice Program				4

Figure 14

F. Y. 80 ACCOMPLISHMENT REPORT

Phase 1

Targeted Occupation General Clerical-09010

Estimated Vacancies 10

Source: QC 239 and 240, 11/26/79

Program Status	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or Al. Na. Men	Am. In. or Al. Na. Women	Total All * Employees
(a) Onboard Strength as of 26 Nov 1979				28	31			0	0	282
(b) Transition Year Goal	// %	// %	// %	// 4 %	// 2 %	// %	// %	// 0 %	// 0 %	**
(c) Expected Representation				32	33			0	0	
(d) Onboard Strength as of 30 Sep. 1980				15	41			0	0	259
(e) Expected Change				+4	+2			0	0	
(f) Net Change (+) (-)				-13	+10			0	0	-23

NOTE: The General Clerical Series was not stabilized during the first year of operations of the Panama Canal Commission due to the major Reduction in Force pursuant to the Panama Canal Treaty.

Targeted Occupation Electrician-28050

Estimated Vacancies 9

Source: QC 239 and 240, 11/26/79

Program Status	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or Al. Na. Men	Am. In. or Al. Na. Women	Total All * Employees
(a) Onboard Strength as of 26 Nov 1979	2		3		1		0	2	0	248
(b) Transition Year Goal See note below	// 0 %	// %	// 0 %	// %	// 2 %	// %	// 0 %	// 0 %	// 0 %	**
(c) Expected Representation	3		4		3		0	2	0	
(d) Onboard Strength as of 30 Sep. 1980	3		3		2		0	0	0	240
(e) Expected Change	0		0		+2		0	0	0	
(f) Net Change (+) (-)	+1		0		+1		0	=2	0	-8

*Goal is to hire 3 females, 2 of whom should be Hispanic

*All employees including white males

** Not Applicable

EEOC Form 412

June 80

Figure 1

MD-705
Figure 1

MD-705
Figure 2

A horizontal line starting from a vertical segment on the left, transitioning into a smooth curve, and then continuing as a straight horizontal line to the right.

Source: QC 239 and 240, 11/26/79. Phase 2 Targeted Occupation: Machinist-34140
Estimated Vacancies: 9

Program Status	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or Al. Na. Men	Am. In. or Al. Na. Women	Total All * Employees
(a) Onboard Strength as of 26 Nov 1979	0		0	101	2	0	0	0	1	235
(b) Transition Year Goal See note below	# 0 %	# %	# 0 %	# 3 %	# 2 %	# 0 %	# 0 %	# 0 %	# 0 %	**
(c) Expected Representation	0		0	104	4	0	0	1	0	
(d) Onboard Strength as of 30 Sep. 1980	0		0	120	2	0	0	1	0	266
(e) Expected Change	0		0	+3	+2	0	0	0	0	
(f) Net Change (+) (-)	0		0	+19	0	0	0	0	0	+31

*Goal is to hire 3 Hispanic males and 3 females, 2 of whom should be Hispanic

Source: QC 239 and 240, 11/26/79. Phase 2 Targeted Occupation: Towboat Master-59180
Estimated Vacancies: 6

Program Status	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or Al. Na. Men	Am. In. or Al. Na. Women	Total All * Employees
(a) Onboard Strength as of 26 Nov 1979	1	8	1	16	0		0	2	0	103
(b) Transition Year Goal See note below	# 0 %	# 0 %	# 0 %	# 2 %	# 1 %	# %	# 0 %	# 0 %	# 0 %	**
(c) Expected Representation	1	8	1	16	1		0	2	0	
(d) Onboard Strength as of 30 Sep. 1980	1	8	1	16	0		0	1	0	102
(e) Expected Change	0	0	0	+2	+1		0	0	0	
(f) Net Change (+) (-)	0	0	0	0	0		0	0	0	-1

*All employees including white males
** Not Applicable
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*Goal is to hire 2 Hispanic males and 2 females, 1 of whom should be Hispanic
Figure 2

MD-705
Figures 3 & 4

F.Y. ACCOMPLISHMENT REPORT										
Phase I						Targeted Occupation				
Occupational Level	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or AL. Na. Men	Am. In. or AL. Na. Women	Total All Employees *
as of 1 Oct. 1979										
Entry Level										
Mid Level										
Senior Level										
as of 30 Sep. 1980										
Entry Level										
Mid Level										
Senior Level										
Phase I Targeted Occupation										
Occupational Level	White Women	Black Men	Black Women	Hispanic Men	Hispanic Women	As. or Pa. Is. Men	As. or Pa. Is. Women	Am. In. or AL. Na. Men	Am. In. or AL. Na. Women	Total all Employees *
as of 1 Oct. 1979										
Entry Level										
Mid Level										
Senior Level										
as of 30 Sep. 1980										
Entry Level										
Mid Level										
Senior Level										

*All employees including white males

Figure 3

