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ABSTRACT

This report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: (1) What is the size and geographic distribution of the Federal civilian work force? (2) What is the extent of minority group representation? (3) How is this work force paid? (4) How does the pay of its minority group employees compare with that of its non-minority group employees? (5) Is there upward mobility among its minority groups employees? To answer these questions, data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade are also included for the first time. (Author/JS)

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MINORITY GROUP EMPLOYMENT
IN THE
FEDERAL GOVERNMENT

NOVEMBER 30 , 1969



Prepared by

U.S. CIVIL SERVICE COMMISSION

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FOREWORD

The Federal Government with some 2.6 million full-time employees is the Nation's largest employer. About one-fifth, 501,000, of these workers belong to one of the following minority groups: Negro, Spanish surnamed, American Indian, Oriental, Aleut or Eskimo. Of these 501,000 minority group employees more than two-thirds (344,800) are in professional, scientific or administrative and support type jobs -- commonly referred to as white-collar occupations. Approximately half of these white-collar employees are paid General Schedule (or similar) rates and half Postal Field Service rates.

During the past decade there has been a growing and accelerating emphasis on social as well as technological progress. To a limited extent, the impact of the dynamics of social change is reflected in this publication. While the gains cited herein give reason for encouragement, there is still much to be done. As Chairman Robert E. Hampton said in an earlier Press Release, "We must now see that these advances continue as the new EEO program administered by the Civil Service Commission achieves full momentum in all Federal installations."

It is expected that the information in this report, which supersedes the Preliminary Report of Minority Group Employment in the Federal Government, 1969 (SM 70-69A), will be of assistance to agencies in the development, implementation, and monitoring of their EEO programs.

Reports for earlier years are available for reference in the Civil Service Commission central office, as well as in Government depository libraries, and other libraries throughout the Nation.

This report was prepared in the U. S. Civil Service Commission's Bureau of Manpower Information Systems, Charles J. Sparks, Director, by the Manpower Statistics Division, John O. Coleman, Chief.

ACKNOWLEDGMENTS

The Project Manager for this report was Ronnie H. Byers, Manpower Analyst. Contributors to its preparation and review were: George F. Mills, Irene E. Ferrell, and the Statistical Processing Section.

INTRODUCTION

In August 1969, President Nixon issued an Executive order prescribing new directions for the Government's Equal Employment Opportunity program. The main thrust of that Executive order is to facilitate achievement of the "full realization of equal employment opportunity in each executive department and agency through a continuing affirmative program." In a memorandum to agency heads directing them to "cooperate fully in this urgent undertaking and move forward energetically toward the new program goals" recommended by Civil Service Commission Chairman Robert E. Hampton, the President declared "discrimination of any kind based on factors not relevant to job performance must be eradicated completely from Federal employment."

In outlining the steps to be taken to assure equal employment opportunity, the President stated:

- (1) We must, through positive action, make it possible for our citizens to compete on a truly equal and fair basis for employment and to qualify for advancement within the Federal Service.
- (2) Assuring equal employment opportunity in a Federal department or agency is the responsibility of the organization's head and must have a continuing high priority.
- (3) Equal employment opportunity must become an integral part of the day-to-day management of Federal agencies, and interwoven with every action having an effect on employees.
- (4) While we must continue to search out qualified personnel from all segments of our population, we must also assure the best possible utilization of the skills and potential of the present work force. Those who have the potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.
- (5) Special efforts must be made to assure that opportunities in the Federal Government at the professional levels are made known to men and women of all races, religions and ethnic backgrounds so that more positions of leadership can be assumed by persons from all segments of our population.
- (6) Every possible step must be taken by agency heads to make sure that each manager and supervisor in the Government understands and implements the objective of equal employment opportunity for all Americans.
- (7) The Government, as a responsible employer, must do its part along with other employers to provide special employment and training programs to those who are economically or educationally disadvantaged. We must hold out a helping hand and imaginatively use the facilities of the Government to prepare such persons for useful and productive employment.

To implement the program outlined in the new Executive order, Chairman Hampton designated CSC Executive Director Nicholas J. Oganovic as Coordinator for the Government-wide EEO program. To assist Mr. Oganovic, James Frazier, Jr.

has been named Director, Office of Federal Equal Employment Opportunity.

Because Executive Order 11478 was issued in August 1969, less than four months prior to the as-of-date of this minority group employment census, its impact on the 1969 data is necessarily limited. It is included here because it lays the base line against which future studies of this type will be measured.

Like its predecessors, the first of which appeared in 1961, this report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility but who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: What is the size and geographic distribution of the Federal civilian work force? What is the extent of minority group representation? How is this work force paid? How does the pay of its minority group employees compare with that of its non-minority group employees? Is there evidence of upward mobility among its minority group employees?

Included in this census are Negroes, persons with Spanish surnames, American Indians, Orientals, Aleuts, and Eskimos. (The inclusion of the statistics on Aleuts and Eskimos in the state of Alaska is an innovation of the 1967 study.) All pay systems are represented as are all states, foreign countries and territories, except the State of Hawaii and the Commonwealth of Puerto Rico. Foreign nationals overseas are excluded, as are all employees not in a full-time status as of November 30, 1969.

In surveys conducted prior to 1966, information was gathered in all areas for Negroes, but only in certain states and standard metropolitan statistical areas for other minority groups. The designation "Spanish-Surnamed" as used in this report refers to persons who are of Mexican, Puerto Rican, Latin American, or other Spanish-speaking origins (including persons of Spanish-speaking background whose surnames are no longer Spanish due to marriage or other reasons). This differs somewhat from the designations used in some of the previous surveys. The designation "Spanish American", used in the 1967 survey is roughly equivalent to that used in the 1969 survey. It included persons of Mexican American and Puerto Rican, as well as those of other Latin American or Spanish origin or ancestry.

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each individual employee considers himself to be or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Finally, this is the first report in which any effort has been made to analyze Federal employment data for minority groups and interpret its meaning on a national basis.

It is hoped that the data contained herein will provide answers to at least some of the questions raised above and such others as may arise more or less naturally in connection with a census of this type. Toward that end data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas (SMSA's) has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade (or other pay level) are also included for the first time since we began publication of minority data.

1969 HIGHLIGHTS

- Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans are moving upward in Federal jobs. They now hold more of the better paying jobs than they have held in any previous period covered by a minority survey. For example, at grades GS-9 through 11, the number of Negroes increased by 29 percent (3,687); the number of Spanish-surnamed Americans by 25 percent (917); the number of American Indians by 28 percent (318); and the number of Oriental Americans by 19 percent (501). Corresponding increases at grades 12 through 15 were: 41 percent (1,859) for Negroes; 45 percent (649) for Spanish-surnamed Americans; 28 percent (135) for American Indians; and 31 percent (546) for Oriental Americans.
- Although total Federal civilian employment declined by some 20,000 positions between the November 1967 and November 1969 surveys, there was a slight increase (about 4,000) in the number of minority employees in Federal jobs. This is primarily a reflection of the 4,600 Spanish-surnamed Americans added to the work force since November 1967.
- As of November 30, 1969, minority group employees held 501,397, or 19.3 percent of the 2.6 million full-time Federal jobs. Of the 19.3 percent, 15.0 percent are Negroes, 2.8 percent are Spanish-surnamed, 0.6 American Indians, 0.8 Oriental Americans, and 0.03 Aleuts and Eskimos in Alaska.
- Within the General Schedule and similar pay systems, all Civil Service regions reported upward movement of minority employees.
- In grades 5 through 15 of the General Schedule and similar pay systems, the numbers of minority employees increased at a rate three to five times the rate for non-minorities, due in part to the extension of recruiting efforts to additional sources of minority candidates and in part to the promotion of minority employees already on the rolls.
- In nearly a third (5) of the 16 largest agencies which account for 97 percent of the total work force, 20 percent or more of all minority group employees paid at General Schedule rates are above the GS-9 level. In 2 of these 5 agencies (National Aeronautics and Space Administration and Transportation) the proportion is well over 25 percent.
- Eighty-two percent of all minority employees in the Federal civilian work force work in 75 Standard Metropolitan Statistical Areas (SMSA's).
- In those 75 SMSA's, 64 percent of those minority group employees paid at General Schedule and similar rates are at or below GS-5; 58 percent of those paid Wage System rates earn less than \$7,000; 91 percent of those paid Postal Field Service rates are at or below PFS-5; and 65 percent of those paid "all other" rates earn less than \$5,000. The corresponding proportions for non-minority group employees are: 30 percent for those paid at General Schedule and similar rates; 24 percent for those paid Wage System rates; 82 percent for those paid Postal Field Service rates; and 30 percent for those paid "all other" rates.

- ° Thirty-six percent of all minority group Federal employees are paid General Schedule or similar rates. Of the remaining 64 percent, 32 percent are paid Postal Field Service rates and 31 percent Wage System rates. The remaining one percent are paid a variety of rates, all different from the three previously cited ones.

SIGNIFICANT PROGRAM CHANGES SINCE 1967

Since the 1967 survey, two events that have had or will have a significant impact on the Federal civilian work force have taken place. They are: the Revenue and Expenditure Control Act of 1968 and President Nixon's Executive order on equal employment opportunity. The major intent of each of these events and their gross impact on these data are summarized below.

Effect of Revenue and Expenditure Control Act (Public Law 90-364)

In June of 1968, Congress imposed controls on employment. The nature and scope of those controls are set forth in the Revenue and Expenditure Control Act of 1968. This Act provided for a reduction in full-time employment in permanent positions by restriction of accessions in each agency to a portion of its separations. Certain types of accessions, however, were exempt. For example, disadvantaged youths and certain intermittent employees were excluded from these controls.

Although certain agencies were subsequently excluded from the controls, the objective of the Act was accomplished. That is, total employment was reduced. Following the repeal of the Act, the Bureau of the Budget applied administrative controls which had the effect of continuing the ceilings. Thus, the 1969 data reflect both the reduction in employment since June 1968 and the revision of priorities by the new administration.

Executive Order 11478, Equal Employment Opportunity in the Federal Government

Presidential Executive Order 11478 (August 8, 1969) further strengthened the Federal Government's continuing program to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin. Some of the action areas delineated for departments and agencies were: the provision of adequate resources to positively administer the equal employment opportunity program; the recruitment of job candidates from all sources; maximum utilization and improvement of employee skills to enhance their upward mobility; training and advice to supervisors to assure understanding of the policy of the Executive order; and department and agency implementation of a system for periodically evaluating the effectiveness with which the policy of the order is being carried out.

Further, the order instructed the Civil Service Commission to provide leadership and guidance in the conduct of equal opportunity programs, including the periodic review and evaluation of agency program operations; the impartial consideration of all complaints of discrimination based on race, color, religion, sex, or national origin; and the issuance of necessary and appropriate regulations and instructions.

Action Taken Since Executive Order 11478 Was Issued

Since Executive Order 11478 was issued in August 1969, there has been a consolidation and strengthening of the Civil Service Commission's organization

for equal opportunity by the establishment of an Office of Federal Equal Employment Opportunity. Some of the actions taken to assure EEO are:

- Full-time EEO representatives have been designated in each Civil Service Commission Regional Office to work directly with agencies on EEO problems.
- Federal agencies have been directed to develop affirmative action plans in sufficiently specific detail to carry out the new directions in equal employment opportunity.
- Agencies have submitted EEO action plans; we have reviewed them; and these plans are now being used to measure agency performance.
- We have instructed agencies to develop and implement incentive programs to stimulate and encourage exceptional performance among supervisors, managers and others in achieving EEO.
- We have directed agencies to include in the ratings of supervisors an evaluation of their performance in the area of equal employment opportunity so that a measure can be made of their commitment to action in this area.
- New training programs on equal employment opportunity aimed at supervisors have been inaugurated. Two training films on EEO are now being produced.
- For the first time, agencies have been authorized to maintain statistics on minority employment in ADP systems.
- To assure closer monitoring of progress, the biennial reporting requirement has been changed so that agencies now report at six month intervals.
- Minority employment data are now published by each grade or salary level in each pay system as well as by grade groupings.
- To facilitate upward mobility of lower level employees, a major thrust of the new EEO directions, Federal agencies have been provided comprehensive guidance on training and other techniques designed to assist employees to qualify for higher level jobs.
- A new cooperative work study program has been established for the purpose of involving students, from predominantly minority schools, in Federal programs, with an opportunity for permanent employment upon graduation.
- New self-evaluation guidelines are being issued to agencies so that they may evaluate their own EEO progress. Meanwhile, the total evaluation effort is being buttressed by stepped up inspection activity by the Civil Service Commission.
- New procedures for handling discrimination complaints have been issued. Because of the strong emphasis on informal resolution and employee counseling, there has been an increase in corrective actions taken and a significant decrease in formal complaints.

- Special programs have been undertaken to facilitate the employment of returning Vietnam veterans who have minimum education and training.
- Additionally, we have inaugurated a Public Service Careers program to help educationally disadvantaged persons to receive the training needed to qualify for Federal employment.

SUMMARY AND ANALYSIS OF 1969 SURVEY FINDINGS

General

Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans as a group comprise 19.2 percent of the full-time Federal civilian work force and are spread throughout the United States (Hawaii was not surveyed). Nevertheless, 82 percent of the entire minority group component of the Federal civilian work force is located in 75 Standard Metropolitan Statistical Areas (SMSA's), where they comprise 25 percent of the work force. Because nearly 93 percent of all minority employees in the Federal civilian work force are either Negro or Spanish surnamed, separate data and analyses are included in the narrative portion of this report for each of these two groups.

Slightly more than 36 percent of all minority group employees are under the General Schedule or a similar pay system. About a third are blue-collar workers who are paid under various Wage Systems, and all but 0.8 percent of the remainder are under the Postal Field Service pay system. (See text table below.) For a comparison of the distribution of the total work force and its minority component by pay system, see Chart 1.

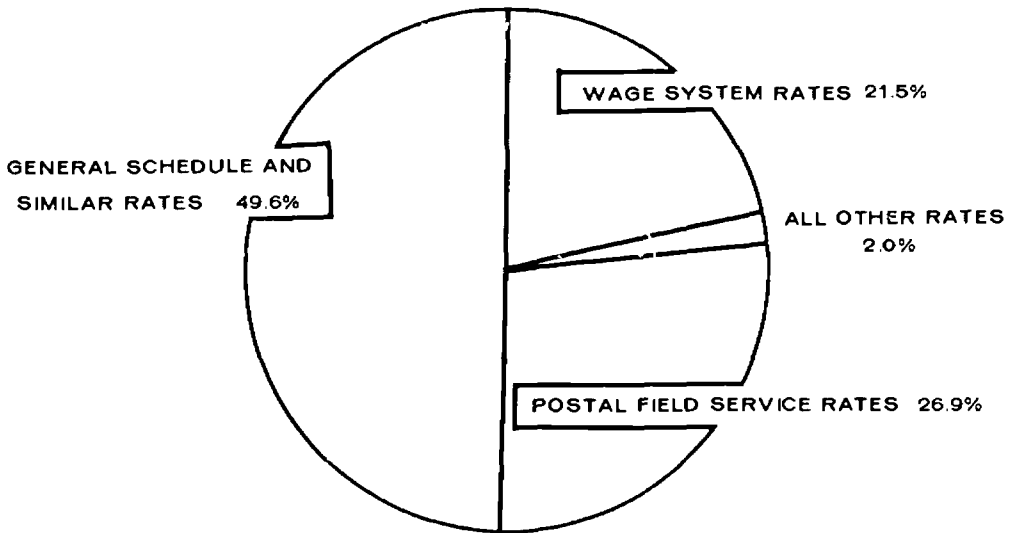
While there is evidence of significant upward movement (see Charts 2, 3, and 4), the majority of all minority group employees are concentrated in the lower income brackets of each pay system. For example, over 63 percent of all minority group employees under the General Schedule or a similar pay system are at the GS-5 level or below, as contrasted with about 32 percent for non-minority group employees. (See Chart 5 on page 11.) Similarly, over 57 percent of all minority group employees paid under Wage Systems earned less than \$7,000 as of November 30, 1969, as compared to 27 percent for non-minority group employees.

DISTRIBUTION OF ALL MINORITY GROUPS COMBINED, BY PAY CATEGORY, AS OF
NOVEMBER 30, 1967 AND 1969

Pay System	1967		1969		Percent Change in Number of Employees
	Number	Percent	Number	Percent	
<u>All Pay Systems</u>	496,672	100.0	500,508	100.0	0.8
General Schedule and Similar	173,951	35.0	181,725	36.3	4.5
Wage Systems	166,506	33.5	155,744	31.1	-6.5
Postal Field Service	151,602	30.5	158,945	31.8	4.8
All Other	4,613	0.9	4,094	0.8	-11.3

CHART 1-- DISTRIBUTION OF THE TOTAL FEDERAL WORKFORCE AND ITS MINORITY GROUP COMPONENT, BY PAY SYSTEM, AS OF NOVEMBER 30, 1969

TOTAL FEDERAL EMPLOYEES PAID AT:



MINORITY GROUP FEDERAL EMPLOYEES PAID AT:

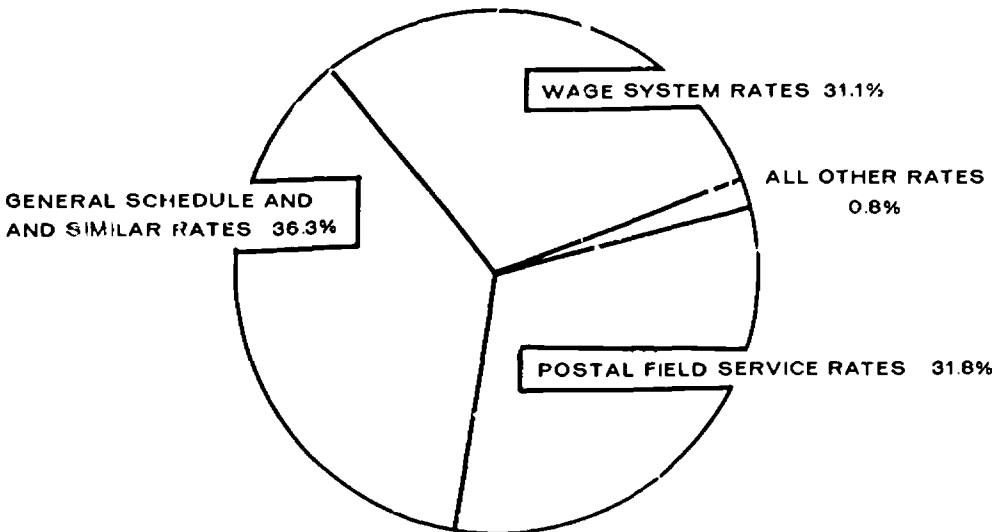
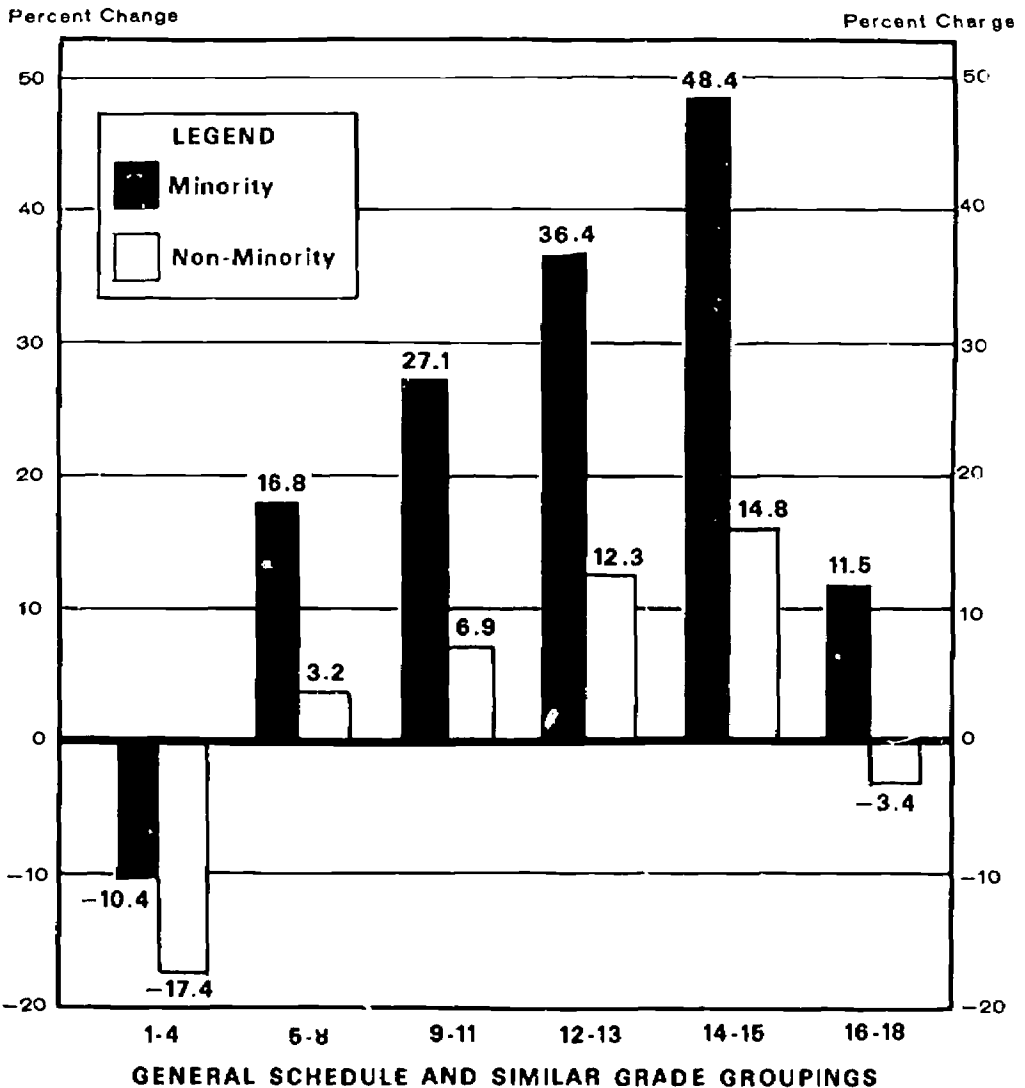
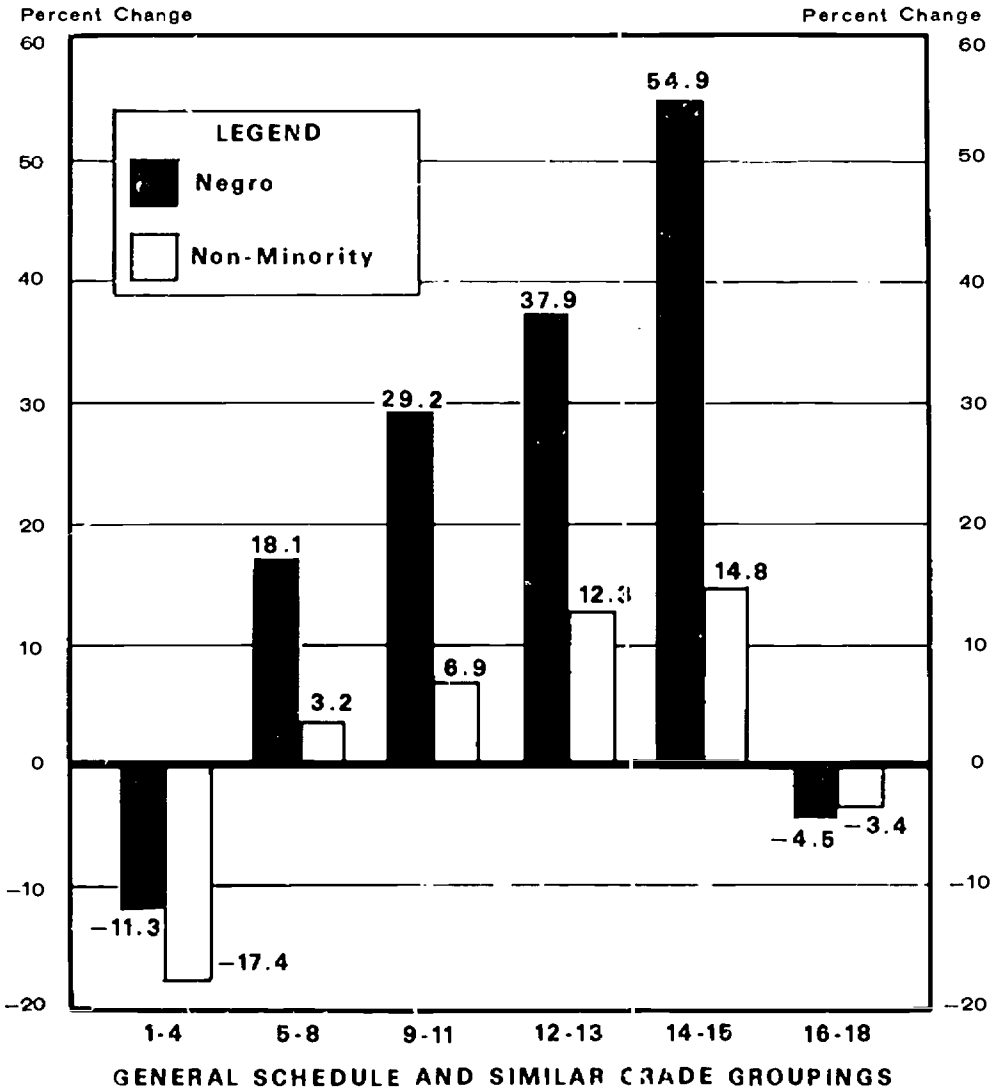


CHART 2-- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF MINORITY AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



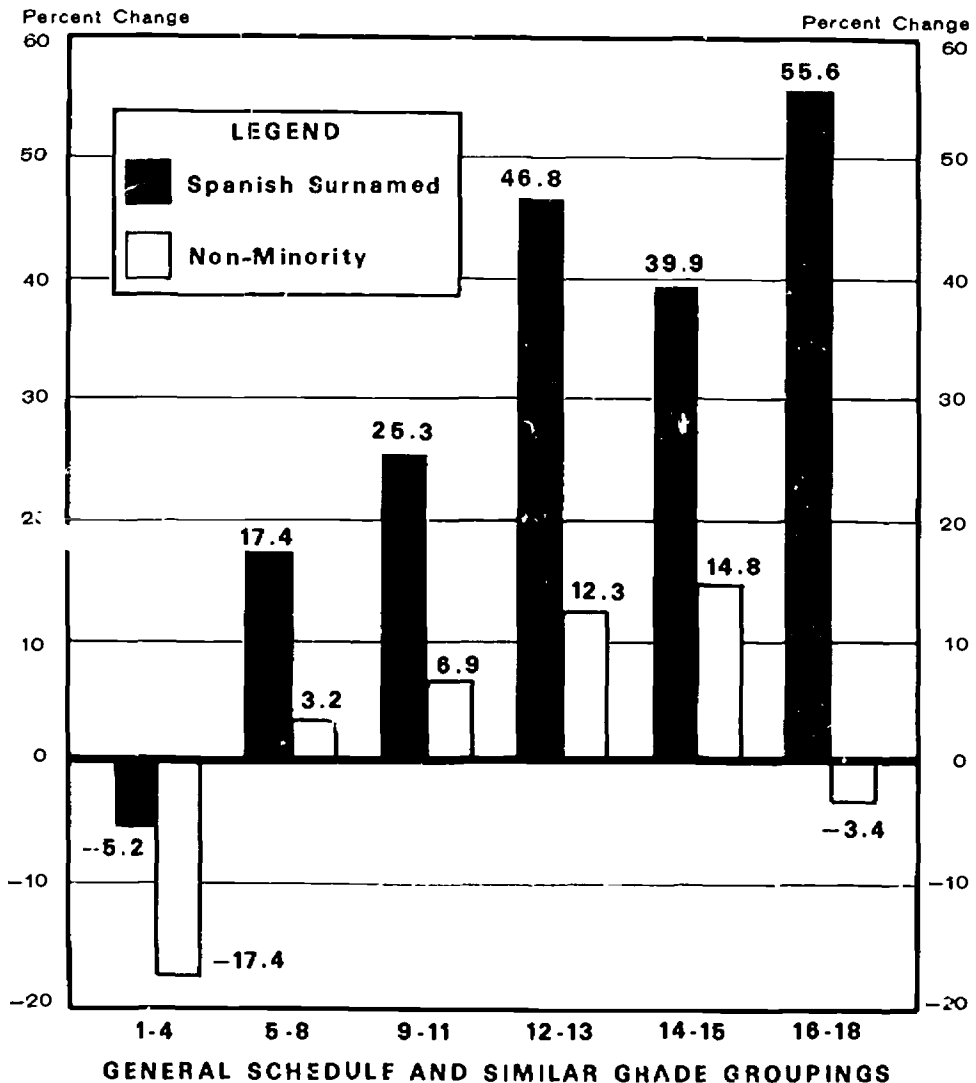
At grade levels GS-5 through GS-15, gains among members of minority groups have taken place at a faster rate than they have among non-minority groups. As a result, there are 8,800 more minority group employees in grades 5-8 than in 1967, about 5,400 more in grades 9-11, nearly 2,500 more in grades 12-13, and 721 more in grades 14-15.

CHART 3 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF NEGRO AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



At grade levels GS-5 through GS-15, gains for Negro employees have taken place at a faster rate than they have among non-minority groups. As a result, there are 7,300 more Negro employees in grades 5-8 than in 1967, about 1,700 more in grades 9-11, nearly 1,500 more in grades 12-13, and 382 more in grades 14-15.

CHART 4 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF SPANISH SURNAMED AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING

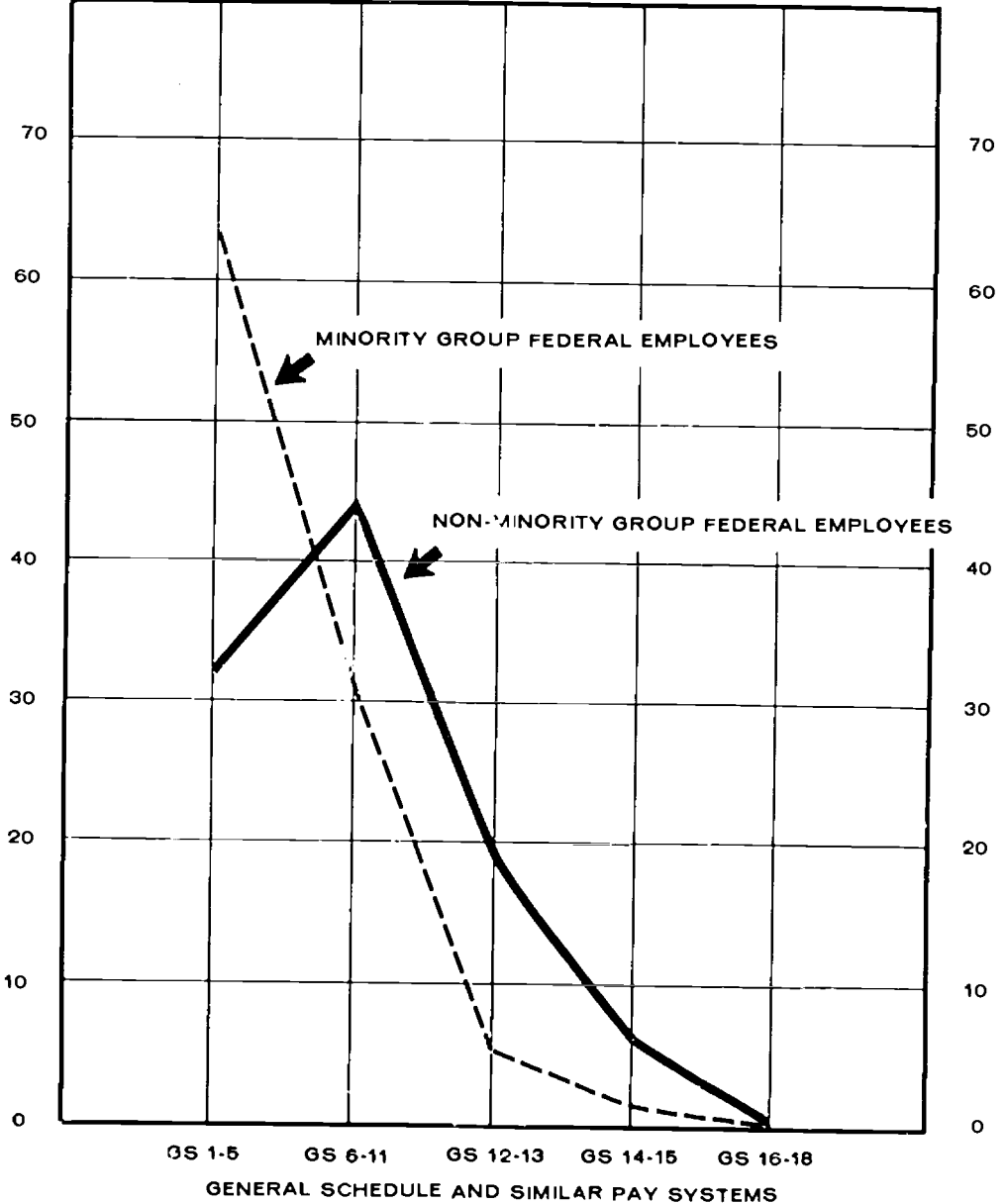


At grade levels GS-5 through GS-15, gains among Spanish surnamed employees have taken place at a faster rate than they have among non-minority groups. As a result, there are 1,250 more Spanish surnamed employees in grades 5-8 than in 1967, about 1,000 more in grades 9-11, 500 more in grades 12-13 and 133 more in grades 14-15.

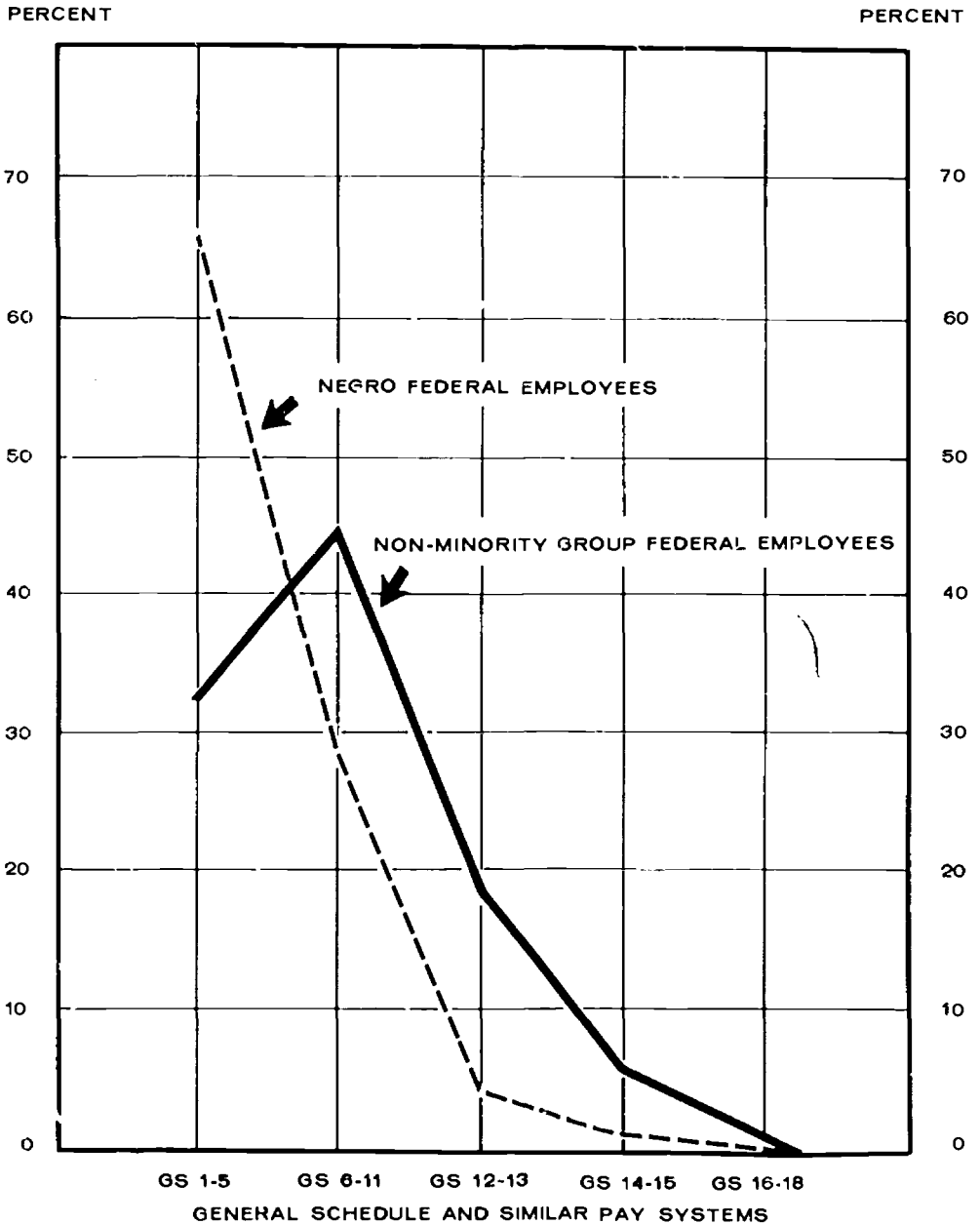
CHART 5 -- DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES BY MINORITY GROUP STATUS AND SELECTED GRADE GROUPINGS, AS OF NOVEMBER 30, 1969

PERCENT

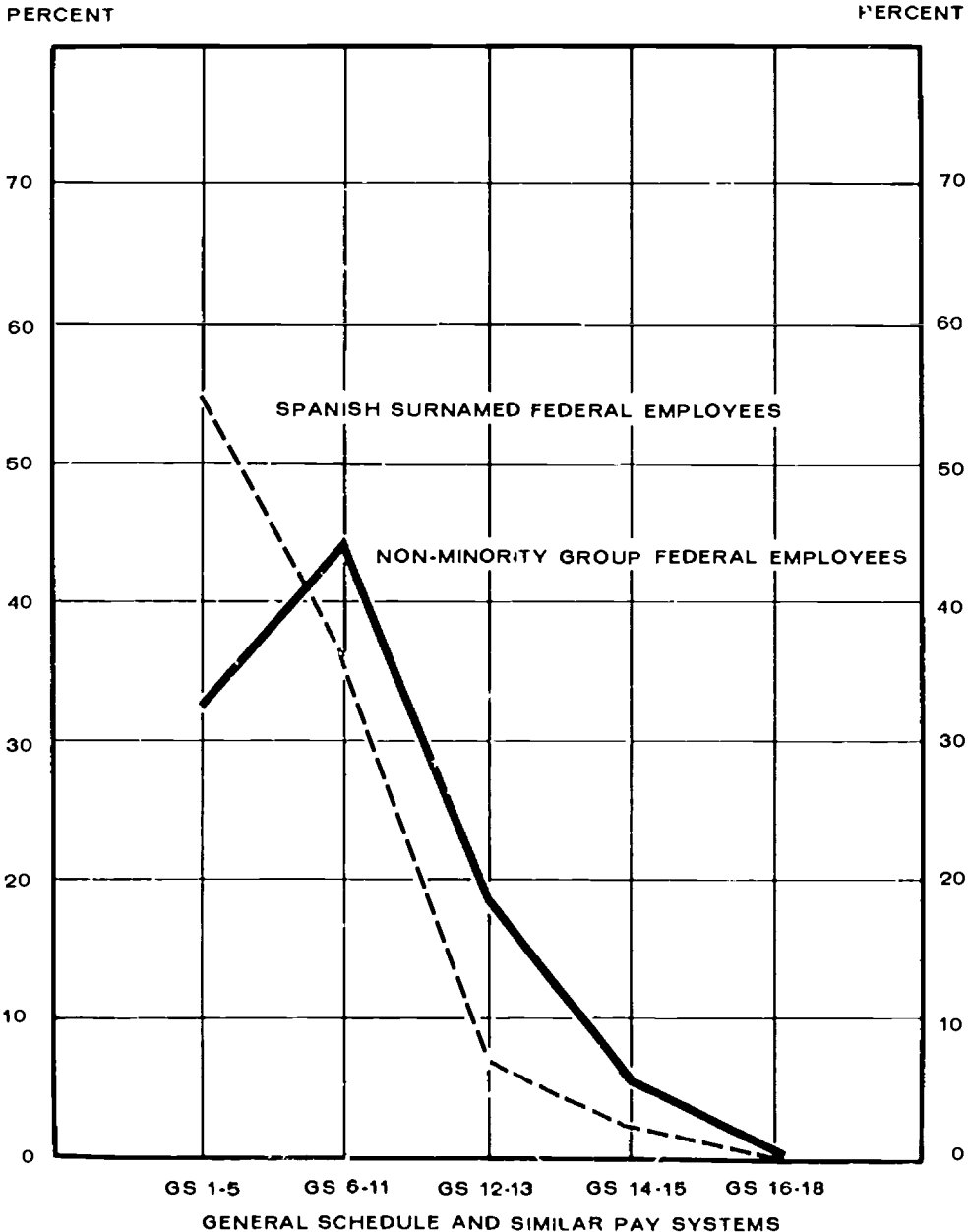
PERCENT



**CHART 6 -- DISTRIBUTION OF NEGRO EMPLOYEES
BY SELECTED GRADE GROUPINGS,
AS OF NOVEMBER 30, 1969**



**CHART 7 -- DISTRIBUTION OF SPANISH SURNAMED
EMPLOYEES BY SELECTED GRADE GROUPINGS,
AS OF NOVEMBER 30, 1969**



Federal Employment in the United States

In November 1969, 98 percent, or some 2,550,000 of the 2.6 million full-time Federal civilian employees were located in the United States. Approximately 12,650 of these were in Alaska. Of the 501,000 minority employees, almost 99% were in the United States.

In the United States minority group employees account for 19.4 percent of the Federal civilian work force; however, in the 75 Standard Metropolitan Statistical Areas surveyed the corresponding percentage is 24.2.

The proportion of the Federal work force located in each of the states ranges from 0.1% in Vermont to 11.8% in California, with the majority of states (33) having 2.0% or less of the total employment. Some areas, however, have substantially more. For example, California (11.8%); District of Columbia (7.0%); New York (6.6%); Texas (5.6%); Pennsylvania (5.4%); Virginia (5.2%); Maryland (4.5%); and Illinois (4.2%). Although half of all United States employment is located in these seven states and the District of Columbia, they contain an even larger proportion of certain minority groups. Eighty-two percent of all Orientals in the Federal civilian work force are located in these 8 areas. The corresponding proportions for Spanish surnamed, Negroes, and American Indians are 73%, 66%, and 14%, respectively.

Minority group employees in white-collar occupations numbered 340,500 in November 1969, up by 14,500 (4.4%) from 1967. During this 2-year interval the proportion of minority employees in white-collar jobs increased from 64.4 to 68.8 percent. Although gains were largest under General Schedule and similar systems (7,710), the 4.5 percent increase under these pay plans was slightly below the 4.8 percent in the Postal Field Service. The latter increase represents 7,342 additional employees. Minority employment in the "other pay plans" category numbered 2,929, about 600 below 1967.

Minority group employees in blue-collar occupations, reflecting the general decline among these occupations, decreased by some 10,500 between 1967 and 1969. Geographically, most of the 10,500 decrease in blue-collar jobs held by minority group employees occurred in California, the District of Columbia, Virginia, Pennsylvania, Maryland, and Washington. Approximately one-third of minority group employees in the United States are blue-collar workers.

Despite the effect in most states of a downward trend in trades, crafts, and laboring occupations, sizable overall gains were reported in Virginia (10,731), Florida (2,754), and Indiana (1,685). Increases between 1,000 and 1,400 occurred in Arkansas, Mississippi, Michigan, Maryland, and Wisconsin. Minority groups accounted for 14% of the 21,000 employees added in these states. Most were appointed in Virginia and Maryland to jobs paid at General Schedule and similar rates.

Civil Service Regions

Geographically, the functions of the Civil Service Commission are administered by the central office through 10 regional offices. Ordinarily, the Washington, D. C., SMSA is included as part of the Philadelphia Region. For purposes of this report, however, the Philadelphia Region totals exclude the Washington, D. C., SMSA, which is used interchangeably with the central office area.

Approximately half of all Federal civilian employees in the United States are located in 4 Civil Service regions; namely, the Chicago, Atlanta, San Francisco, and Philadelphia Regions. Nearly a fourth of all Federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia Region. Similar concentrations of minority employees are apparent in the Chicago, San Francisco, and Dallas Regions (see text table below).

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT BY MINORITY GROUP STATUS AND CIVIL SERVICE REGION a/, NOVEMBER 30, 1969 (IN THOUSANDS)

Civil Service Region	Total Employment	Minority Group Employment				
		Total	Negro	Spanish Surnamed	American Indian	Oriental
All Regions <u>b/</u>	2,261.7	414.7	310.9	71.3	16.0	16.4
Atlanta	318.5	44.2	41.9	1.6	0.5	0.2
Boston	120.1	4.9	4.4	0.2	0.1	0.2
Chicago	353.1	75.9	73.5	1.3	0.3	0.7
Dallas	239.5	54.7	23.4	27.8	3.1	0.3
Denver	132.5	26.4	4.0	15.1	6.7	0.7
New York	235.4	50.4	43.0	6.7	0.1	0.6
Philadelphia	293.8	59.8	58.8	0.5	0.1	0.4
St. Louis	156.1	17.2	14.8	0.8	1.4	0.3
San Francisco	308.7	74.3	44.1	16.8	1.6	11.8
Seattle	103.9	6.9	3.1	3.5	2.1	1.3
Central Office (Wash., D. C., SMSA)	288.5	80.2	77.0	1.3	0.4	1.4

a/ Civil Service regions are defined in Appendix Table 5-1.

b/ Detail may not add to total, due to rounding. Excludes central office area, which is shown separately.

The proportion of all minorities in each region at GS-5-8, 9-11, 12-13, and 14-15 was larger in 1969 than in 1967. (See text table below.) For the central office and the Civil Service regions, 1969 minority employment under the General Schedule and similar systems was 178,710, an increase of 7,713 from November 1967. The increase centered in the Washington metropolitan area, up 4,546. Although most of this increase was within grades 5-8, sizable increases also occurred at grades 9-11 (1,443) and 12-13 (735). The Philadelphia Region shows 1,400 more minority employees paid at General Schedule and similar rates, and Dallas and Atlanta, each about 1,100 more. Regional decreases in minority employment under this pay system were relatively small -- about 500 each in Chicago and New York, and about 300 in St. Louis.

Negroes make up slightly more than one-fourth (26.7%) of the central office area's work force. In the 10 regions, the largest corresponding proportions were reported for: Chicago (20.8%), Philadelphia (20.0%), and New York (18.3%). Spanish-surnamed Americans make up 11.6% of the Dallas Region's work force and 11.4% of that for the Denver Region. Similarly, American Indians make up 5.0% of the Denver Region's work force and Oriental Americans 3.8% of the San Francisco Region's work force.

1967-1969 INCREASES IN THE NUMBER OF MINORITY GROUP EMPLOYEES PAID AT
GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND
SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Increases in Minority Group Employment at GS Grades:							
	5-8		9-11		12-13		14-15	
	Num-ber	Percent Increase	Num-ber	Percent Increase	Num-ber	Percent Increase	Num-ber	Percent Increase
All Regions ^{a/}	5,428	15.7	3,757	24.8	1,627	36.7	365	41.8
Atlanta	280	15.4	428	52.9	102	51.8	31	29.2
Boston	87	24.0	15	7.1	38	39.2	28	90.3
Chicago	1,205	18.2	517	19.7	256	27.4	60	39.2
Dallas	453	10.1	597	26.5	225	51.3	50	61.0
Denver	479	11.9	307	20.4	144	37.0	10	16.7
New York	690	20.6	194	13.9	171	32.7	46	38.7
Philadelphia	1,199	21.3	648	30.4	230	41.1	43	39.1
St. Louis	79	3.7	283	30.4	78	39.4	14	23.3
San Francisco	883	14.2	692	24.0	341	36.2	68	51.5
Seattle	73	8.7	76	17.8	42	26.9	15	71.4
Central Office (Wash., D. C., SMSA)	3,546	21.1	1,443	36.6	735	37.2	359	60.6

^{a/} Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

1967-1969 CHANGES IN THE NUMBER OF NEGRO EMPLOYEES PAID AT
GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND
SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Changes in Minority Group Employment at Grades:							
	5-8		9-11		12-13		14-15	
	Num- ber	Percent Change	Num- ber	Percent Change	Num- ber	Percent Change	Num- ber	Percent Change
All Regions ^{a/}	4,070	17.0	2,215	24.3	906	38.2	142	48.0
Atlanta	250	15.9	339	52.1	83	91.2	8	23.5
Boston	75	22.7	19	11.2	19	30.2	14	175.0
Chicago	1,135	17.7	431	17.9	223	28.6	30	37.5
Dallas	150	11.8	178	33.0	55	67.1	4	33.3
Denver	9	1.6	59	17.2	12	15.6	7	33.3
New York	568	19.0	112	9.6	130	31.9	27	43.5
Philadelphia	1,158	20.9	603	29.9	204	45.2	31	60.8
St. Louis	145	8.6	221	31.7	58	51.3	9	81.8
San Francisco	559	16.5	223	22.4	107	38.9	14	45.2
Seattle	21	8.6	30	26.1	15	50.0	3	300.0
Central Office (Wash., D. C., SMSA)	3,359	20.6	1,346	39.8	553	37.8	242	61.6

^{a/} Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

1967-1969 CHANGES IN THE NUMBER OF SPANISH SURNAMED EMPLOYEES PAID AT
GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND
SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Changes in Minority Group Employment at GS Grades:							
	5-8		9-11		12-13		14-15	
	Num- ber	Percent Change	Num- ber	Percent Change	Num- ber	Percent Change	Num- ber	Percent Change
All Regions <u>a/</u>	1,081	17.2	831	25.0	438	51.2	92	34.3
Atlanta	23	14.5	57	53.3	12	18.2	18	34.0
Boston	6	42.9	4	26.7	4	66.7	5	250.0
Chicago	46	53.5	8	8.8	22	53.7	11	47.8
Dallas	275	10.1	325	23.1	130	57.5	31	72.1
Denver	337	20.8	126	17.8	122	68.5	6	28.6
New York	96	32.2	49	34.3	20	28.6	5	17.2
Philadelphia	15	28.8	25	43.9	15	38.5	-3	-7.9
St. Louis	40	48.2	36	83.7	8	38.1	5	25.0
San Francisco	232	19.6	190	26.0	101	50.5	13	34.2
Seattle	11	21.2	11	36.7	4	50.0	1	100.0
Central Office (Wash., D. C., SMSA)	115	50.4	17	9.0	59	31.2	44	78.6

a/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table 5-1.

Standard Metropolitan Statistical Areas (SMSA's)

In 1967, the Minority Group Employment Census covered 41 SMSA's. The 1969 census covered an additional 34. The presentation which follows is based on those SMSA's covered in both years, except where otherwise indicated. The 41 SMSA's covered in both years are shown in tables in appendix 5.

Since 1967, full-time Federal civilian employment in the United States has decreased by 19,750. In the 41 SMSA's surveyed, there are now some 16,400 fewer employees, see Appendix Table 5-3. Despite this net decline, minority employment in these areas increased by nearly 4,600, mostly among Spanish surnamed.

The largest decrease, 9,244, occurred in the New York City SMSA. Most of this decrease was reported by the Post Office, the Department of Health, Education, and Welfare, the Department of Transportation and by the Treasury and the Navy Departments.

The SMSA for which the next largest decrease was reported was the San Francisco-Oakland, Calif., SMSA, which reported a net decline of 4,600. These were mostly blue-collar workers employed by the Navy Department. Decreases of about 2,500 employees were reported for the following SMSA's: Norfolk-Portsmouth, Va. (2,873); Detroit, Mich. (2,617); Washington, D. C.-Md.-Va. (2,595); Los Angeles-Long Beach, Calif. (2,535); and Newark, N. J. (2,487).

The Department of the Navy accounted for most of the decrease in the Norfolk-Portsmouth and Los Angeles-Long Beach SMSA's. Decreases in the Detroit and Newark areas were due primarily to fewer Postal employees. In the Washington, D. C., metropolitan area, the larger losses were reported by the Air Force and the Department of State.

As previously indicated, SMSA coverage was expanded from 41 to 75 in the 1969 Minority Census. The remainder of the presentation in this section is based on full-time Federal civilian employment in the 75 SMSA's covered by the 1969 Minority Census. Selected employment data are shown for each of the 75 SMSA's in Appendix Table 5-2.

Slightly more than 65 percent of all full-time Federal civilian employees in the United States and 83 percent of the minority component of this work group are located in these 75 SMSA's. These minority group employees hold about 25 percent of the Federal civilian jobs in those SMSA's, as compared to 19.4 for the total United States.

There is considerable diversity in the size of the SMSA's as measured by the level of Federal civilian employment. Though most of the 75 SMSA's have fewer than 10,000 Federal civilian employees, the range is from 1,942 to 288,490. Within this range, minority employment increases in direct proportion to the size of the SMSA. For example, in those SMSA's with fewer than 10,000 Federal employees, the percentage of minority group employment is 17.8. At 50,000 and above the percentage is 30.9, see text table, following page.

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, BY MINORITY GROUP STATUS AND SIZE OF SMSA, AS OF NOVEMBER 30, 1969

Size of SMSA (No. of Federal Employees)	Total Employment	Minority Employees		Non-Minority Employees	
		Number	Percent	Number	Percent
All Sizes	1,666,898	411,643	24.7	1,255,255	75.3
Up to 9,999	213,271	37,865	17.8	175,406	82.2
10,000 to 19,999	276,114	51,275	18.6	224,839	81.4
20,000 to 49,999	464,054	102,182	22.0	361,872	78.0
50,000 and above	713,459	220,321	30.9	493,138	69.1

Departments and Selected Agencies

Slightly more than 90 percent of all Federal civilian employees work for the 6 largest departments and the 3 largest independent agencies. These same departments and agencies also employ 92 percent of the total minority component of the Federal civilian work force.

PERCENTAGE OF TOTAL AND MINORITY GROUP EMPLOYEES WHO WORKED FOR THE 6 LARGEST DEPARTMENTS AND 3 LARGEST INDEPENDENT AGENCIES IN 1967 AND 1969

Agency	Percentage of:			
	All Employees in		Minority Group Employees in	
	1969	1967	1969	1967
9 Largest Employers	90.09	90.26	92.21	92.79
Department of:				
Defense	41.89	41.90	36.64	37.89
Post Office	27.01	26.72	31.85	30.60
Health, Education and Welfare	3.93	3.94	5.10	5.44
Agriculture	3.29	3.45	1.43	1.50
Treasury	3.27	3.24	2.72	2.75
Interior	2.43	2.54	2.70	2.68
Independent Agencies:				
Veterans Administration	5.63	5.74	8.52	8.66
General Services Administration	1.39	1.45	2.94	2.99
National Aeronautics and Space Administration	1.24	1.29	0.29	0.28

PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE, BY SELECTED AGENCY, AS OF NOVEMBER 30, 1969

Agency	Total Work Force		Total Minority Component		Negro Component		Spanish Surnamed Component	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL Agencies	2,601,611	100.00a/	500,508	100.00a/	389,251	100.00a/	73,591	100.00a/
Department of:								
Defense	1,089,688	41.89	183,411	36.64	125,124	32.14	43,288	58.82
Pnst Office	702,742	27.01	159,428	31.85	136,775	35.14	17,506	23.79
Health, Education, & Welfare	102,250	3.93	25,518	5.10	21,402	5.50	1,201	1.63
Agriculture	85,698	3.29	7,178	1.43	4,989	1.28	1,452	1.97
Treasury	85,077	3.27	13,634	2.72	11,930	3.06	1,116	1.52
Interior	63,17	2.43	13,512	2.70	3,222	0.83	1,275	1.73
Transportation	59,02-	2.27	4,690	0.94	3,456	0.89	602	0.82
Justice	35,577	1.37	3,850	0.77	2,912	0.75	760	1.03
Commerce	27,002	1.04	4,885	0.98	4,384	1.13	187	0.25
State	21,889	0.84	3,517	0.70	2,771	0.71	510	0.69
Housing and Urban Development	14,074	0.54	2,845	0.57	2,526	0.65	184	0.25
Labor	10,082	0.39	2,917	0.58	2,673	0.69	166	0.23
Independent agencies:								
Veterans Administration	146,523	5.63	42,661	8.52	38,205	9.82	3,032	4.12
General Services Administration	36,274	1.39	14,709	2.94	13,317	3.42	918	1.25
Nat'l Aeronautics & Space Adm.	32,350	1.24	1,474	0.29	1,013	0.26	240	0.33
Tennessee Valley Authority	20,346	0.78	1,568	0.31	1,519	0.39	11	0.01
Government Printing Office	7,417	0.29	3,577	0.71	3,525	0.91	33	0.04
Atomic Energy Commission	7,072	0.27	647	0.13	353	0.09	250	0.34
Selective Service System	6,385	0.25	544	0.11	403	0.10	102	0.14
Civil Service Commission	4,866	0.19	1,276	0.25	1,123	0.29	118	0.16
General Accounting Office	4,401	0.17	671	0.13	624	0.16	29	0.04
Small Business Administration	4,072	0.16	627	0.13	506	0.13	91	0.12
Office of Economic Opportunity	2,132	0.08	765	0.15	669	0.17	69	0.09
Interstate Commerce Commission	1,801	0.07	377	0.08	366	0.09	5	0.01
Federal Communications Commission	1,465	0.06	267	0.05	250	0.06	11	0.01
Federal Trade Commission	1,240	0.06	256	0.05	245	0.06	5	0.01
Federal Power Commission	1,062	0.04	227	0.05	209	0.05	5	0.01
Equal Employment Opportunity Comm.	568	0.02	334	0.07	291	0.07	39	0.05
Commission on Civil Rights	145	0.01	89	0.02	75	0.02	14	0.02
ALL other agencies	27,201	1.05	5,054	1.01	4,391	1.13	372	0.51

a/ Components may not add to 100.00 percent because of rounding.

The 12 executive branch departments of the Government and the 17 selected agencies (see page 21) employ 99 percent of the Federal civilian work force. Of those 29 agencies, 14 employ a greater proportion of the overall minority component of the work force than they do of the total work force. For example, the Post Office Department employs 27 percent of the total work force and nearly 32 percent of the minority component of the work force.

Income of the Work Force

Nearly 41 percent of the increase (19,055) in General Schedule employment was due to the increase in minority group employment. Although the largest increase (46 percent) occurred at the GS-5 through 8 levels, significant increases were reported for the higher levels. At the GS-9 through 11 levels, minority employment accounted for 22 percent of the increase. At the GS-12 through 13 levels minority employment contributed 10 percent or 2,468 of the 24,700 additional jobs at those levels. At the GS-14 through 15 levels, increases among minority group employees were almost 8 percent of the total increase. At the executive levels of the career service, grades GS-16 through 18, there was a net decrease of 173 positions, from 5,492 to 5,319. In contrast, minority group employment increased by 10, from 87 to 97.

Among the 28 agencies shown on the following page, the proportion of minority group employees under the General Schedule pay system that are above the GS-9 level varies from 0.5 percent to 46.3 percent. In more than a third (10 agencies), the proportion is 20 percent or more. In 5 of the 10 (National Aeronautics and Space Administration, Commission on Civil Rights, Equal Employment Opportunity Commission, Office of Economic Opportunity, and Transportation), the proportion is 30 percent or more.

Although 27 percent of the non-minority blue-collar workers earned less than \$7,000 per year as of November 30, 1969, the proportion of minority group blue-collar workers earning less than \$7,000 was 57 percent. In the \$7,000 to \$9,999 pay range, minority group blue-collar employees constitute 20 percent of all blue-collar workers, up from 14 percent in 1967. In the \$10,000 and above pay bracket, there are about 4,500 minority group blue-collar workers. This represents 8 percent of all such Federal workers, as compared to 532 or 3.8 percent of all such Federal workers in 1967.

Although the overall increase in Postal Field Service employment was slight (less than 0.03%), minority group employment in the Postal Field Service is up 4.8 percent (7,300 employees) as compared to 1967. It should be noted here that Public Law 90-206 (December 16, 1967) authorized an increase from 20 to 21 levels in the Post Field Service. Comparisons shown in this report take this into account. For example, the 1967 equivalent of the current PFS 1-5 is PFS 1-4. Fourth Class Postmasters and Rural Carriers are included in this grouping for both years. Over one-half (58 percent) of the gains by minority group employees have taken place at the PFS-6 through 9 levels. Additionally, minority group employees accounted for 56 percent of the increase at the PFS-10 through 12 levels.

Total employment under all other pay systems decreased by 8.9 percent, from 56,895 in 1967 to 51,831 in 1969. Similarly, employment of minority groups decreased by 11.3 percent, from 4,613 to 4,094.

PERCENTAGE OF THE MINORITY AND NON-MINORITY COMPONENTS OF THE FEDERAL CIVILIAN WORK FORCE PAID GENERAL SCHEDULE RATES THAT WERE AT OR BELOW GS-9, AS OF NOVEMBER 30, 1969

Agency	Percentage of Federal Civilian Work Force Paid at General Schedule Rates That Are:			
	At or Below GS-9		Above GS-9	
	Minority	Non-Minority	Minority	Non-Minority
All Agencies	87.7	61.0	12.3	39.0
Department of:				
State	90.3	48.8	9.7	51.2
Treasury	88.4	59.7	11.6	40.3
Defense	86.7	65.1	13.3	34.9
Justice	91.8	58.7	8.2	41.3
Post Office	77.9	36.3	22.1	63.7
Interior	87.0	53.2	13.0	46.8
Agriculture	86.7	64.4	13.3	35.6
Commerce	83.4	49.7	16.6	50.3
Labor	76.6	35.6	23.3	64.4
Health, Education, and Welfare	90.6	65.2	9.4	34.8
Housing and Urban Development	79.9	40.9	20.1	59.1
Transportation	69.5	32.3	30.5	67.7
Independent agencies:				
Atomic Energy Commission	82.7	42.0	17.3	58.0
Civil Service Commission	91.2	52.8	8.8	47.2
Commission on Civil Rights	59.6	25.0	40.4	75.0
Equal Employment Opportunity Commission	61.3	45.7	38.7	54.3
Federal Communications Commission	85.1	43.6	14.9	56.4
Federal Power Commission	78.9	32.4	21.1	67.6
Federal Trade Commission	93.9	36.4	6.1	63.6
General Accounting Office	93.3	40.0	6.7	60.0
General Services Administration	94.2	63.9	5.8	36.1
Government Printing Office	99.5	72.0	0.5	28.0
Interstate Commerce Commission	97.1	38.8	2.9	61.2
Nat'l Aeronautics & Space Adm.	53.7	30.2	46.3	69.8
Office of Economic Opportunity	67.5	34.0	32.5	66.0
Selective Service System	94.4	91.0	5.6	9.0
Small Business Administration	79.1	44.1	20.9	55.9
Veterans Administration	93.3	75.5	6.7	24.5
All other agencies	87.0	45.7	13.0	54.3

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1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY
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PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,801,611	15.0	389,251	13.9	73,591	2.6	16,478	.6	21,188	.8	2,101,103	90.8
TOTAL GENERAL SCHEDULE FM SIMILAR.....	1,289,108	10.7	137,918	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,381	85.9
CS-1	1,918		998	52.0	129	6.7	14	.7	11	.6	766	39.9
CS-2	23,227		7,093	30.5	629	2.7	417	1.8	138	.6	14,945	64.4
CS-3	114,951		27,599	24.0	3,257	3.1	1,943	1.7	688	.6	81,134	70.6
CS-4	171,951		31,362	18.4	4,835	2.8	2,677	1.6	1,156	.7	131,721	76.6
CS-5	153,008		24,712	16.2	3,847	2.5	1,445	.9	1,206	.8	121,756	79.6
CS-6	74,187		9,849	13.3	1,340	1.9	321	.4	539	.7	52,093	83.7
CS-7	112,834		10,823	9.6	2,193	1.9	785	.7	931	.8	94,101	86.9
CS-8	27,386		2,453	9.0	375	1.4	65	.2	251	.9	24,922	88.4
CS-9	155,283		9,682	6.2	2,024	1.7	883	.6	1,474	.9	140,620	90.6
CS-10	18,069		678	3.5	145	1.0	33	.2	193	1.1	17,020	94.2
CS-11	147,788		5,998	4.1	1,739	1.2	549	.4	1,464	1.0	134,038	93.4
CS-12	121,533		3,372	2.7	1,033	.8	249	.2	1,101	.9	115,788	95.3
CS-13	91,728		2,048	2.2	545	.6	184	.2	683	.7	84,224	96.2
CS-14	44,317		720	1.6	312	.7	107	.2	348	.8	42,825	96.6
CS-15	25,625		348	1.4	154	.6	33	.1	178	.7	24,902	97.2
								.2			3,660	98.4
											1,088	97.8
											474	97.7

TABLE 1-2

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR0		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	560,370	20.0	112,093	20.0	31,807	5.7	5,395	1.0	6,445	1.2	404,626	72.2
LP THRU \$ 4,999	20,492	56.7	11,612	56.7	1,777	8.7	133	.6	357	1.7	6,613	32.3
\$ 5,000-\$ 5,499	27,784	37.2	10,333	37.2	2,090	7.5	329	1.2	172	.6	14,852	53.5
\$ 5,500-\$ 5,999	38,011	39.1	14,848	39.1	3,138	8.3	596	1.6	343	.9	19,086	50.2
\$ 6,000-\$ 6,499	53,072	32.5	17,262	32.5	2,976	5.6	582	1.1	585	1.1	31,687	59.7
\$ 6,500-\$ 6,999	60,251	28.7	17,276	28.7	3,775	6.3	741	1.2	628	1.0	37,831	62.8
\$ 7,000-\$ 7,999	140,799	15.8	72,271	15.8	9,667	6.9	1,398	1.0	1,406	1.0	106,047	75.3
\$ 8,000-\$ 8,999	113,581	10.5	11,898	10.5	5,709	5.0	898	.8	1,444	1.3	93,642	82.4
\$ 9,000-\$ 9,999	50,998	8.2	4,101	8.2	1,747	3.4	304	.6	795	1.5	43,961	86.2
\$ 10,000-\$ 11,999	41,114	4.7	1,938	4.7	759	1.8	234	.6	567	1.4	37,620	91.5
\$ 12,000-\$ 13,999	10,420	3.4	351	3.4	122	1.2	122	1.2	123	1.2	9,702	93.1
\$ 14,000-\$ 15,999	7,053	3.0	61	3.0	20	1.5	46	2.2	20	1.0	1,896	92.4
\$ 16,000-\$ 17,999	988	5.7	56	5.7	9	.9	11	1.1	4	.4	908	91.9
\$ 18,000-\$ 19,999	494	1.6	8	1.6	4	.8			2	.4	480	97.2
\$ 20,000-\$ 21,999	210	1.4	3	1.4	4	1.9			3	1.4	200	95.2
\$ 22,000-\$ 23,999	78	5.1	4	5.1							74	94.9
\$ 24,000-\$ 25,999	2						1	11.1			8	88.9
\$ 26,000-\$ 27,999	4										4	100.0
\$ 28,000-\$ 29,999	4		1	25.0							3	75.0
\$ 30,000 AND OVER	7										2	100.0

1969 MINORITY GROUP STUDY
 SUMMARY, POSTAL FIELD SERVICE
 TABLE 1-3

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	700,304	19.5	136,322	2.5	17,494	2.5	1,182	.2	3,987	.6	541,359	77.3
PFS-1	481	50.5	243	4.2	20	4.2	4	.8	4	.8	210	43.7
PFS-2	4,265	48.0	2,048	5.0	213	5.0	11	.3	58	1.4	1,935	45.4
PFS-3	27,565	12.9	3,550	1.8	501	1.8	129	.5	89	.3	23,296	84.5
PFS-4	61,885	46.6	28,829	4.4	2,702	4.4	77	.1	416	.7	29,861	48.3
PFS-5	463,835	19.3	89,433	2.6	12,222	2.6	696	.2	2,732	.6	353,752	77.3
PFS-6	41,693	20.0	8,354	2.5	1,041	2.5	65	.2	389	.9	31,844	75.4
PFS-7	12,957	5.5	709	1.0	125	1.0	48	.4	39	.3	12,036	92.9
PFS-8	18,954	9.5	1,881	1.2	230	1.2	25	.1	122	.6	16,098	84.1
PFS-9	10,705	3.7	399	.8	89	.8	27	.3	25	.2	10,168	95.0
PFS-10	8,696	3.0	327	1.0	87	1.0	14	.2	31	.4	8,237	94.7
PFS-11	4,141	2.7	174	4.2	27	4.2	5	.1	6	.1	3,929	94.9
PFS-12	7,527	4.8	122	.5	13	.5	3	.1	7	.3	2,377	46.3
PFS-13	1,454	3.6	52	.6	9	.6	5	.3	5	.3	1,289	95.5
PFS-14	1,324	5.6	74	.6	8	.6	4	.4	5	.4	1,223	93.4
PFS-15	1,144	3.1	35	.7	8	.7	2	.2	5	.4	1,096	95.6
PFS-16	584	1.5	9	.4	8	.4	1	.2	2	.3	566	96.9
PFS-17	231	2.6	6	.9	2	.9	1	.2	23	1.0	223	96.5
PFS-18	139	3.6	5	.6	2	.6	1	.3	1	1.6	134	96.4
PFS-19	62	1.0	2	.3	1	.3	1	.3	1	1.6	61	98.4
PFS-20	24	8.3	2	8.3	1	8.3	1	8.3	2	91.7	22	91.7
PFS-21	15	1.5	15	1.5	106	1.5	23	.3	1	1.0	15	100.0
4TH CLASS POSTMASTERS	6,907	.3	52	.2	83	.3	52	.2	12	1.2	6,755	97.9
RURAL CARRIERS	30,720	1.5	52	.2	83	.3	52	.2	12	1.2	30,521	99.4



1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

TABLE 1-4

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGR		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	31,831	2,918	5.6	609	1.2	1,69	.3	418	.8	47,737	92.1
LP THRU \$ 4,999	3,340	670	20.1	68	2.0	79	2.4	13	.4	2,520	75.1
\$ 5,000-\$ 6,499	1,117	131	11.7	18	1.6	8	.7	8	.7	952	85.2
\$ 6,500-\$ 7,999	2,854	358	12.5	23	.8	5	.2	12	.4	2,455	86.0
\$ 8,000-\$ 9,499	2,764	196	7.1	38	1.4	2	.1	15	.5	2,415	90.9
\$ 9,500-\$ 10,999	3,104	239	7.7	49	1.6	9	.3	52	1.7	2,757	88.8
\$ 11,000-\$ 12,499	5,617	300	5.3	72	1.3	9	.2	56	1.0	5,180	92.2
\$ 12,500-\$ 13,999	5,181	304	5.9	52	1.0	11	.2	52	1.0	4,762	91.9
\$ 14,000-\$ 15,499	3,203	155	4.8	56	1.7	5	.2	27	.8	2,960	92.4
\$ 15,500-\$ 16,999	5,337	166	3.1	55	1.0	4	.1	54	1.0	5,078	94.8
\$ 17,000-\$ 18,499	3,598	75	2.1	48	1.3	7	.2	28	.8	3,440	95.6
\$ 18,500-\$ 19,999	3,067	76	2.5	24	.8	3	.1	28	.9	2,936	95.7
\$ 20,000-\$ 21,499	2,989	65	2.2	24	.8	2	.1	20	.7	2,878	96.3
\$ 21,500-\$ 22,999	2,120	44	2.1	20	.9	1	.0	17	.8	2,038	96.1
\$ 23,000-\$ 24,499	1,424	36	2.5	18	1.3	1	.1	10	.7	1,359	95.5
\$ 24,500-\$ 25,999	1,854	37	2.0	21	1.1	1	.1	10	.5	1,786	96.3
\$ 26,000-\$ 27,499	539	15	2.8	2	.4	2	.4	2	.4	520	96.5
\$ 27,500-\$ 28,999	536	5	.9	3	.6	1	.1	3	.6	528	98.0
\$ 29,000-\$ 30,499	1,074	13	1.2	9	.8	1	.1	3	.3	1,050	97.6
\$ 30,500 AND OVER	2,084	33	1.6	9	.4	3	.1	8	.4	2,033	97.5

1969 MINORITY GROUP STUDY
 TERRITORIES AND FOREIGN COUNTRIES SUMMARY
 TABLE 1-5

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRIN		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	51,465	2.6	1,335	2.6	933	1.8	35	.1	3,387	6.6	45,775	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	26,789	2.5	673	2.5	506	1.9	19	.1	1,818	6.8	23,773	88.7
GS-1	29		14	4.7	3	1.0			1	3.4	28	96.6
GS-2	300		73	4.8	25	1.6	2	.1	24	8.0	259	86.3
GS-3	1,534								82	5.3	1,352	88.1
GS-4	2,212		94	4.2	66	3.0	2	.1	200	9.0	1,850	83.6
GS-5	2,428		53	2.2	70	2.9	1	.1	204	8.4	2,100	86.5
GS-6	1,154		21	1.8	26	2.3	1	.1	90	7.8	1,016	88.0
GS-7	1,827		53	2.9	45	2.5	2	.1	161	8.8	1,566	85.7
GS-8	418		7	1.7	7	1.7			41	9.8	363	86.8
GS-9	6,219		174	2.8	83	1.3	4	.1	301	4.8	5,656	91.0
GS-10	547		17	3.1	12	2.2			43	7.9	475	86.8
GS-11	3,818		83	2.2	86	2.3	1	.1	350	9.2	3,298	86.4
GS-12	3,748		60	1.5	55	1.5	4	.1	246	6.6	5,383	90.3
GS-13	1,734		19	1.1	22	1.3	2	.1	66	3.8	1,625	93.7
GS-14	533		5	.9	6	1.1			7	1.3	515	96.6
GS-15	240								2	.8	238	99.2
GS-16	35										35	100.0
GS-17	8										8	100.0
GS-18	6										6	100.0

TABLE 1-6

1969 MINORITY GROUP STUDY

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGR0		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6,655	82	1.2	108	1.6	2		1,321	19.8	5,142	77.3
HIP TARI \$ 2,999	1,439	7	.5	12	.8			156	11.0	1,262	87.7
\$ 3,000-\$ 5,499	288	1	.3					29	10.1	258	89.6
\$ 5,500-\$ 7,999	222	10	4.5	2	.9			49	22.1	161	72.5
\$ 8,000-\$ 11,499	191	7	3.7	5	2.6			49	25.7	130	68.1
\$ 11,500-\$ 14,999	189	7	3.7	1	.5			20	10.6	161	85.2
\$ 15,000-\$ 19,999	905	14	1.5	11	1.2			339	37.5	541	59.8
\$ 20,000-\$ 24,999	578	12	2.1	34	5.9	1	.1	141	24.4	490	84.7
\$ 25,000-\$ 29,999	961	6	.6	18	1.9	1	.1	143	14.9	791	82.3
\$ 30,000-\$ 34,999	1,114	13	1.2	12	1.1			287	25.8	801	71.9
\$ 35,000-\$ 39,999	392	2	.5	6	1.5			83	21.2	301	76.8
\$ 40,000-\$ 44,999	157			3	1.9			16	10.2	138	87.9
\$ 45,000-\$ 49,999	53			3	5.7			2	3.8	48	90.6
\$ 50,000-\$ 54,999	12			1	8.3			2	16.7	9	75.0
\$ 55,000-\$ 59,999	44							3	6.8	41	93.2
\$ 60,000-\$ 64,999	10									10	100.0
\$ 65,000-\$ 69,999											
\$ 70,000-\$ 74,999											
\$ 75,000-\$ 79,999											
\$ 80,000-\$ 84,999											
\$ 85,000-\$ 89,999											
\$ 90,000-\$ 94,999											
\$ 95,000-\$ 99,999											
\$ 100,000 AND OVER											

1969 MINORITY GROUP STUDY
 TERRITORIES AND FOREIGN COUNTRIES SUMMARY

TABLE 1-7

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL POSTAL FIELD SERVICE.....	146					146 100.0
PFS-1						
PFS-2	2					2 100.0
PFS-3	12					12 100.0
PFS-4	108					108 100.0
PFS-5	9					9 100.0
PFS-6	2					2 100.0
PFS-7						
PFS-8	5					5 100.0
PFS-9	3					3 100.0
PFS-10	2					2 100.0
PFS-11						
PFS-12	1					1 100.0
PFS-13						
PFS-14						
PFS-15						
PFS-16						
PFS-17						
PFS-18						
PFS-19						
PFS-20						
PFS-21						
4TH CLASS POSTMASTERS RURAL CARRIERS	2					2 100.0

1969 MINORITY GROUP STUDY
TERRITORIES AND FOREIGN COUNTRIES SUMMARY

TABLE 1-8

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL OTHER PAY SYSTEMS	17,875		580	3.2	319	1.8	14	.1	208	1.4	16,724	93.5
UP THRU \$ 4,999	43		3	7.0	1	3.4			2	4.7	38	88.4
\$ 5,000-\$ 5,999	29		3	1.9	5	3.2			1	3.4	27	93.1
\$ 6,000-\$ 6,999	158								3	1.9	147	93.0
\$ 7,000-\$ 7,999	560		27	4.8	10	1.8	1	.2	9	1.6	513	91.6
\$ 8,000-\$ 8,999	1,580		59	3.7	21	1.3	2	.1	45	2.8	1,453	92.0
\$ 9,000-\$ 9,999	2,095		76	3.6	41	2.0	1		48	2.3	1,929	92.1
\$ 10,000-\$ 10,999	1,620		90	5.6	33	2.0	2	.1	32	2.0	1,463	90.3
\$ 11,000-\$ 11,999	1,395		57	4.1	35	2.5	3	.2	16	1.1	1,284	92.0
\$ 12,000-\$ 12,999	2,293		53	2.3	41	1.8	1		21	.9	2,177	94.9
\$ 13,000-\$ 13,999	1,653		41	2.5	34	2.1	1	.1	15	.9	1,562	94.5
\$ 14,000-\$ 14,999	1,016		37	3.6	15	1.5			9	.9	955	94.0
\$ 15,000-\$ 15,999	1,295		38	2.9	18	1.4	1	.1	13	1.0	1,225	94.6
\$ 16,000-\$ 16,999	955		30	3.1	18	1.9	1	.1	15	1.6	891	93.3
\$ 17,000-\$ 17,999	728		20	2.7	16	2.2			6	.8	686	94.2
\$ 18,000-\$ 18,999	1,116		23	2.1	16	1.4			8	.7	1,069	95.8
\$ 19,000-\$ 19,999	207		9	4.3	2	1.0			1	.5	195	94.2
\$ 20,000-\$ 20,999	225		1	.4	2	.9			3	1.3	219	97.3
\$ 21,000-\$ 21,999	436		3	.7	7	1.6					426	97.7
\$ 22,000 AND OVER	471		10	2.1	4	.8	1	.2	1	.2	455	96.6

1969 MINORITY GROUP STUDY
 ALL-AGENCY SUMMARY OF
 ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-9

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total, All Pay Systems.	13,457	219	1.6	670	5.0
Total General Schedule or Similar.....	7,362	66	.9	270	3.7
GS- 1	26	3	11.5	10	38.5
GS- 2	193	10	5.2	27	14.0
GS- 3	790	20	2.5	116	14.7
GS- 4	1,045	12	1.1	37	3.5
GS- 5	803	9	1.1	34	4.2
GS- 6	288	5	1.7	13	4.5
GS- 7	586	3	.5	13	2.2
GS- 8	107	...	..	3	2.8
GS- 9	1,024	3	.3	8	.8
GS-10	168	...	...	2	1.2
GS-11	965	...	...	1	.4
GS-12	786	1	.1	1	.1
GS-13	408	...	...	2	.5
GS-14	131	...	...	...	...
GS-15	38	...	...	...	...
GS-16	1	...	...	...	...
GS-17	2	...	...	...	...
GS-18	1	...	...	...	...

1969 MINORITY GROUP STUDY
 ALL-AGENCY SUMMARY OF
 ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-10

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Wage Systems.....	4,840	107	2.2	286	5.9
Less than \$5,000	8	...	...	2	25.0
\$ 5,000 - \$ 5,499	2	...	...	...	...
\$ 5,500 - \$ 5,999	5	1	20.0	1	20.0
\$ 6,000 - \$ 6,499	4	...	...	1	25.0
\$ 6,500 - \$ 6,999	5	...	...	2	40.0
\$ 7,000 - \$ 7,999	76	9	11.8	28	36.8
\$ 8,000 - \$ 8,999	404	17	4.2	51	12.6
\$ 9,000 - \$ 9,999	395	13	3.3	58	14.7
\$10,000 - \$11,999	1,019	32	3.1	68	6.7
\$12,000 - \$13,999	2,011	31	1.5	61	3.0
\$14,000 - \$15,999	526	3	.6	11	2.1
\$16,000 - \$17,999	226	1	.4	1	.4
\$18,000 - \$19,999	138	...	...	1	.7
\$20,000 - \$21,999	17	...	...	...	...
\$22,000 - \$23,999	1	...	...	...	...
\$24,000 - \$25,999	...	...	...	...	...
\$26,000 - \$27,999	...	...	...	...	...
\$28,000 - \$29,999	1	...	...	...	...
\$30,000 and over	2	...	...	1	50.0

1969 MINORITY GROUP STUDY
 POST OFFICE DEPARTMENT SUMMARY OF
 ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-11

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Postal Field Service.....	806	44	5.5	111	13.8
Level 1	...	...	...	...	...
Level 2	3	1	33.3	...	...
Level 3	67	12	17.9	15	22.4
Level 4	10	...	...	2	20.0
Level 5	467	12	2.6	25	5.4
Level 6	47	2	4.3	5	10.6
Level 7	29	3	10.3	1	3.4
Level 8	23	...	...	2	8.7
Level 9	19	...	...	3	15.8
Level 10	6	...	...	...	...
Level 11	5	1	20.0	...	...
Level 12	2	...	...	...	...
Level 13	1	...	...	...	...
Level 14	2	...	...	...	...
Level 15	2	...	...	...	...
Level 16	2	...	...	...	...
Level 17	...	...	...	...	...
Level 18	...	...	...	...	...
Level 19	...	...	...	...	...
Level 20	...	...	...	...	...
Level 21	...	...	...	...	...
4th Class Postmasters	119	13	10.9	58	48.7
Rural Carriers	2	...	...	...	...

1969 MINORITY GROUP STUDY
 ALL-AGENCY SUMMARY OF
 ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 1-12

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Other Pay Systems	449	2	.4	3	.7
Less than \$ 5,000	7	...	...	1	14.3
\$ 5,000 - \$ 5,499	1	...	...	...	...
\$ 5,500 - \$ 5,999	20	...	...	...	...
\$ 6,000 - \$ 6,499	4	...	...	...	...
\$ 6,500 - \$ 6,999	9	...	...	...	...
\$ 7,000 - \$ 7,999	31	...	...	...	...
\$ 8,000 - \$ 8,999	65	...	...	1	1.5
\$ 9,000 - \$ 9,999	77	...	...	1	1.3
\$10,000 - \$11,999	59	1	1.7	...	...
\$12,000 - \$13,999	51	...	...	...	...
\$14,000 - \$15,999	70	1	1.4	...	...
\$16,000 - \$17,999	29	...	...	...	...
\$18,000 - \$19,999	14	...	...	...	...
\$20,000 - \$21,999	2	...	...	...	...
\$22,000 - \$23,999	4	...	...	...	...
\$24,000 - \$25,999	2	...	...	...	...
\$26,000 - \$27,999	1	...	...	...	...
\$28,000 - \$29,999	...	...	...	...	...
\$30,000 and over	3	...	...	...	...

TABLE 1-13

1969 MINORITY GROUP STUDY

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,689	12.7	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OP SIMILAR.....	5,606	30.6	1,767	30.6	134	2.3	20	.3	65	1.1	3,602	65.5
GS-1	15	80.0	12	80.0	5	3.9	2	1.6			3	20.0
GS-2	128	70.3	90	70.3	12	5.9	1	.5			31	24.2
GS-3	203	57.1	116	57.1	13	2.8	1	.2	2	.4	74	36.5
GS-4	467	57.4	268	57.4	17	2.5	11	1.6	5	.7	183	39.2
GS-5	678	51.9	352	51.9	12	2.2	1	.2	2	.4	293	43.2
GS-6	539	53.6	269	53.6	29	3.6	2	.2	19	2.4	235	43.6
GS-7	601	35.3	287	35.3	5	1.9	1	.4	10	3.8	464	57.9
GS-8	263	30.4	80	30.4	6	1.4	1	.2	11	1.9	167	63.6
GS-9	571	25.7	147	25.7	2	3.6			4	7.1	404	70.8
GS-10	56	5.4	3	5.4	13	3.0			5	1.1	47	83.9
GS-11	435	15.6	68	15.6	6	1.7			2	.6	349	80.2
GS-12	350	9.7	34	9.7	4	.9			3	.7	308	88.0
GS-13	467	5.8	27	5.8	4	1.0			2	.5	436	93.4
GS-14	361	1.8	7	1.8	3	.7			3	.7	364	96.6
GS-15	416	1.4	6	1.4	1	3.6					404	97.1
GS-16	26	1	1	9.1							25	96.2
GS-17	11										10	90.9
GS-18	1										1	100.0

TABLE 1-13a

1959 MINORITY GROUP STUDY

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	322	53.7	173	53.7	105	32.6			1	.3	43	13.4
UP THRU \$ 4,999	32	37.5	12	37.5	14	56.3					2	6.3
\$ 5,000-\$ 5,499	16	37.5	6	37.5	10	62.5					1	2.7
\$ 5,500-\$ 5,999	37	45.9	17	45.9	19	51.4						
\$ 6,000-\$ 6,499	9	33.3	3	33.3	5	55.6			1	1.8	1	11.1
\$ 6,500-\$ 6,999	55	54.5	30	54.5	15	27.3					9	16.4
\$ 7,000-\$ 7,999	88	68.2	50	68.2	18	20.5			1	1.8	10	11.4
\$ 8,000-\$ 8,999	57	58.4	31	58.4	16	28.1					10	17.5
\$ 9,000-\$ 9,999	20	55.0	11	55.0	4	20.0					5	25.0
\$ 10,000-\$ 11,999	6	50.0	3	50.0							3	50.0
\$ 12,000-\$ 13,999	2										2	100.0
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER												

TABLE 1-13b

1969 MINORITY GROUP STUDY

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	19,759		611	3.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU \$ 4,999	15		14	93.3							1	6.7
\$ 5,000-\$ 5,499	9		5	55.6							4	44.4
\$ 5,500-\$ 5,999	124		27	21.8	4	3.2			1	.8	92	74.2
\$ 6,000-\$ 6,499	245		39	15.9	7	2.9	1	.4	4	1.6	194	79.2
\$ 6,500-\$ 6,999	247		30	12.1	6	3.2	2	.8	1	.4	206	83.4
\$ 7,000-\$ 7,999	1,086		93	8.6	28	2.6	3	.3	10	.9	952	87.7
\$ 8,000-\$ 8,999	1,254		106	11.8	25	2.0			17	1.4	1,068	84.9
\$ 9,000-\$ 9,999	1,341		92	6.9	38	2.8	2	.1	13	1.0	1,196	89.2
\$10,000-\$11,999	2,358		102	4.3	30	1.3			19	.8	2,207	93.6
\$12,000-\$13,999	1,687		51	3.0	36	2.3	2	.1	14	.8	1,582	93.6
\$14,000-\$15,999	1,030		45	4.4	13	1.3			9	.9	963	93.5
\$16,000-\$17,999	1,353		40	3.0	17	1.3			17	1.3	1,279	94.5
\$18,000-\$19,999	916		27	2.9	13	1.4	1	.1	11	1.2	866	94.3
\$20,000-\$21,999	854		27	3.2	16	1.8			8	.9	803	94.0
\$22,000-\$23,999	1,226		28	2.3	19	1.5			8	.7	1,171	95.5
\$24,000-\$25,999	233		11	4.7	2	.9			1	.4	219	94.0
\$26,000-\$27,999	307		3	1.0	1	.3			2	.7	301	98.0
\$28,000-\$29,999	676		10	1.5	7	1.0			1	.1	660	97.3
\$30,000 AND OVER	790		19	2.4	5	.6	1	.1	2	.3	763	96.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY

TABLE 1-14

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,073	14.0	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,850	9,449	11.8	935	1.2	81	.1	474	.6	58,911	86.3	
GS-1	272	126	47.1	5	1.8			2	.7	137	50.4	
GS-2	2,733	819	30.0	42	1.5	3	.1	9	.3	1,860	68.1	
GS-3	7,620	2,007	26.3	122	1.6	10	.1	31	.4	5,450	71.5	
GS-4	9,054	1,994	22.0	131	1.4	13	.1	45	.5	6,871	75.9	
GS-5	6,915	1,636	18.5	120	1.4	12	.1	68	.8	6,979	79.2	
GS-6	4,920	640	13.8	80	1.6	6	.1	35	.7	4,119	83.7	
GS-7	6,910	671	9.7	74	1.1	6	.1	33	.5	6,126	88.7	
GS-8	960	90	9.4	7	.7			4	.4	859	89.5	
GS-9	9,347	603	6.3	121	1.3	12	.1	53	.6	8,758	91.7	
GS-10	599	13	2.2	5	.8					580	96.6	
GS-11	10,290	401	3.9	116	1.1	7	.1	69	.7	9,897	94.2	
GS-12	8,289	240	2.9	74	.9	7	.1	55	.7	7,913	95.5	
GS-13	6,113	127	2.1	33	.5	3	.1	55	.9	5,895	96.4	
GS-14	2,348	3	1.5	2	.1	1	.1	11	.5	2,299	97.9	
GS-15	1,036	5	.5	3	.3			4	.4	1,024	98.8	
GS-16	208									208	100.0	
GS-17	94									94	100.0	
GS-18	42									42	100.0	

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY
TABLE 1-14a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	4,898	50.3	2,466	3.5	3	.1	30	.6	2,230	45.5		
UP THRU \$ 4,999	183	114	62.3	3	1.6				66	36.1		
\$ 5,000-\$ 5,499	193	84	43.5						109	56.5		
\$ 5,500-\$ 5,999	340	291	59.1	8	2.4				131	38.5		
\$ 6,000-\$ 6,499	450	202	44.9	18	4.0				1	.2		
\$ 6,500-\$ 6,999	1,388	1,121	80.6	25	1.8				6	.4		
\$ 7,000-\$ 7,999	1,078	669	65.4	84	7.8				8	.7		
\$ 8,000-\$ 8,999	418	147	35.2	25	6.0				13	3.1		
\$ 9,000-\$ 9,999	207	58	28.0	3	1.4							
\$10,000-\$11,999	435	40	9.2	3	.7				2	.5		
\$12,000-\$13,999	163	1	.6									
\$14,000-\$15,999	19											
\$16,000-\$17,999	24	9	37.5									
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY
TABLE 1-14b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	325		15	4.6	12	3.7					298	91.7
UP THRU \$ 4,999	1										1	100.0
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999	65	11	16.9	1	1.5						53	81.5
\$ 9,000-\$ 9,999	106	3	2.8								103	97.2
\$ 10,000-\$ 11,999	50	1	2.0								47	94.0
\$ 12,000-\$ 13,999	8										8	100.0
\$ 14,000-\$ 15,999	12										11	91.7
\$ 16,000-\$ 17,999	10										8	80.0
\$ 18,000-\$ 19,999	13										9	69.2
\$ 20,000-\$ 21,999	6										6	100.0
\$ 22,000-\$ 23,999	14										12	85.7
\$ 24,000-\$ 25,999	7										7	100.0
\$ 26,000-\$ 27,999	9										9	100.0
\$ 28,000-\$ 29,999	2										2	100.0
\$ 30,000 AND OVER	22										22	100.0

1970 MINORITY GROUP STUDY
DEPARTMENT OF DEFENSE SUMMARY
TABLE 1-15
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	1,089,688	125,124	11.5	43,288	4.0	3,122	.3	11,877	1.1	906,277	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR	636,943	49,620	7.8	14,508	2.3	1,201	.2	5,986	.9	565,628	88.8
GS-1	792	394	49.7	80	10.1	5	.6	3	.4	310	39.1
GS-2	11,047	2,287	20.7	350	3.2	21	.2	85	.8	8,306	75.2
GS-3	60,322	8,915	14.8	2,434	4.0	144	.2	491	.8	48,338	80.1
GS-4	91,115	10,884	11.9	3,154	3.5	228	.3	781	.9	76,068	83.5
GS-5	81,285	9,752	11.9	2,541	3.1	165	.2	739	.9	68,298	84.0
GS-6	36,125	3,166	8.8	752	2.1	74	.2	274	.8	31,859	88.2
GS-7	57,065	4,390	7.7	1,383	2.4	116	.2	581	1.0	50,595	88.7
GS-8	24,089	663	2.8	182	1.5	18	.1	89	.7	11,237	46.7
GS-9	79,953	4,097	5.1	1,771	2.2	177	.2	874	1.1	73,039	91.3
GS-10	6,846	186	2.7	93	1.4	5	.1	86	1.3	6,476	94.6
GS-11	76,546	2,655	3.5	972	1.3	120	.2	856	1.1	71,943	94.0
GS-12	51,204	1,461	2.8	533	.9	76	.1	674	1.3	58,540	95.5
GS-13	30,658	799	2.6	217	.7	34	.1	337	.8	38,271	96.5
GS-14	15,207	140	.9	39	.3	15	.1	84	.6	14,929	98.2
GS-15	6,509	38	.6	6	.1	2	.0	30	.5	6,433	98.8
GS-16	786	2	.3	1	.1	1	.1	1	.1	782	99.5
GS-17	212	1	.5							210	99.1
GS-18	95							1	1.1	94	98.9



1970 MINORITY GROUP STUDY
DEPARTMENT OF DEFENSE SUMMARY
TABLE 1-15a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969									
	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAME	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES				
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT				
TOTAL WAGL SYSTEMS.....	447,257	75,322 16.8	28,738 6.4	1,917 .4	5,762 1.3	335,518 75.0				
HP 7400-\$ 4,999	13,617	6,685 50.6	1,372 10.1	34 .2	328 2.4	4,998 36.7				
\$ 5,000-\$ 5,499	21,276	6,914 32.5	1,763 8.3	50 .2	145 .7	12,604 58.3				
\$ 5,500-\$ 5,999	27,458	9,833 35.8	2,795 10.2	125 .5	319 1.2	14,388 52.4				
\$ 6,000-\$ 6,499	38,731	10,465 27.0	2,499 6.5	167 .4	502 1.3	25,098 64.8				
\$ 6,500-\$ 6,999	46,857	10,601 22.6	3,365 7.2	206 .4	500 1.1	32,185 68.7				
\$ 7,000-\$ 7,999	122,301	16,996 13.8	9,166 7.5	691 .6	1,284 1.0	94,244 77.1				
\$ 8,000-\$ 8,999	97,893	9,084 9.3	5,390 5.5	373 .4	1,340 1.4	81,706 83.5				
\$ 9,000-\$ 9,999	60,894	3,075 7.5	1,599 3.9	167 .4	740 1.8	35,313 86.4				
\$ 10,000-\$ 11,999	27,501	1,153 4.2	674 2.5	66 .2	482 1.8	25,126 91.4				
\$ 12,000-\$ 13,999	7,551	208 3.5	101 1.3	31 .4	100 1.3	7,051 93.4				
\$ 14,000-\$ 15,999	1,601	51 3.2	22 1.4	5 .4	16 1.0	1,504 94.1				
\$ 16,000-\$ 17,999	814	45 5.5	6 .7	1 .1	3 .4	759 93.2				
\$ 18,000-\$ 19,999	476	8 1.7	3 .6			465 97.7				
\$ 20,000-\$ 21,999	202	3 1.5	3 1.5		3 1.5	193 95.5				
\$ 22,000-\$ 23,999	72	1 1.4				71 98.6				
\$ 24,000-\$ 25,999	5					5 100.0				
\$ 26,000-\$ 27,999	3					3 100.0				
\$ 28,000-\$ 29,999										
\$ 30,000 AND OVER	5					5 100.0				

1970 MINORITY GROUP STUDY
DEPARTMENT OF DEFENSE SUMMARY
TABLE 1-15B

PAY SYSTEM ^a	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,489	3.3	102	1.8	42	0.8	4	0.1	159	2.4	5,131	93.5
LP TRK- \$ 4,999	93	8.6	8	8.6					1	1.1	84	90.3
\$ 5,000-\$ 5,499	45	2.2	1	2.2	1	2.2	1	2.2			42	93.3
\$ 5,500-\$ 5,999	107	4.7	5	4.7	1	0.9					101	94.4
\$ 6,000-\$ 6,499	444	5.2	23	5.2	3	0.7			5	1.1	413	93.0
\$ 6,500-\$ 6,999	1,214	3.4	51	3.4	11	0.7	1	0.1	44	2.9	1,407	92.9
\$ 7,000-\$ 7,999	1,215	3.7	45	3.7	13	1.1	1	0.1	39	3.2	1,117	91.9
\$ 8,000-\$ 8,999	545	5.3	29	5.3	5	0.9			19	3.5	492	90.3
\$ 9,000-\$ 9,999	309	5.8	18	5.8	2	0.6			5	1.6	284	91.9
\$ 10,000-\$ 11,999	273					1.5			4	1.5	265	97.1
\$ 12,000-\$ 13,999	175	1.6	1	1.6	1	1.1	1	0.6	5	2.9	168	96.0
\$ 14,000-\$ 15,999	91					0.8			2	2.2	88	96.7
\$ 16,000-\$ 17,999	123										122	99.2
\$ 18,000-\$ 19,999	66	1.5	1	1.5							65	98.5
\$ 20,000-\$ 21,999	56										56	100.0
\$ 22,000-\$ 23,999	27										27	100.0
\$ 24,000-\$ 25,999	26										26	100.0
\$ 26,000-\$ 27,999	30								2	2.0	30	100.0
\$ 28,000-\$ 29,999	100										98	98.0
\$ 30,000 AND OVER	249								60,852	438.6	61,101	538.6

^a/ TOTAL ALL PAY SYSTEMS INCLUDE ARMY AND AIR NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (39,894); NEGRO (720); SPANISH SURNAMED (857); AMERICAN INDIAN (53); AND ORIENTAL (83). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

TABLE 1-16

1959 MINORITY GROUP STUDY

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	68,630	11,529 16.8	1,411 2.1	107 .2	390 .6	55,193 80.4						
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,976	6,712 12.0	643 1.1	73 .1	319 .6	48,231 86.2						
GS-1	107	72 67.3	6 5.6		2 .3	29 27.1						
GS-2	784	240 30.6	12 1.5		17 .5	530 67.6						
GS-3	3,426	902 26.3	85 2.5	5 .1		2,417 70.5						
GS-4	7,061	1,538 21.8	138 2.0	15 .2	34 .5	5,336 75.6						
GS-5	6,359	1,358 21.4	96 1.5	4 .1	50 .8	4,851 76.3						
GS-6	7,276	349 4.8	35 0.5	3 .1	17 .7	1,872 25.7						
GS-7	4,613	636 13.8	62 1.4	12 .3	25 .5	3,877 84.0						
GS-8	589	82 13.9	6 1.0		1 .2	500 84.9						
GS-9	9,088	784 8.6	98 1.1	12 .1	42 .5	8,152 89.7						
GS-10	418	16 3.8	3 .7			399 95.5						
GS-11	9,552	436 4.6	56 .6	13 .1	61 .6	8,986 94.1						
GS-12	5,748	169 2.9	25 .4	3 .1	36 .6	5,515 95.9						
GS-13	3,262	104 3.2	15 .5	4 .1	20 .6	3,119 95.6						
GS-14	1,422	16 1.1	5 .4	2 .1	1 .2	1,388 97.6						
GS-15	1,012	8 .8			2 .2	1,002 99.0						
GS-16	151	2 1.3			1 3.1	149 98.7						
GS-17	78					78 100.0						
GS-18	32					31 96.9						

TABLE 1-16a

1969 MINORITY GROUP STUDY

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	12,561	4,817	38.3	768	6.1	34	.3	70	.6	6,872	54.7
UP TO \$ 4,999	1,364	1,173	85.7	6	.4	1	.1	2	.1	186	13.6
\$ 5,000-\$ 9,999	518	379	73.2	36	6.9	7	1.4	3	.2	96	18.5
\$ 10,000-\$ 14,999	1,375	892	64.9	47	3.4	3	.2	3	.2	430	31.3
\$ 15,000-\$ 19,999	2,194	739	33.7	141	6.4	4	.2	9	.4	1,301	59.3
\$ 20,000-\$ 24,999	2,693	675	25.1	256	9.5	9	.3	21	.8	1,732	64.3
\$ 25,000-\$ 29,999	2,404	665	27.7	169	7.0	4	.2	30	1.2	1,536	63.9
\$ 30,000-\$ 34,999	971	166	17.1	71	7.3	4	.4	2	.2	728	75.0
\$ 35,000-\$ 39,999	549	85	15.5	21	3.8	2	.4	1	.2	440	80.1
\$ 40,000-\$ 44,999	437	42	9.6	21	4.8	2	.4	2	.5	372	85.1
\$ 45,000-\$ 49,999	47	1	2.1							47	100.0
\$ 50,000-\$ 54,999	4									3	75.0
\$ 55,000-\$ 59,999	1									1	100.0
\$ 60,000-\$ 64,999											
\$ 65,000-\$ 69,999											
\$ 70,000-\$ 74,999											
\$ 75,000-\$ 79,999											
\$ 80,000-\$ 84,999											
\$ 85,000-\$ 89,999											
\$ 90,000-\$ 94,999											
\$ 95,000-\$ 99,999											
\$ 100,000-\$ 104,999											
\$ 105,000-\$ 109,999											
\$ 110,000-\$ 114,999											
\$ 115,000-\$ 119,999											
\$ 120,000-\$ 124,999											
\$ 125,000-\$ 129,999											
\$ 130,000-\$ 134,999											
\$ 135,000-\$ 139,999											
\$ 140,000-\$ 144,999											
\$ 145,000-\$ 149,999											
\$ 150,000-\$ 154,999											
\$ 155,000-\$ 159,999											
\$ 160,000-\$ 164,999											
\$ 165,000-\$ 169,999											
\$ 170,000-\$ 174,999											
\$ 175,000-\$ 179,999											
\$ 180,000-\$ 184,999											
\$ 185,000-\$ 189,999											
\$ 190,000-\$ 194,999											
\$ 195,000-\$ 199,999											
\$ 200,000-\$ 204,999											
\$ 205,000-\$ 209,999											
\$ 210,000-\$ 214,999											
\$ 215,000-\$ 219,999											
\$ 220,000-\$ 224,999											
\$ 225,000-\$ 229,999											
\$ 230,000-\$ 234,999											
\$ 235,000-\$ 239,999											
\$ 240,000-\$ 244,999											
\$ 245,000-\$ 249,999											
\$ 250,000-\$ 254,999											
\$ 255,000-\$ 259,999											
\$ 260,000-\$ 264,999											
\$ 265,000-\$ 269,999											
\$ 270,000-\$ 274,999											
\$ 275,000-\$ 279,999											
\$ 280,000-\$ 284,999											
\$ 285,000-\$ 289,999											
\$ 290,000-\$ 294,999											
\$ 295,000-\$ 299,999											
\$ 300,000 AND OVER											

1969 MINORITY GROUP STUDY
 OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES
 TABLE 1-16b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	91								1	1.1	90	98.9
UP THRU \$ 4,999												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999	1										1	100.0
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999	1										1	100.0
\$24,000-\$25,999	8										8	100.0
\$26,000-\$27,999	6										6	100.0
\$28,000-\$29,999	15										15	100.0
\$30,000 AND OVER	60								1	1.7	59	98.3

1959 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY
TABLE 1-17

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	369,876	45,504	11.7	13,465	3.6	864	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR	255,567	22,256	8.7	5,355	2.1	380	.1	2,562	1.0	225,006	88.0
GS-1	168	63	37.5	22	13.1	4	2.4	1	.6	78	46.4
GS-2	4,901	1,254	25.6	151	3.1	5	.1	23	.5	3,638	74.2
GS-3	23,200	3,949	17.0	791	3.4	53	.2	162	.7	18,245	78.6
GS-4	36,311	5,541	15.3	1,274	3.5	66	.2	295	.8	29,631	81.6
GS-5	32,787	4,110	12.5	879	2.7	60	.2	278	.8	27,460	83.8
GS-6	18,184	1,665	9.2	341	1.9	36	.2	126	.7	16,016	88.1
GS-7	24,604	2,050	8.3	505	2.1	39	.2	293	1.2	21,717	88.3
GS-8	4,796	307	6.4	60	1.3	4	.1	44	.9	4,382	91.4
GS-9	30,211	1,739	5.7	591	1.9	40	.1	428	1.4	27,513	90.8
GS-10	2,697	85	3.2	33	1.2	1	.1	29	1.1	2,541	94.5
GS-11	26,913	1,186	4.4	366	1.3	33	.1	397	1.4	26,931	93.1
GS-12	24,931	633	2.5	237	1.0	27	.1	330	1.3	23,704	95.1
GS-13	15,420	266	1.7	82	.5	7	.1	114	.7	14,931	96.8
GS-14	5,641	58	1.0	18	.3	4	.1	32	.5	5,729	98.1
GS-15	2,179	10	.5	1	.1	1	.1	10	.5	2,157	99.0
GS-16	199									199	100.0
GS-17	84									84	100.0
GS-18	49									49	100.0

TABLE 1-17a

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	137,219	17.4	23,204	17.4	8,504	6.4	504	.4	1,030	.8	99,97	75.0
UP THRU \$ 4,999	2,115	54.3	2,660	54.3	411	10.0	19	.5	4	.1	1,021	24.8
\$ 5,000-\$ 5,999	4,376	40.2	1,759	40.2	304	6.9	24	.5	20	.5	2,269	51.9
\$ 6,000-\$ 6,999	8,621	35.9	3,095	35.9	454	5.3	49	.6	58	.7	4,965	57.6
\$ 7,000-\$ 7,999	13,200	26.0	3,437	26.0	638	6.3	32	.2	58	.4	8,635	66.9
\$ 8,000-\$ 8,999	16,528	23.3	3,852	23.3	1,355	8.2	68	.4	119	.7	11,134	67.4
\$ 9,000-\$ 9,999	35,486	13.4	4,804	13.4	2,322	5.5	151	.4	197	.6	28,012	78.9
\$ 10,000-\$ 10,999	27,105	7.8	2,106	7.8	1,693	7.4	97	.4	193	.7	22,716	83.8
\$ 11,000-\$ 11,999	11,597	6.3	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
\$ 12,000-\$ 12,999	7,919	6.3	502	6.3	260	3.3	13	.2	190	2.4	6,954	87.8
\$ 13,000-\$ 13,999	2,715	6.1	166	6.1	44	1.6	8	.3	51	1.9	2,446	90.1
\$ 14,000-\$ 14,999	717	5.4	39	5.4	11	1.5	4	.6	7	1.0	656	91.5
\$ 15,000-\$ 15,999	413	10.4	43	10.4	4	1.0	1	.2			365	88.4
\$ 16,000-\$ 16,999	311	2.3	7	2.3	3	1.0			2	2.5	301	96.8
\$ 17,000-\$ 17,999	80	1.3	1	1.3	1	1.3					76	95.0
\$ 18,000-\$ 18,999	35	2.9	1	2.9							34	97.1
\$ 19,000-\$ 19,999	1										1	100.0
\$ 20,000 AND OVER												

TABLE 1-17b

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,088		34	3.1	6	.6			10	.9	1,038	95.4
UP THRU \$ 4,999	8		1	12.5							7	87.5
\$ 5,000-\$ 5,499	3		1	33.3							2	66.7
\$ 5,500-\$ 5,999	19		2	10.5							17	89.5
\$ 6,000-\$ 6,499	104		5	4.8							99	95.2
\$ 6,500-\$ 6,999	341		15	4.4	1	.3			2	.6	323	94.7
\$ 7,000-\$ 7,999	313		5	1.6	4	1.3			5	1.6	299	95.5
\$ 8,000-\$ 8,999	106		4	3.8	1	.9					101	95.3
\$ 9,000-\$ 9,999	33		1	3.0					2	2.4	32	97.0
\$10,000-\$11,999	83								1	6.5	81	97.6
\$12,000-\$13,999	16										15	93.8
\$14,000-\$15,999											2	100.0
\$16,000-\$17,999	2											
\$18,000-\$19,999												
\$20,000-\$21,999	5										5	100.0
\$22,000-\$23,999	7										7	100.0
\$24,000-\$25,999	11										11	100.0
\$26,000-\$27,999	?										2	100.0
\$28,000-\$29,999	11										11	100.0
\$30,000 AND OVER	24										24	100.0

b/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (25,111); NEGRO (5%); SPANISH SURNAMED (4.9%); AMERICAN INDIAN (3.5); AND ORIENTAL (5.2). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY
TABLE 1-18

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349,472	13.5	47,390	13.5	7,619	2.2	911	.3	5,442	1.7	287,510	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	157,794	8.0	13,391	8.0	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS-1	261	137	48.8	4	1.4				1	.4	139	49.5
GS-2	4,018	828	20.6	83	2.1		7	.2	50	1.2	3,050	75.9
GS-3	19,281	2,870	14.9	376	2.0		33	.2	236	1.2	15,764	81.8
GS-4	25,266	2,784	11.0	436	1.7		59	.2	282	1.1	21,705	85.9
GS-5	19,893	2,561	13.0	277	1.4		36	.2	264	1.3	16,735	84.1
GS-6	7,170	798	10.6	92	1.2		13	.2	69	.9	6,398	86.8
GS-7	13,390	1,049	7.8	164	1.2		21	.2	166	1.2	11,990	89.5
GS-8	2,860	170	5.9	29	1.0		1		31	1.1	2,629	91.9
GS-9	18,965	865	4.7	229	1.2		35	.2	245	1.3	17,571	92.6
GS-10	2,270	52	2.3	29	1.3		2	.1	45	2.0	2,142	94.4
GS-11	19,227	602	3.1	166	.9		23	.1	256	1.3	18,180	94.6
GS-12	16,025	356	2.2	98	.6		12	.1	219	1.4	15,340	95.7
GS-13	11,405	227	2.0	49	.4		7	.1	141	1.2	10,981	96.3
GS-14	4,610	42	.9	5	.1		3	.1	23	.5	4,538	98.4
GS-15	2,111	10	.5	1			1		13	.6	2,086	98.8
GS-16	290	1	3.4				1	.3			289	99.7
GS-17	26										25	96.2
GS-18	6										6	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY
TABLE 1-18a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	180,574	33.952	18.5	5,762	3.2	656	.4	3,789	2.1	136,415	75.5	
UP THRU \$ 4,999	5,465	1.89%	34.5	365	6.7	6	.1	283	5.2	2,926	53.5	
\$ 5,000-\$ 5,999	12,818	3.863	30.0	291	2.3	6	.0	112	.9	8,566	66.8	
\$ 6,000-\$ 6,999	9,403	2.946	22.0	191	2.0	15	.2	214	2.3	5,037	53.6	
\$ 7,000-\$ 7,999	13,775	4.237	30.5	249	1.8	53	.4	363	2.6	8,873	64.4	
\$ 8,000-\$ 8,999	16,011	4.257	26.6	420	2.6	11	.3	314	2.0	10,969	68.5	
\$ 9,000-\$ 9,999	46,549	6.084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7	
\$ 10,000-\$ 10,999	43,267	3.379	12.4	555	3.8	173	.4	877	2.0	35,183	81.3	
\$ 11,000-\$ 11,999	17,721	1.816	10.2	881	3.8	76	.4	509	2.9	14,639	82.6	
\$ 12,000-\$ 12,999	11,850	4.29	3.6	206	1.7	26	.2	201	1.7	11,018	92.7	
\$ 13,000-\$ 13,999	2,722	60	2.2	40	1.5	12	.4	26	1.0	2,584	94.9	
\$ 14,000-\$ 14,999	455	4	.9	5	1.1	5	1.1	5	1.1	441	96.9	
\$ 15,000-\$ 15,999	201	201	.8	2	.8	2	.8	1	.4	258	98.9	
\$ 16,000-\$ 16,999	76	76	1.9	2	1.9	2	1.9	1	.0	76	100.0	
\$ 17,000-\$ 17,999	107	107	1.9	2	1.9	2	1.9	1	.0	102	95.3	
\$ 18,000-\$ 18,999	37	37	1.9	2	1.9	2	1.9	1	.0	37	100.0	
\$ 19,000-\$ 19,999	4	4	1.9	2	1.9	2	1.9	1	.0	4	100.0	
\$ 20,000-\$ 20,999	3	3	1.9	2	1.9	2	1.9	1	.0	3	100.0	
\$ 21,000-\$ 21,999												
\$ 22,000-\$ 22,999												
\$ 23,000-\$ 23,999												
\$ 24,000-\$ 24,999												
\$ 25,000-\$ 25,999												
\$ 26,000-\$ 26,999												
\$ 27,000-\$ 27,999												
\$ 28,000-\$ 28,999												
\$ 29,000-\$ 29,999												
\$ 30,000 AND OVER												

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY
TABLE 1-18b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,604	2.9	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU \$ 4,999	54	3.7	2	3.7	1	2.9			1	1.9	51	94.4
\$ 5,000-\$ 5,499	34				1	1.4					33	97.1
\$ 5,500-\$ 5,999	74	2.7	2	2.7							71	95.9
\$ 6,000-\$ 6,499	92	2.2	2	2.2	2	2.2					88	95.7
\$ 6,500-\$ 6,999	132	4.5	6	4.5	3	2.3			1	.8	122	92.4
\$ 7,000-\$ 7,999	159	5.0	8	5.0	3	1.9			1	.6	147	92.5
\$ 8,000-\$ 8,999	181	7.2	13	7.2	2	1.1			1	.6	165	91.2
\$ 9,000-\$ 9,999	124	9.7	12	9.7	2	1.6					110	88.7
\$10,000-\$11,999	121				3	2.5					118	97.5
\$12,000-\$13,999	158	.6	1	.6			1	.6			152	96.2
\$14,000-\$15,999	88								2	2.3	85	96.6
\$16,000-\$17,999	116										117	99.2
\$18,000-\$19,999	66	1.5	1	1.5							65	98.5
\$20,000-\$21,999	51										51	100.0
\$22,000-\$23,999	19										19	100.0
\$24,000-\$25,999	7										7	100.0
\$26,000-\$27,999	14										14	100.0
\$28,000-\$29,999	29										29	100.0
\$30,000 AND OVER	83										83	100.0



1969 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE
TABLE I-10

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	281,710	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR	158,102	7,251	4.6	6,472	4.1	494	.3	1,062	.7	142,823	90.3
GS-1	236	122	51.7	48	20.3	1	.4	1	.4	64	27.1
GS-2	1,346	135	10.0	104	7.7	9	.7	10	.7	1,068	80.8
GS-3	16,415	1,194	8.3	1,182	8.2	53	.4	74	.5	11,912	82.6
GS-4	22,477	1,521	6.8	1,302	5.8	88	.4	170	.8	19,396	86.3
GS-5	22,246	1,493	6.7	1,289	5.8	65	.3	147	.7	19,252	86.5
GS-6	8,295	354	4.3	284	3.4	22	.3	62	.7	7,573	91.3
GS-7	14,458	655	4.5	651	4.5	44	.3	97	.7	13,011	90.0
GS-8	3,842	104	2.7	87	2.3	13	.3	13	.3	3,625	94.4
GS-9	21,594	689	3.2	853	4.0	90	.4	159	.7	19,803	91.7
GS-10	1,469	33	2.2	28	1.9	2	.1	12	.8	1,394	94.9
GS-11	16,654	431	2.6	384	2.3	51	.3	142	.8	17,866	94.7
GS-12	14,580	303	2.1	173	1.2	34	.2	89	.6	13,981	95.9
GS-13	9,571	162	1.7	71	.7	16	.2	62	.6	9,240	96.5
GS-14	3,334	25	.7	11	.3	6	.2	18	.5	3,274	98.2
GS-15	1,207	10	.8	4	.3			5	.4	1,188	98.4
GS-16	145			1	.7			1	4.2	145	99.3
GS-17	24									23	95.8
GS-1A	8									8	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE
TABLE 1-19a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	120,903	11.0	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU \$ 4,999	2,650	43.7	1,157	43.7	590	22.3	8	.3	39	1.5	856	22.3
\$ 5,000-\$ 5,499	3,568	26.1	933	26.1	1,132	31.7	13	.4	13	.4	1,477	41.4
\$ 5,500-\$ 5,999	8,059	23.6	1,900	23.6	2,103	26.1	53	.7	44	.5	3,954	49.1
\$ 6,000-\$ 6,499	9,562	21.5	2,052	21.5	1,271	13.3	71	.8	72	.8	6,089	63.7
\$ 6,500-\$ 6,999	11,625	15.6	1,817	15.6	1,334	11.5	70	.7	46	.4	8,350	71.8
\$ 7,000-\$ 7,999	37,862	5.9	3,383	5.9	5,000	13.2	298	.3	174	.5	29,007	76.6
\$ 8,000-\$ 8,999	29,550	5.4	1,433	5.4	1,671	6.5	99	.4	268	1.0	23,079	66.9
\$ 9,000-\$ 9,999	11,027	4.0	442	4.0	393	3.6	51	.5	99	.9	10,942	31.1
\$ 10,000-\$ 11,999	7,265	2.5	180	2.5	187	2.6	27	.4	89	1.2	6,782	93.4
\$ 12,000-\$ 13,999	2,057	2.0	42	2.0	17	.8	11	.5	23	1.1	1,974	95.5
\$ 14,000-\$ 15,999	425	1.6	7	1.6	6	1.4	2	.5	4	.9	406	95.5
\$ 16,000-\$ 17,999	139	1.4	2	1.4					2	1.4	135	97.1
\$ 18,000-\$ 19,999	49	1.1									48	98.9
\$ 20,000-\$ 21,999	15										15	100.0
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER												

1959 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE
TABLE 1-10b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,705	3.7	101	.6	17	.1	3	.1	108	4.0	2,476	91.5
UP THRU \$ 4,999	31		5	15.1			1	12.5			26	83.9
\$ 5,000-\$ 5,499	8		1	7.1							7	87.5
\$ 5,500-\$ 5,999	14										13	92.9
\$ 6,000-\$ 6,499	248		16	6.5	1	.4			5	2.0	226	91.1
\$ 6,500-\$ 6,999	1,041		30	2.9	7	.7	1	.1	41	3.9	962	92.4
\$ 7,000-\$ 7,999	743		32	4.3	6	.8	1	.1	33	4.4	671	90.3
\$ 8,000-\$ 8,999	256		12	4.7	2	.8			18	7.0	226	87.6
\$ 9,000-\$ 9,999	152		5	3.3	1	1.5			5	3.3	142	93.4
\$ 10,000-\$ 11,999	68								2	2.9	65	95.6
\$ 12,000-\$ 13,999	1										1	100.0
\$ 14,000-\$ 15,999	3										3	100.0
\$ 16,000-\$ 17,999	3										3	100.0
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999	3											
\$ 28,000-\$ 29,999	45								2	4.4	43	95.6
\$ 30,000 AND OVER	82								2	2.4	80	97.6

5/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (16,762); NEGRO (156); SPANISH SURNAMED (401); AMERICAN INDIAN (18); AND ORIENTAL (31). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1967.

1969 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE
TABLE 1-20

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323	2,762	8.3	710	2.1	45	.1	123	.4	29,663	89.1
GS-1	29	27	93.1							2	6.9
GS-2	511	156	30.5	11	2.2	1	.2	2	.4	339	66.3
GS-3	3,410	611	17.9	120	3.5	7	.2	12	.4	2,460	72.1
GS-4	3,353	527	15.7	124	3.7	2	.1	27	.8	2,673	79.7
GS-5	3,470	439	12.7	77	2.2	7	.2	21	.6	2,926	84.3
GS-6	2,061	255	12.2	103	4.9	4	.2	9	.4	1,712	82.3
GS-7	3,537	197	5.5	36	1.0	4	.1	11	.3	3,289	91.7
GS-8	2,002	71	3.5	66	3.3	2	.1	4	.2	1,860	92.9
GS-9	2,307	101	4.4	42	1.8	5	.2	10	.4	2,149	93.2
GS-10	1,786	20	1.1	13	.7	1	.1	9	.5	1,743	97.6
GS-11	2,697	52	1.9	27	1.0	4	.1	10	.4	2,604	96.6
GS-12	1,912	34	1.8	10	.5	2	.1	6	.3	1,852	96.9
GS-13	4,142	39	.9	17	.4	3	.1	2		4,081	98.5
GS-14	1,067	23	2.2	4	.4	1	.1			1,039	97.4
GS-15	709	7	1.0	1	.1	1	.1			700	98.7
GS-16	137	2	1.5	1	.7	1	.7			133	97.1
GS-17	67									67	100.0
GS-18	35	1	2.9							34	97.1

1960 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE

TABLE 1-20a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,333	0.6	117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU \$ 4,000	11	5 45.5	5	21.7	5	21.7					6	54.5
\$ 5,000-\$ 5,999	23	5 21.7	5	21.7	2	9.1					13	56.5
\$ 5,500-\$ 5,999	22	10 45.5	10	45.5							10	45.5
\$ 6,000-\$ 6,999	27	8 29.6	8	29.6	2	7.4					17	63.0
\$ 6,500-\$ 6,999	49	22 44.9	22	44.9	6	12.2			1	2.0	20	40.8
\$ 7,000-\$ 7,999	99	29 29.3	29	29.3	12	12.1					58	58.6
\$ 8,000-\$ 8,999	124	16 12.9	16	12.9	9	7.3			3	2.4	96	77.4
\$ 9,000-\$ 9,999	280	8 2.9	8	2.9	3	1.1			1	.4	268	95.7
\$ 10,000-\$ 11,999	549	13 2.4	13	2.4	7	1.3					528	96.2
\$ 12,000-\$ 13,999	147	1 .7	1	.7					1	.7	145	98.6
\$ 14,000-\$ 15,999	2										2	100.0
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AVG OVER												

1969 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE
TABLE 1-20b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL OTHER PAY SYSTEMS	921	33 3.6	4 .4		3 .3	881 95.7	
UP THRU \$ 4,999	45	3 6.7				42 93.3	
\$ 5,000-\$ 9,499							
\$ 9,500-\$ 19,999							
\$ 20,000-\$ 29,999	1					1 100.0	
\$ 30,000-\$ 39,999	4					4 100.0	
\$ 40,000-\$ 49,999	5					5 100.0	
\$ 50,000-\$ 59,999	62	1 1.6				61 98.4	
\$ 60,000-\$ 69,999	177	5 2.8	1 .6			171 96.6	
\$ 70,000-\$ 79,999	157	6 3.8	1 .6			150 95.5	
\$ 80,000-\$ 89,999	130	6 4.4	1 .8		2 1.5	121 93.1	
\$ 90,000-\$ 99,999	97	4 4.1				93 95.9	
\$ 100,000-\$ 109,999	69	4 5.8				65 94.2	
\$ 110,000-\$ 119,999	43	1 2.1				42 97.7	
\$ 120,000-\$ 129,999	43	1 2.3	1 .9			5 100.0	
\$ 130,000-\$ 139,999	34					33 97.1	
\$ 140,000-\$ 149,999	44	2 4.5			1 2.3	41 93.2	
\$ 150,000 AND OVER							

1969 MINGRITY GROUP STUDY
POST OFFICE DEPARTMENT
TABLE 1-21

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	702,742	100.0	136,775	19.5	17,506	2.5	1,185	.2	3,962	.6	543,314	77.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,379		422	17.7	12	.5	3	.1	15	.6	1,927	81.0
GS-1	1		9	75.0							1	100.0
GS-2	12		20	66.5					1	2.3	3	25.0
GS-3	43										22	51.2
GS-4	136		78	57.4					1	.7	57	41.9
GS-5	225		109	48.4			1	.4			114	50.7
GS-6	135		42	31.1					1	.7	91	67.4
GS-7	258		53	20.5	2	.8					203	78.7
GS-8	28		5	17.9							23	82.1
GS-9	214		26	12.1	1	.5			1	.5	186	86.9
GS-10	8		1	12.5							7	87.5
GS-11	144		24	12.4					1	.5	169	87.1
GS-12	223		22	9.9	3	1.3			2	.9	196	87.9
GS-13	329		13	4.0	2	.6			5	1.5	309	93.9
GS-14	307		6	2.6	1	.3			2	.7	295	96.1
GS-15	194		11	5.7	1	.5			1	.5	181	93.3
GS-16	49		1	2.0							48	93.0
GS-17	13								1	7.7	12	92.3
GS-18	10										10	100.0

1969 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT

TABLE 1-21a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	44		30	68.2							14	31.8
UP THRU \$ 4,999												
\$ 5,000-\$ 5,499	2		2	100.0								
\$ 5,500-\$ 5,999	2		2	100.0								
\$ 6,000-\$ 6,499	4		4	100.0								
\$ 6,500-\$ 6,999	1		1	100.0								
\$ 7,000-\$ 7,999	11		8	72.7								
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999	10		7	70.0								
\$10,000-\$11,999	6		4	66.7								
\$12,000-\$13,999	7		2	28.6								
\$14,000-\$15,999	1											
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1959 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT
TABLE I-21b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE	700,364	19.5	136,322	2.5	17,004	0.2	1,162	0.2	3,947	0.6	541,359	77.3
PFS-1	431	50.5	243	4.2	20	0.8	4	0.8	4	0.8	210	43.7
PFS-2	4,205	43.0	2,046	5.0	213	1.1	11	0.3	58	1.4	1,935	45.4
PFS-3	27,505	12.9	3,550	1.8	501	1.5	129	0.5	69	0.3	23,296	84.5
PFS-4	61,685	46.5	28,029	4.4	2,702	1.1	77	0.1	416	0.7	29,861	48.3
PFS-5	463,835	19.3	49,433	2.6	12,222	0.6	696	0.2	2,732	0.6	358,752	77.3
PFS-6	41,693	20.0	8,384	2.5	1,241	0.9	65	0.2	389	0.9	31,644	76.4
PFS-7	12,957	5.5	799	1.0	125	0.4	48	0.4	39	0.3	12,606	92.9
PFS-8	18,956	9.9	1,881	1.2	230	0.1	25	0.1	122	0.6	16,698	88.1
PFS-9	10,705	3.7	389	0.8	69	0.3	27	0.3	25	0.2	10,165	95.0
PFS-10	8,696	3.6	327	1.0	67	0.2	14	0.2	31	0.4	8,237	92.7
PFS-11	4,141	4.2	174	0.7	27	0.1	5	0.1	6	0.1	3,929	94.9
PFS-12	2,522	13	122	0.5	13	0.1	3	0.1	7	0.3	2,377	94.3
PFS-13	1,485	3.6	52	0.6	9	0.3	3	0.3	5	0.3	1,389	95.5
PFS-14	1,324	5.6	74	0.6	8	0.6	8	0.6	5	0.4	1,237	93.4
PFS-15	1,146	3.1	35	0.7	6	0.2	2	0.2	5	0.4	1,091	95.6
PFS-16	584	1.5	9	1.4	6	1.1	1	0.2	1	0.2	566	96.9
PFS-17	231	2.5	6	3.5	2	0.9	1	0.4	1	0.4	223	96.5
PFS-18	139	6.2	2	5.3	2	5.3	2	5.3	1	1.6	134	96.4
PFS-19	62	24	2	24	2	24	2	24	2	24	61	98.4
PFS-20	24	15	15	100.0	15	100.0	15	100.0	15	100.0	22	91.7
PFS-21	15	15	15	100.0	15	100.0	15	100.0	15	100.0	15	100.0
4TH CLASS POSTMASTERS RURAL CARETAKERS	6,903	0.3	18	0.3	106	1.5	27	0.3	1	0.1	6,755	97.9
	30,420	0.2	52	0.2	63	0.3	52	0.2	12	0.1	30,521	99.4

b/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE.

1969 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT

TABLE 1-21C

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	SPANISH SURNAMED NUMBER	AMERICAN INDIAN NUMBER	ORIENTAL NUMBER	ALL OTHER EMPLOYEES NUMBER
		PCT	PCT	PCT	PCT	PCT
TOTAL OTHER PAY SYSTEMS	15	1				14
UP THRU \$ 4,999		1				1
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$15,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999	2					2
\$26,000-\$27,999	1					1
\$28,000-\$29,999						
\$30,000 AND OVER	12	1				11
		8.3				91.7
						2 100.0
						1 100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR
TABLE 1-22

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3.222	5.1	2.0	1,275	2.0	8,553	13.5	462	.7	49,661	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,925	4.0	1.7	856	1.7	5,935	11.8	427	.8	41,014	81.6
GS-1	66	17	25.8	5	7.5	4	6.1	1	1.5	59	59.1	
GS-2	657	95	14.5	24	3.7	175	26.6	3	.5	360	54.8	
GS-3	2,930	201	6.9	100	3.4	1,268	43.3	13	.4	1,346	45.9	
GS-4	5,226	309	5.9	174	3.3	1,035	35.1	21	.6	2,077	55.1	
GS-5	5,614	360	6.4	142	2.5	938	16.7	45	.8	4,129	73.5	
GS-6	2,328	184	7.9	54	2.3	134	5.8	35	1.5	1,921	82.5	
GS-7	4,858	224	4.5	68	1.8	428	8.8	33	.7	4,065	84.1	
GS-8	540	28	5.2	12	2.2	15	2.8	7	1.3	476	88.5	
GS-9	7,629	341	4.5	107	1.4	545	7.1	62	.8	6,574	86.2	
GS-10	366	14	3.8	3	.8	9	2.5	7	1.9	333	91.0	
GS-11	6,259	152	2.2	75	1.1	280	4.0	75	1.1	6,387	91.6	
GS-12	6,113	50	.8	45	.7	146	2.4	60	1.0	5,812	95.1	
GS-13	3,644	27	.7	16	.4	88	2.4	33	.9	3,480	95.5	
GS-14	2,060	13	.6	8	.4	54	2.6	13	.6	1,972	95.7	
GS-15	1,064	7	.7	2	.2	12	1.1	8	.8	1,035	97.3	
GS-16	129	1	6.7	1	2.0	3	2.3	1	6.7	126	97.7	
GS-17	49	49				1	2.0			47	95.9	
GS-18	15	15				1	2.0			13	86.7	

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR
TABLE 1-22a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL W.F.E SYSTEMS.....	17,219	9.2	1,130	3.4	411	2.4	2,614	15.2	34	.2	8,030	46.6
UP THRU \$ 4,999	222	27.9	62	13.5	30	7.3	68	2.6			62	27.9
\$ 5,000-\$ 5,499	495	12.5	62	10.3	51	12.5	225	8.6	1	.2	156	31.5
\$ 5,500-\$ 5,999	856	13.2	113	2.6	22	5.4	371	14.2			350	40.9
\$ 6,000-\$ 6,499	1,108	23.5	260	3.2	36	8.8	279	10.7			533	48.1
\$ 6,500-\$ 6,999	1,150	15.2	176	5.4	62	15.1	442	16.9			476	41.2
\$ 7,000-\$ 7,999	2,345	10.4	245	4.1	96	23.4	554	21.2	7	.3	1,443	61.5
\$ 8,000-\$ 8,999	1,965	5.6	110	2.5	50	12.3	384	14.7			1,415	72.9
\$ 9,000-\$ 9,999	1,307	3.9	51	2.0	26	6.3	86	3.3			1,135	86.8
\$10,000-\$11,999	2,014	2.3	46	1.0	21	5.0	113	4.3	10	.5	1,824	90.6
\$12,000-\$13,999	567	.9	5	.1	12	2.9	50	1.9	1	.2	499	88.0
\$14,000-\$15,999	129				4	3.1	36	1.4			89	69.0
\$15,000-\$17,999	47				1	2.1	6	0.2			40	85.1
\$18,000-\$19,999	3											
\$20,000-\$21,999	1											
\$22,000-\$23,999	2											
\$24,000-\$25,999	2											
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR
TABLE 1-22b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SUPNARED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	697	9.6	67	9.6	8	1.1	4	.6	1	-.1	617	88.5
UP THRU \$ 4,999	8										8	100.0
\$ 5,000-\$ 5,499	32				2	6.3					30	93.8
\$ 5,500-\$ 5,999	81				1	1.2	2	2.5			78	96.3
\$ 6,000-\$ 6,499	17										17	100.0
\$ 6,500-\$ 6,999	8										8	100.0
\$ 7,000-\$ 7,999	44				1	2.3					43	97.7
\$ 8,000-\$ 8,999	144		42	29.2	1	.7					101	70.1
\$ 9,000-\$ 9,999	71		6	8.5	1	1.4					64	90.1
\$10,000-\$11,999	92		12	13.0	1	1.1					79	85.9
\$12,000-\$13,999	26		1	3.8	1	2.4					25	96.2
\$14,000-\$15,999	41		3	7.3							37	90.2
\$16,000-\$17,999	40		1	2.5	1	2.5	1	2.5			38	95.0
\$18,000-\$19,999	29		1	3.4							28	96.6
\$20,000-\$21,999	17								1	11.1	17	100.0
\$22,000-\$23,999	9										8	88.9
\$24,000-\$25,999	3										3	100.0
\$26,000-\$27,999	3										3	100.0
\$28,000-\$29,999												
\$30,000 AND OVER	32		1	3.1			1	3.1			30	93.8

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE
TABLE 1-23

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	85,698	5.8	4,959	5.8	1,452	1.7	300	.4	437	.5	76,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041	5.1	4,079	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS-1	80		46	57.5	3	3.8			1	1.3	30	37.5
GS-2	661		162	24.4	29	4.4	6	.9	3	.5	641	97.4
GS-3	3,980		542	13.6	116	3.0	37	.9	12	.3	3,271	82.2
GS-4	6,773		730	10.8	178	2.6	45	.7	13	.2	7,802	115.2
GS-5	8,413		739	8.8	147	1.7	33	.4	36	.4	7,458	88.6
GS-6	4,103		221	5.4	54	1.3	11	.3	14	.3	3,803	92.7
GS-7	12,666		697	5.5	209	1.6	40	.3	51	.4	11,689	92.1
GS-8	925		105	11.4	13	1.4	1	.1	1	.1	805	87.0
GS-9	12,379		426	3.4	116	.9	24	.2	64	.5	11,669	94.6
GS-10	92				1	1.1					91	98.9
GS-11	11,447		179	1.6	91	.8	36	.3	105	.9	11,036	96.4
GS-12	7,497		104	1.4	24	.3	11	.1	64	.8	7,294	97.3
GS-13	4,559		44	1.0	16	.4	3	.1	44	1.0	4,450	97.6
GS-14	2,090		15	.7	3	.1			8	.4	2,064	98.8
GS-15	989		7	.7	1	.1			4	.4	977	98.8
GS-16	152		2	1.3							150	98.7
GS-17	42		1	2.4							41	97.6
GS-18	23										23	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE
TABLE 1-23a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,043		844	17.5	414	8.2	45	.9	6	.2	3,592	73.2
UP THRU \$ 4,999	342		92	26.9	151	44.2	1	.3			98	28.7
\$ 5,000-\$ 5,999	434		124	28.6	62	18.9	2	.5			226	52.1
\$ 6,000-\$ 6,999	465		121	24.9	30	6.2	5	1.0			329	67.8
\$ 7,000-\$ 7,999	786		182	23.2	52	6.6	9	1.1			543	69.1
\$ 8,000-\$ 8,999	738		165	25.1	32	4.3	4	.5	4	.5	513	69.5
\$ 9,000-\$ 9,999	921		118	12.8	46	5.0	10	1.1	2	.2	745	80.9
\$ 10,000-\$ 10,999	792		42	5.3	15	1.9	9	1.1	1	.1	725	91.5
\$ 11,000-\$ 11,999	318		6	1.9	6	1.9	1	.3	1	.3	294	92.5
\$ 12,000-\$ 12,999	202		4	2.0			2	1.0			196	97.0
\$ 13,000-\$ 13,999	24										22	91.7
\$ 14,000-\$ 14,999	1										1	100.0
\$ 15,000-\$ 15,999												
\$ 16,000-\$ 16,999												
\$ 17,000-\$ 17,999												
\$ 18,000-\$ 18,999												
\$ 19,000-\$ 19,999												
\$ 20,000-\$ 20,999												
\$ 21,000-\$ 21,999												
\$ 22,000-\$ 22,999												
\$ 23,000-\$ 23,999												
\$ 24,000-\$ 24,999												
\$ 25,000-\$ 25,999												
\$ 26,000-\$ 26,999												
\$ 27,000-\$ 27,999												
\$ 28,000-\$ 28,999												
\$ 29,000-\$ 29,999												
\$ 30,000 AND OVER												



TABLE 1-23b

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,614		5	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU \$ 4,999	48		2	4.2	18	37.5					28	58.3
\$ 5,000-\$ 5,499	17		6	35.3	1	5.9					10	58.8
\$ 5,500-\$ 5,999	49		6	12.2	1	2.0			1	2.0	41	83.7
\$ 6,000-\$ 6,499	65		4	6.2	4	6.2					57	87.7
\$ 6,500-\$ 6,999	86		3	3.5			1	1.2			82	95.3
\$ 7,000-\$ 7,999	424		11	2.6	3	.7	3	.7	1	.2	406	95.8
\$ 8,000-\$ 8,999	132						3	2.3	1	.8	128	97.0
\$ 9,000-\$ 9,999	100								1	1.0	98	98.0
\$10,000-\$11,999	200		1	.5	2	1.0					197	98.5
\$12,000-\$13,999	153										151	98.7
\$14,000-\$15,999	91		1	1.1	1	.7	1	.7			90	98.9
\$16,000-\$17,999	71		1	1.4	1	1.4					69	97.2
\$18,000-\$19,999	60				1	1.7					59	98.3
\$20,000-\$21,999	28										28	100.0
\$22,000-\$23,999	22										22	100.0
\$24,000-\$25,999	11										11	100.0
\$26,000-\$27,999	14										14	100.0
\$28,000-\$29,999	6										6	100.0
\$30,000 AND OVER	37										37	100.0

TABLE 1-24
 1969 MINORITY GROUP STUDY
 DEPARTMENT OF COMMERCE

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	27,002	16.2	4,384	16.2	187	.7	42	.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045	14.7	3,541	14.7	160	.7	28	.1	185	.8	20,131	83.7
GS-1	90	51.1	46	51.1	2	2.2					42	46.7
GS-2	597	38.4	229	38.4	3	.5	1	.2	2	.3	362	60.6
GS-3	1,403	43.7	652	43.7	13	.9	1	.1	4	.3	823	55.1
GS-4	1,618	32.3	588	32.3	13	.7	1	.1	11	.6	1,205	66.3
GS-5	2,200	27.8	612	27.8	17	.8	5	.2	11	.5	1,555	70.7
GS-6	1,327	24.0	319	24.0	5	.4	1	.1	6	.5	996	75.1
GS-7	1,834	16.6	342	16.6	9	.5			11	.6	1,472	80.3
GS-8	785	4.4	74	4.4	7	.9	2	.3	13	1.7	689	87.8
GS-9	3,129	6.5	204	6.5	26	.8	8	.3	25	.8	2,866	91.6
GS-10	424	7.0	17	7.0	4	.9			5	1.2	398	93.9
GS-11	2,317	7.2	167	7.2	26	1.1	2	.1	17	.7	2,105	90.9
GS-12	2,498	5.2	129	5.2	16	.6			29	1.2	2,324	93.0
GS-13	2,351	4.0	95	4.0	14	.6	6	.3	23	1.0	2,213	94.1
GS-14	1,695	2.4	40	2.4	4	.2			17	1.0	1,614	96.4
GS-15	1,165	2.2	26	2.2	1	.1	1	.1	8	.7	1,129	96.9
GS-16	219								3	1.4	216	98.4
GS-17	72										72	100.0
GS-18	31	3.2	1	3.2							30	96.8

1959 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE
TABLE 1-24a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1965									
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT				
TOTAL WAGE SYSTEMS.....	2,449	832 34.0	26 1.1	13 .5	80 3.3	1,498 61.2				
UP THRU \$ 4,999	212	68 41.5	3 1.4		21 9.9	100 47.2				
\$ 5,000-\$ 5,499	123	42 34.1	1 .8		16 14.6	62 50.4				
\$ 5,500-\$ 5,999	241	109 45.2	1 .4	2 .8	2	127 52.7				
\$ 6,000-\$ 6,499	218	119 54.6	3 1.4		3 1.4	93 42.7				
\$ 6,500-\$ 6,999	285	157 55.1	5 1.8	1 .4	9 3.2	113 39.6				
\$ 7,000-\$ 7,999	425	134 32.5	6 1.4	5 1.2	17 4.0	259 60.9				
\$ 8,000-\$ 8,999	428	113 26.4	3 .7	4 .9	5 1.2	33 7.8				
\$ 9,000-\$ 9,999	226	43 19.0	2 .9	1 .4	3 1.3	177 78.3				
\$ 10,000-\$ 11,999	222	22 9.9	1 .5		2 .9	197 88.7				
\$ 12,000-\$ 13,999	44					44 100.0				
\$ 14,000-\$ 15,999	8					8 100.0				
\$ 16,000-\$ 17,999	7					7 100.0				
\$ 18,000-\$ 19,999	3					3 100.0				
\$ 20,000-\$ 21,999	6					6 100.0				
\$ 22,000-\$ 23,999	1	1 100.0				1 100.0				
\$ 24,000-\$ 25,999										
\$ 26,000-\$ 27,999										
\$ 28,000-\$ 29,999										
\$ 30,000 AND OVER										

1969 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE
TABLE 1-24b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	508	11	2.2	1	.2	1	.2	7	1.4	485	96.1
Up thru \$ 4,999	91	5	5.5					2	2.2	84	92.3
\$ 5,000-\$ 5,499	27	1	3.7							26	96.3
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	16									16	100.0
\$ 6,500-\$ 6,999	1									1	100.0
\$ 7,000-\$ 7,999	21									21	100.0
\$ 8,000-\$ 8,999	41							3	7.3	38	92.7
\$ 9,000-\$ 9,999	19							1	5.3	18	94.7
\$10,000-\$11,999	53	1	1.9			1	1.9			51	96.2
\$12,000-\$13,999	28									28	100.0
\$14,000-\$15,999	25	1	4.0							24	96.0
\$16,000-\$17,999	22									22	100.0
\$18,000-\$19,999	49	1	2.0							47	95.9
\$20,000-\$21,999	12									12	100.0
\$22,000-\$23,999	19			1	2.0					19	100.0
\$24,000-\$25,999	12	1	8.3					1	8.3	10	83.3
\$26,000-\$27,999	23	1	4.3							22	95.7
\$28,000-\$29,999	10									10	100.0
\$30,000 AND OVER	39									39	100.0

1959 MINORITY GROUP STUDY
DEPARTMENT OF LABOR
TABLE 1-25

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,082		2,673	26.5	165	1.6	29	.3	49	.5	7,165	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,950		2,552	25.9	166	1.7	29	.3	49	.5	7,124	71.6
GS-1	48		45	93.8	1	2.1					2	4.2
GS-2	144		112	77.8	2	1.4	1	.7			29	20.1
GS-3	477		289	60.6	9	1.9	1	.2	3	.6	175	36.7
GS-4	746		385	52.0	13	1.7	6	.8	5	.7	334	44.8
GS-5	1,341		564	42.1	20	1.5	4	.3	6	.4	747	55.7
GS-6	619		256	41.4	6	1.0	2	.3	6	1.0	349	56.4
GS-7	660		203	30.8	6	1.2	1	.2	9	1.4	439	66.5
GS-8	60		24	36.4							42	63.6
GS-9	600		162	27.0	16	2.7			4	.7	416	69.7
GS-10	24		8	33.3	1	4.2					15	62.5
GS-11	903		143	15.8	27	3.0	3	.3	3	.3	727	80.5
GS-12	1,752		177	10.1	30	1.7	4	.2	7	.4	1,534	87.6
GS-13	1,138		109	9.6	15	1.3	4	.4	5	.4	1,005	88.3
GS-14	880		61	6.9	11	1.3			1	.1	807	91.7
GS-15	452		33	7.3	6	1.3	3	.7			410	90.7
GS-16	63		4	6.3							59	93.7
GS-17	30		2	6.7	1	3.3					27	90.0
GS-18	7		2	28.6							5	71.4

TABLE 1-25a

1969 MINORITY GROUP STUDY
DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS-----	103	86.4	69	66.4							14	13.6
UP THRU \$ 4,999	2	1 50.0	1	50.0							1	50.0
\$ 5,000-\$ 5,499	2	2 100.0	2	100.0							3	33.3
\$ 5,500-\$ 5,999	9	6 66.7	6	66.7							2	15.4
\$ 6,000-\$ 6,499	13	11 84.6	11	84.6							2	9.5
\$ 6,500-\$ 6,999	21	19 90.5	19	90.5							2	6.9
\$ 7,000-\$ 7,999	29	27 93.1	27	93.1							1	8.3
\$ 8,000-\$ 8,999	12	11 91.7	11	91.7							1	11.1
\$ 9,000-\$ 9,999	9	8 88.9	8	88.9							1	20.0
\$ 10,000-\$ 1,999	5	4 80.0	4	80.0							1	100.0
\$ 12,000-\$ 13,999	1											
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER												

1959 MINORITY GROUP STUDY
DEPARTMENT OF LABOR

TABLE 1-255

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL OTHER PAY SYSTEMS	29	2 6.9				27 93.1	
UP THRU \$ 6,999	6	1 16.7				5 83.3	
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999							
\$ 9,000-\$ 9,999							
\$10,000-\$11,999							
\$12,000-\$13,999	1					1 100.0	
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999	2					2 100.0	
\$20,000-\$21,999	2					2 100.0	
\$22,000-\$23,999	3					3 100.0	
\$24,000-\$25,999	1					1 100.0	
\$26,000-\$27,999	2					2 100.0	
\$28,000-\$29,999							
\$30,000 AND OVER	12	1 8.3				11 91.7	

TABLE 1-26

1959 MINORITY GROUP STUDY
 DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	23.9	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,737	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	59,800	18,428	20.5	1,119	1.2	1,591	1.6	581	.6	68,081	75.8	
GS- 1	164	65	39.6	7	4.3	1	.6	3	1.8	88	53.7	
GS- 2	1,741	627	36.0	42	2.4	191	11.0	9	.5	872	50.1	
GS- 3	8,916	3,986	44.7	130	1.5	394	4.4	29	.3	6,377	49.1	
GS- 4	13,023	4,337	33.3	230	1.8	439	3.4	56	.4	7,961	61.1	
GS- 5	11,432	2,830	24.8	175	1.5	190	1.7	52	.5	6,185	71.6	
GS- 6	8,576	1,706	19.9	126	1.5	68	.8	59	.7	6,861	77.2	
GS- 7	7,832	1,594	20.4	75	.9	154	2.0	68	.9	5,746	75.9	
GS- 8	2,405	553	23.0	23	1.0	13	.5	30	1.2	1,786	74.3	
GS- 9	9,954	1,177	11.8	110	1.1	58	.6	67	.7	8,542	85.8	
GS-10	3,392	212	6.3	20	.6	8	.2	24	.7	3,128	92.2	
GS-11	6,325	666	10.6	53	.8	36	.6	57	.9	5,493	86.8	
GS-12	5,530	267	4.8	49	.9	10	.2	45	.8	5,159	93.3	
GS-13	4,970	212	4.3	47	.9	9	.2	34	.7	4,668	93.9	
GS-14	3,284	116	3.5	22	.7	17	.5	35	1.1	3,094	94.2	
GS-15	1,966	53	2.7	13	.7	3	.2	11	.6	1,886	95.9	
GS-16	216	5	2.3	2	.9			2	.9	207	95.8	
GS-17	59	2	3.4							57	96.6	
GS-18	15									15	100.0	

TABLE 1-26a

1969 MINORITY GROUP STUDY

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6,022		2,846	47.3	45	.7	557	9.2	29	.5	2,545	42.3
UP TO \$ 4,999	194		105	53.0	7	3.5	20	10.1			66	33.3
\$ 5,000-\$ 5,499	198		109	55.1	3	1.5	36	18.2			50	25.3
\$ 5,500-\$ 5,999	458		278	60.7			69	15.1	3	.7	108	23.6
\$ 6,000-\$ 6,499	840		503	59.9	4	.5	101	12.0	2	.2	230	27.4
\$ 6,500-\$ 6,999	966		629	65.1	4	.4	70	7.2	6	.6	257	26.6
\$ 7,000-\$ 7,999	1,130		579	51.2	11	1.0	102	9.0	8	.7	430	38.1
\$ 8,000-\$ 8,499	930		303	32.6	5	.5	66	7.1	5	.5	531	57.1
\$ 8,500-\$ 9,999	537		156	29.1	4	.7	23	4.3	3	.6	351	65.4
\$ 10,000-\$ 11,999	499		132	26.5	5	1.0	50	6.0			332	66.5
\$ 12,000-\$ 13,999	182		39	21.4	2	1.1	13	7.1	2	1.1	126	69.2
\$ 14,000-\$ 15,999	60		9	15.0			4	6.7			47	78.3
\$ 16,000-\$ 17,999	17		2	11.8			2	11.8			13	76.5
\$ 18,000-\$ 19,999	2										2	100.0
\$ 20,000-\$ 21,999	3		2	66.7							1	33.3
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999	1						1	100.0				
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999	1											
\$ 30,000 AND OVER												

TABLE 1-26b

1969 MINORITY GROUP STUDY
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6,428	2.0	128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
\$ UP THRU \$ 4,999	398	8.3	33	8.3	1	.3	1	.3	4	1.0	285	71.6
\$ 5,000-\$ 5,999	19	5.3	1	5.3							18	94.7
\$ 6,000-\$ 6,999	653	.5	3	.5	1	.2			6	.9	643	98.5
\$ 7,000-\$ 7,999	56	1.6	1	1.6	1	1.8					54	96.4
\$ 8,000-\$ 8,999	163	5.5	9	5.5	1	.6	1	.6	1	.6	151	92.6
\$ 9,000-\$ 9,999	772	2.3	16	2.3	6	.8	1	.1	4	.5	743	96.2
\$ 10,000-\$ 10,999	1,630	1.4	26	1.4	9	.5	6	.3	11	.6	1,578	97.2
\$ 11,000-\$ 11,999	410	2.0	8	2.0	4	1.0	1	.2	4	1.0	393	95.9
\$ 12,000-\$ 12,999	760	1.6	12	1.6	5	.7	2	.3	17	2.2	724	95.3
\$ 13,000-\$ 13,999	281	1.8	5	1.8	3	1.1	2	.7	5	1.8	286	94.7
\$ 14,000-\$ 14,999	576	1.0	6	1.0	4	.7	1	.2	12	2.1	553	96.0
\$ 15,000-\$ 15,999	299	.7	2	.7	1	.3	1	.3			295	98.7
\$ 16,000-\$ 16,999	43	2.3	1	2.3					1	2.3	41	95.3
\$ 17,000-\$ 17,999	24	4.2	1	4.2							23	95.8
\$ 18,000-\$ 18,999	7										7	100.0
\$ 19,000-\$ 19,999	13	7.7	1	7.7							12	92.3
\$ 20,000-\$ 20,999	15										15	100.0
\$ 21,000-\$ 21,999	18	5.6	1	5.6					1	5.6	16	88.9
\$ 22,000-\$ 22,999	91				1	1.1			1	1.1	89	97.8

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
TABLE 1-27

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMEO		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	17.9	2,526	17.9	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	17.6	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS-1	12	7 58.3	7	58.3	2	1.8	1	.9	1	8.3	4	33.3
GS-2	114	80 70.2	80	70.2	23	3.2	3	.4	7	1.0	31	27.2
GS-3	711	385 54.1	385	54.1	37	5.6	7	.5	12	.9	921	65.4
GS-4	1,408	465 33.2	465	33.2	35	2.3	5	.3	16	1.0	1,021	66.2
GS-5	1,542	259 33.2	259	33.2	4	.5	2	.3	4	.5	912	65.6
GS-6	781	197 23.0	197	23.0	8	.9			10	1.2	643	74.9
GS-7	858	47 32.0	47	32.0	1	.7			2	1.4	97	66.0
GS-8	1,477	148 12.0	148	12.0	8	.6	3	.2	14	1.1	1,058	85.9
GS-9	1,231	6 15.4	6	15.4	1	2.6					32	82.1
GS-10	39	151 5.8	151	5.8	25	1.0	6	.2	13	.5	2,410	92.5
GS-11	2,605	99 5.4	99	5.4	12	.7	1	.1	13	.7	1,702	93.2
GS-12	1,827	95 6.9	95	6.9	15	1.1	2	.1	9	.7	1,260	91.2
GS-13	1,381	58 7.4	58	7.4	8	1.0	1	.1	3	.4	715	91.1
GS-14	785	32 7.2	32	7.2	4	.9					411	91.9
GS-15	447	3 5.5	3	5.5							52	94.5
GS-16	55	3 11.5	3	11.5							23	88.5
GS-17	26										6	100.0
GS-18	6											

1969 MINGRITY GROUP STUDY
 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
 TABLE I-27a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	81	58	71.6	1	1.2					22	27.2
UP THRU \$ 4,999	1	1	100.0								
\$ 5,000-\$ 5,499	5	5	100.0								
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	7	7	100.0								
\$ 6,500-\$ 6,999	14	11	78.6							3	21.4
\$ 7,000-\$ 7,999	31	25	80.6	1	3.2					5	16.1
\$ 8,000-\$ 8,999	12	9	75.0							6	50.0
\$ 9,000-\$ 9,999	7	3	42.9							4	57.1
\$10,000-\$11,999	4									4	100.0
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

TABLE 1-27b

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	18	2 11.1				16 88.9
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	18	2 11.1				16 88.9

1959 MINORITY GROUP STUDY
DEPARTMENT OF TRANSPORTATION
TABLE 1-28

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023	3.456	5.9	602	1.0	234	-.4	398	.7	54,333	92.1	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,633	2,628	5.0	530	1.0	154	-.3	267	-.5	49,057	93.2	
GS-1	24	15	62.5	2	8.3					7	29.2	
GS-2	185	79	42.7	0	3.2	1	-.5	3	1.5	96	51.9	
GS-3	1,024	307	30.0	16	1.6	10	1.0	15	1.5	676	66.0	
GS-4	2,563	445	17.4	41	1.6	12	-.5	20	1.1	2,037	79.5	
GS-5	3,111	435	14.0	64	1.7	16	-.5	30	1.0	2,576	82.6	
GS-6	1,614	251	15.6	77	1.7	3	-.2	14	-.9	1,319	81.7	
GS-7	3,262	233	7.1	57	1.5	12	-.4	15	-.5	2,952	90.5	
GS-8	232	25	10.8	2	-.9	1	-.4	2	-.9	202	87.1	
GS-9	6,300	226	3.6	62	1.0	20	-.3	20	-.5	5,963	94.7	
GS-10	2,154	31	1.4	21	1.0	6	-.3	9	-.4	2,087	96.9	
GS-11	10,537	241	2.3	123	1.2	34	-.3	53	-.5	10,086	95.7	
GS-12	7,927	138	1.7	70	-.9	15	-.2	39	-.5	7,663	96.7	
GS-13	6,179	139	1.7	41	-.5	15	-.2	15	-.2	7,969	97.4	
GS-14	3,782	36	1.0	13	-.3	2	-.1	9	-.2	3,722	98.4	
GS-15	1,476	71	1.4	1	-.1	5	-.3	5	-.3	1,444	97.8	
GS-16	165	4	2.4	1	-.6	1	1.3			160	97.0	
GS-17	80	2	2.5							76	95.0	
GS-18	22									22	100.0	

1959 MINORITY GROUP STUDY
DEPARTMENT OF TRANSPORTATION
TABLE 1-28a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969										
	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,865	817	66	50	127	4,775	13.9	1.1	1.4	2.2	81.4
UP THRU \$ 4,999	120	60	50.0			59				49.2	
\$ 5,000-\$ 5,499	124	69	55.6			49				39.5	
\$ 5,500-\$ 5,999	152	65	42.8			83				54.6	
\$ 6,000-\$ 6,499	384	129	33.6			244				63.5	
\$ 6,500-\$ 6,999	360	124	34.4			220				61.1	
\$ 7,000-\$ 7,999	1,601	247	15.4			1,506				93.6	
\$ 8,000-\$ 8,499	1,235	82	6.6			1,108				89.7	
\$ 8,500-\$ 8,999	624	20	3.2			568				91.0	
\$ 9,000-\$ 9,999	536	15	2.8			458				85.4	
\$ 10,000-\$ 11,999											
\$ 12,000-\$ 13,999	441	4	.9			395				89.6	
\$ 14,000-\$ 15,999	52	1	1.9			47				90.4	
\$ 16,000-\$ 17,999	25					23				92.0	
\$ 18,000-\$ 19,999	5					4				80.0	
\$ 20,000-\$ 21,999	1					1				100.0	
\$ 22,000-\$ 23,999											
\$ 24,000-\$ 25,999											
\$ 26,000-\$ 27,999	3	1	33.3			2				66.7	
\$ 28,000-\$ 29,999											
\$ 30,000 AND OVER	2					2				100.0	

1969 MINORITY GROUP STUDY
 DEPARTMENT OF TRANSPORTATION
 TABLE 1-28B

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	525		11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU \$ 4,999	16		3	18.8							13	81.3
\$ 5,000-\$ 5,499	6										6	100.0
\$ 5,500-\$ 5,999	1										1	100.0
\$ 6,000-\$ 6,499	3										3	100.0
\$ 6,500-\$ 6,999	1										1	100.0
\$ 7,000-\$ 7,999	2										2	100.0
\$ 8,000-\$ 8,999	6										5	100.0
\$ 9,000-\$ 9,999	71		2	2.8			1	1.4			68	95.8
\$ 10,000-\$ 11,999	45										45	100.0
\$ 12,000-\$ 13,999	69		1	1.4	1	1.4	1	1.4	2	2.9	64	92.6
\$ 14,000-\$ 15,999	106				2	1.9	1	.9	1	.9	102	96.2
\$ 16,000-\$ 17,999	61		2	3.3							59	96.7
\$ 18,000-\$ 19,999	32				1	6.3			1	6.3	32	100.0
\$ 20,000-\$ 21,999	12										10	83.3
\$ 22,000-\$ 23,999	7										7	100.0
\$ 24,000-\$ 25,999	8		1	12.5							7	87.5
\$ 26,000-\$ 27,999	12				1	8.3					11	91.7
\$ 28,000-\$ 29,999	6										6	100.0
\$ 30,000 AND OVER	61		2	3.3	1	1.6					58	95.1

TABLE 1-29

1969 MINORITY GROUP STUDY
ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,072	5.0	353	5.0	250	3.5	32	.5	12	.2	6,425	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,884	4.8	332	4.8	231	3.4	32	.5	12	.2	6,277	91.2
GS-1	2						1	50.0			1	50.0
GS-2	35		14	40.0	3	8.6					18	51.4
GS-3	124		31	25.0	8	6.5	2	1.6			83	66.9
GS-4	398		55	13.8	39	9.8	7	1.8			297	74.6
GS-5	907		58	5.4	109	12.0	8	.9	2	.2	730	80.5
GS-6	623		50	8.0	19	3.0	4	.5	2	.3	548	88.0
GS-7	474		41	8.6	14	3.0					419	88.4
GS-8	164		5	3.0	2	1.2					157	95.7
GS-9	409		16	3.9	8	2.0	4	1.0			381	93.2
GS-10	30		1	3.3	1	3.3					25	93.3
GS-11	406		16	3.9	7	1.7	1	.2	1	.2	381	93.8
GS-12	594		22	3.7	11	1.9	1	.2	3	.5	557	93.8
GS-13	836		13	1.6	6	.7	2	.2			815	97.5
GS-14	902		6	.7	4	.4	2	.2	2	.2	888	98.4
GS-15	642		4	.6					2	.3	636	99.1
GS-16	205										205	100.0
GS-17	86										86	100.0
GS-18	47										47	100.0

1969 MINORITY GROUP STUDY
ATOMIC ENERGY COMMISSION

TABLE 1-28a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	89	18 20.2	19	21.3							52	58.4
UP THRU \$ 4,999	16	2 12.5	13	81.3							1	6.3
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	53	12 22.6	6	11.3							35	66.0
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,499												
\$ 8,000-\$ 8,999	16	4 25.0									12	75.0
\$ 9,000-\$ 9,999												
\$ 10,000-\$ 11,999	4										4	100.0
\$ 12,000-\$ 13,999												
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER												

1969 MINORITY GROUP STUDY
ATOMIC ENERGY COMMISSION

TABLE 1-29b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	99	3.0	3	3.0							95	97.0
UP THRU \$ 4,999	1										1	100.0
\$ 5,000-\$ 5,499	3		1	33.3							2	66.7
\$ 5,500-\$ 5,999	2										2	100.0
\$ 6,000-\$ 6,499	1		1	100.0								
\$ 6,500-\$ 6,999	3		1	33.3							2	66.7
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999	1										1	100.0
\$24,000-\$25,999	14										14	100.0
\$26,000-\$27,999	18										18	100.0
\$28,000-\$29,999	13										13	100.0
\$30,000 AND OVER	43										43	100.0



TABLE 1-30

1959 MINORITY GROUP STUDY
 BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	827	180	21.8	1	.1	1	.1	3	.4	642	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	738	128	17.3	1	.1	1	.1	3	.4	605	82.0
GS-1	7	6	85.7							1	14.3
GS-2	21	15	71.4							6	28.6
GS-3	32	21	65.6							11	34.4
GS-4	76	33	43.4					1	1.3	43	56.6
GS-5	79	24	30.5							54	68.4
GS-6	54	10	18.5							44	81.5
GS-7	75	8	10.7							67	89.3
GS-8	37	1	2.7							35	94.6
GS-9	58			1	2.7					56	100.0
GS-10	3									3	100.0
GS-11	77	2	2.6							75	97.4
GS-12	64	4	6.3							60	93.8
GS-13	70	1	1.4			1	1.8	2	2.9	67	95.7
GS-14	58	3	5.4							52	92.9
GS-15	29									29	100.0
GS-16											
GS-17											
GS-18											

1969 MINORITY GROUP STUDY
BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

TABLE 1-30a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	89	52 58.4				37 41.6
UP THRU \$ 1,999	31	19 61.3				12 38.7
\$ 5,000-\$ 5,499	11	7 63.6				4 36.4
\$ 5,500-\$ 5,994	2	2 100.0				
\$ 6,000-\$ 6,499	8	5 62.5				3 37.5
\$ 6,500-\$ 6,999	5	4 80.0				1 20.0
\$ 7,000-\$ 7,999	14	7 50.0				7 50.0
\$ 8,000-\$ 8,999	8	4 50.0				4 50.0
\$ 9,000-\$ 9,999	6	4 66.7				2 33.3
\$10,000-\$11,999	4					4 100.0
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1969 MINORITY GROUP STUDY
BUREAU OF THE BUDGET
TABLE 1-31

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	519	12.9	67	12.9	1	.2	1	.2	3	.6	447	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	504	11.7	59	11.7	1	.2	1	.2	3	.6	440	87.3
GS- 1	8	37.5	3	37.5							5	62.5
GS- 2	2	100.0	2	100.0								
GS- 3												
GS- 4	4	25.0	1	25.0							3	75.0
GS- 5	15	60.0	9	60.0							6	40.0
GS- 6	23	47.8	11	47.8							12	52.2
GS- 7	63	36.5	23	36.5	1	1.6					39	61.9
GS- 8	34	2.9	1	2.9							33	97.1
GS- 9	39	2.6	1	2.6			1	2.6	1	2.6	36	92.3
GS-10	1										1	100.0
GS-11	25	9.0	2	9.0							23	92.0
GS-12	36	5.6	2	5.6							34	94.4
GS-13	41	3.1	2	3.1							41	100.0
GS-14	65	2.5	2	2.5							63	96.9
GS-15	81								1	1.2	78	96.3
GS-16	38								1	2.6	37	97.4
GS-17	15										15	100.0
GS-18	14										14	100.0

1969 MINORITY GROUP STUDY
BUREAU OF THE BUDGET
TABLE 1-31a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	10	6 60.0				2 20.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,999	1	1 100.0				
\$ 6,000-\$ 6,999	2	2 100.0				
\$ 7,000-\$ 7,999	2	2 100.0				
\$ 8,000-\$ 8,999	1	1 100.0				
\$ 9,000-\$ 9,999	2	1 50.0				1 50.0
\$10,000-\$11,999	1					1 100.0
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1969 MINORITY GROUP STUDY
BUREAU OF THE BUDGET
TABLE 1-31b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL OTHER PAY SYSTEMS	5					5 100.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	5					5 100.0

1969 MINORITY GROUP STUDY
CANAL ZONE GOVERNMENT

TABLE 1-32

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	1,559		49	3.1	72	4.6	4	.3	6	.4	1,423	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	500		20	3.4	48	8.3			6	1.0	506	87.2
GS-1	2		1	50.0	1	7.7					1	50.0
GS-2	13										12	92.3
GS-3												
GS-4	52		5	9.6	6	11.5			1	1.9	40	76.9
GS-5	82				6	7.3					76	92.7
GS-6	42				2	4.8					40	95.2
GS-7	144		6	4.2	12	8.3			1	.7	125	86.8
GS-8	18				3	16.7			1	5.6	14	77.8
GS-9	106		5	4.7	9	8.5			1	.9	91	85.8
GS-10	22		1	4.5	2	9.1			1	4.5	20	90.9
GS-11	34		1	2.9	1	2.9			1	2.9	30	88.2
GS-12	22				1	4.5					21	95.5
GS-13	31		1	3.2	6	19.4					24	77.4
GS-14	11										11	100.0
GS-15	1										1	100.0
GS-16												
GS-17												
GS-18												

1969 MINORITY GROUP STUDY
CANAL ZONE GOVERNMENT
TABLE I-32a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	1	1 100.0				
UP THRU \$ 4,999	1	1 100.0				
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,499						
\$ 7,500-\$ 7,999						
\$ 8,000-\$ 8,499						
\$ 8,500-\$ 8,999						
\$ 9,000-\$ 9,499						
\$ 9,500-\$ 9,999						
\$ 10,000-\$ 11,999						
\$ 12,000-\$ 13,999						
\$ 14,000-\$ 15,999						
\$ 16,000-\$ 17,999						
\$ 18,000-\$ 19,999						
\$ 20,000-\$ 21,999						
\$ 22,000-\$ 23,999						

1969 MINORITY GROUP STUDY
CANAL ZONE GOVERNMENT

TABLE 1-32b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						ORIENTAL		ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURINAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT				
TOTAL OTHER PAY SYSTEMS	973	28 2.9	24 2.5	4 .4		922 94.3				
UP THRU \$ 4,999										
\$ 5,000-\$ 5,499										
\$ 5,500-\$ 5,999										
\$ 6,000-\$ 6,499	4	4 100.0								
\$ 6,500-\$ 6,999	5	3 60.0	2 40.0							
\$ 7,000-\$ 7,999	150	9 6.0	4 2.7			137 91.3				
\$ 8,000-\$ 8,999	222	8 3.6	7 3.2	2 .9		205 92.3				
\$ 9,000-\$ 9,999	144	4 2.8	2 1.4	1 .7		135 93.8				
\$10,000-\$11,999	238		5 2.1	1 .4		232 97.5				
\$12,000-\$13,999	355		1 .6			154 99.4				
\$14,000-\$15,999	17					17 100.0				
\$16,000-\$17,999	18					18 100.0				
\$18,000-\$19,999	9					9 100.0				
\$20,000-\$21,999	1					1 100.0				
\$22,000-\$23,999	3					3 100.0				
\$24,000-\$25,999	5					5 100.0				
\$26,000-\$27,999	3		1 33.3			2 66.7				
\$28,000-\$29,999										
\$30,000 AND OVER	4					4 100.0				

1969 MINORITY GROUP STUDY
CIVIL AERONAUTICS BOARD
TABLE 1-33

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	630		104	16.5	1	.2	2	.3	523	83.0		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	601		91	15.1	1	.2	2	.3	507	84.4		
GS-1	1	100.0									1	25.0
GS-2	4	75.0									4	30.8
GS-3	13	69.2									8	42.1
GS-4	19	57.9									28	59.6
GS-5	47	38.3							1	2.1	39	61.9
GS-6	63	33.1									49	80.3
GS-7	61	19.7							1	6.3	12	75.0
GS-8	16	18.8									47	94.0
GS-9	50	6.0									2	66.7
GS-10	3	31.3									54	96.4
GS-11	56	1.8			1	1.8					49	96.1
GS-12	51	3.9									74	97.4
GS-13	76	2.6			2	2.6					59	96.3
GS-14	60	1.7			1	1.7					36	100.0
GS-15	38										32	100.0
GS-16	32										6	100.0
GS-17	8										3	100.0
GS-18	3											

1969 MINORITY GROUP STUDY
 CIVIL AERONAUTICS BOARD
 TABLE 1-33a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	14	13 92.9				1 7.1
UP THRU \$ 4,999	1	1 100.0				
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499	4	4 100.0				
\$ 6,500-\$ 6,999	5	4 80.0				1 20.0
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999	2	2 100.0				
\$ 9,000-\$ 9,999	1	1 100.0				
\$10,000-\$11,999	1	1 100.0				
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1969 MINORITY GROUP STUDY
CIVIL AERONAUTICS BOARD

TABLE 1-33b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	15											15 100.0
UP THRU \$ 4,999												
\$ 5,000-\$ 5,999												
\$ 6,000-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$ 10,000-\$ 11,999			4									4 100.0
\$ 12,000-\$ 13,999			1									1 100.0
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999			1									1 100.0
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999			1									1 100.0
\$ 26,000-\$ 27,999			1									1 100.0
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER	7											7 100.0

1969 MINDRITY GROUP STUDY
 CIVIL SERVICE COMMISSION

TABLE 1-34

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,886	23.0	1,123	23.0	116	2.4	6	.1	29	.6	3,610	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,839	22.6	1,092	22.6	116	2.4	6	.1	29	.6	3,594	74.3
GS-1	24	19	79.2	2	8.3						3	12.5
GS-2	257	115	44.7	7	2.7						134	52.1
GS-3	700	280	40.0	27	3.9		1	.1	5	.7	377	55.3
GS-4	685	272	39.7	26	4.1		2	.3	6	.9	377	55.0
GS-5	571	175	30.6	18	3.2		1	.2	6	1.1	371	65.0
GS-6	143	52	36.4	1	.7						90	62.9
GS-7	288	51	17.7	3	1.0				1	.3	233	80.9
GS-8	19	6	31.6								13	68.4
GS-9	345	48	13.9	6	1.7		1	.3	2	.6	288	83.5
GS-10	24	6	25.0								18	75.0
GS-11	757	24	3.2	12	1.6				6	.8	715	94.5
GS-12	340	14	4.1	6	1.8						320	94.1
GS-13	346	19	5.5	3	.9				1	.3	322	93.1
GS-14	169	5	3.0	5	2.4		1	.3	1	.6	159	94.1
GS-15	124	6	4.8								117	94.4
GS-16	27	14	51.9								27	100.0
GS-17	14	6	42.9								14	100.0
GS-18	6	6	100.0								6	100.0

1969 MINORITY GROUP STUDY
CIVIL SERVICE COMMISSION
TABLE I-34a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	43	30	69.8							13	30.2
UP THRU \$ 4,999	2	1	50.0							1	50.0
\$ 5,000-\$ 5,499	5	5	100.0								
\$ 5,500-\$ 5,999	5	2	40.0							3	60.0
\$ 6,000-\$ 6,499	3	2	66.7							1	33.3
\$ 6,500-\$ 6,999	7	7	100.0								
\$ 7,000-\$ 7,999	16	11	68.8							5	31.3
\$ 8,000-\$ 8,999	2	1	50.0							1	50.0
\$ 9,000-\$ 9,999	2	1	50.0							1	50.0
\$10,000-\$11,999	1										
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$22,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
CIVIL SERVICE COMMISSION
TABLE 1-34b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	4	1 25.0				3 75.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,999						
\$ 6,000-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	4	1 25.0				3 75.0

TABLE 1-35

1969 MINORITY GROUP STUDY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	566	51.2	291	6.9	39	6.9	2	.4	2	.4	234	41.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	555	52.6	281	6.8	38	6.8	2	.4	2	.4	232	41.8
GS- 1	14	92.9	13	2.6	1	7.1					1	7.1
GS- 2	38	71.1	27	7.7	5	26.3					10	26.3
GS- 3	65	67.7	44	2.9	1	24.6					16	24.6
GS- 4	34	67.5	23	8.0	2	26.5			1	2.9	9	26.5
GS- 5	25	63.0	17	6.0	4	24.0			1	50.0	6	24.0
GS- 7	50	45.0	24	6.0	3	46.0					23	46.0
GS- 8	2	59.0	1	5.3							41	53.9
GS- 9	76	43.2	31	6.0	5	49.4	1	1.2			40	49.4
GS-10	81	42.0	20	6.0	3	54.0					27	54.0
GS-11	50	32.7	18	6.5	9	48.4	1	1.8			27	48.1
GS-12	55	33.3	14	12.5	2	44.4					15	48.4
GS-13	31	55.6	8	100.0	5						13	54.2
GS-14	24		5		1						4	44.4
GS-15	9		1									
GS-16	1											
GS-17												
GS-18												

TABLE 1-35a

1969 MINORITY GROUP STUDY
 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU \$ 4,999	1	1	100.0								
\$ 5,000-\$ 5,999	1	1	100.0								
\$ 6,000-\$ 6,999	5	5	100.0								
\$ 7,000-\$ 7,999	2	2	100.0								
\$ 8,000-\$ 8,999											
\$ 9,000-\$ 9,999											
\$10,000-\$11,999											
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU \$ 4,999											
\$ 5,000-\$ 5,499											
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499											
\$ 6,500-\$ 6,999											
\$ 7,000-\$ 7,999											
\$ 8,000-\$ 8,999											
\$ 9,000-\$ 9,999											
\$10,000-\$11,999											
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER	4	1	25.0	1	25.0					2	50.0

TABLE 1-36

1969 MINORITY GROUP STUDY
FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,465	17.1	250	17.1	11	.8	1	.1	5	.3	1,198	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,423	15.9	226	15.9	9	.6	1	.1	5	.4	1,182	83.1
GS-1	2	2 100.0									9	40.9
GS-2	22	13 59.1									25	45.5
GS-3	55	30 54.5										
GS-4	123	57 46.3			2	1.6					64	52.0
GS-5	163	52 31.9			1	.6			1	.9	110	67.5
GS-6	104	20 14.5									87	80.6
GS-7	140	12 8.5			4	2.9					124	88.6
GS-8	55	4 15.4					1	3.8			21	80.8
GS-9	31	6 7.4									75	92.6
GS-10	7	1 14.3									6	85.7
GS-11	167	11 6.6			1	.6			2	1.2	153	91.6
GS-12	143	7 4.9							1	.7	135	94.4
GS-13	137	8 5.8			1	.7			1	.9	128	93.4
GS-14	104	2 1.9									105	97.2
GS-15	94	1 1.1									93	98.9
GS-16	30										30	100.0
GS-17	13										13	100.0
GS-18	4										4	100.0

1969 MINORITY GPOJP STUDY
FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	35	24	65.6	2	5.7					9	25.7
UP THRU \$ 4,999											
\$ 5,000-\$ 9,499	2										
\$ 9,500-\$ 9,999											
\$ 6,000-\$ 6,499	7	6	85.7							2	100.0
\$ 6,500-\$ 6,999	5	3	60.0	1	20.0					1	14.3
\$ 7,000-\$ 7,999	9	6	66.7	1	11.1					2	22.2
\$ 8,000-\$ 8,999	4	4	100.0								
\$ 9,000-\$ 9,999	4	4	100.0								
\$10,000-\$11,999	3	1	33.3								
\$12,000-\$13,999	1										
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
FEDERAL COMMUNICATIONS COMMISSION

TABLE 1-36b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL GTRP PAY SYSTEMS	7					7 100.0	
UP THRU \$ 4,999							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999							
\$ 9,000-\$ 9,999							
\$10,000-\$11,999							
\$12,000-\$13,999							
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999							
\$20,000-\$21,999							
\$22,000-\$23,999							
\$24,000-\$25,999							
\$26,000-\$27,999							
\$28,000-\$29,999							
\$30,000 AND OVER	7					7 100.0	

TABLE 1-37

1969 MINORITY GROUP STUDY
FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	2,151	5.2	125	5.8	8	.4	1		8	.4	2,019	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,097	4.9	103	4.9	6	.4	1		8	.4	1,977	94.3
GS-1	1	100.0	1	100.0								
GS-2	35	37.1	13	37.1							22	62.9
GS-3	64	35.7	30	35.7	1	1.2					53	63.1
GS-4	132	12.9	17	12.9					3	2.3	111	84.1
GS-5	108	13.0	14	13.0			1	.8	1	.9	93	86.1
GS-6	259	3.1	8	3.1	1	.4			1	.4	249	96.1
GS-7	300	.3	1	.3							298	99.3
GS-8	22										22	100.0
GS-9	390	3.4	13	3.4	2	.5			2	.5	363	95.5
GS-10	5										5	100.0
GS-11	173	1.7	3	1.7							170	98.3
GS-12	242				1	.4					241	99.6
GS-13	162	.6	1	.6	2	1.2					159	98.1
GS-14	105	1.0	1	1.0							104	99.0
GS-15	47	2.1	1	2.1							46	97.9
GS-16	26								1	3.8	25	96.2
GS-17	4										6	100.0
GS-18	10										10	100.0

1969 MINORITY GROUP STUDY
 FEDERAL DEPOSIT INSURANCE CORPORATION
 TABLE 1-37a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL WAGE SYSTEMS.....	13	12 92.3				1 7.7	
UP THRU \$ 4,999							
\$ 5,000-\$ 5,499	1	1 100.0					
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499	6	5 83.3				1 16.7	
\$ 6,500-\$ 6,999	4	4 100.0					
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999	2	2 100.0					
\$ 9,000-\$ 9,999							
\$10,000-\$11,999							
\$12,000-\$13,999							
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999							
\$20,000-\$21,999							
\$22,000-\$23,999							
\$24,000-\$25,999							
\$26,000-\$27,999							
\$28,000-\$29,999							
\$30,000 AND OVER							

TABLE 1-37b

1969 MINORITY GROUP STUDY
FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	51	19.6	10	19.6							41	80.4
Up thru \$ 6,999	15	3 29.0	3	20.0							12	80.0
\$ 5,000-\$ 5,499	10	2 20.0	2	20.0							8	80.0
\$ 5,500-\$ 5,999	6										6	100.0
\$ 6,000-\$ 6,499	9	4 44.4	4	44.4							5	55.6
\$ 6,500-\$ 6,999	3										3	100.0
\$ 7,000-\$ 7,999	3	1 33.3	1	33.3							2	66.7
\$ 8,000-\$ 8,999	2										2	100.0
\$ 9,000-\$ 9,999	1										1	100.0
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER	2										2	100.0

1969 MINORITY GROUP STUDY
 FEDERAL HOME LOAN BANK BOARD
 TABLE 1-38

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,185	6.4	76	6.4	5	.4	1	.1	8	.7	1,095	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,163	5.8	68	5.8	5	.4	1	.1	8	.7	1,081	92.9
GS-1	1										1	100.0
GS-2	10	5	50.0								5	50.0
GS-3	43	15	34.7		1	2.3			1	2.3	26	60.5
GS-4	74	15	20.3				1	1.4			58	78.4
GS-5	83	16	19.3						1	1.2	66	79.5
GS-6	50	4	8.0								46	92.0
GS-7	42	1	2.4						1	2.4	40	95.2
GS-8	16	1	6.3						1	6.3	14	87.5
GS-9	97	3	3.1						2	2.1	92	94.8
GS-10	3										3	100.0
GS-11	227	7	3.1		1	.4					219	96.5
GS-12	221	2	.9		2	.9			2	.9	217	98.2
GS-13	163	1	.6								161	98.8
GS-14	71										71	100.0
GS-15	54										54	100.0
GS-16	5										5	100.0
GS-17	1										1	100.0
GS-18	2										2	100.0

1969 MINORITY GROUP STUDY
FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19		8	42.1							11	57.9
UP THRU \$ 4,999	1		1	100.0								
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	4		4	100.0							2	50.0
\$ 6,500-\$ 6,999	4		2	50.0							2	100.0
\$ 7,000-\$ 7,999	3										2	100.0
\$ 8,000-\$ 8,999	3		1	33.3								
\$ 9,000-\$ 9,999	2											
\$10,000-\$11,999	2											
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1959 MINORITY GROUP STUDY
FEDERAL HOME LOAN BANK BOARD

TABLE 1-38B

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	3											3 100.0
UP THRU \$ 4,000												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$ 10,000-\$ 11,999												
\$ 12,000-\$ 13,999												
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER	3											3 100.0

1969 MINORITY GROUP STUDY
FEDERAL POWER COMMISSION
TABLE 1-39

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,062	209	19.7	5	.5	1	.1	12	1.1	835	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,035	191	18.5	5	.5	1	.1	12	1.2	826	79.8
GS-1	5	4	80.0							1	20.0
GS-2	11	6	54.5							5	45.5
GS-3	19	13	68.4							6	31.6
GS-4	55	41	74.5							14	25.5
GS-5	81	37	45.7							44	54.3
GS-6	88	22	25.0							56	63.6
GS-7	88	20	22.7	1	1.1			1	6.3	67	76.1
GS-8	15	1	6.3							14	87.5
GS-9	70	9	12.9							61	87.1
GS-10	5							1	20.0	4	80.0
GS-11	91	7	7.7					2	2.2	82	90.1
GS-12	147	10	6.8	1	.7			2	1.4	134	91.2
GS-13	121	5	4.1	3	2.5			2	1.7	111	91.7
GS-14	118	4	3.4			1	.8	1	.8	112	94.9
GS-15	78	2	2.6					2	2.6	74	94.9
GS-16	34							1	2.9	33	97.1
GS-17	3									3	100.0
GS-18	5									5	100.0

1969 MINORITY GROUP STUDY
FEDERAL POWER COMMISSION
TABLE 1-39a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	22	18	81.8							4	18.2
UP THRU \$ 4,999	1	1	100.0								
\$ 5,000-\$ 5,499	3	3	100.0								
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	1	1	100.0								
\$ 6,500-\$ 6,999	2	2	100.0								
\$ 7,000-\$ 7,999	9	8	88.9							1	11.1
\$ 8,000-\$ 8,999	1	1	100.0								
\$ 9,000-\$ 9,999	3	2	66.7							1	33.3
\$10,000-\$11,999	2									2	100.0
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$ 27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
 FEDERAL POWER COMMISSION
 TABLE 1-39b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AFRICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5					5	100.0
UP THRU \$ 4,700							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,499							
\$ 7,500-\$ 7,999							
\$ 8,000-\$ 8,499							
\$ 8,500-\$ 8,999							
\$ 9,000-\$ 9,499							
\$ 9,500-\$ 10,999							
\$ 11,000-\$ 11,999							
\$ 12,000-\$ 13,999							
\$ 14,000-\$ 15,999							
\$ 16,000-\$ 17,999							
\$ 18,000-\$ 19,999							
\$ 20,000-\$ 21,999							
\$ 22,000-\$ 23,999							
\$ 24,000-\$ 25,999							
\$ 26,000-\$ 27,999							
\$ 28,000-\$ 29,999							
\$ 30,000 AND OVER	5					5	100.0

1969 MINORITY GROUP STUDY
FEDERAL TRADE COMMISSION

TABLE 1-40

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	1,240	245	19.8	5	.4			6	.5	984	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,211	234	19.3	5	.4			6	.5	966	79.8
GS-1	16	15	93.8							1	6.3
GS-2	50	44	88.0							6	12.0
GS-3	51	62	75.5	1	1.2			1	1.2	17	21.0
GS-4	111	48	43.2	3	2.7					60	54.1
GS-5	120	34	28.4	1	.8			1	.8	93	72.1
GS-6	50	11	18.6							48	81.4
GS-7	76	6	7.9					1	1.3	69	90.8
GS-8	13									13	100.0
GS-9	47	2	4.3							45	95.7
GS-10	1									1	100.0
GS-11	152	5	5.3							144	98.7
GS-12	69	1	1.1							88	98.9
GS-13	91	3	3.3					2	2.2	86	94.5
GS-14	113							1	.9	112	99.1
GS-15	150									150	100.0
GS-16	26									26	100.0
GS-17	4									4	100.0
GS-18	1									1	100.0

1969 MINORITY GROUP STUDY
FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	21	52.4	11	52.4							10	47.6
UP THRU \$ 4,999	2	100.0	1	50.0							1	50.0
\$ 5,000-\$ 5,499	1	100.0	1	100.0								
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	2	100.0	2	100.0							2	66.7
\$ 6,500-\$ 6,999	5	100.0	5	100.0							2	100.0
\$ 7,000-\$ 7,499	3	33.3	1	33.3							3	100.0
\$ 8,000-\$ 8,999	2											
\$ 9,000-\$ 9,999	3	33.3	1	33.3								
\$ 10,000-\$ 11,999												
\$ 12,000-\$ 13,999												
\$ 14,000-\$ 15,999												
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999												
\$ 20,000-\$ 21,999												
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER												

1969 MINORITY GROUP STUDY
FEDERAL TRADE COMMISSION
TABLE 1-40b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	8					8	100.0
UP THRU \$ 6,999							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999							
\$ 9,000-\$ 9,799							
\$10,000-\$11,999							
\$12,000-\$13,999							
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999							
\$20,000-\$21,999	1					1	100.0
\$22,000-\$23,999	2					2	100.0
\$24,000-\$25,999							
\$26,000-\$27,999							
\$28,000-\$29,999							
\$30,000 AND OVER	5					5	100.0

1959 MINORITY GROUP STUDY
 GENERAL ACCOUNTING OFFICE
 TABLE 1-41

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,401	100.0	524	9.7	29	.5	2	.0	16	.3	3,730	69.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,357	80.7	592	13.6	29	.7	2	.0	16	.4	3,716	85.3
GS- 1	11	100.0										
GS- 2	57	77.2									13	22.8
GS- 3	250	76.8			3	1.2					55	22.0
GS- 4	262	54.3			1	.4			2	.7	126	44.7
GS- 5	217	39.2			4	1.8			1	.5	127	56.5
GS- 6	119	26.1							1	.8	87	73.1
GS- 7	484	4.1							3	.6	461	95.2
GS- 8	97	5.2									92	94.8
GS- 9	568	5.5			3	.5	1	.2	5	.9	528	93.0
GS-10	15										15	100.0
GS-11	499	3.0			4	.8			1	.2	479	96.0
GS-12	608	.7			10	1.6	1	.2			593	97.5
GS-13	558				4	.7			2	.4	552	98.9
GS-14	376								1	.3	375	99.7
GS-15	155	.6									154	99.4
GS-16	42										42	100.0
GS-17	11										11	100.0
GS-18	8										8	100.0



1969 MINORITY GROUP STUDY
GENERAL ACCOUNTING OFFICE
TABLE 1-41a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	41	32 78.0				9 22.0
UP THRU \$ 4,999	9	9 100.0				1 26.0
\$ 5,000-\$ 5,499	4	3 75.0				
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499	1	1 100.0				
\$ 6,500-\$ 6,999	11	9 81.8				2 18.2
\$ 7,000-\$ 7,999	5	5 100.0				
\$ 8,000-\$ 8,999	9	5 55.6				4 44.4
\$ 9,000-\$ 9,999	2					2 100.0
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1969 MINORITY GROUP STUDY
 GENERAL ACCOUNTING OFFICE
 TABLE 1-41b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	3					3 100.0
UP THRU \$ 4,999						
\$ 5,000 - \$ 5,499						
\$ 5,500 - \$ 5,999						
\$ 6,000 - \$ 6,499						
\$ 6,500 - \$ 6,999						
\$ 7,000 - \$ 7,999						
\$ 8,000 - \$ 8,999						
\$ 9,000 - \$ 9,999						
\$ 10,000 - \$ 11,999						
\$ 12,000 - \$ 13,999						
\$ 14,000 - \$ 15,999						
\$ 16,000 - \$ 17,999						
\$ 18,000 - \$ 19,999						
\$ 20,000 - \$ 21,999						
\$ 22,000 - \$ 23,999						
\$ 24,000 - \$ 25,999						
\$ 26,000 - \$ 27,999						
\$ 28,000 - \$ 29,999						
\$ 30,000 AND OVER	3					3 100.0



TABLE 1-42

1959 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	36,274	35.7	13,317	2.5	916	2.5	85	.2	369	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	22.6	4,082	1.5	271	1.5	31	.2	182	1.0	13,473	74.7
GS-1	51	37.3	18	2.0	1	2.0	1	2.0	6	1.6	31	60.8
GS-2	369	56.6	209	2.7	10	2.7	1	.3	22	.8	143	38.8
GS-3	2,608	37.2	970	2.6	67	2.6	6	.2			1,571	59.2
GS-4	3,287	34.0	1,119	1.9	64	1.9	4	.1	27	.8	2,073	63.1
GS-5	2,972	31.4	932	1.9	57	1.9	6	.3	42	1.4	1,933	65.0
GS-6	898	27.6	248	.8	7	.8	2	.2	5	.6	636	70.8
GS-7	1,347	16.4	221	1.4	19	1.4	4	.3	16	1.2	1,087	80.7
GS-8	157	24.2	38	.7							119	75.8
GS-9	1,218	12.2	148	.7	9	.7	2	.2	16	1.3	1,043	85.6
GS-10	56	23.2	13	2.2							43	76.8
GS-11	1,617	4.9	80	1.4	22	1.4	1	.1	25	1.5	1,489	92.1
GS-12	1,430	3.2	46	.7	10	.7			17	1.2	1,357	94.9
GS-13	1,085	2.4	26	.5	5	.5	1	.1	5	.5	1,046	96.6
GS-14	562	1.8	10	1.8					1	.2	550	97.9
GS-15	313	1.0	3	1.0							310	99.0
GS-16	39	4.0	1	4.0							39	100.0
GS-17	25										24	96.0
GS-18	5										5	100.0

TABLE 1-42a

1969 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	6,066	44.3
UP THRU \$ 4,999	2,461	2,122	86.2	105	4.3	1	.1	3	.1	230	9.3
\$ 5,000-\$ 5,499	1,445	978	67.7	57	3.9	3	.2	11	.4	407	28.2
\$ 5,500-\$ 5,999	2,554	1,618	63.4	98	3.8	8	.3	62	3.0	819	32.1
\$ 6,000-\$ 6,499	2,038	1,172	56.7	104	5.0	5	.2	69	3.8	725	35.1
\$ 6,500-\$ 6,999	1,794	955	53.2	82	4.6	6	.3	24	1.3	682	38.0
\$ 7,000-\$ 7,499	2,638	1,028	39.0	97	3.7	9	.3	25	.8	1,480	56.1
\$ 8,000-\$ 8,999	3,198	964	30.1	77	2.4	14	.4	6	.2	2,118	66.2
\$ 9,000-\$ 9,999	1,193	271	22.7	21	1.8	3	.3	5	.5	892	74.8
\$10,000-\$11,999	675	117	17.3	6	.9	5	.7	2	1.2	542	80.3
\$12,000-\$13,999	173	10	5.8							161	93.1
\$14,000-\$15,999	9									9	100.0
\$16,000-\$17,999	2									2	100.0
\$18,000-\$19,999	1									1	100.0
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
 GENERAL SERVICES ADMINISTRATION
 TABLE 1-42b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	24	100.0									24	100.0
UP THRU \$ 4,999												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999	2										2	100.0
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999	2										2	100.0
\$18,000-\$19,999												
\$20,000-\$21,999	5										5	100.0
\$22,000-\$23,999	1										1	100.0
\$24,000-\$25,999	3										3	100.0
\$26,000-\$27,999												
\$28,000-\$29,999	1										1	100.0
\$30,000 AND OVER	2										2	100.0
	8										8	100.0

1969 MINORITY GROUP STUDY
GOVERNMENT PRINTING OFFICE

TABLE 1-43

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,417	3,528	47.6	33	.4	6	.1	10	.1	3,840	51.8
TOTAL GENERAL SCHEDULE Or. SIMILAR.....	1,460	791	54.2	4	.3	3	.2	2	.1	660	45.2
GS- 1	5	4	80.0							1	20.0
GS- 2	74	63	85.1							11	14.9
GS- 3	391	304	77.7	2	.5					85	21.7
GS- 4	329	228	69.3	1	.3	1	.3	1	.3	98	29.8
GS- 5	223	113	50.7	1	.4	2	.9			107	48.0
GS- 6	74	30	40.5							44	59.5
GS- 7	94	31	33.0							63	67.0
GS- 8	15	5	33.3							10	66.7
GS- 9	66	9	13.6					1	1.5	56	84.8
GS-10	6									6	100.0
GS-11	53	2	3.8							51	96.2
GS-12	36	1	2.8							35	97.2
GS-13	36	1	2.8							35	97.2
GS-14	29									29	100.0
GS-15	70									20	100.0
GS-16	8									8	100.0
GS-17											
GS-18	1									1	100.0

1959 MINORITY GROUP STUDY
GOVERNMENT PRINTING OFFICE

TABLE 1-4C1

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS-----	5,942	2,737	46.1	29	.5	3	.1	8	.1	3,165	53.3
UP THRU \$ 4,999	7	7	100.0								
\$ 5,000-\$ 5,499	254	233	91.7	2	.8			2	.8	17	6.7
\$ 5,500-\$ 5,999	354	324	91.5	2	.6					28	7.9
\$ 6,000-\$ 6,499	1,080	863	79.9	5	.5	1	.1	1	.2	211	19.5
\$ 6,500-\$ 6,999	573	496	86.6	2	.3					74	12.9
\$ 7,000-\$ 7,999	443	385	86.9	2	.5					56	12.6
\$ 8,000-\$ 8,999	224	133	59.4	3	1.3			2	.9	86	38.4
\$ 9,000-\$ 9,999	135	41	30.4	4	3.0	1	.7			89	65.9
\$ 10,000-\$ 11,999	2,956	241	8.2	9	.4	1	.1	3	.1	2,302	77.1
\$ 12,000-\$ 13,999	300	14	4.7							286	95.3
\$ 14,000-\$ 15,999	16									16	100.0
\$ 16,000-\$ 17,999											
\$ 18,000-\$ 19,999											
\$ 20,000-\$ 21,999											
\$ 22,000-\$ 23,999											
\$ 24,000-\$ 25,999											
\$ 26,000-\$ 27,999											
\$ 28,000-\$ 29,999											
\$ 30,000 AND OVER											

1969 MINORITY GROUP STUDY
 GOVERNMENT PRINTING OFFICE

TABLE 1-43b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL OTHER PAY SYSTEMS	15					15 100.0	
UP THRU \$ 4,999							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,499							
\$ 7,500-\$ 7,999							
\$ 8,000-\$ 8,499							
\$ 8,500-\$ 8,999							
\$ 9,000-\$ 9,499							
\$ 9,500-\$ 9,999							
\$ 10,000-\$ 10,499	1					1 100.0	
\$ 10,500-\$ 10,999							
\$ 11,000-\$ 11,499	1					1 100.0	
\$ 11,500-\$ 11,999	9					9 100.0	
\$ 12,000-\$ 12,499	1					1 100.0	
\$ 12,500-\$ 12,999							
\$ 13,000-\$ 13,499	1					1 100.0	
\$ 13,500-\$ 13,999							
\$ 14,000-\$ 14,499							
\$ 14,500-\$ 14,999							
\$ 15,000-\$ 15,499							
\$ 15,500-\$ 15,999							
\$ 16,000-\$ 16,499							
\$ 16,500-\$ 16,999							
\$ 17,000-\$ 17,499							
\$ 17,500-\$ 17,999							
\$ 18,000-\$ 18,499							
\$ 18,500-\$ 18,999							
\$ 19,000-\$ 19,499							
\$ 19,500-\$ 19,999							
\$ 20,000-\$ 20,499							
\$ 20,500-\$ 20,999							
\$ 21,000-\$ 21,499							
\$ 21,500-\$ 21,999							
\$ 22,000-\$ 22,499							
\$ 22,500-\$ 22,999							
\$ 23,000-\$ 23,499							
\$ 23,500-\$ 23,999							
\$ 24,000-\$ 24,499							
\$ 24,500-\$ 24,999							
\$ 25,000-\$ 25,499							
\$ 25,500-\$ 25,999							
\$ 26,000-\$ 26,499							
\$ 26,500-\$ 26,999							
\$ 27,000-\$ 27,499							
\$ 27,500-\$ 27,999							
\$ 28,000-\$ 28,499							
\$ 28,500-\$ 28,999							
\$ 29,000-\$ 29,499							
\$ 29,500-\$ 29,999							
\$ 30,000 AND OVER	2					2 100.0	

TABLE 1-44

1969 MINORITY GROUP STUDY
UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,838	14.3	691	14.3	79	1.6			195	3.2	3,913	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,431	23.7	575	23.7	53	2.2			138	5.7	1,665	68.5
GS-1	99	73	73	73.7							26	26.3
GS-2	113	69	69	58.5	1	.8					48	40.7
GS-3	125	71	71	56.8	1	.5					54	43.2
GS-4	193	98	98	50.8	3	1.9			1	.6	94	48.7
GS-5	158	62	62	51.9							72	45.6
GS-6	208	72	72	34.5	2	1.0					134	64.4
GS-7	34	12	12	35.3	1	2.9			2	5.9	19	55.9
GS-8	235	4	4	17.4	3	1.3			39	16.6	152	64.7
GS-9												
GS-10	51	12	12	19.7	1	1.6			33	54.1	15	24.6
GS-11	329	28	28	8.5	24	7.3			42	12.8	235	71.4
GS-12	293	8	8	2.7	13	4.4			13	4.4	259	88.4
GS-13	280	6	6	2.1	3	1.1			7	2.5	264	94.3
GS-14	182	3	3	1.6	1	.5			1	.5	177	97.3
GS-15	89										89	100.0
GS-16	15										15	100.0
GS-17	6										6	100.0
GS-18	6										6	100.0

TABLE 1-44a

1969 MINORITY GROUP STUDY

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	435		53	12.2	5	1.1	2	.5			375	86.2
UP THRU \$ 4,999	2		2	100.0								
\$ 5,000-\$ 5,499	2		2	100.0								
\$ 5,500-\$ 5,999	10		3	30.0								
\$ 6,000-\$ 6,499	4		3	75.0								
\$ 6,500-\$ 6,999	27		11	40.7	3	11.1					1	25.0
\$ 7,000-\$ 7,999	38		16	50.0							13	48.1
\$ 8,000-\$ 8,999	15		3	20.0							19	50.0
\$ 9,000-\$ 9,999	15		6	40.0							12	80.0
\$10,000-\$11,999	40		1	2.5							9	60.0
\$12,000-\$13,999			3	1.3	2	.9			2	.9	39	47.5
\$14,000-\$15,999	231										224	97.0
\$16,000-\$17,999	51										51	100.0
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

TABLE 1-44b

1969 MINORITY GROUP STUDY
UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,972	63	3.2	21	1.1			15	.8	1,873	95.0
UP THRU \$ 4,999										2	66.7
\$ 5,000-\$ 5,499	3							1	33.3	17	100.0
\$ 5,500-\$ 5,999										16	84.2
\$ 6,000-\$ 6,499	17	1	5.3	2	10.5					37	90.2
\$ 6,500-\$ 6,999	19	1	2.4	2	4.9			1	2.4		
\$ 7,000-\$ 7,999	41									80	93.0
\$ 8,000-\$ 8,999	26	4	4.7	2	2.3			1	1.2	74	87.1
\$ 9,000-\$ 9,999	85	7	8.2	3	3.5			2	1.0	190	95.0
\$10,000-\$11,999	200	3	1.5	5	2.5					180	95.7
\$12,000-\$13,999	188	5	2.7	3	1.6					153	94.0
\$14,000-\$15,999	165	8	4.8	1	.6			1	.6	208	93.7
\$16,000-\$17,999	222	12	5.4	1	.5			1	.5	251	94.7
\$18,000-\$19,999	265	8	3.0	1	.4			5	1.9	137	97.9
\$20,000-\$21,999	140	2	1.4					1	.7	264	96.7
\$22,000-\$23,999	273	8	2.9					1	.4	49	100.0
\$24,000-\$25,999	49									33	94.3
\$26,000-\$27,999	35	1	2.9	1	.8			1	2.9	120	97.6
\$28,000-\$29,999	123	2	1.6							57	98.3
\$30,000 AND OVER	56	1	1.7								

1969 MINORITY GROUP STUDY
INTERSTATE COMMERCE COMMISSION
TABLE 1-45

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SUPNAMES		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,801	20.3	366	20.3	5	.3			6	.3	1,424	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,749	19.0	332	19.0	5	.3			6	.3	1,406	80.4
GS-1	3	100.0										
GS-2	43	85.0									6	14.0
GS-3	103	78.6			1	1.0			1	1.0	20	19.4
GS-4	167	56.9			1	.6			2	1.2	69	41.3
GS-5	232	26.7							3	1.3	167	72.0
GS-6	84	25.0									63	75.0
GS-7	77	23.4									59	76.6
GS-8	33										33	100.0
GS-9	136	5.1			1	.7					128	94.1
GS-10	39	2.6									38	97.4
GS-11	127	3.9									122	96.1
GS-12	278				2	.7					276	99.3
GS-13	118	.8									117	99.2
GS-14	83	1.2									82	98.8
GS-15	100										100	100.0
GS-16	113										113	100.0
GS-17	10										10	100.0
GS-18	3										3	100.0

1969 MINORITY GROUP STUDY
INTERSTATE COMMERCE COMMISSION

TABLE 1-45a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					ALL OTHER EMPLOYEES		
		NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	42	34				8	19.0		
Up To \$4,999									
\$ 5,000-\$ 5,499	2	2							
\$ 5,500-\$ 5,999	2	2							
\$ 6,000-\$ 6,499	1	1							
\$ 6,500-\$ 6,999	3	3							
\$ 7,000-\$ 7,999	12	12							
\$ 8,000-\$ 8,999	14	12						2	14.3
\$ 9,000-\$ 9,999	2	2						5	100.0
\$10,000-\$11,999	6								
\$12,000-\$13,999									
\$14,000-\$15,999									
\$16,000-\$17,999									
\$18,000-\$19,999									
\$20,000-\$21,999									
\$22,000-\$23,999									
\$24,000-\$25,999									
\$26,000-\$27,999									
\$28,000-\$29,999									
\$30,000 AND OVER									

1969 MINORITY GROUP STUDY
 INTERSTATE COMMERCE COMMISSION
 TABLE 1-45b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					A/L OTHER EMPLOYEES NUMBER PCT
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	
TOTAL OTHER PAY SYSTEMS	10					10 100.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	10					10 100.0

TABLE 1-46

1969 MINORITY GROUP STUDY
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SUPNARED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	3.1	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,695	2.6	740	2.6	182	.6	18	.1	183	.6	27,572	96.1
GS-1	5	40.0	2	40.0							3	60.0
GS-2	154	26.0	40	26.0	1	.6					113	73.4
GS-3	596	9.1	54	9.1	4	.7			3	.5	535	89.8
GS-4	1,324	6.5	86	6.5	12	.9	2	.2	5	.4	1,219	92.1
GS-5	1,907	2.8	73	2.8	19	1.0	2	.1	12	.6	1,801	91.4
GS-6	802	6.9	55	6.9	8	1.0	1	.1	8	1.0	730	91.0
GS-7	1,317	6.0	79	6.0	3	.2	1	.1	5	.4	1,229	93.3
GS-8	478	7.9	14	7.9					1	.2	463	96.9
GS-9	2,360	3.7	88	3.7	16	.7			9	.4	2,247	95.2
GS-10	344	.9	3	.9	1	.3			1	.3	339	98.5
GS-11	3,443	2.8	98	2.8	31	.9	2	.1	16	.5	3,296	95.7
GS-12	4,464	1.8	79	1.8	29	.6	2	.2	28	.6	4,326	96.9
GS-13	5,515	.9	49	.9	37	.7	5	.1	48	.9	5,376	97.5
GS-14	3,525	.5	16	.5	20	.6	3	.1	31	.9	3,455	98.0
GS-15	2,147	.1	2	.1	1				16	.7	2,128	99.1
GS-16	314	.6	2	.6							312	99.4

TABLE 1-46a

1959 MINORITY GROUP STUDY
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	3,223		273	8.4	58	1.8	1		18	.6	2,913	89.3
UP THRU \$ 4,000	31		9	29.0							22	71.0
\$ 5,000-\$ 5,499	17		3	17.6							14	82.4
\$ 5,500-\$ 5,999	28		15	53.6							13	46.4
\$ 6,000-\$ 6,499	135		48	35.6	1	.7			2	1.5	84	62.2
\$ 6,500-\$ 6,999	160		50	31.3	3	1.9			1	.6	106	66.3
\$ 7,000-\$ 7,999	364		79	21.7	10	2.7			3	.8	272	74.7
\$ 8,000-\$ 8,999	479		35	7.3	3	.6			2	.4	439	91.6
\$ 9,000-\$ 9,999	1,160		23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
\$10,000-\$11,999	663		9	1.3	15	2.2			2	.3	662	96.2
\$12,000-\$13,999	132		2	1.5	1	.8					129	97.7
\$14,000-\$15,999	59				2	3.4					57	96.6
\$16,000-\$17,999	10										10	100.0
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINORITY GROUP STUDY
 NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

TABLE 1-46b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	
TOTAL OTHER PAY SYSTEMS	392								1	.3		391	99.7
UP THRU \$ 4,999													
\$ 5,000-\$ 5,499													
\$ 5,500-\$ 5,999													
\$ 6,000-\$ 6,499													
\$ 6,500-\$ 6,999													
\$ 7,000-\$ 7,999													
\$ 8,000-\$ 8,999													
\$ 9,000-\$ 9,999													
\$10,000-\$11,999													
\$12,000-\$13,999													
\$14,000-\$15,999													
\$16,000-\$17,999													
\$18,000-\$19,999													
\$20,000-\$21,999													
\$22,000-\$23,999													
\$24,000-\$25,999	6											6	100.0
\$26,000-\$27,999	47											47	100.0
\$28,000-\$29,999	70											70	100.0
\$30,000 AND OVER	269								1	.4		268	99.6

1969 MINORITY GROUP STUDY
NATIONAL LABOR RELATIONS BOARD
TABLE 1-47

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,173	13.9	301	13.9	18	.8	8	.4	15	.7	1,831	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,141	12.9	277	12.9	18	.8	8	.4	15	.7	1,823	85.1
GS- 1	1	100.0	1	100.0								
GS- 2	19	57.9	14	57.9					1	5.3	7	36.8
GS- 3	62	50.0	31	50.0			2	3.2	1	1.6	28	45.2
GS- 4	195	25.7	56	25.7	5	4.1	3	1.5	4	2.1	124	63.6
GS- 5	302	18.2	55	18.2	2	.7	2	.7	5	1.7	238	78.8
GS- 6	122	32.8	40	32.8	1	.8			3	2.5	78	63.9
GS- 7	85	21.2	15	21.2							67	78.8
GS- 8	14	28.6	4	28.6					1	1.4	10	71.4
GS- 9	59	20.3	14	20.3			1	1.4			53	76.8
GS-10	7	28.6	2	28.6							5	71.4
GS-11	179	5.0	9	5.0	1	.6					169	94.4
GS-12	267	6.0	16	6.0	5	1.9					246	92.1
GS-13	342	4.2	11	4.2							331	96.8
GS-14	242	1.7	4	1.7	1	.4					237	97.9
GS-15	108	1.9	2	1.9							106	98.1
GS-16	122	2.5	3	2.5							119	97.5
GS-17	3										3	100.0
GS-18	2										2	100.0

TABLE 1-47a

1959 MINORITY GROUP STUDY
NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL WAGE SYSTEMS.....	26	23 88.5				3 11.5
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499	2	2 100.0				
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499	4	3 75.0				1 25.0
\$ 6,500-\$ 6,999	7	7 100.0				
\$ 7,000-\$ 7,999	10	9 90.0				1 10.0
\$ 8,000-\$ 8,999	1	1 100.0				
\$ 9,000-\$ 9,999	1	1 100.0				
\$10,000-\$11,999	1					1 100.0
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1959 MINORITY GROUP STUDY
 NATIONAL LABOR RELATIONS BOARD
 TABLE 1-47b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6	16.7	1	16.7							5	83.3
UP THRU \$ 4,999												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER	6	16.7	1	16.7							5	83.3

TABLE 1-48

1969 MINORITY GROUP STUDY
NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	931	15.7	145	.5	5	.5			7	.8	773	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	912	15.0	137	.5	5	.5			7	.8	763	83.7
GS-1	10	50.0	5	50.0							5	50.0
GS-2	..	46.2	6	46.2							7	53.8
GS-3												
GS-4	40	50.0	20	50.0							20	50.0
GS-5	91	37.4	34	37.4					2	2.2	55	60.4
GS-6	129	31.0	40	31.0	1	.8					88	68.2
GS-7	89	18.0	16	18.0	2	2.2					71	79.8
GS-8	21	9.5	2	9.5							19	90.5
GS-9	50	14.0	7	14.0					1	2.0	42	84.0
GS-10	3	33.3	1	33.3							2	66.7
GS-11	44	2.3	1	2.3	1	2.3					42	95.5
GS-12	53								1	1.9	52	98.1
GS-13	72	2.8	2	2.8							69	97.2
GS-14	89	2.2	2	2.2					1	1.1	86	96.6
GS-15	125								1	.8	124	99.2
GS-16	52				1	1.9			1	1.9	50	96.2
GS-17	21										21	100.0
GS-18	14	9.1	1	9.1							10	90.9



1969 MINORITY GROUP STUDY
 NATIONAL SCIENCE FOUNDATION
 TABLE 1-48a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL WAGE SYSTEMS.....	10	9 92.0				1 10.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499	3	3 102.0				
\$ 6,500-\$ 6,999	2	2 100.0				
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999	1	1 100.0				
\$ 9,000-\$ 9,999	3	3 100.0				
\$10,000-\$11,999	1					1 100.0
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER						

1969 MINORITY GROUP STUDY
 NATIONAL SCIENCE FOUNDATION
 TABLE 1-48b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						ALL OTHER EMPLOYEES NUMBER PCT
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT		
TOTAL OTHER PAY SYSTEMS	9					9 100.0	
UP THRU \$ 4,999							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999							
\$ 9,000-\$ 9,999							
\$10,000-\$11,999	1					1 100.0	
\$12,000-\$13,999	1					1 100.0	
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999	2					2 100.0	
\$20,000-\$21,999	2					2 100.0	
\$22,000-\$23,999							
\$24,000-\$25,999	1					1 100.0	
\$26,000-\$27,999	1					1 100.0	
\$28,000-\$29,999							
\$30,000 AND OVER	1					1 100.0	

1969 MINORITY GROUP STUDY
OFFICE OF ECONOMIC OPPORTUNITY
TABLE 1-49

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,132	31.4	659	31.4	69	3.2	12	.6	15	.7	1,367	64.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,121	31.3	663	31.3	68	3.2	12	.6	15	.7	1,363	64.3
GS-1	11	8 72.7			1	9.1					2	18.2
GS-2	22	14 63.6							1	4.5	7	31.8
GS-3	68	35 51.5			5	7.4					26	41.2
GS-4	104	59 56.7			1	1.0	1	1.0			43	41.3
GS-5	216	122 56.5			1	4.2	1	.5			84	38.9
GS-6	151	95 62.9			1	.7	1	.7	1	.7	53	35.1
GS-7	203	87 42.9			4	2.0			1	.5	111	54.7
GS-8	23	15 56.5									10	43.5
GS-9	178	45 25.3			4	2.2	1	.6	2	1.1	126	70.8
GS-10	3										3	100.0
GS-11	184	39 21.2			10	5.4			3	1.6	132	71.7
GS-12	314	56 17.5			11	3.5	5	1.6			242	77.1
GS-13	270	47 17.4			12	4.4			6	2.2	205	75.9
GS-14	215	34 15.8			7	3.3	2	.9	1	.5	171	79.5
GS-15	120	7 5.8			1	.8	1	.8			111	92.5
GS-16	16	1 6.2			1	5.9					15	93.8
GS-17	17	1 5.9			1	16.7					15	88.2
GS-18	6										5	83.3



TABLE 1-49a

1969 MINORITY GROUP STUDY
OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	9		6	66.7	1	11.1					2	22.2
UP THRU \$ 4,999	1				1	100.0						
\$ 5,000-\$ 5,499	2											
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	2		2	100.0								
\$ 6,500-\$ 6,999	2		2	100.0								
\$ 7,000-\$ 7,999	2		2	100.0								
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												



1969 MINORITY GROUP STUDY
OFFICE OF ECONOMIC OPPORTUNITY

TABLE 1-49b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL OTHER PAY SYSTEMS	2					2 100.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	2					2 100.0

1959 MINDRITY GROUP STUDY
PANAMA CANAL COMPANY
TABLE I-50

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,408		65	2.7	115	4.8	1		10	.4	2,217	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	954		20	2.1	53	5.6			6	.6	375	91.7
GS- 1	2										2	100.0
GS- 2	4										1	25.0
GS- 3	29		8	27.6	4	13.8			1	3.4	16	55.2
GS- 4	67		9	10.3	6	9.2			1	1.1	69	79.3
GS- 5	112		1	.9	9	8.0					102	91.1
GS- 6	72				6	8.3					66	91.7
GS- 7	90		1	1.1	8	8.9					81	90.0
GS- 8	38										38	100.0
GS- 9	100				2	2.0			1	1.0	97	97.0
GS-10	44										44	100.0
GS-11	146				5	3.4					139	95.2
GS-12	137		1	.7	9	6.6			2	1.4	127	92.7
GS-13	58										58	100.0
GS-14	29										29	100.0
GS-15	6										6	100.0
GS-16												
GS-17												
GS-18												

1969 MINORITY GROUP STUDY
PANAMA CANAL COMPANY
TABLE 1-50a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,251		45	3.6	62	5.0	1	.1	4	.3	1,139	91.0
UP THRU \$ 4,999	112		25	22.3	23	20.5			1	.9	63	56.3
\$ 5,000-\$ 5,499	3										3	100.0
\$ 5,500-\$ 5,999	19		6	31.6	6	31.6					7	36.8
\$ 6,000-\$ 6,499	27		1	3.7	3	11.1					23	85.2
\$ 6,500-\$ 6,999	36		3	8.3	3	8.3					30	83.3
\$ 7,000-\$ 7,999	6		6	100.0								
\$ 8,000-\$ 8,999	194		3	1.5	17	8.8	1	.5	1	.5	172	88.7
\$ 9,000-\$ 9,999	466				3	.6					463	99.4
\$10,000-\$11,999	200				2	1.0					198	99.0
\$12,000-\$13,999	98		1	1.0							97	98.0
\$14,000-\$15,999	42				2	4.8					40	95.2
\$16,000-\$17,999	42				2	4.8			1	2.4	39	92.9
\$18,000-\$19,999	4				1	25.0			1	25.0	2	50.0
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999	1										1	100.0
\$26,000-\$27,999	1										1	100.0
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINORITY GROUP STUDY
 PANAMA CANAL COMPANY
 TABLE I-50b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT	
TOTAL OTHER PAY SYSTEMS	203					203	100.0	
UP THRU \$ 4,000								
\$ 5,000-\$ 5,499								
\$ 5,500-\$ 5,999								
\$ 6,000-\$ 6,499								
\$ 6,500-\$ 6,999								
\$ 7,000-\$ 7,999								
\$ 8,000-\$ 8,999								
\$ 9,000-\$ 9,999								
\$10,000-\$11,999								
\$12,000-\$13,999	6					6	100.0	
\$14,000-\$15,999	14					14	100.0	
\$16,000-\$17,999	46					46	100.0	
\$18,000-\$19,999	23					23	100.0	
\$20,000-\$21,999	13					13	100.0	
\$22,000-\$23,999	67					67	100.0	
\$24,000-\$25,999	4					4	100.0	
\$26,000-\$27,999								
\$28,000-\$29,999								
\$30,000 AND OVER	6					6	100.0	

1969 MINORITY GROUP STUDY
RAILROAD RETIREMENT BOARD
TABLE 1-51

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,691		459	27.1	16	.9	1	.1	4	.2	1,211	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660		442	26.6	16	1.0	1	.1	4	.2	1,197	72.1
GS-1	2				2	100.0					15	15.2
GS-2	99		82	82.8	2	2.0					54	31.2
GS-3	173		117	67.6	2	1.2						
GS-4	126		88	69.8	3	1.6			1	.4	97	51.6
GS-5	247		66	26.7	3	1.2					177	71.7
GS-6	35		12	34.3							23	65.7
GS-7	205		31	15.1					1	.5	173	84.4
GS-8	60		12	20.0	1	1.7					47	78.3
GS-9	93		10	10.8							83	89.2
GS-10	212		12	5.7	2	.9					197	92.9
GS-11	142		6	4.2	1	.7			2	1.4	133	93.7
GS-12	105		5	4.8							100	95.2
GS-13	34										34	100.0
GS-14	28		1	3.6							27	96.4
GS-15	28										28	100.0
GS-16	4										4	100.0
GS-17	4										4	100.0
GS-1A	1										1	100.0

1969 MINORITY GROUP STUDY
RAILROAD RETIREMENT BOARD
TABLE 1-51a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL MAZE SYSTEMS.....	26	60.7	17	60.7							11	39.3
UP THRU 4,999												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	2	50.0	1	50.0							1	50.0
\$ 6,500-\$ 6,999	8	100.0	8	100.0							2	25.0
\$ 7,000-\$ 7,999	6	75.0	6	75.0								
\$ 8,000-\$ 8,999	1	100.0	1	100.0							6	100.0
\$ 9,000-\$ 9,999	6											
\$10,000-\$11,999	1	100.0	1	100.0							2	100.0
\$12,000-\$13,999												
\$14,000-\$15,999												
\$ 6,000-\$17,999	2											
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1959 MINORITY GROUP STUDY
RAILROAD RETIREMENT BOARD

TABLE 1-51b

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAME	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
	PCT	PCT	PCT	PCT	PCT	PCT
TOTAL OTHER PAY SYSTEMS	3					3
UP THRU \$ 4,599						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,999						
\$ 8,000-\$ 8,999						
\$ 9,000-\$ 9,999						
\$10,000-\$11,999						
\$12,000-\$13,999						
\$14,000-\$15,999						
\$16,000-\$17,999						
\$18,000-\$19,999						
\$20,000-\$21,999						
\$22,000-\$23,999						
\$24,000-\$25,999						
\$26,000-\$27,999						
\$28,000-\$29,999						
\$30,000 AND OVER	3					3
						100.0

1969 HINDRITY GROUP STUDY
 SECURITIES AND EXCHANGE COMMISSION
 TABLE 1-52

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,359	17.0	231	.7	10	.3	4	.4	5	.4	1,109	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,335	15.3	216	.7	10	.3	4	.4	5	.4	1,098	82.2
GS- 1	27	63.0	17						1	1.5	10	37.0
GS- 2	67	64.2	43								23	34.3
GS- 3												
GS- 4	96	42.7	41	2.1			2	1.0	1	1.0	52	54.2
GS- 5	129	31.0	40	2.3	3	1.6	2	1.6	1	.8	83	64.3
GS- 6	100	33.0	33	2.0	2				1	1.0	64	64.0
GS- 7	73	26.0	19								54	74.0
GS- 8	15	13.3	2								13	86.7
GS- 9	50	12.0	6								44	88.0
GS-10	5										5	100.0
GS-11	141	2.8	4	.7	1				1	.7	135	95.7
GS-12	216	2.8	6	.5	1						209	96.8
GS-13	197	1.5	3	1.5	3						191	97.0
GS-14	120	3.3	4								116	96.7
GS-15	61										61	100.0
GS-16	27										27	100.0
GS-17	5										5	100.0
GS-18	6										6	100.0

1969 MINORITY GROUP STUDY
 SECURITIES AND EXCHANGE COMMISSION
 TABLE 1-52a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU \$ 4,999	1	1	100.0								
\$ 5,000-\$ 5,499											
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	4	4	100.0							1	33.3
\$ 6,500-\$ 6,999	3	2	66.7							1	33.3
\$ 7,000-\$ 7,999	3	2	66.7								
\$ 8,000-\$ 8,999	1	1	100.0							2	40.0
\$ 9,000-\$ 9,999	5	3	60.0							2	100.0
\$10,000-\$11,999	2										
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$ 7,999											
\$20,000-\$21,999											
\$ 2,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1959 MINORITY GROUP STUDY
 SECURITIES AND EXCHANGE COMMISSION
 TABLE 1-52b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR.		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5										5	100.0
UP TO \$ 4,999												
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER	5										5	100.0

1969 MINORITY GROUP STUDY
SELECTIVE SERVICE SYSTEM

TABLE 1-53

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,385	6.3	403	4.3	102	1.1	13	.1	26	.3	5,841	62.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,085	11.5	60	5.5	13	1.2	2	.2	4	.4	976	90.1
GS- 1	26	23.1	6	23.1	1	.6			1	.6	20	76.9
GS- 2	173	11.0	19	11.0							152	87.9
GS- 3												
GS- 4	231	10.4	24	10.4	4	1.7			1	.4	200	86.6
GS- 5	187	11.2	21	11.2	3	1.6					163	87.2
GS- 6	114	9.0	11	9.0	3	2.6					100	87.7
GS- 7	120	1.6	1	1.6	1	.8					118	98.3
GS- 8	76	1.3	1	1.3	1	1.3					74	97.4
GS- 9	64	1.5	1	1.5							63	98.4
GS-10	18	11.1	2	11.1					1	5.6	15	83.3
GS-11	12	9.3	1	9.3							11	91.7
GS-12	15										15	100.0
GS-13	20								1	5.0	19	95.0
GS-14	10										9	90.0
GS-15	17	10.0	1	10.0							17	100.0
GS-16	1										1	100.0
GS-17	1										1	100.0
GS-18												

TABLE 1-53a

1969 MINORITY GROUP STUDY
SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18	83.9	16	83.9							2	11.1
UP THRU \$ 4,999	1	100.0	1	100.0								
\$ 5,000-\$ 5,499	1	100.0	1	100.0								
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499	4	100.0	4	100.0								
\$ 6,500-\$ 6,999	3	100.0	3	100.0								
\$ 7,000-\$ 7,999	2	50.0	1	50.0							1	50.0
\$ 8,000-\$ 8,999	6	83.3	5	83.3							1	16.7
\$ 9,000-\$ 9,999												
\$10,000-\$11,999	1	100.0	1	100.0								
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINORITY GROUP STUDY
SELECTIVE SERVICE SYSTEM

TABLE 1-53b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,282	5.7	299	5.7	89	1.7	11	.2	22	.4	4,861	92.0
UP THRU \$ 4,999	386	10.1	39	10.1	11	2.8	2	.5	4	1.0	330	85.5
\$ 5,000-\$ 5,499	699	6.9	48	6.9	13	1.9	4	.6	5	.7	629	90.0
\$ 5,500-\$ 5,999	1,300	5.3	69	5.3	13	1.0	3	.2	3	.2	1,212	93.2
\$ 6,000-\$ 6,499	1,462	4.1	60	4.1	23	1.6	1	.1	5	.3	1,373	93.9
\$ 6,500-\$ 6,999	494	5.7	28	5.7	12	2.4	1	.2	2	.4	451	91.3
\$ 7,000-\$ 7,499	720	4.0	43	4.0	14	1.9			1	.1	662	91.9
\$ 8,000-\$ 8,999	142	6.3	9	6.3	2	1.4			2	2.8	132	92.3
\$ 9,000-\$ 9,999	72	4.2	3	4.2	1	1.4					66	91.7
\$10,000-\$11,999	6										6	100.0
\$12,000-\$13,999												
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

TABLE 1-54

1969 MINORITY GROUP STUDY
SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGPO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,072		506	12.4	91	2.2	14	.3	16	.4	3,445	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047		487	12.0	90	2.2	14	.3	16	.4	3,440	85.0
GS-1	2		9	36.0	4	16.0					2	100.0
GS-2	25		74	28.9	9	3.5	2	.8	1	.4	12	48.0
GS-3	256		93	16.2	22	3.8	3	.5	3	.5	454	79.0
GS-4	470		99	21.1	13	2.8			1	.2	357	76.0
GS-5	267		51	17.8	3	1.0	1	.3	2	.7	230	86.1
GS-6	182		41	22.5	3	1.6	2	1.1	2	1.1	124	73.6
GS-7	37		6	16.2							31	83.8
GS-8	164		23	14.0	9	5.5	2	1.2	2	1.2	128	78.0
GS-9	3				1	33.3					2	66.7
GS-10	438		34	7.8	6	1.4			2	.5	396	90.4
GS-11	785		33	4.2	9	1.1	2	.3	2	.3	739	94.1
GS-12	437		17	3.9	6	1.4	1	.2	1	.2	412	94.3
GS-13	219		4	1.8	3	1.4	1	.5			211	96.3
GS-14	135		3	2.2	2	1.5					130	96.3
GS-15	19										19	100.0
GS-16	2										2	100.0
GS-17	5										5	100.0

1969 MINORITY GROUP STUDY
SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	20	19	95.0							1	5.0
UP THRU \$ 4,999											
\$ 5,000-\$ 5,499											
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	2	2	100.0								
\$ 6,500-\$ 6,999	3	3	100.0								
\$ 7,000-\$ 7,999	8	8	100.0								
\$ 8,000-\$ 8,999	5	5	100.0								
\$ 9,000-\$ 9,999	1	1	100.0								
\$10,000-\$11,999											
\$12,000-\$13,999											
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

TABLE 1-54b

1967 MINORITY GROUP STUDY
SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL OTHER PAY SYSTEMS	5		1 20.0			4 80.0
UP THRU \$ 4,999						
\$ 5,000-\$ 5,499						
\$ 5,500-\$ 5,999						
\$ 6,000-\$ 6,499						
\$ 6,500-\$ 6,999						
\$ 7,000-\$ 7,499						
\$ 7,500-\$ 7,999						
\$ 8,000-\$ 8,499						
\$ 8,500-\$ 8,999						
\$ 9,000-\$ 9,499						
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\$ 14,500-\$ 14,999						
\$ 15,000-\$ 15,499						
\$ 15,500-\$ 15,999						
\$ 16,000-\$ 16,499						
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\$ 26,000-\$ 26,499						
\$ 26,500-\$ 26,999						
\$ 27,000-\$ 27,499						
\$ 27,500-\$ 27,999						
\$ 28,000-\$ 28,499						
\$ 28,500-\$ 28,999						
\$ 29,000-\$ 29,499						
\$ 29,500-\$ 29,999						
\$ 30,000 AND OVER	4		1 25.0			3 75.0
						1 100.0

TABLE 1-55

1969 MINORITY GROUP STUDY
 SMITHSONIAN INSTITUTION
 INCLUDES NATIONAL GALLERY OF ART
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,414	39.3	949	.3	8	.2	6	.2	10	.4	1,441	59.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,694	29.6	501	.3	5	.4	6	.4	9	.5	1,173	69.2
GS- 1	12	65.7	8	1.0							4	33.3
GS- 2	99	73.7	73		1						25	25.3
GS- 3												
GS- 4	312	61.5	192	.5	1		2	1.0	1	.3	119	38.1
GS- 5	201	39.3	79								119	59.2
GS- 6	114	35.1	40								74	64.9
GS- 7	159	26.3	45	1.3	2		2	1.3	2	1.3	108	67.9
GS- 8	78	17.9	5	3.6	1						22	78.6
GS- 9	222	12.6	28						1	.5	193	86.9
GS-10	4										4	100.0
GS-11	147	12.2	18	.7			1	.7	3	2.0	125	84.0
GS-12	114	5.4	6	.9			1	.9	1	.9	103	92.8
GS-13	91	4.4	4	1.1							86	94.5
GS-14	104	1.0	1	3.1							103	99.0
GS-15	65		2								63	96.9
GS-16	14										14	100.0
GS-17	14										11	100.0
GS-18												

TABLE 1-55a

1960 MINORITY GROUP STUDY
SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRS		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	677	65.4	443	65.4	2	.3					232	34.3
UP THRU \$ 4,999	14	100.0	14	100.0							2	2.5
\$ 5,000-\$ 5,499	60	97.5	78	97.5							2	2.6
\$ 5,500-\$ 5,999	78	97.4	76	97.4								
\$ 6,000-\$ 6,499	92	91.3	34	91.3							8	8.7
\$ 6,500-\$ 6,999	51	91.0	50	91.0							1	2.0
\$ 7,000-\$ 7,999	66	66.3	57	66.3	1	1.2					28	32.6
\$ 8,000-\$ 8,999	163	31.0	62	31.0	1	.6					100	61.3
\$ 9,000-\$ 9,999	56	23.2	13	23.2							43	76.8
\$10,000-\$11,999	50	18.9	9	18.9							41	82.0
\$12,000-\$13,999	7										7	100.0
\$14,000-\$15,999												
\$16,000-\$17,999												
\$18,000-\$19,999												
\$20,000-\$21,999												
\$22,000-\$23,999												
\$24,000-\$25,999												
\$26,000-\$27,999												
\$28,000-\$29,999												
\$30,000 AND OVER												

TABLE 1-55b

1969 MINORITY GROUP STUDY
 SMITHSONIAN INSTITUTION
 INCLUDES NATIONAL GALLERY OF ART
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	43	11.6	5	11.6	1	2.3			1	2.3	36	83.7
UP THRU \$ 4,999	1											
\$ 5,000-\$ 5,499												
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999	4	50.0	2	50.0							2	50.0
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999	14	14.3	2	14.3							12	85.7
\$ 9,000-\$ 9,999	5				1	16.7					5	83.3
\$ 10,000-\$ 11,999	3	33.3	1	33.3							2	66.7
\$ 12,000-\$ 13,999	1										1	100.0
\$ 14,000-\$ 15,999	1										1	100.0
\$ 16,000-\$ 17,999												
\$ 18,000-\$ 19,999	3										3	100.0
\$ 20,000-\$ 21,999	2										2	100.0
\$ 22,000-\$ 23,999												
\$ 24,000-\$ 25,999											1	100.0
											7	100.0

TABLE 1-56

1969 MINORITY GROUP STUDY

U. S. SOLDIERS* HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,046	541	51.7	1	.1			2	.2	502	48.0
TOTAL GENERAL SCHEDULE OR SIMILAR*****	375	219	58.4					2	.5	154	41.1
GS-1	1	0	00.0							1	100.0
GS-2	9	141	89.8							1	11.1
GS-3	157									16	10.2
GS-4	62	31	50.0							31	50.0
GS-5	39	14	35.9							25	64.1
GS-6	20	6	30.0							14	70.0
GS-7	38	16	42.1							22	57.9
GS-8	9	2	22.2							7	77.3
GS-9	71							2	9.5	19	90.5
GS-10	4	1	25.0							3	75.0
GS-11	6									6	100.0
GS-12	7									7	100.0
GS-13	2										
GS-14											
GS-15											
GS-16											
GS-17											
GS-18										2	100.0

1969 MINORITY GROUP STUDY
U. S. SOLDIERS' MORE

TABLE 1-56a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	436	305	70.0							131	30.0
UP THRU \$ 4,999	122	124	99.2							1	.6
\$ 5,000-\$ 5,499	20	20	100.0							4	7.7
\$ 5,500-\$ 5,999	52	48	92.3							7	18.4
\$ 6,000-\$ 6,499	34	31	81.6							22	40.7
\$ 6,500-\$ 6,999	54	32	59.3							39	50.0
\$ 7,000-\$ 7,999	78	39	50.0							32	80.0
\$ 8,000-\$ 8,999	40	8	20.0							12	80.0
\$ 9,000-\$ 9,999	15	3	20.0							12	100.0
\$10,000-\$11,999	13									1	100.0
\$12,000-\$13,999	1										
\$14,000-\$15,999											
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

1969 MINORITY GROUP STUDY
U. S. SOLDIERS' HOME
TABLE 1-56b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	235		17	7.2	1	.4					217	92.3
UP THRU \$ 4,999												
\$ 5,000-\$ 5,499			17	7.4	1	.4						
\$ 5,500-\$ 5,999												
\$ 6,000-\$ 6,499												
\$ 6,500-\$ 6,999												
\$ 7,000-\$ 7,999												
\$ 8,000-\$ 8,999												
\$ 9,000-\$ 9,999												
\$10,000-\$11,999												
\$12,000-\$13,999												
\$14,000-\$15,999	1										1	100.0
\$16,000-\$17,999	1										1	100.0
\$18,000-\$19,999	1										1	100.0
\$20,000-\$21,999												
\$22,000-\$23,999	2										2	100.0
\$24,000-\$25,999												
\$26,000-\$27,999	1										1	100.0
\$28,000-\$29,999												
\$30,000 AND OVER												

1969 MINDRITY GROUP STUDY
 TENNESSEE VALLEY AUTHORITY
 TABLE 1-57

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969											
	TOTAL FULL-TIME EMPLOYEES		NEURO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	20,346		1,510	7.5	11	.1	15	.1	23	.1	18,778	92.3



1959 MINDRITY GROUP STUDY
 TENNESSEE VALLEY AUTHORITY
 TABLE 1-57a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969									
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT				
TOTAL WAGE SYSTEMS.....	12,953	931 7.2	3	8 .1	2	12,009 92.7				
UP THRU \$ 4,000										
\$ 5,000-\$ 5,499	325	97 29.8				228 70.2				
\$ 5,500-\$ 5,999										
\$ 6,000-\$ 6,499	1,373	304 22.1	2 .1	1 .1	1	1,066 77.6				
\$ 6,500-\$ 6,999	1,363	258 18.9		1 .1		1,103 80.9				
\$ 7,000-\$ 7,999	1,985	184 9.3		2 .1		1,799 90.6				
\$ 8,000-\$ 8,999	2,012	25 1.2			1	1,986 98.7				
\$ 9,000-\$ 9,999	1,720	48 2.8				1,681 97.2				
\$10,000-\$11,999	3,946	15 .4	1	4 .1		3,926 99.5				
\$12,000-\$13,999	220					220 100.0				
\$14,000-\$15,999										
\$16,000-\$17,999										
\$18,000-\$19,999										
\$20,000-\$21,999										
\$22,000-\$23,999										
\$24,000-\$25,999										
\$26,000-\$27,999										
\$28,000-\$29,999										
\$30,000 AND OVER										

1954 MINORITY GROUP STUDY
 TENNESSEE VALLEY AUTHORITY
 TABLE 1-57b

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	7,393	8.0	588	8.0	8	.1	7	.1	21	.3	6,769	91.6
JP THRU \$ 4,999	293	42.20.7	42	20.7	3	1.5	1	.5	1	.5	156	76.8
\$ 5,000-\$ 5,499	175	54.30.9	54	30.9	1	.6	3	1.7			117	66.9
\$ 5,500-\$ 5,999	467	243.49.9	243	49.9	2	.4					242	49.7
\$ 6,000-\$ 6,499	399	55.13.6	55	13.6					1	.3	343	36.0
\$ 6,500-\$ 6,999	299	46.15.4	46	15.4			2	.7	1	.3	250	83.6
\$ 7,000-\$ 7,999	1,098	76.6.9	76	6.9	1	.1	1	.1			1,020	92.9
\$ 8,000-\$ 8,999	641	20.3.1	20	3.1					1	.2	620	96.7
\$ 9,000-\$ 9,999	419	10.2.4	10	2.4							409	97.6
\$ 10,000-\$ 11,999	937	30.3.2	30	3.2	1	.1			12	1.3	894	95.4
\$ 12,000-\$ 13,999	591	5.8	5	.8							586	98.8
\$ 14,000-\$ 15,999	677	4.6	4	.6					2	.3	670	99.0
\$ 16,000-\$ 17,999	577	1.2	1	.2					3	.4	576	99.8
\$ 18,000-\$ 19,999	492	1.2	1	.2							491	99.8
\$ 20,000-\$ 21,999	176	1.6	1	.6							175	99.4
\$ 22,000-\$ 23,999	69										69	100.0
\$ 24,000-\$ 25,999	88										88	100.0
\$ 26,000-\$ 27,999	8										8	100.0
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER	37										37	100.0

1969 MINORITY GROUP STUDY
 VETERANS ADMINISTRATION
 TABLE 1-58

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	146,823	25.1	38,205	25.1	3,032	2.1	335	.2	1,089	.7	103,862	70.9
TOTAL GENERAL SCHEDULE OP SIMILAR.....	113,110	21.9	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS-1	70	100	58.8	18	10.6	2	1.2				50	29.4
GS-2	2,925	1,427	49.8	83	2.8	13	.4		12	.4	1,390	47.5
GS-3	17,376	6,589	37.9	350	2.0	53	.3		32	.2	10,352	59.6
GS-4	24,931	7,572	30.4	513	2.1	59	.2		81	.3	16,706	67.0
GS-5	14,518	4,188	28.8	270	1.7	25	.2		90	.6	9,945	68.5
GS-6	5,946	1,107	18.6	93	1.6	6	.1		53	.9	4,687	78.8
GS-7	5,289	757	14.3	93	1.8	13	.2		54	1.0	4,372	82.7
GS-8	5,298	532	10.0	67	1.3	11	.2		81	1.5	4,667	87.0
GS-9	13,866	1,376	9.9	156	1.1	16	.1		168	1.2	12,168	87.6
GS-10	1,312	66	5.0	15	1.1	2	.2		12	.9	1,217	92.8
GS-11	6,589	695	9.2	53	.8	15	.2		90	1.4	5,626	86.4
GS-12	5,021	216	4.3	28	.6	7	.1		34	.7	4,736	94.3
GS-13	3,236	72	2.2	40	1.2	6	.2		42	1.3	3,076	95.1
GS-14	2,361	42	1.8	149	6.3	2	.1		120	5.1	2,048	86.7
GS-15	4,020	65	1.6	96	2.4	4	.1		83	2.1	3,772	93.8
GS-16	218	5	2.3								213	97.7
GS-17	10										10	100.0
GS-18	4										4	100.0

TABLE 1-58a

1969 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	30,945	12,898	41.7	958	3.1	98	.3	131	.4	16,860	54.5
UP THRU \$ 4,999	2,743	1,857	67.7	51	1.9	9	.3	3	.1	823	30.0
\$ 5,000-\$ 5,499	3,038	1,857	61.2	112	3.7	11	.4	6	.2	1,342	44.2
\$ 5,500-\$ 5,999	4,503	1,886	41.9	152	3.4	15	.3	8	.2	2,442	54.2
\$ 6,000-\$ 6,499	5,573	2,786	50.0	232	4.2	15	.3	10	.2	2,530	45.4
\$ 6,500-\$ 6,999	4,209	2,260	53.7	158	3.8	10	.2	28	.7	1,753	41.6
\$ 7,000-\$ 7,999	4,774	1,463	31.1	119	2.5	16	.3	31	.6	3,125	65.5
\$ 8,000-\$ 8,999	3,292	643	19.5	79	2.4	15	.5	22	.7	2,533	76.9
\$ 9,000-\$ 9,999	1,745	306	17.5	41	2.3	4	.2	13	.7	1,381	79.1
\$10,000-\$11,999	933	107	11.5	13	1.4	3	.3	8	.9	802	86.0
\$12,000-\$13,999	132	3	2.3	1	.8			2	1.5	126	95.5
\$14,000-\$15,999	3									3	100.0
\$16,000-\$17,999											
\$18,000-\$19,999											
\$20,000-\$21,999											
\$22,000-\$23,999											
\$24,000-\$25,999											
\$26,000-\$27,999											
\$28,000-\$29,999											
\$30,000 AND OVER											

TABLE I-58b

1959 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,408		588	23.8	46	1.9	3	.1	6	.2	1,823	73.9
UP THRU \$ 4,999	1,783		499	28.0	34	1.9	1	.1	1	.1	1,288	70.0
\$ 5,000-\$ 5,499	74		12	16.2					2	2.7	60	81.1
\$ 5,500-\$ 5,999	39		5	12.6							34	87.2
\$ 6,000-\$ 6,499	23		3	13.0							20	87.0
\$ 6,500-\$ 6,999	261		65	24.9	13	5.0	1	.4	3	1.1	179	68.6
\$ 7,000-\$ 7,999	26		1	3.8							25	96.2
\$ 8,000-\$ 8,999	35				1	3.1					35	100.0
\$ 9,000-\$ 9,999	32										31	96.9
\$ 10,000-\$ 11,999	58										58	100.0
\$ 12,000-\$ 13,999	43		1	2.3							42	97.7
\$ 14,000-\$ 15,999	36		1	2.6							36	94.7
\$ 16,000-\$ 17,999	4										4	100.0
\$ 18,000-\$ 19,999	1										1	100.0
\$ 20,000-\$ 21,999	2										2	100.0
\$ 22,000-\$ 23,999	2										2	100.0
\$ 24,000-\$ 25,999												
\$ 26,000-\$ 27,999												
\$ 28,000-\$ 29,999												
\$ 30,000 AND OVER	47		1	2.1							46	97.9

1969 MINORITY GROUP STUDY
FEDERAL COURTS
TABLE I-59

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
	NUMBER	PCT					
TOTAL ALL PAY SYSTEMS--	192	28.1	54			1	137 71.4
TOTAL GENERAL SCHEDULE OR SIMILAR	179	29.7	45			1	129 73.7
GS-1							
GS-2							
GS-3	8	28.0	3				5 71.4
GS-4	14	71.4	10				5 62.5
GS-5	29	37.9	11				4 28.6
GS-6	23	34.8	8				18 62.1
GS-7	34	29.4	10				25 65.2
GS-8	2						
GS-9	13	7.7	1				24 70.6
GS-10	2						2 100.0
GS-11	12						12 92.3
GS-12	5						2 100.0
GS-13	6					1 20.0	11 100.0
GS-14	7						4 80.0
GS-15	5						6 100.0
GS-16	1						7 100.0
GS-17	4						8 100.0
GS-18	1						1 100.0
							4 100.0
							1 100.0

1969 MINORITY GROUP STUDY
FEDERAL COURTS
TABLE 1-59a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
Up THRU \$ 4,999											
\$ 5,000-\$ 5,499											
\$ 5,500-\$ 5,999											
\$ 6,000-\$ 6,499	6	6	100.0								
\$ 6,500-\$ 6,999	1										
\$ 7,000-\$ 7,999											
\$ 8,000-\$ 8,999	1	1	100.0								
\$ 9,000-\$ 9,999	4	1	25.0							3	75.0
\$ 10,000-\$ 11,999	3	1	33.3							2	66.7
\$ 12,000-\$ 13,999											
\$ 14,000-\$ 15,999											
\$ 16,000-\$ 17,999											
\$ 18,000-\$ 19,999											
\$ 20,000-\$ 21,999											
\$ 22,000-\$ 23,999											
\$ 24,000-\$ 25,999											
\$ 26,000-\$ 27,999											
\$ 28,000-\$ 29,999											
\$ 30,000 AND OVER											

1969 MINORITY GROUP STUDY
FEDERAL COURTS
TABLE 1-50g

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
	NUMBER	2					
TOTAL OTHER PAY SYSTEMS		2					2 100.0
UP YEARU \$ 4,000							
\$ 5,000-\$ 5,499							
\$ 5,500-\$ 5,999							
\$ 6,000-\$ 6,499							
\$ 6,500-\$ 6,999							
\$ 7,000-\$ 7,999							
\$ 8,000-\$ 8,999							
\$ 9,000-\$ 9,999							
\$10,000-\$11,999							
\$12,000-\$13,999							
\$14,000-\$15,999							
\$16,000-\$17,999							
\$18,000-\$19,999							
\$20,000-\$21,999							
\$22,000-\$23,999							
\$24,000-\$25,999							
\$26,000-\$27,999							
\$28,000-\$29,999							
\$30,000 AND OVER		2					2 100.0

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NOTE: Data will not show for both years for every agency, since some were established, and others terminated during the interim.

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	2,601,611	389,251	15.0	73,591	2.8	16,878	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,104	137,918	10.7	23,091	1.8	9,752	.8	10,374	.8	1,107,181	85.9
CS-1 THRU 4	312,042	67,252	21.6	9,180	2.9	5,051	1.6	1,993	.6	228,866	73.2
CS-5 THRU 8	367,407	47,837	13.0	7,855	2.1	2,618	.7	2,927	.8	306,177	83.3
CS-9 THRU 11	321,144	16,318	5.1	1,465	.5	1,465	.5	3,231	1.0	295,074	92.1
CS-12 THRU 13	213,261	5,370	2.5	5,370	.8	473	.2	1,784	.8	204,416	95.7
CS-14 THRU 15	69,937	1,078	1.5	466	.7	140	.2	526	.8	67,427	96.8
CS-16 THRU 18	5,219	63	1.2	14	.3	7	.1	13	.2	5,222	98.2
TOTAL WAGE SYSTEMS.....	960,376	112,029	20.0	31,807	5.7	5,395	1.0	6,449	1.2	404,626	72.2
LP THRU \$5,499	46,278	21,945	45.5	3,867	8.0	462	1.0	529	1.1	21,475	44.3
\$ 5,500 THRU \$ 7,999	151,334	42,346	32.6	9,859	6.5	1,919	1.3	1,256	1.0	88,804	58.5
\$ 8,000 THRU \$ 9,999	140,799	72,221	51.4	9,067	6.9	1,398	1.0	1,406	1.0	106,047	75.3
\$ 10,000 THRU \$ 14,999	113,581	11,888	10.5	5,709	5.0	898	.8	1,444	1.3	93,642	82.4
\$ 15,000 THRU \$ 19,999	50,998	4,101	8.2	1,747	3.4	304	.6	795	1.6	43,961	86.2
\$ 20,000 THRU \$ 24,999	51,538	2,249	4.4	1,881	3.7	356	.7	690	1.3	47,922	91.8
\$ 25,000 THRU \$ 29,999	3,041	117	3.8	39	1.3	57	1.9	24	.8	2,804	92.2
\$ 30,000 AND OVER	401	16	2.0	8	1.0	1	.1	5	.6	371	92.3
TOTAL POSTAL FIELD SERVICE.....	700,304	136,372	19.5	17,494	2.5	1,182	.2	3,947	.6	541,859	77.3
PFS-1 THRU 5*	595,654	174,173	29.2	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS-6 THRU 9	84,211	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,350	623	4.1	177	1.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	94.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	512,831	2,018	5.6	609	1.2	149	.3	418	.8	472,737	92.1
IP THRU \$6,499	1,270,747	1,355	13.4	147	1.5	94	.9	48	.5	82,432	83.7
\$ 6,500 THRU \$ 9,999	179,074	978	5.5	229	1.3	34	.2	187	1.1	15,650	91.5
\$ 10,000 THRU \$ 13,999	6,954	241	2.7	103	1.2	11	.1	82	.9	8,414	95.1
\$ 14,000 THRU \$ 17,999	4,054	141	2.3	48	1.8	5	.1	48	.8	5,814	96.0
\$ 18,000 THRU \$ 23,999	5,934	132	2.2	61	1.0	1	.1	39	.7	5,703	96.1
\$ 24,000 AND OVER	3,701	51	1.4	21	.6	4	.1	14	.4	3,611	97.6

* INCLUDES 5TH CLASS POSTMASTERS AND LOCAL CARRIERS

1969 MINORITY GROUP STUDY
ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	2,822,939	390,862	14.9	68,965	2.6	16,469	.6	20,416	.8	2,125,267	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,270,051	133,626	10.5	21,450	1.7	9,606	.8	9,269	.7	1,096,100	86.3
GS-1 THRU 4	369,968	75,866	20.5	9,687	2.6	5,500	1.5	2,078	.6	276,857	74.8
GS-5 THRU 8	369,620	40,696	11.0	6,688	1.9	2,476	.7	2,790	.8	296,577	81.0
GS-9 THRU 11	186,360	12,031	6.5	3,611	1.9	1,187	.6	2,630	.9	276,521	73.2
GS-12 THRU 13	185,714	3,893	2.1	1,102	.6	381	.2	1,401	.7	181,737	98.4
GS-14 THRU 15	60,477	696	1.2	333	.6	97	.2	363	.6	59,008	97.5
GS-16 THRU 18	5,497	66	1.2	9	.2	5	.1	7	.1	5,405	98.4
TOTAL WAGE SYSTEMS.....	596,647	121,829	20.4	32,024	5.4	5,725	1.0	6,928	1.2	430,141	72.1
UP THRU \$5,499	137,672	55,742	40.5	9,593	7.0	2,344	1.7	1,066	.8	68,927	50.1
\$ 5,500 THRU \$ 6,999	728,535	47,432	6.5	16,849	2.3	2,367	0.3	2,526	0.3	161,741	20.6
\$ 7,000 THRU \$ 7,999	1,77,116	15,396	8.7	5,882	3.3	708	.4	2,232	1.3	122,898	69.6
\$ 8,000 THRU \$ 8,999	42,621	2,300	5.4	1,239	2.9	157	.4	516	1.2	38,209	90.1
\$ 9,000 THRU \$ 9,999	26,997	789	2.9	330	1.2	83	.3	423	1.6	25,372	94.0
\$10,000 THRU \$13,999	13,035	166	1.3	124	.9	62	.5	160	1.2	12,853	98.1
\$14,000 THRU \$17,999	759	4	.5	5	.7	4	.5	5	.7	741	97.6
\$18,000 AND OVER	92			2	2.2					90	97.8
TOTAL POSTAL FIELD SERVICE.....	698,365	132,011	18.9	16,776	2.4	1,037	.2	3,758	.5	546,744	78.3
PFS-1 THRU 4*	401,160	123,632	30.8	13,626	3.4	917	.2	3,337	.8	459,444	65.5
PFS-5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,408	88.0
PFS-9 THRU 11	14,985	467	3.1	87	.6	13	.1	70	.5	14,379	96.0
PFS-12 THRU 15	4,050	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	34	3	8.3							33	97.1
TOTAL OTHER PAY SYSTEMS	568,895	3,376	5.9	695	1.2	81	.1	461	.8	522,287	91.9
UP THRU \$6,499	17,693	2,325	13.1	338	1.9	51	.3	173	1.0	14,604	83.5
\$ 6,500 THRU \$ 9,999	15,724	596	3.8	169	1.1	18	.1	162	1.0	14,779	94.0
\$10,000 THRU \$13,999	10,122	240	2.4	81	.8	4	.0	73	.7	9,724	96.1
\$14,000 THRU \$17,999	7,633	179	1.8	60	.8	4	.1	33	.5	6,807	96.8
\$18,000 AND OVER	6,523	86	1.3	47	.7	4	.1	20	.3	6,356	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND DUPAL CARRIERS

TABLE 2-3

1969 MINORITY GROUP STUDY

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,689	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,608	1,787	30.8	134	2.3	20	.3	65	1.1	3,802	65.5
GS- 1 THRU 4	813	486	59.8	30	3.7	4	.5	2	.2	291	35.8
GS- 5 THRU 8	2,261	1,008	44.2	63	2.8	15	.7	36	1.6	1,159	50.8
GS- 9 THRU 11	1,062	218	20.5	23	2.2	1	.1	20	1.9	800	75.3
GS-12 THRU 13	617	91	14.7	10	1.6			2	.2	744	91.1
GS-14 THRU 15	797	13	1.6	7	.9			5	.6	772	96.9
GS-16 THRU 17	38	1	2.6	1	2.6					36	94.7
TOTAL WAGE SYSTEMS.....	322	173	53.7	105	32.6			1	.3	43	13.4
UP THRU \$5,499	46	18	37.5	28	58.3					2	4.2
\$ 5,500 THRU \$ 6,999	101	50	49.5	39	38.6			1	1.0	11	10.9
\$ 7,000 THRU \$ 7,999	88	60	68.2	18	20.5					10	11.4
\$ 8,000 THRU \$ 8,999	57	31	54.4	16	28.1					10	17.5
\$ 9,000 THRU \$ 9,999	20	11	55.0	4	20.0					5	25.0
\$10,000 THRU \$13,999	8	3	37.5							5	62.5
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15,759	811	5.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU \$5,499	393	45	11.5	11	2.8	1	.3	5	1.3	291	74.0
\$ 6,500 THRU \$ 9,999	3,932	363	9.2	99	2.5	7	.2	41	1.0	3,422	87.0
\$10,000 THRU \$13,999	4,045	153	3.8	68	1.7	2		33	.8	3,789	93.7
\$14,000 THRU \$17,999	2,383	85	3.6	30	1.3			26	1.1	2,242	94.1
\$18,000 THRU \$25,999	3,231	93	2.9	50	1.5	1		28	.9	3,059	94.7
\$26,000 AND OVER	1,775	32	1.8	13	.7	2	.1	4	.2	1,724	97.1

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	24,737	100.0	2,608	10.5	488	2.0	36	.1	208	.8	21,397	86.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,235		1,664	26.7	116	1.9	20	.3	59	.9	4,376	70.2
GS-1 THRU 4	915		441	48.2	28	3.1					446	48.7
GS-5 THRU 8	2,425		997	41.0	50	2.1			35	1.4	1,330	54.8
GS-9 THRU 11	1,137		173	15.2	23	2.0	3	.3	16	1.4	922	81.1
GS-12 THRU 13	62		42	4.8	8	.9			2	.2	830	94.1
GS-14 THRU 15	821		10	1.2	0	.7			6	.7	799	97.3
GS-16 THRU 18	51		1	2.0	1	2.0			6	.7	49	96.1
TOTAL WAGE SYSTEMS.....	340		157	46.2	116	34.1			1	.3	66	19.4
HP THRU \$5,499	90		20	22.2	61	67.8					9	10.0
\$ 5,500 THRU \$ 7,499	173		114	65.9	32	18.5			1	.6	26	15.0
\$ 7,500 THRU \$ 9,499	48		16	33.3	20	41.7					12	25.0
\$ 9,500 THRU \$ 11,499	20		6	30.0	3	15.0					11	55.0
\$ 11,500 THRU \$ 13,499	8		1	12.5							7	87.5
\$ 13,500 THRU \$ 17,499	1										1	100.0
\$ 17,500 AND OVER												
TOTAL OTHER PAY SYSTEMS	18,162		787	4.3	256	1.4	16	.1	148	.8	16,955	93.4
HP THRU \$6,499	1,940		243	12.5	45	2.3	10	.5	23	1.2	1,619	83.5
\$ 6,500 THRU \$ 9,499	6,008		291	3.5	48	1.5	1	.1	37	.9	5,571	92.7
\$ 9,500 THRU \$ 13,499	3,687		129	3.5	48	1.3	1	.1	41	1.1	3,468	94.1
\$ 13,500 THRU \$ 17,499	3,608		68	1.9	42	1.1	2	.1	22	.6	3,534	96.3
\$ 17,500 AND OVER	2,859		56	2.0	33	1.2	2	.1	5	.2	2,763	96.6

TABLE 2-4

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	85,073	14.0	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIRILAP.....	79,850		9,449	11.8	935	1.2	81	.1	474	.6	68,911	86.3
GS-1 THRU 4	19,679		4,948	25.1	300	1.5	26	.1	87	.4	14,316	72.8
GS-5 THRU 8	21,605		3,077	14.2	281	1.3	24	.1	140	.6	18,083	83.7
GS-9 THRU 11	20,436		1,017	5.0	242	1.2	20	.1	122	.6	19,035	93.1
GS-12 THRU 13	16,402		367	2.5	107	.7	10	.1	110	.8	13,808	95.9
GS-14 THRU 15	3,384		40	1.2	5	.1	1	.1	15	.4	3,323	98.2
GS-16 THRU 18	344										344	100.0
TOTAL WAGE SYSTEMS.....	4,898		2,456	50.3	169	3.5	3	.1	50	.6	2,230	45.5
UP THRU \$5,499	376		198	52.7	3	.8					175	46.5
\$ 5,500 THRU \$ 6,999	2,178		1,524	70.0	51	2.3	1	.1	7	.3	595	27.3
\$ 7,000 THRU \$ 7,999	1,078		489	45.4	84	7.8			8	.7	497	46.1
\$ 8,000 THRU \$ 8,999	418		147	35.2	25	6.0	1	.2	13	3.1	232	55.5
\$ 9,000 THRU \$ 9,999	207		58	28.0	3	1.4					146	70.5
\$10,000 THRU \$13,999	598		41	6.9	3	.5	1	.2	2	.3	551	92.1
\$14,000 THRU \$17,999	43		9	20.9							34	79.1
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	325		15	4.6	12	3.7					298	91.7
UP THRU \$5,499	1											
\$ 6,500 THRU \$ 9,999	171		14	8.2	1	.6					1	100.0
\$10,000 THRU \$13,999	58		1	1.7	2	3.4					55	94.8
\$14,000 THRU \$25,999	22				3	13.6					19	86.4
\$26,000 AND OVER	40				6	15.0					34	85.0
	33										33	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE TREASURY

TABLE 2-4a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	86,904	12,006	14.1	1,092	1.3	72	.1	301	.6	71,233	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS-1 THRU 4	79,404	9,055	11.4	918	1.2	68	.1	466	.6	68,897	86.8
GS-5 THRU 8	20,437	5,468	26.8	287	1.4	19	.1	90	.4	14,573	71.3
GS-9 THRU 11	21,142	2,428	11.5	284	1.3	25	.1	154	.7	18,251	86.3
GS-12 THRU 13	21,445	863	4.0	270	1.3	11	.1	124	.6	20,177	94.1
GS-14 THRU 15	12,898	272	2.1	72	.6	12	.1	87	.7	12,455	96.6
GS-16 THRU 18	3,130	23	.7	5	.2	1	.1	11	.4	3,090	98.7
	332	1	.3							351	99.7
TOTAL WAGE SYSTEMS.....	5,104	2,946	57.0	157	3.0	74	.1	35	.7	2,024	39.2
UP THRU \$5,499	817	669	81.9	9	1.1			3	.4	136	16.6
\$ 5,500 THRU \$ 6,999	3,247	2,120	65.3	141	4.3	2	.1	28	.9	956	29.4
\$ 7,000 THRU \$ 7,999	465	128	27.5	6	1.3			3	.6	328	70.5
\$ 8,000 THRU \$ 8,999	94	11	11.2	1	1.0			1	1.0	85	86.7
\$ 9,000 THRU \$ 9,999	301	16	5.3			2	.7			283	94.0
\$10,000 THRU \$13,999	214	2	.9							212	99.1
\$14,000 THRU \$17,999	24									24	100.0
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	334	5	1.5	17	5.1					312	93.4
UP THRU \$6,499	184	3	1.6							185	98.4
\$ 6,500 THRU \$ 7,999	54	2	3.6	11	19.6					43	76.8
\$10,000 THRU \$13,999	33			4	12.1					29	87.9
\$14,000 THRU \$17,999	37			2	3.5					55	96.5
\$18,000 AND OVER	**										

TABLE 2-5

1970 MINORITY GROUP STUDY
DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS ^{a/}	1,069,688	11.5	125,124	4.0	3,122	.3	11,877	1.1	906,277	83.2		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	536,943		49,620	7.8	14,508	2.3	1,201	.2	5,996	.9	565,628	88.8
GS-1 THRU 4	163,273		22,480	13.8	6,018	3.7	398	.2	1,350	.8	133,022	81.5
GS-5 THRU 8	146,554		17,761	9.5	4,858	2.6	373	.2	1,683	.9	161,869	86.8
GS-9 THRU 11	163,350		6,938	4.2	2,836	1.7	302	.2	1,816	1.1	151,458	92.7
GS-12 THRU 15	100,942		2,260	2.2	750	.7	110	.1	1,011	1.0	96,811	95.9
GS-16 THRU 18	21,716		178	.8	45	.2	17	.1	114	.5	21,362	98.4
GS-19 THRU 19	18,093		3	.3	1	.1	1	.1	2	.2	18,086	99.4
TOTAL WAGE SYSTEMS.....	447,257		75,322	16.8	28,738	6.4	1,917	.4	5,762	1.3	335,518	75.0
OP THRU 15,499	34,393		13,799	39.5	3,135	9.1	84	.2	473	1.4	17,602	49.9
OP THRU 16,499	113,746		50,699	27.5	8,659	7.7	498	.4	1,321	1.2	71,069	63.4
OP THRU 17,499	122,301		16,936	13.8	9,146	7.3	691	.6	1,284	1.0	94,244	77.1
OP THRU 18,499	97,493		9,084	9.3	5,190	5.3	373	.4	1,340	1.4	81,706	83.5
OP THRU 19,499	40,494		3,075	7.5	1,599	3.9	167	.4	740	1.8	35,313	86.4
OP THRU 20,499	35,052		1,421	4.1	775	2.2	97	.3	582	1.7	32,177	91.8
OP THRU 21,499	28,415		96	.4	28	1.2	7	.3	19	.8	27,655	93.8
OP THRU 22,499	763		12	1.6	6	.8	1	.1	3	.4	742	97.2
TOTAL OTHER PAY SYSTEMS	514,881		182	3.3	42	.8	4	.1	129	2.4	513,131	92.5
OP THRU 23,499	699		37	5.4	5	.7	1	.1	6	.9	640	92.9
OP THRU 24,499	3,583		143	4.0	31	.9	2	.1	107	3.0	3,200	92.1
OP THRU 25,499	448		1	.2	4	.9	1	.2	9	2.0	433	96.7
OP THRU 26,499	214				2	.9			2	.9	210	98.1
OP THRU 27,499	175		1	.6							174	99.4
OP THRU 28,499	379								5	1.3	374	98.7

^{a/} TOTAL ALL PAY SYSTEMS INCLUDE ARMY AND AIR NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (39,894); NEGRO (720); SPANISH SURNAME (897); AMERICAN INDIAN (51); AND ORIENTAL (92). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969

TABLE 2-5a

1969 HINDRITY GROUP STUDY
DEPARTMENT OF DEFENSE, SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,098,532	131,198	11.9	42,088	3.8	3,125	.3	11,791	1.1	910,330	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	616,631	47,980	7.8	13,042	2.1	1,058	.2	5,363	.9	549,188	89.1
GS-1 THRU 4	193,556	24,056	12.7	6,285	3.2	441	.2	1,364	.7	160,810	83.1
GS-5 THRU 8	170,464	15,977	9.4	4,069	2.4	338	.2	1,613	.9	148,467	87.1
GS-9 THRU 11	145,379	5,506	3.8	2,180	1.5	201	.1	1,553	1.1	135,939	93.5
GS-12 THRU 13	87,320	1,726	2.0	478	.5	66	.1	747	.9	84,301	96.5
GS-14 THRU 15	16,881	110	.6	29	.2	11	.1	83	.4	16,548	98.8
GS-16 THRU 18	1,031	3	.3	1	.1	1	.1	3	.3	1,023	99.2
TOTAL WAGE SYSTEMS.....	476,426	82,746	17.4	28,974	6.1	2,056	.4	6,331	1.3	356,319	74.8
JP THRU \$3,499	93,461	32,339	34.6	7,907	8.5	519	.6	930	1.0	51,766	55.4
\$ 5,500 THRU \$ 6,999	193,795	35,220	18.2	13,948	7.2	970	.5	2,273	1.2	141,375	73.0
\$ 7,000 THRU \$ 7,999	128,197	12,869	10.0	5,583	4.4	427	.3	2,155	1.7	107,163	83.6
\$ 8,000 THRU \$ 8,999	33,088	1,671	5.1	1,153	3.5	69	.3	471	1.4	29,704	89.8
\$ 9,000 THRU \$ 9,999	17,818	512	2.9	281	1.6	29	.2	362	2.0	16,634	93.4
\$10,000 THRU \$13,999	9,378	122	1.3	96	1.0	20	.2	135	1.4	9,005	96.0
\$14,000 THRU \$17,999	608	4	.7	4	.7	2	.3	5	.8	593	97.5
\$18,000 AND OVER	81			2	2.5					79	97.5
TOTAL OTHER PAY SYSTEMS	5,475	472	8.6	72	1.3	11	.2	97	1.8	4,823	88.1
JP THRU \$6,499	2,801	388	13.9	50	1.8	10	.4	58	2.1	2,295	81.9
\$ 6,500 THRU \$ 9,999	1,598	79	4.9	19	1.2	1	.1	38	2.4	1,461	91.4
\$10,000 THRU \$13,999	384	4	1.0	2	.5			1	.3	377	98.2
\$14,000 THRU \$17,999	243	1	.4	1	.4					241	99.2
\$18,000 AND OVER	449			1	.4					449	100.0

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,630	16.8	11,529	2.1	1,411	2.1	107	.2	390	.6	55,193	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,978	12.0	6,712	1.1	643	1.1	73	.1	319	.6	48,231	86.2
GS- 1 THRU 4	11,378	24.2	2,752	2.1	241	2.1	20	.2	53	.5	8,312	73.1
GS- 5 THRU 8	13,837	17.5	2,425	1.4	200	1.4	19	.1	93	.7	11,100	60.2
GS- 9 THRU 11	19,058	3.0	1,236	.8	157	.8	25	.1	103	.5	17,537	92.0
GS-12 THRU 13	9,010	27	277	3.0	40	.4	7	.1	56	.6	8,634	95.8
GS-14 THRU 15	2,434	2	24	1.0	5	.2	2	.1	13	.5	2,390	98.2
GS-16 THRU 18	261	2	2	.8	5	.2	2	.1	1	.4	258	98.9
TOTAL WAGE SYSTEMS.....	12,561	38.3	4,817	6.1	768	6.1	34	.3	70	.6	6,872	54.7
UP THRU \$5,499	7,986	62.3	1,552	2.2	42	2.2	8	.4	2	.1	262	15.9
\$ 5,500 THRU \$ 6,999	6,252	36.8	2,306	7.1	444	7.1	16	.3	53	.5	3,463	55.3
\$ 7,000 THRU \$ 7,999	2,404	27.7	665	7.0	169	7.0	4	.2	30	1.2	1,536	63.9
\$ 8,000 THRU \$ 8,999	971	17.1	166	3.8	71	3.8	4	.4	2	.2	728	75.0
\$ 9,000 THRU \$ 9,999	549	15.5	85	3.8	21	3.8	2	.4	1	.2	440	80.1
\$10,000 THRU \$13,999	484	8.7	42	4.3	21	4.3	2	.4	2	.4	419	86.6
\$14,000 THRU \$17,999	5	20.0	1	20.0							4	80.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	91								1	1.1	90	98.9
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999	9										9	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	81								1	1.2	80	98.8

1969 MINORITY GROUP STUDY

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	70,866	13.652	16.4	1,506	2.1	84	.1	341	.5	57,283	80.8	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	57,152	6,491	11.4	588	1.0	45	.1	278	.5	49,750	87.0	
GS-1 THRU 4	13,281	2,934	22.1	262	2.0	11	.1	54	.4	10,020	75.4	
GS-5 THRU 8	14,609	2,315	15.8	172	1.2	15	.1	84	.6	12,023	82.3	
GS-9 THRU 11	18,001	1,019	5.5	119	.6	15	.1	82	.4	17,426	93.4	
GS-12 THRU 13	8,087	207	2.6	29	.4	4		51	.6	7,796	96.4	
GS-14 THRU 15	7,249	14	.6	6	.3			7	.3	2,222	98.6	
GS-16 THRU 18	265	2	.8							263	99.2	
TOTAL WAGE SYSTEMS.....	13,597	5,143	37.8	918	6.8	39	.3	63	.5	7,434	54.7	
UP THRU \$3,499	5,767	3,360	58.3	265	4.6	18	.3	4	.1	2,120	36.8	
\$ 5,500 THRU \$ 6,999	5,996	1,579	26.3	511	8.5	16	.3	57	1.0	3,833	63.9	
\$ 7,000 THRU \$ 7,999	1,207	156	12.9	113	9.4	4	.3			934	77.4	
\$ 8,000 THRU \$ 9,999	467	44	10.0	23	5.2	1	.2	2	.5	372	84.2	
\$ 9,000 THRU \$ 9,999	125	2	1.6	6	4.8					117	93.6	
\$10,000 THRU \$13,999	59	2	3.4							57	96.6	
\$14,000 THRU \$17,999	1									1	100.0	
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	117	18	15.4							95	84.6	
UP THRU \$6,499	14	13	92.9							1	7.1	
\$ 6,500 THRU \$ 9,999	9	5	55.6							4	44.4	
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER	94									94	100.0	
**												

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY
TABLE 2-7

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS ^{a/}	389,876	11.7	45,504	11.7	13,865	3.6	884	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	255,569	6.7	22,266	8.7	5,355	2.1	360	.1	2,562	1.0	225,006	88.0
GS-1 THRU 4	64,580	10.1	10,137	15.7	2,242	3.5	128	.2	481	.7	51,592	79.9
GS-5 THRU 8	80,373	8.2	8,132	10.1	1,785	2.2	139	.2	741	.9	80,576	86.6
GS-9 THRU 11	51,913	3.0	3,010	4.9	990	1.6	74	.1	354	1.4	56,985	92.0
GS-12 THRU 13	40,351	2.3	919	2.3	319	.8	34	.1	444	1.1	38,635	95.7
GS-14 THRU 15	8,020	.6	68	.6	19	.2	5	.1	42	.5	7,886	98.2
GS-16 THRU 18	332										332	100.0
TOTAL WAGE SYSTEMS.....	133,219	17.4	23,264	17.4	6,504	6.4	504	.4	1,030	.8	99,977	75.0
UP THRU \$5,499	8,491	6.3	4,419	52.0	715	8.4	43	.5	24	.3	3,290	38.7
\$ 5,500 THRU \$ 6,999	38,349	28.4	10,384	27.1	2,647	6.9	149	.4	235	.6	24,934	65.0
\$ 7,000 THRU \$ 7,999	35,466	26.6	4,804	13.5	2,322	6.5	151	.4	197	.6	28,012	78.9
\$ 8,000 THRU \$ 8,999	27,105	20.3	2,106	7.8	1,993	7.4	97	.4	193	.7	22,716	83.8
\$ 9,000 THRU \$ 9,999	11,597	8.6	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
\$10,000 THRU \$13,999	10,634	7.9	668	6.3	304	2.9	21	.2	241	2.3	9,400	88.4
\$14,000 THRU \$17,999	15,130	11.3	82	7.3	15	1.3	5	.4			1,071	90.4
\$18,000 AND OVER	427		9	2.1	4	.9			2	.5	412	96.5
TOTAL OTHER PAY SYSTEMS	1,088	3.1	34	3.1	6	.6			10	.9	1,038	95.4
UP THRU \$5,499	134	9.5	9	6.7							125	93.3
\$ 6,500 THRU \$ 9,999	793	5.7	25	3.2	5	.6			7	.9	755	95.2
\$10,000 THRU \$13,999	99								3	3.0	96	97.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999	23										23	100.0
\$26,000 AND OVER	37										37	100.0

^{a/} TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (23,111); NEGRO (584); SPANISH SURNAMED (496) AMERICAN INDIAN (52); AND ORIENTAL (52). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

TABLE 2-7a

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	389,646	68,878	12.5	13,686	3.5	915	.2	3,436	.9	322,731	82.8
TOTAL GENERAL SCHEDULE ON SIMILAR.....	347,749	22,623	9.1	4,752	1.9	334	.1	2,400	1.0	217,640	87.8
GS-1 THRU 4	81,679	11,820	14.5	2,414	3.0	143	.2	500	.6	66,802	81.8
GS-5 THRU 8	72,125	7,772	10.8	1,410	2.0	115	.2	773	1.1	62,035	86.0
GS-9 THRU 11	52,907	2,321	4.4	731	1.4	55	.1	765	1.4	49,035	92.7
GS-12 THRU 13	33,637	609	2.0	181	.5	17	.1	328	1.0	32,462	96.4
GS-14 THRU 15	7,086	41	.6	16	.2	4	.1	34	.5	6,991	98.7
GS-16 THRU 18	315									315	100.0
TOTAL WAGE SYSTEMS.....	140,124	26,134	18.6	8,928	6.4	577	.4	1,029	.7	103,488	73.8
UP THRU \$3,499	36,897	13,091	35.5	2,716	7.4	210	.6	151	.4	20,729	56.2
\$ 3,500 THRU \$ 6,999	61,759	9,943	16.1	4,411	7.1	261	.4	324	.5	46,820	75.8
\$ 7,000 THRU \$ 7,999	26,589	2,459	9.2	1,325	5.0	79	.3	216	.8	22,510	84.7
\$ 8,000 THRU \$ 8,999	8,552	478	5.6	388	4.5	16	.2	143	1.7	7,957	88.1
\$ 9,000 THRU \$ 9,999	3,699	117	3.3	64	1.8	5	.1	124	3.5	3,189	91.1
\$10,000 THRU \$13,999	2,671	43	1.7	24	.9	5	.2	70	2.6	2,526	94.6
\$14,000 THRU \$17,999	145					1	.7	1	.7	143	98.6
\$18,000 AND OVER	4									4	100.0
TOTAL OTHER PAY SYSTEMS	1,741	121	7.0	6	.3	4	.2	7	.4	1,603	92.1
UP THRU \$6,499	1,031	109	10.6	3	.3	4	.4	5	.5	910	88.3
\$ 6,500 THRU \$ 9,999	664	12	1.8	3	.5			2	.3	547	97.4
\$10,000 THRU \$13,999	29									29	100.0
\$14,000 THRU \$17,999	3									3	100.0
\$ 18,000 AND OVER	14									14	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY
TABLE 2-8

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	369,472	13.6	47,390	12.8	7,819	2.1	911	.3	5,842	1.6	287,510	77.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	167,294	4.0	13,391	3.2	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS-1 THRU 4	48,842	13.6	6,619	15.6	899	1.8	99	.2	571	1.2	40,658	83.2
GS-5 THRU 8	43,513	10.6	4,598	10.6	562	1.3	71	.2	530	1.2	37,752	86.8
GS-9 THRU 11	40,462	10.9	1,539	3.8	424	1.0	60	.1	546	1.3	37,893	93.7
GS-12 THRU 13	27,430	7.4	583	2.1	147	.5	19	.1	360	1.3	26,821	98.0
GS-14 THRU 15	6,721	1.8	51	.8	6	.1	4	.1	36	.5	6,624	98.6
GS-16 THRU 18	322	.1	1	.3	2	.1	1	.3	1	.1	320	99.4
TOTAL WAGE SYSTEMS.....	180,574	4.9	33,952	18.8	5,762	3.2	656	.4	3,789	2.1	136,415	75.5
UP THRU \$5,499	18,303	10.1	5,738	31.4	656	3.6	12	.1	395	2.2	11,502	62.8
\$ 5,500 THRU \$ 6,999	39,189	21.7	12,440	31.7	860	2.2	119	.3	891	2.3	28,679	73.5
\$ 7,000 THRU \$ 7,999	46,549	25.8	8,084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7
\$ 8,000 THRU \$ 8,999	43,267	24.2	5,379	12.4	1,655	3.8	173	.4	877	2.0	35,183	81.3
\$ 9,000 THRU \$ 9,999	17,721	9.8	1,816	10.2	681	3.8	76	.4	509	2.9	14,639	82.6
\$10,000 THRU \$13,999	14,602	8.1	489	3.3	246	1.7	38	.3	227	1.6	13,602	93.2
\$14,000 THRU \$17,999	716	.4	4	.6	7	1.0	7	.1	6	.8	699	97.6
\$18,000 AND OVER	227	.1	2	.9	2	.9	2	.9	1	.4	222	97.8
TOTAL OTHER PAY SYSTEMS	1,604	0.4	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU \$5,499	254	15.8	6	2.4	4	1.6	4	1.6	4	1.6	243	95.7
\$ 5,500 THRU \$ 9,999	596	37.2	39	6.5	10	1.7	1	.4	3	.5	544	91.3
\$10,000 THRU \$13,999	279	17.4	1	.4	3	1.1	1	.4	4	1.4	270	96.8
\$14,000 THRU \$17,999	206	12.8	1	.5	2	1.0	2	1.0	2	1.0	202	98.1
\$18,000 THRU \$25,999	143	8.9	1	.7	2	1.0	1	.7	1	.7	142	99.3
\$26,000 AND OVER	126	7.8	126	100.0							126	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE NAVY

TABLE 2-8a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS**	357,505	13.8	49,188	13.8	7,687	2.2	1,011	.3	6,027	1.7	293,592	82.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	155,549	7.6	11,754	7.6	1,705	1.1	251	.2	1,677	1.1	140,162	90.1
GS-1 THRU 4	51,580	12.6	6,219	12.6	864	1.7	122	.2	539	1.0	43,536	84.4
GS-5 THRU 8	39,271	9.0	3,546	9.0	460	1.2	66	.2	454	1.2	34,745	88.5
GS-9 THRU 11	34,735	3.4	1,189	3.4	185	.8	42	.1	427	1.2	32,792	94.4
GS-12 THRU 13	24,258	1.9	473	1.9	93	.4	17	.1	232	1.0	23,443	96.6
GS-14 THRU 15	5,423	.5	26	.5	3	.1	3	.1	24	.4	5,377	99.0
GS-16 THRU 18	272	.4	1	.4	3	.1	1	.1	1	.4	269	98.9
TOTAL WAGE SYSTEMS.....	200,730	18.6	37,359	18.6	5,976	3.0	760	.4	4,347	2.2	152,288	75.9
UP THRU \$2,499	28,779	36.2	10,471	36.2	750	2.6	188	.7	569	2.0	16,851	58.6
\$ 5,500 THRU \$ 6,999	70,840	24.3	17,194	24.3	2,538	3.6	321	.5	1,680	2.4	49,107	69.3
\$ 7,000 THRU \$ 7,999	71,312	12.0	8,567	12.0	2,096	2.8	189	.3	1,604	2.2	58,856	82.5
\$ 8,000 THRU \$ 8,999	14,133	5.7	810	5.7	396	2.8	33	.2	253	1.8	12,661	89.4
\$ 9,000 THRU \$ 9,999	11,095	2.9	325	2.9	143	1.3	21	.2	201	1.8	10,405	93.8
\$10,000 THRU \$13,999	5,119	1.0	41	1.0	48	1.2	8	.2	36	.9	3,986	96.8
\$14,000 THRU \$17,999	374	.3	1	.3	3	.8	1	.1	4	1.1	368	97.9
\$18,000 AND OVER	76	.2	2	.2	2	2.6	1	.1	1	1.1	74	97.4
TOTAL OTHER PAY SYSTEMS	1,226	6.1	75	6.1	6	.5	3	.2	3	.2	1,142	93.1
1 st THRU \$6,499	136	18.4	25	18.4	3	2.2	2	.6	2	1.5	106	77.9
\$ 6,500 THRU \$ 9,999	345	13.0	45	13.0	2	.6	1	.3	1	.3	298	86.4
\$10,000 THRU \$13,999	314	1.3	4	1.3	1	.5	1	.5	1	.3	311	98.4
\$14,000 THRU \$17,999	218	.5	1	.5	1	.5	1	.5	1	.5	216	99.1
\$18,000 AND OVER	211	.5	1	.5	1	.5	1	.5	1	.5	211	100.0

1959 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE
TABLE 2-9

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS ^{a/}	281,710	7.3	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,102	4.6	7,251	4.6	6,472	4.1	494	.3	1,062	.7	142,823	90.3
GS-1 THRU 4	38,474	7.7	2,972	7.7	2,036	6.9	151	.4	255	.7	32,460	84.4
GS-5 THRU 8	48,841	5.3	2,606	5.3	2,311	4.7	144	.3	319	.7	43,461	89.0
GS-9 THRU 11	41,917	2.8	1,153	2.8	1,265	3.0	143	.3	313	.7	39,043	93.1
GS-12 THRU 13	24,151	2.0	485	2.0	244	1.0	50	.2	151	.6	23,221	96.1
GS-14 THRU 15	4,541	.5	35	.5	15	.3	6	.1	23	.5	4,462	98.3
GS-16 THRU 18	172		1		1	.6			1	.6	176	98.9
TOTAL WAGE SYSTEMS.....	120,903	11.0	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU \$5,499	6,215	33.6	2,090	33.6	1,722	27.7	21	.3	52	.8	2,333	37.5
\$ 5,500 THRU \$ 6,999	29,246	19.7	5,765	19.7	4,708	16.1	214	.7	162	.6	18,393	62.9
\$ 7,000 THRU \$ 7,999	37,862	9.9	3,383	9.9	5,000	13.2	298	.8	174	.5	24,007	76.6
\$ 8,000 THRU \$ 8,999	26,550	5.4	1,433	5.4	1,671	6.3	99	.4	268	1.0	23,079	86.9
\$ 9,000 THRU \$ 9,999	11,027	4.0	442	4.0	393	3.6	51	.5	99	.9	10,042	91.1
\$10,000 THRU \$13,999	9,332	2.4	222	2.4	204	2.2	38	.4	112	1.2	8,756	93.8
\$14,000 THRU \$17,999	504	1.6	9	1.6	6	1.1	2	.4	6	1.1	541	95.9
\$18,000 AND OVER	104	1.0	1	1.0							103	99.0
TOTAL OTHER PAY SYSTEMS	2,705	3.7	191	3.7	17	.6	3	.1	108	4.0	2,476	91.5
UP THRU \$6,499	301	7.1	22	7.1	1	.3	1	.3	5	1.7	272	90.4
\$ 6,500 THRU \$ 9,999	2,194	3.6	76	3.6	15	.7	2	.1	97	4.4	2,001	91.2
\$10,000 THRU \$13,999	69				1	1.4			2	2.9	66	95.7
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	135								4	3.0	131	97.0

^{a/} TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (16,783); NEGRO (136); SPANISH SURNAMED (401); AMERICAN INDIAN (18); AND ORIENTAL (31). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

TABLE 2-9a

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	280,515	7.7	21,480	6.8	19,209	6.8	1,115	.4	1,987	.7	236,724	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	156,181		7,112	4.6	5,997	3.8	428	.3	1,008	.7	141,636	90.7
GS-1 THRU 4	47,016		3,383	7.2	2,745	5.6	165	.4	271	.6	40,452	86.0
GS-5 THRU 8	44,459		2,344	5.3	2,027	4.6	142	.3	302	.7	39,644	89.2
GS-9 THRU 11	39,076		977	2.5	1,045	2.7	89	.2	279	.7	30,686	93.0
GS-12 THRU 13	21,338		379	1.8	175	.8	28	.1	136	.6	20,620	96.6
GS-14 THRU 15	4,113		29	.7	4	.1	4	.1	18	.4	4,058	98.7
GS-16 THRU 18	179		1	.6	1	.6	1	.6	2	1.1	176	98.3
TOTAL WAGE SYSTEMS	121,943		14,110	11.6	13,152	10.8	680	.6	892	.7	93,109	76.4
UP THRU \$5,499	22,018		5,467	24.8	4,176	19.0	103	.5	265	.9	12,066	54.8
\$ 5,500 THRU \$ 6,999	55,200		6,513	11.8	6,488	11.8	372	.7	212	.4	41,615	75.4
\$ 7,000 THRU \$ 7,999	29,089		1,687	5.8	2,049	7.0	155	.5	335	1.2	24,863	85.5
\$ 8,000 THRU \$ 8,999	9,021		339	3.4	346	3.5	39	.4	73	.7	9,124	92.0
\$ 9,000 THRU \$ 9,999	3,099		68	2.2	68	2.2	3	.1	37	1.2	2,923	94.3
\$10,000 THRU \$13,999	2,529		33	1.3	24	.9	7	.3	29	1.1	2,436	96.3
\$14,000 THRU \$17,999	86		3	3.5	1	1.2	1	1.2	1	1.1	81	94.2
\$18,000 AND OVER	1										1	100.0
TOTAL OTHER PAY SYSTEMS	2,391		258	10.8	60	2.5	7	.3	87	3.6	1,979	82.8
UP THRU \$6,499	1,620		241	14.9	44	2.7	6	.4	51	3.1	1,278	78.9
\$ 6,500 THRU \$ 9,999	580		17	2.9	14	2.4	1	.2	36	6.2	512	88.3
\$10,000 THRU \$13,999	39				2	5.1					37	94.9
\$14,000 THRU \$17,999	22										22	100.0
\$18,000 AND OVER	130										130	100.0

TABLE 2-10

1969 MINORITY GROUP STUDY

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	8.2	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323		2,762	8.3	710	2.1	45	.1	123	.4	29,683	89.1
GS- 1 THRU 4	7,303		1,523	20.9	255	3.5	10	.1	41	.6	5,474	75.0
GS- 5 THRU 8	11,141		960	8.6	332	3.0	17	.2	45	.4	9,787	87.8
GS- 9 THRU 11	6,790		1,73	2.5	62	1.2	10	.1	29	.4	6,496	95.7
GS-12 THRU 13	6,054		73	1.2	35	.6	5	.1	8	.1	5,933	98.0
GS-14 THRU 15	1,776		30	1.7	5	.3	2	.1	1	.1	1,739	97.9
GS-16 THRU 18	259		3	1.2	1	.4	1	.4			254	98.1
TOTAL WAGE SYSTEMS.....	1,333		117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU \$5,499	34		10	29.4	5	14.7					19	55.9
\$ 5,500 THRU \$ 6,999	98		40	40.8	10	10.2			1	1.0	67	68.0
\$ 7,000 THRU \$ 7,999	99		29	29.3	12	12.1					58	58.6
\$ 8,000 THRU \$ 8,999	124		16	12.9	9	7.3			3	2.4	96	77.4
\$ 9,000 THRU \$ 9,999	260		8	2.9	3	1.1			1	.4	268	95.7
\$10,000 THRU \$13,999	696		14	2.0	7	1.0			1	.1	673	96.7
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	921		33	3.6	4	.4			3	.3	881	95.7
UP THRU \$6,499	45		3	6.7							42	93.3
\$ 6,500 THRU \$ 9,999	10				1	.4					10	100.0
\$10,000 THRU \$13,999	239		6	2.5							232	97.1
\$14,000 THRU \$17,999	287		12	4.2	2	.7			2	.7	271	94.4
\$18,000 THRU \$25,999	257		10	3.9							247	96.1
\$26,000 AND OVER	83		2	2.4	1	1.2			1	1.2	79	95.2

TABLE 2-10a

1969 MINORITY GROUP STUDY
DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,281	7.6	2,325	7.6	587	1.8	49	.1	60	.3	30,032	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,084	7.6	2,365	7.6	537	1.7	45	.1	85	.3	28,052	90.2
GS-1 THRU 4	7,732	19.2	1,483	19.2	220	2.8	8	.1	32	.4	5,989	77.5
GS-5 THRU 8	10,514	6.7	102	6.7	258	2.5	18	.2	30	.3	9,500	90.4
GS-9 THRU 11	5,887	2.0	113	2.0	43	.7	10	.2	14	.2	5,705	96.9
GS-12 THRU 13	5,268	.8	43	.8	16	.3	8	.2	3	.1	5,198	98.7
GS-14 THRU 15	1,425	1.1	15	1.1	1	.1	1	.1	1	.1	1,409	98.9
GS-16 THRU 18	258	2.7	7	2.7							251	97.3
TOTAL WAGE SYSTEMS.....	1,369	7.9	107	7.9	44	3.2	2	.1	3	.2	1,207	88.6
UP THRU \$5,499	52	38.5	20	38.5	11	21.2					21	40.4
\$ 5,500 THRU \$ 6,999	177	33.9	60	33.9	17	9.6			1	.6	99	55.9
\$ 7,000 THRU \$ 7,999	101	8.3	15	8.3	7	3.9			1	.6	158	87.3
\$ 8,000 THRU \$ 8,999	612	1.5	19	1.5	6	1.0	2	.3			595	97.2
\$ 9,000 THRU \$ 9,999	223	.4	1	.4	2	.7			1	.4	279	98.6
\$10,000 THRU \$12,999	58	3.4	2	3.4	1	1.7					55	94.8
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	834	6.4	53	6.4	6	.7	2	.2			773	92.7
UP THRU \$6,499	1	8.0	11	8.0	1	.7	1	.7			1	100.0
\$ 6,500 THRU \$ 9,999	137	6.0	10	6.0	3	.9					124	90.3
\$10,000 THRU \$12,999	519	8.4	19	8.4	1	.4					297	93.1
\$13,000 THRU \$17,999	227	2.7	4	2.7	1	.7	1	.7			207	91.2
\$18,000 AND OVER	150										144	96.0

1969 MINDKIVITY GROUP STUDY
POST OFFICE DEPARTMENT
TABLE 2-11

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	702,742	136,775	19.5	17,506	2.5	3,185	.2	3,962	.6	543,314	77.3	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,376	422	17.7	12	.5	3	.1	15	.6	1,927	81.0	
GS- 1 THRU 4	192	107	55.7	4	-6	1	-2	2	1.0	83	43.2	
GS- 5 THRU 8	646	209	32.4	1	-2	1	-2	1	.2	431	66.7	
GS- 9 THRU 11	416	51	12.3	5	-9	2	.4	7	1.3	362	87.0	
GS-12 THRU 13	552	35	6.3	2	.4	2	.4	2	.4	505	91.5	
GS-14 THRU 15	501	19	3.3	1	1.4	1	1.4	1	1.4	476	95.0	
GS-16 THRU 18	72	1	1.4	30	65.2					70	97.2	
TOTAL WAGE SYSTEMS.....	44	2	100.0							14	31.8	
UP THRU \$5,699	2	7	100.0									
\$ 5,700 THRU \$ 6,999	11	8	72.7									
\$ 7,000 THRU \$ 8,999	10	7	70.0									
\$ 9,000 THRU \$ 9,999	6	4	66.7									
\$10,000 THRU \$13,999	8	2	25.0									
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.7	3,947	.6	541,359	77.3	
P-5- 1 THRU 5*	597,654	124,173	20.8	15,447	2.7	942	.2	3,312	.6	451,330	75.8	
PFS- 6 THRU 9	64,311	11,343	13.5	1,485	1.6	145	-2	575	-3	70,743	83.9	
PFS-10 THRU 12	15,359	623	4.1	127	-6	22	-1	44	-3	14,543	94.7	
PFS-13 THRU 16	4,509	170	3.8	33	-7	3	-1	15	-3	4,228	95.1	
PFS-17 THRU 19	432	1	2.5	2	-5			1	.2	418	96.8	
PFS-20 THRU 21	39	2	5.1							37	94.9	
TOTAL OTHER PAY SYSTEMS	15	1	6.7							14	93.3	
UP THRU \$5,699												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999	2											
\$18,000 AND OVER	13	1	7.7									
										2	100.0	
										12	92.3	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

b. PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPINGS FOR 1967 WERE PFS 1-1, 5-8, 9-11, ETC.

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	700,533	18.9	132,355	18.9	14,785	2.1	1,037	.2	3,766	.5	548,570	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR*****	2,127	14.9	316	14.9	9	.4			7	.3	1,795	84.4
GS-1 THRU 4	207		97	46.9	2	1.0			1	.5	107	51.7
GS-5 THRU 8	627		356	24.9	3	.5			1	.2	467	74.5
GS-9 THRU 11	357		31	8.7	1	.3			2	.6	323	90.5
GS-12 THRU 13	47		19	4.6					3	.7	395	94.7
GS-14 THRU 15	435		12	2.8	3	.7					420	96.6
GS-16 THRU 18	84		1	1.2							83	98.8
TOTAL WAGE SYSTEMS*****	44		29	63.6					1	2.3	15	36.1
UP THRU \$5,499	2		2	100.0							3	13.6
\$5,500 THRU \$6,999	22		19	86.4							4	50.0
\$7,000 THRU \$7,999	9		4	50.0					1	11.1	5	55.6
\$8,000 THRU \$8,999	1		3	33.3							1	100.0
\$9,000 THRU \$9,999	1										2	100.0
\$10,000 THRU \$13,999	2											
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE**/*****	698,346	18.9	132,011	18.9	14,776	2.1	1,037	.2	3,758	.5	546,744	78.3
PFS-1 THRU 4**	601,160		223,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS-5 THRU 8	77,746		7,805	10.0	1,034	1.3	124	.2	374	.5	68,407	88.0
PFS-9 THRU 11	145,985		467	3.1	87	.6	13	.1	39	.3	143,719	96.0
PFS-12 THRU 15	4,030		97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	366		7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	36		3	3.3							33	91.7
TOTAL OTHER PAY SYSTEMS	14										15	100.0
UP THRU \$5,499												
\$6,500 THRU \$9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
**	14										16	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

*/ PUBLIC LAW 90-206 (DECEMBER 15, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPS FOR 1969 ARE PFS 1-5, 6-9, 10-12, ETC.



1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR
TABLE 2-12

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3,222	5.1	1,275	2.0	8,553	13.5	462	.7	47,661	78.6	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,025	4.0	856	1.7	5,935	11.8	427	.8	41,014	81.6	
GS-1 THRU 4	8,879	624	7.0	303	3.4	3,282	37.0	48	.5	4,622	52.1	
GS-5 THRU 8	13,340	796	6.0	296	2.2	1,515	11.4	120	.9	10,613	79.6	
GS-9 THRU 11	14,964	507	3.4	185	1.2	834	5.6	144	1.0	13,294	88.8	
GS-12 THRU 13	5,757	77	.8	61	.5	234	2.4	93	1.0	9,292	95.2	
GS-14 THRU 15	3,124	20	.6	10	.5	66	2.1	21	.7	3,007	96.3	
GS-16 THRU 18	193	1	.5	1	.5	4	2.1	1	.5	186	96.4	
TOTAL WAGE SYSTEMS.....	12,219	1,130	9.2	411	3.4	2,614	21.4	34	.3	8,030	65.7	
UP THRU \$5,499	717	124	17.3	81	11.3	293	40.9	1	.1	218	30.4	
\$ 5,500 THRU \$ 6,999	3,120	549	17.6	120	3.8	1,092	35.0	7	.2	1,359	43.6	
\$ 7,000 THRU \$ 7,999	2,345	245	10.4	96	4.1	554	23.6	7	.3	1,443	61.5	
\$ 8,000 THRU \$ 8,999	1,965	110	5.6	50	2.5	384	19.5	6	.3	1,415	72.0	
\$ 9,000 THRU \$ 9,999	1,307	51	3.9	26	2.0	86	6.6	9	.7	1,135	86.8	
\$10,000 THRU \$13,999	2,561	51	2.0	33	1.3	163	6.3	11	.4	2,123	90.0	
\$14,000 THRU \$17,999	176	5	2.8	5	2.8	42	23.9			129	73.3	
\$18,000 AND OVER	8									8	100.0	
TOTAL OTHER PAY SYSTEMS	697	67	9.6	8	1.1	4	.6	1	.1	617	88.5	
UP THRU \$5,499	138	48	34.8	3	2.2	2	1.4			133	96.4	
\$ 6,500 THRU \$ 9,999	267	13	4.9	3	1.1					216	80.9	
\$10,000 THRU \$13,999	114	4	3.5	1	.8					104	88.1	
\$14,000 THRU \$17,999	81	4	4.9	1	1.2					75	92.6	
\$18,000 THRU \$25,999	58	1	1.7	1	1.7					56	96.6	
\$26,000 AND OVER	35	1	2.9	1	2.9					33	94.3	

1969 MINORITY GROUP STUDY
DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	66,531	4.9	3,271	4.9	1,245	1.9	8,317	12.5	463	.7	53,235	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,492		2,108	4.0	833	1.6	5,648	10.8	427	.8	43,476	82.8
GS-1 THRU 4	10,597		790	7.5	329	3.1	3,268	30.8	60	.6	6,150	58.0
GS-5 THRU 8	14,959		822	5.5	288	1.9	1,404	9.4	124	.8	12,321	82.4
GS-9 THRU 11	14,880		418	2.8	160	1.1	706	4.7	147	1.0	13,449	90.4
GS-12 THRU 13	9,188		61	.7	47	.5	212	2.3	79	.9	8,789	95.7
GS-14 THRU 15	2,669		12	.4	8	.3	55	2.1	17	.6	2,577	96.6
GS-16 THRU 18	199		5	2.5	1	.5	3	1.5			190	95.5
TOTAL WAGE SYSTEMS.....	13,348		1,119	8.4	404	3.0	2,666	20.0	34	.3	9,125	68.4
UP THRU \$2,499	2,823		258	9.0	161	5.6	1,223	42.9	5	.2	1,204	42.3
\$ 2,500 THRU \$ 4,999	4,704		628	14.0	152	3.2	1,087	23.1	5	.1	2,862	59.6
\$ 5,000 THRU \$ 7,499	2,117		132	6.2	48	2.3	239	11.3	8	.4	1,690	79.8
\$ 7,500 THRU \$ 9,999	1,478		39	2.6	21	1.4	46	3.1	4	.3	1,368	92.6
\$ 10,000 THRU \$ 12,499	1,182		27	2.3	10	.8	39	3.3	2	.2	1,097	92.8
\$ 12,500 THRU \$ 14,999	63		5	.8	11	1.7	30	4.8	3	.5	49	77.8
\$ 15,000 AND OVER	8				1	1.6	2	3.2			5	100.0
TOTAL OTHER PAY SYSTEMS	691		44	6.4	8	1.2	3	.4	2	.3	634	91.8
UP THRU \$2,499	114		1	.6	6	3.4	2	1.1			165	94.8
\$ 2,500 THRU \$ 4,999	276		36	13.3					1	.7	234	85.7
\$ 5,000 THRU \$ 9,999	134		6	4.5	1	.7			1	1.7	126	94.0
\$ 10,000 THRU \$ 14,999	58		1	1.7	1	1.7	1	1.8			55	94.8
\$ 15,000 AND OVER	55										54	98.2

** INCLUDES EMPLOYEES OF THE DELAWARE RIVER BASIN COMMISSION.

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE
TABLE 2-13

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,698	5.8	4,989	5.8	1,452	1.7	200	.4	437	.5	78,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041		4,070	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS- 1 THRU 4	13,694		1,500	11.0	328	2.4	88	.6	34	.2	11,744	85.8
GS- 5 THRU 8	26,127		1,762	6.7	423	1.6	85	.3	102	.4	23,755	90.9
GS- 9 THRU 11	23,868		635	2.7	208	.9	60	.3	189	.7	22,796	95.5
GS-12 THRU 13	12,056		148	1.2	42	.3	14	.1	108	.9	11,744	97.4
GS-14 THRU 15	3,079		22	.7	4	.1			12	.4	3,041	98.8
GS-16 THRU 18	217		3	1.4							244	98.6
TOTAL WAGE SYSTEMS.....	5,043		884	17.5	414	8.2	45	.9	8	.2	3,692	73.2
UP THRU \$5,499	776		216	27.8	233	30.0	3	.4			324	41.8
\$ 5,500 THRU \$ 6,999	2,009		488	24.3	114	5.7	18	.9	4	.2	1,365	68.9
\$ 7,000 THRU \$ 7,999	921		118	12.8	46	5.0	10	1.1	2	.2	745	80.9
\$ 8,000 THRU \$ 8,999	792		42	5.3	15	1.9	4	1.1	1	.1	725	91.5
\$ 9,000 THRU \$ 9,999	316		16	5.0	6	1.9	1	.3	1	.3	294	92.5
\$10,000 THRU \$13,999	226		4	1.8			4	1.8			218	96.5
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,614		35	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU \$6,499	179		18	10.1	24	13.4			1	.6	136	76.0
\$ 6,500 THRU \$ 9,999	742		14	1.9	4	.5	7	.9	3	.4	714	96.2
\$10,000 THRU \$13,999	353		1	.3	3	.3	1	.3			348	98.6
\$14,000 THRU \$17,999	162		2	1.2	1	.6					159	98.1
\$18,000 THRU \$25,999	121				1	.8					120	99.2
\$26,000 AND OVER	57										57	100.0

1969 MINORITY GROUP STUDY
DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	90,504	5.8	5,214	5.8	1,699	1.6	358	.4	395	.4	83,646	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,173		4,225	5.2	993	1.2	281	.3	364	.5	76,250	92.8
GS-1 THRU 4	17,131		2,013	11.7	407	2.4	138	.8	54	.3	14,539	84.8
GS-5 THRU 8	27,444		1,671	6.1	410	1.5	97	.4	101	.4	25,165	91.7
GS-9 THRU 11	23,278		449	1.9	142	.6	41	.2	123	.5	22,523	96.8
GS-12 THRU 13	11,218		116	1.0	32	.3	4		100	.9	11,026	97.8
GS-14 THRU 15	2,815		14	.5	2	.1	1		6	.2	2,792	99.2
GS-16 THRU 18	207		2	1.0							205	99.0
TOTAL WAGE SYSTEMS.....	6,579		906	13.8	483	7.3	73	1.1	9	.1	5,108	77.6
UP THRU \$3,499	2,826		411	14.5	376	13.3	31	1.1	3	.1	2,005	70.9
\$ 3,500 THRU \$ 6,999	2,321		426	18.4	43	3.6	35	1.5	3	.1	1,774	76.4
\$ 7,000 THRU \$ 7,999	1,041		58	5.6	22	2.1	3	.3	2	.2	926	91.8
\$ 8,000 THRU \$ 8,999	266		7	2.6	2	.8	2	.8	1	.4	254	95.5
\$ 9,000 THRU \$ 9,999	100		4	4.0							94	94.0
\$10,000 THRU \$13,999	25										25	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,752		43	2.5	15	.9	4	.2	2	.1	1,688	96.3
UP THRU \$6,499	648		35	5.4	8	1.2	2	.3			603	93.1
\$ 6,500 THRU \$ 9,999	622		7	1.1	6	1.0	2	.3	2	.3	605	97.3
\$10,000 THRU \$13,999	299		1	.3	1	.3					297	99.3
\$14,000 THRU \$17,999	103										103	100.0
\$18,000 AND OVER	80										80	100.0

**

1969 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE
TABLE 2-14

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,002		4,384	16.2	187	.7	42	-.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045		3,541	14.7	160	.7	28	-.1	185	.8	20,131	83.7
GS- 1 THRU 4	3,998		1,515	37.9	31	.8	3	.1	17	.4	2,432	60.8
GS- 5 THRU 8	6,146		1,347	21.9	38	.6	8	.1	41	.7	4,712	76.7
GS- 9 THRU 11	5,870		388	6.6	56	1.0	10	.2	47	.8	5,369	91.5
GS-12 THRU -3	4,849		224	4.6	30	.6	6	.1	52	1.1	4,537	93.6
GS-14 THRU 15	2,860		66	2.3	5	.2	1	.0	25	.9	2,763	96.6
GS-16 THRU 18	322		1	.3					3	.9	318	98.8
TOTAL WAGE SYSTEMS.....	2,449		432	34.0	26	1.1	13	.5	80	3.3	1,498	61.2
UP THRU \$5,499	335		132	38.8	4	1.2			39	11.6	162	48.4
\$ 5,500 THRU \$ 6,999	744		335	51.7	9	1.2			14	1.9	333	44.8
\$ 7,000 THRU \$ 7,999	425		138	32.5	6	1.4			17	4.0	259	60.9
\$ 8,000 THRU \$ 8,999	428		113	26.4	3	.7			5	1.2	303	70.8
\$ 9,000 THRU \$ 9,999	226		43	19.0	2	.9			3	1.3	177	78.3
\$10,000 THRU \$13,999	266		22	8.3	1	.4			2	.8	241	90.6
\$14,000 THRU \$17,999	15										15	100.0
\$18,000 AND OVER	10		1	10.0	1	10.0					8	80.0
TOTAL OTHER PAY SYSTEMS	508		11	2.2	1	.2	1	-.2	7	1.4	488	96.1
UP THRU \$6,499	134		6	4.5					2	1.5	126	94.0
\$ 6,500 THRU \$ 9,999	82		1	1.2					4	4.9	78	95.1
\$10,000 THRU \$13,999	81		1	2.1							79	97.5
\$14,000 THRU \$17,999	47		2	2.2							46	97.9
\$18,000 THRU \$25,999	97		1	1.1					1	1.1	88	95.7
\$26,000 AND OVER	72		1	1.4							71	98.6

TABLE 2-14a

1969 MINORITY GROUP STUDY
DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NECKRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	27,335		4,307	15.9	148	.5	41	.2	214	.8	22,425	82.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,046		3,505	14.5	124	.5	32	.1	136	.6	20,249	84.2
GS- 1 THRU 4	4,745		1,781	37.5	14	.3	9	.2	13	.3	2,928	61.7
GS- 5 THRU 8	6,412		1,180	18.4	41	.6	10	.2	28	.4	5,153	80.4
GS- 9 THRU 11	5,707		330	5.8	37	.6	7	.1	40	.7	5,288	92.7
GS-12 THRU 13	4,204		166	3.7	26	.6	6	.1	38	.6	4,268	94.8
GS-14 THRU 15	2,397		47	2.0	5	.2	4	.2	16	.7	2,325	97.2
GS-16 THRU 18	290		1	.3	1	.3	1	.3	1	.3	287	99.0
TOTAL WAGE SYSTEMS.....	2,018		761	36.7	10	.9	7	.3	8	.4	1,244	61.6
UP THRU \$5,499	275		180	65.5	2	.7	2	.7	1	.4	90	32.7
\$ 5,500 THRU \$ 6,999	904		437	48.3	10	1.1	3	.3	5	.6	449	49.7
\$ 7,000 THRU \$ 7,999	372		81	21.8	4	1.1	1	.3	1	.3	285	76.6
\$ 8,000 THRU \$ 8,999	283		37	13.1	1	.4	1	.4	1	.4	244	86.2
\$ 9,000 THRU \$ 9,999	101		4	4.0	1	1.0	1	1.0	1	1.0	95	94.1
\$10,000 THRU \$13,999	83		2	2.4	1	1.0	1	1.0	1	1.0	81	97.6
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,071		61	5.7	6	.6	2	.2	70	6.5	932	87.0
UP THRU \$6,499	486		33	10.9	4	.8			51	10.5	378	77.8
\$ 6,500 THRU \$ 9,999	326		6	1.8	1	.3	2	.6	19	5.8	298	91.4
\$10,000 THRU \$13,999	90		2	2.2							88	97.8
\$14,000 THRU \$17,999	65										64	98.5
\$18,000 AND OVER	104					1.5					104	100.0

1959 MINORITY GROUP STUDY
DEPARTMENT OF LABOR
TABLE 2-15

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS.	10,082	2,573	26.5	165	1.6	29	.3	49	.5	7,165	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,950	2,542	25.9	166	1.7	29	.3	49	.5	7,124	71.6
GS- 1 THRU 4	1,415	834	58.9	25	1.8	8	.6	8	.6	560	38.2
GS- 5 THRU 8	2,686	1,047	39.0	34	1.3	7	.3	21	.8	1,577	58.7
GS- 9 THRU 11	1,527	313	20.5	44	2.9	3	.2	7	.5	1,160	76.0
GS-12 THRU 13	2,850	286	9.9	45	1.6	8	.3	12	.4	2,539	87.9
GS-14 THRU 15	1,332	94	7.1	17	1.3	3	.2	1	.1	1,217	91.4
GS-16 THRU 1A	100	8	8.0	1	1.0					91	91.0
TOTAL WAGE SYSTEMS.....	103	19	18.4							14	13.6
UP THRU \$5,499	4	3	75.0							1	25.0
\$ 5,500 THRU \$ 6,999	43	36	83.7							7	16.3
\$ 7,000 THRU \$ 7,999	29	27	97.1							2	6.9
\$ 8,000 THRU \$ 8,999	12	11	91.7							1	8.3
\$ 9,000 THRU \$ 9,999	9	8	88.9							1	11.1
\$10,000 THRU \$13,999	6	4	66.7							2	33.3
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	20	2	5.9							27	93.1
UP THRU \$6,499	6	1	16.7							5	83.3
\$ 6,500 THRU \$ 9,999	1									1	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,979	8									8	100.0
\$26,000 AND OVER	14	1	7.1							13	92.9

TABLE 2-15a

1969 MINORITY GROUP STUDY
DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRM		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,511	2,283	24.0	99	1.0	8	.1	42	.4	7,107	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,355	2,182	23.3	97	1.0	8	.1	42	.4	7,026	75.1
GS-1 THRU 4	1,686	042	49.9	17	1.0	3	.2	9	.5	815	48.3
GS-5 THRU 8	2,592	845	32.6	22	.8	3	.1	17	.7	1,705	65.8
GS-9 THRU 11	1,814	273	15.0	33	1.8	1	.1	6	.3	1,450	82.7
GS-12 THRU 13	2,269	157	6.9	22	1.0	1	.1	10	.4	2,079	91.6
GS-14 THRU 15	901	60	6.7	3	.3					838	93.0
GS-16 THRU 14	95	5	5.4							88	94.6
TOTAL WAFF SYSTEMS.....	103	85	82.5	1	1.0					17	16.5
UP THRU \$5,499	28	20	71.4	1	3.6					7	25.0
\$ 5,500 THRU \$ 6,999	51	40	90.2							5	9.8
\$ 7,000 THRU \$ 7,999	12	11	91.7							1	8.3
\$ 8,000 THRU \$ 8,999	2	6	75.0							2	25.0
\$ 9,000 THRU \$ 9,999	2	1	50.0							1	50.0
\$10,000 THRU \$13,999	2	1	50.0							1	50.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL UTMFR PAY SYSTEMS	53	16	30.2	1	1.9					36	67.9
UP THRU \$6,499	20	13	65.0							7	35.0
\$ 6,500 THRU \$ 9,999	4	2	50.0							2	50.0
\$10,000 THRU \$14,999	1									1	100.0
\$15,000 THRU \$17,999	10									9	90.0
\$18,000 AND OVER	11	1	5.6							17	94.6

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TABLE 2-16

1969 MINORITY GROUP STUDY

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SUPNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	20.9	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,732	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	69,800		16,426	20.5	1,119	1.2	1,591	1.6	561	.6	66,061	75.6
GS- 1 THRU 4	23,844		9,015	37.8	409	1.7	1,025	4.3	97	.4	13,298	55.8
GS- 5 THRU 8	30,245		6,683	22.1	394	1.3	425	1.4	209	.7	22,534	74.5
GS- 9 THRU 11	19,671		2,375	10.5	183	.9	102	.5	148	.8	17,163	87.3
GS-12 THRU 13	10,500		479	4.6	96	.9	19	.2	79	.8	9,627	93.6
GS-14 THRU 15	5,250		169	3.2	35	.7	20	.4	46	.9	4,980	94.9
GS-16 THRU 18	290		7	2.4	2	.7			2	.7	279	96.2
TOTAL WAGE SYSTEMS.....	6,022		2,846	47.3	42	.7	557	9.2	29	.5	2,545	42.3
UP THRU \$5,499	396		214	54.0	10	2.5	56	14.1			116	29.3
\$ 5,500 THRU \$ 6,999	2,264		1,410	62.3	8	.4	240	10.6	11	.5	595	26.3
\$ 7,000 THRU \$ 7,999	1,130		576	51.2	11	1.0	102	9.0	8	.7	430	38.1
\$ 8,000 THRU \$ 8,999	930		303	32.6	5	.5	86	9.2	5	.5	531	57.1
\$ 9,000 THRU \$ 9,999	537		156	29.1	4	.7	23	4.3	3	.6	351	65.4
\$10,000 THRU \$13,999	681		171	25.1	7	1.0	43	6.3	2	.3	458	67.3
\$14,000 THRU \$17,999	77		11	14.3			6	7.8			60	77.9
\$18,000 AND OVER	7		2	28.6			1	14.3			4	57.1
TOTAL OTHER PAY SYSTEMS	6,428		128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
UP THRU \$5,499	1,126		38	3.4	3	.3	75	6.7	10	.9	1,000	88.8
\$ 6,500 THRU \$ 9,999	3,175		61	1.9	20	.6	9	.3	20	.6	3,065	96.5
\$10,000 THRU \$13,999	1,041		17	1.6	8	.8	4	.4	22	2.1	990	95.1
\$14,000 THRU \$17,999	875		8	.9	5	.6	2	.2	12	1.4	848	96.9
\$18,000 THRU \$25,999	87		3	3.4					1	1.1	83	95.4
\$26,000 AND OVER	124		1	.8	1	.8			2	1.6	120	96.8

TABLE 2-16a

1965 SENIORITY GROUP STUDY
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS**	103,384	21.6	22,329	21.6	1,232	1.2	2,753	2.7	684	.7	76,986	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,359	18.0	18,600	20.9	1,125	1.3	2,007	2.2	561	.4	66,986	75.0
GS-1 THRU 4	31,801	11.2	11,223	35.3	549	1.7	1,438	4.5	118	.4	18,473	58.1
GS-5 THRU 8	27,886	10.5	5,740	20.6	339	1.2	452	1.6	221	.8	21,134	75.8
GS-9 THRU 11	17,346	6.6	1,242	7.3	155	.9	88	.5	117	.7	15,444	90.6
GS-12 THRU 13	8,140	3.1	351	4.3	60	.7	18	.2	69	.8	7,642	93.9
GS-14 THRU 15	4,179	1.6	115	2.8	21	.5	10	.2	35	.8	3,998	95.7
GS-16 THRU 18	307	0.3	9	2.9	1	.3	1	.3	1	.3	255	96.1
TOTAL WAGE SYSTEMS.....	6,754	6.5	3,487	51.6	66	1.0	727	10.8	33	.5	2,441	36.1
UP THRU \$5,499	3,091	4.6	2,097	67.8	32	1.0	491	15.9	9	.3	462	14.9
\$ 5,500 THRU \$ 6,999	2,042	3.0	1,132	54.9	22	1.1	212	10.3	13	.6	683	33.1
\$ 7,000 THRU \$ 7,999	1,015	1.5	206	20.3	8	.8	15	1.5	7	.7	779	76.7
\$ 8,000 THRU \$ 8,999	393	0.4	47	12.0	1	.3	6	1.5	2	.5	337	85.8
\$ 9,000 THRU \$ 9,999	131	0.1	5	3.8	1	.8	2	1.5	2	1.5	121	92.4
\$10,000 THRU \$13,999	62	0.1			2	3.2	1	1.5			59	95.2
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7,271	7.0	162	2.2	41	.6	19	.3	90	1.2	6,959	95.7
UP THRU \$6,499	571	0.5	75	13.1	12	2.1	10	1.8	11	1.9	463	81.1
\$ 6,500 THRU \$ 9,999	2,325	2.2	27	1.2	11	.5	5	.2	32	1.4	2,250	96.8
\$10,000 THRU \$13,999	2,454	2.4	29	1.2	8	.3	3	.1	26	1.1	2,388	97.3
\$14,000 THRU \$17,999	826	0.8	20	2.3	4	.5	1	.1	7	.8	824	96.3
\$18,000 AND OVER	1,065	1.0	11	1.0	6	.6			14	1.3	1,034	97.1

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TABLE 2-17

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	17.9	2,575	18.3	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	17.6	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS-1 THRU 4	2,245	40.2	905	40.2	62	2.8	11	.5	20	.9	1,249	55.6
GS-5 THRU 8	3,328	29.1	968	29.1	48	1.4	7	.2	32	1.0	2,273	68.3
GS-9 THRU 11	3,675	7.9	305	7.9	34	.9	9	.2	27	.7	3,500	90.3
GS-12 THRU 13	3,208	6.0	194	6.0	27	.8	3	.1	22	.7	2,962	92.3
GS-14 THRU 15	1,232	7.3	90	7.3	12	1.0	1	.1	3	.2	1,126	91.4
GS-16 THRU 18	87	6.9	5	6.9							81	93.1
TOTAL WAGE SYSTEMS.....	81	71.6	58	71.6	1	1.2					22	27.2
UP THRU \$5,499	1	100.0	1	100.0							3	11.5
\$ 5,500 THRU \$ 6,999	26	88.5	23	88.5							5	16.1
\$ 7,000 THRU \$ 7,999	31	80.6	25	80.6	1	3.2					6	50.0
\$ 8,000 THRU \$ 8,999	12	50.0	6	50.0							4	57.1
\$ 9,000 THRU \$ 9,999	7	42.9	3	42.9							4	100.0
\$10,000 THRU \$13,999	4											
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	18	11.1	2	11.1							16	88.9
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	18	11.1	2	11.1							16	88.9

1969 MINORITY GROUP STUDY
DEPARTMENT OF HOUSING AND URRAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	14,268	100.0	2,291	16.1	129	.9	20	.1	82	.6	11,745	83.3
TOTAL GENERAL SCHEDULE OR SIMILAR*****	14,162		2,230	15.7	127	.9	20	.1	82	.6	11,703	82.6
GS-1 THRU 4	2,801		1,071	37.4	48	1.7	7	.2	17	.6	1,718	60.0
GS-5 THRU 8	3,413		764	22.4	31	.9	6	.2	24	.7	2,588	75.8
GS-9 THRU 11	4,153		227	5.5	29	.7	5	.1	22	.5	3,870	93.2
GS-12 THRU 13	2,659		120	4.5	14	.5	1	.0	18	.7	2,456	94.3
GS-14 THRU 15	954		42	4.4	5	.5	1	.1	1	.1	905	94.9
GS-16 THRU 18	112		6	5.4							106	94.6
TOTAL WAGE SYSTEMS*****	89		60	67.4	2	2.2					27	30.3
UP THRU \$5,499	3		2	66.7							1	33.3
\$ 5,500 THRU \$ 6,999	60		47	78.3	2	3.3					11	18.3
\$ 7,000 THRU \$ 7,999	13		9	69.2							4	30.8
\$ 8,000 THRU \$ 8,999	10		2	20.0							8	80.0
\$ 9,000 THRU \$ 9,999	3										3	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	17		1	5.9							16	94.1
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$14,999												
\$15,000 THRU \$17,999												
\$18,000 AND OVER												
**												

TABLE 2-18

1969 MINORITY GROUP STUDY
DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023		3,456	5.9	602	1.0	234	.4	398	.7	54,233	92.1
TOTAL GENERAL SCHEMULE OR SIMILAR.....	52,633		2,622	5.0	530	1.0	151	.3	267	.5	49,057	93.2
GS- 1 THRU 4	3,796		846	22.3	65	1.7	23	.6	46	1.2	2,816	74.2
GS- 5 THRU 8	8,219		944	11.5	133	1.6	32	.4	61	.7	7,049	85.8
GS- 9 THRU 11	18,991		498	2.6	205	1.1	60	.3	92	.5	18,136	95.5
GS-12 THRU 13	16,102		277	1.7	111	.7	28	.2	54	.3	15,632	97.1
GS-14 THRU 15	5,258		57	1.1	14	.3	7	.1	14	.3	5,166	98.3
GS-16 THRU 18	267		6	2.2	2	.7	1	.4			258	96.6
TOTAL WAGE SYSTEMS.....	3,865		817	21.2	66	1.7	80	2.1	127	3.3	4,775	123.4
UP THRU \$5,499	244		129	52.9	4	1.6	2	.8	1	.4	108	44.3
\$ 5,500 THRU \$ 6,999	896		318	35.5	16	1.8	5	.6	4	.4	553	61.7
\$ 7,000 THRU \$ 7,999	1,801		247	13.7	17	.9	9	.5	22	1.2	1,506	83.6
\$ 8,000 THRU \$ 8,999	1,235		82	6.6	16	1.3	11	.9	10	.8	1,108	89.7
\$ 9,000 THRU \$ 9,999	624		20	3.2	8	1.3	17	2.7	11	1.8	568	91.0
\$10,000 THRU \$13,999	977		19	1.9	5	.5	34	3.5	66	6.8	853	87.3
\$14,000 THRU \$17,999	77		1	1.3	1	.5	2	2.6	4	5.2	70	90.9
\$18,000 AND OVER	11		1	9.1					1	9.1	9	81.8
TOTAL OTHER PAY SYSTEMS	925		11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU \$6,499	26		3	11.5							23	88.5
\$ 6,500 THRU \$ 9,999	80		2	2.5	1	.9	1	1.3	2	1.8	77	96.3
\$10,000 THRU \$13,999	114		1	.9							109	95.6
\$14,000 THRU \$17,999	167		2	1.2	2	1.2	1	.6	1	.6	161	96.4
\$18,000 THRU \$25,999	59		1	1.7	1	1.7	1	1.7	1	1.7	56	94.9
\$26,000 AND OVER	79		2	2.5	2	2.5	2	2.5			75	94.9

1969 MINORITY GROUP STUDY
DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	55,243	5.4	2,995	5.4	556	1.0	145	.3	365	.7	51,182	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	48,629	4.4	2,126	4.4	468	1.0	104	.2	2	.5	45,683	93.9
GS-1 THRU 4	4,682	18.1	848	18.1	77	1.6	18	.4	45	1.0	3,694	78.9
GS-5 THRU 8	9,178	7.8	738	8.0	117	1.3	31	.3	36	.6	6,236	89.7
GS-9 THRU 11	16,431	2.2	363	2.2	86	1.1	31	.2	101	.5	15,770	95.9
GS-12 THRU 13	14,318	1.1	162	1.1	60	.6	23	.2	43	.3	14,010	97.8
GS-14 THRU 15	3,709	.4	15	.4	8	.2	1	.1	3	.1	3,682	99.3
GS-16 THRU 18	291										291	100.0
TOTAL WAGE SYSTEMS.....	5,188	15.2	788	15.2	47	.9	36	.7	110	2.1	4,207	81.1
UP THRU \$5,499	567	42.0	236	42.0	10	1.8	4	.7	26	1.3	303	55.4
\$ 5,500 THRU \$ 6,999	1,971	20.4	402	20.4	24	1.2	13	.7	8	.5	1,506	76.4
\$ 7,000 THRU \$ 7,999	1,727	7.7	133	7.7	9	.5	3	.2	22	1.1	1,569	91.1
\$ 8,000 THRU \$ 8,999	435	3.9	17	3.9	1	.2	2	.5	22	5.1	393	90.3
\$ 9,000 THRU \$ 9,999	229	1.7	4	1.7	2	.9	4	1.7	38	16.6	181	79.0
\$10,000 THRU \$13,999	279	.7	2	.7	1	.4	10	3.6	16	5.7	250	89.6
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,426	5.7	81	5.7	41	2.9	5	.4	7	.5	1,292	90.6
UP THRU \$6,499	239	26.4	63	26.4	21	8.8			3	1.3	152	63.6
\$ 6,500 THRU \$ 9,999	764	2.0	15	2.0	16	2.1	5	.7	4	.5	724	94.8
\$10,000 THRU \$13,999	249	.4	1	.4							248	99.6
\$14,000 THRU \$17,999	81	2.5	2	2.5	3	3.7					76	93.8
\$18,000 AND OVER	93				1	1.1					92	98.9



1959 MINORITY GROUP STUDY
 ADMINISTRATIVE CONFERENCE OF THE UNITED STATES
 TABLE 2-19

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	7	14.3	1	14.3							6	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6	16.7	1	16.7							5	83.3
GS- 1 THRU 4	1	100.0									1	100.0
GS- 5 THRU 8	1											
GS- 9 THRU 11	2										2	100.0
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15												
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$6,459												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
 ADVISORY COMMISSION ON AN ALL-VOLUNTEER ARMED FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	7					7 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$2,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	7					7 100.0
UP THRU \$5,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999	6					6 100.0
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER	1					1 100.0

1969 MINORITY GROUP STUDY
 ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS
 TABLE 2-21

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35	20.0	7	20.0							28	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	35	20.0	7	20.0							28	80.0
GS- 1 THRU 4	18	38.9	7	38.9							11	61.1
GS- 5 THRU 8	4										4	100.0
GS- 9 THRU 11	3										3	100.0
GS-12 THRU 13	5										5	100.0
GS-14 THRU 15	5										5	100.0
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,479												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-21a

1969 MINORITY GROUP STUDY
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	28	3 10.7				25 89.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28	3 10.7				25 89.3
GS-1 THRU 4	1					1 100.0
GS-5 THRU 8	10					7 70.0
GS-9 THRU 11	6	3 30.0				6 100.0
GS-12 J 13	2					2 100.0
GS-14 THRU 15	3					3 100.0
GS-16 THRU 18	4					4 100.0
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS						
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						

TABLE 2-22

1969 MINORITY GROUP STUDY
 AMERICAN BATTLE MONUMENTS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43	1	2.3	1	2.3					41	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	43	1	2.3	1	2.3					41	95.3
GS- 1 THRU 7	3									1	33.3
GS- 5 THRU 8	31									31	100.0
GS- 9 THRU 11	8									8	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1969 MINORITY GROUP STUDY
 AMERICAN RATTLE MONUMENTS COMMISSION

TABLE 2-22a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	46	1	2.2	1	2.2					44	95.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45	1	2.2	1	2.2					43	95.6
GS-1 THRU 4	4									2	50.0
GS-5 THRU 8	33									33	100.0
GS-9 THRU 11	6									6	100.0
GS-12 THRU 13											
GS-14 THRU 15	2									2	100.0
GS-16 THRU 16											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU \$6,499	1									1	100.0
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

TABLE 2-23

1969 MINORITY GROUP STUDY
 AMERICAN REVOLUTION BICENTENNIAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	9					9 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9					9 100.0
GS-1 THRU 4	1					1 100.0
GS-5 THRU 8	1					1 100.0
GS-9 THRU 11	4					4 100.0
GS-12 THRU 13						
GS-14 THRU 15	3					3 100.0
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS						
UP THRU \$5,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER						

1969 MINORITY GROUP STUDY
APPALACHIAN REGIONAL COMMISSION

TABLE 2-24

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8	100.0	1	12.5							7	87.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7	100.0	1	14.3							6	85.7
GS- 1 THRU 4	1										1	100.0
GS- 5 THRU 8	2		1	50.0							1	50.0
GS- 9 THRU 11												
GS-12 THRU 13	3										3	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-24a

1969 MINORITY GROUP STUDY
APPALACHIAN REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	33.3	3	33.3							6	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8	37.5	3	37.5							5	62.5
GS-1 THRU 4	3	66.7	2	66.7							1	33.3
GS-5 THRU 8	2	50.0	1	50.0							1	50.0
GS-9 THRU 11	2											
GS-12 THRU 13	2											
GS-14 THRU 15	1											
GS-16 THRU 18	1											
TOTAL WAGE SYSTEMS.....												
UP THRU \$3,499												
\$ 3,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER	1										1	100.0

1969 MINORITY GROUP STUDY
ARMS CONTROL AND DISARMAMENT AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	163	12.9	21	12.9			5	2.1	1	.6	136	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	144		21	14.6			5	3.5	1	.7	117	81.2
GS-1 THRU J 4	19		6	31.6			1	5.3			12	63.2
GS-5 THRU 8	47		12	25.5			4	8.5			31	66.0
GS-9 THRU 11	24		2	8.3							21	87.5
GS-12 THRU 13	17		1	5.9							16	94.1
GS-14 THRU 15	32										32	100.0
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	19										19	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-25a

1969 MINORITY GROUP STUDY
ARMS CONTROL AND DISARMAMENT AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	156	14.7	23	14.7			1	.6	132	84.6		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	140	16.4	23	16.4			1	.7	116	82.9		
GS-1 THRU 4	26	42.3	11	42.3					15	57.7		
GS-5 THRU 8	39	25.6	10	25.6					29	74.4		
GS-9 THRU 11	25								24	96.0		
GS-12 THRU 13	16	6.3	1	6.3					15	93.8		
GS-14 THRU 15	30	3.3	1	3.3					29	96.7		
GS-16 THRU 18	4								4	100.0		
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	16										16	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER**	16										16	100.0

1969 MINDRIFT GROUP STUDY
ATLANTIC - PACIFIC INTEROCEANIC CANAL STUDY COMMISSION

TABLE 2-26

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4										4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4										4	100.0
GS- 1 THRU 4												
GS- 5 THRU 8	2										2	100.0
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-2ba

1969 MINORITY GROUP STUDY
ATLANTIC - PACIFIC INTEROCEANIC CANAL STUDY COMMISSION

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4	25.0	1	25.0							3	75.0
TOTAL GENERAL SCHEDULE TK SIMILAR.....	4	25.0	1	25.0							3	75.0
GS- 1 THRU 4	2	50.0	1	50.0							1	50.0
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL UTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$15,999												
\$16,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
ATOMIC ENERGY COMMISSION

TABLE 2-27

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	7,072	5.0	593	5.0	250	3.5	32	.5	12	.2	6,425	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,884		332	4.8	231	3.4	32	.5	12	.2	6,277	91.2
GS- 1 THRU 4	559		100	17.9	50	8.9	10	1.8			399	71.4
GS- 5 THRU 8	2,168		154	7.1	144	6.6	12	.6	4	.2	1,854	85.5
GS- 9 THRU 11	845		33	3.9	16	1.9	5	.6	1	.1	790	93.5
GS-12 THRU 13	1,730		35	2.4	17	1.2	3	.2	3	.2	1,372	95.9
GS-14 THRU 15	1,544		10	.6	4	.3	?	.1	4	.3	1,524	98.7
GS-16 THRU 18	338										338	100.0
TOTAL WAGE SYSTEMS.....	89		18	20.2	19	21.3					52	58.4
UP THRU \$5,499	16		2	12.5	13	81.3					1	6.3
\$ 5,500 THRU \$ 6,999	53		12	22.6	6	11.3					35	66.0
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999	16		4	25.0							12	75.0
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	99		3	3.0							96	97.0
UP THRU \$5,499	7		2	28.6							5	71.4
\$ 6,500 THRU \$ 9,999	3		1	33.3							2	66.7
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	15										15	100.0
\$26,000 AND OVER	74										74	100.0

1965 HINDRITY GROUP STUDY
 ATO, IC ENERGY COMMISSION

TABLE 2-27a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	7,124	325	4.6	244	3.4	7	.1	21	.3	6,527	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,864	299	4.4	224	3.3	7	.1	21	.3	6,523	92.0
GS-1 THRU 4	777	114	14.7	70	9.0	2	.3	6	.8	585	75.3
GS-5 THRU 8	2,199	129	5.9	129	5.9	4	.2	7	.3	1,930	87.8
GS-9 THRU 11	803	38	4.7	13	1.6			2	.2	750	93.4
GS-12 THRU 13	1,395	15	1.1	9	.6			3	.2	1,368	98.1
GS-14 THRU 15	1,387	3	.2	3	.2	1	.1	3	.2	1,377	99.3
GS-16 THRU 18	303									303	100.0
TOTAL WAGE SYSTEMS.....	96	23	24.0	20	20.8					53	55.2
UP THRU \$5,499	18	3	16.7	15	83.3					26	56.5
\$5,500 THRU \$6,999	46	16	34.8	4	8.7					14	73.7
\$7,000 THRU \$8,999	19	4	21.1	1	5.3					10	100.0
\$9,000 THRU \$9,999	3									3	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	164	3	1.8							161	98.2
UP THRU \$6,499	1									1	100.0
\$6,500 THRU \$9,999	80	2	2.5							78	97.5
\$10,000 THRU \$13,999	4	1	25.0							3	75.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER	79									79	100.0

1969 MINORITY GROUP STUDY
BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

TABLE 2-28

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	827	21.6	180	21.6	1	.1	1	.1	3	.4	642	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	738	17.3	128	17.3	1	.1	1	.1	3	.4	605	82.0
GS- 1 THRU 4	136	55.1	75	55.1							61	44.9
GS- 5 THRU 8	245	17.6	43	17.6	1	.4			1	.4	200	81.6
GS- 9 THRU 11	138	1.4	2	1.4							136	98.6
GS-12 THRU 13	134	3.7	5	3.7					2	1.5	127	94.8
GS-14 THRU 15	85	3.5	3	3.5			1	1.2			81	95.3
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	89	58.4	52	58.4							37	41.6
UP THRU \$5,499	42	61.9	26	61.9							16	38.1
\$ 5,500 THRU \$ 6,999	15	73.3	11	73.3							4	26.7
\$ 7,000 THRU \$ 7,999	14	50.0	7	50.0							7	50.0
\$ 8,000 THRU \$ 8,999	8	66.7	4	66.7							4	50.0
\$ 9,000 THRU \$ 9,999	6		4								2	33.3
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-28a

1969 MINORITY GROUP STUDY
 BUREAU OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	696	132	19.0	1	.1	1	.1	2	.3	560	80.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	658	112	17.0	1	.2	1	.2	2	.3	542	82.4
GS- 1 THRU 4	186	85	45.7					1	.5	100	53.8
GS- 5 THRU 8	205	21	10.2	1	.5					183	89.3
GS- 9 THRU 11	111	3	2.7							108	97.3
GS-12 THRU 13	89	2	2.2			1	1.1	1	1.1	85	95.5
GS-14 THRU 15	67	1	1.5							66	98.5
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	38	20	52.6							18	47.4
119 THRU \$5,495	9	8	88.9							1	11.1
\$ 5,500 THRU \$ 6,999	13	8	61.5							5	38.5
\$ 7,000 THRU \$ 7,999	13	4	30.8							9	69.2
\$ 8,000 THRU \$ 8,999	3									3	100.0
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINORITY GROUP STUDY
BUREAU OF THE BUDGET

TABLE 2-29

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	519	57	12.9	1	.7	1	.2	3	.6	447	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	504	59	11.7	1	.2	1	.2	3	.6	440	87.3
GS- 1 THRU 4	14	5	42.9							8	57.1
GS- 5 THRU 8	135	44	32.6	1	.7					90	66.7
GS- 9 THRU 11	65	3	4.5			1	1.5	1	1.5	60	92.3
GS-12 THRU 13	77	2	2.5							75	97.4
GS-14 THRU 15	146	4	2.7					1	.7	141	96.6
GS-16 THRU 18	67							1	1.5	66	98.5
TOTAL WAGE SYSTEMS.....	10	8	80.0							2	20.0
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999	4	4	100.0								
\$ 7,000 THRU \$ 7,999	2	2	100.0								
\$ 8,000 THRU \$ 8,999	1	1	100.0								
\$ 9,000 THRU \$ 9,999	2	2	100.0								
\$10,000 THRU \$13,999	1	1	100.0								
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	5									5	100.0

TABLE 2-29a

1969 MINDRITY GROUP STUDY
 BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRM		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	527	10.1	53	10.1			1	.2	1	.2	472	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	511		47	9.2			1	.2	1	.2	462	90.4
GS-1 THRU 4	24		13	54.2							11	45.8
GS-5 THRU 8	130		27	20.8							102	78.5
GS-9 THRU 11	64		2	3.1			1	.8			63	96.9
GS-12 THRU 13	84		3	3.6							85	96.6
GS-14 THRU 15	132		2	1.5							130	98.5
GS-16 THRU 18	72								1	1.4	71	98.6
TOTAL WAGE SYSTEMS.....	9		6	66.7							3	33.3
UP THRU \$5,499	3		3	100.0							1	33.3
\$5,500 THRU \$ 6,999	3		2	66.7								
\$ 7,000 THRU \$ 7,999	1		1	100.0							2	100.0
\$ 8,000 THRU \$ 8,999	2											
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7										7	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$12,999	1										1	100.0
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER												
**												

1969 MINORITY GROUP STUDY
 CABINET TASK FORCE ON OIL IMPORT CONTROL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	9	2	22.2							7	77.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9	2	22.2							7	77.8
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	2	1	50.0							1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	4									4	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 1A	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1959 MINORITY GROUP STUDY
CANAL ZONE GOVERNMENT

TABLE 2-31

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1960

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	1,259	49	3.1	72	4.6	4	.3	6	.4	1,428	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	560	20	3.4	48	8.3			6	1.0	506	87.2
G3- 1 THRU 4	37	6	9.0	7	10.4			1	1.5	53	79.1
G3- 5 THRU 8	286	6	2.1	23	8.0			2	.7	255	89.2
G3- 9 THRU 11	162	7	4.3	11	6.8			3	1.9	141	87.0
G3-12 THRU 13	53	1	1.9	7	13.2					45	84.9
G3-14 THRU 15	12									12	100.0
G3-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU \$5,499	1	1	100.0								
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,939											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	978	28	2.9	24	2.5	4	.4			922	94.3
UP THRU \$4,999		4	100.0							477	91.6
\$ 5,000 THRU \$ 5,999	2									386	98.2
\$ 6,000 THRU \$ 6,999										35	100.0
\$ 7,000 THRU \$ 7,999										18	100.0
\$ 8,000 THRU \$ 8,999										6	85.7
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,939											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

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1969 MINORITY GROUP STUDY
CANAL ZONE GOVERNMENT
TABLE 2-31a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,511		35	2.3	78	5.2	1	.1	7	.5	1,390	92.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	509		15	2.5	61	10.4	1	.2	7	1.2	505	85.7
GS-1 THRU 4	85		1	1.2	11	12.9					73	85.9
GS-5 THRU 8	362		12	3.3	35	9.7	1	.3	5	1.4	309	85.4
GS-9 THRU 11	79		2	2.5	4	5.1			1	1.3	72	91.1
GS-12 THRU 13	44				9	20.5			1	2.3	34	77.3
GS-14 THRU 15	19				2	10.5					17	89.5
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	922		20	2.2	17	1.8					885	96.0
UP THRU \$6,499	35		6	17.1	9	2.0					29	82.9
\$ 6,500 THRU \$ 9,999	442		12	2.7							421	95.2
\$10,000 THRU \$13,999	341		1	.3	5	1.5					335	98.2
\$14,000 THRU \$17,999	73				1	1.4					72	98.6
\$18,000 AND OVER	31		1	3.2	2	6.5					28	90.3



1969 MINORITY GROUP STUDY
CIVIL AERONAUTICS BOARD
TABLE 2-32

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	630	16.5	104	16.5	1	.2	2	.3	523	83.0		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	601	15.1	91	15.1	1	.2	2	.3	507	84.4		
GS- 1 THRU 4	37	64.9	24	64.9							13	35.1
GS- 5 THRU 8	187	30.5	57	30.5					2	1.1	120	68.4
GS- 9 THRU 11	109	4.6	5	4.6	1	.9					103	94.5
GS-12 THRU 13	127	3.1	4	3.1							123	96.9
GS-14 THRU 15	98	1.0	1	1.0							97	99.0
GS-16 THRU 16	43										43	100.0
TOTAL WAGE SYSTEMS.....	14	92.0	13	92.0							1	7.1
UP THRU \$5,499	1	100.0	1	100.0								
\$ 5,500 THRU \$ 6,999	4	100.0	4	100.0								
\$ 7,000 THRU \$ 7,999	5	80.0	4	80.0							1	20.0
\$ 8,000 THRU \$ 8,999	2	100.0	2	100.0								
\$ 9,000 THRU \$ 9,999	1	100.0	1	100.0								
\$10,000 THRU \$13,999	1	100.0	1	100.0								
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	15										15	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999	5										5	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER	9										9	100.0

TABLE 2-32a

969 MINORITY GROUP STUDY
CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	640	17.0	109	17.0	1	.2			1	.2	529	82.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	610	15.6	95	15.6	1	.2			1	.2	513	84.1
GS-1 THRU 4	51	64.7	33	64.7					1	2.0	17	33.3
GS-5 THRU 8	182	29.1	53	29.1							129	70.9
GS-9 THRU 11	109	4.6	5	4.6	1	.9					103	94.5
GS-12 THRU 13	125	3.2	4	3.2							121	95.8
GS-14 THRU 15	102										102	100.0
GS-16 THRU 18	41										41	100.0
TOTAL WAGE SYSTEMS.....	15	93.3	14	93.3							1	6.7
UP THRU \$5,499	3	100.0	3	100.0								
\$ 5,500 THRU \$ 6,999	10	90.0	9	90.0							1	10.0
\$ 7,000 THRU \$ 7,999	1	100.0	1	100.0								
\$ 8,000 THRU \$ 8,999	1											
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$22,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	15										15	100.0
UP THRU \$6,499	4										4	100.0
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
CIVIL SERVICE COMMISSION

TABLE 2-33

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,886	23.0	1,123	23.0	116	2.4	6	.1	29	.6	3,610	73.9
TOTAL GENERAL SCHEDULE OF SIMILAR	4,839	22.6	1,092	22.6	118	2.4	6	.1	29	.6	3,594	74.2
GS- 1 THRU 4	1,666	41.2	666	41.2	64	3.8	3	.2	12	.7	901	54.1
GS- 5 THRU 8	1,021	27.8	284	27.8	22	2.2	1	.1	7	.7	707	69.2
GS- 9 THRU 11	1,126	78	6.9	1.6	18	1.6	1	.1	8	.7	1,021	90.7
GS-12 THRU 13	666	33	4.8	1.3	9	1.3	1	.1	1	.1	642	93.6
GS-14 THRU 15	293	11	3.8	1.7	5	1.7			1	.3	276	94.2
GS-16 THRU 18	47										47	100.0
TOTAL WAGE SYSTEMS.....	43	30	69.8								13	30.2
UP THRU \$5,499	7	6	85.7								1	14.3
\$ 5,500 THRU \$ 6,999	15	11	73.3								4	26.7
\$ 7,000 THRU \$ 7,999	16	11	68.8								5	31.3
\$ 8,000 THRU \$ 8,999	2	1	50.0								1	50.0
\$ 9,000 THRU \$ 9,999	2	1	50.0								1	50.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	4	1	25.0								3	75.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	4	1	25.0								3	75.0

TABLE 2-33a

1969 MINORITY GROUP STUDY
CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PCT		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	
TOTAL ALL-PAY SYSTEMS...	5,044		1,037	20.6	99	2.0	8	.2	33	.7	3,867	76.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,992		1,015	20.3	98	2.0	8	.2	33	.7	3,828	76.9
GS-1 THRU 4	1,967		709	36.4	63	3.2	6	.3	14	.7	1,155	59.3
GS-5 THRU 8	1,938		220	23.0	15	1.6	1	.1	9	.9	713	74.4
GS-9 THRU 11	1,173		58	4.9	14	1.2			8	.7	1,093	93.2
GS-12 THRU 13	608		24	3.9	3	.5	1	.2	1	.2	579	95.2
GS-14 THRU 15	264		4	1.5	3	1.1			1	.4	256	97.0
GS-16 THRU 18	47										42	100.0
TOTAL WAGE SYSTEMS.....	48		22	45.8	1	2.1					25	52.1
UP THRU \$5,499	15		1	6.7	1	6.7					13	86.7
\$ 5,500 THRU \$ 6,999	24		18	69.2							8	30.8
\$ 7,000 THRU \$ 7,999	4		3	75.0							1	25.0
\$ 8,000 THRU \$ 8,999	2										2	100.0
\$ 9,000 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	4										4	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

TABLE 2-34

1969 MINORITY GROUP STUDY
COASTAL PLAINS REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6										6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5										5	100.0
GS- 1 THRU 4	1										1	100.0
GS- 5 THRU 8	1										1	100.0
GS- 9 THRU 11												
GS-12 THRU 13	2										2	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$-8,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0

1969 MINORITY GROUP STUDY
COASTAL PLAINS REGIONAL COMMISSION

TABLE 2-34a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS...	4					4 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 1A						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,699						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	4					4 100.0
UP THRU \$6,699	2					2 100.0
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER	2					2 100.0

1969 MINORITY GROUP STUDY
 COMMISSION ON CIVIL RIGHTS
 TABLE 2-35

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	145	75	51.7	14	9.7					56	38.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	145	75	51.7	14	9.7					56	38.6
GS- 1 THRU 4	6	3	37.5	1	12.5					4	50.0
GS- 5 THRU 6	49	38	77.6	4	8.2					7	14.3
GS- 9 THRU 11	27	16	59.3	2	7.4					9	33.3
GS-12 THRU 13	31	12	38.7	2	6.5					17	54.8
GS-14 THRU 15	25	4	16.0	4	16.0					17	68.0
GS-16 THRU 18	5	2	40.0	1	20.0					2	40.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1959 MINORITY GROUP STUDY
 COMMISSION ON CIVIL RIGHTS
 TABLE 2-35a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

AV SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH "IRNAMED" NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	156	72 46.2	9 5.8			75 48.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	155	72 46.5	9 5.8			74 47.7
GS-1 THRU 4	25	15 60.0	1 4.0			9 36.0
GS-5 THRU 8	23	34 64.2	1 1.9			18 34.0
GS-9 THRU 11	24	5 17.9	6 21.4			17 60.7
GS-12 THRU 13	22	9 40.9				13 59.1
GS-14 THRU 15	21	6 28.6	1 4.8			14 66.7
GS-16 THRU 18	6	3 50.0				3 50.0
TOTAL WAGE SYSTEMS.....						
UP THRU \$2,499						
\$ 5,250 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	1					1 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
***	1					1 100.0

1969 MINORITY GROUP STUDY
COMMISSION OF FINE ARTS
TABLE 2-38

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL ALL PAY SYSTEMS..	5					5 100.0	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5					5 100.0	
GS- 1 THRU 4	2					2 100.0	
GS- 5 THRU 8	2					2 100.0	
GS- 9 THRU 11							
GS-12 THRU 13							
GS-14 THRU 15	1					1 100.0	
GS-16 THRU 18							
TOTAL WAGE SYSTEMS.....							
UP THRU \$5,499							
\$ 5,500 THRU \$ 6,999							
\$ 7,000 THRU \$ 7,999							
\$ 8,000 THRU \$ 8,999							
\$ 9,000 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL OTHER PAY SYSTEMS							
UP THRU \$6,499							
\$ 6,500 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 THRU \$25,999							
\$26,000 AND OVER							

TABLE 2-36a

1969 MINORITY GROUP STUDY
COMMISSION OF FINE ARTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6									6	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6									6	100.0
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	2									2	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 9,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINORITY GROUP STUDY
COMMISSION ON MARINE SCIENCE, ENGINEERING, AND RESOURCES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14	3 21.4	3	21.4							11	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14	3 21.4	3	21.4							11	78.6
GS- 1 THRU 4	5	2 40.0	2	40.0							3	60.0
GS- 5 THRU 8	3	1 33.3	1	33.3							2	66.7
GS- 9 THRU 11	3										3	100.0
GS-12 THRU 13												
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

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1969 HINDRITY GROUP STUDY
COMMISSION ON OBSCENITY AND PORNOGRAPHY

TABLE 2-38

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11	9.1	1	9.1							10	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	11	9.1	1	9.1							10	90.9
UP THRU \$5,499	1										1	100.0
\$ 6,500 THRU \$ 7,999	3		1	33.3							2	66.7
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER	1										1	100.0

1969 MINORITY GROUP STUDY
COMMISSION ON POLITICAL ACTIVITY OF GOVERNMENT PERSONNEL

TABLE 2-39

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7										7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7										7	100.0
UP THRU \$6,999	2										2	100.0
\$ 6,500 THRU \$ 9,999	2										2	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER	1										1	100.0
**												

TABLE 2-40

1959 MINORITY GROUP STUDY
COUNCIL OF ECONOMIC ADVISERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	49	3 6.1				46 93.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28	3 10.7				25 89.3
GS- 1 THRU 4	2	1 50.0				1 50.0
GS- 5 THRU 8	11	2 18.2				9 81.8
GS- 9 THRU 11	12					12 100.0
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 18	3					3 100.0
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	21					21 100.0
UP THRU \$5,499	1					1 100.0
\$ 6,500 THRU \$ 9,999	1					1 100.0
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999	3					3 100.0
\$18,000 THRU \$25,999	7					7 100.0
\$26,000 AND OVER	9					9 100.0

1969 MINORITY GROUP STUDY
COUNCIL OF ECONOMIC ADVISERS

TABLE 2-40a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	45	2 4.4				43 95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	2 8.0				23 92.0
GS-1 THRU 4	1	1 100.0				14 93.3
GS-5 THRU 8	15	1 6.7				9 100.0
GS-9 THRU 11						
GS-12 THRU 13	9					
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$3,499						
\$ 2,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	20					20 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999	5					5 100.0
\$14,000 THRU \$17,999						
\$18,000 AND OVER	15					15 100.0

1959 MINORITY GROUP STUDY
 DELAWARE RIVER BASIN COMMISSION

TABLE 2-41

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2										2 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1										1 100.0
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11	1										1 100.0
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1										1 100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

✓ IN 1967 INCLUDED IN DEPARTMENT OF THE INTERIOR.

TABLE 2-42

1969 MINORITY GROUP STUDY
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	568	291	51.2	39	6.9	2	.4	2	.4	234	41.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	556	281	50.6	38	6.8	2	.4	2	.4	232	41.8
GS- 1 THRU 4	117	64	71.8	6	5.1					27	23.1
GS- 5 THRU 8	111	65	58.6	6	5.4			2	1.8	36	34.2
GS- 9 THRU 11	157	66	42.0	9	5.7	1	.6			81	51.6
GS-12 THRU 13	105	38	36.2	12	11.4	1	1.0			54	51.4
GS-14 THRU 15	55	22	40.0	5	9.1					28	50.9
GS-16 THRU 18	10	6	60.0							4	40.0
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU \$5,499	2	2	100.0								
\$ 5,500 THRU \$ 6,999	7	7	100.0								
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	4	1	25.0	1	25.0					2	50.0

1969 MIAMI CITY GROUP STUDY
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	313	50.2	137	43.8	76	24.3	1	.3	1	.3	128	40.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	306	49.7	132	43.1	25	8.2	1	.3	1	.3	127	41.5
GS-1 THRU 4	53	67.9	36	67.9	2	3.8					15	28.3
GS-5 THRU 8	75	57.3	43	57.3	4	5.3			1	1.3	27	36.0
GS-9 THRU 11	52	48.1	25	48.1	7	13.5					20	38.5
GS-12 THRU 13	69	37.7	26	37.7	7	10.1		1.4			35	50.7
GS-14 THRU 15	41	36.6	15	36.6	4	9.8					22	53.7
GS-16 THRU 18	16	43.8	7	43.8	1	6.3					8	50.0
TOTAL WAGE SYSTEMS.....	3	100.0	3	100.0								
UP THRU \$2,499	1	100.0	1	100.0								
\$ 2,500 THRU \$ 6,999	2	100.0	2	100.0								
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	4	50.0	2	50.0	1	25.0					1	25.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

TABLE 2-43

1969 MINORITY GROUP STUDY
EXPORT - IMPORT BANK OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	325	42	12.9	1	.3	1	.3	2	.6	279	85.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	312	34	10.9	1	.3	1	.3	2	.6	274	87.8
GS-1 THRU 4	41	21	51.2							20	48.8
GS-5 THRU 8	119	11	9.2	1	.8	1	.8			106	89.1
GS-9 THRU 11	46	2	4.3							44	95.7
GS-12 THRU 13	40							1	2.5	39	97.5
GS-14 THRU 15	53							1	1.9	52	98.1
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	8	8	100.0								
UP THRU \$5,499	2	2	100.0								
\$ 5,500 THRU \$ 6,999	2	2	100.0								
\$ 7,000 THRU \$ 7,999	3	3	100.0								
\$ 8,000 THRU \$ 8,999	1	1	100.0								
\$ 9,000 THRU \$ 9,999											
\$ 10,000 THRU \$ 13,999											
\$ 14,000 THRU \$ 17,999											
\$ 18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$ 10,000 THRU \$ 13,999											
\$ 14,000 THRU \$ 17,999											
\$ 18,000 THRU \$ 25,999											
\$ 26,000 AND OVER											



TABLE 2-42a

1969 MINORITY GROUP STUDY
EXPORT - IMPORT BANK OF THE UNITED STATES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	310	25	8.1	1	.3			2	.6	282	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	300	19	6.3	1	.3			2	.7	278	92.7
GS-1 THRU 4	52	11	21.2							41	78.8
GS-5 THRU 8	100	7	7.0	1	1.0			1	1.0	91	91.0
GS-9 THRU 11	50	1	2.0							49	98.0
GS-12 THRU 13	35									35	100.0
GS-14 THRU 15	49									48	98.0
GS-16 THRU 18	14							1	2.0	14	100.0
TOTAL WAGE SYSTEMS.....	5	5	100.0								
UP THRU \$5,499	5										
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU \$0,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER	5	1	20.0							4	80.0

1969 MINORITY GROUP STUDY
 FARM CREDIT ADMINISTRATION
 TABLE 2-44

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	209	14 6.7	1 .5			194 92.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	203	11 5.4	1 .5			191 94.1
GS- 1 THRU 4	14	4 28.6	1 7.1			9 64.3
GS- 5 THRU 8	60	6 10.0				54 90.0
GS- 9 THRU 11	36	1 2.8				35 97.2
GS-12 THRU 13	51					51 100.0
GS-14 THRU 15	37					37 100.0
GS-16 THRU 18	5					5 100.0
TOTAL WAGE SYSTEMS.....	3	3 100.0				
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999	1	1 100.0				
\$ 7,000 THRU \$ 7,999	1	1 100.0				
\$ 8,000 THRU \$ 8,999	1	1 100.0				
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	3					3 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER	3					3 100.0

1969 MINORITY GROUP STUDY
FARM CREDIT ADMINISTRATION

TABLE 2-44a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	217	6.0	13	6.0							204	94.0
TOTAL GENERAL SCHEDULE MR. STALLAN.....	207		10	4.8							197	95.2
GS-1 THRU 4	17		5	29.4							12	70.6
GS-5 THRU 8	63		5	7.9							58	92.1
GS-9 THRU 11	37										37	100.0
GS-12 THRU 13	51										51	100.0
GS-14 THRU 15	33										33	100.0
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	3		3	100.0								
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999	1		3	100.0								
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$ 10,000 THRU \$ 13,999												
\$ 14,000 THRU \$ 17,999												
\$ 18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7										7	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$ 10,000 THRU \$ 13,999	1										1	100.0
\$ 14,000 THRU \$ 17,999	5										5	100.0
\$ 18,000 AND OVER												

TABLE 2-45

1969 MINORITY GROUP STUDY
FEDERAL COAL MINE SAFETY BOARD OF REVIEW

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	VEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	3					3 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3					3 100.0
GS- 1 THRU 4	1					1 100.0
GS- 5 THRU 8	1					1 100.0
GS- 9 THRU 11						
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15						
GS-16 THRU 16	1					1 100.0
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS						
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER						

1969 MINORITY GROUP STUDY
FEDERAL COAL MINE SAFETY BOARD OF REVIEW

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES	
										NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 8	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13											
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINORITY GROUP STUDY
FEDERAL COMMUNICATIONS COMMISSION

TABLE 2-46

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,465	250	17.1	11	.8	1	.1	5	.3	1,198	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,423	226	15.9	9	.6	1	.1	5	.4	1,102	83.1
GS-1 THRU 4	202	102	50.5	2	1.0			1	.2	98	48.5
GS-5 THRU 8	437	68	20.1	5	1.1	1	.2	2	.6	342	78.3
GS-9 THRU 11	255	18	7.1	1	.4			1	.4	234	91.8
GS-12 THRU 13	280	15	5.4	1	.4			1	.4	263	93.9
GS-14 THRU 15	202	3	1.5					1	.5	198	98.0
GS-16 THRU 15	47									47	100.0
TOTAL WAGE SYSTEMS.....	35	24	68.6	2	5.7					9	25.7
UP THRU \$5,499	14	9	64.3	1	7.1					4	28.6
\$ 5,500 THRU \$ 6,999	9	6	66.7	1	11.1					2	22.2
\$ 7,000 THRU \$ 7,999	4	4	100.0								
\$ 8,000 THRU \$ 8,999	4	4	100.0								
\$ 9,000 THRU \$ 9,999	4	4	100.0								
\$10,000 THRU \$13,999	4	1	25.0							3	75.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	7									7	100.0

TABLE 2-46a

1969 MINORITY GROUP STUDY
FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRD		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,490	229	15.4	10	.7	1	.1	5	.3	1,245	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,448	206	14.2	8	.6	1	.1	5	.3	1,228	84.8
GS-1 THRU 4	245	109	44.5	2	.8					134	54.7
GS-5 THRU 8	458	66	14.4	4	.9	1	.2	4	.9	383	83.6
GS-9 THRU 11	252	15	6.0	1	.4					236	93.7
GS-12 THRU 13	248	15	6.0	1	.4			1	.4	231	93.1
GS-14 THRU 15	197	1	.5							196	99.5
GS-16 THRU 1A	48									48	100.0
TOTAL WAGE SYSTEMS.....	35	23	65.7	2	5.7					10	28.6
UP THRU \$5,499	6	3	50.0							3	50.0
\$ 5,500 THRU \$ 6,999	16	10	62.5	2	12.5					4	25.0
\$ 7,000 THRU \$ 7,999	7	6	85.7							1	14.3
\$ 8,000 THRU \$ 8,999	4	3	75.0							1	25.0
\$ 9,000 THRU \$ 9,999	1	1	100.0							1	100.0
\$10,000 THRU \$13,999	1										
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

TABLE 2-47

1969 MINORITY GROUP STUDY
FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,161	125	5.8	6	.4	1		6	.4	2,019	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,097	103	4.9	6	.4	1		6	.4	1,977	94.3
GS-1 THRU 4	252	61	24.2	1	.4	1	.4	3	1.2	186	73.8
GS-5 THRU 6	689	23	3.3	2	.3			2	.3	662	96.1
GS-9 THRU 11	556	16	2.9	2	.4			2	.4	538	96.4
GS-12 THRU 13	404	1	.2	3	.7					400	99.0
GS-14 THRU 15	152	2	1.3					1	2.4	150	98.7
GS-16 THRU 18	42									41	97.6
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU \$5,499	7	6	85.7							1	14.3
\$ 5,500 THRU \$ 6,999	4	4	100.0								
\$ 7,000 THRU \$ 7,999	2	2	100.0								
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	51	10	19.6							41	80.4
UP THRU \$6,499	40	9	22.5							31	77.5
\$ 6,500 THRU \$ 9,999	6	1	17.5							7	87.5
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	2									2	100.0

TABLE 2-47a

1969 MINORITY GROUP STUDY
FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,782	100	5.6	10	.6	1	.1	7	.4	1,664	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,714	69	4.0	9	.5	1	.1	6	.3	1,631	95.0
GS-1 THRU 4	236	46	18.0	2	.4	1	.4	2	.8	207	80.9
GS-5 THRU 8	539	18	3.3	2	.4			3	.6	516	95.7
GS-9 THRU 11	468	2	.4	3	1.1					461	98.5
GS-12 THRU 13	303	2	.7	2	.7					295	98.7
GS-14 THRU 15	111	1	.9	2	.7			1	.9	109	98.2
GS-16 THRU 18	39									39	100.0
TOTAL WAGE SYSTEMS.....	14	14	100.0								
UP THRU \$5,499	2	2	100.0								
\$ 5,500 THRU \$ 6,999	9	9	100.0								
\$ 7,000 THRU \$ 7,999	3	3	100.0								
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	52	17	32.7	1	1.9			1	1.9	33	63.5
UP THRU \$6,499	46	17	37.0	1	2.2			1	2.2	27	58.7
\$ 6,500 THRU \$ 9,999	3									3	100.0
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 AND OVER	1									1	100.0

1959 MINORITY GROUP STUDY
FEDERAL FIELD COMMITTEE FOR DEVELOPMENT PLANNING IN ALASKA

TABLE 2-48

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT	
TOTAL ALL PAY SYSTEMS..	8					8 100.0	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6					6 100.0	
GS- 1 THRU 4	2					2 100.0	
GS- 5 THRU 8	1					1 100.0	
GS- 9 THRU 11	1					1 100.0	
GS-12 THRU 13	3					3 100.0	
GS-14 THRU 15	1					1 100.0	
GS-16 THRU 18							
TOTAL WAGE SYSTEMS.....							
UP THRU \$5,499							
\$ 5,500 THRU \$ 6,999							
\$ 7,000 THRU \$ 7,999							
\$ 8,000 THRU \$ 8,999							
\$ 9,000 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL OTHER PAY SYSTEMS							
UP THRU \$5,499							
\$ 6,500 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 THRU \$25,999							
\$26,000 AND OVER							

TABLE 2-48a

1969 MINORITY GROUP STUDY
FEDERAL FIELD COMMITTEE FOR DEVELOPMENT PLANNING IN ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS**	10					10 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10					10 100.0
GS-1 THRU 4	1					1 100.0
GS-5 THRU 8	3					3 100.0
GS-9 THRU 11	1					1 100.0
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15	3					3 100.0
GS-16 THRU 18	1					1 100.0
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS						
UP THRU \$6,499						
\$ 6,500 THRU \$ 7,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
**						

1959 MINORITY GROUP STUDY
FEDERAL HOME LOAN BANK BOARD
TABLE 2-49

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,185	6.4	76	6.4	5	.4	1	.1	8	.7	1,095	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,163	5.6	68	5.6	5	.4	1	.1	8	.7	1,081	92.9
GS- 1 THRU 4	126	27.3	35	27.3	1	.8	1	.8	1	.8	90	70.3
GS- 5 THRU 8	191	11.5	22	11.5	1	.3	1	.6	3	1.6	166	86.9
GS- 9 THRU 11	327	3.1	10	3.1	1	.3	1	.6	2	.6	314	96.0
GS-12 THRU 13	384	.3	1	.3	3	.8	3	.8	2	.5	378	98.4
GS-14 THRU 15	127										125	100.0
GS-16 THRU 18	8										8	100.0
TOTAL WAGE SYSTEMS.....	19	42.1	8	42.1							11	57.9
UP THRU \$5,499	1	100.0	1	100.0							2	25.0
\$ 5,500 THRU \$ 6,999	8	75.0	6	75.0							3	100.0
\$ 7,000 THRU \$ 7,999	3										2	66.7
\$ 8,000 THRU \$ 8,999	3	33.3	1	33.3							2	100.0
\$ 9,000 THRU \$ 9,999	2										2	100.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-49a

1969 MINORITY GROUP STUDY
FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR0		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,280	6.4	56	4.4	5	.4	1	.1	7	.5	1,211	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,259	6.0	50	4.0	5	.4	1	.1	7	.6	1,196	95.0
GS-1 THRU 4	192	19.1	29	19.1	1	.7			2	1.3	119	78.3
GS-5 THRU 8	217	6.0	13	6.0					2	.9	202	93.1
GS-9 THRU 11	421	1.7	7	1.7	1	.2			3	.9	413	98.1
GS-12 THRU 13	360	.3	1	.3	3	.9					333	97.8
GS-14 THRU 15	117										117	100.0
GS-16 THRU 18	12										12	100.0
TOTAL WAGE SYSTEMS.....	18	33.3	6	33.3							12	66.7
UP THRU \$52,499	11	45.5	5	45.5							6	54.5
\$ 5,000 THRU \$ 6,999	3	33.3	1	33.3							2	66.7
\$ 7,000 THRU \$ 7,999	2										2	100.0
\$ 8,000 THRU \$ 9,999	2										2	100.0
\$ 9,000 THRU \$ 9,999												
\$ 10,000 THRU \$17,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$62,499	3											
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
FEDERAL MARITIME COMMISSION

TABLE 2-50

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	222	33	14.9	1	.5			2	.9	186	83.8
TOTAL GENERAL SCHEDULE DR SIMILAR.....	214	30	14.0	1	.5			2	.9	181	84.6
GS- 1 THRU 4	13	7	53.8							6	46.2
GS- 5 THRU 8	69	21	30.4					2	2.9	46	66.7
GS- 9 THRU 11	30	2	6.7							28	93.3
GS-12 THRU 13	49			1	2.0					48	98.0
GS-14 THRU 15	39									39	100.0
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999	3	3	100.0								
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,599											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$5,499											
\$ 5,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999	5										
\$26,000 AND OVER											

1969 MINORITY GROUP STUDY
 FEDERAL MARITIME COMMISSION
 TABLE 2-50a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	251	27	10.8	1	.4			1	.4	222	89.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	243	24	9.9	1	.4			1	.4	217	89.3
GS-1 THRU 4	19	9	47.4							10	52.6
GS-5 THRU 8	74	13	17.1					1	1.3	62	81.6
GS-9 THRU 11	31	2	6.5							29	93.5
GS-12 THRU 13	61			1	1.6					60	98.4
GS-14 THRU 15	33									33	100.0
GS-16 THRU 18	23									23	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999	3	3	100.0								
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999	5									5	100.0
\$18,000 AND OVER											

TABLE 2-51

1969 MINORITY GROUP STUDY
FEDERAL MEDIATION AND CONCILIATION SERVICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	425	7.6	33	7.6	3	.7			3	.7	386	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	423	7.6	33	7.6	3	.7			3	.7	381	90.8
GS- 1 THRU 4	31	29.0	9	29.0							22	71.0
GS- 5 THRU 8	90	15.6	14	15.6	3	3.3			3	3.3	70	77.8
GS- 9 THRU 11	19	19.8	3	19.8							16	84.2
GS-12 THRU 13	88	4.5	4	4.5							84	95.5
GS-14 THRU 15	186	1.6	3	1.6							183	98.4
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	2										2	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	2										2	100.0

TABLE 2-51a

1969 MINORITY GROUP STUDY
FEDERAL MEDIATION AND CONCILIATION SERVICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	437	6.9	30	6.9					3	.7	404	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	435	6.9	30	6.9					3	.7	402	92.4
GS-1 THRU 4	39	33.3	13	33.3					3	3.7	26	66.7
GS-5 THRU 8	82	9.8	8	9.8							71	86.6
GS-9 THRU 11	25	12.0	3	12.0							22	88.0
GS-12 THRU 13	112	1.8	2	1.8							110	98.2
GS-14 THRU 15	167	1.8	3	1.8							164	98.2
GS-16 THRU 18	10	10.0	1	10.0							9	90.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	2										2	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$17,999												
\$18,000 AND OVER												
**	2										2	100.0



1969 MINORITY GROUP STUDY
FEDERAL POWER COMMISSION

TABLE 2-52

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,062	209	19.7	5	.5	1	.1	12	1.1	835	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,035	191	18.5	5	.5	1	.1	12	1.2	826	79.8
GS-1 THRU 4	90	64	71.1					1	.4	26	28.9
GS-5 THRU 8	273	90	33.0	1	.4			3	1.8	181	66.3
GS-9 THRU 11	166	16	9.6					4	2.4	147	88.6
GS-12 THRU 13	268	15	5.6	4	1.5			3	1.5	245	91.4
GS-14 THRU 15	196	6	3.1			1	.5	3	1.5	186	94.9
GS-16 THRU 18	42							1	2.4	41	97.6
TOTAL WAGE SYSTEMS.....	22	18	81.8							4	18.2
UP THRU \$3,499	1										
\$ 5,500 THRU \$ 6,999	6	1	100.0								
\$ 7,000 THRU \$ 7,999	9	6	100.0							1	11.1
\$ 8,000 THRU \$ 8,999	1	8	88.9								
\$ 9,000 THRU \$ 9,999	3	1	100.0							1	33.3
\$10,000 THRU \$13,999	2	2	66.7							2	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY
 FEDERAL POWER COMMISSION
 TABLE 2-52a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,110	180	16.2	6	.5	2	.2	13	1.2	909	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,082	164	15.2	6	.6	2	.2	13	1.2	897	82.9
GS- 1 THRU 4	134	84	62.7	1	.7			2	.7	49	36.6
GS- 5 THRU 8	280	56	20.0	1	.4			4	2.2	221	78.9
GS- 9 THRU 11	183	15	8.2	1	.5	1	.5	3	1.1	162	88.5
GS-12 THRU 13	267	7	2.6	3	1.1	1	.4	4	2.3	253	94.8
GS-14 THRU 15	174	2	1.1							168	96.6
GS-16 THRU 1A	44									44	100.0
TOTAL WAGE SYSTEMS.....	23	16	69.6							7	30.4
UP THRU \$5,499	5	4	80.0							1	20.0
\$ 5,500 THRU \$ 6,999	11	9	81.8							2	18.2
\$ 7,000 THRU \$ 7,999	2									2	100.0
\$ 8,000 THRU \$ 8,999	4	3	75.0							1	25.0
\$ 9,000 THRU \$ 9,999	1									1	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
**											

1969 MINORITY GROUP STUDY
FEDERAL RADIATION COUNCIL
TABLE 2-53

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4									4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4									4	100.0
GS- 1 THRU 4	1									1	100.0
GS- 5 THRU 6	1									1	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1969 MINDRITY GROUP STUDY
FEDERAL RADIATION COUNCIL

TABLE 2-53a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIPANTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4										4	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4										4	100.0
GS- 1 THRU 4	2										2	100.0
GS- 5 THRU 11												
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

**

1969 MINORITY GROUP STUDY
FEDERAL TRADE COMMISSION
TABLE 2-54

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	1,240	100.0	245	19.8	5	.4			6	.5	984	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,211		234	19.3	5	.4			6	.5	966	79.8
GS- 1 THRU 4	258		169	65.5	4	1.6			1	.4	84	32.6
GS- 5 THRU 8	277		51	18.4	1	.4			2	.7	223	80.5
GS- 9 THRU 11	200		10	5.0							190	95.0
GS-12 THRU 13	180		4	2.2					2	1.1	174	96.7
GS-14 THRU 15	263								1	.4	262	99.6
GS-16 THRU 18	33										33	100.0
TOTAL WAGE SYSTEMS.....	21		11	52.4							10	47.6
UP THRU \$5,499	3		2	66.7							1	33.3
\$ 5,500 THRU \$ 6,999	7		7	100.0								
\$ 7,000 THRU \$ 7,999	3		1	33.3							2	66.7
\$ 8,000 THRU \$ 8,999	2										2	100.0
\$ 9,000 THRU \$ 9,999	3		1	33.3							2	66.7
\$10,000 THRU \$13,999	3										3	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	8										8	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
FEDERAL TRADE COMMISSION

TABLE 2-54a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,179	12.6	149	12.6	5	.4			6	.5	1,019	86.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,156	12.3	142	12.3	5	.4			6	.5	1,003	86.8
GS-1 THRU 4	244	104	42.6						3	1.2	132	54.1
GS-5 THRU 8	274	33	12.0								241	88.0
GS-9 THRU 11	160	2	1.3								158	98.8
GS-12 THRU 13	202	3	1.5						2	1.0	197	97.5
GS-14 THRU 15	232								1	.4	231	99.6
GS-16 THRU 18	44										44	100.0
TOTAL WAGE SYSTEMS.....	18	7	38.9								11	61.1
UP THRU \$5,499	9	5	55.6								4	44.4
\$ 5,500 THRU \$ 6,999	4	2	50.0								2	50.0
\$ 7,000 THRU \$ 7,999	4										4	100.0
\$ 8,000 THRU \$ 8,999	1										1	100.0
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5										5	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
FOREIGN CLAIMS SETTLEMENT COMMISSION

TABLE 2-55

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37	9	24.3							26	75.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34	8	23.5							26	76.5
GS- 1 THRU 4	2	2	100.0							7	58.3
GS- 5 THRU 8	12	5	41.7							5	100.0
GS- 9 THRU 11	5									4	100.0
GS-12 THRU 13	4									9	90.0
GS-14 THRU 15	10	1	10.0							1	100.0
GS-16 THRU 18	1										
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999	1	1	100.0								
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	2									2	100.0

TABLE 2-55a

1969 MINORITY GROUP STUDY
FOREIGN CLAIMS SETTLEMENT COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NECKO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	108		28	25.9							80	74.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	103		26	25.2							77	74.8
GS- 1 THRU 4	22		13	59.1							9	40.9
GS- 5 THRU 8	37		12	37.5							20	62.5
GS- 9 THRU 11	15										15	100.0
GS-12 THRU 13	20										20	100.0
GS-14 THRU 15	13		1	7.7							12	92.3
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	2		2	100.0								
UP THRU \$5,499	1		1	100.0								
\$ 5,500 THRU \$ 6,999	1		1	100.0								
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
	3										3	100.0

1969 MINORITY GROUP STUDY
 FOUR CORNERS REGIONAL COMMISSION
 TABLE 2-56

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6											6 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5											5 100.0
GS- 1 THRU 4	1											1 100.0
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15	4											4 100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1											1 100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1											1 100.0

1969 MINORITY GROUP STUDY
 FOUR CORNERS REGIONAL COMMISSION
 TABLE 2-56a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
						NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6	1 16.7		1 16.7		4	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....							
GS- 1 THRU 4							
GS- 5 THRU 8							
GS- 9 THRU 11							
GS-12 THRU 13							
GS-14 THRU 15							
GS-16 THRU 18							
TOTAL WAGE SYSTEMS.....							
UP THRU \$5,499							
\$ 5,500 THRU \$ 6,999							
\$ 7,000 THRU \$ 7,999							
\$ 8,000 THRU \$ 8,999							
\$ 9,000 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL OTHER PAY SYSTEMS	6	1 16.7		1 16.7		4	66.7
UP THRU \$6,499	1			1 100.0			
\$ 6,500 THRU \$ 9,999	1					1	100.0
\$10,000 THRU \$13,999	1					1	100.0
\$14,000 THRU \$17,999	1					1	100.0
\$18,000 AND OVER	2					2	100.0

1969 MINORITY GROUP STUDY
GENERAL ACCOUNTING OFFICE

TABLE 2-57

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,401	14.2	524	.7	29	.7	2	.4	16	.4	3,730	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,357	13.6	592	.7	29	.7	2	.4	16	.4	3,716	85.3
GS- 1 THRU 4	500		400	.7	4	.7			2	.3	194	32.3
GS- 5 THRU 8	917		141	.4	4	.4			5	.5	767	83.6
GS- 9 THRU 11	1,082		46	.3	7	.6	1	.1	6	.6	1,022	94.5
GS-12 THRU 13	1,166		4	.3	14	1.2	1	.1	2	.2	1,145	98.2
GS-14 THRU 15	531		1	.2					1	.2	529	99.6
GS-16 THRU 18	61										61	100.0
TOTAL WAGE SYSTEMS.....	41	74.0	32	74.0							9	22.0
UP THRU \$5,499	9	100.0	9	100.0								
\$ 5,500 THRU \$ 6,999	16	81.3	13	81.3							3	18.8
\$ 7,000 THRU \$ 7,999	5	100.0	5	100.0								
\$ 8,000 THRU \$ 8,999	9	55.6	5	55.6								
\$ 9,000 THRU \$ 9,999	2											
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	3										3	100.0

1960 MINORITY GROUP STUDY
GENERAL ACCOUNTING OFFICE
TABLE 2-57a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	4,209	566 13.4	40 1.0	4 .1	11 .3	3,158 85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,174	543 13.0	40 1.0	4 .1	11 .3	3,156 85.7
GS- 1 THRU 4	624	398 63.9	6 .9	1 .2	1	248 37.9
GS- 5 THRU 8	843	108 12.8	8 .9	1 .1	5	721 85.5
GS- 9 THRU 11	1,174	36 3.1	18 1.5	2 .2	2	1,116 95.1
GS-12 THRU 13	1,031	1 .2	8 .8		2	1,021 98.0
GS-14 THRU 15	410				1	408 99.5
GS-16 THRU 18	62					62 100.0
TOTAL WAGE SYSTEMS.....	32	23 71.9				9 28.1
UP THRU \$5,499	7	5 71.4				2 28.6
\$ 5,500 THRU \$ 6,999	16	15 93.8				1 6.3
\$ 7,000 THRU \$ 7,599	7	3 42.9				4 57.1
\$ 8,000 THRU \$ 8,599	2					2 100.0
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,599						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	3					3 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
**	3					3 100.0

1969 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION
TABLE 2-58

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	36,274	13,317	36.7	918	2.5	85	.2	389	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	4,062	22.6	271	1.5	31	.2	182	1.0	13,473	74.7
GS-1 THRU 4	6,315	2,316	36.7	142	2.2	12	.2	55	.9	3,790	60.0
GS-5 THRU 8	5,374	1,439	26.8	83	1.5	14	.3	63	1.2	3,775	70.2
GS-9 THRU 11	2,691	241	8.3	31	1.1	3	.1	41	1.4	2,575	89.1
GS-12 THRU 13	2,515	72	2.9	15	.6	1	.0	22	.9	2,405	95.6
GS-14 THRU 15	875	13	1.5	1	.1	1	.1	1	.1	860	98.3
GS-16 THRU 18	69	1	1.4							68	98.6
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	8,068	44.3
UP THRU \$5,499	3,906	3,100	79.4	162	4.1	4	.1	3	.1	637	16.3
\$ 5,500 THRU \$ 6,999	6,416	3,745	58.4	284	4.4	19	.3	142	2.2	2,226	34.7
\$ 7,000 THRU \$ 7,999	2,636	1,028	39.0	97	3.7	9	.3	24	.9	1,480	56.1
\$ 8,000 THRU \$ 8,999	3,198	964	30.1	77	2.4	14	.4	25	.8	2,118	66.2
\$ 9,000 THRU \$ 9,999	1,195	271	22.7	21	1.8	3	.3	6	.5	892	74.8
\$10,000 THRU \$13,999	848	127	15.0	6	.7	5	.6	7	.8	703	82.9
\$14,000 THRU \$17,999	11									11	100.0
\$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999	2										
\$10,000 THRU \$13,999	2										
\$14,000 THRU \$17,999	10										
\$18,000 THRU \$25,999	10										
\$26,000 AND OVER	10										

TABLE 2-58a

1969 MINORITY GROUP STUDY
GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,907	35.6	13,498	35.6	852	2.2	84	.2	404	1.1	23,069	60.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,236		3,677	20.1	232	1.3	78	.2	178	1.0	14,141	77.5
GS- 1 THRU 4	7,499		2,962	34.2	127	1.7	16	.2	58	.8	4,736	63.2
GS- 5 THRU 8	4,235		877	19.3	64	1.4	8	.2	61	1.3	3,525	77.7
GS- 9 THRU 11	2,997		181	6.0	26	.9	3	.1	42	1.4	2,740	91.6
GS-12 THRU 13	2,373		51	2.1	14	.6	1	.1	16	.7	2,291	96.5
GS-14 THRU 15	787		5	.6	1	.1			1	.1	780	99.1
GS-16 THRU 18	70		1	1.4							69	98.6
TOTAL WAGE SYSTEMS.....	19,617		9,821	50.1	620	3.2	56	.3	226	1.2	8,894	45.3
UP THRU \$5,499	8,961		6,296	70.3	330	3.7	16	.2	64	.7	2,255	25.2
\$ 5,500 THRU \$ 6,999	5,372		2,391	44.5	208	3.9	26	.5	125	2.3	2,622	48.8
\$ 7,000 THRU \$ 7,999	3,675		927	25.2	67	1.8	10	.3	30	.8	2,661	71.9
\$ 8,000 THRU \$ 8,999	1,174		184	15.7	14	1.2	4	.3	5	.4	967	82.4
\$ 9,000 THRU \$ 9,999	332		21	6.3	1	.3			1	.3	309	93.1
\$10,000 THRU \$13,999	103		2	1.9					1	1.0	100	97.1
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	34										34	100.0
UP THRU \$6,499	6										6	100.0
\$ 6,500 THRU \$ 9,999	4										4	100.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER	14										14	100.0

1959 MINORITY GROUP STUDY
GOVERNMENT PRINTING OFFICE

TABLE 2-58

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,417	47.6	3,528	47.6	33	.4	6	.1	10	.1	3,840	51.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,460	54.2	791	54.2	4	.3	3	.2	2	.1	660	45.2
GS- 1 THRU 4	799	75.0	599	75.0	3	.4	1	.1	1	.1	195	24.4
GS- 5 THRU 8	406	44.1	179	44.1	1	.2	2	.5	1	.8	224	55.2
GS- 9 THRU 11	125	8.8	11	8.8							113	90.4
GS-12 THRU 13	72	2.5	2	2.5							70	97.2
GS-14 THRU 15	49										48	100.0
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYST. MS.....	5,942	46.1	2,737	46.1	29	.5	3	.1	8	.1	3,165	53.3
UP THRU \$5,499	2,1	92.0	240	92.0	2	.8			2	.8	17	6.5
\$ 5,500 THRU \$ 6,999	2,007	63.9	1,583	63.9	9	.4	1		1	.6	313	15.6
\$ 7,000 THRU \$ 7,999	443	86.9	385	86.9	2	.5					56	12.6
\$ 8,000 THRU \$ 8,999	224	54.4	133	54.4	3	1.3			2	.9	86	38.4
\$ 9,000 THRU \$ 9,999	135	30.4	41	30.4	4	3.0	1	.7			89	65.9
\$10,000 THRU \$13,999	2,856	8.9	255	8.9	9	.3	1		3	.1	2,588	90.6
\$14,000 THRU \$17,999	16										16	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	15										15	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999	2										2	100.0
\$10,000 THRU \$13,999	10										10	100.0
\$14,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER	2										2	100.0

1969 MINORITY GROUP STUDY
GOVERNMENT PRINTING OFFICE

TABLE 2-59a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,301	3,198	43.8	30	.4	4	.1	7	.1	4,062	55.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,331	628	47.2	4	.3	3	.2	2	.2	694	52.1
GS-1 THRU 4	761	510	67.0	2	.3	1	.1	1	.1	247	32.5
GS-5 THRU 8	368	110	29.9	2	.5	2	.5			234	69.0
GS-9 THRU 11	98	8	8.2							90	91.8
GS-12 THRU 13	51							1	2.0	50	98.0
GS-14 THRU 15	42									42	100.0
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	5,970	2,570	43.0	26	.4	1	.1	5	.1	3,268	56.4
1IP THRU \$2,409	1,684	1,342	79.7	8	.5			4	.2	329	19.5
\$ 5,200 THRU \$ 6,999	993	884	89.0	5	.5					104	10.5
\$ 7,000 THRU \$ 7,999	172	67	39.0	3	1.7					102	59.3
\$ 8,000 THRU \$ 8,999	245	83	33.9	1	.4			1		161	65.7
\$ 9,000 THRU \$ 9,999	2,407	168	7.0	7	.3					2,231	92.7
\$10,000 THRU \$17,999	466	26	5.6	2	.4					438	94.0
\$18,000 AND OVER	1									1	100.0
	2									2	100.0
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINORITY GROUP STUDY
INDIAN CLAIMS COMMISSION

TABLE 2-60

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	30	1	3.3			2	6.7			27	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	1	4.0			1	4.0			23	92.0
GS- 1 THRU 4	3	1	33.3							2	66.7
GS- 5 THRU 8	7					1	14.3			6	85.7
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15	15									15	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5					1	20.0			4	80.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	5					1	20.0			4	80.0

1969 MINORITY GROUP STUDY
INDIAN CLAIMS COMMISSION

TABLE 2-60a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS...	20			1 5.0		19 95.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18			1 5.6		17 94.4
GS-1 THRU 4	3			1 33.3		2 66.7
GS-5 THRU 8	4					4 100.0
GS-9 THRU 11	1					1 100.0
GS-12 THRU 13	10					10 100.0
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	2					2 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						

1969 MINORITY GROUP STUDY
 INTEAGENCY COMMITTEE ON MEXICAN-AMERICAN AFFAIRS

TABLE 2-61

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25	3	12.0	14	56.0					8	32.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25	3	12.0	14	56.0					8	32.0
GS- 1 THRU 4	4	1	25.0	2	50.0					1	25.0
GS- 5 THRU 8	6	1	16.7	1	16.7					4	66.7
GS- 9 THRU 11	8	1	12.5	4	50.0					3	37.5
GS-12 THRU 13	3			3	100.0						
GS-14 THRU 15	3			3	100.0						
GS-16 THRU 1A	1			1	100.0						
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$15,999											
\$16,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

TABLE 2-61a

1969 MINORITY GROUP STUDY
INTRAGENCY COMMITTEE ON MEXICAN-AMERICAN AFFAIRS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24	4	16.7	7	29.2					13	54.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23	4	17.4	7	30.4					12	52.2
GS-1 THRU 4	3			2	66.7					1	33.3
GS-5 THRU 8	7	3	42.9	2	28.6					2	28.6
GS-9 THRU 11	3			2	28.6					5	71.4
GS-12 THRU 13	3			1	33.3					2	66.7
GS-14 THRU 15	2	1	50.0							1	50.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
***	1									1	100.0



1959 MINORITY GROUP STUDY
INTERSTATE COMMERCE COMMISSION

TABLE 2-62

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	1,801	23.3	366	20.3	5	.3	6	.3	1,424	79.1		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,749	19.0	332	19.0	5	.3	6	.3	1,406	80.4		
GS- 1 THRU 4	316	68.6	216	68.6	2	.6	3	.9	95	30.1		
GS- 5 THRU 8	426	101	23.7	101	23.7	1	.3	3	.7	322	75.6	
GS- 9 THRU 11	302	13	4.3	13	4.3	1	.3	3	.7	288	95.4	
GS-12 THRU 13	296	1	.3	1	.3	2	.5			393	99.2	
GS-14 THRU 15	183	1	.5	1	.5					182	99.5	
GS-16 THRU 18	126									126	100.0	
TOTAL WAGE SYSTEMS.....	42	34	81.0	34	81.0					8	19.0	
UP THRU \$5,499	2	2	100.0	2	100.0							
\$ 5,500 THRU \$ 6,999	6	6	100.0	6	100.0							
\$ 7,000 THRU \$ 7,999	12	12	100.0	12	100.0							
\$ 8,000 THRU \$ 8,999	14	12	85.7	12	85.7					2	14.3	
\$ 9,000 THRU \$ 9,999	2	2	100.0	2	100.0					6	100.0	
\$10,000 THRU \$13,979	6											
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	10										10	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER	10										10	100.0

TABLE 2-62a

1969 MINORITY GROUP STUDY
INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,902		318	16.7	6	.3			2	.1	1,576	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,899		295	15.9	6	.3			2	.1	1,556	83.7
GS-1 THRU 4	388		200	51.2	1	.3			1	.3	186	47.9
GS-5 THRU 8	477		88	18.4	4	.8			1	.2	384	80.5
GS-9 THRU 11	307		4	1.3	1	.3					297	98.3
GS-12 THRU 13	377		1	.3							376	99.7
GS-14 THRU 15	180		2	1.1							178	98.9
GS-16 THRU 18	135										135	100.0
TOTAL WAGE SYSTEMS.....	57		23	71.9							9	28.1
UP THRU \$5,999	4		3	75.0							1	25.0
\$ 5,500 THRU \$ 6,999	17		15	88.2							2	11.8
\$ 7,000 THRU \$ 7,999	6		5	83.3							1	16.7
\$ 8,000 THRU \$ 8,999	3										3	100.0
\$ 9,000 THRU \$ 9,999	2										2	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	11										11	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
NATIONAL ADVISORY COMMISSION ON CIVIL DISORDERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	141		63	44.7	1	.7	1	.7			76	53.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	137		62	47.7	1	.8					67	50.8
GS-1 THRU 4	10		7	70.0							3	30.0
GS-5 THRU 8	71		44	62.0							27	38.0
GS-9 THRU 11	19		5	26.3							14	73.7
GS-12 THRU 13	16		4	25.0			1	6.3			10	62.5
GS-14 THRU 15	16		3	18.8							13	81.3
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	9										9	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
**												
											1	100.0
											8	100.0

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1969 MINORITY GROUP STUDY
NATIONAL ADVISORY COMMISSION ON RURAL POVERTY

TABLE 2-64

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	3										3	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3										3	100.0
GS-1 THRU 4	1										1	100.0
GS-5 THRU 8	1										1	100.0
GS-9 THRU 11	1										1	100.0
GS-12 THRU 13	1										1	100.0
GS-14 THRU 17	1										1	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1959 MINDRITY GROUP STUDY
 NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
 TABLE 2-65

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	26,695	740	2.6	182	.6	16	.1	183	.6	27,572	96.1
GS- 1 THRU 4	2,079	182	8.8	17	.8	2	.1	8	.4	1,870	89.9
GS- 5 THRU 8	4,504	221	4.9	30	.7	4	.1	26	.6	4,223	93.8
GS- 9 THRU 11	6,147	169	3.1	48	.8	2	.0	26	.4	5,882	95.7
GS-12 THRU 13	9,979	128	1.3	66	.7	7	.1	76	.8	9,702	97.2
GS-14 THRU 15	5,672	18	.3	21	.4	3	.1	47	.8	5,563	98.4
GS-16 THRU 18	314	2	.6	2	.6					312	99.4
TOTAL WAGE SYSTEMS.....	3,263	273	8.4	58	1.8	1	.0	15	.6	2,913	89.3
UP THRU \$5,400	48	12	25.0	4	1.2			3	.9	36	75.0
\$ 5,500 THRU \$ 6,999	323	113	35.0	10	2.7			3	.8	203	62.8
\$ 7,000 THRU \$ 7,999	364	79	21.7	3	.6			2	.4	272	74.7
\$ 8,000 THRU \$ 8,999	479	35	7.3	3	.6			2	.4	439	91.6
\$ 9,000 THRU \$ 9,999	1,180	23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
\$10,000 THRU \$13,999	820	11	1.3	16	2.0			2	.2	791	96.5
\$14,000 THRU \$17,999	69			2	2.9					67	97.1
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999	6										
\$18,000 THRU \$25,999	386							1	.3	385	99.7
\$26,000 AND OVER											



TABLE 2-65a

1969 MINORITY GROUP STUDY
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	33,799		967	2.9	223	.7	22	.1	179	.5	32,408	95.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,505		662	2.3	167	.6	17	.1	160	.6	27,499	96.5
GS-1 THRU 4	2,822		161	5.7	23	.8	4	.1	6	.2	2,628	93.1
GS-5 THRU 8	4,564		220	4.8	38	.8	2	.1	23	.5	4,283	93.8
GS-9 THRU 11	6,151		168	2.7	45	.7	5	.1	28	.5	5,905	96.0
GS-12 THRU 13	9,431		99	1.0	51	.5	3	.1	71	.8	9,207	97.6
GS-14 THRU 15	5,258		14	.3	10	.2	3	.1	31	.6	5,210	98.9
GS-16 THRU 18	267								1	.4	266	99.6
TOTAL WAGF SYSTEMS.....	4,991		305	6.1	56	1.1	5	.1	19	.4	4,606	92.3
UP THRU \$5,409	324		80	24.7	2	.6			2	.6	240	74.1
\$ 5,200 THRU \$ 6,499	770		144	18.7	14	1.8			4	.5	608	79.0
\$ 7,000 THRU \$ 7,999	1,830		62	3.4	9	.5			1	.1	1,756	96.0
\$ 8,000 THRU \$ 8,999	1,189		13	1.1	19	1.6			4	.3	1,151	96.8
\$ 9,000 THRU \$ 9,999	604		6	1.0	11	1.8			4	.7	582	96.4
\$10,000 THRU \$13,999	270				1	.4			4	1.5	265	98.1
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL UTMR PAY SYSTEMS	303										303	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999	13										13	100.0
\$10,000 THRU \$13,999	290										290	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
 NATIONAL AERONAUTICS AND SPACE COUNCIL
 TABLE 2-66

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20	1	5.0							19	95.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12	1	8.3							11	91.7
GS- 1 THRU 4	2	1	50.0							1	50.0
GS- 5 THRU 8	6									6	100.0
GS- 9 THRU 11	1									1	100.0
GS-12 THRU 13	3									3	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU \$5,499	1									1	100.0
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999	3									3	100.0
\$18,000 THRU \$25,999	4									4	100.0
\$26,000 AND OVER											

NATIONAL AERONAUTICS AND SPACE COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	26	3.8	1	3.8							25	96.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	5.0	1	5.0							19	95.0
GS-1 THRU 4	1										1	100.0
GS-5 THRU 8	3										2	66.7
GS-9 THRU 11	7		1	33.3							7	100.0
GS-12 THRU 13	2										2	100.0
GS-14 THRU 15	2										2	100.0
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	6										6	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER	5										5	100.0

1969 MINORITY GROUP STUDY
 NATIONAL CAPITAL HOUSING AUTHORITY $\frac{1}{2}$
 TABLE 2-67

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	609	535 87.8				74 12.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	217	170 78.3				47 21.7
GS-1 THRU 4	65	62 95.4				3 4.6
GS-5 THRU 8	95	81 85.3				14 14.7
GS-9 THRU 11	32	10 30.0				16 50.0
GS-12 THRU 13	16	8 50.0				8 50.0
GS-14 THRU 15	A	3 37.5				5 62.5
GS-16 THRU 18	1					1 100.0
TOTAL WAGE SYSTEMS.....	392	365 93.1				27 6.9
UP THRU \$3,499	139	138 99.3				1 .7
\$ 5,500 THRU \$ 6,999	128	140 88.6				18 11.4
\$ 7,000 THRU \$ 7,999	87	79 90.8				8 9.2
\$ 8,000 THRU \$ 8,999	A	8 100.0				
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS						
UP THRU \$6,499						
\$ 8,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						

$\frac{1}{2}$ EXCLUDED FROM FEDERAL EMPLOYMENT PUBLISHED REPORTS EFFECTIVE OCTOBER 1968.

1969 MINORITY GROUP STUDY
NATIONAL CAPITAL PLANNING COMMISSION

TABLE 2-68

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66	13	19.7							53	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	65	12	18.5							53	81.5
GS- 1 THRU 4	1	1	100.0								
GS- 5 THRU 8	25	6	32.0							17	68.0
GS- 9 THRU 11	9	1	11.1							8	88.9
GS-12 THRU 13	15	1	6.7							14	93.3
GS-14 THRU 15	12	1	8.3							11	91.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999	1	1	100.0								
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1969 MINORITY GROUP STUDY
NATIONAL CAPITAL PLANNING COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	64	9	14.1					1	1.6	54	84.4
TOTAL GENERAL SCHAUFF OR SIMILAR.....	62	7	11.3					1	1.6	54	87.1
GS-1 THRU 4	3									3	100.0
GS-5 THRU 8	23	6	26.1							17	73.9
GS-9 THRU 11	10	1	10.0							9	90.0
GS-12 THRU 13	11							1	9.1	10	90.9
GS-14 THRU 15	17									12	70.6
GS-16 THRU 1A	3									3	100.0
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU \$5,499	1	1	100.0								
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1	1	100.0								
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999	1	1	100.0								
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINORITY GROUP STUDY
NATIONAL COMMISSION ON PRODUCT SAFETY

TABLE 2-69

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29	13.8	4	13.8							25	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 6												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	29	13.8	4	13.8							25	86.2
UP THRU \$5,499	3	33.3	1	33.3							2	66.7
\$ 6,500 THRU \$ 9,999	6	50.0	3	50.0							3	50.0
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 THRU \$25,999	6										6	100.0
\$26,000 AND OVER	2										2	100.0

TABLE 2-70

1969 MINORITY GROUP STUDY

NATIONAL COMMISSION ON REFORM OF FEDERAL CRIMINAL LAWS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	8	1 12.5				7 87.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	8	1 12.5				7 87.5
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999	2	1 50.0				1 50.0
\$10,000 THRU \$13,999	2					2 100.0
\$14,000 THRU \$17,999	1					1 100.0
\$18,000 THRU \$25,999	1					1 100.0
\$26,000 AND OVER	2					2 100.0

TABLE 2-70a

1969 HINDIYY GROUP STUDY
 NATIONAL COMMISSION ON REFORM OF FEDERAL CRIMINAL LAWS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	11.1	1	11.1							8	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL UTFRK PAY SYSTEMS	9	11.1	1	11.1							8	88.9
UP THRU \$6,499	1	100.0										
\$ 6,500 THRU \$ 9,999	4										4	100.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 AND OVER	2										2	100.0
**												

1959 MINORITY GROUP STUDY
NATIONAL COMMISSION ON THE CAUSES AND PREVENTION OF VIOLENCE

TABLE 2-71

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					ALL OTHER EMPLOYEES	
		NUMBER	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7						7	100.0
TOTAL GENERAL SCHEDULE Op SIMILAR.....	7						7	100.0
GS- 1 THRU 4	2						2	100.0
GS- 5 THRU 8	1						1	100.0
GS- 9 THRU 11	3						3	100.0
GS-12 THRU 13	1						1	100.0
GS-14 THRU 15								
GS-16 THRU 18								
TOTAL WAGE SYSTEMS.....								
UP THRU \$5,499								
\$ 5,500 THRU \$ 6,999								
\$ 7,000 THRU \$ 7,999								
\$ 8,000 THRU \$ 8,999								
\$ 9,000 THRU \$ 9,999								
\$10,000 THRU \$12,999								
\$13,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL OTHER PAY SYSTEMS								
UP THRU \$6,499								
\$ 6,500 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 THRU \$25,999								
\$26,000 AND OVER								

1969 MINORITY GROUP STUDY TABLE 2-72
 NATIONAL COUNCIL ON MARINE RESOURCES AND ENGINEERING DEVELOPMENT

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21	4.8	1	4.8							20	95.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17	5.9	1	5.9							16	94.1
GS- 1 THRU 4	7	14.3	1	14.3							6	85.7
GS- 5 THRU 8	6										6	100.0
GS- 9 THRU 11												
GS-12 THRU 13	4										4	100.0
GS-14 THRU 15												
GS-16 THRU 1A												
TOTAL WAGE SYSTEMS.....												
UP THRU \$2,400												
\$ 5,507 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 9,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	4										4	100.0
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
 NATIONAL COUNCIL ON MARINE RESOURCES AND ENGINEERING DEVELOPMENT
 TABLE 2-72a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS**	26	1 3.8				25 96.2
TOTAL GENERAL SCHEDULE OR SIMILAR*****	10	1 5.3				18 94.7
GS-1 THRU 4	2	1 50.0				1 50.0
GS-5 THRU 8	9					9 100.0
GS-9 THRU 11	4					4 100.0
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15	1					1 100.0
GS-16 THRU 18	3					3 100.0
TOTAL WAGE SYSTEMS*****						
UP THRU \$2,499						
\$ 2,500 THRU \$ 4,999						
\$ 5,000 THRU \$ 7,499						
\$ 7,500 THRU \$ 9,999						
\$ 10,000 THRU \$ 12,499						
\$ 12,500 THRU \$ 14,999						
\$ 15,000 THRU \$ 17,499						
\$ 17,500 AND OVER						
TOTAL OTHER PAY SYSTEMS	7					7 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$ 10,000 THRU \$ 13,999						
\$ 14,000 THRU \$ 17,999						
\$ 18,000 AND OVER						
**	7					7 100.0

1969 MINORITY GROUP STUDY
NATIONAL FOUNDATION ON THE ARTS AND HUMANITIES

TABLE 2-73

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	78	16	20.5			1	1.3			61	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	76	16	21.1			1	1.3			59	77.6
GS- 1 THRU 4	6	5	83.3							1	16.7
GS- 5 THRU 8	29	10	34.5							19	65.5
GS- 9 THRU 11	12									12	100.0
GS-12 THRU 13	5									5	100.0
GS-14 THRU 15	19	1	5.3			1	5.3			17	89.5
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$17,999											
\$26,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
JP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1969 HINDRITY GROUP STUDY
 NATIONAL FOUNDATION ON THE ARTS AND HUMANITIES

TABLE 2-73

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74	9	12.2							65	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	72	9	12.5							63	87.5
GS- 1 THRU 4	11	5	45.5							6	54.5
GS- 5 THRU 8	23	3	12.0							22	88.0
GS- 9 THRU 11	11									11	100.0
GS-12 THRU 13	7									7	100.0
GS-14 THRU 15	13	1	7.7							12	92.3
GS-16 THRU 18	4									3	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$2,499											
\$ 2,500 THRU \$ 4,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

1969 MINDRITY GROUP STUDY
NATIONAL LABOR RELATIONS BOARD

TABLE 2-74

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,173	301	13.9	18	.8	8	.4	15	.7	1,831	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,141	277	12.9	18	.8	8	.4	15	.7	1,823	85.1
GS- 1 THRU 4	277	99	35.7	6	2.9	5	1.8	6	2.2	159	57.4
GS- 5 THRU 8	523	117	22.4	3	.6	2	.4	8	1.5	393	75.1
GS- 9 THRU 11	255	25	9.8	1	.4	1	.4	1	.4	227	89.0
GS-12 THRU 13	609	27	4.4	5	.8					577	94.7
GS-14 THRU 15	350	6	1.7	1	.3					343	98.0
GS-16 THRU 18	127	3	2.4							124	97.6
TOTAL WAGE SYSTEMS.....	26	23	88.5							3	11.5
UP THRU \$5,499	2	2	100.0							1	9.1
\$ 5,500 THRU \$ 6,999	11	10	90.9							1	10.0
\$ 7,000 THRU \$ 7,999	10	9	90.0								
\$ 8,000 THRU \$ 8,999	1	1	100.0								
\$ 9,000 THRU \$ 9,999	1	1	100.0								
\$10,000 THRU \$13,999	1										
\$14,000 THRU \$17,999	1										
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$25,999											
\$26,000 AND OVER	6	1	16.7							5	83.3

TABLE 2-74a

1969 MINORITY GROUP STUDY
NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,344	326	13.9	19	.8	4	.2	16	.7	1,979	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,311	301	13.0	19	.8	4	.2	16	.7	1,971	85.3
GS-1 THRU 6	464	123	26.5	3	1.7	3	.6	5	1.1	325	70.0
GS-5 THRU 8	471	118	25.1	3	.6			9	1.9	341	72.4
GS-9 THRU 11	436	35	8.0	3	.7	1	.2	2	.5	395	90.6
GS-12 THRU 13	515	17	3.3	4	.8					494	95.9
GS-14 THRU 15	294	5	1.7	1	.3					288	98.0
GS-16 THRU 18	131	3	2.3							128	97.7
TOTAL WAGE SYSTEMS.....	27	24	88.9							3	11.1
UP THRU \$3,499	3	3	100.0								
\$ 3,500 THRU \$ 6,999	21	19	90.5							2	9.5
\$ 7,000 THRU \$ 7,999	2	2	100.0								
\$ 8,000 THRU \$ 8,999	1									1	100.0
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
HP THRU \$6,499											
\$ 6,500 THRU \$ 7,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
**	6	1	16.7							5	83.3

1969 MINORITY GROUP STUDY
NATIONAL MEDIATION BOARD

TABLE 2-75

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	90	3	3.3	1	1.1					86	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	85	2	2.4	1	1.2					82	96.5
GS- 1 THRU 4	2									2	100.0
GS- 5 THRU 8	46									43	93.5
GS- 9 THRU 11	9	2	4.3	1	2.2					9	100.0
GS-12 THRU 13	15									15	100.0
GS-14 THRU 15	12									12	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU \$6,499	2	1	50.0							1	50.0
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY
 NATIONAL MEDIATION BOARD
 TABLE 2-75a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME ¹		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	97	100.0	1	1.0							96	99.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	94		1	1.1							93	96.9
GS-1 THRU 4	7		1	14.3							6	85.7
GS-5 THRU 8	37										52	100.0
GS-9 THRU 13	11										11	100.0
GS-12 THRU 13	11										11	100.0
GS-14 THRU 15	12										12	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU: \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
HP THRU: \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
**												

TABLE 2-76

1969 MINORITY GROUP STUDY
NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	931	15.7	146	.5	5	.5			7	.8	773	83.0
TOTAL GENERAL SCHEDULE DO STIPAL.....	912	15.0	137	.5	5	.5			7	.8	763	83.7
GS- 1 THRU 4	63	49.2	31	.5							32	50.8
GS- 5 THRU 8	330	27.9	92	1.0	3	.5			2	.6	233	70.6
GS- 9 THRU 11	97	9.3	6	1.0	1	1.0			1	1.0	86	88.7
GS-12 THRU 13	124	1.6	2	.9					1	.8	121	97.6
GS-14 THRU 15	214	.9	2	1.2	1	1.2			2	.9	210	98.1
GS-16 THRU 18	84	1.2	1	1.2	1	1.2			1	1.2	81	96.4
TOTAL WAGE SYSTEMS.....	10	99.0	9	99.0							1	10.0
UP THRU \$2499	3	100.0	3	100.0								
\$ 5,500 THRU \$ 6,999	2	100.0	2	100.0								
\$ 7,000 THRU \$ 7,999	1	100.0	1	100.0								
\$ 8,000 THRU \$ 8,999	3	100.0	3	100.0								
\$ 9,000 THRU \$ 9,999	1	100.0	1	100.0								
\$10,000 THRU \$13,999	1	100.0	1	100.0								
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL GT-400 PAY SYSTEMS	9										9	100.0
UP THRU \$2499	1										1	100.0
\$ 6,500 THRU \$ 9,999	5										5	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												

TABLE 2-76a

1969 MINORITY GROUP STUDY
NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	966	142	14.7	7	.7			1	.1	816	84.5
TOTAL GENFKAL SCHWULF OR SIXILAK.....	939	132	14.1	7	.7			1	.1	799	85.1
GS-1 THRU 4	104	41	38.7	4	1.2			1	.3	65	61.3
GS-5 THRU 8	331	81	24.5							245	74.0
GS-9 THRU 11	103	6	5.8	1	1.0					96	93.2
GS-12 THRU 13	114	3	2.6	1	.9					110	96.5
GS-14 THRU 15	204	1	.5	1	.5					202	99.0
GS-16 THRU 18	79									79	100.0
TOTAL WAGE SYSTEMS.....	11	10	90.9							1	9.1
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999	8	8	100.0								
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999	2	2	100.0								
\$ 9,000 THRU \$ 9,999	1									1	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU \$6,499	7									7	100.0
\$ 6,500 THRU \$ 9,999	1									1	100.0
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 AND OVER	12									12	100.0

1969 MINORITY GROUP STUDY
 NATIONAL SECURITY COUNCIL
 TABLE 2-77

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62	12.9	8	12.9							54	87.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62	12.9	8	12.9							54	87.1
GS- 1 THRU 4	3	66.7	2	66.7							1	33.3
GS- 5 THRU 8	23	13.0	3	13.0							20	87.0
GS- 9 THRU 11	17	17.5	3	17.5							14	82.4
GS-12 THRU 13	8										8	100.0
GS-14 THRU 15	4										4	100.0
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$5,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												



TABLE 2-77a

1969 MINORITY GROUP STUDY
NATIONAL SECURITY COUNCIL

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRD		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37	7	18.9							30	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36	7	19.4							29	80.6
GS-1 THRU 4	2	2	100.0							11	84.6
GS-5 THRU 8	13	2	15.4							8	72.7
GS-9 THRU 11	11	3	27.3							3	100.0
GS-12 THRU 13	4										
GS-14 THRU 15											
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1									1	100.0
11 th THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
..	1									1	100.0

1969 MINORITY GROUP STUDY
 NATIONAL WATER COMMISSION
 TABLE 2-78

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	21					21 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4*						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 1A						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	21					21 100.0
UP THRU \$5,499	5					5 100.0
\$ 6,500 THRU \$ 9,999	4					4 100.0
\$10,000 THRU \$13,999	3					3 100.0
\$14,000 THRU \$17,999	3					3 100.0
\$18,000 THRU \$25,999	3					3 100.0
\$26,000 AND OVER	6					6 100.0

1969 MINORITY GROUP STUDY
NEW ENGLAND REGIONAL COMMISSION

TABLE 2-79

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS..	6					6 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5					5 100.0
GS- 1 THRU 4	2					2 100.0
GS- 5 THRU 8	1					1 100.0
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15	2					2 100.0
GS--16 THRU 1A						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	1					1 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER	1					1 100.0

1969 MINORITY GROUP STUDY
 NEW ENGLAND REGIONAL COMMISSION

TABLE 2-79a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGR0 NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS**	6					6 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 1A						
TOTAL WAGE SYSTEMS.....						
UP THRU \$2,499						
\$ 2,500 THRU \$ 4,999						
\$ 5,000 THRU \$ 7,499						
\$ 7,500 THRU \$ 9,999						
\$ 10,000 THRU \$ 12,499						
\$ 12,500 THRU \$ 14,999						
\$ 15,000 THRU \$ 17,499						
\$ 17,500 AND OVER						
TOTAL OTHER PAY SYSTEMS	6					6 100.0
UP THRU \$2,499	1					1 100.0
\$ 2,500 THRU \$ 4,999	1					1 100.0
\$ 5,000 THRU \$ 7,499	2					2 100.0
\$ 7,500 THRU \$ 9,999	1					1 100.0
\$ 10,000 THRU \$ 12,499	1					1 100.0
\$ 12,500 AND OVER						

1969 MINORITY GROUP STUDY
OFFICE OF ECONOMIC OPPORTUNITY

TABLE 2-80

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,132	569	31.4	69	3.2	12	.6	15	.7	1,367	64.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,121	563	31.3	68	3.2	12	.6	15	.7	1,363	64.3
GS-1 THRU 4	205	116	56.6	7	3.4	1	.5	1	.5	80	39.0
GS-5 THRU 8	593	317	53.5	14	2.4	2	.3	2	.3	258	43.5
GS-9 THRU 11	365	84	23.0	14	3.8	1	.3	5	1.4	261	71.5
GS-12 THRU 13	584	103	17.6	23	3.9	5	.9	6	1.0	447	76.5
GS-14 THRU 15	335	41	12.2	8	2.4	3	.9	1	.3	282	84.2
GS-16 THRU 18	39	2	5.1	2	5.1					35	89.7
TOTAL WAGE SYSTEMS.....	9	6	66.7	1	11.1					2	22.2
UP THRU \$3,499	1										
\$ 5,500 THRU \$ 6,999	6			1	100.0						
\$ 7,000 THRU \$ 7,999	2	4	65.7							2	33.3
\$ 8,000 THRU \$ 8,999		2	100.0								
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU \$3,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY
OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS..	2,724		816	27.9	65	2.2	14	.5	15	.5	2,014	68.9
TOTAL GENERAL SCHEDULE MR. STALAR.....	2,864		792	27.8	65	2.3	14	.5	14	.5	1,959	68.9
GS-1 THRU 4	402		218	54.2	15	3.7	3	.7	5	1.2	161	40.0
GS-5 THRU 8	910		372	40.9	12	1.3	2	.2	1	.1	523	57.5
GS-9 THRU 11	471		84	17.8	12	2.5			3	.6	372	79.0
GS-12 THRU 13	622		82	13.2	16	2.6	7	1.1	4	.6	513	82.5
GS-14 THRU 15	397		34	8.6	7	1.8	2	.5	1	.3	323	81.9
GS-16 THRU 18	42		2	4.8	3	7.1					37	88.1
TOTAL WAGE SYSTEMS.....	13		10	76.9							3	23.1
UP THRU \$5,499	11		10	90.9							1	9.1
\$ 5,500 THRU \$ 6,999	1										1	100.0
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,499												
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	67		14	20.9					1	1.5	52	77.6
UP THRU \$6,499	11		8	72.7							3	27.3
\$ 6,500 THRU \$ 9,999	12		1	8.3							11	91.7
\$10,000 THRU \$12,999	12										12	100.0
\$14,000 THRU \$17,999	16		1	6.3							15	93.8
\$18,000 AND OVER	16		4	25.0							11	68.8

TABLE 2-81

1969 MINDRITY GROUP STUDY
OFFICE OF EMERGENCY PREPAREDNESS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	337	33	9.8			1	.3	2	.6	301	89.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	330	30	9.1			1	.3	2	.6	297	90.0
GS- 1 THRU 4	21	5	23.8					2	2.1	16	76.2
GS- 5 THRU 8	94	22	23.4							70	74.5
GS- 9 THRU 11	39	3	7.7							36	92.3
GS-12 THRU 13	41									41	100.0
GS-14 THRU 15	111					1	.9			110	99.1
GS-16 THRU 18	24									24	100.0
TOTAL WAGE SYSTEMS.....	3	3	100.0								
UP THRU \$5,499	1	1	100.0								
\$ 5,500 THRU \$ 6,999	1										
\$ 7,000 THRU \$ 7,999	1										
\$ 8,000 THRU \$ 8,999	1										
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU \$5,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER	4									4	100.0



TABLE 2-81a

1969 MINORITY GROUP STUDY
OFFICE OF EMERGENCY PREPAREDNESS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	372	3.3	31	8.3			2	.5			339	91.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	362	7.7	28	7.7					2	.6	332	91.7
GS-1 THRU 4	20	30.0	6	30.0					1	5.0	13	65.0
GS-5 THRU 8	107	18.7	20	18.7					1	.9	86	80.4
GS-9 THRU 11	52	3.8	2	3.8							50	96.2
GS-12 THRU 13	38	100.0									38	100.0
GS-14 THRU 15	119	100.0									119	100.0
GS-16 THRU 18	26	100.0									26	100.0
TOTAL WAGE SYSTEMS.....	3	100.0	3	100.0								
UP THRU \$5,499	1	100.0	1	100.0								
\$ 5,500 THRU \$ 6,999	2	100.0	2	100.0								
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7										7	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$12,999	1										1	100.0
\$13,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER												

1959 MINORITY GROUP STUDY
OFFICE OF SCIENCE AND TECHNOLOGY

TABLE 2-82

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL: ALL PAY SYSTEMS..	45	4 8.3				44 91.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	46	4 8.7				42 91.3
GS- 1 THRU 4	2	1 50.0				1 50.0
GS- 5 THRU 8	21	2 9.5				19 90.5
GS- 9 THRU 11	5					5 100.0
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15	3					3 100.0
GS-16 THRU 18	14	1 7.1				13 92.9
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	2					2 100.0
UP THRU \$5,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER	2					2 100.0

TABLE 2-82a

1969 MINORITY GROUP STUDY
OFFICE OF SCIENCE AND TECHNOLOGY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS**	40	4 10.0				36 90.0
TOTAL GENERAL SCHEDULE OR SIMILAR*****	38	4 10.5				34 89.5
GS-1 THRU 4	2					2 100.0
GS-5 THRU 8	17	3 17.6				14 82.4
GS-9 THRU 11	3					3 100.0
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15	3					3 100.0
GS-16 THRU 18	12	8.3				11 91.7
TOTAL WAGE SYSTEMS*****						
UP THRU \$2,499						
\$ 2,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$12,999						
\$13,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	2					2 100.0
UP THRU \$2,499						
\$ 2,500 THRU \$ 4,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
**	2					2 100.0

1969 MINORITY GROUP STUDY
 OFFICE OF SPECIAL REPRESENTATIVE FOR TRADE NEGOTIATIONS

TABLE 2-83

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22	9.1	2	9.1					1	4.5	19	86.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	10.0	2	10.0					1	5.0	17	85.0
GS- 1 THRU 4	1										1	100.0
GS- 5 THRU 8	3		1	33.3							2	66.7
GS- 9 THRU 11	6		1	16.7					1	16.7	4	66.7
GS-12 THRU 13	3										3	100.0
GS-14 THRU 15	3										3	100.0
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	2										2	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
OFFICE OF SPECIAL REPRESENTATIVE FOR TRADE NEGOTIATIONS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23		4 17.4			1 4.3	18 78.3	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22		4 18.2			1 4.5	17 77.3	
GS- 1 THRU 4	5		3 60.0			1 16.7	2 40.0	
GS- 5 THRU 8	6		1 16.7				4 66.7	
GS- 9 THRU 11	2						2 100.0	
GS-12 THRU 13	3						3 100.0	
GS-14 THRU 15	5						5 100.0	
GS-16 THRU 18	6						6 100.0	
TOTAL WAGE SYSTEMS.....								
UP THRU \$5,499								
\$ 5,500 THRU \$ 6,999								
\$ 7,000 THRU \$ 7,999								
\$ 8,000 THRU \$ 8,999								
\$ 9,000 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL OTHER PAY SYSTEMS	1						1 100.0	
UP THRU \$6,499								
\$ 6,500 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
**	1						1 100.0	

1969 MINORITY GROUP STUDY
 OZARKS REGIONAL COMMISSION

TABLE 2-84

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7	100.0									7	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6										6	100.0
GS- 1 THRU 4	2										2	100.0
GS- 5 THRU 8	1										1	100.0
GS- 9 THRU 11												
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0



1969 MINORITY GROUP STUDY
 OZARKS REGIONAL COMMISSION

TABLE 2-84a

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	10					10 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	10					10 100.0
UP THRU \$6,499	2					2 100.0
\$ 6,500 THRU \$ 9,999	2					2 100.0
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER	4					4 100.0
**						

TABLE 2-85

1969 MINORITY GROUP STUDY

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,406		65	2.7	115	4.8	1		10	.4	2,217	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	954		20	2.1	52	5.6			6	.6	875	91.7
GS- 1 THRU 4	122		17	13.9	14	11.5			3	2.5	88	72.1
GS- 5 THRU 8	312		2	.6	23	7.4					287	92.0
GS- 9 THRU 11	290				7	2.4			3	1.0	280	96.6
GS-12 THRU 13	195		1	.5	9	4.6					185	94.9
GS-14 THRU 15	35										35	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	1,251		45	3.6	62	5.0	1	.1	4	.3	1,139	91.0
UP THRU \$5,499	115		25	21.7	23	20.0			1	.9	66	57.4
\$ 5,500 THRU \$ 6,999	62		10	12.2	12	14.6					60	73.2
\$ 7,000 THRU \$ 7,999	6		6	100.0								
\$ 8,000 THRU \$ 8,999	194		3	1.5	17	8.8	1	.5	1	.5	172	88.7
\$ 9,000 THRU \$ 9,999	466				3	.6					463	99.4
\$10,000 THRU \$13,999	298		1	.3	2	.7					295	99.0
\$14,000 THRU \$17,999	84				4	4.8			1	1.2	79	94.0
\$18,000 AND OVER	6				1	16.7			1	16.7	4	66.7
TOTAL OTHER PAY SYSTEMS	203										203	100.0
UP THRU \$6,499	8										8	100.0
\$ 6,500 THRU \$ 9,999	60										60	100.0
\$10,000 THRU \$13,999	127										127	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	8										8	100.0
\$26,000 AND OVER	6										6	100.0



TABLE 2-85a

1969 HINDRITY GROUP STUDY
PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,528		70	2.8	119	4.7			4	.2	2,335	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,063		11	1.0	62	5.8			2	.2	988	92.9
GS-1 THRU 4	177		9	5.1	16	9.0			2	1.1	150	84.7
GS-5 THRU 8	392		1	.3	22	5.6					369	94.1
GS-9 THRU 11	294				16	5.4					278	94.6
GS-12 THRU 13	165		1	.6	8	4.8					156	94.5
GS-14 THRU 15	35										35	100.0
GS-16 THRU 18	35										35	100.0
TOTAL WAGE SYSTEMS.....	1,100		5	.4	32	2.8			2	.2	1,121	96.6
UP THRU \$5,499	56		2	3.6	10	17.9			1	1.8	43	76.8
\$ 5,500 THRU \$ 6,999	29		1	3.4	2	6.9			1	3.4	25	86.2
\$ 7,000 THRU \$ 7,999	54				4	7.4					50	92.6
\$ 8,000 THRU \$ 8,999	232		1	.4	1	.4					230	99.1
\$ 9,000 THRU \$ 9,999	279				11	3.9					268	96.1
\$10,000 THRU \$13,999	457		1	.2	4	.9					452	98.9
\$14,000 THRU \$17,999	53										53	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	305		54	17.7	25	8.2					226	74.1
UP THRU \$6,499	107		53	49.5	24	22.4					30	28.0
\$ 6,500 THRU \$ 9,999	14		1	6.3	1	6.3					14	87.5
\$10,000 THRU \$13,999	21										21	100.0
\$14,000 THRU \$17,999	51										51	100.0
\$18,000 AND OVER	110										110	100.0

1969 MINORITY GROUP STUDY
 PRESIDENT'S ADVISORY COUNCIL ON EXECUTIVE ORGANIZATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29	6 20.7	6	20.7							23	79.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	29	6 20.7	6	20.7							23	79.3
UP THRU \$5,499	1	1 100.0	4	33.3							8	66.7
\$ 6,500 THRU \$ 9,999	12										3	100.0
\$10,000 THRU \$13,999	3										2	100.0
\$14,000 THRU \$17,999	2										7	67.5
\$18,000 THRU \$25,999	6	1 12.5	1	12.5							3	100.0
\$26,000 AND OVER	3											

1969 MINORITY GROUP STUDY
PRESIDENT'S COMMISSION ON POSTAL ORGANIZATION
TABLE 2-88

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	9	1	11.1							8	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7	1	14.3							6	85.7
GS-1 THRU 4	1									1	100.0
GS-5 THRU 8											
GS-9 THRU 11											
GS-12 THRU 13	2	1	50.0							1	50.0
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999	2									2	100.0
\$18,000 AND OVER											

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1969 MINORITY GROUP STUDY
 PRESIDENT'S COMMITTEE ON CONSUMER INTERESTS

TABLE 2-85

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969				ORIENTAL		ALL OTHER EMPLOYEES			
		NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS..	20	2	10.0					16	90.0		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20	2	10.0					16	90.0		
GS- 1 THRU 4	1	1	100.0					4	80.0		
GS- 5 THRU 8	5	1	20.0					3	100.0		
GS- 9 THRU 11	4							7	100.0		
GS-12 THRU 13	3										
GS-14 THRU 15	7										
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1969 MINORITY GROUP STUDY
 PRESIDENT'S COMMITTEE ON CONSUMER INTERESTS

TABLE 2-89a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	19	15.8	3	15.8							16	84.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19	15.8	3	15.8							16	84.2
GS-1 THRU 4	2	10.0	1	50.0							1	50.0
GS-5 THRU 8	0		2	22.2							7	77.8
GS-9 THRU 11	2	10.0									2	100.0
GS-12 THRU 13	1	5.0									1	100.0
GS-14 THRU 15	5	25.0									5	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
PRESIDENT'S COMMITTEE ON EQUAL OPPORTUNITY IN HOUSING

TABLE 2-90

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6	16.7	1	16.7							5	83.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6	16.7	1	16.7							5	83.3
GS- 1 THRU 4	2										1	50.0
GS- 5 THRU 8	1		1	50.0							1	100.0
GS- 9 THRU 11	1										1	100.0
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

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1969 MINORITY GROUP STUDY
PRESIDENT'S COMMITTEE ON URBAN HOUSING

TABLE 2-01

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13	2	15.4			1	7.7			10	76.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13	2	15.4			1	7.7			10	76.9
GS-1 THRU 4	1	1	100.0							2	50.0
GS-5 THRU 8	4	1	25.0							3	100.0
GS-9 THRU 11	3									3	100.0
GS-12 THRU 13	3									1	100.0
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$17,999											
\$18,000 AND OVER											

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1969 MINORITY GROUP STUDY
 PRESIDENT'S COUNCIL ON YOUTH OPPORTUNITY
 TABLE 2-92

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		'L OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9	3	33.3							6	66.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1									1	100.0
GS- 1 THRU 4											
GS- 5 THRU 6											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 14											
GS-16 THRU 16	1									1	100.0
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8	3	37.5							5	62.5
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999	2									2	100.0
\$10,000 THRU \$13,999	2										
\$14,000 THRU \$17,999	2	1	50.0							1	50.0
\$18,000 THRU \$25,999	2									2	100.0
\$26,000 AND OVER											

1969 MINORITY GROUP STUDY
PRESIDENT'S COUNCIL ON YOUTH OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS**	7					7 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1					1 100.0
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15	1					1 100.0
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	6					6 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999	1					1 100.0
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER	5					5 100.0

TABLE 2-93

1969 MINORITY GROUP STUDY
PRESIDENT'S TASK FORCE ON INTERNATIONAL DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1										1 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1										1 100.0
GS- 1 THRU 4											1 100.0
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,499											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

1959 HINDRITY GROUP STUDY
PUBLIC LAND LAW REVIEW COMMISSION

TABLE 2-94

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40	100.0										40 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39											39 100.0
GS- 1 THRU 4	2											2 100.0
GS- 5 THRU 8	7											7 100.0
GS- 9 THRU 11	7											7 100.0
GS-12 THRU 13	4											4 100.0
GS-14 THRU 15	11											11 100.0
GS-16 THRU 18	8											8 100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1											1 100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$25,999												
\$26,000 AND OVER	1											1 100.0

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1969 MINORITY GROUP STUDY
PUBLIC LAND LAND REVIEW COMMISSION

TABLE 2-94a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS..	31					31 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....						
GS- 1 THRU 4						
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13						
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYS EMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	31					31 100.0
UP THRU \$6,499	3					3 100.0
\$ 6,500 THRU \$ 9,999	5					5 100.0
\$10,000 THRU \$13,999	4					4 100.0
\$14,000 THRU \$17,999	5					5 100.0
\$18,000 ANN OVER	14					14 100.0



1969 MINORITY GROUP STUDY
RAILROAD RETIREMENT BOARD

TABLE 2-95

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,691	27.1	459	.9	16	.1	1	.1	4	.2	1,211	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660	26.6	442	1.0	16	.1	1	.1	4	.2	1,197	72.1
GS- 1 THRU 4	462	62.1	287	1.9	9	1.9					166	35.9
GS- 5 THRU 8	547	22.1	121	.7	4	.7			2	.4	420	76.8
GS- 9 THRU 11	447	6.3	28	.7	3	.7	1	.2	2	.4	413	92.4
GS-12 THRU 13	139	3.6	5	1.8							134	96.4
GS-14 THRU 15	56	1.8	1								55	98.2
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYSTEMS.....	28	60.7	17								11	39.3
UP THRU \$5,499	10	90.0	9								1	10.0
\$ 5,500 THRU \$ 6,999	8	75.0	6								2	25.0
\$ 7,000 THRU \$ 7,999	1	100.0	1									
\$ 8,000 THRU \$ 8,999	1											
\$ 9,000 THRU \$ 9,999	6											
\$10,000 THRU \$13,999	3	33.3	1									
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$0,499												
\$ 500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$23,999												
\$24,000 AND OVER	3										3	100.0

1969 MINORITY GROUP STUDY
RAILROAD RETIREMENT BOARD

TABLE 2-95a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	1,713	24.9	427	24.9	12	.7	1	.1	6	.4	1,267	74.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,681	24.6	410	24.6	12	.7	1	.1	6	.4	1,252	74.5
GS-1 THRU 4	510	56.5	288	56.5	7	1.4			1	.2	214	42.0
GS-5 THRU 8	517	18.6	96	18.6	1	.2			4	.8	416	80.5
GS-9 THRU 11	462	5.2	24	5.2	4	.9	1	.2	1	.2	432	93.5
GS-12 THRU 13	135	1.5	2	1.5							133	98.5
GS-14 THRU 15	48										48	100.0
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYSTEMS.....	29	58.6	17	58.6							12	41.4
UP THRU \$5,499	1	100.0	1	100.0							1	7.7
\$ 5,500 THRU \$ 6,999	13	92.3	12	92.3							4	57.1
\$ 7,000 THRU \$ 7,999	7	42.9	3	42.9							5	83.3
\$ 8,000 THRU \$ 8,999	6	16.7	1	16.7							2	100.0
\$ 9,000 THRU \$ 9,999	2											
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	3										3	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
RENEGOTIATION BOARD
TABLE 2-86

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	217	16.1	35	16.1	1	.5			2	.9	179	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	211		35	16.6	1	.5			2	.9	173	82.0
GS- 1 THRU 4	32		20	62.5	1	3.1			1	2.1	11	34.4
GS- 5 THRU 8	47		12	25.5					1	4.5	34	72.3
GS- 9 THRU 11	22		3	13.6							18	81.6
GS-12 THRU 13	25										25	100.0
GS-14 THRU 15	78										78	100.0
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	6										6	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
RENEGOTIATION BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	172		23	13.4	1	.6			2	1.2	146	84.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	166		23	13.9	1	.6			2	1.2	140	84.3
GS- 1 THRU 4	21		13	61.9							7	33.3
GS- 5 THRU 8	30		5	18.0					1	2.0	40	80.0
GS- 9 THRU 11	12		1	8.3					1	8.3	10	83.3
GS-12 THRU 13	14										14	100.0
GS-14 THRU 15	62										62	100.0
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	6										6	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
..												
..												

1959 MINORITY GROUP STUDY
SECURITIES AND EXCHANGE COMMISSION
TABLE 2-97

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,359	17.0	231	17.0	10	.7	4	.3	5	.4	1,109	81.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,335	16.3	218	16.3	10	.7	4	.3	5	.4	1,098	82.2
GS-1 THRU 4	190	101	53.2						2	1.1	85	44.7
GS-5 THRU 6	317	94	29.7		5	1.5	2	.6	2	.6	214	67.5
GS-9 THRU 11	196	10	5.1		1	.5	2	.6	1	.5	184	93.9
GS-12 THRU 13	413	9	2.2		4	1.0					400	96.9
GS-14 THRU 15	181	4	2.2								177	97.8
GS-15 THRU 15	38										38	100.0
TOTAL WAGE SYSTEMS.....	19	13	68.4								6	31.6
UP THRU \$5,499	1	1	100.0									
\$ 5,500 THRU \$ 6,999	7	6	85.7								1	14.3
\$ 7,000 THRU \$ 7,999	3	2	66.7								1	33.3
\$ 8,000 THRU \$ 8,999	1	1	100.0									
\$ 9,000 THRU \$ 9,999	5	3	60.0								2	40.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5										5	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-37a

1969 MINORITY GROUP STUDY
SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,369	184	13.4	12	.9			3	.2	1,170	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,345	172	12.8	12	.9			3	.2	1,156	86.1
GS-1 THRU 4	204	86	41.7	3	1.5			1	.5	116	56.3
GS-5 THRU 8	311	62	19.9	3	1.0			2	.6	244	78.5
GS-9 THRU 11	262	15	5.7	2	.8					245	93.5
GS-12 THRU 13	387	8	2.1	4	1.0					375	96.9
GS-14 THRU 15	144	1	.7							143	99.3
GS-16 THRU 18	35									35	100.0
TOTAL WAGE SYSTEMS.....	19	12	63.2							7	36.8
UP THRU \$5,499	2	4	100.0							4	50.0
\$ 5,500 THRU \$ 6,999	2	4	50.0							1	20.0
\$ 7,000 THRU \$ 7,999	5	4	80.0							1	100.0
\$ 8,000 THRU \$ 8,999	1									1	100.0
\$ 9,000 THRU \$ 9,999	1										
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU \$6,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999	5									5	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											



TABLE 2-98

1969 MINORITY GROUP STUDY
SELECT COMMITTEE ON WESTERN HEMISPHERE IMMIGRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEG. NUMBER	NEG. PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL ALL PAY SYSTEMS**	5									5	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR*****	5									5	100.0
GS-1 THRU 4											
GS-5 THRU 8											
GS-9 THRU 11	3									3	100.0
GS-12 THRU 13	1									1	100.0
GS-14 THRU 15											
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS*****											
UP THRU \$2,499											
\$ 2,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU \$2,499											
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
**											

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1969 MINORITY GROUP STUDY
SELECTIVE SERVICE SYSTEM
TABLE 2-99

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,365	5.3	403	6.3	102	1.6	13	.2	26	.4	5,841	91.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,065	8.1	88	8.1	13	1.2	2	.2	4	.4	978	90.1
GS- 1 THRU 4	430	11.4	49	11.4	5	1.2	2	.5	2	.5	372	86.1
GS- 5 THRU 8	497	6.8	34	6.8	8	1.6					455	91.5
GS- 9 THRU 11	94	4.3	4	4.3					1	1.1	89	94.7
GS-12 THRU 13	35								1	2.9	34	97.1
GS-14 THRU 15	27	3.7	1	3.7							26	96.3
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	18	58.9	16	58.9							2	11.1
UP THRU \$2,499	1	100.0	1	100.0								
\$ 5,500 THRU \$ 6,999	8		8									
\$ 7,000 THRU 7,999	2	50.0	1	50.0							1	50.0
\$ 8,000 THRU \$ 8,999	6	83.3	5	83.3							1	16.7
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999	1	100.0	1	100.0								
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5,282	5.7	299	5.7	89	1.7	11	.2	22	.4	4,961	92.0
UP THRU \$6,499	3,847	5.6	216	5.6	60	1.6	10	.3	17	.4	3,544	92.1
\$ 6,500 THRU \$ 9,999	1,429	5.8	83	5.8	29	2.0	1	.1	5	.3	1,311	91.7
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

1969 MINORITY GROUP STUDY
SELECTIVE SERVICE SYSTEM
TABLE 2-99a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	2,834	419	6.1	138	2.0	13	.2	21	.3	672	91.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,110	89	8.0	17	1.5	1	.1	4	.4	999	90.0
GS-1 THRU 4	539	62	11.5	12	2.2	1	.2	2	.4	462	85.7
GS-5 THRU 8	46	74	5.2	5	1.1					433	93.7
GS-9 THRU 11	56	3	5.4					1	1.8	52	92.9
GS-12 THRU 13	9							1	3.4	28	96.6
GS-14 THRU 15	.2									22	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	19	16	84.2							3	15.8
UP THRU \$2,499	6	6	100.0								
\$ 2,500 THRU \$ 4,999	12	9	75.0								
\$ 5,000 THRU \$ 7,499											
\$ 7,500 THRU \$ 9,999	1	1	100.0								
\$ 10,000 THRU \$ 12,499											
\$ 12,500 THRU \$ 14,999											
\$ 15,000 THRU \$ 17,499											
\$ 17,500 THRU \$ 19,999											
\$ 20,000 AND OVER											
TOTAL UTAFK PAY SYSTEMS	5,707	314	5.5	121	2.1	12	.2	17	.3	5,263	91.9
UP THRU \$6,499	5,573	305	5.5	119	2.1	12	.2	14	.3	5,123	91.9
\$ 6,500 THRU \$ 9,999	134	9	6.7	2	1.5			3	2.2	120	89.6
\$ 10,000 THRU \$ 14,999											
\$ 15,000 THRU \$ 19,999											
\$ 20,000 AND OVER											

TABLE 2-100

19 9 MINORITY GROUP STUDY

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	6,072		506	12.4	91	2.2	14	.3	16	.4	3,445	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047		487	12.0	90	2.2	14	.3	16	.4	3,440	85.0
GS- 1 THRU 4	858		176	20.5	35	4.1	5	.6	4	.5	638	74.4
GS- 5 THRU 8	976		197	20.2	19	1.9	3	.3	5	.5	752	77.0
GS- 9 THRU 11	605		57	9.4	16	2.6	2	.3	4	.7	526	86.9
GS-12 THRU 13	1,222		50	4.1	15	1.2	3	.2	3	.2	1,151	94.2
GS-14 THRU 15	354		7	2.0	5	1.4	1	.3			341	96.3
GS-16 THRU 18	32										32	100.0
TOTAL WAGE SYSTEMS.....	20		19	95.0							1	5.0
UP THRU \$5,499	5		5	100.0								
\$ 5,500 THRU \$ 6,999	8		8	100.0								
\$ 7,000 THRU \$ 7,999	5		5	100.0								
\$ 8,000 THRU \$ 8,999	1		1	100.0								
\$ 9,000 THRU \$ 9,999	1											
\$10,000 THRU \$13,999	1											
\$14,000 THRU \$17,999	1											
\$1,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5				1	20.0					4	80.0
UP THRU \$6,499	1											
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999	1											
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	4				1	25.0					3	75.0

TABLE 2-100a

1969 MINORITY GROUP STUDY
SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,345	11.3	491	11.3	83	1.9	10	.2	28	.6	3,733	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	322	10.9	473	10.9	83	1.9	10	.2	28	.6	3,728	86.3
GS-1 THRU 4	1,116	19.5	218	19.5	56	5.0	3	.3	10	.9	829	74.3
GS-5 THRU 8	1,809	16.2	163	16.2	15	1.5	2	.2	7	.7	822	81.5
GS-9 THRU 11	714	8.3	59	8.3	6	.8	1	.1	7	1.0	641	89.8
GS-12 THRU 13	1,153	2.5	29	2.5	5	.4	2	.2	3	.3	1,114	96.6
GS-14 THRU 15	290	1.4	4	1.4	1	.3	2	.7	1	.3	282	97.2
GS-16 THRU 18	40										40	100.0
TOTAL WAGE SYSTEMS.....	18	100.0	18	100.0								
UP THRU \$5,499	16	100.0	16	100.0								
\$ 5,500 THRU \$ 6,999	2		2									
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5										5	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

TABLE 2-101

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,414		949	39.3	8	.3	6	.2	10	.4	1,441	59.7
TOTAL GENERAL SCHEDULE OP SIMILAR.....	1,694		501	29.6	5	.3	6	.4	9	.5	1,173	69.2
GS- 1 THRU 4	423		273	64.5	1	.2			1	.2	148	35.0
GS- 5 THRU 8	501		159	31.7	4	.8	4	.8	2	.4	323	64.3
GS- 9 THRU 11	372		45	12.3			1	.3	4	1.1	322	86.3
GS-12 THRU 13	202		10	5.0			1	.5	2	1.0	189	93.6
GS-14 THRU 15	169		3	1.8							166	98.2
GS-16 THRU 1A	25										25	100.0
TOTAL WAGE SYSTEMS.....	677		443	65.4	2	.3					232	34.3
UP THRU \$5,409	94		92	97.9							2	2.1
\$ 5,500 THRU \$ 6,999	221		210	95.0							11	5.0
\$ 7,000 THRU \$ 7,999	86		57	66.3	1	1.2					28	32.6
\$ 8,000 THRU \$ 8,999	163		62	38.0	1	.6					100	61.3
\$ 9,000 THRU \$ 9,999	56		13	23.2							43	76.8
\$10,000 THRU \$13,999	57		9	15.8							48	84.2
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	43		5	11.6	1	2.3			1	2.3	36	83.7
UP THRU \$6,499	1		4	16.7	1	4.2			1	100.0	19	79.2
\$ 6,500 THRU \$ 9,999	24		1	25.0							3	75.0
\$10,000 THRU \$13,999	7										1	100.0
\$14,000 THRU \$25,999	1										6	100.0
\$26,000 THRU AND OVER	6										7	100.0

TABLE 2-101a

1969 MINORITY GROUP STUDY
SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	2,382	866	36.4	7	.3	3	.1	12	.5	1,494	62.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,681	423	25.2	5	.3	3	.2	10	.6	1,240	73.6
GS-1 THRU 4	509	262	51.3	1	.2	1	.2	2	.4	244	47.9
GS-5 THRU 8	498	126	25.3	4	.8			2	.4	366	73.5
GS-9 THRU 11	319	30	9.4			1	.3	4	1.3	284	89.0
GS-12 THRU 13	199	5	2.5			1	.5	2	1.0	191	96.0
GS-14 THRU 15	124	2	.8							121	99.2
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	691	443	64.1	1	.1			2	.3	245	35.5
UP THRU \$5,499	275	265	96.4							10	3.6
\$ 5,500 THRU \$ 6,999	130	97	74.6	1	.8			1	.8	31	23.8
\$ 7,000 THRU \$ 7,999	188	69	36.7					1	.5	118	62.8
\$ 8,000 THRU \$ 8,999	83	12	14.5							71	85.5
\$ 9,000 THRU \$ 9,999	11									11	100.0
\$10,000 THRU \$13,999	4									4	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10			1	10.0					9	90.0
UP THRU \$6,499	1									1	100.0
\$ 6,500 THRU \$ 9,999	2									2	100.0
\$10,000 THRU \$13,999	2									1	50.0
\$14,000 THRU \$17,999	4			1	50.0					4	100.0
\$18,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY
SUBVERSIVE ACTIVITIES CONTROL BOARD

TABLE 2-102

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	15	13.3	2	13.3							13	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10	20.0	2	20.0							8	80.0
GS- 1 THRU 4	1	100.0	1	100.0							5	83.3
GS- 5 THRU 8	6	16.7	1	16.7							1	100.0
GS- 9 THRU 11	1										1	100.0
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5										5	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

TABLE 2-102a

1969 MINORITY GROUP STUDY
 SUPERVISIVE ACTIVITIES CONTROL BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13	7.7	1	7.7							12	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9	11.1	1	11.1							8	88.9
GS- 1 THRU 4	6	16.7	1	16.7							5	83.3
GS- 5 THRU 8	1										1	100.0
GS- 9 THRU 11	1										1	100.0
GS-12 THRU 13	1										1	100.0
GS-14 THRU 15	1										1	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$12,999												
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL UTFRK PAY SYSTEMS	4										4	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												



1969 MINORITY GROUP STUDY
TAX COURT OF THE UNITED STATES
TABLE 2-103

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	156	7.1	11	7.1			1	.6			144	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	135	8.1	11	8.1			1	.7			123	91.1
GS- 1 THRU 4	12	66.7	6	66.7							4	33.3
GS- 5 THRU 8	43	7.0	3	7.0							40	93.0
GS- 9 THRU 11	42								1	2.4	41	97.6
GS-12 THRU 13	29										29	100.0
GS-14 THRU 15	6										6	100.0
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	21										21	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	21										21	100.0

1969 MINORITY GROUP STUDY

TAX COURT OF THE UNITED STATES

TABLE 2-103a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO	SPANISH SURNAMED	AMERICAN INDIAN	ORIENTAL	ALL OTHER EMPLOYEES
	NUMBER	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT	NUMBER PCT
TOTAL ALL PAY SYSTEMS...	156	11 7.1			1 .6	144 92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	135	11 8.1			1 .7	123 91.1
GS-1 THRU 4	11	8 72.7			1 2.1	3 27.3
GS-5 THRU 8	48	3 6.3				44 91.7
GS-9 THRU 11	50					50 100.0
GS-12 THRU 13	14					14 100.0
GS-14 THRU 15	8					8 100.0
GS-16 THRU 18	6					4 100.0
TOTAL WAG. SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,997						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	21					21 100.0
UP THRU \$6,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
..	21					21 100.0

1959 MINORITY GROUP STUDY
TENNESSEE VALLEY AUTHORITY
TABLE 2-104

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,346	7.5	3,519	17.3	11	0.1	15	0.1	23	0.1	16,778	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS- 1 THRU 4												
GS- 5 THRU 8												
GS- 9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	12,993	7.2	931	7.2	3	0.1	8	0.1	2	0.1	12,009	92.7
UP THRU \$5,499	3,061		659	21.5	2	0.1	2	0.1	1	0.1	2,397	78.3
\$ 5,500 THRU \$ 6,999	1,985		184	9.3							1,799	90.6
\$ 7,000 THRU \$ 7,999	2,612		25	1.2					1	0.1	1,986	98.7
\$ 8,000 THRU \$ 8,999	1,729		43	2.5							1,681	97.2
\$ 9,000 THRU \$ 9,999	4,166		15	0.4			4	0.1			4,146	99.5
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7,393	5.0	588	5.0	8	0.1	7	0.1	21	0.3	6,769	91.6
UP THRU \$4,999	1,264		394	31.2	6	0.5	4	0.3	2	0.2	858	67.9
\$ 5,000 THRU \$ 6,999	2,457		152	6.2	1	0.1	3	0.1	2	0.1	2,299	93.6
\$10,000 THRU \$13,999	1,828		35	2.3					14	0.9	1,478	96.7
\$14,000 THRU \$17,999	1,254		5	0.4					3	0.2	1,246	99.4
\$18,000 THRU \$25,999	844		2	0.2							843	99.8
\$26,000 AND OVER	45										45	100.0

1969 MINORITY GROUP STUDY
TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	19,286	7.3	1,008	7.3	5	.1	10	.1	16	.1	17,867	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....												
GS-1 THRU 4												
GS-5 THRU 8												
GS-9 THRU 11												
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	12,014	7.4	888	7.4	3	.1	7	.1	3	.1	11,115	92.5
UP THRU \$5,499	594	30.8	183	30.8	1	.2	1	.2	1	.2	410	69.0
\$ 5,500 THRU \$ 6,999	4,275	15.4	660	15.4	1	.1	1	.1	1	.1	3,612	84.5
\$ 7,000 THRU \$ 7,999	2,297	1.9	20	1.9							2,274	99.1
\$ 8,000 THRU \$ 8,999	1,604	1.2	21	1.2							1,582	98.6
\$ 9,000 THRU \$ 9,999	2,874	.1	4	.1	2	.1	4	.1	2	.1	2,862	99.6
\$10,000 THRU \$13,999	375										375	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	7,270	7.2	520	7.2	2	.1	3	.1	13	.2	6,732	92.6
UP THRU \$6,499	2,163	19.9	430	19.9	2	.1	2	.1	3	.1	1,726	79.8
\$ 6,500 THRU \$ 9,999	2,194	3.5	77	3.5					6	.3	2,111	96.2
\$10,000 THRU \$13,999	1,495	.8	12	.8					3	.2	1,480	99.0
\$14,000 THRU \$17,999	1,088	.1	1	.1			1	.1	1	.1	1,085	99.7
\$18,000 AND OVER	530										530	100.0

TABLE 2-105

1969 MINORITY GROUP STUDY
UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,838	14.3	69	1.4	79	1.6			155	3.2	3,913	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,431	23.7	575	23.7	53	2.2			138	5.7	1,665	68.5
GS- 1 THRU 4	342	62.3	213	62.3	1	.3			3	.5	128	37.4
GS- 5 THRU 8	593	44.2	264	44.2	7	1.2			14	18.2	319	53.8
GS- 9 THRU 11	625	13.0	81	13.0	28	4.5			20	3.5	402	64.3
GS-12 THRU 13	573	2.4	14	2.4	16	2.8			1	.4	523	91.3
GS-14 THRU 15	271	1.1	3	1.1	1	.4					266	98.2
GS-16 THRU 18	27										27	100.0
TOTAL WAGE SYSTEMS.....	435	12.2	53	12.2	5	1.1			2	.5	375	86.2
UP THRU \$5,999	4	100.0	4	100.0								
\$ 5,500 THRU \$ 6,999	41	41.5	17	41.5	3	7.3					21	51.2
\$ 7,000 THRU \$ 7,999	38	50.0	19	50.0							19	50.0
\$ 8,000 THRU \$ 8,999	15	20.0	3	20.0							12	80.0
\$ 9,000 THRU \$ 9,999	15	40.0	6	40.0							9	60.0
\$10,000 THRU \$13,999	271		4		2	.7			2	.7	263	97.0
\$14,000 THRU \$17,999	51										51	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,972	3.2	53	3.2	21	1.1			15	.8	1,873	95.0
UP THRU \$6,499	20											
\$ 6,500 THRU \$ 9,999	231	5.6	13	5.6	9	3.9			1	5.0	19	95.0
\$10,000 THRU \$13,999	388	2.1	8	2.1	8	2.1			2	.9	207	89.6
\$14,000 THRU \$17,999	390	5.1	20	5.1	2	.5			2	.5	370	95.4
\$18,000 THRU \$25,999	727	2.5	18	2.5	1	.1			7	1.0	366	93.8
\$26,000 AND OVER	216	1.9	4	1.9	1	.5			1	.5	701	96.4
											210	97.2

TABLE 2-105a

1969 MINORITY GROUP STUDY
UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,039	11.4	573	11.4	82	1.6	2	2	136	2.7	4,246	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,860	16.0	458	16.0	53	1.9	1	1	130	4.5	2,218	77.6
GS-1 THRU 4	300	4.9	151	4.9	3	.5			1	.3	208	57.8
GS-5 THRU 8	653	7.9	241	7.9	35	5.3			10	1.5	399	61.1
GS-9 THRU 11	667	7.3	48	7.3	14	2.0			96	14.5	483	71.0
GS-12 THRU 13	711	1.8	13	1.8	1	.2	1	.1	22	3.1	661	93.0
GS-14 THRU 15	429	1.2	5	1.2	1	.2			1	.2	422	98.4
GS-16 THRU 18	55										45	100.0
TOTAL WAGE SYSTEMS.....	408	11.8	49	11.8	9	2.2	1	.2	1	.2	349	85.5
UP THRU \$5,999	7	28.6	2	28.6							5	71.4
\$ 5,000 THRU \$ 6,999	69	49.2	34	49.2	3	4.3					32	46.4
\$ 7,000 THRU \$ 7,999	26	38.5	10	38.5							16	61.5
\$ 8,000 THRU \$ 8,999	14	6.3	1	6.3							15	93.8
\$ 9,000 THRU \$ 9,999	21										21	100.0
\$10,000 THRU \$13,999	268		1		6	2.2	1	.4	1	.4	259	96.6
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1,771	3.8	67	3.8	20	1.1			5	.3	1,679	94.8
UP THRU \$6,999	70	4.3	3	4.3	3	4.3			1	1.4	63	90.0
\$ 6,500 THRU \$ 9,999	447	3.4	15	3.4	14	3.2			1	.2	412	93.2
\$10,000 THRU \$13,999	481	6.0	29	6.0	1	.2			1	.2	450	93.6
\$14,000 THRU \$17,999	415	3.9	16	3.9	1	.2			2	.5	396	95.4
\$18,000 AND OVER	363	1.1	4	1.1	1	.3					358	98.6

1969 MINORITY GROUP STUDY
 U.S. - MEXICO COMMISSION FOR BORDER DEVELOPMENT AND FRIENDSHIP
 TABLE 2-106

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969						ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT	
TOTAL ALL PAY SYSTEMS..	11		8 72.7			3	27.3	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10		7 70.0			3	30.0	
GS- 1 THRU 4	1		1 100.0			2	100.0	
GS- 5 THRU 8	3		3 100.0			1	25.0	
GS- 9 THRU 11	2							
GS-12 THRU 13								
GS-14 THRU 15	4		3 75.0			1	25.0	
GS-16 THRU 18								
TOTAL WAGE SYSTEMS.....								
UP THRU \$5,499								
\$ 5,500 THRU \$ 6,999								
\$ 7,000 THRU \$ 7,999								
\$ 8,000 THRU \$ 8,999								
\$ 9,000 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL OTHER PAY SYSTEMS	1		1 100.0					
UP THRU \$5,499								
\$ 6,500 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 THRU \$25,999	1		1 100.0					
\$26,000 AND OVER								

TABLE 2-107

1969 MINORITY GROUP STUDY

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	1,046	541	51.7	1	.1			2	.2	502	48.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	375	219	58.4					2	.5	154	41.1
GS-1 THRU 4	229	180	78.6							49	21.4
GS-5 THRU 8	106	38	35.8							68	64.2
GS-9 THRU 11	31	1	3.2					2	6.5	28	90.3
GS-12 THRU 13	9									9	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	436	305	70.0							131	30.0
UP THRU \$5,499	145	144	99.3							1	.7
\$ 5,500 THRU \$ 6,999	144	111	77.1							33	22.9
\$ 7,000 THRU \$ 7,999	78	39	50.0							39	50.0
\$ 8,000 THRU \$ 8,999	40	8	20.0							32	80.0
\$ 9,000 THRU \$ 9,999	15	3	20.0							12	80.0
\$10,000 THRU \$13,999	14									14	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	235	17	7.2	1	.4					217	92.3
UP THRU \$5,499	229	17	7.4	1	.4					211	92.1
\$ 6,500 THRU \$ 9,999											
\$10,000 THRU \$13,999	2									2	100.0
\$14,000 THRU \$17,999	3									3	100.0
\$18,000 AND OVER	1									1	100.0

TABLE 2-107a

1969 MINORITY GROUP STUDY
U. S. SOLDIER'S HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,054		509	48.3	4	.4			1	.1	540	51.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	362		205	56.0	3	.8			1	.3	153	42.3
GS-1 THRU 4	235		179	76.2	1	.4					55	23.4
GS-5 THRU 8	97		26	26.8	2	2.1			1	4.5	69	71.1
GS-9 THRU 11	72										21	95.5
GS-12 THRU 13	2										8	100.0
GS-14 THRU 15												
GS-16 THRU 19												
TOTAL WAGE SYSTEMS.....	421		298	66.1	1	.2					152	33.7
UP THRU \$5,499	231		218	94.4							13	5.6
\$ 5,500 THRU \$ 6,999	134		67	50.0							67	50.0
\$ 7,000 THRU \$ 7,999	62		12	19.4	1	1.6					49	79.0
\$ 8,000 THRU \$ 8,999	27		1	4.5							21	95.5
\$ 9,000 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$12,999	1										1	100.0
\$13,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	241		6	2.5							235	97.5
UP THRU \$6,499	235		6	2.6							229	97.4
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$12,999	2										2	100.0
\$13,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												

1969 MINORITY GROUP STUDY
 UNITED STATES TARIFF COMMISSION
 TABLE 2-108

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	236	10.2	24	10.2	1	0.4					211	89.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	221	7.2	16	7.2	1	0.5					204	92.3
GS- 1 THRU 4	8	25.0	2	25.0							6	75.0
GS- 5 THRU 8	73	12 16.4	12	16.4	1	1.4					60	82.2
GS- 9 THRU 11	32	1 3.1	1	3.1							31	96.9
GS-12 THRU 13	63	1 1.5	1	1.5							62	98.4
GS-14 THRU 15	40										40	100.0
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	9	8 88.9	8	88.9							1	11.1
UP THRU \$2,499	1	1 100.0	1	100.0								
\$ 5,500 THRU \$ 6,999	1	5 100.0	5	100.0								
\$ 7,000 THRU \$ 7,999	5	2 100.0	2	100.0								
\$ 8,000 THRU \$ 8,999	5											
\$ 9,000 THRU \$ 9,999	2											
\$10,000 THRU \$13,999	1											
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	6										6	100.0
UP THRU \$6,999	2											
\$ 6,500 THRU \$ 9,999	2											
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	6										6	100.0

UNITED STATES TARIFF COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	205	9.8	26	9.8							239	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	251	7.2	18	7.2							233	92.8
GS-1 THRU 4	19	47.4	9	47.4							10	52.6
GS-5 THRU 9	78	10.3	8	10.3							70	89.7
GS-9 THRU 11	37	2.7	1	2.7							36	97.3
GS-12 THRU 13	66										66	100.0
GS-14 THRU 15	46										46	100.0
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	9	88.9	8	88.9							1	11.1
UP THRU \$2,499	4											
\$ 2,500 THRU \$ 4,999	2	100.0	6	100.0								
\$ 7,000 THRU \$ 7,999	1		2	100.0								
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	5										5	100.0
HP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												



1960 MINORITY GROUP STUDY
UPPER GREAT LAKES REGIONAL COMMISSION

TABLE 2-109

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS--	3					3 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2					2 100.0
GS- 1 THRU 4	1					1 100.0
GS- 5 THRU 8						
GS- 9 THRU 11						
GS-12 THRU 13	1					1 100.0
GS-14 THRU 15						
GS-16 THRU 18						
TOTAL WAGE SYSTEMS.....						
UP THRU \$5,499						
\$ 5,500 THRU \$ 6,999						
\$ 7,000 THRU \$ 7,999						
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL OTHER PAY SYSTEMS	1					1 100.0
UP THRU \$5,499						
\$ 6,500 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 THRU \$25,999						
\$26,000 AND OVER	1					1 100.0

1969 MINORITY GROUP STUDY
UPPER GREAT LAKES REGIONAL COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRM		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10										10 100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....											
UP THRU \$5,999											
\$ 5,500 THRU \$ 6,999											
\$ 7,000 THRU \$ 7,999											
\$ 8,000 THRU \$ 8,999											
\$ 9,000 THRU \$ 9,999											
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10										10 100.0
UP THRU \$6,999	3										3 100.0
\$ 6,500 THRU \$ 9,999	3										3 100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER	4										4 100.0
**											

1969 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

TABLE 2-110

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	146,523	26.1	38,205	26.1	3,332	2.1	335	.2	1,069	.7	103,852	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,110	21.9	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS-1 THRU 4	45,402	34.6	15,588	34.6	964	2.1	127	.3	125	.3	28,498	62.8
GS-5 THRU 8	31,051	21.2	6,584	21.2	523	1.7	55	.2	278	.9	23,611	76.0
GS-9 THRU 11	21,787	9.4	2,047	9.4	228	1.0	33	.2	270	1.2	19,211	88.2
GS-12 THRU 13	8,757	3.5	288	3.5	68	.8	13	.2	76	.9	7,812	94.6
GS-14 THRU 15	6,381	1.7	107	1.7	245	3.8	6	.1	203	3.2	5,820	91.2
GS-16 THRU 18	232	2.2	5	2.2							227	97.8
TOTAL WAGE SYSTEMS.....	30,945	41.7	12,598	41.7	958	3.1	98	.3	131	.4	18,860	54.5
UP THRU \$5,499	2,731	59.2	3,424	59.2	163	2.8	20	.3	9	.2	2,165	37.5
\$ 5,500 THRU \$ 6,999	14,285	41.5	6,932	41.5	542	3.8	40	.3	46	.3	6,725	47.1
\$ 7,000 THRU \$ 7,999	4,774	31.1	1,483	31.1	119	2.5	16	.3	31	.6	3,125	65.5
\$ 8,000 THRU \$ 8,999	3,292	19.5	643	19.5	79	2.3	15	.5	22	.7	2,533	76.9
\$ 9,000 THRU \$ 9,999	1,745	17.5	306	17.5	41	2.4	4	.2	13	.7	1,381	79.1
\$10,000 THRU \$13,999	1,065	10.3	110	10.3	14	1.3	3	.3	10	.9	928	87.1
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	2,468	23.8	588	23.8	46	1.9	3	.1	6	.2	1,823	73.9
UP THRU \$6,499	1,919	27.0	519	27.0	34	1.8	1	.1	3	.2	1,362	71.0
\$ 6,500 THRU \$ 9,999	354	15.6	66	15.6	14	4.0	1	.3	3	.8	270	76.3
\$10,000 THRU \$13,999	101	1.0	1	1.0							100	98.0
\$14,000 THRU \$17,999	42	2.4	1	2.4							40	95.2
\$18,000 THRU \$25,999	5		1								5	100.0
\$26,000 AND OVER	47	2.1	1	2.1							46	97.9

1969 MINORITY GROUP STUDY
VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	150,463	26.0	39,109	26.0	2,795	1.9	289	.2	837	.6	107,433	71.4
TOTAL GENERAL SCHEDULE OR STAIRS.....	114,874		24,904	21.7	1,810	1.6	202	.2	724	.6	87,234	75.9
CS-1 THRU 4	52,274		18,095	34.6	986	1.9	108	.2	149	.3	32,936	63.0
CS-5 THRU 8	28,409		4,762	16.8	391	1.4	48	.2	213	.7	22,995	80.9
CS-9 THRU 11	20,080		1,722	8.6	148	.7	28	.1	160	.8	18,022	89.8
CS-12 THRU 13	7,733		219	2.8	82	1.1	10	.1	64	.8	7,358	95.2
CS-14 THRU 15	5,953		99	1.7	203	3.4	8	.1	138	2.3	5,505	92.5
CS-16 THRU 19	425		7	1.6							418	98.4
TOTAL WAGE SYSTEMS.....	32,977		13,571	41.2	941	2.9	84	.3	105	.3	18,271	55.4
UP THRU \$5,499	21,256		10,906	51.3	657	3.1	56	.3	44	.2	9,593	45.1
\$ 5,500 THRU \$ 6,999	6,823		2,106	30.9	198	2.9	18	.3	39	.6	4,462	65.4
\$ 7,000 THRU \$ 7,999	3,445		440	12.8	70	2.0	8	.2	15	.4	2,912	84.5
\$ 8,000 THRU \$ 8,999	1,098		110	10.0	15	1.4	2	.2	5	.5	766	88.0
\$ 9,000 THRU \$ 9,999	293		14	4.8	1	.3			2	.7	276	94.2
\$10,000 THRU \$13,999	62										62	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL UTHER PAY SYSTEMS	2,612		629	24.1	44	1.7	3	.1	8	.3	1,928	73.6
UP THRU \$6,499	2,351		625	26.6	43	1.8	2	.1	8	.3	1,673	71.2
\$ 6,500 THRU \$ 9,999	124		1	.8	1	.8	1	.8			121	97.6
\$10,000 THRU \$13,999	73		3	4.1							70	95.9
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER	62										62	100.0

1969 MINORITY GROUP STUDY
 WATER RESOURCES COUNCIL
 TABLE 2-111

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969					ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26	5 19.2				21	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22	5 22.7				17	77.3
GS- 1 THRU 4	9	4 44.4				5	55.6
GS- 5 THRU 8	1	1 100.0				6	100.0
GS- 9 THRU 11						4	100.0
GS-12 THRU 13	8						
GS-14 THRU 15	4						
GS-16 THRU 15							
TOTAL WAGE SYSTEMS.....							
UP THRU \$2,400							
\$ 5,500 THRU \$ 6,999							
\$ 7,000 THRU \$ 7,999							
\$ 8,000 THRU \$ 8,999							
\$ 9,000 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL OTHER PAY SYSTEMS	4					4	100.0
UP THRU \$6,499							
\$ 6,500 THRU \$ 9,999							
\$10,000 THRU \$13,999							
\$14,000 THRU \$17,999	1					1	100.0
\$18,000 THRU \$25,999	3					3	100.0
\$26,000 AND OVER							



1969 MINORITY GROUP STUDY
 WATER RESOURCES COUNCIL
 TABLE 2-111a

PAY SYSTEM	FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967						ALL OTHER EMPLOYEES	
	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	NUMBER	PCT	
TOTAL ALL PAY SYSTEMS..	28	5 10.7				25	89.3	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23	3 13.0				20	87.0	
GS- 1 THRU 4	9	3 33.3				6	66.7	
GS- 5 THRU 8	2					2	100.0	
GS- 9 THRU 11	7					7	100.0	
GS-12 THRU 13	5					5	100.0	
GS-14 THRU 15								
GS-16 THRU 18								
TOTAL WAGE SYSTEMS.....								
UP THRU \$5,499								
\$ 5,500 THRU \$ 6,999								
\$ 7,000 THRU \$ 7,999								
\$ 8,000 THRU \$ 8,999								
\$ 9,000 THRU \$ 9,999								
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL OTHER PAY SYSTEMS	5					5	100.0	
UP THRU \$6,499								
\$ 6,500 THRU \$ 9,999	1					1	100.0	
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER	4					4	100.0	



TABLE 2-112

1969 MINORITY GROUP STUDY

WHITE HOUSE CONFERENCE ON FOOD, NUTRITION AND HEALTH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23										23	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23										23	100.0
GS- 1 THRU 4	5										5	100.0
GS- 5 THRU 8	16										16	100.0
GS- 9 THRU 11	2										2	100.0
GS-12 THRU 13												
GS-14 THRU 15												
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....												
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999												
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS												
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$25,999												
\$26,000 AND OVER												

1959 MINORITY GROUP STUDY
FEDERAL COURTS
TABLE 2-113

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1955

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	192		54	27.1					1	.5	137	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	175		45	25.7					1	.6	129	73.7
GS- 1 THRU 4	29		15	51.7							14	48.3
GS- 5 THRU 8	88		29	33.0							59	67.0
GS- 9 THRU 11	26		1	3.8							25	96.2
GS-12 THRU 13	11								1	9.1	10	90.9
GS-14 THRU 15	15										15	100.0
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	15		9	60.0							6	40.0
UP THRU \$5,499	6		6	100.0							1	100.0
\$ 5,500 THRU \$ 6,999	1											
\$ 7,000 THRU \$ 7,999	1											
\$ 8,000 THRU \$ 8,999	1		1	100.0							3	75.0
\$ 9,000 THRU \$ 9,999	4		1	25.0							2	66.7
\$10,000 THRU \$13,999	3		1	33.3								
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	2										2	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	2										2	100.0

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TABLE 2-113a

1969 MINORITY GROUP STUDY
FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	176	21.6	38	21.6							138	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	162		30	18.5							132	81.5
GS- 1 THRU 4	29		11	37.9							18	62.1
GS- 5 THRU 8	81		18	22.2							63	77.8
GS- 9 THRU 11	26		1	3.8							25	96.2
GS-12 THRU 13	11										11	100.0
GS-14 THRU 15	9										9	100.0
GS-16 THRU 1A	6										6	100.0
TOTAL WAGE SYSTEMS.....	13		8	61.5							5	38.5
UP THRU \$5,499												
\$ 5,500 THRU \$ 6,999	6		6	100.0							2	50.0
\$ 7,000 THRU \$ 7,999	4		2	50.0							2	100.0
\$ 8,000 THRU \$ 8,999	2										1	100.0
\$ 9,000 THRU \$ 9,999	1											
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL OTHER PAY SYSTEMS	1										1	100.0
UP THRU \$6,499												
\$ 6,500 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
..	1										1	100.0

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1969 MINORITY GROUP STUDY
ALL STATE SUMMARY
TABLE 3-1

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	2,549,896	15.2	387,355	15.2	72,646	2.8	16,443	.6	17,801	.7	2,095,191	80.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,262,229		137,209	10.9	23,166	1.8	9,733	.8	8,556	.7	1,083,565	85.8
GS-1 THRU 4	307,995		67,061	21.8	9,085	3.0	5,047	1.6	1,646	.5	225,076	73.1
GS-5 THRU 8	361,952		47,567	13.2	7,703	2.1	2,612	.7	2,431	.7	301,119	83.3
GS-9 THRU 11	310,822		16,035	5.2	4,364	1.4	1,460	.5	2,437	.8	286,226	92.2
GS-12 THRU 13	207,770		5,290	2.5	1,541	.7	467	.2	1,472	.7	199,000	95.8
GS-14 THRU 15	69,160		1,073	1.6	459	.7	140	.2	517	.7	66,971	96.8
GS-16 THRU 18	5,270		63	1.2	14	.3	7	.1	13	.2	5,173	98.2
TOTAL WAGE SYSTEMS.....	583,690		111,990	20.2	31,697	5.7	5,393	1.0	5,128	.9	399,484	72.1
UP THRU \$5,499	46,532		21,920	47.1	3,653	8.3	462	1.0	342	.7	19,955	42.9
\$ 5,500 THRU \$ 6,999	150,729		49,339	32.7	9,681	6.6	1,919	1.3	1,435	1.0	88,152	58.5
\$ 7,000 THRU \$ 7,999	139,853		22,266	15.9	9,656	6.9	1,398	1.0	1,067	.8	105,506	75.4
\$ 8,000 THRU \$ 8,999	112,493		11,876	10.5	5,675	5.0	897	.8	1,303	1.2	93,192	82.5
\$ 9,000 THRU \$ 9,999	50,037		4,182	8.4	1,729	3.5	304	.6	652	1.3	43,170	86.3
\$ 10,000 THRU \$13,999	50,032		2,774	5.5	563	1.7	355	.7	320	.6	46,220	92.4
\$ 14,000 THRU \$17,999	2,631		17	4.1	33	1.2	57	2.0	6	.2	2,618	92.5
\$18,000 AND OVER	735		16	2.2	7	1.0	1	.1	6	.2	711	96.7
TOTAL POSTAL FIELD SERVICE.....	700,030		136,321	19.5	17,494	2.5	1,182	.2	3,947	.6	541,086	77.3
PFS-1 THRU 5*	595,417		124,172	20.9	15,847	2.7	992	.2	3,312	.6	451,094	75.8
PFS-6 THRU 9	84,282		11,343	13.5	1,465	1.8	165	.2	575	.7	70,714	83.9
PFS-10 THRU 12	15,351		623	4.1	127	.8	22	.1	44	.3	14,635	94.7
PFS-13 THRU 16	4,509		170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432		11	2.5	2	.5					418	96.8
PFS-20 THRU 21	39		2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	33,945		2,335	6.9	269	.9	135	.4	170	.5	31,016	91.4
UP THRU \$6,499	9,284		1,320	14.2	131	1.4	93	1.0	33	.4	7,707	83.0
\$ 6,500 THRU \$ 9,999	10,415		716	6.9	99	1.0	26	.2	46	.4	9,528	91.5
\$10,000 THRU \$13,999	5,005		147	2.9	27	.5	9	.2	46	.9	4,776	95.4
\$14,000 THRU \$17,999	3,744		66	1.6	15	.4	4	.1	26	.7	3,633	97.0
\$18,000 THRU \$25,999	2,929		50	1.7	9	.3	9	.3	9	.3	2,861	97.7
\$26,000 AND OVER	2,568		36	1.4	8	.3	3	.1	10	.4	2,511	97.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
ALL STATE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	2,569,646	15.2	389,443	15.2	68,035	2.6	16,424	.6	16,822	.7	2,078,912	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR*****	1,244,628	10.7	132,944	10.7	20,991	1.7	9,585	.8	7,434	.6	1,073,674	86.3
GS-1 THRU 4	364,683	20.7	75,622	20.7	9,590	2.6	5,497	1.5	1,723	.5	272,251	74.7
GS-5 THRU 8	340,737	11.8	40,262	11.8	6,549	1.9	2,466	.7	2,229	.7	289,271	84.9
GS-9 THRU 11	290,166	1.3	12,475	1.3	3,516	1.2	1,140	.4	1,066	.7	271,069	93.4
GS-12 THRU 13	183,855	2.1	3,831	2.1	1,043	.6	380	.2	1,153	.6	177,448	96.5
GS-14 THRU 15	59,740	.5	689	.5	324	.5	97	.2	556	.6	58,274	97.5
GS-16 THRU 18	5,447	1.2	65	1.2	9	.2	5	.1	7	.1	5,361	98.4
TOTAL WAGE SYSTEMS****	589,436	20.6	121,660	20.6	31,900	5.4	5,720	1.0	5,397	.9	424,759	72.1
UP THRU \$3,499	135,490	41.1	55,665	41.1	9,569	7.1	2,343	1.7	693	.5	67,220	49.6
\$ 3,500 THRU \$ 4,999	227,795	20.8	47,390	20.8	14,857	6.5	2,366	1.0	2,394	1.1	160,788	70.6
\$ 5,000 THRU \$ 7,499	145,950	10.5	15,377	10.5	5,844	4.0	708	.5	1,779	1.2	122,242	83.8
\$ 7,500 THRU \$ 9,999	43,597	5.5	2,287	5.5	1,228	3.0	156	.4	336	.8	37,590	90.4
\$ 10,000 THRU \$ 13,999	25,984	3.0	774	3.0	294	1.1	83	.3	161	.6	24,672	95.0
\$ 14,000 THRU \$ 17,499	11,895	1.4	163	1.4	102	.9	60	.5	32	.3	11,538	97.0
\$ 18,000 AND OVER	641	.6	4	.6	4	.6	4	.6	2	.3	627	97.6
TOTAL POSTAL FIELD SERVICE*****	698,346	18.9	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS-1 THRU 4*	601,160	20.6	129,632	20.6	13,626	2.3	917	.2	3,337	.6	489,648	76.5
PFS-5 THRU 8	77,746	10.0	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS-9 THRU 11	14,985	3.1	467	3.1	87	.6	13	.1	35	.5	14,379	96.0
PFS-12 THRU 15	4,050	2.4	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	1.9	7	1.9	2	.5	3	.1	1	.3	359	97.2
PFS-19 THRU 20	36	8.5	3	8.5	2	.5	3	.1	1	.3	33	91.7
TOTAL OTHER PAY SYSTEMS	37,436	7.6	2,828	7.6	368	1.0	72	.2	233	.6	33,735	90.6
UP THRU \$2,499	14,117	15.5	2,187	15.5	266	1.9	46	.3	98	.7	11,820	81.6
\$ 2,500 THRU \$ 4,999	8,917	1.6	121	1.6	55	.6	17	.2	72	.8	8,592	95.8
\$ 5,000 THRU \$ 9,999	6,079	1.9	118	1.9	18	.3	4	.1	36	.6	5,903	97.1
\$ 10,000 THRU \$ 13,999	3,873	1.7	67	1.7	14	.4	2	.1	11	.3	3,779	97.6
\$ 14,000 THRU \$ 17,999	2,873	1.1	45	1.1	15	.4	3	.1	16	.4	2,741	98.1
\$ 18,000 AND OVER	4,220	1.1	45	1.1	15	.4	3	.1	16	.4	4,141	98.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINDRITY GROUP STUDY
ALABAMA

TABLE 3-3

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	53,340	9.7	5,182	9.7	65	.1	17	.1	38	.1	40,038	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,724		1,837	6.0	48	.2	8		32	.1	28,799	93.7
GS-1 THRU 4	6,601		1,042	15.6	8	.1	1		6	.1	5,544	84.0
GS-5 THRU 8	7,614		409	5.4	5	.1	1		4	.1	7,195	94.5
GS-9 THRU 11	7,987		322	4.4	11	.1	1		8	.1	7,045	95.4
GS-12 THRU 13	6,764		48	.7	13	.2	3		8	.1	6,692	98.8
GS-14 THRU 15	2,279		15	.7	11	.5	2	.1	6	.3	2,243	98.5
GS-16 THRU 18	79		1	1.3							78	98.7
TOTAL WAGE SYSTEMS.....	13,353		2,072	15.5	10	.1	5		4		11,262	84.3
UP THRU \$5,499	1,375		868	63.1	7	.2	2	.1	1	.1	504	36.7
\$5,500 THRU \$6,999	4,600		960	20.9	2	.1	2		2		3,629	78.9
\$7,000 THRU \$7,999	2,491		185	6.4	2	.1					2,704	93.5
\$8,000 THRU \$8,999	1,642		23	1.4							1,619	98.6
\$9,000 THRU \$9,999	1,089		32	2.9					1	.1	1,056	97.0
\$10,000 THRU \$13,999	1,746		4	.2	1	.1	1	.1			1,740	99.7
\$14,000 THRU \$17,999	10										10	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	7,480		1,110	14.8	4	.1	4	.1	2	.1	5,362	85.1
PFS-1 THRU 9*	6,213		1,029	16.6	3		4	.1			5,177	83.3
PFS-6 THRU 9	1,054		78	7.4	1	.1					979	92.5
PFS-10 THRU 12	142		2	1.1							140	98.9
PFS-13 THRU 16	26		1	3.8							25	96.2
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	1,723		163	9.1	3	.2			2	.1	1,615	90.6
UP THRU \$5,499	420		108	25.7	1	.2					311	74.0
\$6,500 THRU \$9,999	566		42	7.4	1	.2			1	.2	524	92.3
\$10,000 THRU \$13,999	291		6	2.7	1	.3					282	96.9
\$14,000 THRU \$17,999	265		5	1.9					1	.4	259	97.7
\$18,000 THRU \$25,999	195										195	100.0
\$26,000 AND OVER	44										44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-3a

1969 MINORITY GROUP STUDY

ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	55,138	10.2	5,626	10.2	61	.1	19	.1	27		49,405	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,346		1,910	6.1	52	.2	6		19	.1	29,359	93.7
GS-1 THRU 4	8,466		1,132	13.4	6	.1	1		2		7,325	86.5
GS-5 THRU 8	7,509		491	6.5	12	.2			1		7,001	93.3
GS-9 THRU 11	7,317		241	3.3	7	.1	2		3		7,064	96.5
GS-12 THRU 13	5,091		31	.5	12	.2	3	.1	7	.1	5,038	99.1
GS-14 THRU 15	2,033		13	.6	15	.7			6	.3	1,969	98.3
GS-16 THRU 1P	34		2	5.9					32	94.1		
TOTAL WAGE SYSTEMS.....	14,502		2,236	17.5	5		5		5		11,951	82.4
UP THRU \$3,499	3,463		1,505	39.0	3	.1			2	.1	2,356	61.0
\$ 3,500 THRU \$ 6,999	5,106		977	16.8			4	.1	1		4,821	83.2
\$ 7,000 THRU \$ 7,999	2,627		43	1.6			1				2,583	98.3
\$ 8,000 THRU \$ 8,999	1,152		11	1.0					1	.1	1,140	99.0
\$ 9,000 THRU \$ 9,999	768				2	.2			1	.1	665	99.7
\$10,000 THRU \$13,999	106										106	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	7,540		1,001	13.3	2		8	.1			6,529	86.6
PFS-1 THRU 4*	6,274		927	14.8							5,337	85.1
PFS-5 THRU 8	1,039		73	7.0	2		8	.1			966	93.0
PFS-9 THRU 11	190		1	.5							189	99.5
PFS-12 THRU 15	34										36	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	1,750		179	10.2	2	.1			3	.2	1,566	89.5
UP THRU \$6,499	649		155	23.9	2	.3			1	.2	491	75.7
\$ 6,500 THRU \$ 9,999	458		17	3.7							441	94.3
\$10,000 THRU \$13,999	283		7	2.5					1	.4	275	97.2
\$14,000 THRU \$17,999	243								1	.4	242	99.6
\$18,000 AND OVER**	117										117	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-4

1969 HINDRITY GROUP STUDY

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,651	449	3.5	82	.6	616	4.9	73	.6	11,431	90.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,362	152	2.1	50	.7	272	3.7	31	.4	6,857	93.1
GS-1 THRU 4	2,054	43	4.0	23	1.1	155	7.5	7	.3	1,786	87.0
GS-5 THRU 8	1,784	29	1.6	13	.7	73	4.1	9	.5	1,660	93.0
GS-9 THRU 11	2,157	31	1.4	11	.5	34	1.6	8	.4	2,073	96.1
GS-12 THRU 13	1,194	9	.8	3	.3	10	.8	7	.6	1,165	97.6
GS-14 THRU 15	169									169	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	4,840	295	6.1	32	.7	339	7.0	35	.7	4,139	85.5
UP THRU \$3,499	10					4	40.0			6	60.0
\$ 5,500 THRU \$ 6,999	14					5	35.7			9	64.3
\$ 7,000 THRU \$ 7,999	76					12	15.8			62	81.6
\$ 8,000 THRU \$ 8,999	404	2	2.6	4	1.0	50	12.4	17	4.2	251	62.1
\$ 9,000 THRU \$ 9,999	395	37	9.4	3	.8	40	10.1	3	.8	312	79.0
\$ 10,000 THRU \$ 13,999	3,930	157	4.0	19	.5	171	4.3	13	.4	2,670	68.1
\$ 14,000 THRU \$ 17,999	752	17	2.3	6	.8	57	7.6	2	.3	670	89.1
\$ 18,000 AND OVER	159									159	100.0
TOTAL OTHER PAY SYSTEMS	449	2	.4			5	1.1	7	1.6	435	96.9
UP THRU \$3,499	32					1	3.1	2	6.3	29	90.6
\$ 6,500 THRU \$ 9,999	182					2	1.1	3	1.6	175	96.2
\$ 10,000 THRU \$ 13,999	110	2	1.1			1	.9	1	.9	108	98.2
\$ 14,000 THRU \$ 17,999	99					1	1.0	1	1.0	97	98.0
\$ 18,000 THRU \$ 25,999	22									22	100.0
\$ 26,000 AND OVER	4									4	100.0

TABLE 3-4a

1969 MINORITY GROUP STUDY

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,946	567	4.1	88	.6	405	2.9	75	.5	12,811	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,475	172	2.3	44	.6	244	3.3	31	.4	6,984	93.4
GS-1 THRU 4	2,421	98	4.0	19	.8	137	5.7	9	.4	2,158	89.1
GS-5 THRU 9	1,857	46	2.5	15	.8	72	3.9	12	.6	1,707	92.2
GS-9 THRU 11	2,000	21	1.1	8	.4	28	1.4	7	.4	1,936	96.8
GS-12 THRU 13	1,044	7	.7	2	.2	7	.7	3	.3	1,029	98.2
GS-14 THRU 15	149									149	100.0
GS-16 THRU 1A	5									5	100.0
TOTAL WAGE SYSTEMS.....	4,617	338	7.3	29	.6	120	2.6	33	.7	4,207	88.7
UP THRU \$3,499	95	23	24.2	7	3.2	8	2.4	7	7.4	54	56.8
\$ 3,500 THRU \$ 6,999	197	74	37.6	2	1.0	11	5.6	2	1.0	161	81.3
\$ 7,000 THRU \$ 7,999	573	117	20.4	2	.3	10	1.7	4	.7	440	76.8
\$ 8,000 THRU \$ 8,999	554	66	11.9	5	.9	13	2.3	5	.9	465	83.9
\$ 9,000 THRU \$ 9,999	613	42	6.9	3	.5	31	5.1	6	1.0	531	86.6
\$10,000 THRU \$13,999	2,420	64	2.6	15	.6	43	1.8	9	.4	2,298	94.6
\$14,000 THRU \$17,999	150	2	1.3	1	.7	4	2.7			143	95.3
\$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	829	44	5.3	5	.6	36	4.3	7	.8	737	88.7
PFS-1 THRU 4*	687	40	5.8	3	.4	30	4.4	6	.9	608	88.5
PFS-5 THRU 8	121	4	3.3	2	1.7	5	4.1	1	.8	109	90.1
PFS-9 THRU 11	14					1	6.3			15	93.8
PFS-12 THRU 15	5									5	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	1,025	13	1.3	10	1.0	5	.5	4	.4	993	96.
UP THRU \$6,499	14									14	100.0
\$ 6,500 THRU \$ 7,999	775	13	1.7	10	1.3	5	.5	3	.4	744	96.0
\$10,000 THRU \$13,999	171									171	100.0
\$14,000 THRU \$17,999	44									44	100.0
\$18,000 AND OVER	21							1	4.8	20	95.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
ARIZONA
TABLE 3-5

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,161		658	2.6	2,392	9.5	3,292	13.1	90	.4	18,729	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,806		306	2.2	679	4.9	2,097	15.2	57	.4	10,665	77.3
GS-1 THRU 4	3,966		93	2.3	228	5.7	1,407	35.5	11	.3	2,227	56.2
GS-5 THRU 8	3,849		68	1.8	294	7.6	459	11.9	18	.5	3,010	78.2
GS-9 THRU 11	3,702		133	3.6	120	3.2	164	4.4	18	.5	3,247	87.7
GS-12 THRU 13	1,907		12	.6	34	1.8	35	1.8	9	.5	1,817	95.3
GS-14 THRU 15	373				3	.8	12	3.2	1	.3	357	95.7
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....	6,222		201	3.2	1,122	18.0	1,151	18.5	17	.3	3,731	60.0
UP THRU \$5,499	206		16	7.8	32	15.5	100	48.5			58	28.2
\$ 5,500 THRU \$ 6,999	1,433		84	5.9	295	20.6	513	35.8	6	.4	535	37.3
\$ 7,000 THRU \$ 7,999	1,667		57	3.4	380	22.6	230	13.8	5	.3	995	59.7
\$ 8,000 THRU \$ 8,999	1,919		33	1.7	318	16.6	230	12.0	5	.3	1,333	69.5
\$ 9,000 THRU \$ 9,999	551		7	1.3	59	10.7	37	6.7	1	.2	447	81.1
\$10,000 THRU \$13,999	443		4	.9	38	8.6	41	9.3			360	81.3
\$14,000 THRU \$17,999											3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,771		147	3.1	583	12.2	43	.9	13	.3	3,985	83.5
PFS-1 THRU 5*	3,993		134	3.4	514	12.9	36	.9	13	.3	3,296	82.5
PFS-6 THRU 9	649		12	1.8	62	9.6	6	.9			569	87.7
PFS-10 THRU 12	111		1	.9	5	4.5	1	.9			104	93.7
PFS-13 THRU 16	17				2	11.8					15	88.2
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	364		4	1.1	8	2.2	1	.3	3	.8	348	95.6
UP THRU \$6,499	97		1	1.0	2	2.1					94	96.9
\$ 6,500 THRU \$ 9,999	166		2	1.1	6	3.2	1	.5	1	.5	176	94.6
\$10,000 THRU \$13,999	43		1	2.3					2	4.7	40	93.0
\$14,000 THRU \$17,999	32										32	100.0
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	24,894	640	2.6	2,251	9.0	3,621	14.5	71	.3	18,311	73.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,667	304	2.2	596	4.4	2,218	16.3	43	.3	10,486	76.8
GS-1 THRU 4	4,564	101	2.2	255	5.6	1,577	34.7	13	.3	2,602	57.2
GS-5 THRU 8	3,785	92	2.4	213	5.5	648	11.5	15	.4	3,117	80.2
GS-9 THRU 11	3,248	101	3.0	104	3.1	146	4.4	7	.2	2,990	89.3
GS-12 THRU 13	1,525	10	.7	19	1.2	36	2.4	1	.1	1,454	95.3
GS-14 THRU 15	334			5	1.5	11	3.3	2	.6	314	94.6
GS-16 THRU 18	7										100.0
TOTAL WAGE SYSTEMS.....	6,587	220	3.3	1,154	17.5	1,370	20.8	13	.2	3,483	58.1
UP THRU \$3,499	1,270	80	6.3	231	18.2	588	46.3	5	.4	366	28.8
\$ 5,000 THRU \$ 6,999	2,411	99	4.1	488	20.2	593	24.6	5	.2	1,226	50.9
\$ 7,000 THRU \$ 7,999	1,975	34	1.7	349	17.7	161	8.2	2	.1	1,429	72.4
\$ 8,000 THRU \$ 8,999	660	7	1.1	76	11.5	21	3.2	1	.2	555	84.1
\$ 9,000 THRU \$ 9,999	174			6	3.4	4	2.3			164	94.3
\$10,000 THRU \$13,999	97			4	4.1	3	3.1			70	92.8
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,298	111	2.6	487	11.3	30	.7	11	.3	3,659	85.1
PFS-1 THRU 4*	3,681	107	2.9	438	11.9	22	.6	11	.3	3,103	84.3
PFS-5 THRU 8	494	3	.6	43	8.7	7	1.4			43	89.3
PFS-9 THRU 11	89	1	1.0	4	4.0	1	1.0			83	93.8
PFS-12 THRU 15	21			2	9.5					19	90.5
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	362	5	1.4	14	3.9	3	.8	4	1.1	336	92.8
UP THRU \$6,499	111	3	2.7	13	11.7	2	1.8			93	83.8
\$ 6,500 THRU \$ 7,999	93	1	1.1	1	1.1	1	1.1			90	96.8
\$10,000 THRU \$13,999	91									91	100.0
\$14,000 THRU \$17,999	41	1	2.4					2	4.9	38	92.7
\$18,000 AND OVER	26							2	7.7	24	92.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-6

1969 MINORITY GROUP STUDY

ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS..	16,146		1,549	9.6	21	.1	25	.2	10	.1	14,541	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,891		403	5.1	15	.2	15	.2	7	.1	7,451	94.4
GS-1 THRU 4	2,002		280	14.0	5	.2	4	.2	2	.1	1,711	85.5
GS-5 THRU 8	2,541		77	3.0	2	.1	2	.1	2	.1	2,460	96.8
GS-9 THRU 11	2,282		43	1.9	1	.0	7	.3	3	.1	2,228	97.6
GS-12 THRU 13	882		2	.2	3	.3	2	.2	2	.2	873	99.0
GS-14 THRU 15	160		1	.6	4	2.2					175	97.2
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....	3,385		911	26.9	4	.1	6	.2	1	.2	2,463	72.8
UP THRU \$5,499	610		325	53.3							284	46.6
\$ 5,500 THRU \$ 6,999	922		421	45.7	3	.3	2	.2	1	.2	496	53.8
\$ 7,000 THRU \$ 7,999	631		102	16.2			1	.2			528	83.7
\$ 8,000 THRU \$ 8,999	849		44	5.2			2	.2			803	94.6
\$ 9,000 THRU \$ 9,999	207		19	9.2	1	.5					18	90.3
\$10,000 THRU \$13,999	166						1	.6			16	99.4
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,707		221	4.7	2		3	.1	2		4,479	95.2
PFS-1 THRU 9*	3,948		203	5.1	2	.1	3	.1	2	.1	3,738	94.7
PFS-6 THRU 9	626		16	2.6							610	97.4
PFS-10 THRU 12	119		1	.8							118	99.2
PFS-13 THRU 16	14		1	7.1							13	92.9
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	163		14	8.6			1	.6			148	90.8
UP THRU \$6,499	100		13	13.0			1	1.0			86	86.0
\$ 6,500 THRU \$ 9,999	46		1	2.2							45	97.8
\$10,000 THRU \$13,999	9										6	100.0
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 THRU \$25,999	6										6	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	14,789	1,490	10.1	17	.1	18	.1	7		13,257	89.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,141	391	5.5	9	.1	10	.1	4	.1	6,727	94.2
GS-1 THRU 4	2,319	303	13.1	1		2	.1	1		2,012	86.8
GS-5 THRU 8	2,136	61	2.9		.1	2	.1	1		2,069	96.9
GS-9 THRU 11	1,894	24	1.3	1	.1	3	.2	1	.1	1,864	98.5
GS-12 THRU 15	647	2	.3	2	.3	3	.5	1	.2	639	98.8
GS-16 THRU 19	140	1	.7	2	1.4					137	97.9
GS-20 THRU 24	6									6	100.0
TOTAL WAGE SYSTEMS.....	2,783	871	31.3	6	.2	3	.1	1		1,902	68.3
UP THRU \$5,499	1,382	720	52.1	3	.2	1	.1	1	.1	657	47.5
\$ 5,500 THRU \$ 6,999	917	135	14.8	2	.2					775	85.0
\$ 7,000 THRU \$ 7,999	352	16	4.5	1	.3	1	.3			334	94.9
\$ 8,000 THRU \$ 8,999	112					1	.9			111	99.1
\$ 9,000 THRU \$ 9,999	17									17	100.0
\$10,000 THRU \$13,999	R									8	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,677	212	4.5	2		4	.1	2		4,457	95.3
PFS-1 THRU 4*	3,947	200	5.1	2	.1	4	.1	2	.1	3,739	94.7
PFS-5 THRU 8	589	11	1.9							578	98.1
PFS-9 THRU 11	122	1	.8							121	99.2
PFS-12 THRU 15	19									19	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	188	16	8.5			1	.5			171	91.0
UP THRU \$6,499	149	16	10.7			1	.7			132	88.6
\$ 6,500 THRU \$ 9,999	26									26	100.0
\$10,000 THRU \$13,999	5									5	100.0
\$14,000 THRU \$17,999	6									6	100.0
\$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-7

1969 MINORITY GROUP STUDY

CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	300,745	14.5	43,733	14.5	16,556	5.5	1,375	.5	11,744	3.9	227,337	75.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	128,812	8.6	11,069	8.6	4,224	3.3	642	.5	4,502	3.5	108,375	84.1
GS-1 THRU 4	31,863	17.3	5,513	17.3	1,573	4.9	254	.6	1,098	3.4	23,445	73.5
GS-5 THRU 8	36,246	10.5	3,025	10.5	1,404	3.9	196	.5	1,511	4.2	29,212	80.6
GS-9 THRU 11	35,095	3.4	1,206	3.4	905	2.6	132	.4	1,264	3.6	31,588	90.0
GS-12 THRU 13	20,785	1.8	380	1.8	290	1.4	53	.3	535	2.6	19,527	93.9
GS-14 THRU 15	4,028	1.0	44	1.0	51	1.1	7	.2	94	2.0	4,432	98.8
GS-16 THRU 18	173	.6	1	.6	1	.6					171	98.8
TOTAL WAGE SYSTEMS.....	93,288	16.9	15,803	16.9	7,250	7.8	509	.5	4,276	4.6	65,450	70.2
UP THRU \$2,499	1,749	10.0	175	10.0	237	13.6	5	.2	217	12.4	1,116	63.8
\$ 2,500 THRU \$ 6,999	14,094	26.3	3,710	26.3	1,390	9.9	71	.5	1,143	8.1	7,780	55.2
\$ 7,000 THRU \$ 7,999	20,753	22.8	4,723	22.8	2,187	10.5	137	.7	883	4.3	12,823	61.8
\$ 8,000 THRU \$ 8,999	28,706	16.0	4,803	16.0	2,041	7.1	178	.8	1,144	4.0	20,740	72.2
\$ 9,000 THRU \$ 9,999	16,866	12.0	2,025	12.0	977	5.8	82	.5	611	3.6	13,171	78.1
\$10,000 THRU \$13,999	10,578	5.3	564	5.3	408	3.9	37	.3	274	2.6	9,295	87.9
\$14,000 THRU \$17,999	462	.6	3	.6	10	2.2			4	.9	445	96.3
\$18,000 AND OVER	80										80	100.0
TOTAL PCSTAL FIELD SERVICE.....	77,012	21.8	16,751	21.8	5,044	6.5	221	.3	2,943	3.8	52,053	67.6
PFS-1 THRU 5*	65,011	23.0	15,133	23.0	4,547	6.9	187	.3	2,447	3.7	43,497	66.1
PFS-6 THRU 9	9,101	15.4	1,491	15.4	448	4.9	33	.4	448	4.9	6,681	73.4
PFS-10 THRU 12	1,596	6.5	104	6.5	39	2.4	1	.1	37	2.3	1,415	88.7
PFS-13 THRU 16	463	4.8	22	4.8	10	2.2			10	2.2	421	90.9
PFS-17 THRU 19	38	2.6	1	2.6					1	2.6	36	94.7
PFS-20 THRU 21	3										3	100.0
TOTAL OTHER PAY SYSTEMS	1,633	6.7	110	6.7	38	2.3	3	.2	23	1.4	1,459	89.3
UP THRU \$6,499	577	14.7	85	14.7	22	3.8	2	.3	11	1.9	457	79.2
\$ 6,500 THRU \$ 9,999	514	4.1	21	4.1	14	2.7	1	.2	9	1.8	469	91.2
\$10,000 THRU \$13,999	188	1.6	1	1.6	2	1.1			1	.5	185	98.4
\$14,000 THRU \$17,999	168	1.9	2	1.9					2	1.2	165	98.2
\$18,000 THRU \$25,999	106	1.9	1	1.9							104	98.1
\$26,000 AND OVER	60	1.3	1	1.3							59	98.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	BLACK		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	911,484	45,917	14.7	15,297	4.9	1,482	.5	11,517	3.7	237,271	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	129,594	11,717	9.0	3,850	3.0	576	.4	4,062	3.1	109,411	84.4
GS-1 THRU 4	38,679	7,053	18.2	1,701	4.4	250	.6	1,125	2.9	28,550	73.8
GS-5 THRU 8	35,221	3,369	9.6	1,176	3.3	193	.5	1,426	4.0	29,057	82.5
GS-9 THRU 11	22,814	988	4.3	720	2.2	84	.3	1,042	3.2	29,982	91.4
GS-12 THRU 15	18,691	274	1.5	195	1.0	43	.2	416	2.2	17,763	95.0
GS-16 THRU 18	3,949	30	.8	38	1.0	6	.2	53	1.3	3,822	94.8
GS-16 THRU 1A	240	3	1.3	3	1.0	0	0	53	1.3	237	98.8
TOTAL WAGE SYSTEMS.....	104,239	17,429	16.7	7,270	7.0	605	.6	4,606	4.4	74,329	71.3
UP THRU \$5,499	6,000	1,712	28.5	482	8.0	31	.5	418	7.0	3,357	56.0
\$ 5,500 THRU \$ 6,999	38,394	9,267	24.1	3,249	9.2	244	.6	2,088	5.4	23,220	60.6
\$ 7,000 THRU \$ 7,999	39,875	5,514	13.8	2,697	6.8	249	.6	1,642	4.1	29,973	75.2
\$ 8,000 THRU \$ 8,999	10,532	669	6.4	522	5.0	51	.5	300	2.8	8,990	85.4
\$ 9,000 THRU \$ 9,999	6,882	249	3.6	180	2.6	23	.3	143	2.1	6,287	91.4
\$10,000 THRU \$13,999	2,492	18	.8	39	1.6	7	.3	15	.6	2,313	96.7
\$14,000 THRU \$17,999	130	1	.8	1	.8	0	0	0	0	129	99.2
\$18,000 AND OVER	30	0	0	0	0	0	0	0	0	30	100.0
TOTAL POSTAL FIELD SERVICE.....	75,764	16,556	21.9	4,126	5.4	294	.4	2,825	3.7	51,935	68.5
PFS-1 THRU 4*	66,605	15,576	23.4	3,806	5.7	277	.4	2,504	3.8	44,442	66.7
PFS-5 THRU 8	7,201	916	12.7	288	4.0	14	.2	285	4.0	5,698	79.1
PFS-9 THRU 11	1,451	42	2.9	24	1.6	3	.2	32	2.1	1,371	90.7
PFS-12 THRU 15	411	11	2.7	8	1.9	0	0	3	.7	389	94.6
PFS-16 THRU 18	33	0	0	0	0	0	0	1	3.0	32	97.0
PFS-19 THRU 20	4	1	25.0	0	0	0	0	0	0	3	75.0
TOTAL UTAFK PAY SYSTEMS	1,883	185	9.8	71	3.8	7	.4	24	1.3	1,596	84.8
UP THRU \$6,499	1,607	175	17.4	66	6.6	5	.5	14	1.4	747	74.2
\$ 6,500 THRU \$ 9,999	277	5	1.8	3	1.1	2	.7	6	2.2	261	94.2
\$10,000 THRU \$13,999	263	1	.4	0	0	0	0	4	1.4	278	98.2
\$14,000 THRU \$17,999	154	3	1.9	1	.6	0	0	0	0	152	97.4
\$18,000 AND OVER	160	1	.6	1	.6	0	0	0	0	158	98.8

* INCLUDES 67M CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-8

1969 MINORITY GROUP STUDY

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	30,924		2,516	8.3	9,414	30.4	178	.6	240	.8	32,576	100.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,342		1,154	4.9	1,058	4.5	120	.6	152	.7	20,849	89.3
GS-1 THRU 6	5,650		554	9.9	511	9.0	57	1.0	35	.6	4,489	79.5
GS-5 THRU 8	6,986		410	5.9	364	5.2	51	.7	42	.6	6,119	87.6
GS-9 THRU 11	5,574		145	2.6	134	2.4	14	.3	41	.7	5,240	94.0
GS-12 THRU 13	4,072		37	.9	42	1.0	5	.1	27	.7	3,961	97.3
GS-14 THRU 15	1,006		4	.4	7	.7	2	.2	7	.7	986	98.0
GS-16 THRU 18	54										54	100.0
TOTAL WAGE SYSTEMS.....	8,615		782	9.0	2,689	30.3	36	.4	28	.3	5,130	60.1
UP THRU \$5,499	545		91	16.7	168	30.8	1	.2	2	.4	283	51.9
\$ 5,500 THRU \$ 6,999	2,944		397	13.5	1,228	41.7	12	.4	12	.4	1,295	44.0
\$ 7,000 THRU \$ 7,999	2,499		186	7.4	805	32.2	9	.4	7	.3	1,492	59.7
\$ 8,000 THRU \$ 8,999	1,859		44	2.4	367	19.7	11	.6	5	.3	1,392	74.9
\$ 9,000 THRU \$ 9,999	460		18	3.9	61	12.7					400	83.3
\$10,000 THRU \$13,999	479		6	1.3	30	6.1	3	.6	1	.2	430	89.8
\$14,000 THRU \$17,999	8				1	12.5					7	87.5
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,985		576	7.6	675	8.9	13	.2	57	.8	6,264	82.6
PFS-1 THRU 5*	5,190		514	9.3	611	9.0	12	.2	51	.8	5,002	80.8
PFS-6 THRU 9	1,045		57	5.5	57	5.5	1	.1	4	.4	926	88.6
PFS-10 THRU 12	201		3	1.5	3	1.5			1	.5	194	96.5
PFS-13 THRU 16	122		2	1.6	3	2.5			1	.8	116	95.1
PEJ-17 THRU 19	25				1	4.0					24	96.0
PEJ-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	182		4	2.2	12	6.6			3	1.6	163	89.6
UP THRU \$5,499	68		2	2.9	8	11.8					58	85.3
\$ 5,500 THRU \$ 9,999	49		1	2.0	2	4.1			1	2.0	45	91.6
\$10,000 THRU \$13,999	29				2	6.9			1	3.4	26	89.7
\$14,000 THRU \$17,999	20								1	5.0	19	95.0
\$18,000 THRU \$25,999	5		1	20.0							4	80.0
\$26,000 AND OVER	11										11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-8a

1969 HINDRITY GROUP STUDY

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	40,977	6.7	2,731	10.7	4,397	10.7	159	0.4	215	0.5	33,475	81.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,337	4.8	1,132	4.1	948	4.1	97	0.4	147	0.6	21,033	90.1
GS-1 THRU 4	6,732	9.5	638	7.6	509	7.6	57	0.8	40	0.6	5,488	81.5
GS-5 THRU 8	6,231	3.9	319	4.5	293	4.5	29	0.4	38	0.6	5,832	89.3
GS-9 THRU 11	5,384	2.3	123	2.2	117	2.2	7	0.1	35	0.6	5,104	94.8
GS-12 THRU 13	3,782	3.0	30	0.7	27	0.7	3	0.1	32	0.8	3,690	97.6
GS-14 THRU 15	871	2.2	2	0.2	2	0.2	1	0.1	2	0.2	864	99.2
GS-16 THRU 18	55	0.1	0	0.0	0	0.0	0	0.0	0	0.0	55	100.0
TOTAL WAGE SYSTEMS.....	10,028	10.0	1,002	29.9	2,994	29.9	52	0.5	23	0.2	5,957	59.4
UP THRU \$3,499	3,142	19.4	609	40.1	1,260	40.1	13	0.4	10	0.3	1,250	39.8
\$ 5,000 THRU \$ 6,999	4,757	7.3	346	11.3	1,514	11.3	29	0.6	13	0.3	2,435	59.6
\$ 7,000 THRU \$ 7,999	1,478	2.9	43	5.0	167	5.0	9	0.2	1	0.1	1,259	85.2
\$ 8,000 THRU \$ 8,999	534	1.4	2	0.1	31	0.1	1	0.1	0	0.0	500	93.6
\$ 9,000 THRU \$ 9,999	80	0.2	2	2.5	2	2.5	0	0.0	0	0.0	76	95.0
\$10,000 THRU \$13,999	37	0.1	0	0.0	0	0.0	0	0.0	0	0.0	37	100.0
\$14,000 THRU \$17,999	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
\$18,000 AND OVER	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL POSTAL FIELD SERVICE.....	7,308	8.0	591	6.0	440	6.0	10	0.1	44	0.6	6,233	85.3
PFS-1 THRU 4*	6,174	9.2	567	6.6	408	6.6	10	0.2	41	0.7	5,150	83.4
PFS-5 THRU 8	914	2.3	21	2.6	24	2.6	0	0.0	3	0.3	864	94.3
PFS-9 THRU 11	187	1.1	1	1.1	2	1.1	0	0.0	0	0.0	184	98.4
PFS-12 THRU 15	90	0.5	2	2.2	5	5.6	0	0.0	0	0.0	83	92.2
PFS-16 THRU 18	14	0.1	0	0.0	1	7.1	0	0.0	0	0.0	17	94.4
PFS-19 THRU 20	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
TOTAL OTHER PAY SYSTEMS	204	2.9	6	7.4	15	7.4	0	0.0	1	0.5	182	89.2
UP THRU \$6,499	111	5.4	5	10.8	12	10.8	0	0.0	0	0.0	94	84.7
\$ 6,500 THRU \$ 9,999	32	1.5	1	3.1	2	3.1	0	0.0	1	3.1	30	93.8
\$10,000 THRU \$13,999	24	1.1	1	4.2	2	8.3	0	0.0	0	0.0	21	87.5
\$14,000 THRU \$17,999	11	0.5	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0
\$18,000 AND OVER	26	12.7	0	0.0	0	0.0	0	0.0	0	0.0	26	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 3-9

1969 MINORITY GROUP STUDY
CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS...	16,440	7.6	1,404	.3	63	.3	8	.1	24	.1	16,941	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,369	4.6	290	.3	16	.3	4	.1	11	.2	6,048	95.0
GS-1 THRU 4	1,241	13.1	152	.4	5	.4	1	.1	2	.2	1,071	86.3
GS-5 THRU 8	1,607	5.1	92	.3	1	.1	2	.1	3	.2	1,515	94.3
GS-9 THRU 11	2,088	1.9	39	.1	2	.1	1	.1	2	.1	2,044	97.9
GS-12 THRU 13	1,184	.5	6	.3	3	.3			2	.2	1,173	99.1
GS-14 THRU 15	234	.4			1	.4			2	.8	234	98.3
GS-16 THRU 18	11										11	100.0
TOTAL WAGE SYSTEMS.....	1,591	12.8	203	.4	7	.4			13	.8	1,388	86.0
UP THRU \$3,499	49	61.2	30	2.0	1	2.0					18	36.7
\$ 5,500 THRU \$ 6,999	546	25.5	139	.5	3	.5			11	2.0	393	72.0
\$ 7,000 THRU \$ 7,999	615	3.4	21	.3	3	.5			1	.2	590	95.9
\$ 8,000 THRU \$ 8,999	254	3.1	6	.3					1	.4	245	96.5
\$ 9,000 THRU \$ 9,999	58	5.2	3	5.2							55	94.8
\$10,000 THRU \$13,999	67	3.0	2	3.0							5	97.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,296	8.5	926	.4	40	.4	4	.1			9,346	90.8
PF5-1 THRU 5*	9,069	9.3	840	.4	37	.4	3	.1			8,187	90.3
PF5-6 THRU 12	957	5.7	94	5.7	1	.1	1	.1			891	93.1
PF5-13 THRU 16	230	.9	2	.9							228	99.1
PF5-17 THRU 19	39										39	100.0
PF5-20 THRU 21	1										1	100.0
TOTAL OTHER PAY SYSTEMS	184	2.7	5	2.7							179	97.3
UP THRU \$3,499	65	6.2	4	6.2							61	93.6
\$ 5,500 THRU \$ 9,999	50	2.5	1	2.5							50	100.0
\$10,000 THRU \$13,999	36										35	97.2
\$14,000 THRU \$17,999	24										24	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER	5										5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-9a

1969 HINDRITY GROUP STUDY
CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	17,678	7.5	1,340	7.5	30	.2	6	.1	19	.1	16,483	92.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,078	5.6	343	5.6	4	.1	5	.1	9	.1	5,717	94.1
GS-1 THRU 4	1,466	16.2	238	16.2	1	.1	3	.2	2	.1	1,223	83.4
GS-5 THRU 8	1,383	5.7	79	5.7	2	.1	2	.1	5	.2	1,301	94.1
GS-9 THRU 11	2,047	1.1	22	1.1	1	.1	1	.1	2	.1	2,018	98.6
GS-12 THRU 13	980	.3	3	.3	1	.1	1	.1	2	1.0	976	99.6
GS-14 THRU 15	193	.5	1	.5							150	98.4
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYSTEMS.....	1,410	16.1	227	16.1	4	.3			7	.5	1,172	83.1
UP THRU \$5,499	362	50.0	181	50.0	3	.8			4	1.1	174	48.1
\$ 5,500 THRU \$ 6,999	708	6.1	43	6.1	1	.1			3	.4	661	93.4
\$ 7,000 THRU \$ 7,999	163	1.2	2	1.2							161	98.8
\$ 8,000 THRU \$ 8,999	147	.7	1	.7							146	99.3
\$ 9,000 THRU \$ 9,999	17										17	100.0
\$10,000 THRU \$15,995	13										13	100.0
\$16,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,194	7.5	763	7.5	22	.2	1	.1	3		9,405	92.3
PFS-1 THRU 4*	9,024	8.0	725	8.0	21	.2			3		8,734	91.7
PFS-5 THRU 8	848	4.5	38	4.5	1	.1					809	95.4
PFS-9 THRU 11	216										216	100.0
PFS-12 THRU 15	43										43	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	196	3.6	7	3.6							189	96.4
UP THRU \$6,499	102	4.9	5	4.9							97	95.1
\$ 6,500 THRU \$ 9,999	36	2.8	1	2.8							35	97.2
\$10,000 THRU \$13,999	43	2.13	1	2.13							42	97.7
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 AND OVER	10										10	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-10

1959 MINORITY GROUP STUDY

DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	4,462	13.6	619	13.6	11	.2	1	.2	10	.2	3,841	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660		154	9.2	8	.5			10	.6	1,508	89.8
GS-1 THRU 4	448		86	19.2	3	.7			1	.2	358	79.9
GS-5 THRU 8	590		43	7.3	2	.3					565	92.4
GS-9 THRU 11	420		17	4.0	1	.2			2	.5	400	95.2
GS-12 THRU 13	191		8	4.2					1	.5	182	95.3
GS-14 THRU 15	29				2	6.9			6	20.7	21	72.4
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	1,188		269	22.6	3	-.3	1	.1			915	77.0
UP THRU \$5,499	66		43	65.2							23	34.8
\$ 5,500 THRU \$ 6,999	162		101	55.5	1	.5					80	44.0
\$ 7,000 THRU \$ 7,999	237		73	31.0			1	.4			163	68.8
\$ 8,000 THRU \$ 8,999	422		34	8.1	2	.5					386	91.5
\$ 9,000 THRU \$ 9,999	164		13	7.9							151	92.1
\$10,000 THRU \$13,999	113		5	4.4							108	95.6
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,587		194	12.2							1,393	87.8
PFS-1 THRU 5*	1,352		179	13.2							1,173	86.8
PFS-6 THRU 9	192		15	7.6							177	92.2
PFS-10 THRU 12	37										37	100.0
PFS-13 THRU 16	6										6	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	27		2	7.4							25	92.6
UP THRU \$5,499	14		2	14.3							12	85.7
\$ 6,500 THRU \$ 9,999	11										11	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,207	14.3	579	13.3	13	0.3	2	0.1	5	0.1	3,458	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,416		157	11.1	7	0.5	1	0.1	4	0.3	1,227	88.1
GS-1 THRU 4	474		97	20.5	3	0.6			1	0.2	373	78.7
GS-5 THRU 8	438		39	8.9	1	0.2			1	0.2	397	90.6
GS-9 THRU 11	337		16	4.7			1	0.3			319	94.7
GS-12 THRU 13	134		5	3.6							133	96.4
GS-14 THRU 15	27										23	85.2
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	1,707		225	13.2	6	0.6			1	0.1	775	45.4
HP THRU \$5,499	234		147	62.8							86	36.8
\$ 5,500 THRU \$ 6,999	323		64	19.8	1	0.3			1	0.4	258	79.9
\$ 7,000 THRU \$ 7,999	390		37	9.5	5	1.3					348	89.2
\$ 8,000 THRU \$ 8,999	41		2	4.9							39	95.1
\$ 9,000 THRU \$ 9,999	36		5	13.9							31	86.1
\$10,000 THRU \$13,999	13										13	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,2574		167	10.6			1	0.1			1,406	89.3
PFS-1 THRU 4*	1,2355		154	11.4			1	0.1			1,200	88.6
PFS-5 THRU 8	178		13	7.3							165	92.7
PFS-9 THRU 11	32										32	100.0
PFS-12 THRU 15	9										9	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	30										30	100.0
HP THRU \$0,499	20										20	100.0
\$ 5,500 THRU \$ 9,999	8										8	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
DISTRICT OF COLUMBIA
TABLE 3-11

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	179,254	32.3	57,951	32.3	935	.5	310	.2	897	.5	119,171	66.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	137,434	25.2	34,971	25.2	787	.6	284	.2	816	.6	100,976	73.5
GS-1 THRU 4	25,290	60.3	15,239	60.3	171	.7	51	.2	57	.2	9,772	38.6
GS-5 THRU 8	41,069	35.7	14,673	35.7	237	.6	114	.3	174	.4	25,871	63.0
GS-9 THRU 11	21,320	13.4	2,856	13.4	132	.6	45	.2	262	1.3	18,005	84.5
GS-12 THRU 13	26,301	4.8	1,273	4.8	164	.6	33	.1	216	.8	24,615	93.6
GS-14 THRU 15	20,679	2.3	485	2.3	73	.4	36	.2	80	.4	20,005	96.7
GS-16 THRU 18	2,775	1.6	45	1.6	10	.4	5	.2	7	.3	2,708	97.6
TOTAL WAGE SYSTEMS.....	22,918	50.9	13,732	50.9	64	.3	14	.1	28	.1	9,080	39.6
UP THRU \$5,499	2,618	92.6	2,433	92.6	5	.2			1		179	6.8
\$ 5,500 THRU \$ 6,999	7,533	86.8	6,541	86.8	14	.2			6	.1	968	12.9
\$ 7,000 THRU \$ 7,999	3,327	73.1	2,831	73.1	11	.3	2	.1	6	.2	877	26.4
\$ 8,000 THRU \$ 8,999	3,006	45.1	1,357	45.1	12	.4	4	.1	3	.1	1,630	54.2
\$ 9,000 THRU \$ 9,999	1,387	32.1	445	32.1	8	.6	3	.2	1	.1	930	67.1
\$10,000 THRU \$13,999	4,913	10.4	511	10.4	14	.3	3	.1	9	.2	4,376	89.1
\$14,000 THRU \$17,999	127	8.7	11	8.7							116	91.3
\$18,000 AND OVER	7	42.9	3	42.9							4	57.1
TOTAL POSTAL FIELD SERVICE.....	11,424	78.7	8,996	78.7	25	.2	2		15	.1	2,386	20.9
PFS-1 THRU 5*	9,440	84.6	8,017	84.6	22	.2			12	.1	1,427	15.1
PFS-6 THRU 9	1,558	59.9	934	59.9	3	.2			3	.2	618	39.7
PFS-10 THRU 12	179	17.3	31	17.3							148	82.7
PFS-13 THRU 16	182	7.1	13	7.1							169	92.9
PFS-17 THRU 19	23	4.3	1	4.3							22	95.7
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	7,486	8.7	652	8.7	59	.6	10	.1	38	.5	6,729	89.9
UP THRU \$6,499	525	29.9	157	29.9	1	.2			2	.4	365	69.5
\$ 6,500 THRU \$ 9,999	1,545	9.2	297	9.2	24	1.8	4	.3	9	.6	1,211	78.4
\$10,000 THRU \$13,999	1,347	6.6	59	6.6	11	.8	3	.2	7	.5	1,237	91.8
\$14,000 THRU \$17,999	962	4.2	40	4.2	7	.7			7	.7	908	94.4
\$18,000 THRU \$25,999	1,432	2.5	36	2.5	9	.6			9	.6	1,378	96.2
\$26,000 AND OVER	1,677	2.0	33	2.0	7	.4	3	.2	4	.2	1,630	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
DISTRICT OF COLUMBIA
TABLE 3-11a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	187,609	30.5	57,314	30.5	730	.4	245	.1	742	.4	128,638	68.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	143,902	22.6	32,450	22.6	601	.4	218	.2	657	.5	109,976	76.4
GS-1 THRU 4	30,380	56.6	16,597	56.6	138	.5	59	.2	64	.2	13,522	44.5
GS-5 THRU 8	42,677	29.0	12,339	29.0	166	.4	78	.2	155	.4	29,920	70.1
GS-9 THRU 11	21,400	10.1	7,165	10.1	135	.6	37	.2	225	1.1	18,838	88.0
GS-12 THRU 13	26,507	3.7	969	3.7	120	.5	25	.1	151	.6	25,242	95.2
GS-14 THRU 15	19,775	1.6	310	1.6	36	.2	16	.1	60	.3	19,353	97.9
GS-16 THRU 18	3,163	1.6	51	1.6	6	.2	3	.1	2	.1	3,101	98.0
TOTAL WAGE SYSTEMS.....	223,679	61.4	14,937	61.4	64	.3	10	.1	26	.1	9,042	38.2
UP THRU \$5,499	6,886	91.2	6,254	91.2	12	.2	3	.1	8	.1	579	8.4
\$ 5,500 THRU \$ 6,999	7,267	86.8	6,161	86.8	21	.3	2	.1	9	.1	1,074	14.8
\$ 7,000 THRU \$ 7,999	3,500	42.1	1,473	42.1	14	.4	3	.1	3	.1	2,007	57.3
\$ 8,000 THRU \$ 8,999	1,725	22.3	384	22.3	1	.1	2	.1	3	.2	1,337	77.5
\$ 9,000 THRU \$ 9,999	3,186	7.3	233	7.3	8	.3	2	.1	1	.1	2,942	92.3
\$10,000 THRU \$13,999	1,113	2.9	32	2.9	8	.7	2	.2	2	.2	1,071	96.2
\$14,000 THRU \$17,999	29										29	100.0
\$18,000 AND OVER	3										3	100.0
TOTAL POSTAL FIF'S SERVICE.....	12,303	78.8	9,096	78.8	20	.2	3	.1	19	.2	2,565	20.8
PFS-1 THRU 4*	10,545	86.2	8,876	86.2	18	.2	3	.1	17	.2	1,631	15.5
PFS-5 THRU 8	1,472	23.6	789	23.6	2	.1			2	.1	679	46.1
PFS-9 THRU 11	126	6.3	23	6.3	8	6.3					118	93.7
PFS-12 THRU 15	17		8								17	100.0
PFS-16 THRU 18	2										2	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	7,785	8.1	631	8.1	45	.6	14	.2	40	.5	7,055	90.6
UP THRU \$6,499	1,001	26.9	285	26.9	5	.5	10	.9	12	1.1	749	70.6
\$ 6,500 THRU \$ 9,999	1,798	10.9	218	10.9	16	.8	1	.1	11	.6	1,782	87.7
\$10,000 THRU \$13,999	1,202	6.7	56	6.7	8	.7	1	.1	8	.7	1,129	93.9
\$14,000 THRU \$17,999	1,645	2.6	37	2.6	7	.5			6	.4	1,375	96.5
\$18,000 AND OVER	2,099	1.7	35	1.7	9	.4	2	.1	3	.1	2,050	97.7

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-12

1969 MINORITY GROUP STUDY

FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	67,503	100.0	9,061	13.4	1,228	1.8	116	.2	67	.1	60,431	89.5
TOTAL GENERAL SCHEME OR SIMILAR.....	31,100		934	3.0	503	1.6	49	.2	37	.1	29,577	95.1
GS-1 THRU 4	7,614		607	8.0	191	2.5	19	.2	10	.1	6,787	89.1
GS-5 THRU 8	8,069		202	2.5	135	1.7	14	.2	6	.1	7,732	95.6
GS-9 THRU 11	8,126		108	1.3	100	1.2	11	.1	8	.1	7,899	97.2
GS-12 THRU 13	5,836		17	.3	46	.8	4	.1	10	.2	5,759	98.7
GS-14 THRU 15	1,391				31	2.2	1	.1	3	.2	1,356	97.5
GS-16 THRU 18	44										44	100.0
TOTAL WAGE SYSTEMS.....	16,603		2,679	17.1	239	1.4	44	.3	22	.1	13,619	81.1
UP THRU \$5,499	1,636		809	55.0	32	2.0	7	.4	2	.1	696	42.5
\$ 5,500 THRU \$ 6,799	3,867		1,233	31.1	62	1.6	9	.2	6	.2	2,587	66.9
\$ 7,000 THRU \$ 7,999	4,806		526	10.9	87	1.8	19	.4	12	.2	4,162	86.6
\$ 8,000 THRU \$ 8,999	3,892		218	5.6	30	.8	5	.1			3,639	93.5
\$ 9,000 THRU \$ 9,999	1,223		23	1.9	15	1.2	3	.2			1,182	96.6
\$10,000 THRU \$13,999	1,316		10	.8	13	1.0	1	.1	2	.2	1,292	98.0
\$14,000 THRU \$17,999	53										53	100.0
\$18,000 AND OVER	8										8	100.0
TOTAL POSTAL FIELD SERVICE.....	19,160		1,319	9.5	473	2.5	21	.1	8		16,839	87.9
PFS-1 THRU 5*	16,243		1,698	10.5	421	2.6	18	.1	8		14,098	86.8
PFS-6 THRU 9	2,422		117	4.8	40	1.7	2	.1			2,263	93.4
PFS-10 THRU 12	421		4	1.0	11	2.6	1	.2			405	96.2
PFS-13 THRU 16	71										71	100.0
PFS-17 THRU 19	3				1	33.3					2	66.7
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	446		29	6.5	13	3.0	2	.5			396	90.0
UP THRU \$5,499	214		23	10.7	6	1.9					165	85.4
\$ 6,500 THRU \$ 9,999	116		5	4.3	4	5.2	2	.9			105	90.5
\$10,000 THRU \$13,999	37				2	5.4					35	94.6
\$14,000 THRU \$17,999	19				1	5.3					18	94.7
\$18,000 THRU \$25,999	21		1	4.8							20	95.2
\$26,000 AND OVER	33										33	100.0

* INCLUDES WITH CLASS POSTMASTERS AND PURAL CARRIERS



TABLE 3-12a

1969 MINORITY GROUP STUDY
FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	64,749	8.1	9,247	1.8	1,172	1.8	59	.1	69	.1	58,202	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	29,378		694	2.4	456	1.6	23	.1	40	.1	28,165	95.9
GS-1 THRU 4	8,165		478	5.9	213	2.6	6	.1	9	.1	7,839	91.3
GS-5 THRU 8	7,423		140	1.9	114	1.5	11	.1	6	.1	7,152	96.3
GS-9 THRU 11	7,433		71	1.0	74	1.0	5	.1	6	.1	7,277	97.9
GS-12 THRU 13	5,139		5	.1	31	.6			15	.3	5,088	99.0
GS-14 THRU 15	1,189				24	2.0	1	.1	4	.3	1,160	97.6
GS-16 THRU 18	49										49	100.0
TOTAL WAGE SYSTEMS.....	16,993		2,911	17.1	290	1.7	28	.2	14	.1	13,750	80.9
UP THRU \$5,499	3,786		1,579	41.8	85	2.2	10	.3	8	.2	2,098	55.5
\$ 5,500 THRU \$ 6,999	7,032		1,210	15.6	102	1.4	14	.2	3		5,833	87.7
\$ 7,000 THRU \$ 7,999	4,010		210	5.2	80	2.0	3	.1	2		3,715	92.6
\$ 8,000 THRU \$ 8,999	1,293		19	1.5	19	1.5	1	.1	1		1,253	96.9
\$ 9,000 THRU \$ 9,999	627		3	.5	1	.2					623	99.4
\$10,000 THRU \$13,999	220				3	1.4					217	98.6
\$14,000 THRU \$17,999	11										11	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	17,653		1,534	8.7	421	2.4	7		9	.1	15,682	88.8
PFS-1 THRU 4*	15,002		1,444	9.6	367	2.4	7		9	.1	13,235	87.9
PFS-5 THRU 8	2,100		86	4.1	46	2.2					1,968	93.7
PFS-9 THRU 11	397		4	1.0	7	1.8					386	97.2
PFS-12 THRU 15	91										91	100.0
PFS-16 THRU 18	3				1	33.3					2	66.7
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	725		108	14.9	5	.7	1	.1	6	.8	605	83.4
UP THRU \$6,499	493		104	21.1	4	.8	1	.2	4	.8	380	77.1
\$ 6,500 THRU \$ 9,999	118		2	1.7					2	1.7	114	96.6
\$10,000 THRU \$13,999	61		1	1.6	1	1.6					59	96.7
\$14,000 THRU \$17,999	18		1	5.6							17	94.4
\$18,000 AND OVER	35										35	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
 GEORGIA
 TABLE 3-13

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74,072	17.6	13,159	17.6	159	.2	28	.1	45	.1	60,681	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,785		2,604	6.5	100	.3	19	.1	35	.1	37,027	93.1
GS- 1 THRU 4	11,608		1,717	14.8	24	-.2	2		12	.1	9,853	84.9
GS- 5 THRU 8	12,210		584	4.8	12	-.1	2		6		11,593	94.9
GS- 9 THRU 11	9,417		204	2.2	31	.3	6	.1	10	.1	9,166	97.3
GS-12 THRU 13	5,259		75	1.4	9	.2	3	.1	6	.1	5,166	98.2
GS-14 THRU 15	1,241		22	1.8	15	1.2	2	.2	1	.1	1,201	96.8
GS-16 THRU 18	50		2	4.0							48	96.0
TOTAL WAGE SYSTEMS.....	20,102		6,213	30.9	33	.2	2		6		13,848	68.9
UP THRU \$5,499	2,845		1,949	68.5	3	.1					893	31.4
\$ 5,500 THRU \$ 6,999	6,662		3,164	47.5	21	.3			3		3,474	52.1
\$ 7,000 THRU \$ 7,999	5,650		852	15.3	6	.1			2		4,740	84.6
\$ 8,000 THRU \$ 8,999	2,847		189	6.6	2	.1			1		2,655	92.3
\$ 9,000 THRU \$ 9,999	1,139		39	3.4			1	.1			1,099	96.5
\$10,000 THRU \$13,999	918		9	1.0	1	.1	1	.1			907	98.6
\$14,000 THRU \$17,999	36		1	2.8							35	97.2
\$18,000 AND OVER	5										5	100.0
TOTAL POSTAL FIELD SERVICE.....	13,541		4,296	31.7	25	.2	3		3		9,214	68.0
PFS- 1 THRU 5*	10,941		3,952	36.1	23	.2	2		2		6,962	63.6
PFS- 6 THRU 9	1,918		316	16.6	1	.1			1	.1	1,597	83.3
PFS-10 THRU 12	401		21	5.2	1	.2					379	94.5
PFS-13 THRU 16	248		4	1.6			1	.4			243	98.0
PFS-17 THRU 19	30										30	100.0
PFS-20 THRU 21	3										3	100.0
TOTAL OTHER PAY SYSTEMS	644		46	7.1	1	.2	4	.6	1	.2	592	91.9
UP THRU \$6,499	143		24	15.3							155	84.7
\$ 6,500 THRU \$ 9,999	285		17	6.0	1	1.4	3	1.1	1	.4	264	92.6
\$10,000 THRU \$13,999	70		1	1.4			1	1.2			68	97.1
\$14,000 THRU \$17,999	85										84	98.8
\$18,000 THRU \$25,999	18										18	100.0
\$26,000 AND OVER	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	74,616	17.3	12,879	17.3	119	.2	22	.1	40	.1	61,356	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,828		2,321	5.9	78	.2	12	.1	32	.1	36,785	93.8
GS-1 THRU 4	13,780		1,683	12.2	23	.2	2	.1	11	.1	12,061	87.5
GS-5 THRU 8	11,650		470	4.0	16	.1	3	.1	8	.1	11,153	95.7
GS-9 THRU 11	8,373		111	1.3	18	.2	3	.1	6	.1	8,235	98.4
GS-12 THRU 13	4,820		38	1.9	15	.3	3	.1	6	.1	4,758	98.6
GS-14 THRU 15	953		18	1.9	6	.6	1	.1	1	.1	927	97.3
GS-16 THRU 18	52		1	1.9							51	98.1
TOTAL WAGE SYSTEMS.....	21,744		7,142	32.8	29	.1	6	.1	3	.1	14,564	67.0
UP THRU \$5,499	10,905		5,608	56.1	17	.2	3	.1	2	.1	4,375	43.7
\$ 5,500 THRU \$ 6,999	7,952		1,441	18.1	9	.1	2	.1			6,500	81.7
\$ 7,000 THRU \$ 7,999	2,727		87	3.2	2	.1			1	.1	2,637	96.7
\$ 8,000 THRU \$ 8,999	695		6	.9	1	.1					687	98.8
\$ 9,000 THRU \$ 9,999	249										249	100.0
\$10,000 THRU \$13,999	114										114	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	12,900		3,349	25.8	11	.1	4	.1	4	.1	9,592	74.0
PFS-1 THRU 4*	10,628		3,150	29.6	10	.1	3	.1	3	.1	7,462	70.2
PFS-5 THRU 8	1,757		184	10.5	1	.1			1	.1	1,571	89.4
PFS-9 THRU 11	394		15	3.8							379	96.2
PFS-12 THRU 15	156						1	.6			155	99.4
PFS-16 THRU 18	22										22	100.0
PFS-19 THRU 20	3										3	100.0
TOTAL OTHER PAY SYSTEMS	684		67	9.8	1	.1			1	.1	615	89.9
UP THRU \$6,499	340		64	18.8	1	.3					275	80.9
\$ 6,500 THRU \$ 9,999	87		3	3.4					1	.8	84	96.6
\$10,000 THRU \$13,999	124										123	99.2
\$14,000 THRU \$17,999	51										51	100.0
\$18,000 AND OVER	82										82	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-14

1969 MINORITY GROUP STUDY

IDAMO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER FCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
						NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,339	29	36	113	20	7,141	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,361	22	1A	75	9	4,237	97.2
GS-1 THRU 4	737	8	8	26	4	691	93.8
GS-5 THRU 8	1,387	8	8	26	3	1,342	96.8
GS-9 THRU 11	1,469	6	2	18	2	1,441	98.1
GS-12 THRU 13	843			4		839	99.4
GS-14 THRU 15	118			1		117	99.2
GS-16 THRU 18	7					7	100.0
TOTAL WAGE SYSTEMS.....	990	6	9	35	3	937	94.6
UP THRU \$5,400	57	2	1	8		46	80.7
\$ 5,500 THRU \$ 6,999	249	4	3	12	1	239	92.0
\$ 7,000 THRU \$ 7,999	305		4	12	2	287	94.1
\$ 8,000 THRU \$ 8,999	210			1		209	99.5
\$ 9,000 THRU \$ 9,999	108		1	1		107	99.1
\$10,000 THRU \$13,999	61		1	1		59	96.7
\$14,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL POSTAL FIELD SERVICE.....	1,868	1	7	3	6	1,869	99.0
PFS-1 THRU 5*	1,547	1	5	2	6	1,533	99.1
PFS-6 THRU 9	283		2	1	1	279	98.6
PFS-10 THRU 12	50					49	98.0
PFS-13 THRU 16	8				1	8	100.0
PFS-17 THRU 19							
PFS-20 THRU 21							
TOTAL OTHER PAY SYSTEMS	106		2			98	98.0
UP THRU \$5,400	53		2			51	96.2
\$ 6,500 THRU \$ 9,999	29					29	100.0
\$10,000 THRU \$13,999	15					15	100.0
\$14,000 THRU \$17,999	1					1	100.0
\$18,000 THRU \$25,999	2					2	100.0
\$26,000 AND OVER							

* INCLUDES 471 CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,273		38	.5	33	.5	127	1.7	20	.3	7,055	97.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,231		25	.6	11	.3	75	1.8	10	.2	4,110	97.1
GS-1 THRU 4	884		12	1.4	3	.3	25	2.8	5	.6	839	94.9
GS-5 THRU 8	1,305		9	.7	5	.4	22	1.5	2	.2	1,257	96.3
GS-9 THRU 11	1,300		3	.2	3	.2	13	1.0	3	.2	1,257	98.4
GS-12 THRU 15	564		1	.2							559	99.1
GS-16 THRU 18	101						1	1.0			100	99.0
GS-16 THRU 18	8										8	100.0
TOTAL WAGE SYSTEMS.....	1,032		11	1.1	2	.2	48	4.7	2	.2	969	93.9
UP THRU \$5,499	400		9	2.3	2	.5	17	3.5	1	.3	374	93.5
\$ 5,500 THRU \$ 6,999	404		2	.5			28	6.9	1	.2	375	92.6
\$ 7,000 THRU \$ 7,999	155										155	100.0
\$ 8,000 THRU \$ 8,999	73										72	98.6
\$ 9,000 THRU \$ 9,999	24										23	95.8
\$10,000 THRU \$13,999	14						1	4.2			14	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,913		2	.1	18	.9	4	.2	8	.4	1,883	98.3
PFS-1 THRU 4*	1,578		2	.1	16	1.0	3	.2	6	.4	1,551	98.3
PFS-5 THRU 8	280				1	.4	1	.4	1	.4	277	98.9
PFS-9 THRU 11	20										19	95.0
PFS-12 THRU 15	7				1	2.0			1	2.0	6	85.7
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	95				2	2.1					93	97.9
UP THRU \$6,499	72				2	2.8					70	97.2
\$ 6,500 THRU \$ 9,999	16										16	100.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1959 MINORITY GROUP STUDY
ILLINOIS
TABLE 3-15

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	107,356	29.6	31,817	29.6	820	.8	89	.1	411	.4	74,219	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,202	17.0	7,698	17.0	288	.6	40	.1	256	.6	36,920	81.7
GS- 1 THRU 4	12,143	33.3	4,045	33.3	111	.9	11	.1	23	.2	7,953	65.5
GS- 5 THRU 8	13,007	19.3	2,509	19.3	79	.6	13	.1	56	.4	10,350	79.6
GS- 9 THRU 11	10,854	7.4	803	7.4	54	.5	7	.1	113	1.0	9,877	91.0
GS-12 THRU 13	7,459	2.8	288	3.9	30	.4	6	.1	51	.7	7,084	95.0
GS-14 THRU 15	1,671	3.1	52	3.1	14	.8	2	.1	13	.8	1,590	95.2
GS-16 THRU 18	68	1.5	1	1.5	4	.8	1	1.5	3	.3	66	97.1
TOTAL WAGE SYSTEMS.....	13,371	24.8	3,311	24.8	169	1.3	5	.1	16	.1	9,870	73.8
UP THRU \$5,499	719	31.8	229	31.8	30	4.2	1	.1	1	.1	459	63.8
\$ 5,500 THRU \$ 6,999	3,649	52.0	1,098	52.0	64	1.8	1	.1	3	.1	1,683	46.1
\$ 7,000 THRU \$ 7,999	2,338	25.6	599	25.6	32	1.4	2	.1	6	.2	1,706	73.0
\$ 8,000 THRU \$ 8,999	2,923	12.8	374	12.8	17	.6	2	.1	2	.1	2,524	86.3
\$ 9,000 THRU \$ 9,999	2,530	6.6	168	6.6	22	.9	2	.1	2	.1	2,345	92.4
\$10,000 THRU \$13,999	1,166	3.7	43	3.7	4	.3	2	.1	3	.3	1,116	95.7
\$14,000 THRU \$17,999	36	1.0	1	1.0	1	2.8	1	2.8	1	2.8	36	100.0
\$18,000 AND OVER	1	0.0	1	0.0	1	100.0	1	100.0	1	100.0	1	100.0
TOTAL POSTAL FIELD SERVICE.....	46,155	43.0	20,683	43.0	356	.7	43	.1	136	.3	26,935	58.1
PFS- 1 THRU 5*	42,115	45.1	18,941	45.1	328	.8	39	.1	127	.3	22,640	53.8
PFS- 6 THRU 9	4,812	3.5	1,564	3.5	27	.6	3	.1	11	.2	3,207	66.6
PFS-10 THRU 12	884	12.0	106	12.0	1	.1	1	.1	1	.1	776	87.8
PFS-13 THRU 16	312	9.0	28	9.0	3	10.7	2	6.3	2	6.3	284	91.0
PFS-17 THRU 19	27	19.7	3	19.7	3	10.7	2	6.3	2	6.3	25	89.3
PFS-20 THRU 21	4	25.0	1	25.0	1	25.0	1	25.0	1	25.0	3	75.0
TOTAL OTHER PAY SYSTEMS	528	19.9	125	19.9	7	1.1	1	.2	1	.2	494	78.7
UP THRU \$6,499	345	29.9	103	29.9	3	.9	3	.9	1	.3	239	69.3
\$ 6,500 THRU \$ 9,999	155	12.3	19	12.3	4	2.6	1	.6	1	.6	130	83.9
\$10,000 THRU \$13,999	77	2.6	2	2.6	2	2.6	2	2.6	2	2.6	75	97.4
\$14,000 THRU \$17,999	22	4.5	1	4.5	1	4.5	1	4.5	1	4.5	21	95.5
\$18,000 THRU \$25,999	17	100.0	17	100.0	17	100.0	17	100.0	17	100.0	17	100.0
\$26,000 AND OVER	12	100.0	12	100.0	12	100.0	12	100.0	12	100.0	12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	108,717	30.2	32,825	30.2	752	.7	77	.1	322	.3	74,741	68.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	46,370	17.4	8,066	17.4	216	.5	44	.1	167	.4	37,877	81.7
GS-1 THRU 4	19,549	32.9	5,122	32.9	109	.7	19	.1	27	.2	10,272	66.1
GS-5 THRU 8	12,145	16.7	2,024	16.7	50	.4	11	.1	42	.3	10,018	82.5
GS-9 THRU 11	10,432	9.4	568	9.4	37	.4	5	.1	36	.3	9,886	92.7
GS-12 THRU 13	8,731	5.1	210	5.1	14	.2	8	.1	34	.5	8,485	96.0
GS-14 THRU 15	1,418	2.9	41	2.9	6	.4	1	.1	8	.6	1,362	96.1
GS-16 THRU 18	75	1.3	1	1.3							74	98.7
TOTAL WAGE SYSTEMS.....	14,307	24.8	3,347	24.8	178	1.2	5	.1	15	.1	10,562	73.8
UP THRU \$3,499	2,919	54.0	1,634	54.0	71	2.4	2	.1	2	.1	1,210	41.3
\$ 3,500 THRU \$ 4,999	5,410	24.8	1,360	24.8	74	1.4	1	.1	5	.1	3,950	73.8
\$ 5,000 THRU \$ 7,999	3,348	11.4	404	11.4	26	.7	2	.1	5	.1	3,111	87.7
\$ 8,000 THRU \$ 9,999	1,564	9.4	147	9.4	6	.4			3	.2	1,412	90.1
\$ 10,000 THRU \$ 12,999	535	3.2	17	3.2	1	.2					517	96.6
\$ 13,000 THRU \$ 17,999	325	1.5	5	1.5							320	98.5
\$ 18,000 AND OVER	2										2	100.0
TOTAL POSTAL FIELD SERVICE.....	47,364	44.5	21,068	44.5	353	.7	27	.1	137	.3	25,779	54.4
PFS-1 THRU 4*	42,049	47.3	19,895	47.3	331	.8	15	.1	130	.3	21,678	51.6
PFS-5 THRU 8	6,241	25.5	1,080	25.5	21	.5	12	.3	7	.2	3,121	73.6
PFS-9 THRU 11	801	8.5	66	8.5	1	.1					732	91.4
PFS-12 THRU 15	246	8.9	22	8.9							224	91.1
PFS-16 THRU 18	24	8.3	2	8.3							22	91.7
PFS-19 THRU 20	3	33.3	1	33.3							2	66.7
TOTAL OTHER PAY SYSTEMS	676	21.3	144	21.3	5	.7	1	.1	3	.4	523	77.4
UP THRU \$6,499	483	28.6	138	28.6	5	1.0	1	.2	3	.6	336	69.6
\$ 6,500 THRU \$ 9,999	118	3.4	4	3.4							114	96.6
\$ 10,000 THRU \$ 13,999	39	5.7	2	5.7							33	94.3
\$ 14,000 THRU \$ 17,999	11										11	100.0
\$ 18,000 AND OVER	29										29	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-16

1969 MINORITY GROUP STUDY

INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SU-NAMEO		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	41,521	13.5	5,619	13.5	64	-.2	7	.1	29	.1	35,802	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17,506		2,470	14.1	24	.1	4	.1	22	.1	14,986	85.6
GS- 1 THRU 4	6,683		1,586	23.7	5	-.1	3	-.1	5	-.1	5,084	76.1
GS- 5 THRU 8	4,745		692	14.6	12	-.3	1	-.1	3	-.1	4,038	85.1
GS- 9 THRU 11	4,001		162	4.0	3	-.1	1	-.1	6	-.1	3,829	95.7
GS-12 THRU 13	1,785		27	1.5	2	-.1	2	-.1	2	-.1	1,750	98.0
GS-14 THRU 15	282		3	1.1	2	-.7	2	-.7	2	-.7	275	97.5
GS-16 THRU 18	10										10	100.0
TOTAL WAGE SYSTEMS.....	9,156		751	8.2	10	.1	2	.1	5	.1	8,386	91.6
UP THRU \$5,495	108		14	13.0							94	87.0
\$ 5,500 THRU \$ 6,999	3,425		419	12.2	7	-.1	2	-.1	2	-.1	3,001	87.6
\$ 7,000 THRU \$ 7,999	2,282		189	8.3	3	-.1			2	-.1	2,086	91.5
\$ 8,000 THRU \$ 8,999	1,387		84	6.1	2	-.1			1	-.1	1,280	93.0
\$ 9,000 THRU \$ 9,999	1,265		37	2.9	4	-.3					1,224	96.8
\$10,000 THRU \$13,999	691		6	1.2							683	98.8
\$14,000 THRU \$17,999	18										18	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	14,613		2,381	16.3	30	-.2	1	.1	2		12,199	83.5
PFS- 1 THRU 5*	12,419		2,169	17.5	29	-.2	1	.1	2		10,216	82.3
PFS- 6 THRU 9	1,788		202	11.3	1	-.1					1,585	88.6
PFS-10 THRU 12	357		8	2.2							349	97.8
PFS-13 THRU 16	48		2	4.2							46	95.8
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	246		17	6.9							229	93.1
UP THRU \$6,499	155		15	9.7							140	90.3
\$ 6,500 THRU \$ 9,999	60		2	3.3							58	96.7
\$10,000 THRU \$13,999	15										15	100.0
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
INDIANA

TABLE 3-16a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALI. PA. SYSTEMS**	39,836	14.6	5,803	14.6	48	.1	5		37	.1	33,943	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,694		2,720	16.3	24	.1	4		27	.2	13,919	83.4
GS-1 THRU 4	7,474		1,906	25.5	8	.1	3		10	.1	5,567	74.2
GS-5 THRU 8	4,181		673	16.1	6	.1	1		5	.1	3,496	83.6
GS-9 THRU 11	3,321		121	3.6	6	.2			5	.2	3,189	96.0
GS-12 THRU 13	1,494		17	1.1	1	.1			3	.2	1,474	98.6
GS-14 THRU 15	211		3	1.4	3	1.4			4	1.9	201	95.3
GS-16 THRU 18	12										12	100.0
TOTAL WAGE SYSTEMS.....	8,130		796	9.8	6	.1			5	.1	7,333	90.1
UP THRU \$5,499	1,665		343	20.6	2	.1			3	.2	1,317	79.1
\$ 5,500 THRU \$ 6,999	3,733		366	9.8	2	.1			2	.1	3,363	90.1
\$ 7,000 THRU \$ 7,999	1,407		65	4.6	1	.1					1,341	95.3
\$ 8,000 THRU \$ 8,999	1,990		21	2.1	1	.1					1,868	93.8
\$ 9,000 THRU \$ 9,999	184		1	.5							183	99.5
\$10,000 THRU \$13,999	168										168	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	14,690		2,268	15.4	18	.1	1				12,398	84.4
PFS-1 THRU 4*	12,805		2,154	16.8	18	.1			5		10,625	83.0
PFS-5 THRU 8	1,484		104	7.0							1,382	93.0
PFS-9 THRU 11	328		6	1.8							322	98.2
PFS-12 THRU 15	70		2	2.9							68	97.1
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	302		19	6.3							283	93.7
UP THRU \$6,499	246		19	7.7							227	92.3
\$ 6,500 THRU \$ 9,999	26										26	100.0
\$10,000 THRU \$13,999	27										26	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER**	6										6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-17

1969 MINORITY GROUP STUDY

IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,386		369	2.3	50	.3	5		19	.1	15,943	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,753		120	2.1	17	.3	1		18	.3	5,597	97.3
GS-1 THRU 4	1,336		62	4.6	2	.1	1		1		1,271	95.1
GS-5 THRU 8	2,040		33	1.6	6	.4			1		1,998	97.9
GS-9 THRU 11	1,513		16	1.1	4	.3			11	.7	1,482	98.0
GS-12 THRU 13	682		7	1.0					4	.6	674	98.4
GS-14 THRU 15	175		1	.6	3	1.7			2	1.1	169	96.6
GS-16 THRU 18	4		1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,280		56	4.4	3	.2	3				1,218	95.2
UP THRU \$5,499	39		8	20.5							31	79.5
\$ 5,500 THRU \$ 6,999	505		32	6.3			2				471	93.3
\$ 7,000 THRU \$ 7,999	244		10	4.1	1	.4					233	95.5
\$ 8,000 THRU \$ 8,999	270		4	1.5			1				265	98.1
\$ 9,000 THRU \$ 9,999	152		2	1.3	1	.7					149	98.0
\$10,000 THRU \$13,999	69				1	1.4					68	98.5
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	9,202		192	2.1	30	.3	1		1		8,978	97.6
PFS-1 THRU 5*	7,677		165	2.1	28	.4	1		1		7,482	97.5
PFS-6 THRU 9	1,290		25	1.9	2	.2					1,263	97.9
PFS-10 THRU 12	212		1	.5							211	99.5
PFS-13 THRU 16	22		1	4.5							21	95.5
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	151		1	.7							150	99.3
UP THRU \$6,499	86		1	1.2							85	98.8
\$ 6,500 THRU \$ 9,999	45										45	100.0
\$10,000 THRU \$13,999	13										13	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-17a

ICWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	16,321		378	2.3	30	.2	5		15	.1	15,893	97.4
TOTAL GENERAL SCHEDULE PW SIMILAN.....	5,511		120	2.2	6	.1	1		13	.2	5,371	97.5
GS-1 THRU 4	1,403		70	4.4	3	.2					1,330	95.4
GS-5 THRU 8	1,663		25	1.5	1	.1					1,637	98.4
GS-9 THRU 11	1,508		13	.9	1	.1	1	.1	7	.5	1,486	98.5
GS-12 THRU 13	585		10	1.7	1	.2			3	.5	571	97.6
GS-14 THRU 15	145		1	.7					3	2.1	141	97.2
GS-16 THRU 18	7		1	14.2							6	85.7
TOTAL WAGE SYSTEMS.....	1,124		62	5.4	2	.2	2	.2	1	.1	1,087	94.2
UP THRU \$3,499	533		40	7.5			2	.4	1	.2	490	91.9
\$ 5,000 THRU \$ 6,999	377		17	4.5							360	95.5
\$ 7,000 THRU \$ 7,999	172		4	2.3							166	97.7
\$ 8,000 THRU \$ 8,999	24		1	1.9	1	1.9					52	96.3
\$ 9,000 THRU \$ 9,999	17				1	5.9					16	94.1
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	9,498		195	2.1	22	.2	2		1		9,278	97.7
PFS-1 THRU 4*	7,867		175	2.2	22	.3	2		1		7,667	97.5
PFS-5 THRU 8	1,358		18	1.3							1,340	98.7
PFS-9 THRU 11	236		2	.8							234	99.2
PFS-12 THRU 15	34										34	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	138		1	.6							137	99.4
UP THRU \$6,499	129		1	.8							128	99.2
\$ 6,500 THRU \$ 9,999	19										19	100.0
\$10,000 THRU \$13,999	5										5	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER**	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY
KANSAS
TABLE 3-18

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	21,279	7.3	1,552	7.3	219	1.0	166	.8	48	.2	19,294	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,793		656	6.7	89	.9	110	1.1	26	.3	8,910	91.0
GS-1 THRU 4	3,023		399	13.2	35	1.2	46	1.5	11	.4	2,532	83.8
GS-5 THRU 6	3,246		192	5.9	27	.8	30	.9	5	.2	2,992	92.2
GS-9 THRU 11	2,365		63	2.7	10	.4	31	1.3	6	.3	2,255	95.3
GS-12 THRU 13	984		4	.4	5	.5	3	.3			972	98.6
GS-14 THRU 15	170				12	7.1			4	2.4	154	90.6
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	3,191		471	14.8	35	1.1	38	1.2	18	.6	2,629	82.4
UP THRU \$5,499	270		87	31.2	3	1.1	8	2.9	3	1.1	178	63.8
\$ 5,500 THRU \$ 6,999	1,011		263	26.0	13	1.3	15	1.5	12	1.2	708	70.0
\$ 7,000 THRU \$ 7,999	1,066		91	8.5	11	1.0	12	1.1	2	.2	950	89.1
\$ 8,000 THRU \$ 8,999	452		21	4.6	3	.7	1	.2	1	.2	428	94.2
\$ 9,000 THRU \$ 9,999	183		5	2.7	4	2.2	1	.5			173	94.5
\$10,000 THRU \$13,999	200		4	2.0	1	.5	1	.5			194	97.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	8,122		423	5.2	95	1.2	18	.2	3		7,583	93.4
PFS-1 THRU 5*	6,565		375	5.7	88	1.3	15	.2	3		6,084	92.7
PFS-6 THRU 9	1,135		41	3.5	7	.6	3	.3			1,114	95.6
PFS-10 THRU 12	240		5	2.1							235	97.9
PFS-13 THRU 16	134		2	1.5							132	98.5
PFS-17 THRU 19	16										16	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	173								1	.6	172	99.4
UP THRU \$5,499	100										100	100.0
\$ 6,500 THRU \$ 9,999	39										39	100.0
\$10,000 THRU \$13,999	14										14	100.0
\$14,000 THRU \$17,999	13								1	7.7	12	92.3
\$18,000 THRU \$25,999	6										6	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-18a

MINORITY GROUP STUDY
KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,536	1,445	7.0	199	1.0	154	.7	30	.1	18,708	91.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,171	590	6.4	86	.9	101	1.1	16	.2	8,478	91.4
GS- 1 THRU 4	3,394	415	12.2	43	1.3	49	1.4	11	.3	2,878	84.7
GS- 5 THRU 8	2,654	122	4.6	21	.8	26	1.0	1	.0	2,485	93.4
GS- 9 THRU 11	2,134	48	2.2	7	.2	19	.9	2	.1	2,065	96.6
GS-12 THRU 15	822	5	.6	5	.6	3	.4			809	98.4
GS-14 THRU 15	154			13	8.4	4	2.6	2	1.3	135	87.7
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS..	4,222	493	11.7	33	1.0	40	1.2	11	.3	2,865	68.1
UP THRU \$5,499	1,248	371	29.7	14	1.1	17	1.4	9	.7	837	67.1
\$ 5,500 THRU \$ 6,999	1,237	96	7.8	13	1.1	20	1.6	2	.2	1,106	89.4
\$ 7,000 THRU \$ 7,999	455	21	4.6	4	.9	2	.4			424	94.1
\$ 8,000 THRU \$ 8,999	221	4	1.8	2	.9	1	.5			214	96.8
\$ 9,000 THRU \$ 9,999	55	1	1.8							54	98.2
\$10,000 THRU \$13,999	6									6	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,954	360	4.5	80	1.0	13	.2	2	.0	7,499	94.3
PFS- 1 THRU 4*	6,520	323	5.0	75	1.2	11	.2	2	.0	6,109	93.7
PFS- 5 THRU 8	1,099	32	2.9	5	.5	2	.2			1,060	96.5
PFS- 9 THRU 11	224	4	1.8							220	98.2
PFS-12 THRU 15	94	1	1.1							93	98.9
PFS-16 THRU 18	16									16	100.0
PFS-19 THRU 20	1									1	100.0
TOTAL UTAFR PAY SYSTEMS	189	2	1.1					1	.5	186	98.4
UP THRU \$6,499	118	1	.8							117	99.2
\$ 6,500 THRU \$ 9,999	22									22	100.0
\$10,000 THRU \$13,999	30									30	100.0
\$14,000 THRU \$17,999	13	1	7.7					1	16.7	12	92.3
\$18,000 AND OVER**	4									5	83.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-19

1959 MINORITY GROUP STUDY

KENTUCKY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,514	9.8	3,368	9.8	44	-1	7		24	.1	31,055	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,796	7.4	1,025	7.4	25	-2			20	-1	12,726	92.2
GS-1 THRU 4	4,493	12.7	570	12.7	11	.2			5	.1	3,907	87.0
GS-5 THRU 8	4,479	6.0	360	6.0	5	.1			5	.1	4,109	91.7
GS-9 THRU 11	3,309	2.6	55	2.6	6	.2			6	.2	3,212	97.1
GS-12 THRU 13	1,299	.6	8	.6	1	.1			1	.1	1,289	99.2
GS-14 THRU 15	211	.9	2	.9	2	.9			3	1.4	204	96.7
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	11,781	13.0	1,935	13.0	16	-1	3		2		10,225	86.8
UP THRU \$5,499	1,158	32.6	377	32.6	1	.1			1	.1	779	67.3
\$ 5,500 THRU \$ 6,999	3,514	21.6	758	21.6	5	.1	1				2,750	78.3
\$ 7,000 THRU \$ 7,999	2,772	10.2	283	10.2	3	.1	1				2,485	89.6
\$ 8,000 THRU \$ 8,999	2,325	3.6	89	3.6	7	.3			1		2,228	95.8
\$ 9,000 THRU \$ 9,999	764	2.1	16	2.1							748	97.9
\$10,000 THRU \$13,999	1,228	.9	11	.9			1				1,216	99.0
\$14,000 THRU \$17,999	20	5.0	1	5.0							19	95.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	8,309	9.6	794	9.6	3		4		1		7,507	90.3
PFS-1 THRU 5*	7,035	10.2	721	10.2	3		3				6,308	89.7
PFS-6 THRU 9	1,087	6.5	69	6.5			1		1	.1	996	93.3
PFS-10 THRU 12	187	2.1	4	2.1							183	97.9
PFS-13 THRU 16	19										19	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	632	5.4	34	5.4					1	.2	597	94.5
UP THRU \$6,499	217	12.0	26	12.0							191	88.0
\$ 6,500 THRU \$ 9,999	221	3.2	7	3.2							214	96.8
\$10,000 THRU \$13,999	90	1.1	1	1.1					1	1.4	89	98.9
\$14,000 THRU \$17,999	71										70	98.6
\$18,000 THRU \$25,999	31										31	100.0
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	34,993	9.7	3,384	.1	34	.1	11		16		31,548	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,075		1,189	8.4	16	.1	2		13	.1	12,855	91.3
GS-1 THRU 4	5,807		833	14.3	9	.2	2		4	.1	4,959	85.4
GS-5 THRU 8	3,905		267	6.8	5	.1			4	.1	3,629	92.9
GS-9 THRU 11	3,006		84	2.8	2	.1			1		2,919	97.1
GS-12 THRU 13	1,166		4	.3					2	.2	1,160	99.5
GS-14 THRU 15	184		1	.5					2	1.1	181	98.4
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....	12,069		1,296	11.6	15	.1	5		1		10,652	88.3
UP THRU \$5,499	2,698		723	26.8			1				1,973	73.1
\$ 5,500 THRU \$ 6,999	4,731		567	12.0	12	.3					4,112	87.8
\$ 7,000 THRU \$ 7,999	2,435		91	3.7	1		1				2,342	96.2
\$ 8,000 THRU \$ 8,999	801		11	1.4							790	98.6
\$ 9,000 THRU \$ 9,999	1,225		3	.2	1	.1	3	.2	1	.1	1,217	99.3
\$10,000 THRU \$13,999	178		1	.6							177	99.4
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	6,117		764	9.4	3		3		2		7,345	20.5
PES-1 THRU 4*	6,929		709	10.2	3		2		2		6,213	89.7
PES-5 THRU 8	988		51	5.2			1	.1			936	94.7
PES-9 THRU 11	169		4	2.4							165	97.6
PES-12 THRU 15	29										29	100.0
PES-16 THRU 18	2										2	100.0
PES-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	732		35	4.8			1	.1			696	95.1
UP THRU \$6,499	327		32	9.8							295	90.2
\$ 6,500 THRU \$ 9,999	184										182	98.9
\$10,000 THRU \$13,999	104		1	.9							103	99.1
\$14,000 THRU \$17,999	85										84	98.8
\$18,000 AND OVER	30										30	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 3-20

1969 MINORITY GROUP STUDY

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAME		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,253	20.4	5,361	181	.7	11	33	.1	20,667	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,991	9.6	1,252	112	.9	8	28	.2	11,591	39.2
GS- 1 THRU 4	3,958	21.9	866	33	.8	4	7	.2	3,048	77.0
GS- 5 THRU 8	3,793	7.1	270	28	.7	2	3	.1	3,492	92.1
GS- 9 THRU 11	3,262	3.2	106	31	.0	2	6	.2	3,115	95.5
GS-12 THRU 13	1,594	.6	9	11	.7	1	10	.6	1,563	97.1
GS-14 THRU 15	374	.3	1	9	2.4	1	1	.3	363	97.1
GS-16 THRU 18	10								10	100.0
TOTAL WAGE SYSTEMS.....	4,321	30.8	1,333	46	1.1	2			2,940	68.0
UP THRU \$ 5,499	735	60.4	444	14	1.9	1			276	37.6
\$ 5,500 THRU \$ 6,999	1,037	55.0	570	13	1.3	1			453	43.7
\$ 7,000 THRU \$ 7,999	1,162	21.7	252	6	.5				504	77.8
\$ 8,000 THRU \$ 8,999	844	5.9	50	8	.9				746	93.1
\$ 9,000 THRU \$ 9,999	237	4.7	12	1	.4				244	94.9
\$10,000 THRU \$13,999	275	1.6	5	4	1.5				269	96.7
\$14,000 THRU \$17,999	7								7	100.0
\$18,000 AND OVER	4								4	100.0
TOTAL POSTAL FIELD SERVICE.....	8,579	32.1	2,755	19	.2	1	4		5,600	67.6
PFS- 1 THRU 5*	6,990	34.6	2,419	17	.2	1	3		4,550	65.1
PFS- 6 THRU 9	1,358	24.2	329	2	.1		1	.1	1,021	75.6
PFS-10 THRU 12	204	3.4	7						197	96.6
PFS-13 THRU 16	26								26	100.0
PFS-17 THRU 19	1								1	100.0
PFS-20 THRU 21										
TOTAL OTHER PAY SYSTEMS	362	5.6	21	4	1.1		1	.3	336	92.8
UP THRU \$5,499	125	14.4	18	1	.6		1	.6	107	85.6
\$ 6,500 THRU \$ 9,999	168	1.2	2	1	2.7				164	97.6
\$10,000 THRU \$13,999	37								36	77.3
\$14,000 THRU \$17,999	22	4.5	1	2	9.1				19	86.4
\$18,000 THRU \$25,999	7								7	100.0
\$26,000 AND OVER	3								3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS...	29,319	18.6	5,460	18.6	197	.7	37	.1	54	.2	23,571	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,776	8.1	1,198	8.1	109	.7	14	.1	26	.2	13,429	90.9
GS= 1 THRU 4	5,207	16.9	879	16.9	42	.8	9	.2	6	.1	4,271	82.0
GS= 5 THRU 8	3,967	5.8	230	5.8	24	.6	2	.1	5	.1	3,706	93.4
GS= 9 THRU 11	3,215	2.3	73	2.3	26	.8	3	.1	7	.2	3,106	96.6
GS=12 THRU 13	1,929	1.7	13	1.7	11	.6			8	.4	1,897	98.3
GS=14 THRU 15	444	.3	3	.7	6	1.4					435	98.0
GS=16 THRU 18	14										14	100.0
TOTAL WAGE SYSTEMS.....	5,602	28.5	1,595	28.5	45	.8	8	.1	24	.4	3,930	70.2
UP THRU \$5,499	2,304	52.9	1,218	52.9	29	1.3	7	.3	13	.6	1,037	45.0
\$ 5,500 THRU \$ 6,999	1,963	15.9	312	15.9	11	.6	1	.1	9	.5	1,630	83.0
\$ 7,000 THRU \$ 7,999	919	6.7	62	6.7	4	.4			2	.2	851	92.6
\$ 8,000 THRU \$ 8,999	224	2.0	2	2.0	1	.4					221	98.7
\$ 9,000 THRU \$ 9,999	134	1.7	1	1.7							133	99.3
\$10,000 THRU \$13,999	48										48	100.0
\$14,000 THRU \$17,999	10										10	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	8,426	30.7	2,587	30.7	14	.2	14	.2	1	.1	5,781	69.0
PFS= 1 THRU 4*	7,064	53.8	2,388	53.8	14	.2	13	.2	1	.1	4,644	65.8
PFS= 5 THRU 8	1,124	17.3	195	17.3							928	82.6
PFS= 9 THRU 11	194	2.0	4	2.0							193	98.0
PFS=12 THRU 15	39										39	100.0
PFS=16 THRU 18	2										2	100.0
PFS=19 THRU 20												
TOTAL OTHER PAY SYSTEMS	515	15.5	80	15.5	29	5.6	1	.2	3	.6	402	78.1
UP THRU \$6,499	263	29.3	77	29.3	24	9.1					162	61.6
\$ 6,500 THRU \$ 9,999	100	2.0	2	2.0	1	1.0	1	1.0	1	1.0	95	95.0
\$10,000 THRU \$13,999	87	1.1	1	1.1	1	1.1			2	2.3	83	95.4
\$14,000 THRU \$17,999	41	1.7			1	2.4					40	97.6
\$18,000 AND OVER	24				2	8.3					22	91.7
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-21

1969 MINORITY GROUP STUDY

MAINE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,857	24	.3	5	.1	13	.2	5	.1	7,810	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,791	14	.5	1	.1	7	.3	3	.1	2,766	99.1
GS-1 THRU 4	781	6	.8	1	.1	3	.4	1	.1	771	98.7
GS-5 THRU 8	822	4	.5			1	.1			816	99.3
GS-9 THRU 11	857	2	.2			3	.4			852	99.4
GS-12 THRU 13	275	2	.7							273	99.3
GS-14 THRU 15	55									53	96.4
GS-16 THRU 18	1							2	3.6	1	100.0
TOTAL WAGE SYSTEMS.....	1,320	5	.4	1	.1	2	.2	2	.2	1,310	99.2
UP THRU \$5,499	269	3	1.1			1	.4	1	.4	264	98.1
\$ 5,500 THRU \$ 6,999	479	1	.2			1	.2			476	99.4
\$ 7,000 THRU \$ 7,999	411	1	.2					1	.2	410	99.8
\$ 8,000 THRU \$ 8,999	73									72	98.6
\$ 9,000 THRU \$ 9,999	57									57	100.0
\$10,000 THRU \$13,999	31									31	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,690	5	.1	3	.1	3	.1			3,679	99.7
PFS-1 THRU 5*	2,993	4	.1	3	.1	3	.1			2,983	99.7
PFS-6 THRU 9	607	1	.2							606	99.8
PFS-10 THRU 12	85									85	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	56					1	1.8			55	98.2
UP THRU \$6,499	27									27	100.0
\$ 6,500 THRU \$ 9,999	26									26	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999	1										
\$18,000 THRU \$25,999	2										
\$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
MAINE
TABLE 3-21a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	8,040	40	.5	3	.1	7	.1	5	.1	7,985	99.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,770	21	.8	1	.1	1	.1	2	.1	2,745	99.1
GS-1 THRU 4	970	12	1.1	2	.1	1	.1	1	.1	957	98.7
GS-5 THRU 8	719	7	1.0			1	.1	1	.1	710	98.7
GS-9 THRU 11	794									794	100.0
GS-12 THRU 13	229	3	1.3							226	98.7
GS-14 THRU 15	56									56	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,329	15	1.1	1	.1	3	.2	3	.2	1,307	98.3
UP THRU \$5,499	526	12	2.3	1	.2	3	.6	3	.6	507	96.4
\$ 5,500 THRU \$ 6,999	552	3	.5							649	99.5
\$ 7,000 THRU \$ 7,999	104									104	100.0
\$ 8,000 THRU \$ 8,999	30									30	100.0
\$ 9,000 THRU \$ 9,999	16									16	100.0
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,860	4	.1	1	.1	3	.1			3,852	99.8
PF-1 THRU 4*	3,149	4	.1	1	.1	3	.1			3,141	99.7
PF-5 THRU 8	614									614	100.0
PF-9 THRU 11	89									89	100.0
PF-12 THRU 15	8									8	100.0
PF-16 THRU 18											
PF-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	81									81	100.0
UP THRU \$6,499	71									71	100.0
\$ 6,500 THRU \$ 9,999	4									4	100.0
\$10,000 THRU \$13,999	4									4	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER**	2									2	100.0

* 1 - LUDS 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-22

1969 MINORITY GROUP STUDY

MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	115,631	20.9	24,170	20.9	318	-3	86	-1	481	-4	90,576	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	81,367	15.3	12,463	15.3	271	-3	72	-1	420	-5	68,161	83.7
GS- 1 THRU 4	16,869	5.690	33.7	2	32	-2	12	-1	25	-1	11,110	65.9
GS- 5 THRU 8	24,259	4,304	17.7	6	61	-2	30	-1	62	-3	19,802	81.6
GS- 9 THRU 11	17,047	1,758	10.5	4	74	-4	18	-1	84	-5	15,083	88.5
GS-12 THRU 13	15,884	577	3.6	5	61	-5	6	-1	178	1.2	15,042	98.7
GS-14 THRU 15	6,895	103	1.5	3	23	-3	8	-1	70	1.0	6,493	97.0
GS-16 THRU 18	533	1	.2	1	23	-1	7	-1	15	-1	631	99.7
TOTAL WAGE SYSTEMS.....	20,443	4,452	41.3	23	7	-1	11,946	58.4	15	-1	311	24.6
UP THRU \$5,499	1,265	954	75.4	7	1	-1	2,057	32.3	6	-1	3,794	66.0
\$ 5,500 THRU \$ 6,999	6,377	2,112	35.7	6	4	-1	3,125	82.0	6	-1	1,251	85.1
\$ 7,000 THRU \$ 7,999	5,724	680	17.8	4	2	-1	1,340	88.2	2	-1	63	86.7
\$ 8,000 THRU \$ 8,999	3,810	216	14.7	2	2	-1	5	83.3	1	-1	5	83.3
\$ 9,000 THRU \$ 9,999	1,870	175	11.5	2	1	-1	4	71.0	16	-1	7,944	71.0
\$10,000 THRU \$13,999	1,520	8	11.3	15	-1	12	-1	15	-2	6,504	68.6	
\$14,000 THRU \$17,999	71	1	16.7	12	3	-2	2	1.0	1	-1	1,195	82.2
\$18,000 AND OVER	6	1	16.7	3	3	-2	1	1.0	1	-1	38	88.4
TOTAL POSTAL FIELD SERVICE.....	11,196	3,217	28.7	15	-1	4	-1	30	1.2	2,525	96.9	
PFS- 1 THRU 9*	9,876	2,943	31.1	12	-1	2	-1	1	-2	407	97.1	
PFS- 5 THRU 9	1,453	254	17.5	3	-2	1	-1	5	.5	898	97.4	
PFS-10 THRU 12	233	14	6.9	2	1.0	2	1.0	16	3.2	474	94.2	
PFS-13 THRU 16	43	5	11.6	1	1.0	1	1.0	7	1.6	429	97.5	
PFS-17 THRU 19	20	1	5.0	1	1.0	1	1.0	1	1.6	118	98.3	
PFS-20 THRU 21	1	1	5.0	1	1.0	1	1.0	1	1.6	199	99.0	
TOTAL OTHER PAY SYSTEMS	2,605	36	1.5	9	-3	3	-1	1	-5	118	98.3	
UP THRU \$2,499	419	11	2.6	5	5	1	1.1	1	2	407	97.1	
\$ 2,500 THRU \$ 4,999	922	13	1.4	3	-6	2	1.4	5	.5	898	97.4	
\$10,000 THRU \$13,999	503	6	1.6	3	-6	2	1.4	16	3.2	474	94.2	
\$14,000 THRU \$17,999	440	3	1.7	1	-2	1	-2	7	1.6	429	97.5	
\$18,000 THRU \$25,999	120	2	1.7	1	1.7	1	1.7	1	1.6	118	98.3	
\$26,000 AND OVER	201	1	1.5	1	1.5	1	1.5	1	1.5	199	99.0	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-22a

1969 MINORITY GROUP STUDY
MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	114,602	23.684	20.7	266	.2	80	.1	431	.4	90,141	78.7	
TOTAL GENERAL SCHEDULE												
OK SINTLAR.....	78,011	11,245	14.4	226	.3	70	.1	370	.5	66,100	84.7	
GS-1 THRU 4	21,108	3,992	28.4	35	.2	18	.1	19	.1	15,044	71.3	
GS-5 THRU 8	22,281	3,551	15.7	46	.2	36	.2	55	.2	18,693	83.7	
GS-9 THRU 11	15,375	1,213	7.9	57	.4	6	.0	109	.7	13,990	91.0	
GS-12 THRU 13	12,963	434	3.3	70	.5	8	.1	132	1.0	12,319	95.0	
GS-14 THRU 15	5,419	55	1.0	18	.3	2	.0	54	1.0	5,290	97.6	
GS-16 THRU 18	565							1	.2	564	99.8	
TOTAL WAGE SYSTEMS.....	22,775	9,424	41.4	29	.1	8	.0	16	.1	13,292	58.4	
UP THRU \$3,499	4,499	3,406	75.7	4	.1	1	.0	1	.0	1,087	24.2	
\$ 5,500 THRU \$ 6,999	8,644	6,509	52.2	10	.1	5	.1	8	.1	4,112	47.6	
\$ 7,000 THRU \$ 7,999	6,513	1,233	18.9	8	.1	2	.0	3	.0	5,267	80.9	
\$ 8,000 THRU \$ 8,999	1,738	197	11.3	6	.3			1	.1	1,534	88.3	
\$ 9,000 THRU \$ 9,999	874	72	8.2	1	.1			2	.2	804	91.6	
\$10,000 THRU \$13,999	489	6	1.2	1	.2			1	.2	481	98.4	
\$14,000 THRU \$17,999	14	1	7.1							13	92.9	
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,786	2,930	27.2	7	.1	1	.0	7	.1	7,841	72.7	
PFS-1 THRU 4*	9,366	2,764	29.5	7	.1	1	.0	7	.1	6,587	70.3	
PFS-5 THRU 8	1,192	159	13.3							1,033	86.7	
PFS-9 THRU 11	187	4	2.1							183	97.9	
PFS-12 THRU 15	40	3	7.5							37	92.5	
PFS-16 THRU 18	?									1	100.0	
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	3,030	85	2.8	4	.1	1	.0	38	1.3	2,902	95.8	
UP THRU \$6,499	282	53	18.8	2	.3	1	.4	2	.7	226	80.1	
\$ 6,500 THRU \$ 9,999	690	12	1.7					14	2.0	662	95.9	
\$10,000 THRU \$13,999	1,003	10	1.0					13	1.3	980	97.7	
\$14,000 THRU \$17,999	429	8	1.9	1	.2			2	.5	418	97.4	
\$18,000 AND OVER**	626	2	.3	1	.2			7	1.1	616	98.4	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-23

1969 HINDRITY GROUP STUDY
MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS...	63,008	4.0	2,492	4.0	116	2.2	26	2.2	120	2.2	60,252	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,978		912	3.5	43	2.2	12	2.2	87	3.3	24,924	95.9
GS- 1 THRU 4	6,862		433	6.3	8	1.1	9	1.1	16	2.2	6,396	93.2
GS- 5 THRU 8	7,354		281	3.8	11	1.1	1	1.1	7	1.1	7,054	95.9
GS- 9 THRU 11	5,776		116	2.0	13	2.2	1	2.2	10	2.2	5,636	97.6
GS-12 THRU 13	4,517		62	1.4	7	2.2	1	2.2	31	7.7	4,416	97.8
GS-14 THRU 15	1,394		19	1.4	4	3.3			23	1.6	1,348	96.7
GS-16 THRU 18	75		1	1.3							74	98.7
TOTAL WAGE SYSTEMS.....	11,354		653	5.8	40	4.4	4	4.4	15	1.1	10,642	93.7
UP THRU \$5,499	796		79	9.9	20	2.5			2	3.3	695	87.3
\$ 5,500 THRU \$ 6,999	3,220		319	9.9	10	3.3	2	3.3	7	2.2	2,882	89.5
\$ 7,000 THRU \$ 7,999	5,211		212	4.1	9	2.2	2	2.2	4	1.1	4,984	95.6
\$ 8,000 THRU \$ 8,999	886		28	3.2	1	1.1			1	1.1	856	96.6
\$ 9,000 THRU \$ 9,999	576		12	2.1					1	2.2	563	97.8
\$10,000 THRU \$13,999	647		3	.5							644	99.5
\$14,000 THRU \$17,999	14										14	100.0
\$18,000 AND OVER	2										2	100.0
TOTAL POSTAL FIELD SERVICE.....	25,183		921	3.7	31	1.1	10	1.1	14	1.1	24,207	96.1
PFS- 1 THRU 5*	21,776		852	3.9	26	1.1	7	1.1	13	1.1	20,878	95.9
PFS- 6 THRU 9	2,632		63	2.4	5	2.2	2	2.2	1	2.2	2,561	97.3
PFS-10 THRU 12	543		5	.9			1	2.2			537	98.9
PFS-13 THRU 16	212		1	.5							211	99.5
PFS-17 THRU 19	18										18	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	493		6	1.2	4	1.6			4	1.6	479	97.2
UP THRU \$6,499	226		2	.9	2	1.7			1	1.7	221	97.8
\$ 6,500 THRU \$ 9,999	135		3	2.2	1	1.7			1	1.7	130	96.3
\$10,000 THRU \$13,999	51										51	100.0
\$14,000 THRU \$17,999	40		1	2.5							38	95.0
\$18,000 THRU \$25,999	17										17	100.0
\$26,000 AND OVER	24								2	8.3	22	91.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NECKO		SPANISH SURNAMEO		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	62,782	4.2	2,015	.1	69	.1	18	.1	91	.1	59,969	95.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,451	3.7	866	.2	39	.2	9	.1	69	.3	22,468	95.8
GS-1 THRU 4	7,501	6.4	483	.2	12	.2	6	.1	10	.1	6,990	93.2
GS-5 THRU 8	5,778	3.6	207	.2	10	.2	2		7	.1	5,352	96.1
GS-9 THRU 11	3,670	2.3	128	.2	12	.2	1		13	.2	3,316	97.2
GS-12 THRU 13	3,210	1.2	41	.1	4	.1			21	.6	3,444	98.1
GS-14 THRU 15	1,124	.6	7	.1	1	.1			16	1.4	1,410	97.9
GS-16 THRU 15									2	2.9	66	97.1
TOTAL WAGE SYSTEMS.....	11,270	6.3	714	.2	28	.2	2	.1	12	.1	10,814	93.4
UP THRU \$5,499	1,959	13.9	273	.6	11	.6			3	.2	1,671	85.3
\$ 5,500 THRU \$ 6,999	3,504	7.4	259	.3	10	.3			4	.1	3,230	96.1
\$ 7,000 THRU \$ 7,999	4,671	3.7	171	.1	6	.1			4	.1	4,490	96.1
\$ 8,000 THRU \$ 8,999	569	1.4	8	.1	1	.1					560	98.4
\$ 9,000 THRU \$ 9,999	523	.6	3	.1					1	.2	519	99.2
\$10,000 THRU \$13,999	124										124	100.0
\$14,000 THRU \$17,999	20										20	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	27,390	3.7	1,021	.1	21	.1	7	.1	8		26,333	96.1
PFS-1 THRU 4*	23,710	4.0	937	.1	19	.1	5	.1	7		22,742	95.9
PFS-5 THRU 8	2,929	2.7	78	.1	2	.1	2	.1	1		2,846	97.2
PFS-9 THRU 11	540	.9	5	.1							535	99.1
PFS-12 THRU 15	187	.5	1	.1							186	99.5
PFS-16 THRU 18	21										21	100.0
PFS-19 THRU 20	3										3	100.0
TOTAL OTHER PAY SYSTEMS	571	2.5	14	.2	1	.2			2	.4	554	97.0
UP THRU \$6,499	312	3.2	10	.3							301	96.5
\$ 6,500 THRU \$ 9,999	93	4.3	4	.3					2	2.2	87	93.5
\$10,000 THRU \$13,999	82										82	100.0
\$14,000 THRU \$17,999	34										34	100.0
\$18,000 AND OVER	50										50	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
MICHIGAN
TABLE 3-24

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	50,951	23.1	11,770	23.1	178	.3	85	.2	80	.2	36,836	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,880		4,199	20.1	57	.3	34	.2	55	.3	16,535	79.2
GS- 1 THRU 4	5,355		2,096	37.5	16	.3	9	.2	3	.1	3,321	62.0
GS- 5 THRU 8	5,417		1,399	25.6	12	.2	9	.2	12	.2	3,985	73.6
GS- 9 THRU 11	5,856		610	10.4	14	.2	8	.1	20	.3	5,204	88.9
GS-12 THRU 13	3,506		162	4.6	13	.4	8	.2	11	.3	3,312	94.5
GS-14 THRU 19	731		21	2.9	2	.3			9	1.2	699	95.6
GS-16 THRU 18	15		1	6.7							14	93.3
TOTAL WAGE SYSTEMS.....	4,293		1,093	25.5	16	.4	20	.5	4	.1	3,160	73.6
UP THRU \$5,499	28		2	7.1			1	3.6			25	89.3
\$ 5,500 THRU \$ 6,999	1,165		409	35.1	5	.4	10	.9			74.1	63.6
\$ 7,000 THRU \$ 7,999	1,114		355	31.9	3	.3	6	.5			750	67.3
\$ 8,000 THRU \$ 8,999	630		138	21.6	3	.5	1	.2	2	.3	494	77.4
\$ 9,000 THRU \$ 9,999	754		123	16.3	3	.4			1	.1	627	83.2
\$10,000 THRU \$13,999	565		64	11.3	2	.4	2	.4	1	.2	496	87.8
\$14,000 THRU \$17,999	28		2	7.1							26	92.9
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	25,323		6,429	25.4	104	.4	29	.1	19	.1	18,742	74.0
PFS- 1 THRU 5*	21,521		5,565	25.9	87	.4	25	.1	17	.1	15,827	73.5
PFS- 6 THRU 9	3,184		825	25.9	17	.5	3	.1	1		2,338	73.4
PFS-10 THRU 12	530		30	5.7			1	.2			499	94.2
PFS-13 THRU 16	85		8	9.4					1	1.2	76	89.4
PFS-17 THRU 19	3		1	33.3							2	66.7
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	455		49	10.8	1	.2	2	.4	2	.4	401	88.1
UP THRU \$6,499	276		39	14.1			1	.4	1	.4	235	85.1
\$ 6,500 THRU \$ 9,999	122		8	6.6			1	.8			112	91.8
\$10,000 THRU \$13,999	27		1	3.7							26	96.3
\$14,000 THRU \$17,999	20								1	5.0	19	95.0
\$18,000 THRU \$25,999	7		1	14.3							6	85.7
\$26,000 AND OVER	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEURO NUMBER	SPANISH SURNAMED		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	49,723	22.0	11,424	149	.3	62	69	.1	38,021	76.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,344	20.6	4,198	62	.3	18	39	.2	16,027	78.8
GS-1 THRU 4	6,206	37.6	2,334	17	.3	6	6	.1	3,843	61.9
GS-5 THRU 8	4,805	24.1	1,156	13	.3	2	4	.1	3,630	75.3
GS-9 THRU 11	5,586	9.9	53	23	.4	5	12	.2	4,993	89.4
GS-12 THRU 13	3,120	4.7	146	8	.3	4	11	.4	2,951	94.6
GS-14 THRU 15	603	1.2	7	1	.2	1	6	1.0	588	97.5
GS-16 THRU 18	24	8.3	2						22	91.7
TOTAL WAGE SYSTEMS.....	4,201	29.3	1,231	6	.1	19	4	.1	2,941	70.0
UP THRU \$3,499	1,127	48.9	551	3	.3	3	2	.1	573	50.8
\$ 3,500 THRU \$ 6,999	1,480	26.6	393	1	.1	11	1,071	72.4	1,071	72.4
\$ 7,000 THRU \$ 7,999	692	22.7	157	1	.1	4	530	76.6	530	76.6
\$ 8,000 THRU \$ 8,999	557	18.0	100	2	.4		1	.2	454	81.5
\$ 9,000 THRU \$ 9,999	196	13.3	26				170	86.7	170	86.7
\$10,000 THRU \$13,999	143	4.2	4			1	137	95.8	137	95.8
\$14,000 THRU \$17,999	4						4	100.0	4	100.0
\$18,000 AND OVER	7						2	100.0	2	100.0
TOTAL POSTAL FIELD SERVICE.....	24,678	24.1	5,939	81	.3	25	23	.1	18,610	75.4
PF5-1 THRU 4*	20,119	26.1	5,261	74	.4	23	21	.1	14,740	73.3
PF5-5 THRU 8	3,990	16.0	640	7	.2	2	2	.1	3,339	83.7
PF5-9 THRU 11	501	6.2	31						470	93.8
PF5-12 THRU 15	63	7.9	5						58	92.1
PF5-16 THRU 18	5	60.0	2						3	60.0
PF5-19 THRU 20										
TOTAL OTHER PAY SYSTEMS	502	11.2	56				3	.6	443	88.2
UP THRU \$6,499	380	13.2	50				1	.3	329	86.6
\$ 6,500 THRU \$ 9,999	72	4.2	3				1	1.4	68	94.4
\$10,000 THRU \$13,999	33	1.3	1						32	97.0
\$14,000 THRU \$17,999	7								7	100.0
\$18,000 AND OVER	10	20.0	2				1	10.0	7	70.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-25

1959 MINORITY GROUP STUDY

MINNESOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,897		577	2.1	67	.2	184	.7	53	.2	26,016	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,270		195	1.9	15	.1	104	1.0	29	.3	9,927	96.7
GS- 1 THRU 4	2,269		70	3.1	5	.2	46	2.1	5	.2	2,141	94.4
GS- 5 THRU 8	3,139		72	2.3	5	.2	26	.7	7	.2	3,027	96.4
GS- 9 THRU 11	2,869		34	1.3	3	.1	19	.7	4	.1	2,807	97.8
GS-12 THRU 13	1,615		13	.8	2	.1	7	.4	7	.4	1,586	98.2
GS-14 THRU 15	366		4	1.1			2	.5	6	1.6	354	96.7
GS-16 THRU 18	12										12	100.0
TOTAL WAGE SYSTEMS.....	2,087		61	2.9	6	.3	32	1.5	1	.0	1,987	95.2
UP THRU \$5,499	31		5	16.1			2	6.5			24	77.4
\$ 5,500 THRU \$ 6,999	536		37	6.9	3	.6	10	1.9	1	.2	485	90.5
\$ 7,000 THRU \$ 7,999	329		11	3.3	1	.3	10	3.0			307	93.3
\$ 8,000 THRU \$ 8,999	574		6	1.0	2	.3	7	1.2			559	97.4
\$ 9,000 THRU \$ 9,999	361		2	.5			2	.5			377	99.0
\$10,000 THRU \$13,999	234						1	.4			233	99.6
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	14,283		320	2.2	46	.3	47	.3	22	.2	13,848	97.0
PFS- 1 THRU 5*	11,716		245	2.1	41	.3	39	.3	15	.1	11,376	97.1
PFS- 6 THRU 9	2,030		65	3.2	5	.2	8	.4	2	.1	1,950	96.1
PFS-10 THRU 12	353		7	2.0					2	.6	344	97.5
PFS-13 THRU 16	162		3	1.9					3	1.9	156	96.3
PFS-17 THRU 19	21										21	100.0
PFS-20 THRU 21	1										1	100.0
TOTAL OTHER PAY SYSTEMS	257		1	.4			1	.4	1	.4	254	98.8
UP THRU \$6,499	97		1	1.0							96	99.0
\$ 6,500 THRU \$ 9,999	118						1	.8	1	.8	116	98.3
\$10,000 THRU \$13,999	24										24	100.0
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 THRU \$25,999	10										10	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	27,508		670	2.4	60	.2	202	.7	50	.2	2,652	9.6
TOTAL GENERAL SCHEDULE OR SIMILAR*****	10,439		209	2.0	21	.2	135	1.3	37	.4	10,037	96.1
GS* 1 THRU 4	2,920		105	3.6	12	.4	68	2.3	4	.1	2,731	93.5
GS* 5 THRU 8	2,996		63	2.1	4	.1	44	1.5	14	.5	2,871	95.8
GS* 9 THRU 11	2,738		28	1.0	2	.1	16	.6	5	.2	2,687	98.1
GS-12 THRU 13	1,464		12	.8	2	.1	5	.3	1	.1	1,443	98.0
GS-14 THRU 15	308		1	.3	1	.3	2	.6	3	1.0	301	97.7
GS-16 THRU 18	13										13	100.0
TOTAL WAGP SYSTEMS*****	1,847		73	4.0	3	.2	50	2.7	2	.1	1,719	93.1
UP THRU \$5,499	597		48	8.0	1	.2	24	4.0	1	.2	523	87.6
\$ 5,500 THRU \$ 6,999	635		20	3.1			22	3.5	1	.2	592	93.2
\$ 7,000 THRU \$ 7,999	444		4	.9	2	.5	4	.9			434	97.7
\$ 8,000 THRU \$ 8,999	114		1	.9							113	99.1
\$ 9,000 THRU \$ 9,999	43										43	100.0
\$10,000 THRU \$13,999	14										14	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE*****	14,967		387	2.6	36	.2	17	.1	11	.1	14,516	97.0
PFS* 1 THRU 4*	12,278		309	2.5	33	.3	17	.1	6		11,913	97.0
PFS* 5 THRU 8	2,170		68	3.1	3	.1			2	.5	2,099	96.7
PFS* 9 THRU 11	367		9	2.5					3	2.2	356	97.0
PFS*12 THRU 15	136		1	.7							132	97.1
PFS*16 THRU 18	15										15	100.0
PFS*19 THRU 20	1										1	100.0
TOTAL OTHER PAY SYSTEMS	255		1	.4							254	99.6
UP THRU \$6,499	168		1	.6							167	99.4
\$ 6,500 THRU \$ 9,999	49										49	100.0
\$10,000 THRU \$13,999	31										31	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER	1										1	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
MISSISSIPPI
TABLE 3-26

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,353	11.4	2,198	11.4	34	.2	92	.5	16	.1	17,013	87.9
TOTAL GENERAL SCHEDULE ON SIMILAR.....	10,297											
GS-1 THRU 4	2,745	4.0	416	4.0	24	.2	55	.5	15	.1	9,762	95.0
GS-5 THRU 8	3,117	10.0	275	10.0	9	.3	32	1.2	1		2,428	88.5
GS-9 THRU 11	2,907	2.0	63	2.0	6	.2	12	.4	2	.1	3,034	97.3
GS-12 THRU 13	1,300	2.6	76	2.6	5	.2	6	.3	5	.2	2,813	96.8
GS-14 THRU 15	214	.2	2	.2	2	.2	2	.2	5	.4	1,289	99.2
GS-16 THRU 18	9	.9	2	.9	2	.9	1	.5	2	.9	209	97.7
											9	100.0
TOTAL WAGE SYSTEMS.....	6,429	33.3	1,471	33.3	2		36	.8	1		2,910	65.8
UP THRU \$5,499	1,234	75.4	930	75.4			13	1.1			291	23.6
\$ 5,500 THRU \$ 6,999	1,418	33.1	470	33.1	1	.1	21	1.5	1	.1	925	65.2
\$ 7,000 THRU \$ 7,999	1,111	5.6	62	5.6			2	.2			1,047	94.2
\$ 8,000 THRU \$ 8,999	344	2.3	8	2.3							336	97.7
\$ 9,000 THRU \$ 9,999	163	.6	1	.6							162	99.4
\$10,000 THRU \$13,999	143										143	100.0
\$14,000 THRU \$17,999	7				1	14.3					6	85.7
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,397	6.7	293	6.7	6	.2	1				4,095	93.1
PFS-1 THRU 5*	3,639	7.5	274	7.5	7	.2	1				3,357	92.3
PFS-6 THRU 9	630	3.0	19	3.0	1	.2					610	96.8
PFS-10 THRU 12	118										118	100.0
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	244	7.4	18	7.4							226	92.6
UP THRU \$6,499	123	13.0	16	13.0							107	87.0
\$ 6,500 THRU \$ 9,999	66	3.0	2	3.0							64	97.0
\$10,000 THRU \$13,999	22										22	100.0
\$14,000 THRU \$17,999	19										19	100.0
\$18,000 THRU \$25,999	13										13	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	18,026	12.3	2,222	12.3	20	.1	73	.4	14	.1	13,727	87.1
TOTAL GENERAL SCHEDULE ON SIMILAR.....	9,291	3.4	316	3.4	18	.2	41	.4	14	.2	8,902	95.8
GS-1 THRU 4	2,923	2.9	205	6.9	5	.2	32	1.1	2	.1	2,709	91.7
GS-5 THRU 8	2,751	5.4	54	2.1	5	.2	5	.2	1	.1	2,516	97.5
GS-9 THRU 11	2,504	5.6	56	2.2	4	.2	4	.2	5	.2	2,437	97.2
GS-12 THRU 13	1,032	1.1	1	.1	1	.1	1	.1	4	.4	1,026	99.6
GS-14 THRU 15	207	0.2	2	1.0	3	1.4	2	1.0	2	1.0	202	97.6
GS-16 THRU 18	12	0.0	12	100.0							12	100.0
TOTAL WAGE SYSTEMS.....	4,244	39.7	1,045	39.7	1		32	.8			2,466	59.5
UP THRU \$2,499	2,040	70.0	1,428	70.0			20	1.0			592	29.0
\$ 2,500 THRU \$ 6,999	1,342	15.4	207	15.4			12	.9			1,123	83.7
\$ 7,000 THRU \$ 7,999	57	1.6	9	1.6							568	98.4
\$ 8,000 THRU \$ 8,999	120	1.8	1	.8							119	99.2
\$ 9,000 THRU \$ 9,999	53	0.6									53	100.0
\$10,000 THRU \$13,999	24	0.3									24	100.0
\$14,000 THRU \$17,999	6	0.1			1	25.0					3	75.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,327	5.6	245	5.6	1						4,111	94.4
PFS-1 THRU 4*	3,612	6.4	232	6.4							3,379	93.5
PFS-5 THRU 8	594	13	13	2.2							581	97.8
PFS-9 THRU 11	131	1.4									131	100.0
PFS-12 THRU 15	14	0.1									14	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	264	0.1	16	0.1							248	93.9
UP THRU \$6,499	161	8.8	16	8.8							165	91.2
\$ 6,500 THRU \$ 9,999	35	13.3									35	100.0
\$10,000 THRU \$13,999	27	17									27	100.0
\$14,000 THRU \$17,999	17	4									17	100.0
\$18,000 AND OVER	6										6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY MISSOURI

TABLE 3-27

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	62,992	100.0	11,601	18.4	323	.5	56	.1	107	.2	50,905	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	37,159		4,949	13.3	186	.5	37	.1	91	.2	31,896	85.8
GS-1 THRU 4	10,154		2,542	25.4	47	.5	10	.1	9	.1	7,506	73.9
GS-5 THRU 8	10,303		1,464	14.2	59	.6	9	.1	16	.2	8,753	85.0
GS-9 THRU 11	10,270		754	7.3	52	.5	10	.1	35	.3	9,419	91.7
GS-12 THRU 13	5,284		135	2.5	20	.4	8	.1	20	.4	5,201	98.6
GS-14 THRU 15	1,008		14	1.4	8	.8			9	.9	977	96.9
GS-16 THRU 18	49										49	100.0
TOTAL WAGE SYSTEMS.....	5,896		1,404	23.8	22	.4	5	.1	6	.1	4,459	75.6
UP THRU \$5,499	317		21	6.6	3	.9			2	.6	291	91.8
\$ 5,500 THRU \$ 6,999	2,259		1,016	45.2	10	.4	3	.1	3	.1	1,218	54.1
\$ 7,000 THRU \$ 7,999	1,251		55	4.4	2	.2	2	.2	1	.1	1,001	80.0
\$ 8,000 THRU \$ 8,999	1,070		84	7.9	4	.4					982	91.8
\$ 9,000 THRU \$ 9,999	456		24	5.3	2	.4					430	94.3
\$10,000 THRU \$13,999	544		14	2.6	1	.2					529	97.2
\$14,000 THRU \$17,999	8										8	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	19,608		5,222	26.6	114	.6	13	.1	8	.0	14,253	72.7
PF5-1 THRU 5*	16,618		4,779	28.8	105	.6	12	.1	6	.0	11,716	70.5
PF3-6 THRU 9	2,829		407	14.4	8	.3	1	.0	1	.0	1,842	65.1
PF5-10 THRU 12	484		33	6.8	1	.2			1	.2	449	92.8
PF5-13 THRU 16	220		3	1.4							217	98.6
PF5-17 THRU 19	25										25	100.0
PF5-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	329		26	7.9	1	.3	1	.3	2	.6	299	90.9
UP THRU \$5,499	145		23	15.9	1	.7					121	83.4
\$ 6,500 THRU \$ 9,999	112		2	1.8			1	.9	2	1.8	109	97.3
\$10,000 THRU \$13,999	31										29	93.5
\$14,000 THRU \$17,999	23										23	100.0
\$18,000 THRU \$25,999	13		1	7.7							12	92.3
\$26,000 AND OVER	5										5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	63,719	11,225	17.6	213	.3	42	.1	85	.1	52,154	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36,431	4,942	13.6	129	.4	31	.1	70	.2	31,259	85.8
GS-1 THRU 4	11,822	2,910	24.6	50	.4	13	.1	11	.1	8,838	74.8
GS-5 THRU 8	10,120	1,384	13.7	34	.3	7	.1	18	.2	8,677	85.7
GS-9 THRU 11	9,311	1,364	14.7	30	.3	6	.1	27	.3	8,684	93.3
GS-12 THRU 13	4,288	76	1.8	12	.3	5	.1	9	.2	4,186	97.6
GS-14 THRU 15	853	8	.9	3	.4			5	.6	837	98.1
GS-16 THRU 18	37									37	100.0
TOTAL WAGF SYSTEMS.....	6,224	1,509	24.2	9	.1	4	.1	9	.1	4,693	75.4
UP THRU \$3,499	1,819	822	45.7	4	.2	1	.1	7	.4	1,045	57.6
\$ 5,200 THRU \$ 6,999	2,257	576	25.5	4	.2	2	.1	2	.1	1,673	74.1
\$ 7,000 THRU \$ 7,999	1,686	80	4.8							1,606	95.2
\$ 8,000 THRU \$ 8,999	613	21	3.4	1	.2					592	96.2
\$ 9,000 THRU \$ 9,999	228	3	1.3							225	98.7
\$10,000 THRU \$13,999	159	1	.6							158	99.4
\$14,000 THRU \$17,999	2									2	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,703	4,724	22.8	67	.3	7	.1	5	.3	15,900	76.8
PFS-1 THRU 4*	1,726	6,484	25.3	62	.3	6	.1	4	.2	13,170	74.3
PFS-5 THRU 8	2,290	215	9.4	5	.2	1	.1			2,069	90.3
PFS-9 THRU 11	68	18	3.8					1	.2	449	93.9
PFS-12 THRU 13	189	7	3.7							182	96.3
PFS-16 THRU 18	28									28	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL OTHER PAY SYSTEMS	361	50	13.9	8	2.2			1	.3	302	83.7
IP THRU \$6,499	249	45	18.1	8	3.2					196	78.7
\$ 6,500 THRU \$ 9,999	47	1	2.1					1	2.1	45	95.7
\$10,000 THRU \$13,999	29	1	3.4							28	96.6
\$14,000 THRU \$17,999	19	3	15.8							16	84.2
\$18,000 AND OVER	17									17	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-28

1969 MINORITY GROUP STUDY
MONTANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,308	.5	44	.5	21	.2	608	6.5	12	.1	8,623	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,483		29	.5	13	.2	425	7.6	9	.2	5,007	91.3
GS- 1 THRU 4	1,106		9	.8	4	.4	248	22.4	1	.1	844	76.2
GS- 5 THRU 6	1,535		7	.5	4	.3	103	6.7	3	.2	1,418	92.4
GS- 9 THRU 11	1,868		6	.5	3	.2	97	3.1	3	.2	1,796	96.1
GS-12 THRU 13	845		3	.4	1	.1	13	1.5	2	.2	826	97.6
GS-14 THRU 15	125		1	.8	1	.8	4	3.2			120	96.0
GS-16 THRU 18	4		1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,460		9	.6	5	.3	153	10.5			1,293	88.6
UP THRU \$5,499	11		1	9.1							10	90.9
\$ 5,500 THRU \$ 6,999	336		1	.5	1	.3	45	13.4			285	84.8
\$ 7,000 THRU \$ 7,999	497		3	.6	3	.6	90	10.1			441	88.7
\$ 8,000 THRU \$ 8,999	347						42	12.1			305	87.9
\$ 9,000 THRU \$ 9,999	117						9	7.7			108	92.3
\$10,000 THRU \$13,999	151				1	.7	7	4.6			143	94.7
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,209		4	.2	3	.1	18	.8	3	.1	2,181	98.7
PFS- 1 THRU 5*	1,821		4	.2	3	.2	14	.8	3	.2	1,797	98.7
PFS- 6 THRU 9	326						4	1.2			322	98.6
PFS-10 THRU 12	50										50	100.0
PFS-13 THRU 16	12										12	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	156		2	1.3			12	7.7			142	91.0
UP THRU \$6,499	85		2	2.4			12	14.1			71	83.5
\$ 6,500 THRU \$ 9,999	48										48	100.0
\$10,000 THRU \$13,999	11										11	100.0
\$14,000 THRU \$17,999	10										10	100.0
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS



1969 MINDRITY GROUP STUDY
MONTANA
TABLE 3-28a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	9,828		46	.5	20	.2	587	6.0	18	.2	9,157	93.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,724		23	.4	10	.2	373	6.5	13	.2	5,233	92.6
GS-1 THRU 4	1,385		11	.8	3	.2	206	14.9	4	.3	1,161	83.8
GS-5 THRU 8	1,561		9	.6	2	.1	193	6.6	4	.3	1,344	86.4
GS-9 THRU 11	1,507		4	.2	2	.1	50	2.6	3	.2	1,448	96.9
GS-12 THRU 13	765		1	.1	1	.1	13	1.7	2	.3	748	97.8
GS-14 THRU 15	100				1	1.0	1	1.0			98	98.0
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	1,714		16	.9	7	.4	201	11.7	1	.1	1,489	86.9
UP THRU \$5,499	490		10	2.0	2	.4	77	15.7			401	81.8
\$ 5,500 THRU \$ 6,999	798		6	.8	5	.6	92	11.5	1	.1	694	87.0
\$ 7,000 THRU \$ 7,999	183						12	6.6			171	93.4
\$ 8,000 THRU \$ 8,999	132						10	6.6			142	93.4
\$ 9,000 THRU \$ 9,999	70						10	14.3			60	85.7
\$10,000 THRU \$13,999	20										20	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,235		5	.2	3	.1	10	.4	3	.1	2,214	99.1
PFS-1 THRU 4*	1,837		5	.3	3	.2	6	.3	3	.2	1,820	99.1
PFS-5 THRU 8	344						4	1.2			340	98.8
PFS-9 THRU 11	4										4	100.0
PFS-12 THRU 15	6										6	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	135						3	1.9	1	.6	131	97.4
UP THRU \$6,499	77						3	3.9			74	96.1
\$ 6,500 THRU \$ 9,999	37										37	100.0
\$10,000 THRU \$13,999	22								1	4.5	21	95.5
\$ 14,000 THRU \$17,999	11										11	100.0
\$18,000 AND OVER	8										8	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-29

1969 MINORITY GROUP STUDY

NEBRASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,695	6.5	616	4.5	91	0.7	38	0.3	19	0.1	12,931	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,316	22.6	316	3.6	30	0.5	22	0.3	14	0.2	6,026	95.4
GS- 1 THRU 4	1,245	11.7	9.4	0.6	6	0.6	6	0.6	4	0.2	1,112	89.3
GS- 5 THRU 8	2,009	66	3.3	1.4	7	0.3	6	0.3	4	0.2	1,919	95.5
GS- 9 THRU 11	1,681	33	2.0	0.3	5	0.3	5	0.3	6	0.4	1,632	97.1
GS-12 THRU 13	1,136	10	0.9	1	1	0.1	2	0.2	1	0.1	1,124	98.8
GS-14 THRU 15	234	2	0.9	2	0.9	1	0.4	1	0.4	228	97.4	
GS-16 THRU 1A	11	11	100.0	11	100.0	11	100.0	11	100.0	11	100.0	
TOTAL WAGE SYSTEMS.....	1,366	19.8	14.3	1.8	25	1.8	9	0.6	1	0.1	1,355	83.2
UP THRU \$5,499	149	4.2	26.2	2.7	4	2.7	5	1.1	1	0.6	103	69.1
\$ 5,500 THRU \$ 6,999	470	13.3	28.3	2.8	13	2.8	1	0.1	5	0.6	319	67.9
\$ 7,000 THRU \$ 7,999	497	21	4.2	1.0	5	1.0	2	0.3	1	0.6	470	94.6
\$ 8,000 THRU \$ 8,999	155	1	0.6	1	0.6	1	0.6	1	0.6	150	96.8	
\$ 9,000 THRU \$ 9,999	51	1	2.0	1	2.0	1	2.0	1	2.0	48	94.1	
\$10,000 THRU \$13,999	66	1	1.5	1	1.5	1	1.5	1	1.5	65	98.5	
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,895	190	3.2	36	0.6	7	0.1	4	0.1	5,858	96.0	
PFS- 1 THRU 5*	4,799	159	3.3	31	0.6	6	0.1	4	0.1	4,759	95.8	
PFS- 6 THRU 9	663	31	3.2	5	0.5	1	0.1			626	94.4	
PFS-10 THRU 12	119	13	10.9	13	10.9	13	10.9			119	100.0	
PFS-13 THRU 16	13	1	7.7	1	7.7	1	7.7			13	100.0	
PFS-17 THRU 19	1	1	100.0	1	100.0	1	100.0			1	100.0	
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	94	2	2.1	46	48.9	46	48.9			92	97.9	
UP THRU \$6,499	46	1	2.2	1	2.2	1	2.2			45	97.8	
\$ 6,500 THRU \$ 9,999	24	11	4.2	11	4.2	11	4.2			23	95.8	
\$10,000 THRU \$13,999	3	3	100.0	3	100.0	3	100.0			3	100.0	
\$14,000 THRU \$17,999	7	7	100.0	7	100.0	7	100.0			7	100.0	
\$18,000 THRU \$25,999	3	3	100.0	3	100.0	3	100.0			3	100.0	
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NEBRASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYERS NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	16,051	694	4.9	70	.5	79	.5	19	.1	13,189	93.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,389	255	4.0	25	.4	43	.7	13	.2	6,053	94.7
GS-1 THRU 4	1,580	149	9.4	9	.6	22	1.4	1	.1	1,399	88.5
GS-5 THRU 11	1,923	73	3.8	13	.7	13	.7	7	.4	1,817	94.5
GS-9 THRU 11	1,674	24	1.4	1	.1	7	.4	3	.2	1,639	97.9
GS-12 THRU 13	997	9	.9					1	.1	987	99.0
GS-14 THRU 15	203			2	1.0	1	.5	1	.5	199	98.0
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	1,401	221	15.1	15	1.0	31	2.1	1	.1	1,193	81.7
UP THRU \$3,499	510	174	34.1	8	1.6	19	3.7			309	60.6
\$ 3,500 THRU \$ 6,999	720	45	6.3	5	.7	11	1.5			659	91.5
\$ 7,000 THRU \$ 7,999	132	1	.8	1	.8			1	.8	129	97.7
\$ 8,000 THRU \$ 8,999	80	1	1.3	1	1.3					77	96.3
\$ 9,000 THRU \$ 9,999	17									17	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,095	215	3.5	30	.5	5	.1	5	.1	5,840	95.8
PFS-1 THRU 4*	5,011	187	3.7	26	.5	4	.1	5	.1	4,789	95.6
PFS-5 THRU 8	938	28	3.0	4	.4	1	.1			905	96.5
PFS-9 THRU 11	124									124	100.0
PFS-12 THRU 15	21									21	100.0
PFS-15 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	106	3	2.8							103	97.2
UP THRU \$6,499	64	3	4.7							61	95.3
\$ 6,500 THRU \$ 9,999	15									15	100.0
\$10,000 THRU \$13,999	11									11	100.0
\$14,000 THRU \$17,999	8									8	100.0
\$18,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-30

1969 MINORITY GROUP STUDY
NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,953	4.2	334	4.2	208	2.6	268	3.4	46	.6	7,097	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,760		60	1.6	59	1.6	137	3.6	31	.8	3,493	92.4
GS- 1 THRU 4	777		28	3.6	19	2.4	60	7.7	5	.6	665	85.6
GS- 5 THRU 8	1,030		18	1.7	13	1.3	42	4.1	6	.6	951	92.3
GS- 9 THRU 11	1,142		11	1.0	16	1.4	26	2.3	14	1.2	1,075	94.1
GS-12 THRU 13	640		2	.3	11	1.7	7	1.1	5	.8	615	96.1
GS-14 THRU 15	178		1	.6			2	1.1	1	.6	174	97.8
GS-16 THRU 18	13										13	100.0
TOTAL WAGE SYSTEMS.....	2,519		216	8.6	112	4.5	115	4.6	7	.3	2,069	82.1
UP TO \$5,499	4										4	100.0
\$ 5,500 THRU \$ 6,999	258		41	15.9	7	2.7	16	6.2	3	1.2	191	74.0
\$ 7,000 THRU \$ 7,999	709		59	8.3	40	5.6	57	8.0	1	.1	552	77.9
\$ 8,000 THRU \$ 8,999	702		82	11.7	48	6.8	36	5.1	3	.4	533	75.9
\$ 9,000 THRU \$ 9,999	169		16	9.5	8	4.7	2	1.2			143	84.6
\$10,000 THRU \$13,999	623		18	2.9	9	1.4	4	.6			592	95.0
\$14,000 THRU \$17,999	54										54	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,547		57	3.7	37	2.4	16	1.0	7	.5	1,430	92.4
PFS- 1 THRU 5*	1,274		50	3.9	31	2.4	15	1.2	4	.3	1,174	92.2
PFS- 6 THRU 9	226		7	3.1	6	2.7	1	.4	3	1.3	209	92.5
PFS-10 THRU 12	37										37	100.0
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	107		1	.9					1	.9	105	98.1
UP THRU \$6,499	29		1	3.4							28	96.6
\$ 6,500 THRU \$ 9,999	55								1	1.8	54	98.2
\$10,000 THRU \$13,999	16										16	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	7,776		339	4.4	174	2.2	223	2.9	33	.4	7,007	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,689		56	1.5	46	1.2	137	3.7	18	.5	3,432	93.0
GS-1 THRU 4	971		33	3.4	21	2.2	66	6.8	2	.2	840	87.4
GS-5 THRU 8	949		15	1.6	9	.9	39	4.1	5	.5	881	92.8
GS-9 THRU 11	1,059		6	.6	11	1.0	23	2.2	8	.8	1,000	95.4
GS-12 THRU 13	563		1	.2	5	.9	7	1.2	1	.2	549	97.5
GS-14 THRU 15	194		1	.7			2	1.4	2	1.4	139	96.5
GS-16 THRU 18	13										13	100.0
TOTAL WAGE SYSTEMS.....	2,401		225	9.1	94	3.8	76	3.1	5	.2	2,001	83.7
UP THRU \$5,499	132		24	15.8	5	3.3	12	7.9	3	2.0	108	71.1
\$ 5,500 THRU \$ 6,999	507		112	10.8	51	4.9	53	5.1	1	.1	420	79.1
\$ 7,000 THRU \$ 7,999	689		75	10.9	29	4.2	10	1.5			575	83.5
\$ 8,000 THRU \$ 8,999	378		13	3.4	5	1.3	1	.3			359	95.0
\$ 9,000 THRU \$ 9,999	117		1	.9	4	3.4			1	.9	111	94.9
\$10,000 THRU \$13,999	87										87	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,504		18	3.9	33	2.2	10	.7	6	.4	1,397	92.9
PFS-1 THRU 4*	1,278		53	4.1	28	2.2	8	.6	3	.2	1,186	92.8
PFS-5 THRU 8	185		5	2.7	5	2.7	2	1.1	3	1.6	170	91.9
PFS-9 THRU 11	34										34	100.0
PFS-12 THRU 15	7										7	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	122				1	.8			4	3.3	117	95.9
UP THRU \$6,499	17				1	5.9					16	94.1
\$ 6,500 THRU \$ 9,999	62								1	1.6	61	98.4
\$10,000 THRU \$13,999	28								3	10.7	25	89.3
\$14,000 THRU \$17,999	13										13	100.0
\$18,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
NEW HAMPSHIRE
TABLE 3-31

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	12,241		50	-.4	6		11	-.1	9	-.1	12,465	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,635		22	-.5	1		3	-.1	9	-.2	4,600	99.2
GS- 1 THRU 4	1,090		6	-.5			2	-.2	1	-.1	1,081	99.2
GS- 5 THRU 8	1,133		5	-.4	1	-.1					1,127	99.5
GS- 9 THRU 11	1,520		6	-.4			1	-.1	1	-.1	1,513	99.5
GS-12 THRU 13	759		5	-.7			1	-.1	4	-.5	749	98.7
GS-14 THRU 15	132								3	2.3	129	97.7
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	5,673		27	-.5	5	-.1	5	-.1			5,636	99.3
UP THRU \$5,499	426		5	1.2	1	-.2					420	98.6
\$ 5,500 THRU \$ 6,999	1,262		12	1.0	1	-.1	2	-.2			1,247	98.8
\$ 7,000 THRU \$ 7,999	813										813	100.0
\$ 8,000 THRU \$ 8,999	2,362		6	-.3	3	-.1	2	-.1			2,349	99.4
\$ 9,000 THRU \$ 9,999	259		2	-.8			1	-.4			258	99.6
\$10,000 THRU \$13,999	531										529	99.6
\$14,000 THRU \$17,999	16										16	100.0
\$18,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELDO SERVICE.....	2,207		1				3	-.1			2,203	99.8
PFS- 1 THRU 5*	1,640		1	-.1			3	-.2			1,636	99.8
PFS- 6 THRU 9	313										313	100.0
PFS-10 THRU 12	49										49	100.0
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	26										26	100.0
UP THRU \$6,499	17										17	100.0
\$ 6,500 THRU \$ 9,999	8										8	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-31a

1969 MINORITY GROUP STUDY

NEW HAMPSHIRE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	12,837	100.0	65 .5	24 .2	94 .7	11 .1	12,643	98.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,316	100.0	30 .7	8 .2	30 .7	10 .2	4,238	98.2
GS-1 THRU 4	1,283	100.0	10 .8	2 .2	18 1.4	2 .2	1,251	97.5
GS-5 THRU 8	984	100.0	8 .8	3 .3	4 .4	1 .1	968	98.4
GS-9 THRU 11	1,231	100.0	6 .5	1 .1	5 .4	2 .2	1,202	98.9
GS-12 THRU 13	654	100.0	6 .9	1 .2	2 .3	3 .5	642	98.2
GS-14 THRU 15	77	100.0	2	1	1	2	73	94.8
GS-16 THRU 18	2	100.0	2	1	1	2	2	100.0
TOTAL WAGE SYSTEMS.....	6,217	100.0	33 .5	16 .3	62 1.0	1	6,105	98.2
UP THRU \$5,999	1,405	100.0	12 .9	6 .4	28 2.0		1,359	96.7
\$ 5,000 THRU \$ 6,999	3,107	100.0	18 .6	9 .3	30 1.0		3,050	98.2
\$ 7,000 THRU \$ 7,999	1,082	100.0	2 .2	4 .4			1,076	99.4
\$ 8,000 THRU \$ 8,999	495	100.0	1 .2	1 .2		1	492	99.4
\$ 9,000 THRU \$ 9,999	97	100.0	1				97	100.0
\$10,000 THRU \$13,999	17	100.0					17	100.0
\$14,000 THRU \$17,999	14	100.0					14	100.0
\$18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE.....	2,272	100.0	2 .1		2 .1		2,268	99.8
PFS-1 THRU 4*	1,891	100.0	2 .1		2 .1		1,887	99.8
PFS-5 THRU 8	314	100.0					318	100.0
PFS-9 THRU 11	54	100.0					54	100.0
PFS-12 THRU 15	9	100.0					9	100.0
PFS-16 THRU 18								
PFS-19 THRU 20								
TOTAL OTHER PAY SYSTEMS	32	100.0					32	100.0
UP THRU \$6,499	28	100.0					28	100.0
\$ 6,500 THRU \$ 9,999	1	100.0					1	100.0
\$10,000 THRU \$13,999	1	100.0					1	100.0
\$14,000 THRU \$17,999	1	100.0					1	100.0
\$18,000 AND OVER	1	100.0					1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 3-32

1965 MINORITY GROUP STUDY
NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRD NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT			
							NUMBER	PCT	NUMBER
TOTAL ALL PAY SYSTEMS..	65,909	9,361 14.2	522 .8	27	123 -2	55,936 84.8			
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,423	2,859 10.1	123 .4	12	94 .3	25,335 89.1			
GS-1 THRU 4	6,153	1,362 22.1	29 .5	2	13 .2	4,752 77.2			
GS-5 THRU 6	5,711	360 6.3	46 .8	4	11 .2	5,790 86.3			
GS-9 THRU 11	7,520	400 5.3	26 .3	4	36 .5	7,054 93.6			
GS-12 THRU 13	6,600	215 3.3	20 .3	1	21 .3	6,343 96.1			
GS-14 THRU 15	1,390	22 1.6	2 .1	1	11 .8	1,354 97.4			
GS-16 THRU 18	44				2 4.5	42 95.5			
TOTAL WAGE SYSTEMS.....	11,402	2,826 17.8	136 1.2	4	13 .1	9,221 80.9			
UP THRU \$5,499	85	11 12.9	2 2.4		7 8.2	72 84.7			
\$ 5,500 THRU \$ 6,999	3,096	1,153 37.2	77 2.5	3	7 -2	1,856 59.9			
\$ 7,000 THRU \$ 7,999	2,969	502 16.9	28 .9		3 -1	2,436 82.0			
\$ 8,000 THRU \$ 8,999	3,650	266 7.3	20 .5		2 -1	3,362 92.1			
\$ 9,000 THRU \$ 9,999	812	68 8.4	9 1.1	1		734 90.4			
\$10,000 THRU \$13,999	769	26 3.4	2 .3		1 .1	740 96.2			
\$14,000 THRU \$17,999	21					21 100.0			
\$18,000 AND OVER									
TOTAL POSTAL FIELD SERVICE.....	25,081	4,439 17.2	260 1.0	10	14 .1	21,158 84.6			
PF5-1 THRU 9*	22,523	4,069 18.2	243 1.1	9	14 .1	18,168 80.7			
PF5-6 THRU 9*	2,635	326 12.4	17 .6	1		2,221 84.3			
PF5-10 THRU 12	513	20 3.9				493 96.1			
PF5-13 THRU 16	106	4 3.8				102 96.2			
PF5-17 THRU 19	4					4 100.0			
PF5-20 THRU 21									
TOTAL OTHER PAY SYSTEMS	263	37 14.1	1 .4	1	2 .8	222 84.4			
UP THRU \$6,499	144	29 20.1	1 1.1	1	2 1.4	112 77.6			
\$ 6,500 THRU \$ 9,999	68	7 8.0				60 88.2			
\$10,000 THRU \$13,999	14					14 100.0			
\$14,000 THRU \$17,999	10	1 10.0				9 90.0			
\$18,000 THRU \$25,999	4					4 100.0			
\$26,000 AND OVER	3					3 100.0			

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	65,997	13.8	9,091	13.8	444	.7	28	.2	99	.2	56,335	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,081	10.1	2,844	10.1	116	.4	14	.3	71	.3	25,036	89.2
GS-1 THRU 4	7,340	21.5	1,579	21.5	48	.7	5	.1	14	.2	5,494	77.6
GS-5 THRU 6	6,228	11.3	702	11.3	28	.4	4	.1	14	.2	5,480	88.0
GS-9 THRU 11	7,422	5.2	385	5.2	22	.3	3	.2	24	.3	6,988	94.2
GS-12 THRU 13	5,772	2.8	160	2.8	14	.2	2	.2	12	.2	5,584	96.7
GS-14 THRU 15	1,275	1.4	18	1.4	4	.3			7	.5	1,246	97.7
GS-16 THRU 18	46										44	100.0
TOTAL WAGE SYSTEMS.....	12,363	18.6	2,299	18.6	159	1.3	6	.1	14	.1	9,885	80.0
UP THR. \$5,499	2,237	41.7	931	41.7	62	2.8			6	.3	1,234	55.3
\$ 5,500 THRU \$ 6,999	6,930	21.6	1,055	21.6	67	1.4			6	.1	3,789	77.1
\$ 7,000 THRU \$ 7,999	3,719	7.2	282	7.2	22	.6			2	.1	3,610	97.1
\$ 8,000 THRU \$ 8,999	821	2.8	23	2.8	5	.7					792	96.5
\$ 9,000 THRU \$ 9,999	328	1.8	7	1.8	2	.6					319	97.3
\$10,000 THRU \$13,999	131	.8	1	.8							130	99.2
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	25,221	10.5	3,907	10.5	166	.7	7	.3	13	.1	21,158	83.8
PFS-1 THRU **	22,130	16.6	3,708	16.6	152	.7			12	.1	18,451	82.6
PFS-5 THRU 8	2,220	8.2	181	8.2	14	.6			1		2,004	91.1
PFS-9 THRU 11	595	2.7	16	2.7							579	97.3
PFS-12 THRU 15	122	1.6	2	1.6							120	98.4
PFS-16 THRU 18	4										4	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	307	13.6	41	13.6	3	1.0	1	.3	1	.3	256	84.8
UP THRU \$6,499	234	16.2	38	16.2	2	.9			1	.4	192	82.1
\$6,500 THRU \$ 9,999	38	7.9	3	7.9							35	92.1
\$10,000 THRU \$13,999	18										17	94.4
\$14,000 THRU \$17,999	6										5	100.0
\$18,000 AND OVER	7										7	100.0

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TABLE 3-33

1967 MINORITY GROUP STUDY
NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	23,988	1.4	336	1.4	6,695	27.9	2,795	11.7	53	.2	14,109	58.6
TOTAL GENERAL SCHEDULE OR SIMILAR-----	16,094		223	1.4	3,116	19.4	1,866	11.7	42	.3	10,825	67.3
GS-1 THRU 4	3,987		46	1.2	1,187	29.8	1,188	29.3	12	.3	1,554	39.0
GS-5 THRU 8	4,624		55	1.2	1,188	25.7	454	9.9	11	.2	2,911	63.0
GS-9 THRU 11	4,060		88	2.2	509	12.5	199	4.9	8	.2	3,256	80.2
GS-12 THRU 13	2,766		32	1.2	215	7.8	35	1.3	7	.3	2,477	89.6
GS-14 THRU 15	636		2	.3	17	2.7	7	1.1	4	.6	60	95.3
GS-16 THRU 18	21										21	100.0
TOTAL WAIVE SYSTEMS-----	5,096		85	1.7	2,361	46.3	823	16.1	6	-.1	1,821	35.7
UP THRU \$5,699	578		23	4.0	369	63.8	107	18.5	1	.2	78	13.5
\$ 5,500 THRU \$ 6,999	1,028		19	1.8	512	49.8	341	33.2	1	-.1	155	15.1
\$ 7,000 THRU \$ 7,999	962		11	1.1	498	51.8	169	19.6			264	27.4
\$ 8,000 THRU \$ 8,999	1,605		22	1.4	726	45.2	135	8.4	1	-.1	721	44.9
\$ 9,000 THRU \$ 9,999	550		4	.7	174	31.6	30	5.5	2	-.4	340	61.8
\$10,000 THRU \$13,999	366		6	1.6	61	22.1	20	5.5	1	-.3	258	70.5
\$14,000 THRU \$17,999	6				1	16.7					5	83.3
\$18,000 AND OVER	1						1	100.0				
TOTAL POSTAL FIELD SERVICE-----	2,497		28	1.1	1,179	47.2	32	1.3	4	-.2	1,254	50.2
PFS-1 THRU 5*	2,097		26	1.2	1,005	47.9	28	1.3	4	-.2	1,034	49.3
PFS-6 THRU 9	330		2	.6	147	44.5	4	1.2			177	53.6
PFS-10 THRU 12	63				23	36.5					40	63.5
PFS-13 THRU 16	7				4	57.1					3	42.9
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	301				39	13.0	52	17.3	1	.3	209	69.4
UP THRU \$6,499	129				29	22.5	50	38.8			50	38.6
\$ 6,500 THRU \$ 9,999	124				8	6.5	2	1.6	1	-.6	113	91.1
\$10,000 THRU \$13,999	29				1	3.4					28	96.6
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER	9				1	11.1					8	88.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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TABLE 3-35a

1969 HINDRITY GROUP STUDY
NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	24,253	1.7	407	1.7	6,741	27.3	2,674	10.8	46	.2	14,785	60.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,311	1.7	279	1.7	3,033	18.6	1,785	10.9	34	.2	11,180	68.5
GS-1 THRU 4	4,617	1.6	75	1.6	1,427	30.9	1,227	26.6	9	.2	1,879	40.7
GS-5 THRU 8	4,268	1.9	91	1.9	1,033	22.0	358	7.6	9	.2	3,197	68.2
GS-9 THRU 11	3,910	2.1	82	2.1	431	11.0	161	4.1	7	.2	3,229	82.6
GS-12 THRU 13	2,496	1.2	29	1.2	128	5.1	31	1.2	2	.1	2,306	92.4
GS-14 THRU 15	582	.3	2	.3	14	2.4	8	1.4	7	1.2	551	94.7
GS-16 THRU 18	18										18	100.0
TOTAL WAGE SYSTEMS.....	5,217	1.7	95	1.7	2,485	45.0	864	15.7	8	.1	2,065	37.4
UP THRU \$5,499	1,533	2.7	42	2.7	746	48.7	452	29.5	1	.1	292	19.0
\$ 5,500 THRU \$ 6,999	1,982	1.3	30	1.3	986	49.7	327	16.5	1	.1	624	32.2
\$ 7,000 THRU \$ 7,999	1,336	1.6	22	1.6	596	44.6	73	5.5	5	.4	640	47.9
\$ 8,000 THRU \$ 8,999	425	.2	1	.2	112	26.4	10	2.4	1	.2	301	70.8
\$ 9,000 THRU \$ 9,999	172	.6			36	20.9					136	79.1
\$10,000 THRU \$13,999	67				9	13.4	2	3.0			56	83.6
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,245	1.2	31	1.2	1,192	46.8	24	.9	4	.2	1,294	50.8
PFS-1 THRU 4*	2,147	1.4	29	1.4	1,034	48.2	21	1.0	3	.1	1,060	49.4
PFS-5 THRU 8	319	.6	2	.6	131	41.1	3	.9			183	57.4
PFS-9 THRU 11	65				22	33.8					43	66.2
PFS-12 THRU 15	14				5	35.7					8	57.1
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	280	.7	2	.7	31	11.1	1	.4			246	87.9
UP THRU \$6,499	87				30	34.5					55	63.2
\$ 6,500 THRU \$ 9,999	84	2.3	2	2.3	1	1.2					83	98.8
\$10,000 THRU \$13,999	66										66	100.0
\$14,000 THRU \$17,999	25						1	4.0			24	96.0
\$18,000 AND 724**	14										14	100.0

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	109,155	33.804	19.9	5,136	3.6	115	-1	468	-3	128,852	76.2	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,794	7.070	13.7	1,063	1.9	50	-1	220	-4	46,791	83.9	
GS-1 THRU 4	13,842	3,734	27.0	454	3.3	25	.2	19	-1	9,610	69.4	
GS-5 THRU 8	15,378	2,678	17.2	344	2.2	14	.1	55	-4	12,487	80.2	
GS-9 THRU 11	14,569	867	5.9	163	1.1	5	.0	77	.5	13,477	92.4	
GS-12 THRU 13	9,301	327	3.5	70	.8	4	.0	41	.4	8,865	95.3	
GS-14 THRU 15	2,327	67	2.8	31	1.3	2	-1	28	1.2	2,259	94.6	
GS-16 THRU 18	97	3	3.1	1	1.0					93	95.9	
TOTAL WAGE SYSTEMS.....	18,457	3,957	19.3	1,922	5.5	16	-1	74	.4	13,786	74.7	
UP THRU \$5,499	1,963	524	26.7	385	19.6			41	2.1	1,013	51.6	
\$ 5,500 THRU \$ 6,999	5,671	1,889	32.2	368	6.3	9	-2	20	-3	3,585	61.1	
\$ 7,000 THRU \$ 7,999	3,131	392	12.5	74	2.4	3	.1	2	.1	2,660	85.0	
\$ 8,000 THRU \$ 8,999	3,782	270	7.1	61	1.6	3	.1	4	.1	3,444	91.1	
\$ 9,000 THRU \$ 9,999	1,045	91	8.7	29	2.8	3	-3	5	-5	917	87.8	
\$10,000 THRU \$13,999	1,796	310	17.3	88	4.9			2	.1	1,396	77.7	
\$14,000 THRU \$17,999	482	69	14.3	11	2.3					402	83.4	
\$18,000 AND OVER	387	12	3.1	6	1.6					369	95.3	
TOTAL POSTAL FIELD SERVICE.....	93,503	22,186	23.7	4,025	4.3	44		168	.2	67,080	71.7	
PFS-1 THRU 5*	63,534	20,832	24.9	3,854	4.6	41		153	.2	58,658	70.2	
PFS-6 THRU 9	7,627	1,826	15.7	131	1.9	3		15	.2	6,432	82.2	
PFS-10 THRU 12	1,616	102	6.3	14	.9					1,500	92.8	
PFS-13 THRU 16	480	24	5.0	6	1.3					450	93.8	
PFS-17 THRU 19	38	1	2.6							37	97.4	
PFS-20 THRU 21	4	1	25.0							3	75.0	
TOTAL OTHER PAY SYSTEMS	1,401	171	12.2	26	1.9	3	-2	6	.4	1,195	85.3	
UP THRU \$6,499	574	101	17.6	14	3.3	1	.2	3	.5	450	78.4	
\$ 6,500 THRU \$ 9,999	468	61	13.0	6	1.3	1	-2	1	-2	399	85.3	
\$10,000 THRU \$13,999	131	6	4.6	1	.8			2	1.5	121	92.4	
\$14,000 THRU \$17,999	114	2	1.8							112	98.2	
\$18,000 THRU \$25,999	87	1	3.7							87	100.0	
\$26,000 AND OVER	27									26	96.3	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 HINDRITY GROUP STUDY
NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
					NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	173,989	34,144 19.6	5,370 3.2	129 .1	402 .2	133,744 76.9		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	58,675	8,350 14.2	953 1.6	48 .1	174 .3	49,150 83.8		
GS-1 THRU 4	17,771	5,015 28.2	465 2.7	38 .2	29 .2	12,204 68.7		
GS-5 THRU 8	15,104	2,272 15.0	268 1.8	5 .2	35 .2	12,584 83.0		
GS-9 THRU 11	14,724	771 5.2	118 .8	4 .4	58 .4	13,773 93.5		
GS-12 THRU 13	8,621	246 2.8	55 .6	1 .1	32 .4	8,488 98.2		
GS-14 THRU 15	2,089	44 2.1	25 1.2	1 .1	20 1.0	1,999 95.7		
GS-16 THRU 18	104	2 1.9	2 1.9			100 96.2		
TOTAL WAGE SYSTEMS.....	19,433	3,878 20.0	955 4.9	28 .1	111 .6	14,461 74.6		
LIP THRU \$5,499	6,917	2,458 35.6	663 9.6	12 .2	62 .9	3,717 53.8		
\$ 5,500 THRU \$ 6,999	6,789	1,087 16.0	208 3.1	11 .2	31 .5	5,452 80.3		
\$ 7,000 THRU \$ 7,999	3,830	263 6.8	50 1.3	4 .1	8 .2	3,525 91.6		
\$ 8,000 THRU \$ 8,999	984	46 4.7	12 1.2	1 .1	3 .3	926 93.7		
\$ 9,000 THRU \$ 9,999	540	16 3.0	9 1.7		2 .4	513 95.0		
\$10,000 THRU \$13,999	232	7 2.8	10 4.0		3 1.2	232 92.1		
\$14,000 THRU \$17,999	64	1 1.6	1 1.6		2 3.1	60 93.8		
\$18,000 AND OVER	34		2 5.3			36 94.7		
TOTAL POSTAL FIELD SERVICE.....	94,194	21,712 23.1	3,609 3.8	52 .1	109 .1	68,712 72.9		
PFS-1 THRU 4*	85,358	20,817 24.4	3,481 4.1	45 .1	161 .1	60,914 71.4		
PFS-5 THRU 8	6,851	813 11.9	118 1.7	7 .1	7 .1	5,906 86.2		
PFS-9 THRU 11	1,526	67 4.4	17 .5		1 .1	1,454 95.1		
PFS-12 THRU 15	418	12 2.9	3 .7			403 96.4		
PFS-16 THRU 18	34	2 5.7				33 94.3		
PFS-19 THRU 20	3	1 33.3				2 66.7		
TOTAL OTHER PAY SYSTEMS	1,687	204 12.1	53 3.1	1 .1	8 .5	1,421 84.2		
LIP THRU \$6,499	890	169 19.0	32 3.6		5 .6	684 76.9		
\$ 6,500 THRU \$ 9,999	313	15 4.8	17 5.4		2 .6	279 89.1		
\$10,000 THRU \$13,999	274	13 4.7	2 .7	1 .4		262 94.2		
\$14,000 THRU \$17,999	115	5 4.3	2 1.7			108 93.9		
\$18,000 AND OVER	91	2 2.2			1 1.1	88 96.7		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY
NORTH CAROLINA
TABLE 3-35

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,174	14.9	5,250	-2	74	-2	154	-4	30	.1	29,666	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,576	7.7	1,119	-3	39	-3	70	.5	24	.2	13,324	91.4
GS-1 THRU 4	4,645	7.09	709	-5.3	21	-5	27	.6	11	.2	3,877	83.5
GS-5 THRU 8	4,704	5.7	267	5.7	6	.1	27	.6	5	.1	4,399	93.5
GS-9 THRU 11	3,496	3.7	129	3.7	3	.2	16	.5	1	.1	3,344	95.7
GS-12 THRU 13	1,373	1.8	11	.8	3	.2	4	.3	2	.3	1,355	98.7
GS-14 THRU 15	341	.9	3	.9	3	.9			3	.9	332	97.4
GS-16 THRU 18	18										18	100.0
TOTAL WAGE SYSTEMS.....	9,000	30.4	2,733	-2	17	-2	61	.7	4	.2	6,183	68.7
UP THRU \$5,499	2,221	63.4	1,408	3	3	.1	17	.6	4	.2	789	35.5
\$ 5,500 THRU \$ 5,999	2,942	34.5	1,016	6	6	.2	32	1.1			1,488	44.2
\$ 7,000 THRU \$ 7,999	2,630	10.1	286	5.1	5	.2	12	.4			2,527	89.3
\$ 8,000 THRU \$ 8,999	393	5.1	20	.4	2	.5	1	.3			370	94.1
\$ 9,000 THRU \$ 9,999	361	.6	2	.6	1	.3	1	.3			357	98.9
\$10,000 THRU \$13,999	238		1								237	99.6
\$14,000 THRU \$17,999	15										15	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,949	12.4	1,354	-1	14	-1	21	.2	1	.1	9,559	87.3
PFS-1 THRU 5*	9,041	14.1	1,276	-2	14	-2	18	.2	1	.1	7,730	85.5
PFS-6 THRU 9	1,588	4.6	73	.7			3	.2			1,512	95.2
PFS-10 THRU 12	285	.7	2	.7							283	99.3
PFS-13 THRU 16	34	.9	1	.9							33	97.1
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	649	6.8	44	-6	4	-6			1	.2	600	92.4
UP THRU \$5,499	245	5.3	13	.6	2	.6					230	93.9
\$ 6,500 THRU \$ 9,999	308	10.1	31	10.1					1	2.0	275	89.3
\$10,000 THRU \$13,999	50										49	98.0
\$14,000 THRU \$17,999	28										28	100.0
\$19,000 THRU \$25,999	12										12	100.0
\$26,000 AND OVER	6										6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY
NORTH CAROLINA
TABLE 3-35a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	36,538	100.0	5,125	14.0	37	.1	129	.4	38	.1	29,209	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,691		1,010	7.4	22	.2	63	.5	29	.2	12,567	91.8
GS-1 THRU 4	5,312		707	13.2	11	.2	31	.6	5	.1	4,618	86.0
GS-5 THRU 8	3,916		218	5.6	7	.2	23	.6	19	.5	3,652	93.2
GS-9 THRU 11	3,009		79	2.6	2	.1	9	.3	2	.1	2,917	96.9
GS-12 THRU 13	1,105		6	.5	1	.1	1	.1	1	.1	1,097	99.3
GS-14 THRU 15	266				1	.4			2	.8	263	98.9
GS-16 THRU 18	20										20	100.0
TOTAL WAGE SYSTEMS.....	9,331		2,851	30.6	8	.1	59	.6	8	.1	6,405	68.6
UP THRU \$3,499	4,419		2,231	50.5	4	.1	40	.9	5	.1	2,139	48.4
\$ 3,500 THRU \$ 6,999	2,961		550	18.6	1	.1	16	.5	3	.1	2,391	80.7
\$ 7,000 THRU \$ 7,999	1,335		64	4.8	2	.1	3	.2			1,266	94.8
\$ 8,000 THRU \$ 8,999	287		5	1.7							282	98.3
\$ 9,000 THRU \$ 9,999	218		1	.5	1	.5					216	99.1
\$10,000 THRU \$13,999	104										104	100.0
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,939		1,213	11.1	5	.1	7	.1	1	.1	9,713	88.8
PFS-1 THRU 4*	9,174		1,165	12.7	5	.1	7	.1	1	.1	7,996	87.2
PFS-5 THRU 8	1,436		46	3.2							1,390	96.8
PFS-9 THRU 11	284		2	.7							282	99.3
PFS-12 THRU 15	64										64	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	577		51	8.8	2	.3					524	91.8
UP THRU \$6,499	256		19	7.4							237	92.6
\$ 6,500 THRU \$ 9,999	209		28	13.4	1	.5					180	86.1
\$10,000 THRU \$14,999	81		4	4.9	1	1.2					76	93.8
\$15,000 THRU \$17,999	16										16	100.0
\$18,000 AND OVER**	15										15	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-36

1969 MTR. ITT GROUP STUDY

NORTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	5,897	20 .3	12 .2	312 4.5	6 .1	6,545	94.9	
TOTAL GENERAL SCHEDULE OR SIMILAR-----	3,137	14 .4	6 .3	172 5.5	5 .2	2,938	93.7	
GS- 1 THRU 4	724	4 .6	1 .1	95 13.1	1 .1	623	86.0	
GS- 5 THRU 8	623	3 .3	3 .3	47 5.1		870	94.3	
GS- 9 THRU 11	1,003	7 .7	3 .3	22 2.1	2 .2	1,029	96.8	
GS-12 THRU 13	379		1 .3	6 2.1	2 .5	368	97.1	
GS-14 THRU 15	46					46	100.0	
GS-16 THRU 18	2					2	100.0	
TOTAL WAGE SYSTEMS-----	1,215	6 .5	1 .1	135 11.1	1 .1	1,072	88.2	
UP THRU \$5,499	6					6	100.0	
\$ 5,500 THRU \$ 6,999	322	4 1.2	1 .3	42 13.0	1 .3	274	85.1	
\$ 7,000 THRU \$ 7,999	395	2 .5		71 18.0		322	81.5	
\$ 8,000 THRU \$ 8,999	340			9 2.6		331	97.4	
\$ 9,000 THRU \$ 9,999	68			10 11.4		78	88.6	
\$10,000 THRU \$13,999	64			3 4.7		61	95.3	
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE-----	2,476		3 .1		2 .1	2,466	99.6	
PFS- 1 THRU 5*	2,057		3 .1		2 .1	2,046	99.6	
PFS- 6 THRU 9	360			4 .2		379	99.7	
PFS-10 THRU 12	34			1 .3		34	100.0	
PFS-13 THRU 16	5					5	100.0	
PFS-17 THRU 19								
PFS-20 THRU 21								
TOTAL OTHER PAY SYSTEMS	69					69	100.0	
UP THRU \$6,499	45					45	100.0	
\$ 6,500 THRU \$ 9,999	17					17	100.0	
\$10,000 THRU \$13,999	2					2	100.0	
\$14,000 THRU \$17,999	1					1	100.0	
\$18,000 THRU \$25,999	4					4	100.0	
\$26,000 AND OVER								

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-36a

NORTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6,821	54	.8	18	.3	436	6.4	11	.2	6,302	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,114	42	1.3	11	.4	258	8.3	10	.3	2,793	89.7
GS-1 THRU 4	898	18	2.0	2	.2	138	15.4	5	.6	740	82.4
GS-5 THRU 8	887	15	1.7	5	.6	81	9.1	1	.1	781	88.0
GS-9 THRU 11	969	8	.8	3	.3	30	3.1	1	.1	927	95.7
GS-12 THRU 13	318	1	.3	1	.3	7	2.2	3	.9	307	96.5
GS-14 THRU 15	39	1	2.6			2	5.1	1	2.6	35	89.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,167	12	1.0	4	.3	169	14.5			982	84.1
UP THRU \$2,999	396	8	2.0	4	1.0	125	31.0			259	65.4
\$ 3,000 THRU \$ 6,999	474	4	.8			40	8.4			430	90.7
\$ 7,000 THRU \$ 7,999	185					2	1.1			183	98.9
\$ 8,000 THRU 8,999	81					2	2.5			79	97.5
\$ 9,000 THRU \$ 9,999	27									27	100.0
\$10,000 THRU \$13,999	4									4	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,469			3	.1	7	.3	1		2,458	99.6
PFS-1 THRU 4**	2,038			3	.1	6	.3	1		2,028	99.5
PFS-5 THRU 8	384					1	.3			383	99.7
PFS-9 THRU 11	37									37	100.0
PFS-12 THRU 15	10									10	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	71					2	2.8			69	97.2
UP THRU \$6,999	40					1	2.5			39	97.5
\$ 6,500 THRU \$ 9,999	18					1	5.6			17	94.4
\$10,000 THRU \$13,999	10									10	100.0
\$14,000 THRU \$17,999	2									2	100.0
\$18,000 AND OVER	1									1	100.0

** INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-37

1969 MINORITY GROUP STUDY

OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	99,236	20.7	19,730	1.6	36	122	-1	75,204	79.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,690		7,443	66	14	107	.2	38,060	83.3
GS- 1 THRU 4	9,719		3,227	9	4	5	.1	6,474	66.6
GS- 5 THRU 8	11,437		2,526	14	6	11	.1	8,880	77.6
GS- 9 THRU 11	10,926		1,166	17	1	22	.2	9,740	89.1
GS-12 THRU 13	10,674		513	17	2	32	.3	10,115	94.7
GS-14 THRU 15	2,617		30	9	1	37	1.3	2,740	97.3
GS-16 THRU 18	112		1					111	99.1
TOTAL WAGE SYSTEMS.....	13,106		3,206	23	2	4		9,871	75.3
UP THRU \$9,499	128		56	7				72	56.3
\$ 5,500 THRU \$ 6,999	3,106		1,616	4		1		1,482	47.7
\$ 7,000 THRU \$ 7,999	2,772		861	4	1	1		1,905	68.7
\$ 8,000 THRU \$ 8,999	2,191		361	5				1,825	83.3
\$ 9,000 THRU \$ 9,999	2,971		229	4	1			2,737	92.1
\$10,000 THRU \$13,999	1,825		82	3		2		1,738	95.2
\$14,000 THRU \$17,999	108		1					107	99.1
\$18,000 AND OVER	5							5	100.0
TOTAL POSTAL FIELDO SERVICE.....	35,636		9,022	57	20	9		26,526	74.4
PFS- 1 THRU 5*	30,025		8,109	50	18	8		21,840	72.7
PFS- 6 THRU 9	4,503		853	6	2	1		3,641	80.9
PFS-10 THRU 12	606		43	6				763	94.7
PFS-13 THRU 16	275		16	1				256	93.0
PFS-17 THRU 19	24		1					23	95.8
PFS-20 THRU 21	3							3	100.0
TOTAL OTHER PAY SYSTEMS	806		59			2		745	92.4
UP THRU \$6,499	350		42			1		307	87.7
\$ 6,500 THRU \$ 9,999	234		16					218	93.2
\$10,000 THRU \$13,999	89		1					88	98.9
\$14,000 THRU \$17,999	54							54	100.0
\$18,000 THRU \$25,999	13							13	100.0
\$26,000 AND OVER	66					1		65	98.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	95,406		19,802	20.8	111	.1	34	.1	116	.1	75,343	79.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,880		7,348	16.0	66	.1	27	.1	100	.2	38,339	83.6
GS-1 THRU 4	11,461		3,715	32.4	12	.1	12	.1	6	.1	7,716	67.3
GS-5 THRU 8	10,927		2,246	20.5	10	.1	7	.1	12	.1	8,677	79.2
GS-9 THRU 11	10,965		960	8.8	18	.2	6	.1	19	.2	9,962	90.9
GS-12 THRU 13	9,763		400	4.1	17	.2	2		40	.4	9,404	95.3
GS-14 THRU 15	2,234		26	1.0	9	.4			23	.9	2,177	97.7
GS-16 THRU 18	105		1	1.0							10	99.0
TOTAL WAGE SYSTEMS.....	13,192		3,392	25.7	9	.1	3		3		9,785	74.2
UP THRU \$3,499	2,079		1,203	57.9	2	.1					874	42.0
\$ 3,500 THRU \$ 6,999	4,316		1,684	37.3	5	.1	1		2		2,824	62.5
\$ 7,000 THRU \$ 7,999	3,924		411	10.5	2	.1	2	.1	1		3,408	89.4
\$ 8,000 THRU \$ 8,999	1,872		82	4.4							1,790	95.6
\$ 9,000 THRU \$ 9,999	445		9	2.0							436	98.0
\$10,000 THRU \$13,999	344		3	.9							341	99.1
\$14,000 THRU \$17,999	12										12	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	35,400		8,962	25.3	36	.1	4		11		26,387	74.5
PFS-1 THRU 4*	30,506		8,380	27.5	34	.1	3		11		22,078	72.4
PFS-5 THRU 8	3,841		531	13.8	2	.1	1				3,207	86.1
PFS-9 THRU 11	800		44	5.5							756	94.5
PFS-12 THRU 15	226		7	3.1							219	96.9
PFS-16 THRU 18	24										24	100.0
PFS-19 THRU 20	3										3	100.0
TOTAL OTHER PAY SYSTEMS	934		100	10.7					2	.2	832	89.1
UP THRU \$6,499	453		94	20.8					1	.2	358	79.0
\$ 6,500 THRU \$ 9,499	222		2	.9					1	.5	219	98.6
\$10,000 THRU \$14,999	90		3	3.0							87	97.0
\$15,000 THRU \$17,999	49										43	100.0
\$18,000 AND OVER	117		1	.9							116	99.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
OKLAHOMA
TABLE 3-38

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	54,055	6.4	3,450	6.4	308	.6	2,758	5.2	41	.1	47,468	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,674		880	3.6	143	.6	1,487	6.0	25	.1	22,139	89.7
GS- 1 THRU 8	6,333		434	6.9	40	.6	637	10.1	10	.2	5,212	82.3
GS- 9 THRU 11	7,708		258	3.4	38	.5	406	5.3	6	.1	6,159	80.7
GS-12 THRU 13	3,250		164	5.1	12	.4	315	9.7	5	.1	2,712	83.0
GS-14 THRU 15	502		22	4.4	12	2.4	106	21.0	4	.8	3,108	61.5
GS-16 THRU 18	14		2	14.3	1	7.1	23	164.3			476	34.0
											14	100.0
TOTAL WAGE SYSTEMS.....	20,901		2,092	10.0	141	.7	1,032	4.9	12	.1	17,624	84.3
UP THRU \$5,499	1,061		265	25.0	19	1.8	126	11.9	2	.2	649	61.2
\$ 5,500 THRU \$ 6,999	6,942		1,177	13.2	53	.8	418	4.7	9	.1	7,265	81.5
\$ 7,000 THRU \$ 7,999	8,183		591	7.2	60	.7	360	4.4	1		7,151	87.6
\$ 8,000 THRU \$ 8,999	1,400		34	2.4	4	.3	84	6.0			1,297	92.7
\$ 9,000 THRU \$ 9,999	694		20	2.9	4	.6	40	5.8			63	90.8
\$10,000 THRU \$13,999	607		5	.8	1	.2	24	4.0			577	95.1
\$14,000 THRU \$17,999	29										29	100.0
\$18,000 AND OVER	5										5	100.0
TOTAL POSTAL SERVICE.....	8,197		447	5.7	24	.3	251	3.1			7,451	90.9
PFS- 1 THRU 5*	6,960		437	6.3	22	.3	201	2.9		.1	6,296	90.5
PFS- 6 THRU 9	992		27	2.7	2	.2	41	4.1			922	92.9
PFS-10 THRU 12	201		2	1.0			8	4.0			191	95.0
PFS-13 THRU 16	34		1	2.9			1	2.9			32	94.1
PFS-17 THRU 19	10										10	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	283		11	3.9			18	6.4			254	89.8
UP THRU \$6,499	125		8	6.4			14	11.2			103	82.4
\$ 6,500 THRU \$ 9,999	109		1	.9			1	.9			107	98.2
\$10,000 THRU \$13,999	22						2	9.1			20	90.9
\$14,000 THRU \$17,999	17		2	11.8			1	5.9			14	82.4
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER	5										5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PUPAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	53,904	6.5	3,491	6.5	296	.5	2,574	4.8	34	.1	47,969	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,808		870	3.5	135	.5	1,342	5.4	22	.1	22,749	90.5
CS- 1 THRU 4	7,501		461	6.1	41	.5	621	8.3	9	.1	6,369	84.9
CS- 5 THRU 8	6,850		266	3.9	45	.7	385	5.6	7	.1	6,187	89.8
CS- 9 THRU 11	7,118		127	1.8	42	.6	238	3.3	3	.0	6,708	94.2
CS-12 THRU 13	2,846		14	.5	6	.2	84	3.0	3	.1	2,739	96.2
CS-14 THRU 15	429		2	.5	1	.2	14	3.2			423	96.4
CS-16 THRU 18	14				1	7.1					13	92.9
TOTAL WAGE SYSTEMS.....	20,760		2,158	10.4	137	.7	1,001	4.8	9		17,655	84.1
UP THRU \$5,499	6,377		816	12.8	57	.9	440	6.9	8	.1	5,056	76.3
\$ 5,500 THRU \$ 6,999	12,182		1,306	10.7	71	.6	500	4.1			10,304	84.6
\$ 7,000 THRU \$ 7,999	1,443		32	2.2	7	.5	45	3.1	1		1,359	94.2
\$ 8,000 THRU \$ 8,999	531		3	.6	1	.2	15	2.8			512	96.4
\$ 9,000 THRU \$ 9,999	150		1	.6	1	.6					149	99.3
\$10,000 THRU \$13,999	62						1	1.6			61	98.4
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	8,116		450	5.5	24	.3	223	2.7	1		7,416	91.4
PCS- 1 THRU 4*	6,932		430	6.2	23	.3	189	2.7	1		6,289	90.7
PCS- 5 THRU 8	947		19	2.0	1	.1	29	3.1			898	94.8
PCS- 9 THRU 11	203		1	.5			5	2.5			197	97.0
PCS-12 THRU 15	32										32	100.0
PCS-16 THRU 18	2										2	100.0
PCS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	280		13	4.6			8	2.9	2	.7	257	91.8
UP THRU \$6,499	150		10	6.7			3	2.0	1	.7	136	90.7
\$ 6,500 THRU \$ 9,999	87						4	4.6	1	1.1	82	44.3
\$10,000 THRU \$13,999	27		3	11.1							24	88.9
\$14,000 THRU \$17,999	9										9	100.0
\$18,000 AND OVER**	7						1	14.3			6	85.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
OREGON
TABLE 3-39

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	21,973		439	2.0	76	-3	203	-9	198	-9	21,057	95.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,614		164	1.5	39	-3	156	1.2	120	1.0	12,115	96.0
GS-1 THRU 4	2,528		88	3.5	9	-4	41	1.6	16	.6	2,374	93.9
GS-5 THRU 8	3,795		58	1.5	25	-4	60	1.6	39	1.0	3,623	95.5
GS-9 THRU 11	3,742		30	.8	13	-3	33	.9	30	.8	3,636	97.2
GS-12 THRU 13	2,075		7	.3	1		15	.7	27	1.3	2,025	97.6
GS-14 THRU 15	460		1	.2	1		7	1.5	8	1.7	443	96.3
GS-16 THRU 18	14										14	100.0
TOTAL WAGE SYSTEMS.....	3,114		107	3.4	21	.7	33	1.1	10	-.3	2,943	94.5
UP THRU \$5,499	20				1	5.0					19	95.0
\$ 5,500 THRU \$ 6,999	727		55	7.6	3	-.4	5	.7	1	.1	663	91.2
\$ 7,000 THRU \$ 7,999	937		21	3.9	8	1.5	9	1.7			499	92.9
\$ 8,000 THRU \$ 8,999	964		19	2.9	6	-.9	7	1.1	5	.8	627	94.4
\$ 9,000 THRU \$ 9,999	414		8	1.9	2	-.5	6	1.4	2	.5	396	95.7
\$10,000 THRU \$12,999	714		4	.6	1	.1	6	.8	2	.3	701	98.2
\$13,000 THRU \$17,999	33										33	100.0
\$18,000 AND OVER	5										5	100.0
TOTAL POSTAL FIELD SERVICE.....	5,068		147	2.4	16	.3	12	.2	65	1.1	5,826	96.0
PFS-1 THRU 5*	5,033		131	2.6	15	.3	11	.2	49	1.0	4,827	95.9
PFS-6 THRU 9	461		14	1.6	1	-.1	1	.1	16	1.9	424	96.3
PFS-10 THRU 12	136		1	.7							135	99.3
PFS-13 THRU 16	37		1	2.7							36	97.3
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	177		1	.6			2	1.1	3	1.7	171	96.6
UP THRU \$6,499	100						2	2.0			98	98.0
\$ 6,500 THRU \$ 9,999	53								2	3.8	51	96.2
\$10,000 THRU \$13,999	9										9	100.0
\$14,000 THRU \$17,999	5								1	20.0	4	80.0
\$18,000 THRU \$25,999	7		1	14.3							6	85.7
\$26,000 AND OVER	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 HINDRITY GROUP STUDY

TABLE 3-39a

OREGON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,458	2.1	464	.3	62	.3	217	1.0	198	.9	21,517	95.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,629	1.5	190	.1	17	.1	159	1.3	120	1.0	12,163	96.2
GS-1 THRU 4	3,040	3.7	113	.1	2	.1	60	2.0	24	.8	2,861	93.5
GS-5 THRU 8	3,638	1.3	48	.2	7	.2	51	1.4	34	.9	3,498	96.2
GS-9 THRU 11	3,714	.6	24	.2	8	.2	30	.8	32	.9	3,620	97.5
GS-12 THRU 13	1,798	.3	5	.1	14	.8	14	.8	26	1.4	1,753	97.5
GS-14 THRU 14	424						4	.9	4	.9	416	98.1
GS-16 THRU 16	13										15	100.0
TOTAL WAGE SYSTEMS.....	3,678	3.1	114	.9	33	.9	42	1.1	12	.3	3,477	94.5
UP THRU \$5,499	83	7.8	65	2.0	17	2.0	13	1.6	1	.1	737	88.5
\$ 5,500 THRU \$ 6,999	1,216	3.4	41	1.1	13	1.1	17	1.4	3	.2	1,142	93.9
\$ 7,000 THRU \$ 7,999	790	.8	6	.3	2	.3	8	1.0	6	.8	768	97.2
\$ 8,000 THRU \$ 8,999	240	.8	2	.1			4	1.7	1	.4	233	97.1
\$ 9,000 THRU \$ 9,999	344				1	.4			1	.3	343	99.7
\$10,000 THRU \$13,999	244										245	99.6
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,987	2.6	158	.2	11	.2	13	.2	65	1.1	5,740	95.9
PFS-1 THRU 4*	4,854	2.8	135	.2	10	.2	13	.3	55	1.1	4,683	95.6
PFS-5 THRU 8	918	2.5	23	.1	1	.1			10	1.1	884	96.3
PFS-9 THRU 11	144										145	100.0
PFS-12 THRU 15	27										27	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	164	1.2	2	.6	1	.6	3	1.8	1	.6	157	95.7
UP THRU \$6,499	122	.8	1	.8	1	.8	2	1.6			118	96.7
\$ 6,500 THRU \$ 9,999	21										21	100.0
\$10,000 THRU \$13,999	7										5	71.4
\$14,000 THRU \$17,999	10	10.0									9	90.0
\$18,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-40

1969 MINORITY GROUP STUDY
PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	136,984	18.5	25,313	18.5	259	.2	45	.1	137	.1	111,230	81.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	83,487	15.3	10,345	15.3	112	.2	14	.2	96	.2	52,920	83.4
GS-1 THRU 4	14,010	28.6	3,195	28.6	35	.2	2	.1	14	.1	12,760	70.8
GS-5 THRU 8	16,804	19.4	3,268	19.4	29	.2	6	.1	17	.1	13,484	80.2
GS-9 THRU 11	17,725	5.6	1,516	5.6	28	.2	5	.1	26	.1	16,150	91.1
GS-12 THRU 13	9,272	3.5	332	3.5	14	.2	1	.3	27	.3	8,898	96.0
GS-14 THRU 15	1,624	2.0	33	2.0	6	.4			6	.5	1,577	97.1
GS-16 THRU 18	52	1.9	1	1.9							51	98.1
TOTAL WAGE SYSTEMS.....	30,836	23.2	7,160	23.2	100	.3	6	.1	24	.1	23,544	76.4
UP THRU \$5,499	2,231	68.2	1,522	68.2	4	.2			3	.1	702	31.5
\$ 5,500 THRU \$ 6,999	10,643	29.4	3,156	29.4	27	.3			5	.1	7,465	69.9
\$ 7,000 THRU \$ 7,999	7,928	15.9	1,336	15.9	31	.4			6	.1	6,553	82.7
\$ 8,000 THRU \$ 8,999	7,023	13.6	953	13.6	31	.4			4	.1	6,027	85.8
\$ 9,000 THRU \$ 9,999	1,572	5.9	108	5.9	2	.1			1	.1	1,460	92.9
\$10,000 THRU \$13,999	1,333	4.1	54	4.1	5	.4			1	.1	1,272	95.4
\$14,000 THRU \$17,999	96	1.7	1	1.7							95	98.3
\$18,000 AND OVER	8										8	100.0
TOTAL POSTAL FIELD SERVICE.....	42,028	18.5	7,764	18.5	46	.1			17	.1	34,208	81.3
PFS-1 THRU 5*	35,891	19.5	6,998	19.5	40	.1			14	.1	28,821	80.3
PFS-6 THRU 9	4,916	14.5	712	14.5	5	.1			3	.1	4,191	85.3
PFS-10 THRU 12	914	3.8	35	3.8	1	.1					878	96.1
PFS-13 THRU 16	311	5.5	17	5.5							294	94.5
PFS-17 THRU 19	22	9.1	2	9.1							20	90.9
PFS-20 THRU 21	4										4	100.0
TOTAL OTHER PAY SYSTEMS	603	7.3	44	7.3	1	.2					558	92.5
UP THRU \$6,499	308	9.7	30	9.7	1	.3					277	89.9
\$ 6,500 THRU \$ 9,999	198	5.6	11	5.6							187	94.4
\$10,000 THRU \$13,999	44										44	100.0
\$14,000 THRU \$17,999	27	7.4	2	7.4							25	92.6
\$18,000 THRU \$25,999	15	6.7	1	6.7							14	93.3
\$26,000 AND OVER	11										11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PUPAL CARRIERS

TABLE 3-40a

1969 MINORITY GROUP STUDY
PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	138,863	26.0%	26,086	18.8	225	.2	24	.1	137	.1	112,391	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62,184	10.1%	10,146	16.3	89	.1	10	.1	60	.1	51,881	83.4
GS-1 THRU 4	19,743	5.7%	5,779	29.3	31	.2	3	.1	10	.1	13,920	70.5
GS-5 THRU 8	16,094	2.8%	2,864	17.8	23	.1	2	.1	6	.1	13,199	82.0
GS-9 THRU 11	16,276	1.2%	1,249	7.5	18	.1	3	.1	15	.1	15,391	92.3
GS-12 THRU 13	8,103	2.2%	232	2.8	10	.1	2	.1	23	.3	7,896	96.7
GS-14 THRU 15	1,458	2.1%	21	1.4	7	.5			6	.4	1,421	97.7
GS-16 THRU 18	54	1.1%	1	1.8							54	100.0
TOTAL WAGE SYSTEMS.....	37,817	8.1%	8,100	24.0	104	.3	11	.1	15	.1	25,587	75.7
UP THRU \$5,499	8,343	3.1%	3,190	38.2	15	.2	3	.3	6	.1	5,129	61.5
\$ 5,500 THRU \$ 6,999	13,474	3.2%	3,289	24.4	39	.3	3	.3	1	.1	10,143	75.3
\$ 7,000 THRU \$ 7,999	9,281	1.7%	1,468	15.8	46	.5	4	.4	8	.1	7,757	83.6
\$ 8,000 THRU \$ 8,999	1,734	1.2%	125	7.2	3	.2					1,608	92.6
\$ 9,000 THRU \$ 9,999	681	2.3%	23	3.4	1	.1	1	.1			656	96.3
\$10,000 THRU \$13,999	260	3.9%	5	1.9							255	98.1
\$14,000 THRU \$17,999	39	1.1%									39	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	42,154	7.7%	7,783	18.5	31	.1	3	.3	61	.1	34,276	81.3
PFS-1 THRU 4*	7,453	17.2%	7,228	97.6	29	.1	3	.3	51	.1	2,142	28.9
PFS-5 THRU 8	4,474	10.6%	515	11.5	1	.1			9	.2	3,951	88.3
PFS-9 THRU 11	950	2.2%	32	3.4	1	.1			1	.1	916	96.4
PFS-12 THRU 15	250	2.8%	7	2.8							243	97.2
PFS-16 THRU 18	21	0.5%	1	4.8							20	95.2
PFS-19 THRU 20	4	0.1%									4	100.0
TOTAL OTHER PAY SYSTEMS	704	0.5%	57	8.1	1	.1			1	.1	647	91.6
UP THRU \$6,499	550	7.8%	95	10.0	1	.2			1	.2	493	89.6
\$ 6,500 THRU \$ 9,999	69	1.0%									69	100.0
\$10,000 THRU \$13,999	55	0.8%									55	100.0
\$14,000 THRU \$17,999	17	0.2%									15	88.2
\$18,000 AND OVER	15	0.2%	2	11.8							13	86.7
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
RHODE ISLAND
TABLE 3-41

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	14,847	436	3.0	20	.1	9	.1	23	.2	14,357	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,063	125	2.1	9	.1	3		13	.2	5,913	97.5
GS-1 THRU 4	1,769	60	3.4	4	.2	1	.1	1	.1	1,703	96.3
GS-5 THRU 8	1,601	34	1.9	1	.1	1	.1	7	.4	1,758	97.6
GS-9 THRU 11	1,716	22	1.3	2	.1	1	.1	1	.1	1,692	98.5
GS-12 THRU 13	663	7	1.1					3	.5	653	98.5
GS-14 THRU 15	105	2	1.9	2	1.9			1	14.3	101	96.2
GS-16 THRU 18	7							1	14.3	6	85.7
TOTAL WAGE SYSTEMS.....	5,547	213	3.8	10	.2	6	.1	9	.2	5,309	95.7
UP THRU \$5,499	404	42	10.4	1	.2			2	.5	359	88.9
\$ 5,500 THRU \$ 6,999	2,017	107	5.3	3	.1			7	.3	1,900	94.2
\$ 7,000 THRU \$ 7,999	2,483	57	2.3	4	.2	6	.2			2,416	97.3
\$ 8,000 THRU \$ 8,999	236	4	1.6	1	.4					231	98.0
\$ 9,000 THRU \$ 9,999	276	3	1.1	1	.4					274	98.6
\$ 10,000 THRU \$ 13,999	94									94	100.0
\$ 14,000 THRU \$ 17,999	15									15	100.0
\$ 18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,168	100	3.2	1				1		3,066	96.8
PFS-1 THRU 5*	2,674	83	3.1	1				1		2,589	96.8
PFS-6 THRU 9	416	15	3.6							403	96.4
PFS-10 THRU 12	64	2	3.1							62	96.9
PFS-13 THRU 15	11									11	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69									69	100.0
UP THRU \$6,499	25									25	100.0
\$ 6,500 THRU \$ 9,999	21									21	100.0
\$ 10,000 THRU \$ 13,999	5									5	100.0
\$ 14,000 THRU \$ 17,999	5									5	100.0
\$ 18,000 THRU \$ 25,999	10									10	100.0
\$ 26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
RHODE ISLAND
TABLE 3-41a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		REG'N		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,689		613	2.8	5		2		10	.1	14,259	97.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,150		110	2.1	2				6	.1	5,032	97.7
CS- 1 THRU 4	1,895		66	3.5	2	.1			1	.1	1,824	96.4
CS- 5 THRU 8	1,281		25	2.0							1,256	98.0
CS- 9 THRU 11	1,372		11	.8					2	.1	1,359	99.1
CS-12 THRU 13	505		8	1.6					2	.4	493	98.0
CS-14 THRU 15	90								1	14.3	89	100.0
CS-16 THRU 18	7										6	85.7
TOTAL WAGE SY.EMS.....	5,926		225	3.8	3	.1	1		3	.1	5,704	96.1
UP THRU \$5,499	765		70	9.2	1	.1			3	.4	691	90.3
\$ 5,500 THRU \$ 6,999	4,097		145	3.5	2		1				3,949	96.4
\$ 7,000 THRU \$ 7,999	632		7	1.1							645	98.9
\$ 8,000 THRU \$ 8,999	340		3	.9							317	99.1
\$ 9,000 THRU \$ 9,999	88										68	100.0
\$10,000 THRU \$13,999	24										28	100.0
\$14,000 THRU \$17,999	4										6	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	3,524		78	2.2					1		3,444	97.7
PFS- 1 THRU 4*	3,066		67	2.2					1		2,997	97.7
PFS- 5 THRU 8	374		11	2.9							363	97.1
PFS- 9 THRU 11	69										69	100.0
PFS-12 THRU 15	14										14	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	79										79	100.0
UP THRU \$6,499	47										43	100.0
\$ 6,500 THRU \$ 9,999	11										11	100.0
\$10,000 THRU \$13,999	9										9	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER	13										13	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1999 MINORITY GROUP STUDY SOUTH CAROLINA
 TABLE 3-42
 FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,451	16.3	4,033	14.3	44	-2	20	.1	22	.1	23,732	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,542	5.4	743	6.4	26	-2	4		11	.1	10,758	93.2
GS- 1 THRU 4	3,425	14.4	493	14.4	8	-2	2	.1	6	.2	2,916	85.1
GS- 5 THRU 8	3,859	4.7	181	4.7	6	-2	1		3	.1	3,668	95.1
GS- 9 THRU 11	2,903	1.9	56	1.9	5	-2	1		1		2,840	97.8
GS-12 THRU 13	1,152	1.0	12	1.0	1	.1					1,139	98.9
GS-14 THRU 15	195	.5	1	.5	6	3.1			1	.5	187	95.9
GS-16 THRU 18	8										8	100.0
TOTAL WAGE SYSTEMS.....	11,407	29.3	3,344	29.3	15	.1	8	.1	5		8,035	70.4
UP THRU \$5,499	1,594	78.5	1,252	78.5	4	.1	2	.1	4	.1	340	21.3
\$ 5,500 THRU \$ 6,999	2,800	44.1	1,270	44.1	5	.2	3	.1	1		1,599	55.5
\$ 7,000 THRU \$ 7,999	2,566	17.1	438	17.1	5	.2	3	.1	1		2,119	82.6
\$ 8,000 THRU \$ 8,999	3,018	11.9	358	11.9	5	.2					2,655	88.0
\$ 9,000 THRU \$ 9,999	531	2.8	15	2.8	1	.2					515	97.0
\$10,000 THRU \$13,999	802	1.4	11	1.4							791	98.6
\$14,000 THRU \$17,999	15										13	100.0
\$18,000 AND OVER	3										3	100.0
TOTAL POSTAL FIELD SERVICE.....	5,257	10.1	531	10.1	3	.1	8	.2	6	.1	4,709	89.6
PFS- 1 THRU 5*	4,338	9.6	504	11.6	2	.1	6	.1	4	.1	3,822	88.1
PFS- 6 THRU 9	755	3.6	27	3.6	1	.1	2	.3	2	.3	723	95.8
PFS-10 THRU 12	147										147	100.0
PFS-13 THRU 15	17										17	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	245	6.1	15	6.1							230	93.9
UP THRU \$5,499	80	9.1	6	9.1							80	90.9
\$ 6,500 THRU \$ 9,999	133	5.3	7	5.3							126	94.7
\$10,000 THRU \$13,999	12										12	100.0
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
SOUTH CAROLINA
TABLE 3-42a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NECAD NUMBER	SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
			NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	29,073	4,655	20	.1	8	.1	21	.1	24,369	83.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,378	634	8	.1	1	.1	14	.1	10,721	94.2
GS-1 THRU 4	4,114	485	4	.1			9	.2	3,616	87.9
GS-5 THRU 8	3,233	99	2	.1			4	.1	3,123	96.9
GS-9 THRU 11	2,728	43			1				2,684	98.4
GS-12 THRU 13	1,013	6	1	.1					1,006	99.3
GS-14 THRU 15	174	1	1	.6			1	.6	171	98.3
GS-16 THRU 18	11								11	100.0
TOTAL WAGE SYSTEMS.....	12,215	3,339	8	.1	4	.1	5	.1	8,659	70.9
UP THRU \$5,499	2,781	1,734	1	.1			1	.1	1,625	58.1
\$ 5,500 THRU \$ 6,999	3,496	1,228	2	.1	4	.1	2	.1	2,280	65.2
\$ 7,000 THRU \$ 7,999	4,412	551	5	.1			2	.1	3,854	87.4
\$ 8,000 THRU \$ 8,999	547	20							527	96.3
\$ 9,000 THRU \$ 9,999	784	6							778	99.2
\$10,000 THRU \$13,999	178								178	100.0
\$14,000 THRU \$17,999	17								17	100.0
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	7,236	463	4	.1	3	.1	2	.1	4,764	65.8
PF5-1 THRU 4*	4,345	443	3	.1	3	.1	2	.1	3,894	89.6
PF5-5 THRU 8	714	20	1	.1					693	97.1
PF5-9 THRU 11	155								155	100.0
PF5-12 THRU 13	22								22	100.0
PF5-16 THRU 18										
PF5-19 THRU 20										
TOTAL OTHER PAY SYSTEMS	244	19							225	92.2
UP THRU \$6,499	149	13							136	91.3
\$ 6,500 THRU \$ 9,999	79	6							73	92.4
\$10,000 THRU \$13,999	7								7	100.0
\$14,000 THRU \$17,999	6								6	100.0
\$18,000 AND OVER	3								3	100.0
**										

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
SOUTH DAKOTA
TABLE 3-43

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	7,987	.3	37	.5	25	.3	662	8.3	6	.1	7,255	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,025		26	.7	13	.3	385	9.9	4	.1	3,494	89.0
GS- 1 THRU 4	1,052		7	.7	4	.4	216	20.5			625	78.4
GS- 5 THRU 8	1,136		6	.5	7	.6	93	8.2	1	.1	1,031	90.6
GS- 9 THRU 11	1,243		10	.8	2	.2	63	5.1	3	.2	1,165	93.7
GS-12 THRU 13	409		2	.5			14	3.4			393	96.1
GS-14 THRU 15	80		1	1.3			2	2.5			77	96.3
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	1,552		8	.6	9	.6	249	17.1	2	.1	1,104	81.5
UP THRU \$5,499	180		4	2.2			46	25.6	1	.6	129	71.7
\$ 5,500 THRU \$ 6,999	496		3	.6	4	.8	150	30.2			339	68.3
\$ 7,000 THRU \$ 7,999	353				4	1.1	38	10.8	1	.3	310	87.8
\$ 8,000 THRU \$ 8,999	270		1	.4			8	3.0			261	96.7
\$ 9,000 THRU \$ 9,999	77				1	1.3	2	2.6			74	96.1
\$10,000 THRU \$13,999	75						5	6.7			70	93.3
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,497		3	.1	3	.1	24	1.0	1		2,466	98.8
PFS- 1 THRU 5*	2,064		3	.1	2	.1	20	1.0	1		2,038	98.7
PFS- 6 THRU 9	362				1	.3	4	1.0			377	98.7
PFS-10 THRU 12	49										49	100.0
PFS-13 THRU 16	2										2	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	113						1	.9	1	.9	111	98.2
UP THRU \$5,499	91										50	98.0
\$ 6,500 THRU \$ 9,999	50						1	2.0	1	2.0	49	98.0
\$10,000 THRU \$13,999	10										10	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	8,374	47	.6	22	.3	950	11.3	12	.1	7,343	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,271	33	.8	14	.3	615	14.4	8	.2	3,601	84.3
GS-1 THRU 4	1,398	10	.7	6	.4	393	28.1	2	.1	987	70.6
GS-5 THRU 8	1,210	9	.7	5	.4	138	11.4	1	.1	1,057	87.4
GS-9 THRU 11	1,118	13	1.1	2	.2	62	5.2	5	.4	1,106	93.1
GS-12 THRU 13	398	1	.3	1	.3	17	4.3			380	95.5
GS-14 THRU 15	72			1	1.4	5	6.9			66	91.7
GS-16 THRU 18	5									5	100.0
TOTAL WAG SYSTEMS.....	1,452	9	.6	7	.5	314	21.6	2	.1	1,120	77.1
UP THRU \$5,499	674	7	1.0	1	.1	248	36.8	1	.1	417	61.9
\$ 5,500 THRU \$ 6,999	476	1	.2	4	.8	64	13.4	1	.2	406	85.3
\$ 7,000 THRU \$ 7,999	124	1	.8			2	1.6			123	99.6
\$ 8,000 THRU \$ 8,999	134			1	.7					133	99.3
\$ 9,000 THRU \$ 9,999	39									39	100.0
\$ 10,000 THRU \$ 13,999	1			1	33.3					2	66.7
\$ 14,000 THRU \$ 17,999											
\$ 18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,522	5	.2	1		20	.8	1		2,495	98.9
PFS-1 THRU 4*	2,071	5	.2	1		16	.8	1		2,048	98.9
PFS-5 THRU 8	391					4	1.0			387	99.0
PFS-9 THRU 11	53									53	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	129					1	.8	1	.8	127	98.4
UP THRU \$6,499	44									44	100.0
\$ 6,500 THRU \$ 9,999	49									48	98.0
\$ 10,000 THRU \$ 13,999	21					1	4.8	1	2.0	20	95.2
\$ 14,000 THRU \$ 17,999	8									8	100.0
\$ 18,000 AND OVER	7									7	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-44

1969 MINORITY GROUP STUDY
TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	40,769	14.2	9,779	14.2	36	.1	34	.1	29	.1	34,729	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,777	7.0	496	7.0	21	.2	11	.1	5		11,844	92.7
GS-1 THRU 4	3,526		673	17.1	5	.1	3	.1	1		2,845	80.7
GS-5 THRU 6	3,263		118	3.2	3	.1	1		1		3,152	96.6
GS-9 THRU 11	3,270		95	2.8	6	.2	4	.1	3	.1	3,262	96.8
GS-12 THRU 13	1,775		9	.5	4	.2	2	.1			1,760	99.2
GS-14 THRU 15	443		1	.2	3	.7	1	.2	1	.2	437	98.6
GS-16 THRU 18	20										20	100.0
TOTAL WAGE SYSTEMS.....	11,604	22.9	2,657	22.9	5		6	.1	1		8,933	77.0
UP THRU \$5,499	1,249		873	62.9							376	30.1
\$ 5,500 THRU \$ 6,999	3,615		1,508	41.7	4	.1	3	.1			2,100	58.1
\$ 7,000 THRU \$ 7,999	2,257		204	9.0					1		2,050	90.8
\$ 8,000 THRU \$ 8,999	1,356		38	2.8			1	.1			1,317	97.1
\$ 9,000 THRU \$ 9,999	983		23	2.3	1	.1					959	97.6
\$10,000 THRU \$13,999	2,130		11	.5			2	.1			2,117	99.4
\$14,000 THRU \$17,999	14										14	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	10,463	16.4	1,765	16.4	7	.1	6	.1	3		8,700	83.0
PFS-1 THRU 5*	6,457		1,604	19.0					2		6,839	80.9
PFS-6 THRU 9	1,552		148	9.5			5	.1	1	.1	1,401	90.3
PFS-10 THRU 12	308		8	2.5			1	.3			299	97.1
PFS-13 THRU 14	144		5	3.5							139	96.5
PFS-17 THRU 19	20										20	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	5,275	5.0	461	5.0	5	.1	7	.1	20	.3	5,252	91.4
UP THRU \$5,499	1,099		314	28.6	5	.5	4	.4	3	.3	773	70.3
\$ 6,500 THRU \$ 9,999	1,677		115	6.1			3	.2	2	.1	1,475	93.6
\$10,000 THRU \$13,999	1,191		27	2.1					13	.1	1,151	96.6
\$14,000 THRU \$17,999	916		3	.3					2	.2	914	99.5
\$18,000 THRU \$25,999	617		2	.3							615	99.7
\$26,000 AND OVER	42										42	100.0

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY
TENNESSEE

TABLE J-44a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
						NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	40,860	5,801 14.2	24 .1	12	16	35,007	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,661	784 6.2	14 .1	5	4	11,856	93.6
GS-1 THRU 4	4,308	626 14.5	1	1		3,680	85.4
GS-5 THRU 8	3,252	102 3.1	3 .1	2	1	3,146	96.7
GS-9 THRU 11	3,145	50 1.6	5 .1	1	3	3,088	98.2
GS-12 THRU 13	1,538	4 .3	2 .1	1		1,528	99.3
GS-14 THRU 15	397	2 .5	3 .8	1		391	98.5
GS-16 THRU 18	23			1		23	100.0
TOTAL WAGE SYSTEMS.....	12,317	3,031 24.6	8 .1	4		9,274	75.3
UP THRU \$5,499	3,898	2,366 60.7	4 .1	1		1,527	39.2
\$ 5,500 THRU \$ 6,999	4,852	612 14.1	3 .2	1		3,736	85.8
\$ 7,000 THRU \$ 7,999	1,293	37 2.8	1 .1			1,258	97.7
\$ 8,000 THRU \$ 9,999	914	14 1.5		1		899	98.4
\$ 10,000 THRU \$ 13,999	1,311			1		1,307	99.7
\$ 14,000 THRU \$ 17,999	247			1		247	100.0
\$ 18,000 AND OVER							
TOTAL POSTAL FIELD SERVICE.....	10,263	1,586 15.3	2	1	2	8,672	84.5
PFS-1 THRU 4*	8,394	1,475 17.6	2	1	1	6,915	82.4
PFS-5 THRU 8	1,623	104 7.3				1,518	92.6
PFS-9 THRU 11	301	4 1.3				297	98.7
PFS-12 THRU 15	127	3 2.4				124	97.6
PFS-16 THRU 18	16					16	100.0
PFS-19 THRU 20	2					2	100.0
TOTAL OTHER PAY SYSTEMS	5,617	400 7.1		2	10	5,205	92.7
UP THRU \$6,499	1,821	333 18.3		2	2	1,484	81.5
\$ 6,500 THRU \$ 9,999	1,611	58 3.6			6	1,547	96.0
\$ 10,000 THRU \$ 13,999	1,174	8 .7			2	1,164	99.1
\$ 14,000 THRU \$ 17,999	757	1 .1				756	99.9
\$ 18,000 AND OVER	234					234	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	143,056	9.1	13,076	9.1	27,337	19.1	277	.2	187	.1	102,181	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR	71,933	4.5	3,192	4.5	8,880	12.4	156	.2	121	.2	59,184	82.7
GS-1 THRU 4	19,473	9.5	1,854	9.5	3,902	20.0	43	.2	35	.2	13,639	70.0
GS-5 THRU 3	20,568	4.0	618	4.0	2,939	14.3	37	.2	37	.2	16,727	81.4
GS-9 THRU 11	18,983	4.0	404	2.1	1,648	8.7	39	.2	21	.1	16,071	85.9
GS-12 THRU 13	9,786	1.1	104	1.1	330	3.4	27	.3	19	.2	9,306	95.1
GS-14 THRU 15	2,638	12	12	-.5	60	2.3	9	.3	9	.3	2,548	96.6
GS-16 THRU 18	85	1	1	1.2	1	1.2	1	1.2	1	1.2	83	97.6
TOTAL WAGE SYSTEMS	38,956	12.2	4,715	12.2	14,581	37.6	56	.1	36	.1	19,168	49.7
UP THRU \$5,499	5,117	26.2	1,340	26.2	2,501	48.9	6	.1	7	.1	1,263	24.7
\$ 5,500 THRU \$ 6,999	11,832	19.2	2,216	19.2	4,994	43.3	15	.1	10	.1	4,297	37.3
\$ 7,000 THRU \$ 7,999	12,854	7.6	957	7.6	4,959	39.2	18	.1	10	.1	6,710	53.0
\$ 8,000 THRU \$ 8,999	6,233	2.8	176	2.8	1,713	27.5	10	.2	6	.1	4,328	69.4
\$ 9,000 THRU \$ 9,999	1,708	1.7	1.0	1.0	302	17.7	4	.2	2	.1	1,381	80.9
\$10,000 THRU \$13,999	1,250	6	6	6	109	8.7	3	.2	1	.1	1,129	90.3
\$14,000 THRU \$17,999	53	1	1	1.9	3	5.7					49	92.5
\$18,000 AND OVER	11										11	100.0
TOTAL POSTAL FIELD SERVICE	32,159	15.9	5,115	15.9	3,632	11.9	65	.2	30	.1	23,117	71.9
PFS-1 THRU 5*	26,268	17.7	4,647	17.7	3,365	12.8	48	.2	25	.1	18,183	69.2
PFS-6 THRU 9	4,689	9.8	461	9.8	432	9.2	12	.3	4	.1	3,780	80.6
PFS-10 THRU 12	877	6	6	7	28	3.2	4	.5	1	.1	833	95.6
PFS-13 THRU 16	291	1	1	-.3	7	2.4	1	-.3			282	96.9
PFS-17 THRU 19	32										32	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	810	6.7	54	6.7	44	5.4					712	87.9
UP THRU \$6,499	377	6.9	43	11.4	26	6.9					308	81.7
\$ 6,500 THRU \$ 9,999	267	3.1	6	3.1	15	5.7					239	91.2
\$10,000 THRU \$12,999	51	2	2	2.0	1	2.0					50	98.0
\$14,000 THRU \$17,999	58	3.4	1	3.4	2	3.4					54	93.1
\$18,000 THRU \$25,999	18	1	1	5.6							17	94.4
\$26,000 AND OVER	44										44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAME		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT		NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	143,650	9.6	12,382	25,872	10.0	234	.2	162	.1	105,000	73.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	70,808		2,937	8,279	11.7	124	.2	106	.1	59,362	83.8
GS-4 THRU 4	22,198		1,847	4,039	18.2	32	.1	39	.2	16,241	73.2
GS-5 THRU 8	20,212		716	2,060	10.2	35	.2	26	.1	16,775	83.0
GS-9 THRU 11	17,695		315	1,336	7.6	31	.2	20	.1	15,991	90.4
GS-12 THRU 13	8,450		53	207	2.4	19	.2	13	.2	8,147	96.5
GS-14 THRU 15	2,147		6	35	1.6	5	.2	8	.4	2,093	97.5
GS-16 THRU 18	97					2	2.1			95	97.9
TOTAL WAGE SYSTEMS.....	40,517		5,015	14,330	35.4	48	.1	38	.1	21,086	52.0
UP THRU \$5,499	12,325		3,108	5,477	41.1	11	.1	14	.1	4,4715	35.4
\$ 5,500 THRU \$ 6,999	18,107		1,679	6,660	33.9	22	.1	17	.1	9,4709	53.6
\$ 7,000 THRU \$ 7,999	6,740		197	1,732	27.8	8	.1	5	.1	4,298	68.9
\$ 8,000 THRU \$ 8,999	2,138		30	400	18.7	3	.1	2	.1	1,4703	79.7
\$ 9,000 THRU \$ 9,999	430		1	31	7.2	2	.5			396	92.1
\$10,000 THRU \$13,999	267			10	3.7	2	.7			255	95.5
\$14,000 THRU \$17,999	10									10	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	31,451		4,360	3,209	10.2	62	.2	18	.1	23,802	75.7
PFS-1 THRU 4*	25,688		4,014	2,891	11.3	45	.2	17	.1	18,721	72.9
PFS-5 THRU 8	4,603		338	296	6.4	13	.3	1		3,955	85.9
PFS-9 THRU 11	871		8	18	2.1	2	.2			843	96.8
PFS-12 THRU 15	259			4	1.5	2	.8			253	97.7
PFS-16 THRU 18	24									28	100.0
PFS-19 THRU 20	2									2	100.0
TOTAL UTAFR PAY SYSTEMS	874		70	54	6.2					750	85.8
UP THRU \$6,999	580		67	51	8.8					162	79.7
\$ 6,500 THRU \$ 9,999	93				1.1					92	98.9
\$10,000 THRU \$13,999	75		2		1.3					72	96.0
\$14,000 THRU \$17,999	56		1	1	1.8					54	96.4
\$18,000 AND OVER**	70									70	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-46

1969 MINDRITY GROUP STUDY

UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYST.-MS.-	58,644		425	1.1	1,406	3.6	315	.8	313	.8	36,185	93.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,378		134	.7	325	1.6	204	1.0	204	1.0	19,511	95.7
GS-1 THRU 4	5,251		62	1.2	156	3.0	116	2.2	43	.8	4,872	92.8
GS-5 THRU 5	5,668		29	.5	96	1.7	50	.9	66	1.2	5,427	95.7
GS-9 THRU 11	6,664		33	.5	64	1.0	29	.4	76	1.1	6,462	97.0
GS-12 THRU 13	2,455		8	.3	9	.4	6	.2	11	.7	2,414	98.3
GS-14 THRU 15	330		2	.6	9	.4	1	.3	1	.3	326	98.8
GS-16 THRU 18	10										10	100.0
TOTAL WAGE SYSTEMS.....	15,353		270	1.8	1,037	6.8	109	.7	92	.6	13,845	90.2
UP THRU \$5,499	21		3	14.3	2	9.5					16	76.2
\$ 5,500 THRU \$ 5,799	5,128		144	2.8	528	10.3	58	1.1	33	.6	4,365	85.1
\$ 7,000 THRU \$ 7,999	4,850		87	1.8	322	6.6	36	.7	18	.4	4,396	90.5
\$ 8,000 THRU \$ 8,999	4,030		31	.8	157	3.9	14	.3	30	.7	3,798	94.2
\$ 9,000 THRU \$ 9,999	546		3	.5	10	3.5	1	.2	9	1.5	514	94.1
\$10,000 THRU \$13,999	730		2	.3	9	1.2			2	.3	717	98.2
\$14,000 THRU \$17,999	35										35	100.0
\$18,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,827		20	.7	43	1.5	2	.1	17	.6	2,745	97.1
PFS-1 THRU 5*	2,353		20	.8	43	1.8	2	.1	16	.7	2,272	96.6
PF-6 THRU 9	403								1	.2	402	99.8
PFS-10 THRU 12	64										64	100.0
PFS-13 THRU 16	6										6	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21	1										1	100.0
TOTAL OTHER PAY SYSTEMS	86		1	1.2	1	1.2					84	97.7
UP THRU \$6,499	42		1	2.4	1	3.7					41	97.6
\$ 6,500 THRU \$ 9,999	27										26	96.3
\$10,000 THRU \$13,999	7										7	100.0
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER												

* INCLUDES 4PM CLASS POSTMASTERS AND RURAL CARRIERS



UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	40,094	1.3	502	1.3	1,380	3.4	338	.8	308	.8	37,565	93.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,267	.8	166	.8	265	1.3	215	1.1	193	1.0	19,428	95.9
GS-1 THRU 4	5,892	1.5	90	1.5	131	2.2	131	2.2	39	.7	5,461	93.3
GS-5 THRU 8	5,554	1.4	30	.5	79	1.4	52	.9	71	1.3	5,322	95.8
GS-9 THRU 11	6,229	1.6	36	.6	51	.8	27	.4	64	1.0	6,051	97.1
GS-12 THRU 13	2,538	6.3	8	.3	4	.2	4	.2	18	.8	2,504	98.3
GS-14 THRU 15	284	.7	2	.7	4	.2	1	.4	1	.4	280	98.6
GS-16 THRU 18	10										10	100.0
TOTAL WAGE SYSTEMS.....	15,828	1.9	312	1.9	1,087	6.5	113	.7	94	.6	15,219	90.3
UP THRU \$5,499	1,700	6.1	69	6.1	201	11.8	28	1.6	6	.4	1,396	82.1
\$ 5,500 THRU \$ 6,999	11,011	1.8	202	1.8	739	6.7	72	.7	52	.5	9,946	90.3
\$ 7,000 THRU \$ 7,999	3,235	1.2	38	1.2	137	4.2	12	.4	28	.9	3,046	93.4
\$ 8,000 THRU \$ 8,999	401	.5	2	.5	9	2.2	1	.2	6	1.5	383	95.5
\$ 9,000 THRU \$ 9,999	354	.5	1	.5	1	.3			2	.6	350	98.9
\$10,000 THRU \$13,999	161										161	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,895	.8	23	.8	28	1.0			21	.7	2,823	97.5
PFS-1 THRU 4*	2,433	.9	23	.9	28	1.2			21	.9	2,301	97.0
PFS-5 THRU 8	387										387	100.0
PFS-9 THRU 11	63										63	100.0
PFS-12 THRU 15	11										11	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	107	1.9	2	1.9			10	9.3			95	88.8
UP THRU \$6,499	64	3.1	2	3.1			10	15.6			52	81.3
\$ 6,500 THRU \$ 9,999	19										19	100.0
\$10,000 THRU \$13,999	9										9	100.0
\$14,000 THRU \$17,999	10										10	100.0
\$18,000 AND OVER	5										5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
VERMONT
TABLE 3-47

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,423		4	.1	12	.4	3	.1			3,404	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,299		4	.3	6	.5	2	.2			1,287	99.1
GS- 1 THRU 4	229		1	.4	2	.9					226	98.7
GS- 5 THRU 8	427				2	.5	1	.2			424	99.3
GS- 9 THRU 11	448		3	.7	2	.4					443	98.9
GS-12 THRU 13	159						1	.6			156	99.4
GS-14 THRU 15	33										53	100.0
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	356										356	100.0
UP THRU \$5,499	53										53	100.0
\$ 5,500 THRU \$ 6,999	132										132	100.0
\$ 7,000 THRU \$ 7,999	127										127	100.0
\$ 8,000 THRU \$ 8,999	21										21	100.0
\$ 9,000 THRU \$ 9,999	18										18	100.0
\$10,000 THRU \$13,999	5										5	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,744				6	.3	1	.1			1,737	99.6
PFS- 1 THRU 5*	1,434				3	.2	1	.1			1,430	99.7
PFS- 6 THRU 9	267				3	1.1					264	98.9
PFS-10 THRU 12	40									40	100.0	
PFS-13 THRU 16	3									3	100.0	
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	24										24	100.0
UP THRU \$5,499	13										13	100.0
\$ 6,500 THRU \$ 5,999	7										7	100.0
\$10,000 THRU \$13,999	3										3	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	3,141	100.0	12	0.4	6	0.2	1				3,122	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,096		12	1.1							1,084	98.9
GS-1 THRU 4	249		3	1.2							246	98.8
GS-5 THRU 8	288		5	1.7							283	98.3
GS-9 THRU 11	401		2	0.5							399	99.5
GS-12 THRU 13	123		2	1.6							121	98.4
GS-14 THRU 15	31										31	100.0
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....	182										182	100.0
UP THRU \$2,499	122										122	100.0
\$ 2,500 THRU \$ 4,999	54										54	100.0
\$ 5,000 THRU \$ 7,499	4										4	100.0
\$ 7,500 THRU \$ 9,999	2										2	100.0
\$ 10,000 THRU \$ 14,999												
\$ 15,000 THRU \$ 17,999												
\$ 18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,834				6	0.3	1	0.1			1,827	99.6
PFS-1 THRU 4*	1,494				4	0.3	1	0.1			1,489	99.7
PFS-5 THRU 8	294				2	0.7					292	99.3
PFS-9 THRU 11	43										43	100.0
PFS-12 THRU 15	3										3	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	29										29	100.0
UP THRU \$6,499	22										22	100.0
\$ 6,500 THRU \$ 9,999	4										4	100.0
\$ 10,000 THRU \$ 13,999	1										1	100.0
\$ 14,000 THRU \$ 17,999												
\$ 18,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	133,662	20.3	27,189	20.3	304	.2	61		261	-.2	105,867	79.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	64,177		9,966	11.8	257	-.3	44	-.1	223	-.3	72,687	87.5
GS-1 THRU 4	16,967		4,297	25.3	58	.3	5		28	.2	12,579	74.1
GS-5 THRU 8	26,091		3,976	15.2	80	-.3	20	.1	55	-.2	21,960	84.2
GS-9 THRU 11	17,183		1,127	6.6	50	.3	10	.1	46	.3	15,950	92.8
GS-12 THRU 13	15,634		470	3.0	42	-.3	7		57	.4	13,058	96.3
GS-14 THRU 15	7,702		93	1.2	26	-.3	2		35	-.5	7,546	98.0
GS-16 THRU 18	598		3	.5	1	-.2			2	-.3	592	99.0
TOTAL WAGE SYSTEMS.....	35,964		14,142	39.3	30	-.1	9		30	-.1	21,753	60.5
UP THRU \$5,499	9,759		4,518	46.3	6	-.1	2		6	-.1	5,218	53.5
\$ 5,500 THRU \$ 6,999	10,415		6,048	58.1	13	-.1	1		11	-.1	4,342	41.7
\$ 7,000 THRU \$ 7,999	8,948		2,461	27.7	4				9	-.1	6,452	72.1
\$ 8,000 THRU \$ 8,999	3,552		750	21.1	3	-.1	2	-.1	3	-.1	2,800	78.7
\$ 9,000 THRU \$ 9,999	1,649		243	14.7	3	-.2			3		1,403	85.1
\$10,000 THRU \$13,999	1,507		100	6.6	1	-.1			1	-.1	1,403	93.1
\$14,000 THRU \$17,999	126		2	1.6							124	98.4
\$18,000 AND OVER	11										11	100.0
TOTAL POSTAL FIELD SERVICE.....	12,646		3,037	24.0	14	.1	8	.1	5		9,582	75.8
PFS-1 THRU 5*	10,490		2,722	25.9	11	-.1	6	-.1	4		7,747	73.9
PFS-6 THRU 9	1,849		309	16.7	3	-.2	2	-.1	1	-.1	1,534	83.0
PFS-10 THRU 12	229		6	2.2							229	100.0
PFS-13 THRU 16	37										37	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	895		44	4.9	3	-.3			3	-.3	845	94.4
UP THRU \$6,499	272		34	12.5					1	-.4	237	87.1
\$ 6,500 THRU \$ 9,999	218		7	3.2	1	-.5					210	96.3
\$10,000 THRU \$13,999	97		1	1.0	1	1.0					95	97.9
\$14,000 THRU \$17,999	64		1	1.6	1	1.6					62	96.9
\$18,000 THRU \$25,999	23		1	4.3					2	-.9	22	95.7
\$26,000 AND OVER	221										219	99.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	122,995*	25,966	21.1	193	.2	51	.1	163	.1	96,578	78.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	70,391	8,345	11.9	162	.2	34	.1	137	.2	61,713	87.7
GS-1 THRU 4	18,232	2,352	12.9	33	.2	9	.1	14	.1	14,124	76.2
GS-5 THRU 8	20,871	2,946	14.1	43	.2	16	.1	32	.2	17,834	85.4
GS-9 THRU 11	13,677	725	5.3	36	.3	3	.1	22	.2	12,952	94.3
GS-12 THRU 13	11,810	266	2.3	28	.2	3	.1	49	.4	11,544	97.1
GS-14 THRU 15	5,141	56	1.1	22	.4	3	.1	19	.4	5,041	97.1
GS-16 THRU 18	360							1	.3	359	99.7
TOTAL WAGE SYSTEMS.....	39,224	14,706	37.5	21	.1	7	.1	15	.1	24,505	62.4
UP THRU \$5,499	11,009	7,207	62.1	6	.1	1	.1	9	.1	4,802	43.6
\$ 5,500 THRU \$ 6,999	12,140	5,386	44.4	9	.1	3	.1	5	.1	6,754	55.5
\$ 7,000 THRU \$ 7,999	11,513	1,843	16.0	6	.1	3	.1			9,670	83.9
\$ 8,000 THRU \$ 8,999	2,280	218	9.5					1	.1	2,062	90.4
\$ 9,000 THRU \$ 9,999	1,196	39	3.3							1,157	96.7
\$10,000 THRU \$13,999	489	13	2.7							476	97.3
\$14,000 THRU \$17,999	27									27	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	12,313	2,807	22.8	4	.1	10	.1	4	.1	9,506	77.1
PFS-1 THRU 4*	10,317	2,555	24.8	4	.1	7	.1	3	.1	7,762	75.1
PFS-5 THRU 8	1,685	242	14.5			2	.1	1	.1	1,443	85.3
PFS-9 THRU 11	27	10	3.6			1	.4			17	62.9
PFS-12 THRU 15	51									51	100.0
PFS-16 THRU 18	2									2	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	593	108	18.2	6	.1			7	.1	87	14.3
UP THRU \$6,499	387	96	25.1	2	.5			5	1.3	271	70.0
\$ 6,500 THRU \$ 9,999	222	8	3.6	1	.5			2	.9	214	96.0
\$10,000 THRU \$13,999	196	1	.5	1	.5					195	99.0
\$14,000 THRU \$17,999	44	2	4.5							42	95.5
\$18,000 AND OVER	149	1	.7	2	1.3					148	98.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 3-49

1969 MINORITY GROUP STUDY

WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	52,614	4.1	2,147	4.1	253	.5	561	1.1	949	1.8	48,654	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,775		537	2.6	82	.4	303	1.3	368	1.6	21,435	94.1
GS-1 THRU 4	5,820		326	5.6	40	.7	103	1.8	99	1.7	5,252	90.2
GS-5 THRU 8	6,861		163	2.4	23	.3	136	2.1	127	1.9	6,230	93.2
GS-9 THRU 11	6,504		69	1.1	12	.2	45	.7	86	1.3	6,292	96.7
GS-12 THRU 13	3,170		26	.8	7	.2	15	.5	48	1.5	3,074	97.0
GS-14 THRU 15	579		3	.5			2	.3	8	1.4	566	97.8
GS-16 THRU 18	22										22	100.0
TOTAL WAGE SYSTEMS.....	18,390		909	4.9	110	.6	209	1.1	276	1.5	16,866	91.8
UP THRU \$5,499	400		15	3.8	5	1.3	2	.5	41	10.3	337	84.3
\$ 5,500 THRU \$ 6,999	2,380		267	11.2	31	1.3	55	2.3	95	4.0	1,932	81.2
\$ 7,000 THRU \$ 7,999	3,924		336	8.6	24	.6	67	1.7	79	2.0	3,418	87.1
\$ 8,000 THRU \$ 8,999	6,864		216	3.1	46	.7	58	.8	51	.7	6,497	94.6
\$ 9,000 THRU \$ 9,999	1,951		41	2.1	1	.1	16	.8	8	.4	1,885	96.6
\$10,000 THRU \$13,999	2,772		34	1.2	2	.1	11	.4	2	.1	2,723	98.2
\$14,000 THRU \$17,999	78										78	100.0
\$18,000 AND OVER	17				1	5.9					16	94.1
TOTAL POSTAL FIELD SERVICE.....	10,931		642	5.9	59	.5	68	.6	297	2.7	9,365	90.2
PFS-1 THRU \$9	6,923		543	6.1	53	.6	63	.7	246	2.8	6,018	89.9
PFS-6 THRU 9	1,612		93	5.8	5	.4	4	.2	50	3.1	1,459	90.5
PFS-10 THRU 12	250		2	.8			1	.4	1		246	98.4
PFS-13 THRU 16	126		4	3.2							122	96.8
PFS-17 THRU 19	18										18	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	915		9	1.7	2	.4	1	.2	8	1.5	496	96.1
UP THRU \$4,499	177		3	1.7	2	1.1			4	2.3	168	94.9
\$ 6,500 THRU \$ 9,999	200		5	2.5			1	.5			190	95.0
\$10,000 THRU \$13,999	74										74	100.0
\$14,000 THRU \$17,999	29		1	3.4							28	96.6
\$18,000 THRU \$25,999	14										14	100.0
\$26,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,037	4.7	2,590	4.7	248	.5	536	1.0	896	1.6	50,767	92.2
TOTAL GENERAL SCHEDULE OR SIFTPLAN.....	23,267		632	2.7	74	.3	267	1.1	339	1.5	21,950	94.4
GS-1 THRU 4	7,216		420	5.7	38	.5	98	1.3	105	1.4	6,855	91.0
GS-5 THRU 8	6,627		132	2.0	22	.3	123	1.9	107	1.6	6,243	94.2
GS-9 THRU 11	5,805		63	1.1	9	.2	38	.6	77	1.3	5,678	97.8
GS-12 THRU 17	2,822		16	.5	5	.2	7	.2	42	1.4	2,852	57.6
GS-16 THRU 15	507		1	.2			1	.2	8	1.5	497	98.0
GS-16 THRU 1A	25										25	100.0
TOTAL WAGE SYSTEMS.....	20,394		1,044	5.1	115	.6	217	1.1	215	1.1	18,803	92.2
UP THRU \$5,999	2,015		321	15.9	30	1.5	62	3.1	57	2.8	1,845	76.7
\$ 5,500 THRU \$ 6,999	6,224		520	8.4	51	.8	79	1.3	107	1.7	5,467	87.8
\$ 7,000 THRU \$ 7,999	8,510		182	2.1	30	.4	55	.6	45	.5	8,196	96.3
\$ 8,000 THRU \$ 8,999	1,340		13	1.0	1	.1	15	1.1	5	.4	1,306	97.5
\$ 9,000 THRU \$ 9,999	1,627		5	.3	2	.1	5	.3			1,628	95.2
\$10,000 THRU \$13,999	637		3	.5	1	.2	1	.2	1	.2	631	99.1
\$14,000 THRU \$17,999	42										42	100.0
\$18,000 AND OVER	6										6	100.0
TOTAL POSTAL FIELD SERVICE.....	10,625		809	8.4	55	.5	49	.5	242	2.7	9,750	88.0
PFS-1 THRU 4*	8,764		779	8.9	50	.6	46	.5	246	2.8	7,945	87.2
PFS-5 THRU 8	1,424		107	7.3	5	.3	3	.2	35	2.4	1,308	89.7
PFS-9 THRU 11	244								1	.4	243	99.6
PFS-12 THRU 15	136		3	2.2							133	97.8
PFS-16 THRU 18	19										19	100.0
PFS-19 THRU 20	2										2	100.0
TOTAL OTHER PAY SYSTEMS	750		25	3.3	4	.5	3	.4	60	7.9	664	87.8
UP THRU \$6,499	379		19	5.0							312	82.3
\$ 6,500 THRU \$ 9,999	234		3	1.3	3	.8	1	.3	84	11.6	217	91.2
\$10,000 THRU \$13,999	74		1	1.4			2	.8	15	8.7	73	98.6
\$14,000 THRU \$17,999	34		1	2.6	1	2.6					36	94.7
\$18,000 AND OVER	27		1	3.7							26	96.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
WEST VIRGINIA
TABLE 3-50

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,284	4.3	532	4.3	24	2.2	6	1.1	14	1.1	11,708	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,066		262	4.3	11	2.2	2		15	2.2	5,758	95.2
GS-1 THRU 4	1,759		144	3.2	1	1.1					1,614	91.8
GS-5 THRU 8	1,711		60	3.5	1	1.1					1,650	96.4
GS-9 THRU 11	1,576		45	2.9	3	2.2	1	1.1	3	2.2	1,524	96.7
GS-12 THRU 13	627		10	1.2	1	1.1	1	1.1	1	1.1	614	98.4
GS-14 THRU 15	167		3	1.8	5	3.0			9	5.4	150	89.8
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	1,190		94	7.9					1	1.1	1,095	92.0
UP THRU \$5,499	126		26	21.9							100	75.1
\$ 5,500 THRU \$ 6,999	350		47	13.4					1	3.3	302	86.3
\$ 7,000 THRU \$ 7,999	285		11	3.9							274	96.1
\$ 8,000 THRU \$ 8,999	275		6	2.2							270	97.8
\$ 9,000 THRU \$ 9,999	75		2	2.7							73	97.3
\$10,000 THRU \$13,999	76										76	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,905		170	3.5	13	3.3	4	1.1			4,716	96.2
PFS-1 THRU 5*	3,976		148	3.7	9	2.2	3	1.1			3,816	96.0
PFS-6 THRU 9	821		20	2.4	4	5.5	1	1.1			796	97.0
PFS-10 THRU 12	97		2	2.1							95	97.9
PFS-13 THRU 16	11										11	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	143		6	4.2							137	95.8
UP THRU \$5,499	84		6	7.1							78	92.9
\$ 6,500 THRU \$ 9,999	44										44	100.0
\$10,000 THRU \$13,999	7										7	100.0
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	11,682	510	4.4	16	.1	9	.1	5		11,142	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,251	214	3.9	10	.2			4	.1	5,223	95.8
GS-1 THRU 4	1,832	127	6.8	1	.1					1,707	93.2
GS-5 THRU 8	1,412	49	3.5	1	.1					1,362	96.5
GS-9 THRU 11	1,401	32	2.3							1,369	97.7
GS-12 THRU 13	659	7	1.1					1	.2	651	98.8
GS-14 THRU 15	139	2	1.4	8	5.8			3	2.2	126	90.6
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,121	107	9.5							1,014	90.5
UP THRU \$5,499	485	92	19.0							393	81.0
\$ 5,500 THRU \$ 6,499	412	14	3.4							398	96.6
\$ 7,000 THRU \$ 7,999	166									168	100.0
\$ 8,000 THRU \$ 8,999	50		2.0							49	98.0
\$ 9,000 THRU \$ 9,999	5									5	100.0
\$10,000 THRU \$ 13,999	1									1	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,266	191	3.6	6	.1	9	.2	1		4,269	96.0
PFS-1 THRU 4*	4,048	160	4.0	5	.1	5	.1			3,878	95.8
PFS-5 THRU 8	79	21	2.6	1	.1	4	.5	1	.1	76	96.4
PFS-9 THRU 11	108									108	100.0
PFS-12 THRU 15	15									15	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	144	8	5.6							136	94.4
UP THRU \$6,499	112	8	7.1							104	92.9
\$ 6,500 THRU \$ 9,979	16									16	100.0
\$10,000 THRU \$12,999	10									10	100.0
\$13,000 THRU \$17,999	3									3	100.0
\$18,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 3-31

1969 MINORITY GROUP STUDY

WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM*	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,493	5.0	1,181	5.0	80	.3	99	.4	30	.1	22,103	94.1
*TOTAL GENERAL SCHEDULE OF STATE EMPLOYEES												
GS-1 THRU 4	2,165	6.1	322	6.1	25	.3	37	.5	21	.3	7,411	94.6
GS-5 THRU 8	4,336	9.3	202	9.3	5	.2	20	.9	4	.2	1,933	69.3
GS-9 THRU 11	2,022	3.3	78	3.3	10	.4	4	.2	5	.2	2,252	95.9
GS-12 THRU 13	974	1.7	34	1.7	5	.2	10	.5	8	.4	1,805	97.2
GS-14 THRU 15	791	.6	6	.6	5	1.7	3	.3	2	.2	785	98.9
GS-16 THRU 18	6	.7	2	.7	5	1.7	5	1.7	2	.7	282	96.9
TOTAL WAGE SYSTEMS.....	2,332	9.4	232	9.4	7	.3	19	.8			2,074	88.9
UP THRU \$5,499	7	57.1	4	57.1							3	42.9
\$ 5,500 THRU \$ 6,999	724	25.3	163	25.3	2	.3	11	1.5			524	72.0
\$ 7,000 THRU \$ 7,999	315	4.4	17	4.4	1	.3	2	.6			305	94.8
\$ 8,000 THRU \$ 8,999	606	3.0	18	3.0	2	.5	3	.5			583	96.2
\$ 9,000 THRU \$ 9,999	383	2.3	9	2.3	2	.5	3	.5			369	96.3
\$10,000 THRU \$13,999	223	.4	1	.4							222	99.6
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	13,121	4.7	621	4.7	47	.4	40	.3	8	.1	12,405	94.5
PFS-1 THRU 5*	11,347	5.2	586	5.2	45	.4	34	.3	7	.1	10,675	94.1
PFS-6 THRU 9	1,428	2.2	32	2.2	2	.1	6	.4	1	.1	1,387	97.1
PFS-10 THRU 12	309	1.0	3	1.0							306	99.0
PFS-13 THRU 16	36										36	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	224	2.7	6	2.7	1	.4	3	1.3	1	.4	213	95.1
UP THRU \$6,499	128	4.7	6	4.7							119	93.0
\$ 6,500 THRU \$ 9,999	66	2.3									64	97.0
\$10,000 THRU \$13,999	23										23	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 476 CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
WISCONSIN
TABLE 3-51a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	22,500	1,172	5.2	48	.2	71	.3	32	.1	21,177	94.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,562	324	4.3	17	.2	38	.5	21	.3	7,162	94.7
GS-1 THRU 4	2,487	232	9.3	5	.2	17	.7	3	.1	2,230	89.7
GS-5 THRU 6	1,995	63	3.2	2	.1	8	.4	4	.2	1,918	96.1
GS-9 THRU 11	1,967	23	1.2	2	.1	10	.5	5	.3	1,924	97.8
GS-12 THRU 13	826	4	.5	1	.1	3	.4	4	.5	864	98.6
GS-14 THRU 15	247	2	.8	4	1.6			5	2.0	236	95.5
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	2,125	277	13.0	4	.2	19	.9			1,825	85.9
UP THRU \$5,999	860	199	23.7	2	.2	12	1.4			627	74.6
\$ 5,500 THRU \$ 6,999	614	62	10.0			5	.8			551	89.2
\$ 7,000 THRU \$ 7,999	432	13	3.0	2	.5	2	.5			415	96.1
\$ 8,000 THRU \$ 9,999	144	3	2.1							143	97.9
\$ 9,000 THRU \$ 9,999	64									64	100.0
\$10,000 THRU \$13,999	25									25	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	12,570	568	4.5	27	.2	12	.1	10	.1	11,953	95.1
PFS-1 THRU 4*	10,967	500	5.1	26	.2	10	.1	9	.1	10,362	94.5
PFS-5 THRU 8	1,251	8	.6	1	.1	2	.2	1	.1	1,239	99.0
PFS-9 THRU 11	303									303	100.0
PFS-12 THRU 15	44									44	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	243	3	1.2			2	.8	1	.4	237	97.5
UP THRU \$6,499	184	3	1.6			2	1.1	1	.5	178	96.7
\$ 6,500 THRU \$ 9,999	37									37	100.0
\$10,000 THRU \$13,999	15									15	100.0
\$14,000 THRU \$17,999	3									3	100.0
\$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,205	39	.8	166	3.5	70	1.5	15	.3	4,515	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,731	11	.4	41	1.5	54	1.9	8	.3	2,620	95.9
GS-1 THRU 4	591	5	.8	19	3.2	32	5.4	3	.5	532	90.0
GS-5 THRU 8	761	2	.3	17	2.2	9	1.2	3	.4	730	95.9
GS-9 THRU 11	945	4	.4	5	.5	8	.8	2	.2	926	98.0
GS-12 THRU 13	384					2	.5			382	99.5
GS-14 THRU 15	48									48	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	964	22	2.3	91	9.4	19	2.0	2	.2	832	86.1
UP THRU \$5,499	2										
\$ 5,500 THRU \$ 6,599	585	18	4.7	63	16.4	7	1.8	1	.3	296	76.9
\$ 7,000 THRU \$ 7,999	177	3	1.7	13	7.3	7	4.0			154	87.0
\$ 8,000 THRU \$ 8,999	211	1	.5	13	6.2	2	.9	1	.5	194	91.9
\$ 9,000 THRU \$ 9,999	51			1	2.0					50	98.0
\$10,000 THRU \$13,999	160			1	.7	1	.7			138	98.6
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICES.....	1,058	6	.6	34	3.2			4	.4	1,014	95.8
PFS-1 THRU 5*	867	6	.7	34	3.9			3	.3	824	95.0
PFS-6 THRU 9	162							1	.6	161	99.4
PFS-10 THRU 12	27									27	100.0
PFS-13 THRU 15	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	50							1	2.0	49	98.0
UP THRU \$5,499	42									42	100.0
\$ 6,500 THRU \$ 9,999	6									6	100.0
\$10,000 THRU \$13,999	1							1	100.0	1	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 THRU \$25,999											
\$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
WYOMING
TABLE 3-52a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6,790	.9	61	.9	141	2.9	56	1.2	9	.2	4,963	94.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,707		12	.4	26	1.0	41	1.5	7	.3	2,621	96.8
GS-1 THRU 4	730		7	1.0	19	2.6	25	3.4	3	.4	676	92.6
GS-5 THRU 8	718		3	.4	4	.6	12	1.7	3	.4	696	96.9
GS-9 THRU 11	904		2	.2	3	.3	2	.2	1	.1	896	99.1
GS-12 THRU 13	307						2	.7			303	99.3
GS-14 THRU 15	44										44	100.0
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....	942		22	2.3	82	8.7	15	1.6			823	87.4
UP THRU \$5,499	211		12	5.7	19	9.0	6	2.8			174	82.5
\$ 5,500 THRU \$ 6,999	406		10	2.1	58	12.4	9	1.9			389	83.5
\$ 7,000 THRU \$ 7,999	104				4	3.8					100	96.2
\$ 8,000 THRU \$ 8,999	122										122	100.0
\$ 9,000 THRU \$ 9,999	36				1	2.8					35	97.2
\$10,000 THRU \$13,999	7										3	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,099		7	.6	33	3.0			2	.2	1,057	96.2
PFS-1 THRU 4*	904		7	.8	33	3.7			1	.1	863	95.5
PFS-5 THRU 8	158								1	.6	157	99.4
PFS-9 THRU 11	33										33	100.0
PFS-12 THRU 15	4										4	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	42										42	100.0
UP THRU \$0,499	31										31	100.0
\$ 6,500 THRU \$ 9,999	8										8	100.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER**	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY
75 STANDARD METROPOLITAN STATISTICAL AREAS SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	1,666,898	29.3	338,510	3.2	53,294	3.2	4,661	.3	15,176	.9	1,255,255	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	888,450	13.6	122,947	1.9	16,708	1.9	2,736	.3	7,096	.8	738,963	83.2
GS-1 THRU 4	210,405	25.3	59,586	3.2	6,669	3.2	1,042	.5	1,326	.6	142,182	67.4
GS-5 THRU 8	250,158	17.4	43,640	2.1	5,361	2.1	841	.3	2,062	.8	198,294	78.3
GS-9 THRU 11	206,845	6.7	13,943	1.5	3,154	1.5	532	.3	2,070	1.0	187,446	90.5
GS-12 THRU 13	156,064	3.0	4,730	.7	1,162	.7	228	.1	1,198	.8	149,346	95.3
GS-14 THRU 15	59,066	1.1	989	.6	349	.6	86	.1	429	.7	57,213	96.9
GS-16 THRU 18	4,912	1.2	59	.3	13	.3	7	.1	11	.2	4,822	98.2
TOTAL WAGE SYSTEMS.....	345,466	26.2	90,544	6.6	12,608	6.6	1,324	.4	4,337	1.3	226,593	65.6
UP THRU \$5,499	30,677	9.2	16,516	5.8	2,823	9.2	87	.3	298	1.0	10,953	35.7
\$ 5,500 THRU \$ 6,999	92,190	43.6	40,211	43.6	6,975	7.6	368	.4	1,137	1.3	43,479	47.2
\$ 7,000 THRU \$ 7,999	86,688	20.9	18,149	8.2	7,081	8.2	427	.5	864	1.0	60,167	69.4
\$ 8,000 THRU \$ 8,999	71,684	14.3	10,276	14.3	3,990	5.6	263	.4	1,143	1.6	56,212	78.2
\$ 9,000 THRU \$ 9,999	32,954	11.2	3,702	3.8	1,265	3.8	115	.3	500	1.8	27,292	82.8
\$10,000 THRU \$13,999	29,633	5.6	1,655	5.6	516	1.7	63	.2	291	1.0	27,106	91.5
\$14,000 THRU \$17,999	1,209	2.4	29	1.1	13	1.1	3	.1	4	.3	1,163	96.2
\$18,000 AND OVER	231	2.6	6	2.6	3	1.3	1	.4	4	.3	221	95.7
TOTAL POSTAL FIELD SERVICE.....	414,140	29.6	123,473	3.3	13,713	3.3	512	.1	3,622	.9	272,420	65.9
PFS-1 THRU 5*	355,160	31.6	112,215	31.6	12,467	3.5	452	.1	3,030	.9	227,196	63.9
PFS-6 THRU 9	46,614	22.5	10,500	22.5	1,126	2.4	46	.1	539	1.2	34,401	73.8
PFS-10 THRU 12	6,196	7.2	590	7.2	91	1.1	9	.1	41	.5	7,465	91.1
PFS-13 THRU 16	3,554	4.4	157	4.4	27	.6	3	.1	11	.3	3,356	94.4
PFS-17 THRU 19	380	2.6	10	2.6	2	.5	1	.3	1	.3	367	96.6
PFS-20 THRU 21	36	2.8	1	2.8	2	.5	1	.3	1	.3	35	97.2
TOTAL OTHER PAY SYSTEMS	18,842	6.2	1,546	6.2	207	1.1	89	.5	121	.6	16,879	89.6
UP THRU \$6,499	4,321	15.4	613	15.4	76	1.6	66	1.5	23	.5	3,313	77.4
\$ 6,500 THRU \$ 9,999	5,235	9.3	486	9.3	74	1.4	12	.2	32	.6	4,631	88.5
\$10,000 THRU \$13,999	2,858	3.8	107	3.8	25	.9	6	.2	29	1.0	2,681	94.1
\$14,000 THRU \$17,999	2,136	2.7	98	2.7	15	.7	2	.1	18	.8	2,043	95.6
\$18,000 THRU \$25,999	1,894	2.4	46	2.4	9	.5	3	.1	9	.5	1,830	96.6
\$26,000 AND OVER	2,408	1.5	35	1.5	8	.3	3	.1	10	.4	2,351	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-2

1969 MINORITY GROUP STUDY

41. STANDARD METROPOLITAN STATISTICAL AREAS SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	1,320,059	22.9	302,477	22.9	33,107	2.5	1,447	.1	10,931	.8	972,697	73.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	700,465		108,303	15.5	10,268	1.5	838	.1	4,670	.7	576,386	82.3
GS-1 THRU 4	193,303		61,283	31.7	4,464	2.3	303	.2	951	.5	126,302	65.3
GS-5 THRU 8	191,621		33,921	17.7	3,160	1.6	275	.1	1,451	.8	152,804	76.7
GS-9 THRU 11	148,923		9,473	6.4	1,824	1.2	139	.1	1,260	.8	136,227	91.5
GS-12 THRU 13	115,597		2,969	2.6	638	.6	84	.1	757	.7	110,719	96.1
GS-14 THRU 15	46,631		597	1.3	174	.4	32	.1	245	.5	45,563	97.8
GS-16 THRU 18	4,620		60	1.2	8	.2	5	.1	6	.1	4,761	98.4
TOTAL WAGE SYSTEMS.....	260,631		92,780	31.4	14,000	5.4	308	.1	3,466	1.3	163,077	61.8
UP THRU \$5,499	59,939		35,159	58.7	5,368	9.0	37	.1	343	.6	19,032	31.8
\$ 5,500 THRU \$ 6,999	88,832		32,343	36.1	6,029	6.8	126	.1	1,486	1.7	48,848	55.0
\$ 7,000 THRU \$ 7,999	74,893		11,871	15.8	2,160	2.9	107	.1	1,278	1.7	59,487	79.4
\$ 8,000 THRU \$ 8,999	17,978		1,707	9.5	292	1.6	17	.1	209	1.2	15,753	87.6
\$ 9,000 THRU \$ 9,999	13,531		630	4.7	133	.8	19	.1	135	1.0	12,634	93.4
\$10,000 THRU \$13,999	5,035		78	1.5	35	.7	2		13	.3	4,907	97.5
\$14,000 THRU \$17,999	351		2	.6	1	.3			2	.6	346	98.6
\$18,000 AND OVER	72				2	2.8					70	97.2
TOTAL POSTAL FIELD SERVICE.....	339,662		110,570	32.6	8,603	2.5	277	.1	2,662	.8	217,550	64.0
PFS-1 THRU 6*	299,891		103,543	34.5	8,062	2.7	255	.1	2,377	.8	185,654	61.9
PFS-7 THRU 8	31,099		6,524	21.0	498	1.6	19	.1	250	.8	23,808	76.6
PFS-9 THRU 11	6,031		411	6.8	28	.5	2		31	.5	5,560	92.2
PFS-12 THRU 15	2,345		82	3.5	14	.6	2	.1	3	.1	2,244	95.7
PFS-16 THRU 18	266		7	2.6	1	.4			1	.4	257	96.6
PFS-19 THRU 20	30		3	10.0							27	90.0
TOTAL OTHER PAY SYSTEMS	19,301		1,824	9.5	236	1.2	24	.1	133	.7	17,084	88.5
UP THRU \$6,499	5,553		1,353	24.4	154	2.8	16	.3	45	.8	3,985	71.8
\$ 6,500 THRU \$ 9,999	4,408		275	6.2	39	.9	4	.1	41	.9	4,069	91.9
\$10,000 THRU \$13,999	3,471		90	2.6	16	.5	2	.1	26	.7	3,337	96.1
\$14,000 THRU \$17,999	2,398		62	2.6	12	.5			8	.3	2,316	96.6
\$18,000 AND OVER	3,471		44	1.3	15	.4	2	.1	13	.4	3,397	97.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-3

1959 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH-SPEAKING		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS...	25,668		6,403	24.9	59	.2	17	.1	7		19,182	74.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,844		1,346	9.1	36	.2	11	.1	6		13,445	90.6
GS-1 THRU 4	3,861		864	22.4	6	.2					2,991	77.5
GS-5 THRU 8	4,943		293	5.9	10	.2	4	.1	1		4,635	93.8
GS-9 THRU 11	2,551		103	4.0	11	.4	5	.2	5	.2	2,427	95.1
GS-12 THRU 13	2,627		62	2.4	3	.1					2,562	97.5
GS-14 THRU 15	817		22	2.7	6	.7	2	.2			787	96.3
GS-16 THRU 18	45		2	4.4							43	95.6
TOTAL WAGE SYSTEMS.....	3,344		1,383	41.4	4	.1	2	.1	1		1,954	58.4
UP THRU \$5,499	253		214	84.6							39	15.4
\$ 5,500 THRU \$ 6,999	1,091		612	74.4	2	.2					277	25.4
\$ 7,000 THRU \$ 7,999	489		232	47.4					1	.2	256	52.4
\$ 8,000 THRU \$ 8,999	739		103	13.9							635	85.9
\$ 9,000 THRU \$ 9,999	467		16	3.4			1	.2			452	96.4
\$10,000 THRU \$13,999	204		6	2.0	1	.3	1	.3			286	97.3
\$14,000 THRU \$17,999	9										9	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	7,119		3,655	51.2	18	.3					3,445	48.4
PFS-1 THRU 5*	5,609		3,347	59.7	16	.3					2,246	40.0
PFS-6 THRU 9	1,017		283	27.8	1	.1					733	72.1
PFS-10 THRU 12	229		21	9.2	1	.4					207	90.4
PFS-13 THRU 16	231		4	1.7			1	.4			226	97.8
PFS-17 THRU 19	30										30	100.0
PFS-20 THRU 21	3										3	100.0
TOTAL OTHER PAY SYSTEMS	361		19	5.3	1	.3	3	.8			338	93.6
UP THRU \$6,499	70		13	18.6							57	81.4
\$ 6,500 THRU \$ 9,999	153		5	3.3			2	1.3			146	95.4
\$10,000 THRU \$13,999	52		1	1.9							50	96.2
\$14,000 THRU \$17,999	75						1	1.3			74	98.7
\$18,000 THRU \$25,999	10										10	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 5 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	25,139	5,718	22.7	30	.1	11	.1	12	.1	19,368	77.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,472	1,252	8.1	23	.1	7	.1	11	.1	14,179	91.6
GS-1 THRU 4	4,624	891	18.6	5	.1			2	.1	3,758	81.2
GS-5 THRU 8	4,928	255	5.2	5	.1	3	.1	3	.1	4,702	94.6
GS-9 THRU 11	2,681	83	3.1	7	.3	2	.1	2	.1	2,587	96.5
GS-12 THRU 13	2,457	34	1.4	6	.2	1	.1	3	.1	2,413	98.2
GS-14 THRU 15	737	18	2.4			1	.1	1	.1	717	97.3
GS-16 THRU 18	43	1	2.3							42	97.7
TOTAL WAGE SYSTEMS.....	3,785	1,705	45.0	6	.2	3	.1			2,071	54.7
UP THRU \$5,499	1,475	1,160	78.6	1	.1	2	.1			312	21.2
\$ 5,500 THRU \$ 6,999	1,067	496	46.5	3	.3					568	53.2
\$ 7,000 THRU \$ 7,999	808	45	5.6	1	.1					762	94.3
\$ 8,000 THRU \$ 8,999	326	4	1.2	1	.3	1	.3			318	98.1
\$ 9,000 THRU \$ 9,999	86									86	100.0
\$10,000 THRU \$13,999	25									25	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FULL SERVICE.....	5,491	2,728	49.7			1	.1			2,762	50.3
PFS-1 THRU 4*	4,394	2,366	53.3							1,832	41.7
PFS-5 THRU 8	767	147	19.2							620	80.8
PFS-9 THRU 11	172	15	8.7							157	91.3
PFS-12 THRU 15	130					1	.8			129	99.2
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	391	33	8.4	1	.3			1	.3	356	91.0
UP THRU \$6,499	113	30	26.5	1	.9					82	72.6
\$ 6,500 THRU \$ 9,999	61	3	4.9							58	95.1
\$10,000 THRU \$13,999	97							1	1.0	96	99.0
\$14,000 THRU \$17,999	49									48	100.0
\$18,000 AND OVER	75									75	100.0

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-4

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE-MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	46,911	25.2	11,824	25.2	109	.2	24	.1	97	.2	34,057	74.3
TOTAL GENERAL SCHEDULE JOB SIMILAR.....	30,624	18.4	5,646	18.4	87	.3	14	.1	78	.3	24,795	81.0
GS- 1 THRU 4	8,811	35.7	3,148	35.7	16	.2	6	.1	11	.1	5,628	63.9
GS- 5 THRU 8	8,703	19.5	1,696	19.5	17	.2	5	.1	19	.2	6,986	80.0
GS- 9 THRU 11	6,366	8.7	556	8.7	22	.3	5	.1	13	.2	5,770	90.6
GS-12 THRU 13	5,365	3.9	211	3.9	26	.5	2	.1	29	.5	5,197	95.0
GS-14 THRU 15	1,313	2.7	35	2.7	4	.3			6	.5	1,268	96.6
GS-16 THRU 18	66										66	100.0
TOTAL WAGE SYSTEMS.....	8,673	38.7	5,359	38.7	8	.1	5	.1	4	.1	5,297	61.1
UP THRU \$5,499	538	91.4	492	91.4							46	8.6
\$ 5,500 THRU \$ 6,999	2,922	64.6	1,889	64.6	5	.2	1	.1	2	.1	1,025	35.1
\$ 7,000 THRU \$ 7,999	3,246	23.6	766	23.6	2	.1	3	.1	2	.1	2,473	76.2
\$ 8,000 THRU \$ 8,999	1,224	9.9	121	9.9	1	.1	1	.1			1,101	90.0
\$ 9,000 THRU \$ 9,999	323	14.9	48	14.9							275	85.1
\$10,000 THRU \$13,999	400	9.3	37	9.3							363	90.8
\$14,000 THRU \$17,999	19		6								13	68.4
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,015	40.0	2,803	40.0	8	.1			10	.1	4,194	59.8
PFS- 1 THRU 5*	6,074	42.4	2,375	42.4	7	.1			9	.1	3,463	57.3
PFS- 6 THRU 9	815	26.3	215	26.3	1	.1			1	.1	599	73.4
PFS-10 THRU 12	109	9.2	10	9.2							99	90.8
PFS-13 THRU 16	15	20.0	3	20.0							12	80.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	599	2.7	16	2.7	6	3.0	1	.2	5	.6	571	95.3
UP THRU \$5,499	76	9.2	7	9.2							69	90.8
\$ 6,500 THRU \$ 9,999	176	2.8	5	2.8	4	2.3			1	.6	166	94.3
\$10,000 THRU \$13,999	138	1.4	2	1.4	1	.7	1	.7	4	2.9	130	94.2
\$14,000 THRU \$17,999	129	1.6	1	1.6	1	.6					127	98.4
\$18,000 THRU \$25,999	76	1.3	1	1.3							75	98.7
\$26,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR	SPANISH SURNAMED		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	47,967	22,298	25.6	89	.2	17	103	.2	35,460	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,505	6,038	19.2	78	.2	10	90	.3	25,289	80.3
GS-1 THRU 4	11,929	3,824	32.1	13	.1	4	8	.1	8,080	67.7
GS-5 THRU 8	5,516	1,672	19.6	14	.2	2	19	.2	6,807	80.0
GS-9 THRU 11	5,829	376	6.5	24	.4	3	25	.4	5,401	92.7
GS-12 THRU 13	4,139	746	3.4	20	.5	1	31	.7	3,961	95.2
GS-14 THRU 15	1,011	20	2.0	7	.7		7	.7	977	96.6
GS-16 THRU 18	63								63	100.0
TOTAL WAGE SYSTEMS.....	9,036	3,490	38.6	7	.1	5	6	.1	5,528	61.2
UP THRU \$5,499	1,794	1,475	82.2	2	.1		1	.1	316	17.6
\$ 5,500 THRU \$ 6,999	3,896	1,604	41.2	4	.1	3	3	.1	2,282	58.6
\$ 7,000 THRU \$ 7,999	2,675	380	14.2	1		2	2	.1	2,290	85.6
\$ 8,000 THRU \$ 8,999	408	20	6.9						480	93.1
\$ 9,000 THRU \$ 9,999	188	3	1.5						185	98.4
\$10,000 THRU \$13,999	72								72	100.0
\$14,000 THRU \$17,999	3								3	100.0
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	6,765	2,719	40.1	4	.1	1	7	.1	4,054	59.7
PFS-1 THRU 4*	5,971	2,562	42.9	4	.1	1	7	.1	3,397	56.9
PFS-5 THRU 8	689	150	21.8						939	78.2
PFS-9 THRU 11	101	4	4.0						97	96.0
PFS-12 THRU 15	23	3	13.0						20	87.0
PFS-16 THRU 18									1	100.0
PFS-19 THRU 20	1									
TOTAL OTHER PAY SYSTEMS	661	51	8.0			1		.2	589	91.9
UP THRU \$6,999	115	45	39.1			1		.9	69	60.0
\$ 6,500 THRU \$ 9,999	108	3	2.8						105	97.2
\$10,000 THRU \$13,999	184								184	100.0
\$14,000 THRU \$17,999	168	3	1.8						165	98.2
\$18,000 AND OVER**	64								66	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 HINDRITY GROUP STUDY

TABLE 4-5

STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,223	20.5	1,273	20.5	6	.1	1		2		4,941	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662	14.3	525	14.3	5	.1			2		3,130	85.5
GS-1 THRU 4	1,271	28.8	766	28.8	1	.1			1		904	71.1
GS-5 THRU 8	1,093	7.9	86	7.9	1	.1			1		1,005	91.9
GS-9 THRU 11	879	6.0	70	6.0	1	.1			1		807	91.8
GS-12 THRU 13	321	.9	3	.9	1	.3					317	98.8
GS-14 THRU 15	96				1	1.0					95	99.0
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	267	39.3	105	39.3			1	.4			161	60.3
UP THRU \$5,499	96	83.3	80	83.3			1	1.0			15	15.6
\$ 5,500 THRU \$ 6,999	36	47.2	17	47.2							19	52.6
\$ 7,000 THRU \$ 7,999	65	12.1	8	12.1							58	87.9
\$ 8,000 THRU \$ 8,999	65										65	100.0
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,230	26.4	634	26.4	1	.1					1,595	71.5
PFS-1 THRU 5*	1,699	31.6	604	31.6							1,294	68.1
PFS-6 THRU 9	276	10.1	22	10.1							248	89.9
PFS-10 THRU 12	45	2.2	1	2.2							44	97.8
PFS-13 THRU 16	9	11.1	1	11.1							8	88.9
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	64	14.1	9	14.1							55	85.9
UP THRU \$6,499	32	12.5	4	12.5							28	87.5
\$ 6,500 THRU \$ 9,999	18	22.2	4	22.2							14	77.8
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999	4	25.0	1	25.0							3	75.0
\$18,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-5a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6,400	974	15.2	6	.1					5,420	84.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,505	408	11.6	6	.2					3,091	88.2
GS-1 THRU 4	1,342	297	22.1	2	.1					1,043	77.7
GS-5 THRU 8	973	73	7.5	1	.1					899	92.4
GS-9 THRU 11	826	36	4.4	1	.1					789	95.5
GS-12 THRU 13	283	2	.7	1	.4					280	98.9
GS-14 THRU 15	74			1	1.3					77	98.7
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	182	108	59.3							74	40.7
HP THRU \$2,499	137	104	75.9							33	24.1
\$ 2,500 THRU \$ 6,999	27	4	18.2							18	81.8
\$ 7,000 THRU \$ 7,999	19									19	100.0
\$ 8,000 THRU \$ 8,999	3									3	100.0
\$ 9,000 THRU \$ 9,999	1									1	100.0
\$10,000 THRU \$13,999											
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,657	446	16.8							2,207	83.2
PFS-1 THRU 4*	2,286	418	18.3							1,868	81.7
PFS-5 THRU 8	310	28	9.0							282	91.0
PFS-9 THRU 11	43									43	100.0
PFS-12 THRU 15	13									13	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	60	12	20.0							48	80.0
UP THRU \$6,499	41	11	26.8							30	73.2
\$ 6,500 THRU \$ 9,999	7									7	100.0
\$10,000 THRU \$13,999	10	1	10.0							9	90.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-6

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	43,413	4.7	2,028	4.7	88	.2	16	.3	112	.3	41,169	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,421	7.5	4.1	37	.2	6	.1	82	.4	17,541	95.2	
GS- 1 THRU 4	4,192	356	6.5	7	.2	5	.1	14	.3	3,810	90.9	
GS- 5 THRU 8	4,643	224	4.8	10	.2	1		6	.1	4,402	94.6	
GS- 9 THRU 11	4,360	100	2.3	10	.2			10	.2	4,240	97.2	
GS-12 THRU 13	3,691	58	1.5	7	.2			31	.8	3,795	97.5	
GS-14 THRU 15	1,265	16	1.3	3	.2			21	1.7	1,225	96.8	
GS-16 THRU 18	70	1	1.4							69	98.6	
TOTAL WAGE SYSTEMS.....	8,873	546	6.2	30	.3	4		12	.1	8,281	93.3	
UP THRU \$5,499	583	64	11.0	20	3.4			2	.3	497	85.2	
\$ 5,500 THRU \$ 6,999	2,286	253	11.1	4	.2			4	.2	2,026	88.5	
\$ 7,000 THRU \$ 7,999	4,306	192	4.5	6	.1			4	.1	4,102	95.3	
\$ 8,000 THRU \$ 8,999	617	24	3.9					1	.2	592	95.9	
\$ 9,000 THRU \$ 9,999	488	10	2.0					1	.2	477	97.7	
\$10,000 THRU \$13,999	578	3	.5							575	99.5	
\$14,000 THRU \$17,999	10									10	100.0	
\$18,000 AND OVER	2									2	100.0	
TOTAL POSTAL FIELD SERVICE.....	15,735	721	4.6	17	.1			14	.1	14,977	95.2	
PFS- 1 THRU 5*	13,610	664	4.8	17	.1			13	.1	13,211	95.0	
PFS- 6 THRU 9	1,332	51	3.8					1	.1	1,279	96.0	
PFS-10 THRU 12	293	5	1.7							288	98.3	
PFS-13 THRU 16	180	1	.6							179	99.4	
PFS-17 THRU 19	16									16	100.0	
PFS-20 THRU 21	2									2	100.0	
TOTAL OTHER PAY SYSTEMS	384	6	1.6	4	1.0			4	1.0	370	96.4	
UP THRU \$6,499	138	2	1.4	2	1.4			1	.7	133	96.4	
\$ 6,500 THRU \$ 9,999	128	3	2.3	1	.8			1	.8	123	96.1	
\$10,000 THRU \$13,999	40									40	100.0	
\$14,000 THRU \$17,999	37	1	2.7	1	2.7					35	94.6	
\$18,000 THRU \$25,999	17									17	100.0	
\$26,000 AND OVER	24							2	8.3	22	91.7	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-6a

1969 MINDRITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
BOSTON/MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	44,029	2,097	4.8	55	.1	10	.2	81	.2	41,816	94.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,780	709	4.2	28	.2	6	.4	63	.4	15,974	95.2
GS-1 THRU 4	4,266	400	8.8	8	.2	5	.1	7	.2	4,126	90.8
GS-5 THRU 8	3,972	160	4.0	7	.2	1		7	.2	3,797	95.6
GS-9 THRU 11	4,217	103	2.5	9	.2			13	.3	4,090	97.0
GS-12 THRU 13	2,977	58	1.3	3	.1			19	.6	2,891	98.0
GS-14 THRU 15	1,004	6	.6	1	.1			15	1.5	984	97.8
GS-16 THRU 18	62							2	3.2	60	96.8
TOTAL WAGE SYSTEMS.....	2,927	564	6.3	13	.1	1		10	.1	8,339	93.4
UP THRU \$3,499	1,278	185	14.5	4	.3			2	.2	1,087	85.1
\$ 3,500 THRU \$ 6,999	2,453	207	8.4	3	.1	1		3	.1	2,239	91.5
\$ 7,000 THRU \$ 7,999	4,117	163	4.0	5	.1			4	.1	3,945	95.8
\$ 8,000 THRU \$ 8,999	432	6	1.3	1	.2			1	.2	445	98.5
\$ 9,000 THRU \$ 9,999	494	3	.6							490	99.2
\$10,000 THRU \$13,999	114									116	100.0
\$14,000 THRU \$17,999	17									17	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	17,926	810	4.5	13	.1	3		7		17,093	95.4
PFS-1 THRU 4*	15,712	739	4.7	13	.1	3		6		14,951	95.2
PFS-5 THRU 8	1,740	65	3.7					1	.1	1,674	96.2
PFS-9 THRU 11	297	5	1.7							292	98.3
PFS-12 THRU 15	133	1	.7							132	99.3
PFS-16 THRU 18	21									21	100.0
PFS-19 THRU 20	3									3	100.0
TOTAL UTMRK PAY SYSTEMS	426	14	3.3	1	.2			1	.2	410	96.2
UP THRU \$6,499	187	10	5.3	1	.5			1	1.2	176	94.1
\$ 6,500 THRU \$ 9,999	81	4	4.8							78	94.0
\$10,000 THRU \$13,999	75									75	100.0
\$14,000 THRU \$17,999	37									32	100.0
\$18,000 AND OVER	49									49	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-7

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON-SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	15,193		2,709	17.8	30	.2	2		11	.1	12,441	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,974		374	6.3	18	.3			4	.1	5,578	93.4
GS-1 THRU 4	1,787		259	13.4	7	.4			1	.1	1,540	86.2
GS-5 THRU 8	1,855		103	5.6	3	.2			1	.1	1,748	94.2
GS-9 THRU 11	1,624		26	1.6	4	.2			1	.1	1,593	98.1
GS-12 THRU 13	633		6	.9	1	.2					626	98.9
GS-14 THRU 15	74				3	4.1			1	1.4	70	94.6
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	8,596		2,180	25.4	12	.1	2		5	.1	6,397	74.4
UP THRU \$5,499	761		591	77.7							170	22.3
\$ 5,500 THRU \$ 6,999	2,076		908	43.7	3	.1			4	.2	1,162	55.9
\$ 7,000 THRU \$ 7,999	1,842		321	17.4	4	.2	1	.1	1	.1	1,515	82.2
\$ 8,000 THRU \$ 8,999	2,698		335	12.4	5	.2					2,359	87.4
\$ 9,000 THRU \$ 9,999	459		14	3.2							445	96.9
\$10,000 THRU \$13,999	741		11	1.5							725	98.5
\$14,000 THRU \$17,999	13										13	100.0
\$18,000 AND OVER	3										3	100.0
TOTAL POSTAL FIELD SERVICE.....	597		148	24.8					2	.3	447	74.9
PFS-1 THRU 5*	498		139	27.9					1	.2	358	71.9
PFS-6 THRU 9	85		9	10.6					1	1.2	75	88.2
PFS-10 THRU 12	11										11	100.0
PFS-13 THRU 16	3										3	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	26		7	26.9							19	73.1
UP THRU \$6,499	19		7	36.8							12	63.2
\$ 6,500 THRU \$ 9,999	4										4	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,946	2,717	16.9	10	.1	2		13	.1	13,304	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,102	303	5.0	4	.1			7	.1	5,788	94.9
GS-1 THRU 4	2,138	227	10.6	2	.1			4	.2	1,905	89.1
GS-5 THRU 8	1,790	47	2.6					2	.1	1,741	97.3
GS-9 THRU 11	1,551	23	1.5							1,528	98.5
GS-12 THRU 13	559	5	.9	1	.2					553	98.9
GS-14 THRU 15	62	1	1.6	1	1.6			1	1.6	59	95.2
GS-16 THRU 1A	2									2	100.0
TOTAL WAGE SYSTEMS.....	9,476	2,283	24.1	6	.1	2		5	.1	7,174	75.8
UP THRU \$5,499	1,456	813	55.8					1	.1	642	44.1
\$ 5,500 THRU \$ 6,999	2,520	950	37.3	1	.1	2	.1	2	.1	1,595	62.5
\$ 7,000 THRU \$ 7,999	4,060	494	12.2	5	.1					3,559	87.7
\$ 8,000 THRU \$ 8,999	483	27	4.1							463	95.9
\$ 9,000 THRU \$ 9,999	741	6	.8							735	99.2
\$10,000 THRU \$13,999	163									163	100.0
\$14,000 THRU \$17,999	17									17	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	447	127	28.4					1	.2	319	71.4
PFS-1 THRU 4*	381	117	30.7					1	.3	263	69.0
PFS-5 THRU 8	53	10	18.9							43	81.1
PFS-9 THRU 11	9									9	100.0
PFS-12 THRU 15	4									4	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	27	4	14.8							23	85.2
UP THRU \$6,499	15	4	26.7							11	73.3
\$ 6,500 THRU \$ 9,999	5									5	100.0
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999	4									4	100.0
\$18,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-8

1919 HINDOITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	73,024	41.3	30,127	41.3	670	.9	58	.1	372	.5	41,797	57.2
TOTAL GENERAL SCHEDULE OR SIMILAR	30,400		7,267	23.9	217	.7	28	.1	224	.7	22,664	74.6
GS- 1 THRU 6	8,472		3,052	35.5	92	1.1	8	.1	22	.3	4,498	53.1
GS- 9 THRU 11	3,552		2,371	27.7	54	.6	11	.1	53	.6	6,063	70.9
GS- 12 THRU 13	7,129		730	10.2	42	.6	4	.1	107	1.5	6,246	87.6
GS- 14 THRU 15	4,954		262	5.3	20	.4	2	.1	32	.6	4,638	93.6
GS- 16 THRU 18	1,233		51	4.1	9	.7	2	.2	10	.8	1,161	94.2
	60		1	1.7			1	1.7			58	96.7
TOTAL WAGE SYSTEMS.....	67,189		2,545	41.1	125	2.0	1		13	.2	3,505	56.6
UP THRU \$5,499	693		229	33.0	30	4.3			1	.1	433	62.5
\$ 5,500 THRU \$ 6,999	2,121		1,548	73.0	52	2.5			1	.1	520	24.5
\$ 7,000 THRU \$ 7,999	911		362	39.7	21	2.3			1	.1	527	57.8
\$ 8,000 THRU \$ 8,999	1,036		239	23.0	8	.8	1	.1	5	.5	785	75.6
\$ 9,000 THRU \$ 9,999	941		137	14.6	11	1.2			2	.2	791	84.1
\$10,000 THRU \$13,999	479		30	6.3	3	.6			3	.6	443	92.5
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	35,987		20,497	56.1	321	.9	28	.1	134	.4	15,307	42.2
PFS- 1 THRU 5*	31,629		18,525	58.2	298	.9	25	.1	124	.4	12,857	40.4
PFS- 6 THRU 9	3,255		1,934	47.1	22	.7	2	.1	10	.3	1,587	51.8
PFS- 10 THRU 12	598		106	17.7	1	.2	1	.2			490	81.9
PFS- 13 THRU 16	273		25	10.3							245	89.7
PFS- 17 THRU 19	28		3	10.7							25	89.3
PFS- 20 THRU 21	4		1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	448		118	26.3	7	1.6	1	.2	1	.2	321	71.1
UP THRU \$5,499	230		99	43.0	3	1.3					128	55.7
\$ 6,500 THRU \$ 9,999	111		16	14.4	4	3.6	1	.9	1	.9	89	80.2
\$10,000 THRU \$13,999	68		2	2.9							66	97.1
\$14,000 THRU \$17,999	17		1	5.9							16	94.1
\$18,000 THRU \$25,999	13										13	100.0
\$26,000 AND OVER	9										9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-8a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	66,970	28,008 41.8	607	.9	51	.1	290	.4	38,014	56.8	20,288	72.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,152	7,531 26.8	158	.6	30	.1	145	.5	5,002	50.1	5,443	73.4
GS-1 THRU 4	9,983	4,862 48.7	81	.8	14	.1	26	.3	5,184	88.8	3,657	94.7
GS-5 THRU 8	7,414	1,491 25.5	35	.5	8	.1	39	.5	3,657	94.7	942	94.8
GS-9 THRU 11	5,237	569 9.7	30	.6	4	.1	22	.6	8	.8	60	98.4
GS-12 THRU 13	3,861	170 4.4	9	.2	3	.1	8	.8	3	.3	129	21.2
GS-14 THRU 15	994	40 4.0	3	.3	1	.1	13	.2	2	.2	339	18.3
GS-16 THRU 1A	61	1 1.6	1	1.6			2	.1	5	.3	862	50.2
TOTAL AAGE SYSTEMS.....	5,999	2,666 44.1	129	2.2	4	.1	2	.2	3	.2	708	84.3
UP THRU \$3,499	1,849	1,438 77.8	68	3.7			2	.1	5	.3	265	94.7
\$ 3,500 THRU \$ 6,999	1,271	806 46.9	45	2.6			4	.2	3	.2	215	97.7
\$ 7,000 THRU \$ 7,999	1,401	258 23.6	11	1.0			2	.2	3	.2	215	97.7
\$ 8,000 THRU \$ 8,999	840	124 14.8	5	.6								
\$ 9,000 THRU \$ 9,999	281	23 5.3	3	2.3								
\$10,000 THRU \$12,999	220	3 2.3										
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	32,204	17,688 54.8	315	1.0	16	.1	129	.4	14,158	43.8	11,839	41.0
PFS-1 THRU 4*	28,867	10,587 37.5	299	1.0	13	.1	124	.4	11,660	61.7	438	84.1
PFS-5 THRU 8	2,691	1,000 37.5	15	.6	3	.1	5	.2	197	30.8	21	91.3
PFS-9 THRU 11	509	70 13.8	1	.2					3	.6	3	75.0
PFS-12 THRU 15	217	20 9.2										
PFS-16 THRU 18	23	2 8.7										
PFS-19 THRU 20	4	1 25.0										
TOTAL OTHER PAY SYSTEMS	515	143 27.9	5	1.0	1	.2	3	.6	361	70.4	205	58.4
UP THRU \$6,999	351	137 39.0	5	1.4	1	.3	3	.9	100	28.4	24	82.3
\$ 6,500 THRU \$ 9,999	104	4 3.8	2	7.7					29	100.0	23	100.0
\$10,000 THRU \$13,999	26											
\$14,000 THRU \$17,999	20											
\$18,000 AND OVER	23											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-9

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	13,590	21.4	2,906	21.4	9	.1	4	.1	17	.1	10,654	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,313		924	14.6	6	.1			17	.2	5,370	85.1
GS-1 THRU 4	2,001		471	23.5	3	.1			2	.1	1,525	76.2
GS-5 THRU 8	1,983		390	19.7	1	.1			4	.2	1,632	82.3
GS-9 THRU 11	2,144		79	3.7					4	.2	1,061	49.2
GS-12 THRU 13	853		23	2.7	1	.1			1	.1	828	97.1
GS-14 THRU 15	312		1	.3	1	.3			6	1.9	304	97.4
GS-16 THRU 18	20										20	100.0
TOTAL WAGE SYSTEMS.....	628		230	36.6					1	.2	397	63.2
UP THRU \$5,499	39		22	56.4							17	43.6
\$ 5,500 THRU \$ 6,999	242		156	64.5							86	35.5
\$ 7,000 THRU \$ 7,999	91		29	31.9							62	68.1
\$ 8,000 THRU \$ 8,999	184		21	11.4							163	88.6
\$ 9,000 THRU \$ 9,999	50		2	4.0					1	5.3	48	96.0
\$10,000 THRU \$13,999	19										18	94.7
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,329		1,741	27.5	3		4	.1	2		4,579	72.3
PFS-1 THRU 5*	4,862		1,500	30.9	1		4	.1	1		3,356	69.0
PFS-6 THRU 9	1,086		217	20.0	1	.1			1	.1	867	79.8
PFS-10 THRU 12	163		11	6.7							152	93.3
PFS-13 THRU 16	195		12	6.2	1	.5					182	93.3
PFS-17 THRU 19	20		1	5.0							19	95.0
PFS-20 THRU 21	3										3	100.0
TOTAL OTHER PAY SYSTEMS	320		11	3.4					1	.3	308	96.3
UP THRU \$6,499	133		9	5.6					1	.6	123	92.5
\$ 6,500 THRU \$ 9,999	105		2	1.9							103	98.1
\$10,000 THRU \$13,999	45										45	100.0
\$14,000 THRU \$17,999	33										33	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-9a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI, OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,076	22.4	3,158	22.4	7	.1	1	.1	14	.1	10,896	77.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,598		980	14.9	7	.1	1	.2	12	.2	5,599	84.3
GS-1 THRU 4	2,527		632	25.0	2	.1			1		1,892	74.9
GS-5 THRU 8	1,621		249	15.1	1	.1	1	.1			1,400	84.8
GS-9 THRU 11	1,231		82	6.7	2	.2			2	.2	1,165	93.0
GS-12 THRU 13	868		13	1.5	1	.1			1	.1	853	98.3
GS-14 THRU 15	302		4	1.3	1	.3			8	2.6	289	95.7
GS-16 THRU 15	19										19	100.0
TOTAL WAGE SYSTEMS.....	607		250	38.7							409	61.3
UP THRU \$5,499	205		176	66.4							89	33.6
\$ 5,500 THRU \$ 6,999	176		61	34.7							115	65.3
\$ 7,000 THRU \$ 7,999	158		17	10.8							141	89.2
\$ 8,000 THRU \$ 9,999	41		3	7.3							38	92.7
\$ 9,000 THRU \$ 9,999	12		1	8.3							11	91.7
\$10,000 THRU \$13,999	15										15	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	6,449		1,907	29.6							4,542	70.4
PFS-1 THRU 4*	5,224		1,740	33.3							3,486	66.7
PFS-5 THRU 8	937		153	16.3							784	83.7
PFS-9 THRU 11	152		9	5.9							143	94.1
PFS-12 THRU 15	114		5	4.4							109	95.6
PFS-16 THRU 18	17										17	100.0
PFS-19 THRU 20	3										3	100.0
TOTAL OTHER PAY SYSTEMS	302		13	3.6					2	.6	347	95.9
UP THRU \$6,499	34		12	22.2					1	1.9	41	75.9
\$ 6,500 THRU \$ 9,999	164		1	1.7					1	1.6	163	99.4
\$10,000 THRU \$13,999	60										59	98.3
\$14,000 THRU \$17,999	30										30	100.0
\$18,000 AND OVER	36										54	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-10

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,870		6,707 32.1	36 .2	9		38 .2	14,080 67.5	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,107		1,990 21.4	8 .1	2		31 .3	7,116 78.1	
GS-1 THRU 4	2,248		1,049 46.7				2 .1	1,197 53.2	
GS-5 THRU 3	2,177		620 28.5		2	.1	2 .1	1,553 71.3	
GS-9 THRU 11	1,913		180 9.4				4 .2	1,729 90.4	
GS-12 THRU 13	1,945		92 4.7	7 .4			11 .6	1,835 94.3	
GS-14 THRU 15	785		6 1.0	1 .1			12 1.5	764 97.3	
GS-16 THRU 18	39		1 2.6					38 97.4	
TOTAL WAGE SYSTEMS.....	2,190		498 23.2	11 .5			1	1,640 76.3	
UP THRU \$3,499	351		274 78.1	3 .9				74 21.1	
\$ 5,500 THRU \$ 6,999	238		87 36.6	2 .8				149 62.6	
\$ 7,000 THRU \$ 7,999	235		61 25.8	1 .4				174 73.7	
\$ 8,000 THRU \$ 8,999	716		54 7.5	3 .4				659 92.0	
\$ 9,000 THRU \$ 9,999	550		22 4.0	2 .4			1	525 95.5	
\$10,000 THRU \$13,999	4							55 100.0	
\$14,000 THRU \$17,999								4 100.0	
\$18,000 AND OVER									
TOTAL POSTAL FIELD SERVICE.....	9,459		4,233 44.8	17 .2	7	.1	6 .1	5,196 54.9	
PFS-1 THRU 5*	8,462		3,917 46.3	16 .2	6	.1	6 .1	4,517 53.4	
PFS-6 THRU 9	630		295 35.5	1 .1	1	.1		533 84.2	
PFS-10 THRU 12	146		18 12.3					128 87.7	
PFS-13 THRU 16	20		3 15.0					17 85.0	
PFS-17 THRU 19	1							1 100.0	
PFS-20 THRU 21									
TOTAL OTHER PAY SYSTEMS	154		26 16.9					128 83.1	
UP THRU \$6,499	57		17 23.3					42 71.2	
\$ 6,500 THRU \$ 9,999	36		8 22.2					28 77.8	
\$10,000 THRU \$13,999	18		1 5.6					17 94.4	
\$14,000 THRU \$17,999	12							12 100.0	
\$18,000 THRU \$25,999	4							4 100.0	
\$26,000 AND OVER	25							25 100.0	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	21,244	6,847 31.8	20	.1	11	.1	36	.2	14,630	67.9		
TOTAL GENERAL SCHEDULE FOR SIMILAR.....	9,759	1,994 20.8	6	.1	8	.1	26	.3	7,555	78.8		
GS-1 THRU 4	2,717	1,218 44.8	1		4	.1	1		1,493	55.0		
GS-5 THRU 8	2,173	531 24.4			1		3	.1	1,638	75.4		
GS-9 THRU 11	2,104	162 7.9			3	.1			1,679	91.7		
GS-12 THRU 13	1,489	77 4.1					13	.7	1,479	95.0		
GS-14 THRU 15	732	5 0.7					6	.8	721	98.5		
GS-16 THRU 18	40	1 2.5							39	97.5		
TOTAL WAGE SYSTEMS.....	2,313	384 25.2	3	.1	2	.1			1,726	74.6		
UP THRU \$5,499	533	415 77.9	1	.2					117	22.0		
\$ 5,500 THRU \$ 6,999	410	107 26.1	1	.2	1	.2			301	73.4		
\$ 7,000 THRU \$ 7,999	759	50 6.6					1	.1	707	93.1		
\$ 8,000 THRU \$ 8,999	383	11 2.9							372	97.1		
\$ 9,000 THRU \$ 9,999	118	1 .8							117	99.2		
\$10,000 THRU \$13,999	103								103	100.0		
\$14,000 THRU \$17,999	9								9	100.0		
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	9,454	4,230 44.7	11	.1	1	.1	10	.1	5,202	55.0		
PFS-1 THRU 4*	8,600	4,027 46.8	10	.1			10	.1	4,553	52.9		
PFS-5 THRU 8	673	180 26.7	1	.1	1	.1			491	73.0		
PFS-9 THRU 11	146	22 15.1							124	84.9		
PFS-12 THRU 15	32	1 3.1							31	96.9		
PFS-16 THRU 18	3								3	100.0		
PFS-19 THRU 20												
TOTAL UTHFM PAY SYSTEMS	176	39 22.2							137	77.8		
UP THRU \$6,499	98	35 35.7							53	64.3		
\$ 6,500 THRU \$ 9,999	27	3 11.1							24	88.9		
\$10,000 THRU \$13,999	21								21	100.0		
\$14,000 THRU \$17,999	2								2	100.0		
\$18,000 AND OVER	28	1 3.6							27	96.4		
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-11

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,325	1,856	21.7	1	.2	6	.1	5	.1	4,145	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,955	286	9.6	6	.2	1	.1	4	.1	2,668	90.0
GS- 1 THRU 4	1,046	212	20.3	1	.1			4	.4	829	79.3
GS- 5 THRU 8	988	54	5.5	2	.2					932	94.3
GS- 9 THRU 11	546	15	2.7			1	.2			532	97.1
GS-12 THRU 13	308	4	1.3							304	98.7
GS-14 THRU 15	73	1	1.4	3	4.1					69	94.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,346	648	48.1	3	.2	4	.3			691	51.3
UP THRU \$9,499	475	408	85.9							67	14.1
\$ 9,500 THRU \$ 6,999	425	187	44.0	1	.2	2	.5			235	55.3
\$ 7,000 THRU \$ 7,999	292	48	16.4	1	.3	2	.7			241	82.5
\$ 8,000 THRU \$ 8,999	102	5	4.9							97	95.1
\$ 9,000 THRU \$ 9,999	35			1	2.9					34	97.1
\$10,000 THRU \$11,999	17									17	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,000	223	22.3	2	.2	1	.1	1	.1	773	77.3
PFS- 1 THRU 5*	623	207	25.2	1	.1	1	.1	1	.1	613	74.5
PFS- 6 THRU 9	150	16	10.7	1	.7					133	88.7
PFS-10 THRU 12	21									21	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14	1	7.1							13	72.9
UP THRU \$6,499	5	1	20.0							4	80.0
\$ 6,500 THRU \$ 9,999	2									2	100.0
\$10,000 THRU \$13,999	2									2	100.0
\$14,000 THRU \$17,999	2									2	100.0
\$18,000 THRU \$25,999	2									2	100.0
\$26,000 AND OVER	1									1	100.0

* INCLUDES ATM CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-11a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	5,178	1,191	23.0	5	.1	5	.1	6	.1	3,771	76.7
TOTAL GENERAL SCHFOULE OR SIMILAR*****	2,903	261	9.0	2	.1	1		5	.2	2,634	90.7
GS-1 THRU 4	1,291	221	17.1					5	.4	1,065	82.5
GS-5 THRU 8	816	50	3.7							784	96.1
GS-9 THRU 11	481	9	1.9			1	.2			471	97.9
GS-12 THRU 13	245	1	.4							244	99.6
GS-14 THRU 15	66									66	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAG SYSTEMS*****	1,306	716	52.4	1	.1	2	.1			647	47.4
UP THRU \$5,499	861	641	74.6							219	25.4
\$ 5,500 THRU \$ 6,999	414	74	17.9			2	.5			338	81.6
\$ 7,000 THRU \$ 7,499	71	1	1.4							70	98.6
\$ 8,000 THRU \$ 8,999	13									13	100.0
\$ 9,000 THRU \$ 9,499	6									6	100.0
\$10,000 THRU \$13,499	1									1	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FILE SERVICE*****	869	210	23.6	2	.2	2	.2	1	.1	674	75.8
PFS-1 THRU 4*	734	200	26.2	2	.3	2	.3	1	.1	549	72.8
PFS-5 THRU 8	113	10	8.8							103	91.2
PFS-9 THRU 11	15									15	100.0
PFS-12 THRU 15	7									7	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	20	4	20.0							16	80.0
UP THRU \$6,499	14	4	28.6							10	71.4
\$ 6,500 THRU \$ 9,999	5									5	100.0
\$10,000 THRU \$13,999	1									1	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-12

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SORNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,917	2,069 16.0	324	2.5	78	.6	8	.1	10,438	80.8		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,933		135	2.3	55	.9	8	.1	5,328	89.8		
GS- 1 THRU 4	1,248		225	18.0	36	2.9	20	1.6	965	77.3		
GS- 5 THRU 8	1,045		121	7.4	37	2.2	13	.8	1,472	89.5		
GS- 9 THRU 11	1,433		41	2.9	30	2.1	10	.7	1,351	94.3		
GS-12 THRU 13	1,148		17	1.5	27	2.4	8	.7	1,093	95.2		
GS-14 THRU 15	443		3	.7	5	1.1	3	.7	432	97.5		
GS-16 THRU 1A	16						1	6.3	15	93.8		
TOTAL WAGE SYSTEMS.....	599		226	37.7	20	3.3	5	.8	348	58.1		
UP THRU \$3,499	219		157	71.7	10	4.6	2	.9	50	22.8		
\$ 5,500 THRU \$ 6,999	87		40	46.0	1	1.1			46	52.9		
\$ 7,000 THRU \$ 7,999	160		26	16.3	5	3.1	2	1.3	127	79.4		
\$ 8,000 THRU \$ 8,999	83		1	1.2	4	4.8	1	1.2	77	92.8		
\$ 9,000 THRU \$ 9,999	26		2	7.7					24	92.3		
\$10,000 THRU \$13,999	24								24	100.0		
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	6,268		1,424	22.7	169	2.7	18	.3	4,657	74.3		
PFS- 1 THRU 5*	5,062		1,358	26.8	146	2.9	15	.3	3,543	70.0		
PFS- 6 THRU 9	847		62	7.3	16	1.9	2	.2	767	90.6		
PFS-10 THRU 12	186		3	1.6	4	2.2			179	96.2		
PFS-13 THRU 16	146		1	.7	3	2.1	1	.7	141	96.6		
PFS-17 THRU 19	25								25	100.0		
PFS-20 THRU 21	2								2	100.0		
TOTAL OTHER PAY SYSTEMS	117		12	10.3					105	89.7		
UP THRU \$6,999	45		12	26.7					33	73.3		
\$ 6,500 THRU \$ 9,999	36								36	100.0		
\$10,000 THRU \$13,999	16								16	100.0		
\$14,000 THRU \$17,999	17								17	100.0		
\$18,000 THRU \$25,999	3								3	100.0		
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

TABLE 4-12a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	11,608	13.5	1,630	218	59	7	9,774	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,373		328	95	42	7	4,901	91.2
GS-1 THRU 4	1,341		203	26	14	3	1,095	81.7
GS-5 THRU 8	1,440		80	32	10	2	1,356	91.6
GS-9 THRU 11	1,307		35	20	9	1	1,242	95.1
GS-12 THRU 13	8		8	14	4	1	860	97.1
GS-14 THRU 15	339		2	3	3	1	331	97.6
GS-16 THRU 18	19		2	3	2		17	89.5
TOTAL WAGE SYSTEMS.....	489		219	2	6		262	53.6
UP THRU \$5,499	274		187	2	2		83	30.3
\$ 5,500 THRU \$ 6,999	123		28	2	1		94	76.4
\$ 7,000 THRU \$ 7,999	51		4	7	2		45	88.2
\$ 8,000 THRU \$ 8,999	38				1		37	97.4
\$ 9,000 THRU \$ 9,999	3						3	100.0
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE.....	5,709		1,070	119	11		4,509	79.0
PFS-1 THRU 4*	4,664		1,030	108	10		3,516	75.4
PFS-5 THRU 8	728		35	7			686	94.2
PFS-9 THRU 11	168		5	2			161	95.8
PFS-12 THRU 15	125		3	2			122	97.4
PFS-16 THRU 18	22			2	1		22	100.0
PFS-19 THRU 20	2						2	100.0
TOTAL OTHER PAY SYSTEMS	117		13	2			102	87.2
UP THRU \$6,499	69		13	2			54	78.3
\$ 6,500 THRU \$ 9,999	17						17	100.0
\$10,000 THRU \$13,999	11						11	100.0
\$14,000 THRU \$17,999	9						9	100.0
\$18,000 AND OVER	11						11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

**

TABLE 4-1*

1969 MINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,637	8.8	2,074	8.8	1,661	7.0	91	.4	200	.8	19,611	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,639		993	6.3	505	3.2	69	.4	127	.8	13,945	89.2
GS-1 THRU 4	3,387		464	13.7	217	6.4	32	.9	27	.8	2,647	78.2
GS-5 THRU 8	4,977		363	7.9	176	3.8	21	.5	35	.8	3,982	87.0
GS-9 THRU 11	3,585		127	3.5	74	2.1	10	.3	35	1.0	3,339	93.1
GS-12 THRU 13	3,195		35	1.1	34	1.1	4	.1	24	.8	3,098	97.0
GS-14 THRU 15	848		4	.5	4	.5	2	.2	6	.7	832	98.1
GS-16 THRU 18	47										47	100.0
TOTAL WAGE SYSTEMS.....	3,100		536	17.3	651	21.0	13	.4	19	.6	1,881	60.7
UP THRU \$5,499	76		19	25.0	16	21.1	1	1.3			40	52.6
\$ 5,500 THRU \$ 6,999	979		288	29.4	278	28.4	4	.4	7	.7	402	41.1
\$ 7,000 THRU \$ 7,999	750		146	19.5	204	27.2	3	.4	6	.8	391	52.1
\$ 8,000 THRU \$ 8,999	843		63	7.5	117	13.9	5	.6	4	.5	654	77.6
\$ 9,000 THRU \$ 9,999	222		15	6.8	27	9.9			1	.5	184	82.9
\$10,000 THRU \$13,999	226		5	2.2	14	6.1			1	.4	208	91.2
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,778		541	11.3	502	10.5	9	.2	52	1.1	3,674	76.9
PFS-1 THRU 5*	3,674		481	12.4	452	11.7	8	.2	46	1.2	2,887	74.5
PFS-6 THRU 9	625		55	8.8	44	7.0	1	.2	4	.6	521	83.4
PFS-10 THRU 12	137		3	2.2	2	1.5			1	.7	131	95.6
PFS-13 THRU 16	115		2	1.7	3	2.5			1	.9	109	94.8
PFS-17 THRU 19	25				1	4.0					24	96.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	120		4	3.3	3	2.5			2	1.7	111	92.5
UP THRU \$9,499	32		2	6.3	1	3.1			1	2.5	29	90.6
\$ 6,500 THRU \$ 9,999	36		1	2.6	2	8.7					36	94.7
\$10,000 THRU \$13,999	23								1	6.3	21	91.3
\$14,000 THRU \$17,999	16										15	93.8
\$18,000 THRU \$25,999	4		1	25.0							3	75.0
\$26,000 AND OVER	7										7	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 HINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAMED		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,868	9.2	2,278	6.8	48	.2	184	.7	20,660	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,943		991	6.2	435	2.7	24	.2	14,365	90.1
GS-1 THRU 4	4,072		544	13.4	194	4.8	9	.2	3,294	80.9
GS-5 THRU 8	4,466		307	6.9	157	3.5	10	.2	3,957	88.6
GS-9 THRU 11	3,556		111	3.1	63	1.8	3	.1	3,349	94.2
GS-12 THRU 13	3,069		28	.9	21	.7	1	.0	2,988	97.4
GS-14 THRU 15	731		1	.1	1	.1	1	.1	728	99.6
GS-16 THRU 18	49								49	100.0
TOTAL WAGE SYSTEMS.....	42,195		731	17.4	962	22.9	16	.4	2,469	58.9
UP THRU \$5,499	1,389		431	31.0	582	41.9	3	.2	367	26.4
\$ 5,500 THRU \$ 6,999	1,662		266	16.0	316	19.0	10	.6	1,059	63.7
\$ 7,000 THRU \$ 7,999	849		32	3.8	52	6.1	3	.4	762	89.8
\$ 8,000 THRU \$ 8,999	228		1	.4	11	4.8			216	94.7
\$ 9,000 THRU \$ 9,999	49		1	2.0	1	2.0			47	95.9
\$10,000 THRU \$17,999	18								18	100.0
\$18,000 THRU \$17,999										
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	4,580		550	12.0	290	6.3	8	.2	3,694	80.7
PFS-1 THRU 4*	3,848		528	13.7	273	7.1	8	.2	3,004	78.1
PFS-5 THRU 8	516		20	3.9	12	2.3			481	93.2
PFS-9 THRU 11	119		1	.8	1	.8	3	.6	117	98.3
PFS-12 THRU 15	178		1	1.3	3	3.8			174	97.8
PFS-16 THRU 18	18				1	5.6			17	94.4
PFS-19 THRU 20	1								1	100.0
TOTAL OTHER PAY SYSTEMS	150		6	4.0	11	7.3	1	.7	132	88.0
UP THRU \$62,499	77		5	6.5	8	10.4			64	83.1
\$ 62,500 THRU \$ 99,999	26		1	3.8	1	3.8	1	3.8	24	92.3
\$100,000 THRU \$139,999	19				2	10.5			16	84.2
\$140,000 THRU \$179,999	10								10	100.0
\$180,000 AND OVER	18								18	100.0
**										

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-14

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,543	100.0	10,026	33.9	104	.4	40	.1	64	.2	19,309	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,366	35.3	3,532	26.4	31	.2	20	.1	42	.3	9,743	72.9
GS-1 THRU 4	3,467	1.6	1,626	46.9	6	.2	5	.1	2	.1	1,628	52.7
GS-5 THRU 8	3,263	1.2	1,213	37.2	5	.2	5	.2	11	.3	2,029	62.2
GS-9 THRU 11	3,550	1.3	1,536	43.3	11	.3	5	.1	14	.4	2,964	84.1
GS-12 THRU 13	2,556	1.0	1,139	44.6	8	.3	5	.2	7	.3	2,396	93.7
GS-14 THRU 15	523	0.2	18	3.4	1	.2	1	.2	7	1.3	497	95.0
GS-16 THRU 18	9	0.0	1	11.1	1	11.1	1	11.1	1	11.1	1	11.1
TOTAL WAGE SYSTEMS.....	1,914	6.5	691	36.1	10	.5	1	.1	3	.2	1,209	63.2
UP THRU \$5,499	2	0.0	1	50.0	2	100.0	2	100.0	2	100.0	2	100.0
\$ 5,500 THRU \$ 6,999	270	14.1	157	58.1	1	0.4	1	0.4	1	0.4	123	45.5
\$ 7,000 THRU \$ 7,999	390	20.4	266	68.2	1	0.3	1	0.3	1	0.3	206	52.8
\$ 8,000 THRU \$ 8,999	326	17.2	116	35.6	3	0.9	3	0.9	3	0.9	453	139.0
\$ 9,000 THRU \$ 9,999	560	28.8	104	18.6	2	0.4	2	0.4	2	0.4	299	53.4
\$10,000 THRU \$13,999	350	18.0	47	13.4	2	0.6	1	0.3	1	0.3	15	4.3
\$14,000 THRU \$17,999	16	0.8	1	6.3	1	6.3	1	6.3	1	6.3	1	6.3
\$18,000 AND OVER	16	0.8	1	6.3	1	6.3	1	6.3	1	6.3	1	6.3
TOTAL POSTAL FIELD SERVICE.....	14,029	47.5	5,763	41.1	63	.4	16	.1	18	.1	8,167	58.2
PFS-1 THRU 5*	11,984	85.4	4,999	41.5	50	.4	16	.1	17	.1	6,932	57.8
PFS-6 THRU 9	1,732	12.3	799	46.1	13	.8	1	.1	1	.1	958	55.3
PFS-10 THRU 12	260	1.8	28	10.8	1	0.4	1	0.4	1	0.4	231	88.8
PFS-13 THRU 16	50	0.4	6	12.0	1	2.0	1	2.0	1	2.0	44	88.0
PFS-17 THRU 19	3	0.0	1	33.3	1	33.3	1	33.3	1	33.3	2	66.7
PFS-20 THRU 21	3	0.0	1	33.3	1	33.3	1	33.3	1	33.3	2	66.7
TOTAL OTHER PAY SYSTEMS	232	0.8	40	17.2	1	0.4	1	0.4	1	0.4	190	81.9
UP THRU \$5,499	125	53.4	32	25.6	1	0.8	1	0.8	1	0.8	92	73.6
\$ 6,500 THRU \$ 9,999	69	29.3	7	10.1	1	1.4	1	1.4	1	1.4	62	89.9
\$10,000 THRU \$13,999	16	6.8	1	6.3	1	6.3	1	6.3	1	6.3	16	100.0
\$14,000 THRU \$17,999	15	6.4	1	6.7	1	6.7	1	6.7	1	6.7	14	93.3
\$18,000 THRU \$25,999	5	2.1	1	20.0	1	20.0	1	20.0	1	20.0	4	80.0
\$26,000 AND OVER	2	0.9	2	100.0	2	100.0	2	100.0	2	100.0	2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	32,100	30.9	9,932	30.9	96	.3	25	.1	58	.2	22,049	68.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,708	26.7	3,659	26.7	38	.3	11	.1	32	.2	9,968	72.7
GS-1 THRU 4	4,184	47.0	1,966	47.0	10	.2	2	.1	5	.1	2,201	52.6
GS-5 THRU 8	3,049	34.5	1,052	34.5	9	.3	1	.1	4	.1	1,983	63.0
GS-9 THRU 11	3,687	13.7	504	13.7	14	.4	4	.1	8	.2	3,157	85.6
GS-12 THRU 13	2,342	5.6	131	5.6	5	.2	3	.1	11	.5	2,192	93.0
GS-14 THRU 15	433	1.2	5	1.2	1	.2	1	.2	4	.9	423	97.7
GS-16 THRU 18	13	7.7	1	7.7							12	92.3
TOTAL WAGE SYSTEMS.....	2,008	41.7	837	41.7	6	.3	1	.1	5	.2	1,159	57.7
UP THRU \$5,499	306	76.1	233	76.1							73	23.9
\$ 5,500 THRU \$ 6,999	535	58.5	313	58.5	1	.2			3	.6	218	40.7
\$ 7,000 THRU \$ 7,999	454	33.3	151	33.3	2	.6					301	66.3
\$ 8,000 THRU \$ 8,999	430	25.2	110	25.2	2	.5			1	.2	323	74.1
\$ 9,000 THRU \$ 9,999	144	17.9	26	17.9			1	.7			118	81.4
\$10,000 THRU \$13,999	126	4	4	3.2	1	.8			1	.8	120	93.2
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER	2										2	100.0
TOTAL POSTAL FIELD SERVICE.....	16,189	33.3	5,394	33.3	52	.3	13	.1	20	.1	10,710	66.2
PFS-1 THRU 4*	14,516	32.8	4,748	32.8	45	.3	12	.1	18	.1	9,673	66.6
PFS-5 THRU 8	1,374	42.9	590	42.9	7	.5	1	.1	2	.1	774	56.3
PFS-9 THRU 11	249	12.0	30	12.0							219	88.0
PFS-12 THRU 15	47	8.5	4	8.5							43	91.5
PFS-16 THRU 18	3	66.7	2	66.7							1	33.3
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	254	16.5	42	16.5					1	.4	212	83.1
UP THRU \$6,499	178	20.2	36	20.2							142	79.8
\$ 6,500 THRU \$ 9,999	39	7.7	3	7.7							36	92.3
\$10,000 THRU \$13,999	25	4.0	1	4.0							24	96.0
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER**	7	28.6	2	28.6					1	14.3	4	57.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-15

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,621	6.7	589	2.8	246	2.8	35	0.4	20	0.2	7,931	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,589		171	3.1	115	2.1	23	0.4	4	0.1	5,276	94.4
GS- 1 THRU 4	944		72	7.6	34	3.6	4	0.4			834	88.3
GS- 5 THRU 8	1,456		45	3.1	31	2.1	4	0.3	3	0.2	1,373	94.3
GS- 9 THRU 11	1,400		34	2.4	25	1.8	6	0.4	1	0.1	1,343	95.3
GS-12 THRU 13	1,402		15	1.1	21	1.5	7	0.5			1,359	96.9
GS-14 THRU 15	365		5	1.4	4	1.1	2	0.5			354	97.0
GS-15 THRU 16	13										13	100.0
TOTAL WAGE SYSTEMS.....	783		146	18.6	33	4.2	3	0.4			601	76.8
UP THRU \$5,499	162		75	46.3	12	7.4					75	46.3
\$ 5,500 THRU \$ 6,999	164		54	32.9	12	7.3	1	0.6			97	59.1
\$ 7,000 THRU \$ 7,999	276		14	5.1	8	2.9	2	0.7			252	91.3
\$ 8,000 THRU \$ 8,999	128		2	1.6	1	0.8					125	97.7
\$ 9,000 THRU \$ 9,999	30										30	100.0
\$10,000 THRU \$13,999	22		1	100.0							22	100.0
\$14,000 THRU \$17,999	1											
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,386		267	11.2	98	4.1	9	0.4	16	0.7	1,996	83.7
PFS- 1 THRU 5*	3,822		241	13.2	81	4.4	3	0.3	14	0.6	1,401	81.3
PFS- 6 THRU 9	439		26	6.4	13	3.2	3	0.7	1	0.2	366	89.5
PFS-10 THRU 12	76				4	5.3	1	1.3			70	92.1
PFS-13 THRU 16	73										73	100.0
PFS-17 THRU 19	6										6	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	63		5	7.9							58	92.1
U* THRU \$6,499	19		1	5.3							18	94.7
\$ 6,500 THRU \$ 9,999	23		3	13.0							20	87.0
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999	6		1	12.5							7	87.5
\$18,000 THRU \$25,999	5										5	100.0
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT 45 OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,509	5.9	499	5.9	167	2.0	22	.3	3	.1	7,818	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,527	2.6	143	2.6	78	1.4	12	.2	3	.1	5,291	95.7
GS-1 THRU *	1,132	0.4	74	0.4	31	2.7	3	.3	1	.1	1,043	90.5
GS-5 THRU A	1,521	2.5	38	2.5	17	1.1	4	.3	1	.1	1,461	96.1
GS-9 THRU 11	1,346	1.9	25	1.9	22	1.6	3	.2	1	.1	1,295	96.2
GS-12 THRU 13	1,228	.3	4	.3	5	.4	2	.2			1,224	99.1
GS-14 THRU 15	249	.8	2	.8	3	1.2					244	98.0
GS-16 THRU 18	14										14	100.0
TOTAL WAGE SYSTEMS.....	905	10.6	150	10.6	27	3.0	2	.2			726	80.2
UP THRU \$5,499	303	36.3	110	36.3	14	4.6	1	.3			178	58.7
\$ 5,500 THRU \$ 6,999	282	13.8	39	13.8	10	3.5					233	82.6
\$ 7,000 THRU \$ 7,999	228	.4	1	.4	3	1.2	1	.4			253	98.1
\$ 8,000 THRU \$ 8,999	11										45	100.0
\$ 9,000 THRU \$ 9,999	3										11	100.0
\$10,000 THRU \$13,999	3										3	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,968	9.9	194	9.9	58	3.0	8	.4			1,706	86.8
PFS-1 THRU 4*	596	11.3	170	11.3	53	3.3	4	.3			1,359	85.2
PFS-5 THRU 8	297	4.7	14	4.7	5	1.7	4	1.3			274	92.3
PFS-9 THRU 11	52										52	100.0
PFS-12 THRU 15	19										19	100.0
PFS-16 THRU 18	2										2	100.0
PFS-19 THRU 20												
TOTAL UTMFP PAY SYSTEMS	111	10.8	12	10.8	4	3.6					95	85.6
UP THRU \$6,499	97	10.3	11	10.3	4	7.0					42	73.7
\$ 6,500 THRU \$ 9,999	11										21	100.0
\$ 10,000 THRU \$ 13,999	1										10	90.9
\$ 14,000 THRU \$ 17,999	1										10	100.0
\$ 18,000 AND OVER	1										12	100.0

TABLE 4-16

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT-NORTH CAROLINA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,168	17.4	551	.1	4	.1	1	1	1	1	2,611	82.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,125		46	4.1	2	.2	1	.1	1	.1	1,075	95.6
GS- 1 THRU 4	291		26	8.9	1	.3	1	.3	1	.3	263	90.4
GS- 5 THRU 8	286		6	2.1	1	.3					276	93.5
GS- 9 THRU 11	309		10	3.2							299	96.8
GS-12 THRU 13	182		2	1.0							180	99.0
GS-14 THRU 15	46										46	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	51		17	33.3							34	66.7
UP THRU \$5,499	20		12	60.0							8	40.0
\$ 5,500 THRU \$ 6,999	15		1	6.7							14	93.3
\$ 7,000 THRU \$ 7,999	15		4	26.7							11	73.3
\$ 8,000 THRU \$ 9,999	1										1	100.0
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$11,999												
\$12,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,974		488	24.7	2	.1					1,484	75.2
PFS- 1 THRU 3*	1,606		451	28.1	2	.1					1,153	71.8
PFS- 6 THRU 9	325		36	11.1							289	88.9
PFS-10 THRU 12	33		1	3.0							32	97.0
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	18										18	100.0
UP THRU \$6,499	12										12	100.0
\$ 6,500 THRU \$ 9,999	3										3	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
TOTAL ALL PAY SYSTEMS**	2,221	452 20.2		2 .1		1,787 79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,117	44 4.0				1,063 96.0
GS-1 THRU 4	323	27 8.0				297 92.0
GS-5 THRU 8	261	12 4.6				249 95.4
GS-9 THRU 11	707	6 2.0				301 98.0
GS-12 THRU 13	170					170 100.0
GS-14 THRU 15	44					44 100.0
GS-16 THRU 18	2					2 100.0
TOTAL WAGE SYSTEMS.....	23	14 56.0				11 44.0
UP THRU \$5,999	18	11 61.1				7 38.9
\$ 5,500 THRU \$ 6,999	6	3 50.0				3 50.0
\$ 7,000 THRU \$ 7,999	1					1 100.0
\$ 8,000 THRU \$ 8,999						
\$ 9,000 THRU \$ 9,999						
\$10,000 THRU \$13,999						
\$14,000 THRU \$17,999						
\$18,000 AND OVER						
TOTAL POSTAL FIELD SERVICE.....	1,086	394 36.3		2 .2		690 63.5
PFS-1 THRU 4*	868	376 43.3		2 .2		490 56.5
PFS-5 THRU 8	195	18 9.2				177 90.8
PFS-9 THRU 11	16					16 100.0
PFS-12 THRU 15	7					7 100.0
PFS-16 THRU 18						
PFS-19 THRU 20						
TOTAL OTHER PAY SYSTEMS	23					23 100.0
UP THRU \$6,999	12					12 100.0
\$ 6,500 THRU \$ 9,999	2					2 100.0
\$10,000 THRU \$13,999	1					1 100.0
\$14,000 THRU \$17,999	1					1 100.0
\$18,000 AND OVER						

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-17

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	16,295	22.6	3,678	22.6	939	5.8	26	.2	31	.2	11,621	71.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,751		796	9.1	280	3.2	9	.1	24	.3	7,640	87.3
GS- 1 THRU 4	1,566		520	33.2	69	4.4	1	.1	3	.2	975	62.2
GS- 5 THRU 8	1,613		130	8.1	84	5.2	3	.2	2	.1	1,394	86.4
GS- 9 THRU 11	2,033		113	5.6	61	3.0	2	.1	4	.2	1,853	91.1
GS-12 THRU 13	2,415		35	1.4	43	1.8	2	.1	11	.5	2,324	96.2
GS-14 THRU 15	1,080				23	2.1	1	.1	4	.4	1,061	97.4
GS-16 THRU 18	33										33	100.0
TOTAL WAGE SYSTEMS.....	1,162		480	40.6	56	4.9	6	.5	1	.1	637	53.9
UP THRU \$3,499	101		83	82.2	2	2.0					16	15.8
\$ 5,500 THRU \$ 6,999	323		270	83.6	6	1.9					47	14.6
\$ 7,000 THRU \$ 7,999	182		94	51.6	12	6.6					75	41.2
\$ 8,000 THRU \$ 8,999	413		29	7.0	33	8.0			1	.2	346	83.8
\$ 9,000 THRU \$ 9,999	103		2	1.9	5	4.9					95	92.2
\$10,000 THRU \$13,999	60		2	3.3							5	8.3
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	6,206		2,374	38.2	596	9.6	11	.2	6	.1	3,221	51.9
PFS- 1 THRU 5*	5,127		2,069	40.4	518	10.1	9	.2	5	.1	2,526	49.3
PFS- 6 THRU 9	932		302	32.4	78	8.4			1	.1	549	58.9
PFS-10 THRU 12	131		3	2.3							128	97.7
PFS-13 THRU 16	16										16	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	1,4		26	16.9	5	3.2					123	79.9
UP THRU \$6,499	57		22	38.6	2	3.5					33	57.9
\$ 6,500 THRU \$ 9,999	34		3	7.7	2	5.1					34	87.2
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999	11		1	9.1	1	9.1					9	81.8
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER	36										36	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

TABLE 4-17a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	13,779	21.6	3,416	24.8	789	5.7	22	.16	27	.20	11,343	82.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,569		753	8.8	237	2.8	13	.15	20	.24	7,346	85.8
GS-1 THRU 4	1,726		505	29.3	73	4.2	2	.11	2	.11	1,216	69.9
GS-5 THRU 8	1,688		124	7.3	74	4.4	2	.12			1,488	87.5
GS-9 THRU 11	2,062		105	5.1	51	2.5	3	.15	6	.3	1,895	91.9
GS-12 THRU 13	2,164		19	.9	32	1.5	4	.2	10	.5	2,099	97.0
GS-14 THRU 15	894				7	.8	2	.2	2	.2	885	98.8
GS-16 THRU 18	33										33	100.0
TOTAL WAGE SYSTEMS.....	11,097		468	42.7	51	4.6	2	.2	1	.1	575	52.4
UP THRU \$3,499	341		303	88.9	5	1.5					33	9.7
\$ 3,500 THRU \$ 6,999	293		129	44.0	19	6.5	1	.3			144	49.1
\$ 7,000 THRU \$ 7,999	274		33	11.9	21	7.6	1	.4	1	.4	222	79.9
\$ 8,000 THRU \$ 8,999	125		3	2.4	6	4.8					116	92.8
\$ 9,000 THRU \$ 9,999	45										45	100.0
\$10,000 THRU \$13,999	15										15	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,985		2,700	45.1	496	8.3	7	.11	6	.1	3,316	55.4
PFS-1 THRU 4*	5,033		1,932	38.4	433	8.6	4	.1	6	.1	2,758	54.8
PFS-5 THRU 8	793		225	28.4	63	7.9	3	.4			502	63.3
PFS-9 THRU 11	132		3	2.3							129	97.7
PFS-12 THRU 15	26										26	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	148		37	25.0	5	3.4					106	71.6
UP THRU \$6,499	89		36	40.4	4	4.5					49	55.1
\$ 6,500 THRU \$ 9,999	8										8	100.0
\$10,000 THRU \$14,999	11		1	9.1							10	90.9
\$15,000 THRU \$17,999	8										7	87.5
\$18,000 AND OVER	37										32	86.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-18

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH-SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	17,630	2.7	440	2.7	22	.1	6		17	.1	17,105	97.0
TOTAL GENERAL SCHEDULE OP SIMILAR.....	15,371		284	1.8	21	.1	6		15	.1	15,045	97.9
GS- 1 THRU 4	1,695		120	6.3	3	.2			3	.2	1,769	93.4
GS- 5 THRU 9	2,698		62	2.3			1		3	.1	2,632	97.6
GS- 9 THRU 11	3,775		79	2.1	6	.2	1		2	.1	3,687	97.7
GS-12 THRU 13	5,010		22	.4	9	.2	2		7	.1	4,970	99.2
GS-14 THRU 15	1,922		1	.1	3	.2	2	.1			1,891	98.7
GS-16 THRU 18	71										71	100.0
TOTAL WAGE SYSTEMS.....	1,773		170	9.6	1	.1			2	.1	1,600	90.2
UP THRU \$5,499	83		93	63.9							30	36.1
\$ 5,500 THRU \$ 6,999	497		100	20.1					1	.2	396	79.7
\$ 7,000 THRU \$ 7,999	344		11	3.2	1	.3					332	96.5
\$ 8,000 THRU \$ 8,999	543		3	.6							540	99.4
\$ 9,000 THRU \$ 9,999	186		2	1.1					1	.5	183	98.4
\$10,000 THRU \$13,999	117		1	.9							116	99.1
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	429		25	5.8							404	94.2
PI5- 1 THRU 5*	340		22	6.5							318	93.5
PF5- 6 THRU 9	76		3	3.9							73	96.1
PF5-10 THRU 12	10										10	100.0
PF5-13 THRU 16	3										3	100.0
PF5-17 THRU 19												
PF5-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	57		1	1.8							56	98.2
UP THRU \$6,499	3										2	66.7
\$ 6,500 THRU \$ 9,999	9		1	33.3							8	100.0
\$10,000 THRU \$13,999	3										3	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 THRU \$23,999	1										1	100.0
\$26,000 AND OVER	27										27	100.0

* INCLUDES AFM CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
MUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		MEXICO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	18,063	3.3	594	.1	19	.1	4		10	.1	17,436	96.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,122	2.5	385	.1	18	.1	3		9	.1	14,707	97.3
GS-1 THRU 4	2,373	5.6	133		1						2,239	9.4
GS-5 THRU 8	2,904	6.9	201		6	.2					2,699	92.9
GS-9 THRU 11	3,526	1.0	35		3		1		3	.1	3,484	98.8
GS-12 THRU 13	4,254	.4	16		6	.1	2		6	.1	4,251	99.3
GS-14 THRU 15	1,750				2	.1					1,748	99.9
GS-16 THRU 18	22										22	100.0
TOTAL WAGE SYSTEMS.....	2,408	7.9	190		1				1		2,216	92.0
UP THRU \$5,499	272	46.3	126								146	53.7
\$ 5,500 THRU \$ 6,999	658	8.1	53								605	91.9
\$ 7,000 THRU \$ 7,999	880	.7	8								872	99.1
\$ 8,000 THRU \$ 8,999	402	.7	3						1	.2	398	99.0
\$ 9,000 THRU \$ 9,999	128				1	.8					127	99.2
\$10,000 THRU \$13,999	68										68	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	471	3.8	18								452	96.0
PFS-1 THRU 4*	382	4.2	16				1				365	95.5
PFS-5 THRU 8	75	2.7	2				1				73	97.3
PFS-9 THRU 11	11										11	100.0
PFS-12 THRU 15	3										3	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	62	1.6	1								61	98.4
UP THRU \$6,499	9	11.1	1								8	88.9
\$ 6,500 THRU \$ 9,999	5										5	100.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER	40										40	100.0
**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-10

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	17,062	4,396 25.3	19	.1	2		17	.1	12,628	74.0		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,806	2,106 21.5	10	.1	2		14	.1	7,672	77.2		
GS- 1 THRU 4	3,993	1,339 33.5	2	.1	2	.1	4	.1	2,646	66.3		
GS- 5 THRU 8	2,765	629 24.5	5	.2			2	.1	1,929	75.2		
GS- 9 THRU 11	1,971	114 6.0	1	.1			3	.2	1,849	92.8		
GS-12 THRU 13	1,067	19 1.3	1	.1			3	.3	1,044	97.8		
GS-14 THRU 15	203	3 1.5	1	.5			2	1.0	197	97.0		
GS-16 THRU 18	7								7	100.0		
TOTAL WAGE SYSTEMS.....	2,951	568 22.3	4	.2			3	.1	1,976	77.5		
UP THRU \$5,499	14	7 50.0							7	50.0		
\$ 5,500 THRU \$ 5,999	446	301 67.2							146	32.6		
\$ 7,000 THRU \$ 7,999	572	155 29.0	1	.2			1	.2	403	70.5		
\$ 8,000 THRU \$ 8,999	378	61 16.1	1	.3			2	.3	316	83.6		
\$ 9,000 THRU \$ 9,999	745	27 3.6	2	.3					716	96.1		
\$10,000 THRU \$13,999	384	6 1.6							378	98.4		
\$14,000 THRU \$17,999	10								10	100.0		
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	4,635	1,709 36.9	5	.1					2,921	63.0		
PFS- 1 THRU 5*	3,918	1,539 39.3	5	.1					2,374	60.6		
PFS- 5 THRU 7	621	162 26.1							459	73.9		
PFS-10 THRU 12	83	6 7.2							77	92.8		
PFS-13 THRU 16	12	2 16.7							10	83.3		
PFS-17 THRU 19	1								1	100.0		
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	70	11 15.7							59	84.3		
UP THRU \$5,499	42	11 26.2							31	73.8		
\$ 6,500 THRU \$ 9,999	7								7	100.0		
\$10,000 THRU \$13,999	11								11	100.0		
\$14,000 THRU \$17,999	3								3	100.0		
\$18,000 THRU \$25,999	3								3	100.0		
\$26,000 AND OVER	4								4	100.0		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-10a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAMED		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	17,309		4,060	23.5	15	.1	4	23	12,667	72.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,999		2,351	23.5	13	.1	4	18	7,613	76.1
GS-1 THRU 4	4,805		1,044	34.2	5	.1		8	3,145	65.5
GS-5 THRU 8	2,447		611	25.0	4	.2	1	3	1,828	74.7
GS-9 THRU 11	1,658		42	4.9	2	.1		3	1,457	94.8
GS-12 THRU 13	934		12	1.3	1	.1		3	920	98.3
GS-14 THRU 15	144		2	1.4	1	.7		1	142	97.3
GS-16 THRU 18	7								7	100.0
TOTAL WAGE SYSTEMS.....	2,758		640	23.2	2	.1		2	2,114	76.6
UP THRU \$3,499	343		252	73.5					91	26.5
\$ 3,500 THRU \$ 6,999	954		318	33.3	2	.2		2	634	66.3
\$ 7,000 THRU \$ 7,999	510		52	10.2					458	89.8
\$ 8,000 THRU \$ 8,999	707		17	2.4					690	97.6
\$ 9,000 THRU \$ 9,999	100		1	1.0					99	99.0
\$10,000 THRU \$13,999	140								140	100.0
\$14,000 THRU \$17,999	2								2	100.0
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	4,530		1,056	36.6				3	2,871	63.4
PFS-1 THRU 4*	4,036		1,567	38.8				3	2,466	61.1
PFS-5 THRU 8	406		82	20.2					324	79.8
PFS-9 THRU 11	70		5	7.1					65	92.9
PFS-12 THRU 15	17		2	11.8					15	88.2
PFS-16 THRU 18	1								1	100.0
PFS-19 THRU 20										
TOTAL UTHER PAY SYSTEMS	82		13	15.9					69	84.1
UP THRU \$6,499	59		13	22.0					46	78.0
\$ 6,500 THRU \$ 9,999	9								9	100.0
\$10,000 THRU \$13,999	9								9	100.0
\$14,000 THRU \$17,999	1								1	100.0
\$18,000 AND OVER	4								4	100.0
**										

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-20

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,977	367	13.0	1	.1	2	.1	2	.1	2,585	86.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,698	134	7.1	1	.1	1	.1	2	.1	1,760	92.7
GS- 1 THRU 4	505	95	18.4							410	81.2
GS- 5 THRU 8	595	21	3.5					1	.2	573	96.3
GS- 9 THRU 11	463	18	3.9							445	96.1
GS-12 THRU 13	274									274	100.0
GS-14 THRU 15	58			1	1.7					55	94.8
GS-16 THRU 1A	3									3	100.0
TOTAL WAGE SYSTEMS.....	269	111	41.3							158	58.7
UP THRU \$5,499	104	97	91.5							9	8.5
\$ 5,500 THRU \$ 6,999	29	11	37.9							18	62.1
\$ 7,000 THRU \$ 7,999	50	2	4.0							48	96.0
\$ 8,000 THRU \$ 8,999	43	1	2.3							42	97.7
\$ 9,000 THRU \$ 9,999	23									23	100.0
\$10,000 THRU \$13,999	18									14	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	128	17.0			1	.1			624	82.9
PFS- 1 THRU 5*	598	122	20.4			1	.2			475	79.4
PFS- 6 THRU 9	139	6	4.3							133	95.7
PFS-10 THRU 12	12									12	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57	14	24.6							43	75.4
UP THRU \$6,499	25	13	52.0							12	48.0
\$ 6,500 THRU \$ 9,999	16	1	6.3							15	93.8
\$10,000 THRU \$13,999	10									10	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 THRU \$25,999	5									5	100.0
\$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,833		373 13.2	1		2	.1	2,457	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,866		119 6.4	1	.1	2	.1	1,744	93.5
GS- 1 THRU 4	580		90 15.5					490	84.5
GS- 5 THRU 8	489		18 3.7					471	96.3
GS- 9 THRU 11	420		11 2.6					409	97.4
GS-12 THRU 13	282			1	.4	1	.4	280	99.3
GS-14 THRU 15	61					1	1.6	60	98.4
GS-16 THRU 18	4							4	100.0
TOTAL WAGE SYSTEMS.....	205		147 71.7					58	28.3
UP THRU \$5,499	156		139 89.1					17	10.9
\$ 5,500 THRU \$ 6,999	42		7 16.7					35	83.3
\$ 7,000 THRU \$ 7,999	6		1 16.7					5	83.3
\$ 8,000 THRU \$ 8,999	1							1	100.0
\$ 9,000 THRU \$ 9,999									
\$10,000 THRU \$13,999									
\$14,000 THRU \$17,999									
\$18,000 AND OVER									
TOTAL POSTAL FIELD SERVICE.....	703		95 13.5					608	86.5
PFS- 1 THRU 4*	574		92 16.0					482	84.0
PFS- 5 THRU 8	108		3 2.8					105	97.2
PFS- 9 THRU 11	14							14	100.0
PFS-12 THRU 15	7							7	100.0
PFS-16 THRU 18									
PFS-19 THRU 20									
TOTAL OTHER PAY SYSTEMS	59		12 20.3					47	79.7
UP THRU \$6,499	36		12 33.3					24	66.7
\$ 6,500 THRU \$ 9,999	10							10	100.0
\$10,000 THRU \$12,999	7							7	100.0
\$13,000 THRU \$17,999	5							5	100.0
\$18,000 AND OVER	1							1	100.0

* INCLUDES 47M CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-21

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	10,919	14.7	1,992	14.7	41	4.4	20	2.2	8	1.1	9,158	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,279	3.5	191	3.5	16	4.4	5	1.1	7	2.2	4,100	95.8
GS- 1 THRU 4	1,474	112	7.6		6	4			4	3	1,349	91.5
GS- 5 THRU 8	1,277	29	2.3		4	3			2	2	1,241	97.2
GS- 9 THRU 11	953	8	0.8		3	3			1	1	940	98.6
GS-12 THRU 13	498	2	0.4		3	3					493	99.0
GS-14 THRU 15	75										75	100.0
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	4,691	17.9	842	17.9	20	4.4	11	2.2	1	1	3,817	81.4
UP THRU \$5,499	296	216	73.0		6	4			1	1	80	27.0
\$ 5,500 THRU \$ 6,999	1,679	305	30.1		13	7					1,662	99.2
\$ 7,000 THRU \$ 7,999	1,761	112	6.4		1	1					1,630	92.6
\$ 8,000 THRU \$ 8,999	484	9	1.9								458	94.6
\$ 9,000 THRU \$ 9,999	153										153	100.0
\$10,000 THRU \$11,999	312										312	100.0
\$12,000 THRU \$14,999	17										17	100.0
\$15,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,428	599	32.3		5	3					1,220	86.7
PFS- 1 THRU 5*	1,510	541	35.8		4	3					961	63.6
PFS- 6 THRU 9	264	55	20.5		1	4					212	79.1
PFS-10 THRU 12	44	3	6.8								41	93.2
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	21										21	100.0
UP THRU \$6,499	13										13	100.0
\$ 6,500 THRU \$ 9,999	6										6	100.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	MEXICAN		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	9,976	1,592	15.9	21	.2	5	.1	2		8,366	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047	104	2.6	12	.3			2		3,929	97.1
GS-1 THRU 4	1,528	78	5.1	3	.2			1	.1	1,446	94.6
GS-5 THRU 8	1,120	18	1.6	3	.3					1,099	98.1
GS-9 THRU 11	936	7	.7	4	.4			1	.1	924	98.7
GS-12 THRU 13	392	1	.3	2	.5					389	99.2
GS-14 THRU 15	68									68	100.0
GS-16 THRU 16	3									3	100.0
TOTAL WAGE SYSTEMS.....	3,941	828	21.0	7	.2	5	.1			3,101	78.7
UP THRU \$5,499	827	470	57.2							352	42.8
\$5,500 THRU \$7,999	2,745	352	12.8	7	.3	5	.2			2,381	86.7
\$7,000 THRU \$7,999	300	6	2.0							294	98.0
\$8,000 THRU \$8,999	61									61	100.0
\$9,000 THRU \$9,999	7									7	100.0
\$10,000 THRU \$13,999	5									5	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,882	638	33.9	2	.1					1,242	66.0
PFS-1 THRU 4*	1,602	594	37.1	1	.1					1,007	62.9
PFS-5 THRU 8	231	41	17.7	1	.4					189	81.8
PFS-9 THRU 11	34	3	8.3							33	91.7
PFS-12 THRU 15	17									12	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 29											
TOTAL OTHER PAY SYSTEMS	104	12	11.3							94	88.7
UP THRU \$6,499	57	10	17.5							47	82.5
\$6,500 THRU \$9,999	38	1	2.6							37	97.4
\$10,000 THRU \$13,999	7									7	100.0
\$14,000 THRU \$17,999	4	1	25.0							3	75.0
\$18,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-22

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN ¹		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,626	14.7	4,985	1.0	227	1.0	25	.1	47	.2	17,442	79.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,704	11.7	1,607	.6	112	.6	14	.1	38	.3	11,929	87.0
GS- 1 THRU 4	4,146	22.4	928	.9	38	.9	5	.1	4	.1	3,171	76.5
GS- 5 THRU 8	4,142	11.6	483	.9	38	.9	5	.1	10	.2	3,616	87.1
GS- 9 THRU 11	2,841	5.5	195	.7	20	.7	6	.2	10	.4	2,650	93.3
GS-12 THRU 13	2,009	1.8	36	.6	12	.6	2	.1	12	.6	1,947	96.9
GS-14 THRU 15	531	.9	5	.8	4	.8			2	.4	520	97.9
GS-16 THRU 18	25										25	100.0
TOTAL WAGE SYSTEMS.....	14,436	33.2	477	.8	12	.8			2	.1	945	65.8
UP THRU \$5,499	6	33.3	2	16.7							3	50.0
\$ 5,500 THRU \$ 6,999	580	62.9	365	2	5	.9			2	.3	208	35.9
\$ 7,000 THRU \$ 7,999	261	29.5	77	2	2	.4					182	69.7
\$ 8,000 THRU \$ 8,999	424	5.6	28	3	3	.7					393	92.7
\$ 9,000 THRU \$ 9,999	64	7.5	5								59	92.2
\$10,000 THRU \$13,999	97				1	1.0					96	99.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	6,569	30.4	1,905	1.6	103	1.6	7	.1	6	.1	4,453	67.9
PFS- 1 THRU 5*	5,598	32.6	1,434	1.7	94	1.7	7	.1	5	.1	3,658	65.3
PFS- 6 THRU 9	790	19.6	195	9	9	1.1			1	.1	625	79.1
PFS-10 THRU 12	121	5.0	6								115	95.0
PFS-13 THRU 16	56										56	100.0
PFS-17 THRU 19	4										4	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	117	5.1	6						1	.9	110	94.0
UP THRU \$6,499	39	15.4	6								33	84.6
\$ 6,500 THRU \$ 9,999	38										38	100.0
\$10,000 THRU \$13,999	19										19	100.0
\$14,000 THRU \$17,999	13								1	7.7	12	92.3
\$18,000 THRU \$25,999	6										6	100.0
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,947	18.1	3,600	18.1	149	.7	19	.1	17	.1	16,156	81.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,624	11.6	1,462	11.6	77	.6	15	.1	13	.1	11,057	87.6
GS-1 THRU 4	6,772	22.3	954	22.3	38	.9	6	.1	2	.2	3,282	76.6
GS-5 THRU 8	3,570	10.1	362	10.1	19	.5	4	.1	6	.2	3,179	89.0
GS-9 THRU 11	2,543	4.8	121	4.8	12	.5	4	.2	4	.2	2,402	94.5
GS-12 THRU 13	1,739	1.3	22	1.3	6	.3	1	.1	1	.1	1,709	98.3
GS-14 THRU 15	469	.6	3	.6	2	.4					464	98.9
GS-16 THRU 18	21										21	100.0
TOTAL WAGE SYSTEMS.....	1,607	31.9	513	31.9	8	.5	2	.1	2	.1	1,082	67.3
UP THRU \$3,499	428	76.4	327	76.4	3	.7			2	.5	96	22.4
\$ 3,500 THRU \$ 6,999	518	31.3	162	31.3	5	1.0					351	67.8
\$ 7,000 THRU \$ 7,999	511	2.3	22	4.3							489	95.7
\$ 8,000 THRU \$ 8,999	87	2.3	2	2.3			2	2.3			83	95.4
\$ 9,000 THRU \$ 9,999	57										52	100.0
\$10,000 THRU \$13,999	11										11	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,357	29.0	1,611	29.0	57	1.0	2	.1	1	.1	3,886	69.9
PFS-1 THRU 6*	4,784	31.6	1,214	31.6	54	1.1	2	.1	1	.1	3,213	67.2
PFS-7 THRU 8	650	13.8	90	13.8	3	.5					557	85.7
PFS-9 THRU 11	94	6.4	6	6.4							88	93.6
PFS-12 THRU 15	27	3.8	1	3.8							23	96.2
PFS-16 THRU 18	3										3	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	159	12.6	20	12.6	7	4.4			1	.6	131	82.4
HP THRU \$6,499	79	21.5	17	21.5	7	8.9					55	69.6
\$ 6,500 THRU \$ 9,999	23	4.3	1	4.3							22	95.7
\$10,000 THRU \$13,999	21	10.0	2	10.0					1	7.1	23	100.0
\$14,000 THRU \$17,999	20										18	90.0
\$18,000 AND OVER	14										13	92.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-23

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,764	14.2	317	5.5	12	0.2	8	0.1	4	0.1	4,923	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662		295	8.1	8	0.2	7	0.2	4	0.1	3,348	91.4
GS-1 THRU 4	1,162		236	20.3	2	0.2	3	0.3	1	0.1	920	79.2
GS-5 THRU 6	1,036		40	3.9							996	96.1
GS-7 THRU 11	663		17	2.6	1	0.1	4	0.6	1	0.1	640	97.3
GS-12 THRU 13	457		2	0.4	3	0.6			2	0.4	460	98.5
GS-14 THRU 15	132				2	1.5					130	98.5
GS-16 THRU 18											2	100.0
TOTAL WAGE SYSTEMS.....	998		345	34.6	3	0.3	1	0.1			649	65.0
UP THRU \$5,499	325		268	82.5							57	17.5
\$ 5,500 THRU \$ 6,999	156		52	33.3	2	1.3	1	0.6			101	64.7
\$ 7,000 THRU \$ 7,999	158		19	12.0							139	88.0
\$ 8,000 THRU \$ 8,999	292		6	2.1							286	97.9
\$ 9,000 THRU \$ 9,999	18				1	5.6					17	94.4
\$10,000 THRU \$13,999	49										49	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,050		163	15.5	1	0.1					886	84.4
PFS-1 THRU 59	876		147	16.8	1	0.1					728	83.1
PFS-6 THRU 9	147		14	9.5							133	90.5
PFS-10 THRU 12	19		1	5.3							18	94.7
PFS-13 THRU 16	6		1	12.5							7	87.5
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	54		14	25.9							40	74.1
UP THRU \$6,499	37		13	35.1							24	64.9
\$ 6,500 THRU \$ 9,999	11		1	9.1							10	90.9
\$10,000 THRU \$13,999	3										3	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-23a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRM NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,987	813 16.3	7 .1	4 .1	2	4,156 83.4		
TOTAL GENERAL SCHEDULE ON SIMILAR.....	3,310	298 9.0	5 .2	4 .1	2 .1	3,001 90.7		
GS-1 THRU 4	1,246	267 21.4	1 .1	2 .2	1 .1	977 78.4		
GS-5 THRU 8	800	20 2.5	1 .1	1 .1	1 .1	778 97.3		
GS-9 THRU 11	763	8 1.0	1 .1	2 .3	1 .1	751 98.4		
GS-12 THRU 13	392	2 .5	2 .5			388 99.0		
GS-14 THRU 15	104	1 .9	1 .9			104 98.1		
GS-16 THRU 18	17					3 100.0		
TOTAL WAGE SYSTEMS.....	567	326 57.5	1 .2			240 42.3		
UP THRU \$5,499	429	319 74.4	1 .2			109 25.4		
\$ 5,500 THRU \$ 6,999	93	6 6.5				87 93.5		
\$ 7,000 THRU \$ 7,999	40	1 2.5				39 97.5		
\$ 8,000 THRU \$ 8,999	5					5 100.0		
\$ 9,000 THRU \$ 9,999								
\$ 10,000 THRU \$ 13,999								
\$ 14,000 THRU \$ 17,999								
\$ 18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE.....	1,035	173 16.7	1 .1			861 83.2		
PFS-1 THRU 4*	809	161 18.5	1 .1			707 81.4		
PFS-5 THRU 8	139	11 7.9				128 92.1		
PFS-9 THRU 11	16	1 6.3				15 93.8		
PFS-12 THRU 15	11					11 100.0		
PFS-16 THRU 18								
PFS-19 THRU 20								
TOTAL OTHER PAY SYSTEMS	70	16 22.9				54 77.1		
UP THRU \$0,499	51	16 31.4				35 68.6		
\$ 0,500 THRU \$ 9,999	11					11 100.0		
\$ 10,000 THRU \$ 13,999	4					4 100.0		
\$ 14,000 THRU \$ 17,999	7					3 100.0		
\$ 18,000 AND OVER	1					1 100.0		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-24

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	65,671		16,355	24.9	3,993	6.1	2*0	.4	1,625	2.5	43,958	66.2
TOTAL GENERAL SCHEDULE OR SIMILAR*****	25,049		3,878	15.5	965	3.9	103	.4	673	2.7	19,430	77.6
GS- 1 THRU 4	5,769		1,968	34.1	320	5.5	43	.7	121	2.1	3,317	57.5
GS- 5 THRU 8	7,228		1,339	18.5	342	4.7	28	.4	230	3.2	5,289	73.2
GS- 9 THRU 11	6,839		413	6.4	203	3.2	20	.3	196	3.0	5,607	87.1
GS-12 THRU 13	4,349		145	3.3	79	1.8	12	.3	101	2.3	4,012	92.3
GS-14 THRU 15	1,234		13	1.1	20	1.6			25	2.0	1,176	95.3
GS-16 THRU 18	30				1	3.3					29	96.7
TOTAL WAGE SYSTEMS*****	10,933		2,920	27.7	762	7.2	64	.6	343	3.3	6,444	61.2
UP THRU \$5,499	10											
\$ 5,500 THRU \$ 6,999	2,052		1,125	54.8	137	6.7	9	.4	72	3.5	709	34.6
\$ 7,000 THRU \$ 7,999	2,128		825	38.8	165	6.7	15	.7	85	4.0	1,018	47.8
\$ 8,000 THRU \$ 8,999	3,822		723	19.4	275	7.0	30	.8	133	3.4	2,761	70.4
\$ 9,000 THRU \$ 9,999	1,071		156	14.6	94	8.8	6	.6	26	2.4	789	73.7
\$10,000 THRU \$13,999	1,317		91	6.9	71	5.4	4	.3	25	1.9	1,126	85.5
\$14,000 THRU \$17,999	32								1	3.1	31	96.9
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE*****	29,630		9,486	32.0	2,246	7.6	71	.2	606	2.0	17,221	58.1
PFS- 1 THRU 9*	25,958		8,591	33.5	2,070	8.0	63	.2	518	2.0	14,016	56.3
PFS- 6 THRU 9	3,059		736	24.1	165	5.4	8	.3	86	2.8	2,064	67.5
PFS-10 THRU 12	503		49	9.7	10	2.0			2	.4	442	87.9
PFS-13 THRU 16	108		10	9.3	1	.9					97	89.8
PFS-17 THRU 19	2										2	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	459		71	15.5	20	4.4	2	.4	3	.7	363	79.1
UP THRU \$5,499	265		54	20.4	14	5.3	1	.4	2	.8	194	73.2
\$ 6,500 THRU \$ 9,999	114		15	13.2	6	5.3	1	.9	1	.9	91	79.8
\$10,000 THRU \$13,999	24										24	100.0
\$14,000 THRU \$17,999	25										25	100.0
\$18,000 THRU \$25,999	19		2	10.5							17	89.5
\$26,000 AND OVER	12										12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	69,206	23.2	15,850	23.2	3,491	5.1	227	.3	1,562	2.3	47,076	69.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	27,494		4,078	14.9	979	3.0	109	.4	685	2.5	21,603	78.7
GS-1 THRU 4	7,596		2,512	33.1	412	5.4	41	.5	134	1.8	4,497	59.2
GS-5 THRU 8	7,121		1,082	15.2	305	4.3	41	.6	240	3.4	5,453	76.6
GS-9 THRU 11	7,068		366	5.2	181	2.6	15	.2	208	3.0	6,278	89.1
GS-12 THRU 13	4,500		109	2.4	63	1.4	11	.2	91	2.0	4,226	93.9
GS-14 THRU 15	1,152		8	.7	18	1.6	1	.1	12	1.1	1,103	96.6-
GS-16 THRU 18	47		1	2.1							46	97.9
TOTAL WAGE SYSTEMS.....	11,345		3,119	27.5	701	6.2	62	.5	311	2.7	7,152	63.0
UP THRU \$5,499	1,491		778	52.2	99	6.6	4	.3	31	2.1	579	38.8
\$ 5,500 THRU \$ 7,999	3,535		1,478	41.8	280	7.9	26	.7	132	3.7	1,619	45.8
\$ 8,000 THRU \$ 9,999	4,784		782	16.3	277	5.8	24	.5	132	2.8	3,559	74.6
\$ 10,000 THRU \$ 12,999	634		53	8.4	28	4.4	3	.5	9	1.4	541	85.3
\$ 13,000 THRU \$ 17,999	732		28	3.8	14	1.9	5	.7	5	.7	680	92.9
\$ 18,000 THRU \$ 17,999	126				3	1.9			2	1.3	151	96.8
\$ 18,000 AND OVER	13										13	100.0
TOTAL POSTAL FIELD SERVICE.....	28,827		8,379	29.8	1,778	6.2	53	.2	556	1.9	17,856	62.0
PFS-1 THRU 4*	26,004		8,165	31.4	1,678	6.5	51	.2	519	2.0	15,591	60.0
PFS-5 THRU 8	2,193		369	16.8	91	4.1	2	.1	36	1.6	1,697	77.3
PFS-9 THRU 11	491		39	7.9	8	1.6			1	.2	443	90.2
PFS-12 THRU 15	125		5	4.0	1	.8					119	95.2
PFS-16 THRU 18	6										6	100.0
PFS-19 THRU 20	1		1	100.0								
TOTAL OTHER PAY SYSTEMS	585		74	12.6	33	5.6	3	.5	10	1.7	465	79.5
UP THRU \$6,499	369		68	19.4	29	7.9	2	.5	9	2.4	261	70.7
\$ 6,500 THRU \$ 9,999	131		4	3.1	4	3.1	1	.8	1	.8	121	92.4
\$ 10,000 THRU \$ 13,999	51										51	100.0
\$ 14,000 THRU \$ 17,999	29		2	10.0							18	90.0
\$ 18,000 AND OVER	14										14	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-25

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE, KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	10,306	14.1	1,452	14.1	8	.1			10	.1	6,836	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,783	9.7	665	9.7	4	.1			9	.2	4,305	90.0
GS-1 THRU 4	1,765	16.1	319	16.1	1	.1			1	.1	1,445	81.9
GS-5 THRU 6	1,185	6.7	103	6.7	1	.1			3	.3	1,076	91.0
GS-9 THRU 11	1,187	4.1	41	3.5	2	.2			3	.3	1,141	96.1
GS-12 THRU 13	527	2.4	2	.4							525	99.6
GS-14 THRU 15	116				1	.9			2	1.7	113	97.4
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	2,782	13.0	362	13.0	1						2,419	87.0
UP THRU \$5,499	36	3.3	3	3.3							33	91.7
\$ 5,500 THRU \$ 6,999	575	37.9	218	37.9							357	62.1
\$ 7,000 THRU \$ 7,999	622	13.0	81	13.0							541	87.0
\$ 8,000 THRU \$ 8,999	1,082	4.3	47	4.3	1	.1					1,034	95.6
\$ 9,000 THRU \$ 9,999	221	3.6	8	3.6							213	96.4
\$10,000 THRU \$13,999	235	2.1	5	2.1							230	97.9
\$14,000 THRU \$17,999	11										11	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,681	23.1	619	23.1	3	.1			1		2,058	76.8
PFS-1 THRU 5*	2,254	24.4	550	24.4	3	.1					1,701	75.5
PFS-6 THRU 9	367	17.7	65	17.7					1	.3	301	82.0
PFS-10 THRU 12	50	6.0	4	6.0							46	92.0
PFS-13 THRU 16	9										9	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	60	10.0	6	10.0							54	90.0
UP THRU \$5,499	26	19.2	5	19.2							21	80.8
\$ 6,500 THRU \$ 9,999	19	5.3	1	5.3							16	94.7
\$10,000 THRU \$13,999	8										6	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE, KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	9,767	14.4	1,407	14.4	2	.1	1	.1	7	.1	8,330	85.3
TOTAL GENERAL SCHEDULE OR SMAILAN.....												
GS- 1 THRU 4	1,921	19.6	358	18.6	1	.1			1	.1	1,562	81.3
GS- 5 THRU 8	1,000	7.8	78	7.8					3	.3	928	91.8
GS- 9 THRU 11	1,097	4.1	45	4.1	1	.1			1	.1	1,051	95.8
GS-12 THRU 13	460	1.2	1	.2							459	99.8
GS-14 THRU 15	93								1	1.1	92	98.9
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....	2,621	12.5	328	12.5							2,293	87.5
UP THRU \$5,499	302	53.0	160	53.0							142	47.0
\$ 5,500 THRU \$ 6,999	1,020	12.5	127	12.5							893	87.5
\$ 7,000 THRU \$ 7,999	924	4.0	37	4.0							887	96.0
\$ 8,000 THRU \$ 8,999	179	1.7	3	1.7							176	98.3
\$ 9,000 THRU \$ 9,999	144	.7	1	.7							143	99.3
\$10,000 THRU \$13,999	51										51	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....												
PFS- 1 THRU 4*	2,485	23.7	589	23.7	1		1		1		1,893	76.2
PFS- 5 THRU 8	2,121	25.3	336	25.3	1		1	.3	1		1,783	74.6
PFS- 9 THRU 11	301	4.0	49	16.3							251	83.4
PFS-12 THRU 15	49	8.2	4	8.2							45	91.8
PFS-16 THRU 18	13										13	100.0
PFS-19 THRU 20	1										1	100.0
TOTAL OTHER PAY SYSTEMS	66	12.1	8	12.1							58	87.9
UP THRU \$6,499	43	18.6	8	18.6							35	81.4
\$ 6,500 THRU \$ 7,999	10										10	100.0
\$10,000 THRU \$13,999	7										7	100.0
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-26

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
Macon, Georgia

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,962		2,604	14.0	24	.1	2		6		15,946	85.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,135		223	2.4	19	.2	2		3		8,888	97.3
GS-1 THRU 4	2,124		148	7.0	3	.1			1		1,973	92.9
GS-5 THRU 6	2,414		63	2.6	4	.2			1		2,346	97.2
GS-8 THRU 11	3,366		9	.3	7	.2	1		1		3,348	98.5
GS-12 THRU 13	1,139		3	.3	5	.4	1	.1	1	.1	1,129	98.1
GS-14 THRU 15	91										91	100.0
GS-16 THRU 1A	1										1	100.0
TOTAL WAGE SYSTEMS.....	8,855		2,218	25.0	4				2		6,631	74.9
UP THRU \$5,499	620		435	70.2							185	29.8
\$ 5,500 THRU \$ 6,999	3,000		1,331	44.4	1						1,668	55.6
\$ 7,000 THRU \$ 7,999	3,296		396	12.0	2	.1			1		2,897	87.9
\$ 8,000 THRU \$ 8,999	1,251		42	3.4	1	.1			1	.1	1,207	96.5
\$ 9,000 THRU \$ 9,999	313		13	4.2							300	95.8
\$10,000 THRU \$13,999	351										351	100.0
\$14,000 THRU \$17,999	20										19	95.0
\$18,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELD SERVICE.....	500		155	31.0	1	.2					344	68.8
PFS-1 THRU 5*	413		146	35.4	1	.2					266	64.4
PFS-6 THRU 9	76		9	11.8							67	88.2
PFS-10 THRU 12	9										9	100.0
PFS-13 THRU 16	2										2	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	92		8	9.7					1	1.1	83	90.2
UP THRU \$6,499	14		2	14.3							12	85.7
\$ 6,500 THRU \$ 9,999	74		6	8.1					1	1.4	67	90.5
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDAKO METROPOLITAN STATISTICAL AREA
MACON, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	19,546	12.2	2,385	.1	17	.1	3		5		17,136	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,533		175	1.8	14	.1	3		4		9,337	97.9
GS-1 THRU 4	2,614		128	4.9	4	.2	1		1		2,480	94.9
GS-5 THRU 8	2,646		36	1.4	3	.1					2,607	98.5
GS-9 THRU 11	3,198		6	.2	5	.2	1		1		3,185	99.6
GS-12 THRU 13	994		5	.5	2	.2	1	.1	2	.2	985	99.0
GS-14 THRU 15	79										79	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	9,547		2,057	21.5	3				1		7,486	78.6
UP THRU \$5,499	3,764		1,493	39.7	1						2,270	60.3
\$ 5,500 THRU \$ 6,999	4,067		539	13.3	2				1	.1	3,526	86.7
\$ 7,000 THRU \$ 7,999	1,314		25	1.9							1,289	98.0
\$ 8,000 THRU \$ 8,999	223										223	100.0
\$ 9,000 THRU \$ 9,999	107										107	100.0
\$10,000 THRU \$12,999	67										67	100.0
\$13,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	365		135	37.0							230	63.0
PFS-1 THRU 4*	303		127	41.9							176	58.1
PFS-5 THRU 8	34		8	23.5							26	76.5
PFS-9 THRU 11	5										5	100.0
PFS-12 THRU 15	3										3	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	101		18	17.8							83	82.2
UP THRU \$6,499	93		18	19.4							75	80.6
\$ 6,500 THRU \$ 9,999	6										6	100.0
\$10,000 THRU \$12,999	1										1	100.0
\$13,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER**												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-27

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,018	31.9	3,833	31.9	16	.1	4	.1	7	.1	6,158	67.9
TOTAL GENERAL SCHEDULE DR SIMILAR.....												
GS- 1 THRU 4	1,882	11.0	579	11.0	11	.2	2		2		4,690	88.6
GS- 5 THRU 8	1,267	10.5	484	25.7	3	.2					1,395	74.1
GS- 9 THRU 11	1,256	10.4	46	3.6	1	.1			1	.1	1,220	96.3
GS-12 THRU 13	1,733	14.4	46	3.7	4	.3	1	.1			1,704	95.9
GS-14 THRU 15	141	1.2	3	.4	3	.4	1	.1	1	.7	726	99.0
GS-16 THRU 18	5										140	99.3
											5	100.0
TOTAL WAGE SYSTEMS.....	3,612	29.9	2,063	57.7	3	.1	1		1		1,524	42.2
UP THRU \$5,499	810	7.5	741	91.5							69	8.5
\$ 5,500 THRU \$ 6,999	1,596	14.0	1,197	75.0	2	.1					397	24.9
\$ 7,000 THRU \$ 7,999	617	5.1	113	18.3					1	.2	503	81.5
\$ 8,000 THRU \$ 8,999	255	2.1	25	8.5			1	.3			269	91.2
\$ 9,000 THRU \$ 9,999	102	.8	5	4.9	1	1.0					96	94.1
\$10,000 THRU \$13,999	178	1.5	2	1.1							176	98.9
\$14,000 THRU \$17,999	14	.1									14	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,997	24.9	1,153	38.5	2	.1	1		3	.1	1,838	61.3
PFS- 1 THRU 5*	2,292	19.0	1,030	45.3	2	.1			2	.1	1,249	54.5
PFS- 6 THRU 9	467	3.9	103	22.1					1	.2	363	77.7
PFS-10 THRU 12	95	.8	7	7.4			1	1.1			87	91.6
PFS-13 THRU 16	122	1.0	4	3.3							118	96.7
PFS-17 THRU 19	19	.2									19	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	125	1.0	18	14.4					1	.8	106	84.8
UP THRU \$6,499	45	.4	13	28.9					1	2.2	31	68.9
\$ 6,500 THRU \$ 9,999	43	.4	5	11.6							38	88.4
\$10,000 THRU \$13,999	18	.1									18	100.0
\$14,000 THRU \$17,999	11	.1									11	100.0
\$18,000 THRU \$25,999	8	.1									8	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

TABLE 4-27a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	11,513	32.1	3,698	32.1	12	.1	1	1	3	3	7,799	67.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,929		473	9.5	9	.2	1	1	2	2	4,473	90.2
GS-1 THRU 5	1,926		408	21.2	1	.1					1,517	78.8
GS-5 THRU 8	1,169		40	3.9	1	.1					1,122	96.0
GS-9 THRU 11	1,104		16	1.4	2	.2	1	.1	2	.2	1,087	98.1
GS-12 THRU 13	526		2	.3	4	.6					520	99.0
GS-14 THRU 15	124		1	.8	1	.8					122	98.4
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	3,778		2,179	57.7	3	.1					1,596	42.2
UP THRU \$5,499	2,184		1,824	83.5	1	.1					359	16.4
\$ 5,500 THRU \$ 6,999	861		329	38.2	1	.1					531	61.7
\$ 7,000 THRU \$ 7,999	448		24	5.4	1	.2					423	94.4
\$ 8,000 THRU \$ 8,999	136		1	.7							135	99.3
\$ 9,000 THRU \$ 9,999	114		1	.9							113	99.1
\$10,000 THRU \$13,999	35										35	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,642		1,023	38.7					1	1	1,618	61.2
PFS-1 THRU 4*	2,203		941	42.7							1,262	57.3
PFS-5 THRU 8	273		79	21.2					1	.3	293	78.6
PFS-9 THRU 11	55		2	3.6							53	96.4
PFS-12 THRU 15	10		1	10.0							9	90.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	135		23	17.0							112	83.0
UP THRU \$6,499	75		23	30.7							52	69.3
\$ 6,500 THRU \$ 9,999	29										29	100.0
\$10,000 THRU \$13,999	17										17	100.0
\$14,000 THRU \$17,999	10										10	100.0
\$18,000 AND OVER**	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1959 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
TOTAL ALL PAY SYSTEMS..	9,680	12.9	1,250	12.9	454	4.7	17	.2	23	.2	7,936	82.0	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,905	6.9	269	6.9	260	6.7	12	.3	5	.1	3,359	86.0	
GS-1 THRU 4	987	18.1	179	18.1	113	11.4	5	.5	1	.1	569	69.8	
GS-5 THRU 8	1,053	5.7	57	5.4	75	7.2	2	.2	1	.1	917	87.1	
GS-9 THRU 11	1,076	30	30	2.8	42	3.9	4	.4	2	.2	998	92.8	
GS-12 THRU 13	602	3	3	.5	12	2.0	1	.2	1	.1	586	97.3	
GS-14 THRU 15	179	1	1	.2	17	9.5			1	.6	161	89.9	
GS-16 THRU 17	8										8	100.0	
TOTAL WAGE SYSTEMS.....	873	27.3	238	27.3	22	2.5	4	.5	11	1.3	598	68.5	
UP THRU \$5,499	238	142	59.7	12	5.0			3	1.3	1	.4	80	33.6
\$ 5,500 THRU \$ 6,999	166	75	45.2	4	2.4			1	.4	4	2.4	83	50.0
\$ 7,000 THRU \$ 7,999	251	17	6.8	4	1.6			1	.4	6	2.4	223	88.8
\$ 8,000 THRU \$ 8,999	136	1	2.2									133	97.8
\$ 9,000 THRU \$ 9,999	46	1	2.2	2	6.1							45	97.8
\$10,000 THRU \$13,999	32											30	93.8
\$14,000 THRU \$17,999	3											3	100.0
\$18,000 AND OVER	1											1	100.0
TOTAL POSTAL FIELD SERVICE.....	6,777	733	15.3	160	3.3	1	.1	7	.1	3,876	61.1		
PFS-1 THRU 5*	6,205	694	16.5	150	3.6			7	.2	3,354	79.8		
PFS-6 THRU 9	475	38	8.0	7	1.5					430	90.5		
PFS-10 THRU 12	80	1	1.3	3	3.8		1	1.3		75	93.8		
PFS-13 THRU 16	16									16	100.0		
PFS-17 THRU 19	1									1	100.0		
PFS-20 THRU 21													
TOTAL OTHER PAY SYSTEMS	125	10	8.0	12	9.6					103	82.4		
UP THRU \$4,499	51	5	9.8	5	9.8					36	70.6		
\$ 6,500 THRU \$ 9,999	34	10	19.6	4	11.8					30	88.2		
\$10,000 THRU \$13,999	15			2	13.3					13	86.7		
\$14,000 THRU \$17,999	9	1	11.1	1	11.1					8	88.9		
\$18,000 THRU \$25,999	13									13	100.0		
\$26,000 AND OVER	3									3	100.0		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES NUMBER PCT
	NUMBER	PERCENT					
TOTAL ALL PAY SYSTEMS**	8,996	100.0	906	4.3	6	26	7,668 85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,221		196	6.8	4	11	3,751 88.2
GS-1 THRU 4	1,015	14.5	147	14.4	1	2	719 70.8
GS-5 THRU 8	1,073	2.8	30	7.5	1	2	959 89.4
GS-9 THRU 11	1,111	1.5	17	2.8	2	4	1,064 95.2
GS-12 THRU 13	851	2	2	2.0		1	831 97.6
GS-14 THRU 15	185			7.6		2	169 91.4
GS-16 THRU 18	9						9 100.0
TOT. L. WAGE SYSTEMS.....	521	35.3	184	3.6	1	2	315 60.5
UP THRU \$5,499	238	70.2	167	6.3	1	1	55 23.1
\$ 5,500 THRU \$ 7,999	117	12.8	15	2.6			98 83.8
\$ 8,000 THRU \$ 9,999	127	1.8	1	.8		1	124 97.6
\$ 10,000 THRU \$ 14,999	28	3.6	1				27 96.4
\$ 15,000 THRU \$ 17,999	4						5 100.0
\$ 18,000 THRU \$ 17,999	1						5 100.0
\$ 12,000 AND OVER	1						1 100.0
TOTAL POSTAL FIELD SERVICE.....	4,005	12.7	513	2.0	1	7	3,454 85.2
PFS-1 THRU 4*	3,599	13.5	484	2.0	1	7	3,029 84.3
PFS-5 THRU 8	373	7.2	27	2.1			338 90.6
PFS-9 THRU 11	68	2.9	2				66 97.1
PFS-12 THRU 15	20						20 100.0
PFS-16 THRU 18	1						1 100.0
PFS-19 THRU 20	1						1 100.0
TOTAL OTHER PAY SYSTEMS	169	7.7	13	1.2		6	148 87.6
UP THRU \$6,499	97	12.4	12	2.1		4	79 81.4
\$ 6,500 THRU \$ 9,999	36	2.8	1			2	33 91.7
\$ 10,000 THRU \$ 13,999	17						17 100.0
\$ 14,000 THRU \$ 17,999	11						11 100.0
\$ 18,000 AND OVER**	6						6 100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



TABLE 4-29

1969 MINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,192	13.6	303	4	1		1,884	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,249		19	2			1,228	98.3
GS-1 THRU 4	199	15.5	11				188	94.5
GS-5 THRU 8	336	5.5	3	1			332	98.8
GS-9 THRU 11	404	9	5	1.2			404	98.8
GS-12 THRU 13	279	1.2					278	99.5
GS-14 THRU 15	25			1			25	100.0
GS-16 THRU 18	1						1	100.0
TOTAL WAGE SYSTEMS.....	156	20.5	32				124	79.5
UP THRU \$5,499	20	80.0	16				4	20.0
\$ 5,500 THRU \$ 6,999	63	27.9	12				31	72.1
\$ 7,000 THRU \$ 7,999	58	6.9	4				54	93.1
\$ 8,000 THRU \$ 8,999	23						23	100.0
\$ 9,000 THRU \$ 9,999	4						4	100.0
\$10,000 THRU \$12,999	8						8	100.0
\$13,000 THRU \$17,999								
\$18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE.....	757	33.3	252	2	1		502	66.3
PFS-1 THRU 5*	596	36.9	220	1	1		374	62.8
PFS-6 THRU 9	140	22.9	32	1			107	76.4
PFS-10 THRU 12	16						16	100.0
PFS-13 THRU 15	5						5	100.0
PFS-17 THRU 19								
PFS-20 THRU 21								
TOTAL OTHER PAY SYSTEMS	30						30	100.0
UP THRU \$6,499	10	100.0					10	100.0
\$ 6,500 THRU \$ 9,999	12	100.0					12	100.0
\$10,000 THRU \$13,999	2	100.0					2	100.0
\$14,000 THRU \$17,999	4	100.0					4	100.0
\$18,000 THRU \$25,999	2	100.0					2	100.0
\$26,000 AND OVER								

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1966 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,814	757	15.7	4	.1	1	1			4,056	84.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,668	78	2.9	4	.1					2,386	96.9
GS-1 THRU 4	817	52	6.4	1	.1					764	93.5
GS-5 THRU 8	661	20	3.0	2	.3					639	96.7
GS-9 THRU 11	748	6	.8							742	99.2
GS-12 THRU 13	387									386	99.7
GS-14 THRU 15	35			1	.3					55	100.0
GS-16 THRU 18	24										
TOTAL WAGE SYSTEMS.....	1,305	424	31.1			1	.1			940	68.9
UP THRU \$3,499	241	127	52.7							114	47.3
\$ 3,500 THRU \$ 6,999	625	275	44.0			1	.2			349	55.8
\$ 7,000 THRU \$ 7,999	338	15	5.3							320	94.7
\$ 8,000 THRU \$ 8,999	95	4	4.2							91	95.8
\$ 9,000 THRU \$ 9,999	42									42	100.0
\$10,000 THRU \$13,999	24									24	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	749	255	34.0							494	66.0
PF5-1 THRU 4*	619	227	36.7							392	63.3
PF5-5 THRU 8	106	28	26.4							78	73.6
PF5-9 THRU 11	17									17	100.0
PF5-12 THRU 15	7									7	100.0
PF5-16 THRU 18											
PF5-19 THRU 20											
TOTAL OTHER PAY SYSTEMS	36									36	100.0
UP THRU \$6,499	16									16	100.0
\$ 6,500 THRU \$ 7,999	6									6	100.0
\$10,000 THRU \$13,999	11									11	100.0
\$14,000 THRU \$17,999	1									1	100.0
\$18,000 AND OVER	2									2	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY-ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1949

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	4,690	13.7	642	13.7	10	.2	1	.1	7	.1	4,030	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,824	4.1	116	4.1	8	.3			5	.2	2,695	95.4
GS-1 THRU 4	779	11.2	57	11.2	3	.4			1	.1	688	88.3
GS-5 THRU 8	1,044	1.4	15	1.4	2	.2					1,027	98.4
GS-9 THRU 11	57	1.7	10	1.7					2	.3	564	97.9
GS-12 THRU 13	346	1.2	4	1.2	2	.6					340	98.3
GS-14 THRU 15	78				1	1.3			2	2.6	75	96.2
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	1,248	34.2	427	34.2	2	.2	1	.1	1	.1	817	65.5
UP THRU \$5,499	367	79.8	309	79.8					1	.3	77	19.9
\$ 5,500 THRU \$ 6,999	492	22.4	112	22.4	1	.2	1	.2			378	76.8
\$ 7,000 THRU \$ 7,999	256	1.9	5	1.9	1	.4					252	97.7
\$ 8,000 THRU \$ 8,999	59	3.4	1	3.4							58	96.6
\$ 9,000 THRU \$ 9,999	53										53	100.0
\$10,000 THRU \$13,999	29										29	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	562	16.7	94	16.7							468	83.3
PFS-1 THRU 5*	449	17.8	80	17.8							369	82.2
PFS-6 THRU 9	99	14.1	14	14.1							85	85.9
PFS-10 THRU 12	11										11	100.0
PFS-13 THRU 15	3										3	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	96	4.9	5	4.9					1	1.8	90	89.3
UP THRU \$5,499	22	13.6	3	13.6							19	86.4
\$ 6,500 THRU \$ 9,999	28	3.6	1	3.6					1	3.6	26	92.9
\$10,000 THRU \$15,999	3										3	100.0
\$16,000 THRU \$17,999	2	50.0	1	50.0							1	50.0
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,283	670	15.6	7	.2	3	.1	4	.1	3,599	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,730	96	3.5	6	.2	1	.1	3	.1	2,624	96.1
GS-1 THRU 4	915	77	8.4	2	.2					836	91.4
GS-5 THRU 8	873	9	1.0					1	.1	863	98.9
GS-9 THRU 11	557	8	1.4	1	.2					547	98.2
GS-12 THRU 13	310	2	.6	1	.3					307	99.0
GS-14 THRU 15	71			2	2.8			2	2.8	67	94.4
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,156	450	38.9			1	.1	1	.1	704	60.9
UP THRU \$5,999	522	384	73.6					1	.2	137	26.2
\$ 5,500 THRU \$ 6,999	477	64	13.4			1	.2			412	86.4
\$ 7,000 THRU \$ 7,999	103	2	1.9							101	98.1
\$ 8,000 THRU \$ 8,999	6									4	100.0
\$ 9,000 THRU \$ 9,999	6									9	100.0
\$10,000 THRU \$13,999	4									4	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	312	103	33.0	1	.3	1	.3			207	66.3
PFS-1 THRU 4*	199	90	45.2	1	.5	1	.5			107	55.8
PFS-5 THRU 8	194	13	13.8							81	86.2
PFS-9 THRU 11	13									13	100.0
PFS-12 THRU 15	6									6	100.0
PFS-16 THRU 18											
PFS-19 THRU 20											
TOTAL UTFRM PAY SYSTEMS	85	21	24.7							64	75.3
UP THRU \$6,499	57	21	36.8							36	63.2
\$ 6,500 THRU \$ 9,999	10									10	100.0
\$10,000 THRU \$13,999	10									10	100.0
\$14,000 THRU \$17,999	4									4	100.0
\$18,000 AND OVER	4									4	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-31

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,041	787	13.0	9	.2	2	3	5,240	86.7			
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,573	101	7.0	5	.2	1	2	2,344	92.7			
GS- 1 THRU 4	576	113	19.6	1	.2			463	80.1			
GS- 5 THRU 6	780	40	5.1	2	.3			738	94.6			
GS- 9 THRU 11	459	25	3.8				2	453	95.9			
GS-12 THRU 13	457	3	.7	1	.2		2	453	99.1			
GS-14 THRU 15	97			1	1.0			96	99.0			
GS-16 THRU 18	2							2	100.0			
TOTAL WAGE SYSTEMS.....	1,302	171	13.1			1	.1	1,130	86.6			
UP THRU \$9,499	98	42	83.7					16	16.3			
\$ 5,500 THRU \$ 6,999	212	53	25.0					159	75.0			
\$ 7,000 THRU \$ 7,999	390	27	6.9			1	.3	362	92.8			
\$ 8,000 THRU \$ 8,999	165	3	1.8					162	98.2			
\$ 9,000 THRU \$ 9,999	105	3	2.9					102	97.1			
\$10,000 THRU \$13,999	332	3	.9					329	99.1			
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FLEET SERVICE.....	1,902	414	21.8	4	.2		1	1,483	78.0			
PFS- 1 THRU 5*	1,559	384	24.6	4	.3		1	1,170	75.0			
PFS- 6 THRU 9	286	29	10.1					257	89.9			
PFS-10 THRU 12	50							50	100.0			
PFS-13 THRU 16	6							5	83.3			
PFS-17 THRU 19	1	1	16.7					1	100.0			
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	264	21	8.0					243	92.0			
UP THRU \$6,499	55	16	32.7					37	67.3			
\$ 6,500 THRU \$ 9,999	99	3	3.0					96	97.0			
\$10,000 THRU \$13,999	59							59	100.0			
\$14,000 THRU \$17,999	32							32	100.0			
\$18,000 THRU \$25,999	19							19	100.0			
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		MEGRD NUMBER PCT	SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	5,683	13.2	790	.1	3	.1	1	1	1	4,928	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR*****	2,383	7.0	167	.1	2	.1	1	1	1	2,213	92.9
GS-1 THRU 4	687	17.9	123	17.9						564	82.1
GS-5 THRU 4	600	3.8	23	3.8						577	96.2
GS-9 THRU 11	618	3.1	19	3.1						598	96.8
GS-12 THRU 13	390	1.3	1	1.3						388	99.5
GS-14 THRU 15	85	1.2	1	1.2						83	97.6
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS*****	1,247	16.0	199	16.0			1	.1		1,047	84.0
UP THRU \$3,499	135	6.9	120	6.9			1	.5		64	34.6
\$ 3,500 THRU \$ 6,999	572	12.8	73	12.8						499	87.2
\$ 7,000 THRU \$ 7,999	150	1.3	2	1.3						148	98.7
\$ 8,000 THRU \$ 8,999	81	2.5	2	2.5						79	97.5
\$ 9,000 THRU \$ 9,999	210	1.0	2	1.0						208	99.0
\$10,000 THRU \$13,999	49									49	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE*****	1,777	20.6	366	20.6	1	.1				1,410	79.3
PFS-1 THRU 4*	1,213	37	357	23.6	1	.1				1,155	76.3
PFS-5 THRU 8	208	9	9	4.3						199	95.7
PFS-9 THRU 11	45									45	100.0
PFS-12 THRU 15	10									10	100.0
PFS-16 THRU 18	1									1	100.0
PFS-19 THRU 20											
TOTAL UTAFR PAY SYSTEMS	276	12	12	6.5						258	93.5
UP THRU \$6,499	111									94	84.7
\$ 6,500 THRU \$ 9,999	75	17	17	15.3						75	100.0
\$10,000 THRU \$13,999	55	1	1	1.8						54	98.2
\$14,000 THRU \$17,999	29									29	100.0
\$18,000 AND OVER**	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	12,651	29.3	3,708	.9	114	.9	5	.2	21	.2	8,803	69.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,214	12.0	1,667	1.0	71	1.0	4	.1	19	.3	6,253	86.7
GS- 1 THRU 4	2,060	27.9	575	.9	18	.9	1	.1	6	.2	1,461	70.9
GS- 5 THRU 8	2,064	9.7	230	.5	17	.5	1	.1	2	.1	1,845	89.4
GS- 9 THRU 11	1,775	4.7	53	1.2	21	1.2	1	.1	3	.2	1,667	92.9
GS-12 THRU 13	1,035	.8	8	1.0	10	1.0	1	.1	9	.9	1,007	97.3
GS-14 THRU 15	273	1	1	1.6	5	1.6	1	.4			266	97.4
GS-16 THRU 18	7										7	100.0
TOTAL WAGE SYSTEMS.....	1,696	41.5	725	1.8	31	1.8	1	.1			959	56.5
UP THRU \$5,499	198	79.8	158	6.1	12	6.1					2	14.1
\$ 5,500 THRU \$ 6,999	522	37.6	379	1.7	9	1.7	1	.2			133	25.5
\$ 7,000 THRU \$ 7,999	340	38.2	130	.6	2	.6					208	61.2
\$ 8,000 THRU \$ 8,999	385	8.3	32	1.8	7	1.8					347	89.9
\$ 9,000 THRU \$ 9,999	133	3.8	5	.8	1	.8					127	95.5
\$10,000 THRU \$13,999	106	.9	1								105	99.1
\$14,000 THRU \$17,999	7										7	100.0
\$18,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELD SERVICE.....	3,531	60.1	2,122	.2	8	.2			2	.1	1,399	39.6
PFS- 1 THRU 5*	2,899	63.4	1,839	.2	7	.2			2	.1	1,051	36.3
PFS- 6 THRU 9	547	59.5	275	9.5	1	.2					270	49.4
PFS-10 THRU 12	74		7								67	90.5
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	210	6.7	14	1.9	4	1.9					192	91.6
UP THRU \$6,450	65	26.7	12	.9	1	.9					33	73.3
\$ 6,500 THRU \$ 9,999	114		1								112	98.2
\$10,000 THRU \$13,999	27										26	96.3
\$14,000 THRU \$17,999	18		1	5.6	2	11.1					15	83.3
\$18,000 THRU \$25,999	3										1	100.0
\$26,000 AND OVER	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAME		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	12,617	28.8	3,632	89	.7	3	.4	45	8,864	70.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,115		809	51	.7	2	.3	19	6,234	87.6
GS-1 THRU 4	2,329		975	15	.6	1	.1	4	1,734	74.5
GS-5 THRU 8	1,925		169	12	.6	1	.1	2	1,741	90.4
GS-9 THRU 11	1,641		57	16	1.0			5	1,563	95.2
GS-12 THRU 13	924		7	4	.4			8	913	98.0
GS-14 THRU 15	234		1	4	1.6				233	99.1
GS-16 THRU 18	R								8	100.0
TOTAL WAGE SYSTEMS.....	1,663		683	7	.4			23	970	57.6
UP THRU \$2,499	647		444	2	.3			13	188	29.1
\$ 2,500 THRU \$ 4,999	484		193	2	.4			9	280	57.9
\$ 5,000 THRU \$ 7,499	310		45	2	.6			1	262	84.5
\$ 7,500 THRU \$ 9,999	138		1	1	.7				126	98.6
\$ 10,000 THRU \$ 12,499	65								65	100.0
\$ 12,500 THRU \$ 14,999	29								29	100.0
\$ 15,000 THRU \$ 17,499	10								10	100.0
\$ 17,500 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	3,423		2,069	2	.1				1,387	40.1
PES-1 THRU 4*	2,975		1,906	2	.1				1,059	35.7
PES-5 THRU 8	402		159						2.3	60.4
PES-9 THRU 11	71		4						67	94.4
PES-12 THRU 15	16								16	100.0
PES-16 THRU 18	7								7	100.0
PES-19 THRU 20									2	100.0
TOTAL OTHER PAY SYSTEMS	201		71	29	8.0	1	.3	3	257	71.2
UP THRU \$6,499	124		69	24	15.6				61	39.6
\$ 6,500 THRU \$ 9,999	85		1	1	1.2				81	95.3
\$ 10,000 THRU \$ 12,499	72		1	1	1.4				68	94.4
\$ 12,500 THRU \$ 14,999	34		1	1	2.9				32	97.1
\$ 15,000 AND OVER	16			2	12.5				14	87.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK-NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	112,254	28.995	28,995	25.6	5,564	4.9	50		405	.4	78,240	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,550	6,443	18.6		938	2.7	14		168	.5	26,987	78.1
GS-1 THRU 4	8,366	3,043	36.9		422	5.0	6		17	.2	4,640	57.9
GS-5 THRU 8	9,426	2,331	23.9		302	3.1	4		40	.5	7,123	72.5
GS-9 THRU 11	8,375	684	8.2		126	1.5	2		59	.7	7,504	91.6
GS-12 THRU 13	6,293	207	4.2		61	1.0	3		28	.4	5,934	94.3
GS-14 THRU 15	1,620	55	3.4		26	1.6	1		18	1.1	1,520	93.8
GS-16 THRU 18	70	3	4.3		1	1.4					66	94.3
TOTAL WHITE SYSTEMS.....	8,791	2,507	28.5		820	9.4	9		73	.8	5,373	61.1
UP THRU \$5,490	2,555	451	29.0		382	24.6			41	2.6	681	43.8
\$ 5,500 THRU \$ 6,999	3,133	1,476	47.1		330	10.5	5		20	.6	1,302	41.6
\$ 7,000 THRU \$ 7,999	1,210	284	21.7		44	3.6	1		1	.1	902	74.5
\$ 8,000 THRU \$ 8,999	1,670	202	12.1		49	2.9	1		4	.2	1,414	84.7
\$ 9,000 THRU \$ 9,999	553	78	14.1		16	2.9	2		5	.9	452	81.7
\$10,000 THRU \$13,999	573	35	6.1		5	.9			2	.3	531	92.7
\$14,000 THRU \$17,999	32	1	3.1		1	3.1					30	93.8
\$18,000 AND OVER	65	2	3.1		2	3.1					61	93.8
TOTAL POSTAL FIELD SERVICE.....	69,085	19,912	28.6		3,772	5.5	26		160	.2	45,215	65.4
PFS-1 THRU 5*	62,152	18,657	30.0		3,612	5.8	24		146	.2	39,713	63.9
PFS-6 THRU 9	5,214	1,132	21.3		141	2.7	2		14	.3	4,025	75.7
PFS-10 THRU 12	1,160	98	8.4		14	1.2					1,046	90.3
PFS-13 THRU 16	422	24	5.7		5	1.2					393	93.1
PFS-17 THRU 19	34	1	2.9								33	97.1
PFS-20 THRU 21	3										3	100.0
TOTAL OTHER PAY SYSTEMS	828	133	16.1		25	3.0	1		4	.5	665	80.3
UP THRU \$6,499	317	60	25.2		19	6.0	1		3	.9	214	67.5
\$ 6,500 THRU \$ 9,999	250	46	18.4		5	2.0					199	79.6
\$10,000 THRU \$13,999	91	4	4.4		1	1.1			1	1.1	85	93.4
\$14,000 THRU \$17,999	89	2	2.2								87	97.8
\$18,000 THRU \$25,999	64										64	100.0
\$26,000 AND OVER	17	1	5.9								16	94.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1999 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK, NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1997

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR0		SPANISH SURNAME0		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	
TOTAL ALL PAY SYSTEMS...	122,498	31.160	25.4	83	.1	5,383	4.4	83	.1	358	.3	85,514	69.8
TOTAL GENERAL SCHEDULE DR SIMILAR.....	39,334	7,371	18.7	38	.1	880	2.2	38	.1	132	.3	30,913	78.6
GS-1 THRU 4	1,515	4,357	30.6	400	3.9	460	3.9	30	.3	25	.2	7,063	59.1
GS-5 THRU 8	10,209	2,086	20.5	291	2.5	99	1.1	4	.0	31	.3	7,835	76.7
GS-9 THRU 11	9,373	667	7.1	627	6.7	48	.8	3	.0	41	.4	8,563	91.4
GS-12 THRU 13	6,249	223	3.6	223	3.6	20	2.3	1	.1	23	.4	5,925	95.3
GS-14 THRU 15	1,2510	34	2.3	34	2.3	2	1.6	1	.1	12	.8	1,443	95.6
GS-16 THRU 18	78	2	2.6	2	2.6	2	2.6	2	2.6	2	2.6	74	94.9
TOTAL WAGE SYSTEMS.....	9,774	2,824	28.9	872	8.9	20	.2	20	.2	110	1.1	5,948	60.9
UP THRU \$5,999	3,570	1,692	47.4	610	17.1	5	.2	5	.2	60	1.7	1,201	33.6
\$ 5,500 THRU \$ 6,999	2,947	834	28.3	182	6.2	10	.3	10	.3	32	1.1	1,759	64.1
\$ 7,000 THRU \$ 7,999	1,957	233	11.9	47	2.4	1	.1	1	.1	8	.4	1,668	85.2
\$ 8,000 THRU \$ 8,999	624	42	6.7	11	1.8	1	.2	1	.2	-	.5	567	90.9
\$ 9,000 THRU \$ 9,999	371	15	4.0	9	2.4	10	4.9	3	1.5	2	.5	345	93.0
\$ 10,000 THRU \$ 13,999	203	7	3.4	1	1.6	1	1.6	1	1.6	3	1.5	183	90.1
\$ 14,000 THRU \$ 17,999	64	1	1.6	2	5.3	2	5.3	2	5.3	2	3.1	60	93.8
\$ 18,000 AND OVER	38	38	100.0	38	100.0	38	100.0	38	100.0	38	100.0	38	100.0
TOTAL POSTAL FIELD SERVICE.....	72,093	20,796	28.8	3,581	5.0	24	.2	24	.2	108	.1	47,589	66.0
PFS-1 THRU 4*	65,817	19,937	30.3	3,458	5.3	22	.2	22	.2	100	.2	42,300	64.3
PFS-5 THRU 8	4,287	779	18.2	113	2.6	2	.2	2	.2	7	.1	3,926	81.3
PFS-9 THRU 11	1,073	65	6.1	17	1.7	1	.1	1	.1	1	.1	1,000	93.2
PFS-12 THRU 15	347	12	3.5	3	.9	3	.9	3	.9	3	.9	332	95.7
PFS-16 THRU 18	31	2	6.5	2	6.5	2	6.5	2	6.5	2	6.5	29	93.5
PFS-19 THRU 20	5	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3	2	66.7
TOTAL OTHER PAY SYSTEMS	1,292	169	13.1	50	3.9	1	.1	1	.1	8	.6	1,064	82.4
UP THRU \$6,999	591	136	23.0	32	5.4	5	.8	5	.8	5	.8	418	70.7
\$ 6,500 THRU \$ 9,999	280	14	5.0	14	5.0	14	5.0	14	5.0	2	.7	250	89.3
\$ 10,000 THRU \$ 13,999	236	12	5.1	2	.8	2	.8	2	.8	2	.8	221	93.6
\$ 14,000 THRU \$ 17,999	104	5	4.8	2	1.9	2	1.9	2	1.9	1	1.2	97	93.3
\$ 18,000 AND OVER	81	2	2.5	2	2.5	2	2.5	2	2.5	1	1.2	78	96.3

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEWARK-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,742	17.1	3,721	17.1	142	0.7	7	0.3	57	0.3	17,814	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,794		1,174	10.9	44	0.4	5		53		9,421	88.2
GS-1 THRU 4	2,110		547	27.8	10	0.5			3	0.1	1,510	71.6
GS-5 THRU 8	2,181		327	15.0	15	0.7	1		4	0.2	1,834	84.1
GS-9 THRU 11	3,057		173	5.7	9	0.3	3	0.1	23	0.8	2,849	93.2
GS-12 THRU 13	2,832		82	2.9	9	0.3	1		15	0.5	2,725	96.2
GS-14 THRU 15	600		5	0.8	1	0.2			8	1.3	586	97.7
GS-16 THRU 18	14										14	100.0
TOTAL WAGE SYSTEMS.....	3,094		519	20.0	46	1.5					2,429	78.5
UP THRU \$9,499												
\$ 5,500 THRU \$ 9,999	665		421	63.2	18	2.7					426	64.1
\$ 7,500 THRU \$ 7,999	747		121	16.2	13	1.7					610	81.7
\$ 8,000 THRU \$ 8,999	913		43	4.7	10	1.1					860	94.2
\$ 9,000 THRU \$ 9,999	366		27	7.4	5	1.4					334	91.3
\$10,000 THRU \$13,999	195		4	2.1							191	97.9
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	7,762		1,902	24.5	53	0.7	2		4	0.1	5,801	74.7
PFS-1 THRU 5*	6,741		1,726	25.6	49	0.7	2		4	0.1	4,966	73.6
PFS-6 THRU 9	818		166	20.3	4	0.5					648	79.2
PFS-10 THRU 12	172		9	5.2							163	94.8
PFS-13 THRU 16	30		1	3.3							29	96.7
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	92		26	28.3							66	71.7
UP THRU \$9,499	51		23	45.1							28	54.9
\$ 6,500 THRU \$ 9,999	10		2	20.0							8	80.0
\$10,000 THRU \$13,999	11										11	100.0
\$14,000 THRU \$17,999	7		1	14.3							6	85.7
\$18,000 THRU \$21,999	3										3	100.0
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINGRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRD NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
						NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,229	3,770 15.6	118 .5	2	48 .2	20,288	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,445	1,100 11.1	32 .3	2	39 .4	9,212	88.2
GS-1 THRU 4	2,434	673 27.6	6 .2		3	1,752	72.0
GS-5 THRU 8	1,950	240 12.3	8 .4	1 .1	8	1,893	86.8
GS-9 THRU 11	3,074	175 5.7	9 .3	1	16 .5	2,877	93.5
GS-12 THRU 13	2,437	67 2.7	7 .3		6	2,357	96.7
GS-14 THRU 15	535	5 .9	2 .4		6	522	97.6
GS-16 THRU 18	11					11	100.0
TOTAL WAGE SYSTEMS.....	4,712	809 19.5	59 1.4	2	4 .1	3,208	78.9
UP THRU \$5,999	1,241	489 39.4	19 1.5		1	732	59.0
\$ 5,000 THRU \$ 6,999	1,677	292 17.4	31 1.8	2	2	1,350	80.5
\$ 7,000 THRU \$ 7,999	837	26 3.1	7 .8		1	798	95.0
\$ 8,000 THRU \$ 8,999	297	1 .3	2 .7			294	99.0
\$ 9,000 THRU \$ 9,999	59	1 1.7				58	98.3
\$10,000 THRU \$12,999	36					36	100.0
\$13,000 THRU \$17,999							
\$18,000 AND OVER							
TOTAL POSTAL FIELD SERVICE.....	9,537	1,773 18.6	26 .3	1	5 .1	7,732	81.1
PFS-1 THRU 4*	8,705	1,674 19.2	23 .3	1	5	7,002	80.4
PFS-5 THRU 8	630	93 14.8	3 .5			534	84.8
PFS-9 THRU 11	160	6 3.8				154	96.3
PFS-12 THRU 15	40					40	100.0
PFS-16 THRU 18	2					2	100.0
PFS-19 THRU 20							
TOTAL OTHER PAY SYSTEMS	105	28 26.7	1 1.0			76	72.4
UP THRU \$6,999	76	27 35.5	1 1.3			48	63.2
\$ 7,000 THRU \$ 9,999	15	1 6.7				14	93.3
\$10,000 THRU \$12,999	8					8	100.0
\$13,000 THRU \$17,999	3					3	100.0
\$18,000 AND OVER	1					1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-35

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	15,570	100.0	3,001	19.3	29	.1	3		10	.1	12,536	80.5
TOTAL GENERAL SCHEDULE CR SIMILAR.....	10,369		859	8.3	17	.2	3		8	.1	9,482	91.4
GS-1 THRU 4	2,090		506	19.4	2	.1					1,682	80.5
GS-5 THRU 6	2,908		281	9.7	2	.1			1	.1	2,624	90.2
GS-9 THRU 11	2,720		155	5.7	5	.2	2	.1	2	.1	2,556	94.0
GS-12 THRU 13	1,947		16	.8	3	.2	1	.1	2	.1	1,925	98.9
GS-14 THRU 15	667		1	.1	5	.7			3	.4	656	98.7
GS-16 THRU 18	37										37	100.0
TOTAL WAGE SYSTEMS.....	4,654		1,870	40.2	3	.1			2		2,781	59.7
UP THRU \$5,499	733		408	67.9	1	.1					234	31.9
\$ 5,500 THRU \$ 6,999	1,600		960	56.3	2	.1			1	.1	697	43.6
\$ 7,000 THRU \$ 7,999	1,438		377	24.5					1	.1	1,060	75.1
\$ 8,000 THRU \$ 8,999	531		91	17.1							440	82.9
\$ 9,000 THRU \$ 9,999	210		22	10.5							188	89.5
\$10,000 THRU \$13,999	140										138	98.6
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 AND OVER	2										2	100.0
TOTAL POSTAL FIELD SERVICE.....	481		253	52.6							228	47.4
PFS-1 THRU 5*	418		227	54.3							191	45.7
PFS-6 THRU 9	52		24	46.2							28	53.8
PFS-10 THRU 12	7		2	28.6							5	71.4
PFS-13 THRU 16	4										4	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	64		19	29.7							45	70.3
UP THRU \$6,499	23		15	65.2							8	34.8
\$ 6,500 THRU \$ 9,999	9		4	44.4							5	55.6
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	31										31	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON,VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	13,824		2,910	21.1	23	.2			5		10,886	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,049		704	8.7	15	.2			4		7,326	91.0
GS-1 THRU 4	2,005		412	20.5	1						1,592	79.4
GS-5 THRU 8	1,942		194	10.0	5	.3					1,743	89.8
GS-9 THRU 11	2,190		00	4.1					1	.1	2,099	95.8
GS-12 THRU 13	1,344		7	.5	3	.2			1	.1	1,333	99.2
GS-14 THRU 15	530		1	.2	6	1.1			2	.4	521	98.5
GS-16 THRU 18	38										38	100.0
TOTAL WAGE SYSTEMS.....	4,974		1,802	36.2	8	.2			1		3,163	63.6
UP THRU \$5,499	1,551		848	54.7	7	.5			1	.1	695	44.8
\$ 5,500 THRU \$ 6,999	1,719		763	43.2							976	56.8
\$ 7,000 THRU \$ 7,999	1,227		183	14.9	1	.1					1,043	85.0
\$ 8,000 THRU \$ 8,999	291		23	7.9							268	92.1
\$ 9,000 THRU \$ 9,999	136		5	3.6							134	98.4
\$10,000 THRU \$12,999	41										41	100.0
\$13,000 THRU \$17,999	6										6	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	741		385	52.0							356	48.0
PFS-1 THRU 4*	639		344	53.8							295	46.2
PFS-5 THRU 8	37		38	102.7							45	121.6
PFS-9 THRU 11	14		3	21.4							11	78.6
PFS-12 THRU 15	5										5	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	60		19	31.7							41	68.3
UP THRU \$6,499	31		19	61.3							12	38.7
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER**	24										28	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-36

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	34,361	26.0	8,937	26.0	37	.1	6	.1	47	.1	25,339	73.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,424		1,180	9.5	20	.2	1	.1	27	.2	11,196	90.1
GS- 1 THRU 4	4,566		771	16.9	10	.2	1	.1	12	.3	3,772	82.6
GS- 5 THRU 6	3,493		316	9.0	4	.1			6	.2	3,167	90.7
GS- 9 THRU 11	2,789		79	2.8	4	.1			6	.2	2,680	96.8
GS-12 THRU 13	1,448		14	1.0	2	.1			3	.2	1,429	98.7
GS-14 THRU 15	147										147	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	19,975		6,965	34.9	13	.1	6	.1	18	.1	12,975	65.0
UP THRU \$5,499	7,151		2,607	35.4	3	.1	1	.1	5	.1	4,537	63.4
\$ 5,500 THRU \$ 6,999	5,821		3,112	56.3	7	.1			7	.1	2,801	48.4
\$ 7,000 THRU \$ 7,999	4,918		1,046	21.3	2	.1	1	.1	3	.1	3,866	78.6
\$ 8,000 THRU \$ 8,999	1,086		156	14.4	1	.1	1	.1	2	.2	926	85.3
\$ 9,000 THRU \$ 9,999	623		37	5.9							591	94.1
\$10,000 THRU \$13,999	959		6	1.4			1	.2	1	.2	579	98.3
\$14,000 THRU \$17,999	67										67	100.0
\$18,000 AND OVER	6										6	100.0
TOTAL POSTAL FIELD SERVICE.....	1,828		783	42.8	4	.2	1	.1	1	.1	1,039	56.8
PFS- 1 THRU 5*	1,482		668	45.1	2	.1	1	.1	1	.1	810	54.7
PFS- 6 THRU 9	301		113	37.5	2	.7					106	61.8
PFS-10 THRU 12	35		2	5.7							33	94.3
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	133		3	2.3					1	.8	129	97.0
UP THRU \$6,499	59		2	3.4					1	1.7	55	96.9
\$ 6,500 THRU \$ 9,999	46										46	100.0
\$10,000 THRU \$13,999	17										17	100.0
\$14,000 THRU \$17,999	6										6	100.0
\$18,000 THRU \$25,999	5		1	20.0							4	80.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIER

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TABLE 4-36a

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH-VIRGINIA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	37,236	25.3	9,428	25.3	21	.1	8	.1	29	.1	27,748	74.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,997	8.6	1,035	8.6	10	.1	3	.1	12	.1	10,957	51.2
GS-1 THRU 4	5,284	14.0	738	14.0	5	.1	3	.1	6	.1	4,532	85.8
GS-5 THRU 8	3,139	7.6	238	7.6	3	.1	3	.1	4	.1	2,894	92.2
GS-9 THRU 11	2,363	2.1	50	2.1	2	.1	2	.1	2	.1	2,309	97.7
GS-12 THRU 13	1,101	.8	9	.8							1,092	99.2
GS-14 THRU 15	104										105	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	23,179	32.7	7,588	32.7	9		4		10		15,562	67.2
UP THRU \$5,499	6,299	59.4	3,754	59.4	1				8	.1	2,536	40.3
\$ 5,500 THRU \$ 6,999	6,695	39.1	2,618	39.1	7	.1	2		2		4,006	60.7
\$ 7,000 THRU \$ 7,999	7,904	14.5	1,158	14.5	1						6,825	85.5
\$ 8,000 THRU \$ 8,999	1,173	4.5	153	4.5							1,120	95.5
\$ 9,000 THRU \$ 9,999	798	.5	4	.5							754	99.5
\$ 10,000 THRU \$ 13,999	249		1								248	99.6
\$ 14,000 THRU \$ 17,999	19	.4		.4							19	100.0
\$ 18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,737	45.0	781	45.0							956	55.0
PFS-1 THRU 4*	1,462	83.0	702	83.0							760	51.9
PFS-5 THRU 8	220	33.6	74	33.6							146	66.4
PFS-9 THRU 11	45	11.1	5	11.1							40	88.9
PFS-12 THRU 15	9										9	100.0
PFS-16 THRU 18	1										1	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	321	7.5	24	7.5	2	.6			7	2.2	288	89.7
UP THRU \$6,499	133	14.3	19	14.3	2	1.5			5	3.8	107	80.5
\$ 6,500 THRU \$ 9,999	126	4.0	5	4.0					2	1.6	119	94.4
\$ 10,000 THRU \$ 13,999	46										46	100.0
\$ 14,000 THRU \$ 17,999	9										9	100.0
\$ 18,000 AND OVER	7										7	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA, PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,177	22.329	26.5	297	.4	22	119	.1	61,410	73.0		
TOTAL GENERAL SCHEDULE OF SIMILAR.....	47,334	9,349	11.6	112	.3	10	75	.2	33,788	76.0		
GS- 1 THRU 4	12,276	4,558	37.9	39	.3	2	19	.2	7,558	61.6		
GS- 5 THRU 8	11,345	3,003	26.5	37	.3	4	16	.1	8,205	73.0		
GS- 9 THRU 11	11,993	1,371	11.4	24	.2	4	19	.2	10,575	88.2		
GS-12 THRU 13	6,554	267	4.4	11	.2		17	.3	6,259	95.2		
GS-14 THRU 15	1,126	29	2.6	1	.1		4	.4	1,094	97.0		
GS-16 THRU 18	36	1	2.6						37	97.4		
TOTAL WAGE SYSTEMS.....	21,128	6,560	31.1	144	.7	7	30	.1	14,367	68.0		
UP THRU \$5,499	2,029	1,444	69.1	6	.3		3	.1	636	30.4		
\$ 5,500 THRU \$ 6,999	5,772	2,733	47.3	67	1.2		9	.2	2,961	51.3		
\$ 7,000 THRU \$ 7,999	6,899	1,209	26.5	33	.7		7	.1	3,559	72.6		
\$ 8,000 THRU \$ 8,999	6,009	958	15.9	33	.5		9	.1	5,006	83.3		
\$ 9,000 THRU \$ 9,999	1,238	93	7.5	2	.2		1	.1	1,142	92.2		
\$10,000 THRU \$13,999	1,062	52	4.9	3	.3		1	.1	1,005	94.6		
\$14,000 THRU \$17,999	51	1	2.0						50	98.0		
\$18,000 AND OVER	8								2	100.0		
TOTAL POSTAL FIELD SERVICE.....	19,486	6,372	32.7	40	.2	5	14	.1	13,055	67.0		
PFS- 1 THRU 5*	16,695	5,742	34.4	38	.2	5	11	.1	10,899	65.3		
PFS- 6 THRU 9	2,090	585	28.0	2	.1		3	.1	1,500	71.8		
PFS-10 THRU 12	436	30	6.9						406	93.1		
PFS-13 THRU 16	241	13	5.4						228	94.6		
PFS-17 THRU 19	20	2	10.0						18	90.0		
PFS-20 THRU 21	4								4	100.0		
TOTAL OTHER PAY SYSTEMS	229	28	12.2	1	.4				200	87.3		
UP THRU \$6,499	105	18	17.1	1	1.0				66	61.9		
\$ 6,500 THRU \$ 9,999	72	9	12.5						63	87.5		
\$10,000 THRU \$13,999	22								22	100.0		
\$14,000 THRU \$17,999	16	1	6.3						15	93.8		
\$18,000 THRU \$25,999	5								5	100.0		
\$26,000 AND OVER	9								9	100.0		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA, PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		/AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	84,406	22,765	27.0	246	.3	22	.1	82	.1	61,351	72.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	42,327	9,088	21.5	87	.2	11	.1	49	.1	33,092	78.2
GS-1 THRU 4	13,729	5,067	36.9	28	.3	4	.1	12	.1	8,608	62.7
GS-5 THRU 8	10,591	2,667	24.9	24	.2	2	.1	6	.1	7,992	74.8
GS-9 THRU 11	11,103	1,139	10.3	13	.1	3	.1	12	.1	9,934	89.5
GS-12 THRU 13	5,765	200	3.5	8	.1	2	.1	15	.3	5,540	96.1
GS-14 THRU 15	1,003	14	1.4	2	.2			4	.4	98	98.0
GS-16 THRU 18	36	1	2.8							35	97.2
TOTAL WAGE SYSTEMS.....	22,956	7,372	32.1	133	.6	9	.1	21	.1	15,421	67.2
UP THRU \$5,499	3,924	2,691	68.6	41	1.0			10	.3	1,182	30.1
\$ 5,500 THRU \$ 6,999	8,193	3,077	37.5	42	.5	3	.1	2	.1	5,071	61.9
\$ 7,000 THRU \$ 7,999	6,531	1,852	28.4	43	.7	5	.1	9	.1	4,679	71.6
\$ 8,000 THRU \$ 8,999	1,412	122	8.6	4	.3					1,286	91.1
\$ 9,000 THRU \$ 9,999	631	22	3.5	1	.2	1	.2			607	96.2
\$10,000 THRU \$13,999	226	4	1.8							220	98.2
\$14,000 THRU \$17,999	30									30	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	18,880	6,267	33.2	25	.1	2	.1	11	.1	12,375	66.6
PFS-1 THRU 4*	16,627	5,863	35.2	24	.1	2	.1	9	.1	10,737	64.5
PFS-5 THRU 8	1,556	375	22.7	1	.1			2	.1	1,276	77.1
PFS-9 THRU 11	417	24	5.8							393	94.2
PFS-12 THRU 15	154	4	2.6							150	97.4
PFS-16 THRU 18	17	1	5.9							16	94.1
PFS-19 THRU 20	3									3	100.0
TOTAL OTHER PAY SYSTEMS	303	30	12.5	1	.3			1	.3	263	86.8
UP THRU \$6,499	215	37	17.2	1	.5			1	.5	176	81.9
\$ 6,500 THRU \$ 9,999	43									43	100.0
\$10,000 THRU \$13,999	28									28	100.0
\$14,000 THRU \$17,999	7									6	85.7
\$18,000 AND OVER	10									10	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH-PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,232	15.5	2,716	15.5	19	.1	7	.1	11	.1	14,679	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,675		792	14.0	10	.2	2		9	.2	4,862	85.7
GS- 1 THRU 4	1,480		477	32.2					1	.1	1,002	67.7
GS- 5 THRU 8	1,589		212	13.3	3	.2	1	.1	1	.1	1,372	86.3
GS- 9 THRU 11	1,443		85	5.9	3	.2			1	.1	1,354	93.8
GS-12 THRU 13	936		17	1.8			1	.1	5	.5	911	97.3
GS-14 THRU 15	219		1	.5	2	.9			1	.5	215	98.2
GS-16 THRU 18	8										6	100.0
TOTAL WAGE SYSTEMS.....	1,824		352	21.5	2	.1					1,430	78.4
UP THRU \$5,499	46		25	54.3							21	45.7
\$ 5,500 THRU \$ 6,999	501		263	52.5							238	47.5
\$ 7,000 THRU \$ 7,999	388		48	12.4	2	.5					358	92.1
\$ 8,000 THRU \$ 8,999	662		46	6.9							616	93.1
\$ 9,000 THRU \$ 9,999	94		7	7.4							57	60.6
\$10,000 THRU \$13,999	133		3	2.3							130	97.7
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	9,879		1,513	15.8	7	.1	5	.1	2		8,052	84.1
PFS- 1 THRU 5*	8,378		1,376	16.4	6	.1	5	.1	2		6,969	83.4
PFS- 6 THRU 9	985		127	12.9	1	.1					857	87.0
PFS-10 THRU 12	165		6	3.2							179	96.8
PFS-13 THRU 16	29		4	13.8							25	86.2
PFS-17 THRU 19	2										2	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	154		19	12.3							135	87.7
UP THRU \$6,499	76		14	18.4							62	81.6
\$ 6,500 THRU \$ 9,999	44		3	6.8							41	93.2
\$10,000 THRU \$13,999	17										17	100.0
\$14,000 THRU \$17,999	9		1	11.1							8	88.9
\$18,000 THRU \$25,999	6		1	16.7							5	83.3
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SOKNAMEU		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	17,395	100.0	2,859	16.4	13	.1	2		8		14,513	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,861		851	14.6	4	.1	1		8	.1	4,977	85.2
GS-1 THRU 4	1,798		618	34.4					2	.1	1,177	65.5
GS-5 THRU 8	1,395		144	10.3			1	.1			1,249	89.5
GS-9 THRU 11	1,554		72	4.6					1	.1	1,480	95.2
GS-12 THRU 13	877		13	1.5					5	.6	859	97.9
GS-14 THRU 15	206		4	1.9							201	97.6
GS-16 THRU 18	11										11	100.0
TOTAL WAGE SYSTEMS.....	1,633		411	25.2	4	.2					1,218	74.6
UP THRU \$2,495	500		303	60.6	1	.2					196	39.2
\$ 2,500 THRU \$ 4,999	264		83	31.4	2	.4					479	84.9
\$ 5,000 THRU \$ 7,999	434		22	5.1	1	.2					411	94.7
\$ 8,000 THRU \$ 9,999	93		3	3.2							90	96.8
\$ 10,000 THRU \$ 13,999	27										27	100.0
\$ 14,000 THRU \$ 17,999	15										15	100.0
\$ 18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	9,771		1,576	16.1	4		1				8,190	83.8
PFS-1 THRU 4*	8,491		1,429	16.8	4		1				7,057	83.1
PFS-5 THRU 8	1,043		138	13.2							905	86.8
PFS-9 THRU 11	201		6	3.0							195	97.0
PFS-12 THRU 15	34		3	8.8							31	91.2
PFS-16 THRU 18	2										2	100.0
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	150		21	14.0	1	.7					128	85.3
UP THRU \$6,499	114		20	17.5							94	82.5
\$ 6,500 THRU \$ 9,999	11										11	100.0
\$ 10,000 THRU \$ 13,999	21				1	4.8					20	95.2
\$ 14,000 THRU \$ 17,999	3		1	33.3							2	66.7
\$ 18,000 AND OVER**	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-20

STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	1,042	214	11.0	4	.2	2	.1	2	.1	1,720	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,045	40	4.6	3	.3			2	.2	992	94.9
GS- 1 THRU 4	169	23	13.6							146	86.4
GS- 5 THRU 8	301	17	5.6	1	.3					283	94.0
GS- 9 THRU 11	249	5	1.7							243	97.9
GS-12 THRU 13	243	2	.8	1	.4			2	.8	238	97.9
GS-14 THRU 15	42	1	2.4							41	97.6
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,00	5	5.0							95	95.0
UP THRU \$5,499	7	2	28.6							5	71.4
\$ 5,500 THRU \$ 6,999	17	2	11.8							15	88.2
\$ 7,000 THRU \$ 7,999	65	1	1.5							64	98.5
\$ 8,000 THRU \$ 8,999	4									4	100.0
\$ 9,000 THRU \$ 9,999	4									4	100.0
\$10,000 THRU \$12,999	3									3	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	161	21.4							590	78.4
PFS- 1 THRU 5*	637	157	24.6							479	75.2
PFS- 6 THRU 9	95	3	3.2							91	95.8
PFS-10 THRU 12	18	1	5.6							17	94.4
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	44			1	2.3					43	97.7
UP THRU \$6,499	17			1	5.9					16	94.1
\$ 6,500 THRU \$ 9,999	12									12	100.0
\$10,000 THRU \$13,999	7									7	100.0
\$14,000 THRU \$17,999	6									6	100.0
\$18,000 THRU \$25,999	6									6	100.0
\$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,677	11.8	174	11.8							1,303	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	814	5.0	41	5.0							775	95.0
GS- 1 THRU 4	189	23	23	12.2							165	87.8
GS- 5 THRU 8	186	17	17	9.1							169	90.9
GS- 9 THRU 11	238	1	1	.4							237	95.4
GS-12 THRU 13	183										183	100.0
GS-14 THRU 15	20										20	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	14	1	1	7.1							13	92.9
UP THRU \$5,499	8										7	87.5
\$ 5,500 THRU \$ 6,999	6	1	1	12.5							6	100.0
\$ 7,000 THRU \$ 7,999												
\$ 8,000 THRU \$ 8,999												
\$ 9,000 THRU \$ 9,999												
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	627	131	131	20.9							496	79.1
PFS- 1 THRU 4*	536	128	128	23.9							408	76.1
PFS- 5 THRU 8	74	3	3	4.1							71	95.9
PFS- 9 THRU 11	11										11	100.0
PFS-12 THRU 15	6										6	100.0
PFS-16 THRU 18												
PFS-19 THRU 20												
TOTAL OTHER PAY SYSTEMS	20	1	1	5.0							19	95.0
UP THRU \$6,499	7										7	100.0
\$ 6,500 THRU \$ 9,999	3										3	100.0
\$10,000 THRU \$13,999	6	1	1	16.7							5	83.3
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER	3										3	100.0

* INCLUDES HIGH CLASS POSTMASTERS AND RURAL CARRIERS

1950 MINORITY GROUP STUDY
TABLE 4-40

STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS, MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,927		7,991	22.6	109	.3	18	.1	58	.2	26,841	76.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,634		3,406	15.0	75	.3	13	.1	50	.2	19,090	84.3
GS-1 THRU 4	5,989		1,620	29.0	6	.1	1		1		3,961	70.9
GS-5 THRU 8	5,951		1,257	21.1	21	.4	3	.1	10	.2	4,860	81.7
GS-9 THRU 11	6,919		616	8.9	33	.5	5	.1	23	.3	6,242	90.2
GS-12 THRU 13	3,650		104	2.8	11	.3	4	.1	9	.2	3,527	96.5
GS-14 THRU 15	910		9	1.0	4	.4			7	.8	490	53.8
GS-16 THRU 18	15										15	100.0
TOTAL WAGE SYSTEMS.....	4,139		1,134	27.4	13	.3	2		3	.1	2,987	72.2
UP THRU \$5,499	5		3	60.0							2	40.0
\$ 5,500 THRU \$ 6,999	1,236		688	55.7	5	.4	1	.1	1	.1	541	43.8
\$ 7,000 THRU \$ 7,999	897		298	33.2	1	.1			1	.1	597	66.6
\$ 8,000 THRU \$ 8,999	1,070		103	9.5	3	.3			1	.1	963	90.0
\$ 9,000 THRU \$ 9,999	418		24	5.7	3	.7					390	93.3
\$10,000 THRU \$13,999	509		18	3.5	1	.2					490	96.3
\$14,000 THRU \$17,999	4										4	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	7,983		3,340	41.8	20	.3	2		3		4,618	57.8
PFS-1 THRU 5*	6,647		3,042	45.8	18	.3	2		2		3,583	53.9
PFS-6 THRU 9	890		267	30.0	1	.1					622	69.9
PFS-10 THRU 12	226		28	12.4	1	.4			1	.4	196	86.7
PFS-13 THRU 16	194		3	1.5							191	98.5
PFS-17 THRU 19	24										24	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	171		21	12.3	1	.6	1	.6	2	1.2	146	85.4
UP THRU \$5,499	62		16	25.8	1	1.6					63	76.8
\$ 6,500 THRU \$ 9,999	52		2	3.8			1	1.9	2	12.5	49	94.2
\$10,000 THRU \$13,999	16										14	87.5
\$14,000 THRU \$17,999	17										7	100.0
\$18,000 THRU \$25,999	10		1	10.0							9	90.0
\$26,000 AND OVER	4										4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS, MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,660		7,673 23.5	72 .2	9		57 .2	24,849 76.1	
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19,639		3,330 17.0	47 .2	8		49 .2	15,201 82.5	
GS-1 THRU 6	5,112		1,822 31.3	7 .1	3	.1	6 .1	3,074 68.4	
GS-5 THRU 8	5,268		1,018 19.0	16 .3	2		9 .2	4,323 80.5	
GS-9 THRU 11	5,175		433 7.5	18 .3	1		22 .5	5,271 91.7	
GS-12 THRU 13	2,835		52 2.2	5 .2	2	.1	7 .3	2,283 77.2	
GS-14 THRU 15	341		5 1.5	1 .3			5 1.5	330 96.8	
GS-16 THRU 18	10							10 100.0	
TOTAL WAGE SYSTEMS.....	3,349		1,111 33.2	10 .3	1		3 .1	2,224 66.4	
UP THRU \$5,999	511		349 68.3				1 .2	161 31.5	
\$ 5,500 THRU \$ 6,999	1,290		604 46.8		1	.1	1 .1	678 52.6	
\$ 7,000 THRU \$ 7,999	697		120 17.2				1 .1	573 82.2	
\$ 8,000 THRU \$ 8,999	540		33 6.1					506 93.7	
\$ 9,000 THRU \$ 9,999	172		4 2.3					168 97.7	
\$10,000 THRU \$13,999	137		1 .7					136 99.3	
\$14,000 THRU \$17,999	2							2 100.0	
\$18,000 AND OVER									
TOTAL POSTAL FIELD SERVICE.....	9,205		3,201 33.7	14 .1			4	6,286 66.1	
PFS-1 THRU 4*	8,381		3,064 36.6	11 .1			3	5,303 63.3	
PFS-5 THRU 8	762		121 15.9	3 .4				638 83.7	
PFS-9 THRU 11	210		11 5.2				1 .5	198 94.3	
PFS-12 THRU 13	129		5 3.9					124 96.1	
PFS-16 THRU 18	21							21 100.0	
PFS-19 THRU 20	2							2 100.0	
TOTAL OTHER PAY SYSTEMS	171		31 18.1	1 .6			1 .6	138 80.7	
UP THRU \$6,999	128		29 22.7	1 .8			1	98 76.6	
\$ 6,500 THRU \$ 9,999	25						1	24 96.0	
\$10,000 THRU \$13,999	16							16 100.0	
\$14,000 THRU \$17,999	5		2 40.0					3 60.0	
\$18,000 AND OVER	3							3 100.0	

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-41

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO	SPANISH SURNAME		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT		NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,616	7.0	2,828	16,116	39.7	35	56	21,581	53.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,816		822	5,147	24.7	23	39	14,785	71.0
GS- 1 THRU 4	5,627		433	2,281	40.5	2	7	2,904	51.6
GS- 5 THRU 8	6,027		253	1,066	17.6	5	16	4,087	67.8
GS- 9 THRU 11	8,584		126	1,037	15.8	13	11	5,397	82.0
GS-12 THRU 13	2,775		9	155	6.8	2	4	2,105	92.5
GS-14 THRU 15	296		1	7	2.4	1	1	286	96.6
GS-16 THRU 18	7			1	14.3			6	85.7
TOTAL WAGE SYSTEMS.....	17,269		1,789	9,867	57.1	10	17	5,586	32.3
UP THRU \$5,499	2,625		474	1,748	66.6	1	5	397	15.1
\$ 5,500 THRU \$ 6,999	5,560		822	3,543	63.7	4	8	1,183	21.3
\$ 7,000 THRU \$ 7,999	6,833		426	3,782	55.3	4	4	2,617	38.3
\$ 8,000 THRU \$ 8,999	1,507		62	628	41.7	1		816	54.1
\$ 9,000 THRU \$ 9,999	377		3	108	28.6			266	70.6
\$10,000 THRU \$13,999	346		2	56	16.2			288	83.2
\$14,000 THRU \$17,999	20			2	10.0			18	90.0
\$18,000 AND OVER	1							1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,480		217	1,091	44.0	2		1,170	47.2
PFS- 1 THRU 5*	2,000		193	933	46.7	2		872	43.6
PFS- 6 THRU 9	418		24	150	35.9			244	58.4
PFS-10 THRU 12	54			6	11.1			48	88.9
PFS-13 THRU 16	7			2	28.6			5	71.4
PFS-17 THRU 19	1							1	100.0
PFS-20 THRU 21									
TOTAL OTHER PAY SYSTEMS	51			11	21.6			40	78.4
UP THRU \$6,499	18			5	27.8			13	72.2
\$ 6,500 THRU \$ 9,999	16			5	31.3			11	68.8
\$10,000 THRU \$13,999	4							4	100.0
\$14,000 THRU \$17,999	5			1	20.0			4	80.0
\$18,000 THRU \$25,999	3							3	100.0
\$26,000 AND OVER	5							5	100.0

* INCLUDES 4PM CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	40,845		2,757 6.8	15,387 38.0	24 .1	42 .1	22,279 55.0		
TOTAL GENERAL SCHEDULE OR SIMILAR*****	20,933		747 3.6	6,936 23.6	14 .1	29 .1	15,207 72.6		
GS-1 THRU 4	6,348		423 6.7	2,375 37.4	6 .1	5 .1	3,545 55.8		
GS-5 THRU 8	6,433		226 3.6	1,597 25.1	7 .1	12 .2	4,512 71.0		
GS-9 THRU 11	5,970		67 .5	856 14.3	1 .1	16 .2	5,011 85.9		
GS-12 THRU 13	1,999		10 .5	106 5.3	1 .1	2 .1	1,880 94.0		
GS-14 THRU 15	255		1 .4	2 .8		1 .4	251 98.4		
GS-16 THRU 18	8						8 100.0		
TOTAL WAGE SYSTEMS*****	17,230		1,826 10.6	9,559 55.5	8	13 .1	5,824 33.8		
UP THRU \$5,499	5,786		891 15.4	3,803 65.7		6 .1	1,086 18.8		
\$ 5,500 THRU \$ 6,999	8,378		842 10.1	4,621 55.2	7 .1	6 .1	2,902 34.6		
\$ 7,000 THRU \$ 7,999	2,376		85 3.7	989 41.6	1	1	1,296 54.5		
\$ 8,000 THRU \$ 8,999	463		3 .6	120 25.9			340 73.4		
\$ 9,000 THRU \$ 9,999	102		1 1.0	19 18.6			82 80.4		
\$10,000 THRU \$13,999	120			7 5.8			113 94.2		
\$14,000 THRU \$17,999	5						5 100.0		
\$18,000 AND OVER									
TOTAL POSTAL FIELD SERVICE*****	2,268		182 8.0	880 38.8	2 .1		1,204 53.1		
PFS-1 THRU 4*	1,832		161 8.8	769 42.0	2 .1		900 49.1		
PFS-5 THRU 8	382		21 5.5	105 27.5			256 67.0		
PFS-9 THRU 11	44			5 10.9			41 89.1		
PFS-12 THRU 15	7			1 14.3			6 85.7		
PFS-16 THRU 18							1 100.0		
PFS-19 THRU 20	1								
TOTAL OTHER PAY SYSTEMS	58		2 3.4	12 20.7			44 75.9		
UP THRU \$6,499	31		1 3.2	11 35.5			19 61.3		
\$ 6,500 THRU \$ 9,999	8			1 14.3			8 100.0		
\$10,000 THRU \$13,999	7						6 85.7		
\$14,000 THRU \$17,999	5		1 20.0				4 80.0		
\$18,000 AND OVER**	7						7 100.0		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-42

1959 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
SA FRANCISCO-OAKLAND,CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	88,443		18,990	21.4	3,164	3.6	333	.4	6,453	7.3	59,903	67.4
TOTAL GENERAL SCHEME OR SIMILAR	34,605		4,944	14.3	903	2.6	148	.4	2,225	6.4	26,385	76.2
GS-1 THRU 4	8,639		2,462	27.9	320	3.6	65	.7	498	5.6	5,494	62.2
GS-5 THRU 8	10,742		1,320	17.9	321	3.0	41	.4	854	7.8	7,606	70.8
GS-9 THRU 11	8,452		419	5.0	181	2.1	27	.3	651	7.7	7,174	84.9
GS-12 THRU 13	5,112		119	2.3	68	1.3	15	.3	188	3.6	4,724	92.4
GS-14 THRU 15	1,267		23	1.7	13	.9			36	2.6	1,315	94.8
GS-16 THRU 1A	73		1	1.4							72	98.6
TOTAL WAGE SYSTEMS	33,934		7,949	23.4	1,393	4.1	121	.4	2,489	7.3	21,982	64.8
UP THRU \$2,499	561		50	14.3	14	2.5	1	.2	172	30.7	294	52.4
\$ 5,500 THRU \$ 6,999	4,216		1,223	28.3	160	3.7	5	.1	575	13.3	2,352	54.5
\$ 7,000 THRU \$ 7,999	5,447		1,980	36.4	238	4.4	16	.3	433	7.9	2,780	51.0
\$ 8,000 THRU \$ 8,999	8,787		2,673	30.4	371	4.2	35	.4	638	7.3	5,070	57.7
\$ 9,000 THRU \$ 9,999	9,608		1,604	16.7	465	5.0	43	.4	455	4.7	7,021	73.1
\$ 10,000 THRU \$ 13,999	4,903		366	7.9	123	2.4	20	.4	213	4.3	4,161	84.9
\$ 14,000 THRU \$ 17,999	241		3	1.2	2	.8			3	1.2	233	96.7
\$ 18,000 AND OVER	71										71	100.0
TOTAL POSTAL FIELD SERVICE	19,867		5,071	30.6	865	4.4	63	.3	1,730	8.7	11,138	56.1
PFS-1 THRU 9*	16,715		5,353	32.0	770	4.6	54	.3	1,432	8.6	9,106	54.5
PFS-6 THRU 9	2,423		654	27.0	83	3.4	9	.4	258	10.6	1,419	58.6
PFS-10 THRU 12	433		51	11.8	8	1.8			30	6.9	344	79.4
PFS-13 THRU 16	260		12	4.6	4	1.5			9	3.5	235	90.4
PFS-17 THRU 19	33		1	3.0					1	3.0	31	93.9
PFS-20 THRU 21											3	100.0
TOTAL OTHER PAY SYSTEMS	437		26	5.9	3	.7	1	.2	9	2.1	398	91.1
UP THRU \$6,499	107		14	17.5	2	1.9	1	.9	4	3.7	81	75.7
\$ 6,500 THRU \$ 9,999	191		5	2.6	1	.5			4	2.1	181	94.8
\$ 10,000 THRU \$ 13,999	62		1	1.6					1	1.6	61	98.4
\$ 14,000 THRU \$ 17,999	55										54	92.2
\$ 18,000 THRU \$ 25,999	16										16	100.0
\$ 26,000 AND OVER	8		1	12.5							5	63.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	93,479	22.5	21,071	22.5	2,794	3.0	390	.4	6,583	7.0	62,661	67.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,531	5.2	5,234	15.2	729	2.1	150	.4	1,983	5.7	26,435	75.6
GS-1 THRU 4	10,897	3.2	3,233	29.7	312	2.9	73	.7	562	5.2	6,717	61.6
GS-5 THRU 8	10,203	1.7	1,571	15.4	234	2.3	46	.5	793	7.8	7,559	74.1
GS-9 THRU 11	7,478	3.4	341	4.6	133	1.8	19	.3	455	6.1	6,530	87.3
GS-12 THRU 13	6,713	4.7	68	1.4	39	.8	12	.3	152	3.2	4,442	94.2
GS-14 THRU 15	1,164	1.9	19	1.6	11	.9			21	1.8	1,117	95.6
GS-16 THRU 1A	72	2.8	2	2.8							70	97.2
TOTAL WAGF SYSTEMS.....	37,916	8.9	8,972	23.7	1,288	3.4	129	.3	2,865	7.6	24,662	65.0
UP THRU \$3,499	1,919	.6	506	21.2	68	3.5	8	.4	189	9.8	1,248	65.0
\$ 5,500 THRU \$ 6,999	12,321	4.2	4,244	36.9	405	3.3	41	.3	1,254	10.2	6,077	49.3
\$ 7,000 THRU \$ 7,999	16,503	2.8	3,466	21.0	658	4.0	59	.4	1,107	6.7	11,213	67.9
\$ 8,000 THRU \$ 8,999	2,817	3.6	363	12.9	92	3.3	9	.3	187	6.7	2,101	76.8
\$ 9,000 THRU \$ 9,999	3,384	3.8	183	5.4	60	1.8	10	.3	124	3.7	3,007	88.9
\$10,000 THRU \$13,999	857	1.0	10	1.2	5	.6	2	.2	4	.5	836	97.5
\$14,000 THRU \$17,999	91	2.9									91	100.0
\$18,000 AND OVER	29										29	100.0
TOTAL POSTAL FIELD SERVICE.....	20,530	6.8	6,821	33.2	762	3.7	108	.5	1,726	8.4	11,113	54.1
PFS-1 THRU 4*	18,092	6.2	6,342	35.1	695	3.8	105	.6	1,503	8.3	9,447	52.2
PFS-5 THRU 8	1,845	4.3	435	23.6	59	3.2	2	.1	191	10.4	1,158	62.8
PFS-9 THRU 11	382	3.8	38	9.9	4	1.0	1	.3	28	7.3	311	81.4
PFS-12 THRU 15	124	1.4	6	3.3	4	2.2			3	1.6	171	92.9
PFS-16 THRU 18	24								1	4.2	23	95.8
PFS-19 THRU 20	3										3	100.0
TOTAL OTHER PAY SYSTEMS	502	4.4	44	8.8	17	3.0	3	.6	9	1.8	431	85.9
UP THRU \$2,499	216	4.1	41	19.0	14	5.5	2	.9	4	1.9	155	71.8
\$ 2,500 THRU \$ 3,999	89	1.1	1	1.1			1	1.1	3	3.4	84	94.4
\$4,000 THRU \$13,999	92	1.1							2	2.2	90	97.8
\$14,000 THRU \$17,999	52	1.1									51	98.1
\$18,000 AND OVER**	53	1.1			1	1.9					51	96.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C.-MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	288,490	26.7	76,981	26.7	1,328	.5	412	.1	1,439	.5	208,230	72.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	225,363		46,700	20.4	1,134	.5	372	.2	1,306	.6	176,571	78.3
GS- 1 THRU 4	36,778		18,939	51.5	227	.6	61	.2	82	.2	17,469	47.5
GS- 5 THRU 8	68,446		19,633	28.7	343	.5	157	.2	253	.4	48,060	70.2
GS- 9 THRU 11	38,183		4,729	12.4	206	.5	63	.2	384	1.0	32,821	85.9
GS-12 THRU 13	46,015		2,015	4.4	268	.6	43	.1	404	.9	43,335	94.1
GS-14 THRU 15	32,103		535	2.0	100	.3	43	.1	173	.5	31,152	97.0
GS-16 THRU 18	3,858		49	1.3	10	.3	5	.1	10	.3	3,784	98.1
TOTAL WAGE SYSTEMS.....	36,871		20,505	55.6	89	.2	19	.1	45	.1	16,133	43.8
UP THRU \$5,499	4,019		3,542	88.1	6	.1			1		470	11.7
\$ 5,500 THRU \$ 6,999	11,751		9,460	80.5	20	.2	3		13	.1	2,255	19.2
\$ 7,000 THRU \$ 7,999	5,877		3,920	66.7	16	.3			14	.2	1,523	25.7
\$ 8,000 THRU \$ 8,999	5,440		2,201	37.1	17	.3	5	.1	4		3,713	62.5
\$ 9,000 THRU \$ 9,999	2,746		735	26.8	13	.5	3	.1	2		1,993	72.6
\$10,000 THRU \$13,999	6,317		708	11.2	17	.3	4	.1	11	.2	5,577	88.3
\$14,000 THRU \$17,999	210		14	7.1							195	92.9
\$18,000 AND OVER	11		4	36.4							7	63.6
TOTAL POSTAL FIELD SERVICE.....	16,298		9,719	59.6	40	.2	10	.1	23	.1	6,206	39.9
PFS- 1 THRU 5*	13,576		8,685	64.0	34	.3	7	.1	20	.1	4,830	35.8
PFS- 6 THRU 9	2,215		986	44.5	6	.3	1				1,219	55.0
PFS-10 THRU 12	280		34	12.1			7	.7			244	87.1
PFS-13 THRU 15	202		13	6.4							189	93.6
PFS-17 THRU 19	23		1	4.3							22	95.7
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	9,936		677	6.8	65	.7	11	.1	65	.7	9,120	91.8
UP THRU \$5,499	907		161	17.8	1	.1			3	.3	742	81.8
\$ 6,500 THRU \$ 9,999	2,391		307	12.8	26	1.1	4	.2	13	.5	2,041	85.4
\$10,000 THRU \$13,999	1,768		96	5.4	14	.8	4	.2	19	1.1	1,635	92.5
\$14,000 THRU \$17,999	1,317		42	3.2	8	.6			14	1.1	1,253	95.1
\$18,000 THRU \$25,999	1,490		37	2.5	9	.6			9	.6	1,435	96.3
\$26,000 AND OVER	2,065		34	1.6	7	.3	3	.1	7	.3	2,014	97.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS



1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C., MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRON		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	791,085	25.8	75,010	9.5	1,026	.1	336	.1	1,176	.1	213,537	27.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	723,079	18.9	42,075	5.8	852	.1	300	.1	1,039	.1	178,813	24.7
GS-1 THRU 4	44,301	40.2	20,513	46.2	184	.4	79	.2	81	.2	23,504	53.0
GS-5 THRU 8	67,087	24.3	16,274	24.3	228	.3	123	.2	215	.3	50,247	74.9
GS-9 THRU 11	35,854	9.4	3,383	9.4	189	.5	41	.1	326	.9	31,917	89.0
GS-12 THRU 13	43,204	3.4	1,662	3.4	189	.4	33	.1	291	.7	41,231	95.4
GS-14 THRU 15	28,582	3.5	393	1.4	56	.2	21	.1	122	.4	27,990	98.4
GS-16 THRU 18	3,987	1.3	50	1.3	6	.2	3	.1	4	.1	3,924	98.4
TOTAL WAGE SYSTEMS.....	40,249	54.7	22,024	54.7	93	.2	16	.1	39	.1	18,077	44.9
UP THRU \$5,499	10,327	86.4	8,923	86.4	16	.2	5	.1	8	.1	1,375	13.3
\$ 5,500 THRU \$ 6,999	12,663	76.0	9,628	76.0	28	.2	6	.1	16	.1	2,985	23.6
\$ 7,000 THRU \$ 7,999	7,952	30.8	2,653	30.8	25	.3	3	.1	4	.1	5,467	68.8
\$ 8,000 THRU \$ 8,999	3,636	18.3	667	18.3	7	.2	2	.1	5	.1	2,957	81.3
\$ 9,000 THRU \$ 9,999	3,993	7.7	306	7.7	3	.2	2	.1	3	.1	3,684	92.0
\$10,000 THRU \$13,999	1,632	4.8	46	2.8	9	.6	1	.1	3	.2	1,574	96.4
\$14,000 THRU \$17,999	43	1.3	1	2.3							42	97.7
\$18,000 AND OVER	7										3	100.0
TOTAL POSTAL FIELD SERVICE.....	17,210	59.3	10,207	59.3	28	.2	6	.1	20	.1	6,949	40.4
PFS-1 THRU 6*	14,817	63.1	9,352	63.1	27	.2	6	.1	18	.1	5,414	36.5
PFS-7 THRU 8	1,984	11.4	824	11.4	1	.1			2	.1	1,161	58.4
PFS-9 THRU 11	237	9.7	23	9.7							214	90.3
PFS-12 THRU 15	149	5.4	8	5.4							141	94.6
PFS-16 THRU 18	17										17	100.0
PFS-19 THRU 20	2										2	100.0
TOTAL OTHER PAY SYSTEMS	10,547	6.7	704	6.7	53	.5	14	.1	78	.7	9,698	92.0
UP THRU \$6,499	1,228	26.9	330	26.9	5	.4	10	.8	13	1.1	870	70.8
\$ 6,500 THRU \$ 9,999	2,653	8.5	226	8.5	19	.7	1	.1	26	1.0	2,381	89.7
\$10,000 THRU \$13,999	1,162	3.1	67	3.1	9	.4	1	.1	21	1.0	2,064	95.5
\$14,000 THRU \$17,999	1,723	2.5	43	2.5	8	.5	2	.1	8	.5	1,664	96.6
\$18,000 AND OVER	2,761	1.4	38	1.4	12	.4	2	.1	10	.4	2,719	97.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-44

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,540	100	1,061	16.3	2,515	38.4	762	11.6	17	.2	5,136	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,106		63	1.0	1,214	19.9	960	15.0	15	.2	4,234	69.3
GS-1 THRU 4	1,570		22	1.4	521	33.2	300	19.1	3	.2	724	46.1
GS-5 THRU 8	1,425		20	1.4	430	30.3	165	11.6	5	.3	1,185	83.1
GS-9 THRU 11	1,334		14	1.0	190	14.2	75	5.6	3	.2	1,052	78.9
GS-12 THRU 13	1,121		7	.6	64	5.7	16	1.4	3	.3	1,031	92.0
GS-14 THRU 15	291				9	3.1	4	1.4	1	.4	237	81.8
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	1,426		25	1.8	763	53.5	124	8.7	2	.1	512	35.9
UP THRU \$5,499	227		10	4.4	151	66.5	39	17.2			27	11.9
\$ 5,500 THRU \$ 6,999	314		9	2.9	224	71.3	34	10.8			47	15.0
\$ 7,000 THRU \$ 7,999	298		3	1.0	166	55.7	19	6.4			90	30.2
\$ 8,000 THRU \$ 8,999	376		2	.5	169	44.9	22	5.9	1	.3	182	48.4
\$ 9,000 THRU \$ 9,999	123				25	20.3	4	3.3			94	76.4
\$10,000 THRU \$13,999	87		1	1.1	8	9.2	5	5.7	1	1.1	72	82.8
\$14,000 THRU \$17,999												
\$18,000 AND OVER	1						1	100.0				
TOTAL POSTAL FIELD SERVICE.....	692		20	2.9	528	76.3	8	1.2			336	48.6
PF5-1 THRU 5*	763		19	2.5	457	59.9	6	0.8			279	36.6
PF5-6 THRU 9	106		1	.9	56	52.8					49	46.2
PF5-10 THRU 12	19				13	68.4					6	31.6
PF5-13 THRU 16	4				2	50.0					2	50.0
PF5-17 THRU 19												
PF5-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	116				10	8.6	50	43.1			56	48.3
UP THRU \$6,499	74				6	8.1					18	24.3
\$ 6,500 THRU \$ 9,999	18				2	11.1	50	67.6			16	88.9
\$10,000 THRU \$13,999	13				1	7.7					12	92.3
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER	3				1	33.3					2	66.7

* INCLUDES 4TH CLASS POSTMASTERS AND PUPAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA-GEORGIA-SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	6,056	21.4	1,294	21.4	12	.2	3		9	-.1	4,738	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,797		382	10.1	11	.3	3	-.1	7	.2	3,394	89.4
GS-1 THRU 4	1,697		284	16.7	6	.4	2	.1	4	.2	1,401	82.6
GS-5 THRU 8	944		52	5.5	2	.2			2	.2	886	94.1
GS-9 THRU 11	847		44	5.2	1	.1			1	-.1	831	94.6
GS-12 THRU 13	226		2	.9			1	.4			223	98.7
GS-14 THRU 15	78										76	97.4
GS-16 THRU 18	5										5	100.0
TOTAL WAGE SYSTEMS.....	1,623		328	49.2					1	-.1	854	50.7
UP THRU \$5,499	620		527	83.4							101	16.1
\$ 5,500 THRU \$ 6,999	412		232	56.3					1	.2	179	43.4
\$ 7,000 THRU \$ 7,999	329		55	16.7							274	83.3
\$ 8,000 THRU \$ 8,999	158		9	5.7							149	94.3
\$ 9,000 THRU \$ 9,999	102		3	2.9							99	97.1
\$10,000 THRU \$13,999	53		2	3.8							51	96.2
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	546		73	13.4	1	.2			1	.2	471	86.3
PFS-1 THRU 5*	454		71	15.6	1	.2			1	.2	341	63.9
PFS-6 THRU 9	78		2	2.6							76	97.4
PFS-10 THRU 12	11										11	100.0
PFS-13 THRU 16	3										3	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	30		11	36.7							19	63.3
UP THRU \$6,499	22		9	40.9							13	59.1
\$ 6,500 THRU \$ 9,999	5		2	40.0							3	60.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$20,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
AUSTIN, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SORNAHED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	5,303	7.2	381	7.2	495	9.3	9	.2	6	.1	4,412	83.2
TOTAL GENERAL SCHEDULE OR STRIPAL*****	3,808		191	5.0	279	7.3	8	.2	6	.2	3,324	87.3
GS-1 THRU 4	1,285		122	8.5	158	11.4	2	.1	4	.3	1,099	78.4
GS-5 THRU 8	1,321		43	3.3	77	5.8	3	.2	2	.2	1,196	90.5
GS-9 THRU 11	993		10	1.7	19	3.2					564	95.1
GS-12 THRU 13	412		13	3.2	22	5.3	2	.5			375	91.0
GS-14 THRU 15	91		3	3.3	3	3.3	1	1.1			64	92.3
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS*****	439		80	18.2	81	18.5	1	.2			277	63.1
UP THRU \$3,499	145		69	47.6	43	29.7					33	22.8
\$ 5,500 THRU \$ 6,999	121		7	5.8	23	19.0					90	74.4
\$ 7,000 THRU \$ 7,999	115		4	3.5	15	13.0	1	.8			96	83.5
\$ 8,000 THRU \$ 8,999	34										34	100.0
\$ 9,000 THRU \$ 9,999	18										18	100.0
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE*****	1,042		110	10.6	134	12.9					798	76.6
PFS-1 THRU 5*	861		99	11.2	115	13.1					667	75.7
PFS-6 THRU 9	137		11	8.0	18	13.1					108	78.6
PFS-10 THRU 12	19				1	5.3					18	94.7
PFS-13 THRU 14	5										5	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	14				1	7.1					13	92.9
UP THRU \$5,499	4				1	25.0					3	75.0
\$ 6,500 THRU \$ 9,999	8										8	100.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT-MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,632	11.6	651	11.6	15	.3	3	.1	2		4,961	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,367		100	3.0	14	.4	1		1		3,251	96.6
GS-1 THRU 4	1,214		54	4.4	6	.5					1,154	95.1
GS-5 THRU 8	667		10	1.2	5	.6					650	98.0
GS-9 THRU 11	934		35	3.7	2	.2					897	96.0
GS-12 THRU 13	303		1	.3							302	99.7
GS-14 THRU 15	48				1	2.1					47	97.9
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	1,960		531	27.1			2	.1	1	.1	1,426	72.6
UP THRU \$5,499	282		194	68.8							88	31.2
\$ 5,500 THRU \$ 6,999	750		291	38.8							458	61.1
\$ 7,000 THRU \$ 7,999	687		38	5.5			2	.3	1	.1	647	94.2
\$ 8,000 THRU \$ 9,999	147		7	4.8							140	95.2
\$ 9,000 THRU \$ 9,999	32		1	3.1							31	96.9
\$10,000 THRU \$13,999	62										62	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	279		17	6.1	1	.4					261	93.5
PES-1 THRU 5*	236		7	7.2							218	92.4
PES-6 THRU 9	33				1	.4					33	100.0
PES-10 THRU 12	4										4	100.0
PES-13 THRU 16	2										2	100.0
PES-17 THRU 19												
PES-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	26		3	11.5							23	88.5
UP THRU \$6,499	20		3	15.0							17	85.0
\$ 6,500 THRU \$ 9,999	4										4	100.0
\$10,000 THRU \$13,999	2										2	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$23,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-48

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO-NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,981	841	9.4	22	.2	8	.1	7	.1	8,063	90.2
TOTAL GENERAL SCHEDULE OP SIMILAR.....	3,323	292	8.8	6	.2	6	.2	7	.2	3,009	90.6
GS-1 THRU 4	841	205	24.4	2	.2	2	.2			634	75.4
GS-5 THRU 8	966	60	6.2							904	93.6
GS-9 THRU 11	941	19	2.0	3	.3	1	.1	3	.3	917	97.2
GS-12 THRU 13	452	5	1.1	1	.2	1	.2	1	.2	444	98.2
GS-14 THRU 15	116	3	2.6	2	1.7			3	2.6	108	93.1
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,063	171	15.1	8	.8					884	83.2
UP THRU \$5,499	70	10	14.3							10	14.3
\$ 5,500 THRU \$ 6,999	316	128	40.5	4	1.3					184	58.2
\$ 7,000 THRU \$ 7,999	223	23	10.3	2	.9					198	88.8
\$ 8,000 THRU \$ 8,999	363	9	2.5	1	.3					353	97.2
\$ 9,000 THRU \$ 9,999	64									64	100.0
\$10,000 THRU \$13,999	74	1	1.4	1	1.4					72	97.3
\$14,000 THRU \$17,999	3									3	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,499	367	8.2	8	.2	2	.1			4,122	91.6
PFS-1 THRU 5*	3,939	326	8.3	7	.2	2	.1			3,604	91.5
PFS-6 THRU 9	467	37	7.9	1	.2					429	91.9
PFS-10 THRU 17	79	4	5.1							75	94.9
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21	1										
TOTAL OTHER PAY SYSTEMS	59	11	18.6							46	78.1
UP THRU \$6,499	38	6	15.8							30	78.9
\$ 6,500 THRU \$ 9,999	13	3	23.1							10	76.9
\$10,000 THRU \$13,999	2									2	100.0
\$14,000 THRU \$17,999	4									4	100.0
\$18,000 THRU \$25,999	2									2	100.0
\$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND BIPIAL CARRIERS.

TABLE 4-49

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAME NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL NUMBER PCT	ALL OTHER EMPLOYEES	
	NUMBER	NUMBER PCT					NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6,067	1,452 23.9	32 .5	1	12 .2	4,570 75.3		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,140	328 10.4	10 .3	1	10 .3	2,791 88.9		
GS- 1 THRU 4	1,654	282 17.0	6 .5		6 .4	1,392 84.2		
GS- 5 THRU 8	1,005	70 7.0	1 .1	1	1 .1	931 92.6		
GS- 9 THRU 11	374	10 2.6	1 .3		1 .3	367 96.8		
GS-12 THRU 13	95				1 1.1	94 98.9		
GS-14 THRU 15	7					7 100.0		
GS-16 THRU 18								
TOTAL WAGE SYSTEMS.....	2,408	1,060 44.0	21 .9		2 .1	1,325 55.0		
UP THRU \$3,499	597	478 79.4	3 .5			120 20.1		
\$ 3,500 THRU \$ 6,999	1,038	480 47.1	16 1.5		2 .2	531 51.2		
\$ 7,000 THRU \$ 7,999	619	91 14.7	2 .3			526 85.0		
\$ 8,000 THRU \$ 8,999	61	5 8.2				56 91.8		
\$ 9,000 THRU \$ 9,999	62	1 1.6				61 98.4		
\$10,000 THRU \$13,999	30					30 100.0		
\$14,000 THRU \$17,999	1					1 100.0		
\$18,000 AND OVER								
TOTAL POSTAL FIELD SERVICE.....	511	64 12.5	1 .2			446 87.3		
PFS- 1 THRU 5*	421	60 14.3	1 .2			360 85.5		
PFS- 6 THRU 9	70	4 5.1				75 94.9		
PFS-10 THRU 12	6					6 100.0		
PFS-13 THRU 16	3					3 100.0		
PFS-17 THRU 19								
PFS-20 THRU 21								
TOTAL OTHER PAY SYSTEMS	6					8 100.0		
UP THRU \$5,499	6					6 100.0		
\$ 6,500 THRU \$ 9,999	7					2 100.0		
\$10,000 THRU \$13,999								
\$14,000 THRU \$17,999								
\$18,000 THRU \$25,999								
\$26,000 AND OVER								

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-50

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS-OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGR0	SPANISH SURNAMED		AMERICAN INDIAN	ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT		NUMBER	PCT		NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,479		3,302	28.8	18	.2	10	.1	8,148	71.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,220		1,423	22.9	10	.2	8	.1	4,779	76.8
GS-1 THRU 4	1,558		576	37.0	3	.2			979	62.8
GS-5 THRU 8	1,809		555	30.7	2	.1			1,252	69.2
GS-9 THRU 11	1,765		244	13.8	4	.2	6	.3	1,511	85.6
GS-12 THRU 13	978		45	4.6	1	.1	2	.2	930	95.1
GS-14 THRU 15	109		3	2.8					106	97.2
GS-16 THRU 18	1								1	100.0
TOTAL WAGE SYSTEMS.....	1,827		817	44.7	3	.2	1	.1	1,006	55.1
UP THRU \$2,499	57		36	63.2					21	36.8
\$ 2,500 THRU \$ 6,999	904		563	62.3	3	.3	1	.1	337	37.3
\$ 7,000 THRU \$ 7,999	412		158	38.3					254	61.7
\$ 8,000 THRU \$ 8,999	310		39	12.6					271	87.4
\$ 9,000 THRU \$ 9,999	63		20	31.7					43	68.3
\$10,000 THRU \$13,999	81		1	1.2					80	98.8
\$14,000 THRU \$17,999										
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE.....	3,402		1,000	31.2	5	.1	1		2,335	66.6
PFS-1 THRU 5*	2,748		894	32.5	5	.2	1		1,847	67.2
PFS-6 THRU 9	583		160	27.4					423	72.6
PFS-10 THRU 12	60		6	10.0					54	90.0
PFS-13 THRU 16	10								10	100.0
PFS-17 THRU 19	1								1	100.0
PFS-20 THRU 21										
TOTAL OTHER PAY SYSTEMS	30		2	6.7					28	93.3
UP THRU \$2,499	16		2	12.5					14	87.5
\$ 2,500 THRU \$ 9,999	7								7	100.0
\$10,000 THRU \$13,999	3								3	100.0
\$14,000 THRU \$17,999	1								1	100.0
\$18,000 THRU \$25,999	1								1	100.0
\$26,000 AND OVER	3								3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS

TABLE 4-51

1959 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1959

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,880	3.2	217	3.2	2,343	34.1	5	-1	2		4,313	62.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,436		25	1.0	445	18.3	4	-2	2	-1	1,960	80.5
GS- 1 THRU 4	795		11	1.4	208	26.2	1	-1	1	-1	574	72.2
GS- 5 THRU 8	660		7	1.1	137	20.6	1	-2	1	-2	514	77.9
GS- 9 THRU 11	748		4	.5	85	11.4	1	-1			658	88.0
GS-12 THRU 13	212		3	1.4	15	7.1	1	.5			193	91.0
GS-14 THRU 15	21										21	100.0
GS-16 THRU 18												
TOTAL WAGE SYSTEMS.....	3,774		159	4.2	1,621	43.0					1,994	52.8
UP THRU \$5,499	32		3	9.4	3	9.4					26	81.3
\$ 5,500 THRU \$ 6,999	889		56	6.3	511	57.5					322	36.2
\$ 7,000 THRU \$ 7,999	719		54	7.5	452	62.9					213	29.6
\$ 8,000 THRU \$ 8,999	1,517		43	2.8	593	39.1					881	58.1
\$ 9,000 THRU \$ 9,999	424		2	.5	48	11.3					374	88.2
\$10,000 THRU \$13,999	180		1	.6	14	7.8					165	91.7
\$14,000 THRU \$17,999	17										13	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	600		12	4.8	276	41.8	1	-2			351	53.2
PF5- 1 THRU 5*	537		29	5.4	249	46.4	1	-2			258	48.0
PF5- 6 THRU 9	102		3	2.9	26	25.5					73	71.6
PF5-10 THRU 12	19										19	100.0
PF5-13 THRU 16	2										1	50.0
PF5-17 THRU 19												
PF5-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	10		1	10.0	1	10.0					8	80.0
UP THRU \$5,499	5		1	20.0	1	25.0					4	80.0
\$ 6,500 THRU \$ 9,999	4										3	75.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
 STANDARD METROPOLITAN STATISTICAL AREA
 DAYTON-OHIO

TABLE 4-52

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,593	20.0	9,311	20.0	41	.2	7	.2	48	.2	21,186	79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,902	16.2	3,066	16.2	33	.2	7	.2	46	.2	15,750	83.3
GS-1 THRU 4	3,267	33.7	1,133	33.7	2	.1	1	.1	3	.1	2,228	68.2
GS-5 THRU 8	4,284	24.1	1,031	24.1	9	.2	3	.1	7	.2	3,234	75.5
GS-9 THRU 11	3,936	14.1	585	14.1	10	.3	1	.1	6	.2	3,364	85.5
GS-12 THRU 13	5,818	5.7	330	5.7	7	.1	1	.1	16	.3	5,464	93.9
GS-14 THRU 15	1,448	1.2	17	1.2	5	.3	1	.1	14	1.0	1,411	97.4
GS-16 THRU 18	49										49	100.0
TOTAL WAGE SYSTEMS.....	5,092	29.7	1,513	29.7	7	.1			1		3,571	70.1
UP THRU \$5,499	3										3	100.0
\$ 5,500 THRU \$ 6,999	921	60.4	556	60.4	1	.1					364	39.5
\$ 7,000 THRU \$ 7,999	1,212	45.5	563	45.5	3	.2			1	.1	645	53.2
\$ 8,000 THRU \$ 8,999	688	29.0	206	29.0	2	.3					480	69.8
\$ 9,000 THRU \$ 9,999	1,519	9.4	143	9.4	1	.1					1,375	90.5
\$10,000 THRU \$13,999	727	5.2	45	5.2							682	93.8
\$14,000 THRU \$17,999	22										22	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,508	28.7	720	28.7	1						1,787	71.3
PF5-1 THRU 5*	2,090	30.6	640	30.6	1						1,449	69.3
PF5-5 THRU 9	347	21.3	74	21.3							273	78.7
PF5-10 THRU 12	63	9.5	6	9.5							57	90.5
PF5-13 THRU 16	8										8	100.0
PF5-17 THRU 19												
PF5-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	91	13.2	12	13.2					1	1.1	78	85.7
UP THRU \$6,499	37	24.3	9	24.3							28	75.7
\$ 6,500 THRU \$ 9,999	11	27.3	3	27.3							8	72.7
\$10,000 THRU \$13,999	5										5	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER	35								1	2.9	34	97.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO NUMBER PCT	SPANISH SURNAMED NUMBER PCT	AMERICAN INDIAN NUMBER PCT	ORIENTAL		ALL OTHER EMPLOYEES		
	NUMBER	PCT				NUMBER	PCT	NUMBER	PCT	
TOTAL ALL PAY SYSTEMS**	7,614	3.1	239	3.1	12	.2	45	.6	4,007	52.6
TOTAL GENERAL SCHEDULE OR SCHEDULE*****	4,286								2,932	68.4
GS-1 THRU 4	1,090		56	3.9			22	.5		
GS-5 THRU 8	1,378		39	2.8	5	.1	12	.7	984	58.2
GS-9 THRU 11	916		15	1.6	2	.1	8	.6	921	66.8
GS-12 THRU 13	268		4	1.5	1	.1	1	.1	757	82.6
GS-14 THRU 15	34								236	88.6
GS-16 THRU 18									32	94.1
TOTAL WAGE SYSTEMS*****	2,405		94	3.9	6	.2	15	.6	74	30.8
UP THRU \$5,499	303		24	7.9			1	.3	22	7.3
\$ 5,500 THRU \$ 6,999	612		32	5.2			1	.2	128	20.9
\$ 7,000 THRU \$ 7,999	541		27	5.0	1	.2	5	.9	139	25.7
\$ 8,000 THRU \$ 8,999	479		4	1.3	2	.4	5	.0	143	29.9
\$ 9,000 THRU \$ 9,999	323		4	1.2	2	.6	2	.6	197	61.0
\$10,000 THRU \$13,999	142		1	.7			1	.7	107	75.4
\$14,000 THRU \$17,999	6								6	100.0
\$18,000 AND OVER										
TOTAL POSTAL FIELD SERVICE*****	900		21	2.3			8	.9	320	35.6
PFS-1 THRU 5*	749		18	2.4	1	.1	6	.8	251	33.5
PFS-6 THRU 8	130		3	2.3	1	.8	2	1.5	53	40.3
PFS-10 THRU 12	16								11	68.8
PFS-13 THRU 16	5								5	100.0
PFS-17 THRU 19										
PFS-20 THRU 21										
TOTAL OTHER PAY SYSTEMS	22								13	59.1
UP THRU \$5,499	10								4	40.0
\$ 6,500 THRU \$ 9,999	7								5	71.4
\$10,000 THRU \$13,999	3								2	66.7
\$14,000 THRU \$17,999	1								1	100.0
\$18,000 THRU \$25,999										
\$26,000 AND OVER	1								1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS...	7,946	4.1	121	4.1	285	9.7	25	.8	64	2.2	2,451	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,315		54	4.1	68	5.2	6	.5	28	2.1	1,162	88.2
GS-1 THRU 4	217		30	13.8	29	13.4	1	.5	5	2.3	152	70.0
GS-5 THRU 8	70		15	3.1	30	6.3	2	.4	9	1.9	424	88.3
GS-9 THRU 11	432		7	1.6	5	1.2	3	.7	9	2.1	408	94.4
GS-12 THRU 13	155		2	1.3	3	1.9			2	1.3	144	95.5
GS-14 THRU 15	33				1	3.0			3	9.1	29	87.9
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	515		21	4.1	61	11.8	13	2.5	6	1.2	417	80.5
UP THRU \$5,499	17		2	11.8	5	47.1					7	41.2
\$ 5,500 THRU \$ 6,999	114		16	14.0	15	16.7	1	.9	3	2.6	75	65.8
\$ 7,000 THRU \$ 7,999	94		2	2.1	8	8.5			1	1.1	78	83.0
\$ 8,000 THRU \$ 8,999	129		1	.8	13	10.1					11	85.3
\$ 9,000 THRU \$ 9,999	127				11	8.9	1	.8	2	1.6	10	88.6
\$10,000 THRU \$13,999	41				2	4.9	1	2.4			3	92.7
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,088		45	4.1	154	14.2	6	.6	29	2.7	854	78.5
PFS-1 THRU 5*	952		44	4.6	149	15.7	6	.6	26	2.7	727	76.4
PFS-6 THRU 9	105		1	1.0	5	4.5			3	2.9	96	91.4
PFS-10 THRU 12	26										26	100.0
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	22		1	4.5	2	9.1			1	4.5	18	81.8
UP THRU \$6,499	11		1	9.1	1	9.1			1	9.1	8	72.7
\$ 6,500 THRU \$ 9,999	10				1	10.0					9	90.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-55

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SUPPAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,574	9.5	512	9.5	12	.1	15	.2	7,735	90.2		
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,057		307	6.1	7	.1	14	.3	4,729	93.5		
GS- 1 THRU 4	1,247		177	12.1	3	.2			1,167	86.6		
GS- 5 THRU 6	1,173		33	2.1	2	.2			1,086	92.6		
GS- 9 THRU 11	1,723		34	2.0	2	.1			1,679	97.6		
GS-12 THRU 13	724		13	1.8					707	97.7		
GS-14 THRU 15	90								90	100.0		
GS-16 THRU 1A												
TOTAL WAGE SYSTEMS.....	1,547		257	16.6	3	.2			1,287	83.2		
UP THRU \$5,499	51		25	49.0					26	51.0		
\$ 5,500 THRU \$ 6,999	902		200	22.2					702	77.8		
\$ 7,000 THRU \$ 7,999	428		19	4.4	1	.2			408	95.3		
\$ 8,000 THRU \$ 8,999	70		9	12.9					61	87.1		
\$ 9,000 THRU \$ 9,999	54		4	7.4					50	92.6		
\$10,000 THRU \$13,999	41				2	4.9			39	95.1		
\$14,000 THRU \$17,999	1								1	100.0		
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,955		248	12.7	2	.1			1,704	87.2		
PFS- 1 THRU 5*	1,651		234	14.2	1	.1			1,415	85.7		
PFS- 6 THRU 9	260		13	5.0	1	.4			246	94.6		
PFS-10 THRU 12	37		1	2.7					36	97.3		
PFS-13 THRU 16	7								7	100.0		
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	15								15	100.0		
UP THRU \$6,499	8								8	100.0		
\$ 6,500 THRU \$ 9,999	6								6	100.0		
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	1								1	100.0		
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-5G

1959 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,875		462	9.9	13	.3	1	.1	3	.1	4,376	89.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,067		71	3.6	5	.3	1	.1	2	.1	1,088	96.0
GS- 1 THRU 4	390		45	11.5	4	1.0			2	.5	339	86.9
GS- 5 THRU 8	461		20	4.3							441	95.7
GS- 9 THRU 11	671		4	.4			1	.1			666	99.3
GS-12 THRU 13	375		1	.3	1	.3					373	98.5
GS-14 THRU 15	68		1	1.5							67	98.5
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	277		32	11.6	1	.4			1	.4	243	87.7
UP THRU \$5,499	6		4	66.7							2	33.3
\$ 5,500 THRU \$ 6,999	49		23	25.8	1	1.1					65	73.0
\$ 7,000 THRU \$ 7,999	67		3	4.5							64	95.5
\$ 8,000 THRU \$ 8,999	78		1	1.3					1	1.3	76	97.4
\$ 9,000 THRU \$ 9,999	12		1	8.3							11	91.7
\$10,000 THRU \$13,999	25										25	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,577		377	14.6	7	.3					2,193	85.1
PFS- 1 THRU 5*	2,302		340	14.8	7	.3					1,955	84.9
PFS- 6 THRU 9	214		37	17.0							181	83.0
PFS-10 THRU 12	49										49	100.0
PFS-13 THRU 16	7										7	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	54		2	3.7							52	96.3
UP THRU \$6,499	18		2	11.1							16	88.9
\$ 6,500 THRU \$ 9,999	15										15	100.0
\$10,000 THRU \$13,999	13										13	100.0
\$14,000 THRU \$17,999	5										5	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	3										3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-57

1959 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	5,851		1,156	20.0	144	2.6	1		3	.1	4,247	76.5
TOTAL GENERAL SCHEDULE OR JIRILLAR.....	1,202		181	15.1	12	1.0					1,009	83.9
GS-1 THRU 4	384		65	16.9	1	.3					318	82.8
GS-5 THRU 8	525		96	18.3	10	1.9					419	79.8
GS-9 THRU 11	237		15	6.3							222	93.7
GS-12 THRU 13	51		5	9.8	1	2.0					45	88.2
GS-14 THRU 15	5										5	100.0
GS-16 THRU 18	5											
TOTAL WAGE SYSTEMS.....	1,073		211	19.7	20	1.9			1	.1	841	78.4
UP THRU \$5,499	2										2	100.0
\$ 5,500 THRU \$ 6,999	335		106	31.6	7	2.1					222	66.3
\$ 7,000 THRU \$ 7,999	410		71	17.3	4	1.0			1	.2	334	81.5
\$ 8,000 THRU \$ 8,999	199		24	12.1							170	85.4
\$ 9,000 THRU \$ 9,999	63		6	14.0	2	4.7					35	81.4
\$10,000 THRU \$13,999	81		4	4.9	2	2.5					75	92.6
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	3,259		763	23.4	112	3.4			2	.1	2,381	73.1
PFS-1 THRU 5*	2,835		705	24.9	106	3.7			2	.1	2,021	71.3
PFS-6 THRU 9	365		96	14.3	6	1.6					303	83.0
PFS-10 THRU 12	46		2	4.3							44	95.7
PFS-13 THRU 16	13										13	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	17		1	5.9							16	94.1
											7	87.5
											9	100.0

* INCLUDES HIGH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE-WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL ALL PAY SYSTEMS..	10,363		1,088	10.5	55	.5	16	.2	18	.2	9,186	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,705		282	7.6	21	.6	5	.1	12	.3	3,385	91.4
GS- 1 THRU 4	1,008		190	18.8	3	.3	3	.3	3	.3	809	80.3
GS- 5 THRU 8	1,165		64	5.5	9	.8	1	.1	2	.2	1,089	93.5
GS- 9 THRU 11	652		23	2.7	4	.5	1	.1	4	.5	620	96.2
GS-12 THRU 13	694		3	.5					1	.2	690	99.2
GS-14 THRU 15	183		2	1.1	5	2.7			2	1.1	174	95.1
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	1,118		217	19.4	5	.4	2	.2			894	80.0
UP THRU \$5,499	6		4	66.7							2	33.3
\$ 5,500 THRU \$ 6,999	350		171	47.5	2	.6					184	51.3
\$ 7,000 THRU \$ 7,999	150		16	10.7	1	.7					133	88.7
\$ 8,000 THRU \$ 8,999	335		17	5.1	1	.3					317	94.6
\$ 9,000 THRU \$ 9,999	188		4	4.3	1	.5					179	95.2
\$10,000 THRU \$13,999	80		1	1.3							79	98.8
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	5,454		583	10.7	28	.5	7	.1	5	.1	4,831	88.6
PFS- 1 THRU 5*	4,894		551	11.3	28	.6	7	.1	4	.1	4,304	87.9
PFS- 6 THRU 9	442		30	6.8					1	.2	411	93.0
PFS-10 THRU 12	103		2	1.9							101	98.1
PFS-13 THRU 16	14										14	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	86		6	7.0	1	1.2	2	2.3	1	1.2	76	88.4
UP THRU \$5,499	55				1	1.8					47	85.5
\$ 6,500 THRU \$ 9,999	21		6	12.9			1	4.8	1	4.8	19	90.5
\$10,000 THRU \$13,999	7										7	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
OGDEN, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	7,079		106	1.5	254	3.6	19	.3	60	.8	6,640	93.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,136		28	.7	63	1.5	7	.2	31	1.0	3,997	96.6
CS- 1 THRU 4	1,656		16	.9	43	2.3	2	.1	27	.9	1,778	95.8
GS- 5 THRU 8	1,515		9	.5	16	1.1	4	.3	16	1.1	1,470	97.0
GS- 9 THRU 11	493		3	.6	4	.8	1	.2	6	1.2	479	97.2
GS-12 THRU 13	230										228	99.1
GS-14 THRU 15	39								2	.9	39	100.0
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	2,557		71	2.8	180	7.0	12	.5	14	.5	2,280	89.2
UP THRU \$5,499	8										8	100.0
\$ 5,500 THRU \$ 6,999	1,871		59	3.2	159	8.5	9	.5	12	.6	1,632	87.2
\$ 7,000 THRU \$ 7,999	339		6	2.4	16	4.7	2	.6	1	.3	312	92.0
\$ 8,000 THRU \$ 8,999	145		2	1.1	3	1.6	1	.5			179	96.8
\$ 9,000 THRU \$ 9,999	72		1	1.3					1	1.3	74	94.9
\$10,000 THRU \$13,699	75		1	1.3	2	2.6					74	98.7
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	342		7	1.8	11	2.9			5	1.3	359	94.0
PFS- 1 THRU 5*	315		7	2.2	11	3.5			5	1.6	292	92.7
PFS- 6 THRU 9*	60										60	100.0
PFS-10 THRU 12	7										7	100.0
PFS-13 THRU 16												
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	4										4	100.0
UP THRU \$5,499	3										3	100.0
\$ 6,500 THRU \$ 9,999	1										1	100.0
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND PURAL CARRIERS

TABLE 4-60

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

P Y SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	33,411	8.3	2,727	8.3	203	.6	1,075	3.2	18	.1	29,346	87.8
TOTAL GENERAL SCHEDULE OP SIMILARS.....	15,281		679	4.2	103	.6	490	3.1	13	.1	14,572	91.9
GS-1 THRU 4	3,627		316	8.7	23	.6	156	4.3	6	.2	3,126	86.2
GS-5 THRU 8	4,114		212	5.2	24	.6	137	3.3	1		3,740	90.9
GS-9 THRU 11	5,400		131	2.4	65	.8	139	2.6	4	.1	5,081	94.1
GS-12 THRU 13	2,346		18	.5	10	.4	50	2.1	2	.1	2,266	96.6
GS-14 THRU 15	358		2	.6	1	.3	8	2.2			347	96.9
GS-16 THRU 18	12										12	100.0
TOTAL WAGE SYSTEMS.....	15,095		1,825	12.1	90	.6	520	3.4	4		12,656	83.8
UP THRU \$5,499	366		158	42.9	7	1.8	24	6.2	1	.3	196	50.8
\$ 5,500 THRU \$ 6,999	6,275		1,067	17.0	27	.4	190	3.0			4,986	79.5
\$ 7,000 THRU \$ 7,999	6,599		547	8.3	49	.7	231	3.5			5,772	87.5
\$ 8,000 THRU \$ 8,999	936		24	2.6	3	.3	41	4.4			867	92.3
\$ 9,000 THRU \$ 9,999	430		18	4.2	4	.9	21	4.9			387	90.0
\$10,000 THRU \$13,999	437		5	1.1			13	3.0			419	95.9
\$14,000 THRU \$17,999	24										24	100.0
\$18,000 AND OVER	5										5	100.0
TOTAL POSTAL FIELD SERVICE.....	2,386		261	10.9	10	.4	52	2.2	1		2,064	86.4
PF5-1 THRU 5*	2,043		22	1.1	10	.5	42	2.1	1		1,748	85.6
PF5-6 THRU 9	261		16	6.1			8	3.1			237	90.8
PF5-10 THRU 12	52		2	3.8			1	1.9			49	94.2
PF5-13 THRU 16	23		1	4.3			1	4.3			21	91.3
PF5-17 THRU 19	9										9	100.0
PF5-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	71		2	2.6			13	18.3			56	78.9
UP THRU \$6,499	26		1	3.8			11	42.3			14	53.8
\$ 6,500 THRU \$ 9,999	21						1	4.8			21	100.0
\$10,000 THRU \$13,999	7						1	14.3			6	85.7
\$14,000 THRU \$17,999	12		1	8.3			1	8.3			10	83.3
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER	4										4	100.0

* INCLUDES ATM CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
OMAHA-NEBRASKA-1001

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	7,077	566	8.0	60	.8	14	.2	14	.2	6,823	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,722	198	5.3	21	.6	7	.2	12	.3	3,484	93.6
GS-1 THRU 4	609	103	12.7	5	.6	2	.2			699	86.4
GS-5 THRU 8	1,062	59	5.6	11	1.0	1	.1	3	.3	988	93.0
GS-9 THRU 11	875	24	2.2	4	.5	2	.2	6	.7	835	95.4
GS-12 THRU 13	796	8	1.0			2	.3	1	.1	785	98.6
GS-14 THRU 15	172			1	.6			2	1.2	169	98.3
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	961	197	20.5	15	1.6	1	.1			746	77.6
UP THRU \$5,499	71	40	56.3							31	43.7
\$ 5,500 THRU \$ 6,999	370	115	36.5	9	2.4					226	61.1
\$ 7,000 THRU \$ 7,999	392	20	5.1	4	1.0					364	93.9
\$ 8,000 THRU \$ 8,999	37	1	1.0							55	96.5
\$ 9,000 THRU \$ 9,999	41	1	2.4	1	2.4					38	92.7
\$10,000 THRU \$13,999	30									30	100.0
\$14,000 THRU \$17,999											
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,349	169	7.2	24	1.0	6	.3	2	.1	2,148	91.4
PFS-1 THRU 5*	1,898	140	7.4	19	1.0	5	.3	2	.1	1,732	91.3
PFS-6 THRU 9	399	29	7.3	5	1.3					364	91.2
PFS-10 THRU 12	43									43	100.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	45	2	4.4							43	95.6
UP THRU \$5,499	19	1	5.3							18	94.7
\$ 6,500 THRU \$ 9,999	7	1	14.3							6	85.7
\$10,000 THRU \$13,999	11									11	100.0
\$14,000 THRU \$17,999	2									2	100.0
\$18,000 THRU \$25,999	3									3	100.0
\$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
PENSACOLA, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,036	10.8	972	10.8	40	.4	23	.3	6	.1	7,995	88.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,125		81	2.6	11	.4	6	.2	1		3,026	96.8
GS- 1 THRU 4	1,255		66	5.4	5	.4	3	.2			1,179	93.9
GS- 5 THRU 6	683		9	1.0	4	.5	1	.1			869	98.4
GS- 9 THRU 11	726		3	.4	1	.1	1	.1			721	99.3
GS-12 THRU 13	223		1	.4	1	.4					221	99.1
GS-14 THRU 15	34								1	2.9	32	94.1
GS-16 THRU 18	4										4	100.0
TOTAL WAGE SYSTEMS.....	5,400		850	15.7	29	.5	17	.3	5	.1	4,499	83.3
UP THRU \$5,499	292		143	49.0	2	.7					147	50.3
\$ 5,500 THRU \$ 6,999	690		337	37.9	2	.2	3	.3	1	.1	547	61.5
\$ 7,000 THRU \$ 7,999	1,310		223	17.0	2	.2	8	.6	4	.3	1,073	81.9
\$ 8,000 THRU \$ 8,999	1,966		127	6.5	16	.8	5	.3			1,818	92.5
\$ 9,000 THRU \$ 9,999	382		15	3.9	5	1.3	1	.3			361	94.5
\$10,000 THRU \$13,999	537		5	.9	2	.4					530	98.7
\$14,000 THRU \$17,999	20										20	100.0
\$18,000 AND OVER	3										3	100.0
TOTAL POSTAL FIELD SERVICE.....	499		40	8.0							459	92.0
PFS- 1 THRU 5*	429		35	8.6							374	91.4
PFS- 6 THRU 9	77		5	5.5							72	93.5
PFS-10 THRU 12	10										10	100.0
PFS-13 THRU 16	3										3	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	12		1	8.3							11	91.7
UP THRU \$5,499	5										5	100.0
\$ 5,500 THRU \$ 9,999	2		1	50.0							1	50.0
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999	3										3	100.0
\$26,000 AND OVER												

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,879	2.9	258	2.9	640	7.2	300	3.4	39	.4	7,642	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,091		77	1.9	149	3.6	225	5.5	23	.6	3,617	88.4
GS-1 THRU 4	1,070		30	2.8	51	4.6	132	12.3	5	.5	852	78.6
GS-5 THRU 8	1,220		21	1.7	55	4.5	58	4.8	6	.5	1,060	86.5
GS-9 THRU 11	1,059		22	2.1	31	2.9	23	2.2	8	.8	975	92.1
GS-12 THRU 13	603		4	.7	11	1.8	7	1.2	3	.5	578	95.9
GS-14 THRU 15	136				1	.7	5	3.7	1	.7	129	94.9
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	1,657		67	4.0	219	13.2	66	4.0	5	.3	1,300	78.5
UP THRU \$5,499	82		15	18.3	24	29.3	11	13.4			32	39.0
\$ 5,500 THRU \$ 6,999	296		30	10.1	55	18.6	33	11.1	3	1.0	175	59.1
\$ 7,000 THRU \$ 7,999	309		8	2.6	46	14.9	11	3.6			244	79.0
\$ 8,000 THRU \$ 8,999	634		12	1.9	71	11.2	8	1.3	1	.2	42	6.5
\$ 9,000 THRU \$ 9,999	213		1	.5	21	9.9	2	.9	1	.5	188	88.3
\$10,000 THRU \$13,999	123		1	.8	2	1.6	1	.8			119	97.7
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,997		110	3.7	270	9.0	9	.3	8	.3	2,600	86.8
PFS-1 THRU 5*	2,536		99	3.9	248	9.8	9	.4	8	.3	2,172	85.6
PFS-6 THRU 9	384		11	2.9	20	5.2					353	91.9
PFS-10 THRU 12	84				1	1.6					63	76.4
PFS-13 THRU 16	12				1	8.3					11	91.7
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	134		4	3.0	2	1.5			3	2.2	125	93.3
UP THRU \$6,499	26		1	3.6							27	96.4
\$ 6,500 THRU \$ 9,999	60		2	3.3	2	3.3			1	1.7	55	91.7
\$10,000 THRU \$13,999	16		1	6.3					2	12.5	13	81.3
\$14,000 THRU \$17,999	25										25	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4.1 CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	12,964	3.4	542	4.2	42	0.3	63	0.5	176	1.4	12,241	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,542	2.4	178	2.4	20	0.3	52	0.7	107	1.4	7,185	95.3
GS-1 THRU 4	1,487	6.3	93	6.3	3	0.2	13	0.9	14	0.9	1,364	91.7
GS-5 THRU 8	2,149	2.5	53	2.5	10	0.5	22	1.0	37	1.7	2,027	94.3
GS-9 THRU 11	1,886	1.3	25	1.3	5	0.3	7	0.4	23	1.2	1,826	96.8
GS-12 THRU 13	1,603	6.4	6	0.4	1	0.1	8	0.5	26	1.6	1,562	97.4
GS-14 THRU 15	402	1	1	0.2	2	0.2	2	0.5	7	1.7	391	97.3
GS-16 THRU 18	15	15	15	100.0							15	100.0
TOTAL WAGE SYSTEMS.....	1,861	5.4	120	5.4	10	0.5	3	0.2	9	0.5	1,719	92.4
UP THRU \$3,499	2	50.0	1	50.0							1	50.0
\$ 5,500 THRU \$ 6,599	291	16.6	54	16.6	2	0.7	1	0.3	1	0.3	235	80.1
\$ 7,000 THRU \$ 7,999	202	11.4	23	11.4	4	0.0			1	0.5	174	86.1
\$ 8,000 THRU \$ 8,999	327	7.3	24	7.3	1	0.3			2	0.6	300	91.7
\$ 9,000 THRU \$ 9,999	350	2.9	10	2.9	1	0.3	2	0.6	2	0.6	335	95.7
\$10,000 THRU \$13,999	651	8	8	1.2	2	0.3			3	0.5	638	98.0
\$14,000 THRU \$17,999	33	33	33	100.0							33	100.0
\$18,000 AND OVER	5	5	5	100.0							5	100.0
TOTAL POSTAL FIELD SERVICE.....	3,476	4.1	143	4.1	11	0.3	8	0.2	58	1.7	3,256	93.7
PFS-1 THRU 5*	2,907	4.4	127	4.4	10	0.3	8	0.3	42	1.4	2,720	93.6
PFS-6 THRU 9	490	2.9	14	2.9	1	0.2			16	3.3	459	93.7
PFS-10 THRU 12	68	1.5	1	1.5							67	98.5
PFS-13 THRU 16	12	1	1	8.3							11	91.7
PFS-17 THRU 19	1	1	1	100.0							1	100.0
PFS-20 THRU 21	1	1	1	100.0							1	100.0
TOTAL OTHER PAY SYSTEMS	83	1.2	1	1.2	1	1.2			2	2.4	79	95.2
UP THRU \$6,499	31	3.2	1	3.2							30	96.8
\$ 6,500 THRU \$ 9,999	28	9	9	100.0					1	3.6	27	96.4
\$10,000 THRU \$12,999	5	7	7	100.0					1	20.0	4	80.0
\$14,000 THRU \$17,999	7	14.3	1	14.3							6	85.7
\$18,000 THRU \$29,999	3	3	3	100.0							3	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-65

STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-PANTUCKET-WARRICK-RHODE ISLAND-MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,911	3.4	167	3.4	7	.1	1	.1	7	.1	4,729	96.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,597		50	3.1	5	.3	1	.1	5	.3	1,537	96.2
GS- 1 THRU 4	310		18	5.8	1	.3					290	93.5
GS- 5 THRU 8	524		15	2.9	1	.2			2	.4	506	96.6
GS- 9 THRU 11	493		11	2.2	1	.2					481	97.6
GS-12 THRU 13	206		4	1.9					1	.5	201	97.6
GS-14 THRU 15	61		2	3.3	2	3.3			1	39.3	57	93.4
GS-16 THRU 18	3								2	66.7		
TOTAL WAGE SYSTEMS.....	374		27	7.2	1	.3			2	.5	344	92.0
UP THRU \$5,499	65		12	18.5	1	1.5			1	1.5	51	78.5
\$ 5,500 THRU \$ 6,999	122		11	9.0					1	.8	110	90.2
\$ 7,000 THRU \$ 7,999	146		4	2.7							144	97.3
\$ 8,000 THRU \$ 8,999	12										12	100.0
\$ 9,000 THRU \$ 9,999	20										20	100.0
\$10,000 THRU \$13,999	7										7	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,083		90	3.1	1				1		2,071	96.6
PFS- 1 THRU 5*	2,450		73	3.0					1		2,375	96.9
PFS- 6 THRU 9	362		15	4.1							347	95.9
PFS-10 THRU 12	60		2	3.3							58	96.7
PFS-13 THRU 16	10										10	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	57										57	100.0
UP THRU \$5,499	25										25	100.0
\$ 6,500 THRU \$ 9,999	20										20	100.0
\$10,000 THRU \$13,999	5										5	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINDRITY GROUP STUDY TABLE 4-66

STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,265	34.3	2,839	34.3	10	.1	3	.1	11	.1	5,402	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,008		919	18.4	10	.2	3	.1	9	.2	4,067	81.2
GS- 1 THRU 4	1,433		601	41.9	3	.2	1	.1	2	.1	828	57.8
GS- 5 THRU 8	1,495		209	14.0	3	.2	1	.1	3	.2	1,280	85.6
GS- 9 THRU 11	1,349		101	7.5	1	.1	1	.1	2	.1	1,243	92.1
GS-12 THRU 13	574		8	1.4	1	.2			3	.5	562	97.9
GS-14 THRU 15	151				2	1.3			1	.7	148	98.0
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	1,398		852	60.9					1	.1	545	39.0
UP THRU \$5,999	365		334	86.1							31	13.2
\$ 5,500 THRU \$ 6,999	520		404	77.7					1	.2	115	22.1
\$ 7,000 THRU \$ 7,999	280		91	32.5							189	67.5
\$ 8,000 THRU \$ 8,999	139		19	13.7							120	86.3
\$ 9,000 THRU \$ 9,999	35		3	8.6							32	91.4
\$10,000 THRU \$13,999	38		1	2.6							37	97.4
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,820		1,056	58.0					1	.1	763	41.9
PFS- 1 THRU 5*	1,502		949	63.2					1	.4	553	36.8
PFS- 6 THRU 9	270		106	39.3							163	60.4
PFS-10 THRU 12	42		1	2.4							41	97.6
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 18	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	39		12	30.8							27	69.2
UP THRU \$5,499	24		11	45.8							13	54.2
\$ 6,500 THRU \$ 9,999	9		1	11.1							8	88.9
\$10,000 THRU \$13,999	1										1	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO-CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1999

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,919	7.4	2,131	7.4	1,264	4.4	114	.4	667	3.1	24,523	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,539	4.1	560	4.1	330	2.4	50	.4	340	2.5	12,259	90.5
GS-1 THRU 4	3,203	7.9	253	7.9	126	3.9	15	.5	76	2.4	2,733	85.3
GS-5 THRU 8	3,329	4.8	161	4.8	80	2.4	19	.6	98	2.9	2,971	89.2
GS-9 THRU 11	5,057	2.5	127	2.5	105	2.1	14	.3	129	2.6	4,682	92.6
GS-12 THRU 13	1,757	1.1	19	1.1	18	1.0	1	.1	37	2.1	1,662	95.7
GS-14 THRU 15	190				1	.5	1	.5			188	98.9
GS-16 THRU 1A	3										3	100.0
TOTAL WAGE SYSTEMS.....	12,633	13.6	1,314	13.6	758	6.1	53	.4	408	3.3	9,900	79.6
UP THRU \$5,499	5	40.0	2	40.0							3	60.0
\$ 5,500 THRU \$ 6,999	1,523	17.1	262	17.1	125	8.2	7	.5	44	2.9	1,085	71.2
\$ 7,000 THRU \$ 7,999	3,242	7.4	547	16.9	240	7.4	11	.3	95	2.9	2,349	72.5
\$ 8,000 THRU \$ 8,999	5,363	7.5	401	7.5	314	5.9	28	.5	205	3.8	4,715	82.3
\$ 9,000 THRU \$ 9,999	1,434	6.1	87	6.1	47	3.3	3	.2	51	3.6	1,246	86.9
\$10,000 THRU \$13,999	821	1.6	15	1.6	31	3.6	4	.5	13	1.6	754	92.3
\$14,000 THRU \$17,999	44				1	2.3					43	97.7
<\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,904	9.6	256	9.6	174	6.0	11	.4	139	4.6	2,324	80.0
PF-1 THRU 5*	2,388	9.6	230	9.6	152	6.4	10	.4	102	4.3	1,694	79.3
PF-5-6 THRU 9	437	5.5	24	5.5	19	4.3	1	.2	36	8.2	357	81.7
PF-10 THRU 12	70	2.9	2	2.9	2	2.0					66	94.3
PF-13 THRU 16	8				1	12.5			1	12.5	6	75.0
PF-17 THRU 19	1										1	100.0
PF-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	43	2.3	1	2.3	2	4.7					40	93.0
UP THRU \$6,499	16	6.3	1	6.3							15	93.8
\$ 6,500 THRU \$ 9,999	22				1	4.5					21	95.5
\$10,000 THRU \$13,999	3				1	33.3					2	66.7
\$14,000 THRU \$17,999	1										1	100.0
\$ 18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND PJRAL CARRIERS

TABLE 4-68

1949 MINDRITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,457	1.1	255	1.1	768	3.3	49	.2	2,44	.9	22,171	94.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,924		99	.8	211	1.6	23	.2	147	1.1	12,444	96.3
GS- 1 THRU 4	2,442		44	1.8	60	2.5	6	.3	31	1.3	2,279	93.3
GS- 5 THRU 8	3,118		20	.6	75	2.4	7	.2	37	1.2	2,879	95.5
GS- 9 THRU 11	5,063		30	.6	46	.9	7	.1	62	1.2	4,918	97.1
GS-12 THRU 13	2,021		5	.2	10	.5	1		16	.8	1,989	98.4
GS-14 THRU 15	272								1	.4	271	99.6
GS-16 THRU 18	8										8	100.0
TOTAL WAGE SYSTEMS.....	8,936		142	1.6	528	5.9	25	.3	57	.6	8,184	91.6
UP THRU \$5,499	10		1	10.0	2	20.0					7	70.0
\$ 5,500 THRU \$ 6,999	1,421		54	3.8	216	15.2	7	.5	17	1.2	1,227	83.9
\$ 7,000 THRU \$ 7,999	3,159		67	2.1	172	5.4	11	.3	10	.3	2,986	92.0
\$ 8,000 THRU \$ 8,999	3,114		23	.7	127	4.1	7	.2	23	.7	2,975	94.5
\$ 9,000 THRU \$ 9,999	257		1	.4	13	5.1			5	1.9	241	93.8
\$10,000 THRU \$13,999	506		1	.2	9	1.8			2	.4	494	97.6
\$14,000 THRU \$17,999	30										30	100.0
\$18,000 AND OVER	4										4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,546		13	.8	28	1.8	1	.1	10	.6	1,494	96.6
PFS- 1 THRU 5*	1,307		13	1.0	28	2.1	1	.1	9	.7	1,256	96.1
PFS- 6 THRU 9	200								1	.5	199	99.5
PFS-10 THRU 12	33										33	100.0
PFS-13 THRU 16	4										4	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21	1										1	100.0
TOTAL OTHER PAY SYSTEMS	51		1	2.0	1	2.0					49	96.1
UP THRU \$6,499	24		1	4.2							23	95.8
\$ 6,500 THRU \$ 9,999	16				1	6.3					15	93.8
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	3										3	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
SAN BERNARDINO-RIVERSIDE-ONTARIO-CALIFORNIA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,120		829	5.9	1,654	11.7	166	1.2	66	.5	11,405	80.8
TOTAL GENERAL SCHEDULE Or SIMILAR.....	6,331		226	3.6	371	5.9	91	1.4	38	.6	5,605	88.5
GS- 1 THRU 4	1,638		69	4.2	164	10.0	53	3.2	11	.7	1,321	80.6
GS- 5 THRU 8	1,990		41	2.0	136	6.8	25	1.3	10	.5	1,738	87.3
GS- 9 THRU 11	1,499		40	2.7	58	3.9	10	.7	11	.7	1,380	92.1
GS-12 THRU 13	1,096		15	1.4	13	1.2	3	.3	6	.6	1,019	96.5
GS-14 THRU 15	145		1	.7							144	99.3
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS.....	6,774		434	6.4	1,022	15.1	70	1.0	23	.3	3,230	47.8
UP THRU \$5,499	40		1	2.5	3	7.5					36	90.0
\$ 5,500 THRU \$ 6,999	656		117	17.8	183	27.9	11	1.7	5	.8	340	51.8
\$ 7,000 THRU \$ 7,999	1,344		131	9.7	358	26.6	28	2.1	6	.4	821	61.1
\$ 8,000 THRU \$ 8,999	1,285		115	8.9	293	22.8	20	1.6	6	.6	849	66.1
\$ 9,000 THRU \$ 9,999	800		50	6.3	124	15.5	8	1.0	2	.3	616	77.0
\$10,000 THRU \$13,999	613		20	3.3	57	9.3	3	.5	2	.3	531	86.5
\$14,000 THRU \$17,999	40				4	10.0					36	90.0
\$18,000 AND OVER	1										1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,978		168	5.6	258	8.7	5	.2	5	.2	2,562	85.4
PFS- 1 THRU 9*	2,484		154	6.2	230	9.3	5	.2	4	.2	2,071	84.2
PFS- 6 THRU 9	401		14	3.5	25	6.2			1	.2	361	90.0
PFS-10 THRU 12	86				3	3.5					83	96.5
PFS-13 THRU 16	7										7	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	32		1	3.1	3	9.4					28	87.5
JP THRU \$6,499	15		1	6.7							14	93.3
\$ 6,500 THRU \$ 9,999	16				3	18.8					13	81.3
\$10,000 THRU \$13,999												
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
 STANDARD METROPOLITAN STATISTICAL AREA
 SAN DIEGO, CALIFORNIA

TABLE 4-70

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,986		2,334	7.9	1,820	6.1	123	.4	828	2.8	24,861	82.9
TOTAL GENERAL SCHEDULE DR SIMILAR.....	13,377		474	3.5	402	3.0	54	.4	313	2.3	12,134	90.7
GS- 1 THRU 4	4,324		270	6.2	162	3.7	15	.3	137	3.2	3,740	86.5
GS- 5 THRU 8	3,265		115	3.5	110	3.4	15	.5	72	2.2	2,954	90.4
GS- 9 THRU 11	3,433		61	1.8	97	2.8	18	.5	67	2.0	3,190	92.9
GS-12 THRU 13	2,008		26	1.3	29	1.4	5	.2	33	1.6	1,815	95.4
GS-14 THRU 15	340		2	.6	4	1.2	1	.3	4	1.2	329	96.8
GS-16 THRU 18	6										6	100.0
TOTAL WAGE SYSTEMS.....	12,456		1,596	12.8	1,261	10.1	56	.5	451	3.6	9,090	73.0
UP THRU \$9,499	161		21	11.6	36	19.9	3	1.7	21	11.6	100	55.2
\$ 9,500 THRU \$ 6,999	2,044		411	23.5	198	9.7	11	.5	237	11.6	1,117	54.6
\$ 7,000 THRU \$ 7,999	3,983		686	17.2	501	12.6	16	.4	113	2.8	2,667	67.0
\$ 8,000 THRU \$ 8,999	4,605		363	8.0	448	9.7	25	.5	72	1.6	3,682	80.2
\$ 9,000 THRU \$ 9,999	607		21	3.5	40	6.6	3	.5	3	.5	540	89.0
\$10,000 THRU \$13,999	995		19	1.9	37	3.7			5	.5	934	93.9
\$14,000 THRU \$17,999	35				1	2.9					34	97.1
\$18,000 AND OVER	6										6	100.0
TOTAL POSTAL FIELD SERVICE.....	4,095		263	6.9	156	3.6	10	.2	64	1.6	3,582	87.5
PFS- 1 THRU 5*	3,460		251	7.3	132	3.8	6	.2	59	1.7	3,010	87.0
PFS- 5 THRU 9	528		31	5.9	23	4.4	2	.4	4	.8	468	88.6
PFS-10 THRU 12	94		1	1.1	1	1.1			1	1.1	91	96.8
PFS-13 THRU 15	12										12	100.0
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	58		1	1.7	1	1.7	1	1.7			55	94.8
UP THRU \$5,499	19		1	5.3	1	5.3					17	89.5
\$ 6,500 THRU \$ 9,999	25						1	4.0			24	96.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER	6										6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-71

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE-CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	6,475	6.5	549	6.5	602	7.1	37	.4	375	4.4	6,912	51.6
TOTAL GENERAL SCHEDULE OR SIFILAP.....	4,022		228	5.7	121	3.0	22	.5	158	3.9	3,493	86.8
GS- 1 THRU 4	651		107	16.4	42	6.5	11	1.7	22	3.4	469	72.0
GS- 5 THRU 8	892		85	9.5	36	4.0	4	.4	38	4.3	729	81.7
GS- 9 THRU 11	1,041		27	2.6	26	2.5	4	.4	50	3.8	944	90.7
GS-12 THRU 13	997		7	.7	11	1.1	2	.2	41	4.1	936	93.9
GS-14 THRU 15	415		2	.5	6	1.4	1	.2	17	4.1	389	93.7
GS-16 THRU 18	26										25	100.0
TOTAL WAGE SYSTEMS.....	944		145	15.4	111	11.8	5	.5	35	3.7	648	78.6
UP THRU \$5,499	1										1	100.0
\$ 5,500 THRU \$ 6,999	129		55	42.6	24	18.6	1	.8	9	7.0	40	31.0
\$ 7,000 THRU \$ 7,999	180		36	35.0	20	12.5	1	.6	5	3.1	78	48.8
\$ 8,000 THRU \$ 8,999	146		19	13.0	23	15.8			6	4.1	98	67.1
\$ 9,000 THRU \$ 9,999	336		8	2.4	27	8.0	2	.6	12	3.6	287	85.4
\$10,000 THRU \$13,999	163		7	4.3	15	9.2	1	.6	3	1.8	137	84.0
\$14,000 THRU \$17,999	9				2	22.2					7	77.8
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	3,414		158	4.9	368	10.8	10	.3	178	5.2	2,690	78.8
PFS- 1 THRU 5*	2,899		159	5.5	311	10.7	10	.3	136	4.7	2,283	78.8
PFS- 6 THRU 9	441		8	1.8	49	11.1			38	8.6	346	78.5
PFS-10 THRU 12	59		1	1.7	5	8.5			4	6.8	49	83.1
PFS-13 THRU 16	14				3	21.4					11	78.6
PFS-17 THRU 19	1										1	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	95		8	8.4	2	2.1			4	4.2	81	85.3
UP THRU \$5,499	41		8	19.5	1	2.4			3	7.3	29	70.7
\$ 6,500 THRU \$ 9,999	27				1	3.7			1	3.7	25	92.6
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999												
\$26,000 AND OVER	23										23	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
 STANDARD METROPOLITAN STATISTICAL AREA
 SEATTLE-EVERETT-WASHINGTON

TABLE 4-72

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	15,497	7.1	1,294	.5	70	.7	110	.7	609	3.9	13,814	87.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,376	3.8	283	.3	24	.3	53	.7	220	3.0	6,796	92.1
GS-1 THRU 4	1,582	13.0	150	.4	6	.4	21	1.3	53	3.4	1,344	85.0
GS-5 THRU 8	1,946	3.9	75	.4	6	.4	14	.7	79	4.1	1,770	91.0
GS-9 THRU 11	2,069	1.4	29	.3	7	.3	11	.5	52	2.5	1,970	95.2
GS-12 THRU 13	1,473	1.3	19	.2	3	.2	7	.5	32	2.2	1,412	95.9
GS-14 THRU 15	297	.7	2	.1					4	1.3	291	98.0
GS-16 THRU 18	9										9	100.0
TOTAL WAGE SYSTEMS.....	1,916	11.2	215	.7	14	.7	17	.9	111	5.8	1,561	81.4
UP THRU \$3,499	116	4.2	5	.6	1	.6			38	32.2	74	62.7
\$ 5,500 THRU \$ 6,999	328	13.3	60	1.2	4	1.2	4	1.2	37	11.3	223	68.0
\$ 7,000 THRU \$ 7,999	402	20.1	51	2.1	4	1.0	6	1.5	23	5.7	283	71.6
\$ 8,000 THRU \$ 8,999	412	9.2	38	1.9	4	1.0	4	1.0	6	1.9	358	86.9
\$ 9,000 THRU \$ 9,999	302	4.6	14	.6			2	.7	4	1.3	282	93.4
\$10,000 THRU \$13,999	315	5.4	17	.7	1	.7	1	.3			286	94.0
\$14,000 THRU \$17,999	27								1	.3	27	100.0
\$18,000 AND OVER	14										13	92.9
TOTAL POSTAL FIELD SERVICE.....	5,895	10.0	591	.5	32	.5	39	.7	271	4.6	4,962	84.2
PF5-1 THRU 5*	4,752	10.5	497	.5	26	.5	37	.5	222	4.7	3,970	83.5
PF5-6 THRU 9	874	10.0	88	.7	6	.7	1	.1	46	5.5	715	83.7
PF5-10 THRU 12	135	1.5	2	.1			1	.7			131	97.0
PF5-13 THRU 16	110	3.6	4	.3							106	96.4
PF5-17 THRU 19	18										18	100.0
PF5-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	308	1.6	5	.3			1	.3	7	2.3	295	95.8
UP THRU \$6,499	97	1.0	1	.1					3	3.1	93	95.9
\$ 6,500 THRU \$ 9,999	123	2.4	3	.2			1	.6	4	3.3	115	93.5
\$10,000 THRU \$13,999	51										51	100.0
\$14,000 THRU \$17,999	26	3.8	1	.3							25	96.2
\$18,000 THRU \$23,999	9										9	100.0
\$26,000 AND OVER	2										2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT-LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,087	13.1	377	18.1	15	0.7	2	0.1	1	0.05	2,492	86.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,413		94	6.7	10	0.7	2	0.1	1	0.1	1,306	92.4
GS- 1 THRU 4	431		83	19.3	6	1.4	2	0.5			340	78.9
GS- 5 THRU 6	371		9	2.4	1	0.3					359	96.8
GS- 7 THRU 11	393		2	0.5	1	0.3			1	0.3	391	99.0
GS-12 THRU 13	166										166	100.0
GS-14 THRU 15	49										49	100.0
GS-16 THRU 18	1										1	100.0
TOTAL WAGE SYSTEMS.....	607		204	33.6	3	0.5					400	65.9
UP THRU \$5,499	164		126	76.8							36	23.2
\$ 5,500 THRU \$ 6,999	88		51	58.0							37	42.0
\$ 7,000 THRU \$ 7,999	226		24	10.6	2	0.9					200	88.5
\$ 8,000 THRU \$ 8,999	77		2	2.5	1	1.3					74	96.1
\$ 9,000 THRU \$ 9,999	12		1	8.3							11	91.7
\$10,000 THRU \$13,999	40										40	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE	836		77	9.2	2	0.2					757	90.6
PFS- 1 THRU 5*	658		75	11.4	2	0.3					581	88.3
PFS- 6 THRU 9	155		2	1.3							153	98.7
PFS-10 THRU 12	18										18	100.0
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	31		2	6.5							29	93.5
UP THRU \$5,499	13		2	15.4							11	84.6
\$ 6,500 THRU \$ 9,999	6										6	100.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999	4										4	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-74

1969 MINORITY GROUP STUDY
STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
		NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,193	554	6.6	58	.7	46	.6	145	1.8	7,389	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,841	196	5.1	30	.8	15	.4	61	1.6	3,939	92.1
GS- 1 THRU 4	1,539	126	8.2	21	1.4	7	.5	30	1.9	1,355	88.0
GS- 5 THRU 6	1,332	56	4.2	9	.7	7	.5	21	1.6	1,230	93.0
GS- 9 THRU 11	690	12	1.7			1	.1	7	1.0	570	97.1
GS-12 THRU 13	240	1	.4					3	1.3	236	98.3
GS-14 THRU 15	36	1	2.6							37	97.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	3,308	322	9.7	22	.7	24	.7	76	2.3	2,864	86.6
UP THRU \$5,499	14	4	28.6					1	7.1	9	64.3
\$ 5,500 THRU \$ 6,999	633	142	22.4	10	1.6	2	.3	44	7.0	635	68.7
\$ 7,000 THRU \$ 7,999	772	107	13.9	5	.6	6	1.0	24	3.1	628	81.3
\$ 8,000 THRU \$ 8,999	985	48	4.9	7	.7	6	.6	7	.7	917	93.1
\$ 9,000 THRU \$ 9,999	511	16	3.1			6	1.2			489	95.7
\$10,000 THRU \$13,999	389	5	1.3			2	.5			382	98.2
\$14,000 THRU \$17,999	4									4	100.0
\$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,010	35	3.5	5	.5	7	.7	8	.8	955	94.6
PFS- 1 THRU 5*	831	31	3.7	5	.6	7	.8	6	1.0	760	93.9
PFS- 6 THRU 9	151	4	2.6							147	97.4
PFS-10 THRU 12	24									24	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	34	2	5.9	1	2.9					31	91.2
UP THRU \$6,499	16	1	5.6	1	5.6					16	88.9
\$ 6,500 THRU \$ 9,999	12	1	8.3							11	91.7
\$10,000 THRU \$13,999	3									3	100.0
\$14,000 THRU \$17,999											
\$18,000 THRU \$25,999	1									1	100.0
\$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST. PETERSBURG-FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS--	6,550		310	4.7	354	5.4	7	.1	1		5,878	89.7
TOTAL GENERAL SCHEDULE JR SIMILAR.....	3,077		93	3.0	60	1.9	2	-.1	1		2,921	94.9
GS- 1 THRU 4	682		58	6.6	19	2.2	1	-.1			804	91.2
GS- 5 THRU 8	754		20	2.6	13	1.7	1	-.1			729	95.5
GS- 9 THRU 11	909		14	1.5	18	2.0					877	96.5
GS-12 THRU 13	391		1	-.3	3	.8					387	99.0
GS-14 THRU 15	132				7	5.3			1	.8	124	93.9
GS-16 THRU 18	436										4	100.0
TOTAL WAGE SYSTEMS.....	565		110	19.5	22	3.9					433	76.6
UP THRU \$5,499	244		92	37.7	5	2.0					147	60.2
\$ 5,500 THRU \$ 6,999	151		13	8.6	9	6.0					129	85.4
\$ 7,000 THRU \$ 7,999	111		5	4.5	4	3.6					102	91.9
\$ 8,000 THRU \$ 8,999	33				2	6.1					31	93.9
\$ 9,000 THRU \$ 9,999	14				2	14.3					12	85.7
\$10,000 THRU \$13,999	12										12	100.0
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	2,653		106	3.7	271	9.5	5	-.2			2,471	86.6
PFS- 1 THRU 5*	2,393		101	4.2	238	9.9	5	-.2			2,049	85.6
PFS- 6 THRU 9	391		5	1.3	26	6.6					360	92.1
PFS-10 THRU 12	56				6	10.7					50	89.3
PFS-13 THRU 16	12											
PFS-17 THRU 19	1				1	100.0					12	100.0
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	55		1	1.6	1	1.6					53	96.4
UP THRU \$6,499	33		1	3.0	1	6.7					32	97.0
\$ 6,500 THRU \$ 9,999	15										14	93.3
\$10,000 THRU \$13,999	6										6	100.0
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 THRU \$25,999												
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
WICHITA-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1960

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAME		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS...	3,602	7.1	257	7.1	57	1.6	17	.5	9	.2	3,262	90.6
TOTAL GENERAL SCHEDULE OP SIMILAR.....	1,629		75	4.6	12	.7	9	.6	7	.4	1,526	93.7
GS-1 THRU 4	411		42	10.2	3	.7	5	1.2	4	1.0	357	86.9
GS-5 THRU 8	461		23	5.0	2	.9	1	.2	1	.2	432	93.7
GS-9 THRU 11	492		9	1.8	4	.8	3	.6	1	.2	475	96.5
GS-12 THRU 13	220		1	.5							219	99.5
GS-14 THRU 15	43				1	2.3			1	2.3	41	95.3
GS-16 THRU 18	2										2	100.0
TOTAL WAGE SYSTEMS.....	441		56	12.0	10	2.3	2	.5	2	.5	361	81.9
UP THRU \$5,499	62		19	30.6	3	4.8			2	3.2	38	61.3
\$ 5,500 THRU \$ 6,999	94		27	28.7	3	3.2	1	1.1			63	67.0
\$ 7,000 THRU \$ 7,999	160		18	11.3	4	2.5	1	.6			137	85.6
\$ 8,000 THRU \$ 8,999	84		1	1.2							83	98.8
\$ 9,000 THRU \$ 9,999	20										20	100.0
\$10,000 THRU \$13,999	21		1	4.8							20	95.2
\$14,000 THRU \$17,999												
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE.....	1,504		116	7.7	35	2.3	6	.4			1,347	89.6
PFS-1 THRU 5*	1,112		97	8.7	32	2.9	6	.5			977	87.9
PFS-6 THRU 9	234		15	6.4	3	1.3					216	92.3
PFS-10 THRU 12	61		2	3.3							59	96.7
PFS-13 THRU 16	63		2	2.4							61	97.6
PFS-17 THRU 19	12										12	100.0
PFS-20 THRU 21	2										2	100.0
TOTAL OTHER PAY SYSTEMS	28										28	100.0
UP THRU \$6,499	13										13	100.0
\$ 6,500 THRU \$ 9,999	6										6	100.0
\$10,000 THRU \$13,999	4										4	100.0
\$14,000 THRU \$17,999	2										2	100.0
\$18,000 THRU \$25,999	2										2	100.0
\$26,000 AND OVER	1										1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE 4-77

1969 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON/DELAWARE-NEW JERSEY-MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES		NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS**	4,515		806	17.9	14	-3			10	.2	3,685	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR*****	2,132		307	14.4	13	-6			10	.5	1,802	84.5
GS-1 THRU 4	936		220	23.5	1	-.1			1	-.1	714	76.3
GS-5 THRU 8	569		66	11.2	1	.2					522	88.6
GS-9 THRU 11	382		16	4.2	2	.5			2	.5	362	95.8
GS-12 THRU 13	168		5	3.0					1	.6	162	96.4
GS-14 THRU 15	54				9	16.7			6	11.1	39	72.2
GS-16 THRU 18	3										3	100.0
TOTAL WAGE SYSTEMS*****	913		316	34.6	1	-.1					596	65.3
UP THRU \$2,499	113		59	52.2							54	47.6
\$ 2,500 THRU \$ 6,999	294		181	61.6							113	38.4
\$ 7,000 THRU \$ 7,999	167		40	24.0	1	.6					126	75.4
\$ 8,000 THRU \$ 8,999	226		31	13.6							197	86.4
\$ 9,000 THRU \$ 9,999	61		3	4.9							58	95.1
\$10,000 THRU \$13,999	49		2	4.1							47	95.9
\$14,000 THRU \$17,999	1										1	100.0
\$18,000 AND OVER												
TOTAL POSTAL FIELD SERVICE*****	1,420		182	12.8							1,238	87.2
PFS-1 THRU 5*	1,217		167	13.7							1,050	86.3
PFS-6 THRU 9	168		15	8.9							153	91.1
PFS-10 THRU 12	30										30	100.0
PFS-13 THRU 16	5										5	100.0
PFS-17 THRU 19												
PFS-20 THRU 21												
TOTAL OTHER PAY SYSTEMS	50		1	2.0							49	98.0
UP THRU \$6,499	33										32	97.0
\$ 6,500 THRU \$ 9,999	11		1	3.0							11	100.0
\$10,000 THRU \$13,999	5										5	100.0
\$14,000 THRU \$17,999												
\$18,000 THRU \$25,999	1										1	100.0
\$26,000 AND OVER												

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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APPENDIX 5

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TABLE 5-1 -- UNITED STATES CIVIL SERVICE REGIONS

<u>Central Office</u>	-- Washington, D. C. Standard Metropolitan Statistical area, which consists of the District of Columbia; in Virginia, Arlington, Fairfax, Loudoun, and Prince William Counties, and Alexandria, Fairfax, and Falls Church Cities; and Montgomery and Prince Georges Counties, Maryland.
<u>Atlanta</u>	-- Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.
<u>Boston</u>	-- Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
<u>Chicago</u>	-- Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin.
<u>Dallas</u>	-- Arkansas, Louisiana, Oklahoma, and Texas.
<u>Denver</u>	-- Arizona, Colorado, New Mexico, Utah, and Wyoming.
<u>New York</u>	-- New Jersey, New York, and Virgin Islands.
<u>Philadelphia</u>	-- Delaware, Maryland <u>1/</u> , Pennsylvania, Virginia <u>1/</u> , and West Virginia.
<u>St. Louis</u>	-- Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
<u>San Francisco</u>	-- California and Nevada.
<u>Seattle</u>	-- Alaska, Idaho, Montana, Oregon, and Washington.

1/ Excludes those counties and cities in Maryland and Virginia which are part of the Washington, D. C. Standard Metropolitan Statistical Area.

TABLE 5-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS,
NOVEMBER 30, 1969

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Total, 75 Selected Standard Metropolitan Statistical Areas....	1,666,898	411,643	338,510	53,296	4,661	15,176	1,255,255
Washington, D.C.-Maryland-Virginia.....	288,490	80,160	76,981	1,328	412	1,439	208,330
San Francisco-Oakland, California.....	88,843	28,940	18,990	3,164	333	6,453	59,903
Philadelphia, Pennsylvania-New Jersey...	84,177	22,767	22,329	297	22	119	61,410
Chicago, Illinois.....	73,024	31,227	30,127	670	58	372	41,797
Los Angeles-Long Beach, California.....	65,671	22,213	16,355	3,993	240	1,625	43,458
New York, New York.....	113,254	35,014	28,995	5,564	50	405	78,240
Baltimore, Maryland.....	46,911	12,054	11,824	109	24	97	34,857
Boston, Massachusetts.....	43,413	2,244	2,028	58	16	112	41,169
San Antonio, Texas.....	40,616	19,035	2,828	16,116	35	56	21,581
St. Louis, Missouri-Illinois.....	34,927	8,086	7,901	109	18	58	26,841
Norfolk-Portsmouth, Virginia.....	34,361	9,022	8,932	57	6	47	25,339
Detroit, Michigan.....	29,543	10,234	10,026	104	40	64	19,309
Atlanta, Georgia.....	25,668	6,486	6,403	59	17	7	19,182
Denver, Colorado.....	23,637	4,026	2,074	1,661	91	200	19,611
Kansas City, Missouri-Kansas.....	21,826	4,384	4,085	227	25	47	17,442
Newark, New Jersey.....	21,742	3,928	3,721	143	-	57	17,814
Cleveland, Ohio.....	20,870	6,790	6,707	36	3	38	14,050
Macon, Georgia.....	18,582	2,636	2,604	24	2	6	15,946
Huntsville, Alabama.....	17,630	525	480	22	6	17	17,105
Pittsburgh, Pennsylvania.....	17,232	2,753	2,716	19	7	11	14,479
Indianapolis, Indiana.....	17,062	4,434	4,396	19	2	17	12,628
Houston, Texas.....	16,295	4,674	3,678	939	26	31	11,621
Newsport News-Hampton, Virginia.....	15,570	3,034	3,001	20	3	10	12,536
Charleston, South Carolina.....	15,193	2,752	2,709	30	2	11	12,441
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	2,936	2,906	9	4	17	10,654
Dallas, Texas.....	12,917	2,479	2,069	324	78	8	10,438
New Orleans, Louisiana.....	12,651	3,848	3,708	114	5	21	8,803
Memphis, Tennessee-Arkansas.....	12,018	3,860	3,833	16	4	7	8,159
Jacksonville, Florida.....	10,819	1,661	1,592	41	20	8	9,158
Louisville, Kentucky-Indiana.....	10,306	1,470	1,452	8	...	10	8,836
Miami, Florida.....	9,680	1,744	1,250	454	17	23	7,936
Fort Worth, Texas.....	8,821	890	589	248	35	20	7,931
Birmingham, Alabama.....	6,223	1,282	1,273	6	1	2	4,941
Nashville, Tennessee.....	6,041	801	787	9	2	3	5,240
Little Rock-North Little Rock, Arkansas.	5,764	841	817	12	8	4	4,923
Columbia, South Carolina.....	5,325	1,180	1,158	11	6	5	4,145
Montgomery, Alabama.....	4,690	660	642	10	1	7	4,030
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	557	551	4	1	1	2,611
Jackson, Mississippi.....	2,977	352	387	1	2	2	2,585
Mobile, Alabama.....	2,192	308	303	4	1	...	1,884
Raleigh, North Carolina.....	1,942	222	214	4	2	2	1,720
Total, 41 Selected Standard Metropolitan Statistical Areas....	(1,373,661)	(352,549)	(333,421)	(36,051)	(1,636)	(11,433)	(951,112)

TABLE 5-2-- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS, NOVEMBER 30, 1969 -- Continued

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Oklahoma City, Oklahoma.....	33,411	4,063	2,767	203	1,075	18	29,348
San Diego, California.....	29,986	5,125	2,354	1,820	123	828	24,861
Sacramento, California.....	28,919	4,396	2,131	1,264	114	897	24,523
Dayton, Ohio.....	26,593	5,407	5,311	41	7	48	21,186
Salt Lake City, Utah.....	23,457	1,286	255	768	49	214	22,171
Seattle-Everett, Washington.....	15,497	1,883	1,094	70	110	609	13,614
San Bernardino-Riverside-Ontario, California.....	14,120	2,715	829	1,654	166	66	11,405
Portland, Oregon-Washington.....	12,964	723	442	42	63	176	12,241
Columbus, Ohio.....	11,479	3,331	3,302	18	1	10	8,148
Milwaukee, Wisconsin.....	10,363	1,177	1,088	55	16	18	9,186
Pensacola, Florida.....	9,036	1,041	972	40	23	6	7,995
Buffalo, New York.....	8,941	678	841	22	8	7	8,063
Phoenix, Arizona.....	8,879	1,237	258	640	300	39	7,642
Harrisburg, Pennsylvania.....	8,574	839	812	12	...	15	7,735
Albuquerque, New Mexico.....	8,540	3,402	108	2,515	762	17	5,138
San Jose, California.....	8,475	1,563	549	602	37	375	6,912
Richmond, Virginia.....	8,265	2,863	2,839	10	3	11	5,402
Tacoma, Washington.....	8,193	804	555	58	46	145	7,389
El Paso, Texas.....	7,614	3,607	239	3,311	12	45	4,007
Ogden, Utah.....	7,079	439	106	254	19	60	6,640
Omaha, Nebraska-Iowa.....	7,077	654	565	60	14	14	6,423
Corpus Christi, Texas.....	6,880	2,567	217	2,343	5	2	4,313
Tampa-St. Petersburg, Florida.....	6,550	672	310	354	7	1	5,878
Columbus, Georgia-Alabama.....	6,067	1,497	1,452	32	1	12	4,570
Augusta, Georgia-South Carolina.....	6,056	1,318	1,294	12	3	9	4,738
Biloxi-Gulfport, Mississippi.....	5,632	671	651	15	3	2	4,961
Jersey City, New Jersey.....	5,551	1,304	1,156	144	1	3	4,247
Austin, Texas.....	5,303	891	381	495	9	6	4,412
Providence-Pawtucket-Warrick, Rhode Island-Massachusetts.....	4,911	182	167	7	1	7	4,729
Hartford, Connecticut.....	4,875	499	482	13	1	3	4,376
Wilmington, Delaware-New Jersey, Maryland.....	4,515	830	806	14	...	10	3,685
Wichita, Kansas.....	3,602	340	257	57	17	9	3,262
Fresno, California.....	2,946	495	121	285	25	64	2,451
Shreveport, Louisiana.....	2,887	395	377	15	2	1	2,492
Total, 34 Selected Standard Metropolitan Statistical Areas....	(363,237)	(59,34)	(35,089)	(17,245)	(3,023)	(5,737)	(304,143)

TABLE 5-3 -- TOTAL AND MINORITY EMPLOYMENT IN 41 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS,
NOVEMBER 30, 1967 AND 1969

Selected Standard Metropolitan Statistical Area	Total All Employment		Minority Employment			
	1969	1967	1969		1967	
			Number	Percent	Number	Percent
Total, Selected Standard Metropolitan Statistical Area.....	1,303,661	1,220,0	252,540	27.04	347,962	26.37
Atlanta, Georgia.....	25,668	25,133	6,486	25.27	5,771	22.96
Baltimore, Maryland.....	46,911	47,357	12,054	25.70	12,507	26.07
Birmingham, Alabama.....	6,223	6,400	1,282	20.60	980	15.31
Boston, Massachusetts.....	43,413	44,059	2,244	5.17	2,243	5.09
Charleston, South Carolina.....	15,193	16,046	2,752	18.11	2,742	17.09
Chicago, Illinois.....	73,024	66,970	31,227	42.76	28,956	43.24
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	14,076	2,936	21.60	3,180	22.59
Cleveland, Ohio.....	20,870	21,544	6,790	32.53	6,914	32.09
Columbia, South Carolina.....	5,325	5,178	1,180	22.16	1,207	23.31
Dallas, Texas.....	12,917	11,688	2,479	19.19	1,914	16.38
Denver, Colorado.....	23,637	24,868	4,026	17.03	4,208	16.92
Detroit, Michigan.....	29,543	32,160	10,234	34.64	10,111	31.44
Fort Worth, Texas.....	8,821	8,509	890	10.09	691	8.12
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	2,241	557	17.58	454	20.26
Houston, Texas.....	16,295	15,799	4,674	28.68	4,256	26.94
Huntsville, Alabama.....	17,630	18,063	525	2.98	627	3.47
Indianapolis, Indiana.....	17,062	17,369	4,434	25.99	4,702	27.07
Jackson, Mississippi.....	2,977	2,833	392	13.17	376	13.27
Jacksonville, Florida.....	10,819	9,976	1,661	15.35	1,610	16.14
Kansas City, Missouri-Kansas.....	21,826	19,947	4,384	20.09	3,791	19.01
Little Rock-North Little Rock, Arkansas.....	5,764	4,982	841	14.59	826	16.58
Los Angeles-Long Beach, California.....	65,671	68,206	22,213	33.82	21,130	30.98
Louisville, Kentucky-Indiana.....	10,306	9,747	1,470	14.26	1,417	14.54
Macon, Georgia.....	18,582	19,546	2,636	14.19	2,410	12.33
Memphis, Tennessee-Arkansas.....	12,018	11,513	3,860	32.12	3,714	32.26
Miami, Florida.....	9,680	8,996	1,744	18.02	1,328	14.76
Mobile, Alabama.....	2,192	4,818	308	14.05	762	15.82
Montgomery, Alabama.....	4,690	4,283	660	14.07	684	15.97
Nashville, Tennessee.....	6,041	5,683	801	13.26	755	13.29
New Orleans, Louisiana.....	12,651	12,617	3,848	30.42	3,769	29.87
Newark, New Jersey.....	21,742	24,229	3,928	18.07	3,941	16.27
Newport News-Hampton, Virginia.....	15,570	13,824	3,034	19.49	2,938	21.25
New York, New York.....	13,254	122,498	35,014	30.92	36,984	30.19
Norfolk-Portsmouth, Virginia.....	34,361	37,234	9,022	26.26	9,486	25.48
Philadelphia, Pennsylvania-New Jersey...	84,177	84,466	22,767	27.05	23,115	27.37
Pittsburgh, Pennsylvania.....	17,232	17,395	2,753	15.98	2,882	16.57
Raleigh, North Carolina.....	1,942	1,477	222	11.43	174	11.78
St. Louis, Missouri-Illinois.....	34,927	32,660	8,086	23.15	7,811	23.92
San Antonio, Texas.....	40,616	40,489	19,035	46.87	18,210	44.98
San Francisco-Oakland, California.....	88,843	93,479	28,940	32.57	30,838	32.99
Washington, D.C.-Maryland-Virginia.....	288,490	291,085	80,160	27.79	77,548	26.64

TABLE 5-4 -- GENERAL SCHEDULE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 28, 1969

GENERAL SCHEDULE-BASIC PER ANNUM RATES											
(Top Line in each grade=RATE EFFECTIVE Dec 28, 1969)											
(Second Line in each grade=RATE EFFECTIVE July 13, 1969)											
GRADE	PER ANNUM RATES AND STEPS										
	1	2	3	4	5	6	7	8	9	10	STEP INCREASE
GS-1	\$4,125 3,889	\$4,262 4,019	\$4,399 4,149	\$4,536 4,279	\$4,673 4,408	\$4,810 4,538	\$4,947 4,668	\$5,084 4,798	\$5,221 4,928	\$5,358 5,057	\$137 129-130
GS-2	4,621 4,360	4,775 4,505	4,929 4,650	5,083 4,795	5,237 4,940	5,391 5,083	5,545 5,230	5,699 5,375	5,853 5,520	6,007 5,665	\$154 \$145
GS-3	5,212 4,917	5,386 5,081	5,560 5,245	5,734 5,409	5,908 5,573	6,082 5,737	6,256 5,901	6,430 6,065	6,604 6,229	6,778 6,393	\$174 \$164
GS-4	5,853 5,522	6,048 5,703	6,243 5,890	6,438 6,074	6,633 6,258	6,828 6,443	7,023 6,626	7,218 6,810	7,413 6,994	7,608 7,178	\$195 \$184
GS-5	6,548 6,175	6,766 6,382	6,984 6,586	7,202 6,794	7,420 7,000	7,638 7,206	7,856 7,412	8,074 7,618	8,292 7,824	8,510 8,030	\$218 \$206
GS-6	7,294 6,882	7,537 7,111	7,780 7,340	8,023 7,569	8,266 7,798	8,509 8,027	8,752 8,256	8,995 8,485	9,238 8,714	9,481 8,941	\$243 \$229
GS-7	8,098 7,639	8,368 7,894	8,638 8,149	8,908 8,404	9,178 8,659	9,448 8,914	9,718 9,169	9,988 9,424	10,258 9,679	10,528 9,934	\$270 \$255
GS-8	8,954 8,449	9,255 8,741	9,554 9,013	9,853 9,293	10,152 9,577	10,451 9,859	10,750 10,141	11,049 10,423	11,348 10,705	11,647 10,987	\$299 \$282
GS-9	9,881 9,330	10,210 9,631	10,539 9,942	10,868 10,251	11,197 10,564	11,526 10,875	11,855 11,186	12,184 11,497	12,513 11,808	12,842 12,119	\$329 \$311
GS-10	10,869 10,252	11,231 10,594	11,593 10,936	11,955 11,278	12,317 11,620	12,679 11,962	13,041 12,304	13,403 12,646	13,765 12,988	14,127 13,340	\$362 \$342
GS-11	11,905 11,233	12,302 11,607	12,699 11,981	13,096 12,353	13,492 12,729	13,889 13,101	14,287 13,477	14,684 13,851	15,081 14,221	15,478 14,599	\$397 \$374
GS-12	14,192 13,389	14,665 13,835	15,138 14,281	15,611 14,727	16,084 15,173	16,557 15,619	17,030 16,065	17,503 16,511	17,976 16,957	18,449 17,401	\$473 \$446
GS-13	16,760 15,812	17,319 16,339	17,878 16,866	18,437 17,393	18,996 17,920	19,555 18,447	20,114 18,974	20,673 19,501	21,232 20,028	21,791 20,555	\$559 \$527
GS-14	19,643 18,531	20,298 19,149	20,953 19,767	21,608 20,385	22,263 21,003	22,918 21,621	23,573 22,230	24,228 22,857	24,883 23,475	25,538 24,093	\$655 \$618
GS-15	23,885 22,589	24,648 23,309	25,411 24,029	26,174 24,749	26,937 25,469	27,700 26,189	28,463 26,999	29,226 27,699	29,989 28,349	30,752 29,069	\$763 \$720
GS-16	28,547 27,044	29,432 27,879	30,317 28,714	31,202 29,549	32,087 29,384	32,972 29,219	33,857 30,054	34,742 30,889	35,627 31,724	.....	\$885 \$835
GS-17	30,714 28,976	31,738 29,942	32,762 30,908	33,786 31,874	34,810 32,840	.....	.....	.....	.....	.....	\$1,024 \$966
GS-18	35,505 33,495	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

TABLE 5-5 -- POSTAL FIELD SERVICE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 27, 1969

LEVEL	POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES												STEP INCREASE
	PER ANNUM RATES AND STEPS												
PFS-1	\$4,794 4,522	\$4,954 4,673	\$5,114 4,834	\$5,274 4,975	\$5,434 5,126	\$5,594 5,277	\$5,754 5,438	\$5,914 5,579	\$6,074 5,730	\$6,234 5,881	\$6,394 6,032	\$6,554 6,183	\$160
PFS-2	5,182 4,889	5,355 5,052	5,528 5,225	5,701 5,378	5,874 5,541	6,047 5,704	6,220 5,867	6,393 6,030	6,566 6,193	6,739 6,356	6,912 6,519	7,085 6,682	173 163
PFS-3	5,602 5,286	5,789 5,462	5,976 5,648	6,163 5,814	6,350 5,990	6,537 6,166	6,724 6,342	6,911 6,518	7,098 6,694	7,285 6,870	7,472 7,046	7,659 7,222	187 176
PFS-4	6,056 5,715	6,258 5,905	6,460 6,095	6,662 6,283	6,864 6,475	7,066 6,665	7,268 6,855	7,470 7,045	7,672 7,235	7,874 7,425	8,076 7,615	8,278 7,805	202 190
PFS-5	6,548 6,176	6,768 6,382	6,984 6,588	7,202 6,794	7,420 7,000	7,638 7,206	7,856 7,412	8,074 7,618	8,292 7,824	8,510 8,030	8,728 8,236	8,946 8,442	218 206
PFS-6	7,077 6,675	7,313 6,898	7,549 7,121	7,785 7,344	8,021 7,567	8,257 7,790	8,493 8,013	8,729 8,236	8,965 8,459	9,201 8,682	9,437 8,905	9,673 9,128	236 223
PFS-7	7,650 7,276	7,905 7,457	8,160 7,693	8,415 7,919	8,670 8,180	8,925 8,421	9,180 8,662	9,435 8,903	9,690 9,144	9,945 9,385	10,200 9,626	10,455 9,867	255 241
PFS-8	8,269 7,862	8,545 8,052	8,821 8,322	9,097 8,582	9,373 8,842	9,649 9,102	9,925 9,362	10,201 9,622	10,477 9,882	10,753 10,142	11,029 10,402	.....	276 260
PFS-9	8,940 8,514	9,238 8,715	9,536 8,995	9,834 9,277	10,132 9,558	10,430 9,840	10,728 10,120	11,025 10,401	11,324 10,682	11,622 10,961	.....	.....	298 281
PFS-10	9,645 9,191	9,967 9,494	10,289 9,795	10,611 10,010	10,933 10,313	11,255 10,616	11,577 10,919	11,899 11,222	12,221 11,525	12,543 11,828	.....	.....	322 303
PFS-11	10,717 10,110	11,074 10,447	11,431 10,784	11,788 11,121	12,145 11,458	12,502 11,795	12,859 12,132	13,216 12,469	13,573 12,806	13,930 13,143	.....	.....	357 337
PFS-12	11,905 11,213	12,302 11,667	12,699 12,051	13,096 12,335	13,493 12,729	13,890 13,193	14,287 13,477	14,684 13,851	15,081 14,225	15,478 14,599	.....	.....	397 374
PFS-13	13,227 12,478	13,668 12,894	14,109 13,310	14,550 13,726	14,991 14,142	15,432 14,558	15,873 14,974	16,314 15,390	16,755 15,806	17,196 16,222	.....	.....	441 416
PFS-14	14,695 13,864	15,185 14,326	15,675 14,788	16,165 15,250	16,655 15,712	17,145 16,174	17,635 16,636	18,125 17,098	18,615 17,569	19,105 18,022	.....	.....	490 462
PFS-15	16,328 15,404	16,872 15,917	17,416 16,430	17,960 16,943	18,504 17,456	19,048 17,969	19,592 18,482	20,135 18,995	20,680 19,508	21,224 20,021	.....	.....	544 513
PFS-16	18,138 17,114	18,743 17,684	19,348 18,254	19,953 18,824	20,558 19,394	21,163 19,954	21,768 20,534	22,373 21,104	22,978 21,674	23,583 22,254	.....	.....	605 570
PFS-17	20,152 19,011	20,824 19,645	21,496 20,279	22,168 20,913	22,840 21,547	23,512 22,181	24,184 22,815	24,856 23,449	25,528 24,083	26,200 24,717	.....	.....	672 634
PFS-18	22,390 21,122	23,136 21,826	23,882 22,519	24,628 23,234	25,374 23,918	26,120 24,642	26,866 25,346	27,612 26,050	28,358 26,754	29,104 27,418	.....	.....	746 704
PFS-19	24,875 23,467	25,704 24,249	26,533 25,031	27,362 25,813	28,191 26,595	29,020 27,377	29,849 28,159	30,678 28,941	31,507 29,723	32,336 30,525	.....	.....	829 782
PFS-20	27,636 26,071	28,557 26,920	29,478 27,809	30,399 28,678	31,320 29,547	32,241 30,416	33,162 31,285	34,083 32,154	.....	.....	.....	.....	921 869
PFS-21	30,714 28,976	31,738 29,942	32,762 30,908	33,786 31,874	34,810 32,840	1,024 966

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1969 Highlights

MARGIN INDEX

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Significant Program Changes Since 1967

Summary and Analysis of 1969 Survey Findings

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